



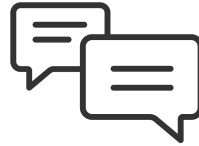
WOMEN ARE SAYING **GOODBYE**





MY NAME IS MAREN HOGAN.

**You can find me on the
internet @marenhogan.**



**If you want to talk
after, we totally can.**



Many women are saying “**so long, farewell, Auf wiedersehen**”
to the workforce and it’s confounding experts.

NEVER HAVE WOMEN BEEN

A photograph of two young women sitting on concrete steps outdoors. The woman on the left, with long blonde hair, is holding a silver laptop. The woman on the right, with dark curly hair, is looking at the laptop. Both are smiling. A large white number '1' is overlaid on the image.

1

More Educated

A photograph of a woman with dark hair tied back, wearing a red and white checkered shirt. She is looking down with a thoughtful or serious expression. A large white number '2' is overlaid on the image.

2

**Closer to Closing
the Wage Gap**

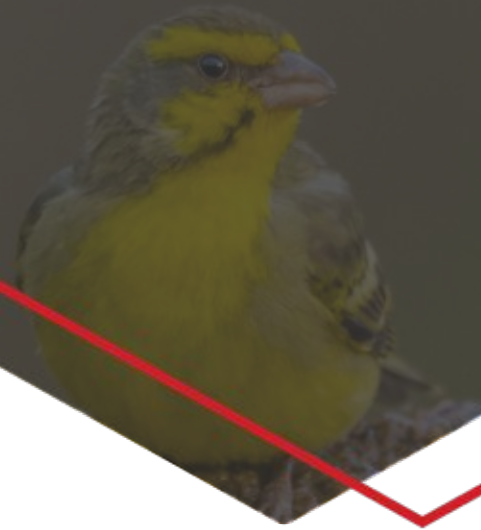
A photograph of a man and a woman sitting together. The man is holding a baby in a plaid shirt. Both the man and woman are smiling and looking at the baby. A large white number '3' is overlaid on the image.

3

**Less likely to choose
to end their careers
when starting a family.**



WHAT'S THE ISSUE?



As blogger Polly Pearson queries, are these ladies the **canaries** in our modern informational age coal mine?



This is a bit of a problem.

“Women’s increased involvement in the economy was the most significant change in labor markets during the past century.”

-Claudia Goldin, Harvard economist



**Your first thought might be
to place part of the blame
on the wage gap**



&you'd be dead right.



Professional women are leaving because their salaries have become “**pocket money**”



The picture this economy paints today is reminiscent of the WW2 workers who **“filled in the gaps”** when the male workforce was away.





**Women could
be paid less**




Were paid less



**An attractive
alternative**






**Now that the
economy is showing
signs of recovery,
the pay gap is once
again widening and
women are leaving
the workforce.**

Entire Paychecks are going to care for children





There are other voices who say that while women may be leaving the workforce at the highest numbers in decades

They are leading the biggest workforce shifts





**There is an
underground sea
change afoot.**

Recent data indicates that since the last recession, **which saw a re-entry of women into the workforce as husbands were laid off**, well-educated women are starting to exit the workforce again in a larger trend seen over the past 20 years. The reason may have to do with the faster-growing salaries of men versus women.



Everywhere I look....
women are starting micro businesses





Selling jewelry/t-shirts on Etsy.com



Becoming personal trainers



Freelance writing/editing



Offering birth support as doulas



Massaging clients in their homes



LEGALLY or not-so-legally

Women are increasingly working
10-40 hours a week outside the
traditional workforce model

-In addition to raising children.



**Are the statistics
tracking this?
Certainly not.**



One fascinating study has found
this may be a personal choice by women to deny
any discrimination they MAY face.

How To Retain Women



Sharing options



Work flex time



Smaller commutes



Subsidized child care



Options for working mothers



PART 1

There's a belief

GAP

About the wage

GAP

THERE ARE MANY WHO BELIEVE:

A photograph of three people in an office setting. A man in a light blue shirt is leaning over a desk, smiling and looking at a laptop screen. A woman with long brown hair is also smiling and looking at the screen. Another person is partially visible on the left. The image is overlaid with a large white number '1'.

1

That a wage gap does not exist at all.

A photograph of a woman with dark hair, wearing a grey sleeveless top, smiling and looking down. The image is overlaid with a large white number '2'.

2

if a wage gap does exist, it exists because of choices women make.

A photograph of a woman with dark hair, wearing a red sweater, looking stressed with her hand on her forehead. The image is overlaid with a large white number '3'.

3

if a wage gap exists that it is not our problem nor do we have to take responsibility for it.



Mitt Romney



Paul Ryan



One Reason



Lily Ledbetter Fair Pay Act

law that makes it easier
for women to challenge
unequal pay

Here's the “truth” you won't hear





**The pay gap is exaggerated,
discrimination doesn't drive it and
it's not clear that government can
eliminate it —or should even try.**

-Ramesh Ponnuru



**There is very little that individual
employers can do about any of these
issues. They can't make men do more
housework, or pick majors for
women. Nor can they reasonably be
asked to adjust their salary schedules
to make up for those choices.**



**None of these arguments
are new to women.**

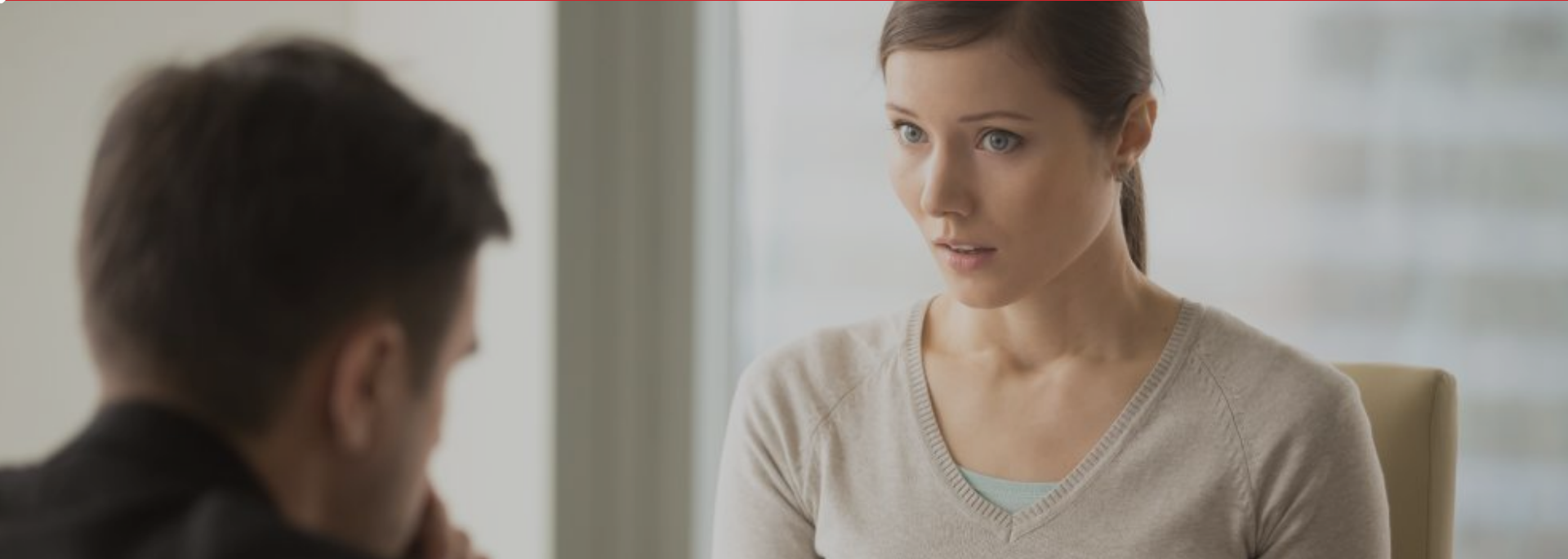


What happens when you control for certain industries?

81%

**Female managers make 81%
as much as their counterparts**

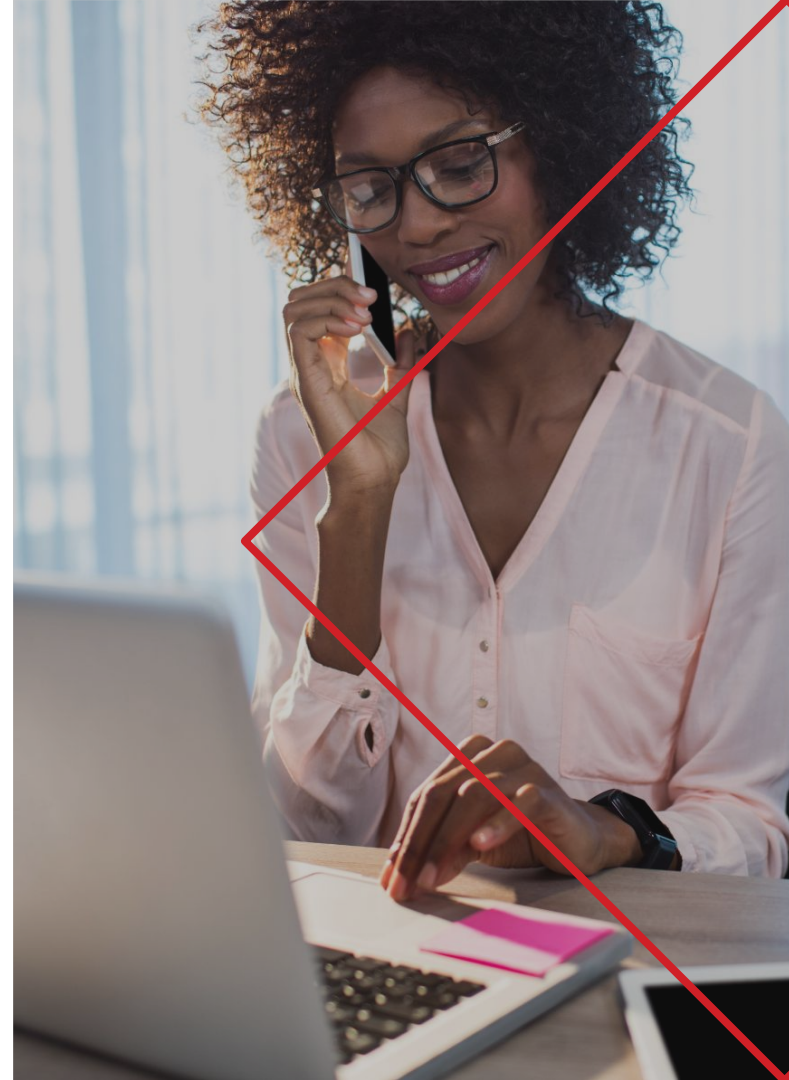
**Full-time working women are paid only
82% as much as full-time working men.**



A woman with dark hair, wearing a white long-sleeved shirt, is seated at a dark desk. She is resting her chin on her left hand and holding a black pen in her right hand. An open notebook with lined pages lies on the desk in front of her. A red semi-transparent rectangular box is superimposed over the center of the image, containing white text. The background shows a blurred office environment with white cabinets and shelves.

**Even when controlling for hours
worked, childlessness and job title,
the gap still seems to exist.**

Among all workers **25**
and older with **some**
high school education,
women's median
weekly wages total
\$338 compared to a
total of **\$486** for **men.**



A female MBA graduate is paid, on average, **\$4,600 less at her first job than a new male MBA graduate.**





**Women with
children are paid**

2.5%

**Less than women
without children**



**Women make 77 cents for every
dollar earned by men.**

PART 2

There's a belief

GAP

About the wage

GAP

**When women choose “non traditional”
higher-paid majors, a gap still exists.**

86%

**Women in STEM are paid 86%
less than male counterparts**

MYTH:



**“The female
is **unable**
to negotiate.”**



**WOMEN
ARE JUDGED**



**MEN GET
A BOOST**

MEN ASK FOR:

A close-up photograph of several stacks of US dollar bills, including \$100 and \$50 bills, tied with rubber bands. The image is slightly blurred and has a dark overlay.

1

More Money

A photograph of a smiling man in a white shirt and blue tie, pointing his right index finger upwards. The image is slightly blurred and has a dark overlay.

2

Better Perks

A photograph of a tropical beach scene with a large, steep, forested mountain in the background and several small huts on stilts along the shoreline. The image is slightly blurred and has a dark overlay.

3

More Vacation Time

MYTH:



**“Females are
unable to
tolerate high
-reward
jobs.”**



High risk



High pay



6/10

Families a mother is the
primary breadwinner.



41%

**Female M.B.A.s who took a year off
made 41% less than their counterparts
who worked continuously**

PART 3

There's a belief

GAP

About the wage

GAP



What's going **RIGHT** in the journey to wage equality



**Let's look to other countries
to gauge our own progress.**



**While the UK still struggles
with pay disparity between
men and women, they are
making strides forward.**





**One area
women are
making more
money is at
the top!**

The Average compensation for CEO



Men =
\$12.9 Million



Women =
\$11.7 Million



Men are talking like women.

The key to success lies not only in recognizing and understanding the difference between the two styles of communication, but focusing on and creating for one's self a style that encompasses the best of both worlds.



Women have been starting businesses at a higher rate than men for the last 20 years.



Women will create over half of the 9.72 million new small business jobs expected to be created by 2018





We need to **raise
awareness and
increase attention
for the gender
barriers that **still** exist.**



Thank you!



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Sources

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<http://www.recruiter.com/i/theres-a-belief-gap-about-the-wage-gap-part-2/>

<http://www.recruiter.com/i/theres-a-belief-gap-about-the-wage-gap-part-3/>