



Embracing Equity

Women's History Month 2023

Progress has been made, but the reality still shows disparity between men and women in the workforce

Women are still doing most of the unpaid work



- Women continue to have a greater responsibility than men for unpaid care and domestic work in families and communities
- Women carry out at least 2.5 times more unpaid work than men
- Globally, 75% of unpaid work is done by women who spend between three and six hours per day on it compared to men's average of thirty minutes to two hours

Where can the pay gap be seen?

- The gender pay gap in hourly wages is substantially higher in countries where women spend a large amount of time in unpaid care compared to men
- The US pay gap between mothers and married fathers is three times higher than the pay gap between men and women without children
- On average, women are paid about 20 percent less than men, globally



Impact of having children



- In all regions of the world, mothers with dependent children on average earn less than women without dependent children and less than fathers with similar household and employment characteristics
- The gender pay gap widens over the twelve years after a child is born to 33%, as women's careers - and wages - stagnate