

THE TRUTH ABOUT WOMEN AND WORK

Despite what many still believe, women have shown themselves ambitious, competent, and committed to work. However, women still face inequities in opportunity, treatment, and pay.

MYTH

REALITY

1

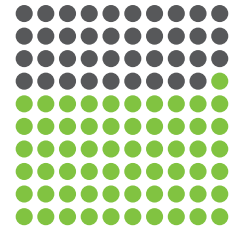


Women will have children and then leave their careers to stay at home.

70.1% 

92.8% 

THE LABOR FORCE PARTICIPATION RATE OF PARENTS WITH CHILDREN UNDER THE AGE OF 18 WAS 70.1% FOR MOTHERS AND 92.8% FOR FATHERS (Bureau of Labor Statistics, 2015)



61% OF ALL MOTHERS WITH CHILDREN UNDER THE AGE OF THREE ARE IN THE LABOR FORCE (Bureau of Labor Statistics, 2015)

2

Women and men have equal job opportunities.

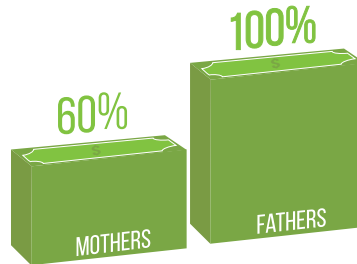
Among male and female candidates with identical resumes, employers rate women 0.5-1 point less on average than men for "competence," "hirability," and "mentoring potential"

American Association of University Women

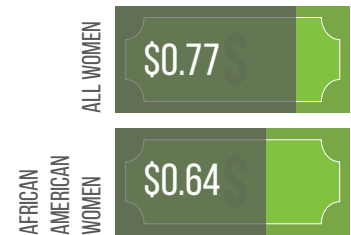


3

Women and men receive equal and fair pay.



MOTHERS EARN 60% OF THAT OF FATHERS. (Bureau of Labor Statistics, 2015)



PAY GAP

Amount earned for every \$1 earned by men

4

Women don't make good leaders.

Of the top 16 competencies shown by top leaders evaluated by the Harvard Business Review, female leaders out-scored male leaders on all but one.

5

Most women don't want to be leaders.

In 2013, 61% of Millennial women and 41% of Gen X women said, "they would like to be a boss or top manager some day." —Pew Research Center



6



Women are evaluated fairly.

A Stanford University study of performance reviews found that women receive "2.5 times as much feedback about having an aggressive communication style" and "one-third as much feedback linked to a business outcome."