



# THE NOT SO SIMPLE TRUTH

About the Gender Pay Gap  
2026 Update



## There isn't one pay gap, there are many.

Pay gaps vary by race and ethnicity, education, disability, LGBTQ+ status, caregiving, and by where women live and work.

Progress isn't automatic. Closing pay gaps requires sustained action at the federal, state, and employer levels.

81¢

Women's earnings for every \$1 men earn (full-time workers).

76¢

Not everyone works full-time: including part-time work, women earn 76¢ per \$1 men earn.

\$542,800

The amount of money women working full-time lose due to the pay gap over a 40-year career.

## Unequal Pay, Unequal Impact

\$1  
White,  
non-Hispanic  
Man



58¢

Native  
women

67¢

Native Hawaiian  
and Pacific  
Islander women

58¢

Hispanic  
women

65¢

Black  
women

77¢

White, non-  
Hispanic  
women

96¢

Asian  
women

## Why the Gap Won't Close on Its Own

- **Job segregation:** Women are steered into undervalued jobs and paid less for them.
- **Caregiving penalty:** Caregivers—especially mothers—lose pay, hours, and opportunities.
- **Pay-setting practices:** Pay secrecy and closed-door decisions keep disparities hidden.
- **Discrimination:** Bias still shapes who gets hired, promoted, and paid fairly.

Scan here to read the full report and learn more about our policy recommendations.  
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## Build Power. Take Action.

AAUW gives you tools to negotiate, plan, and keep more of what you earn: Start Smart, Work Smart, and Money Smart. And we don't stop at awareness — we organize and advocate for policy changes that close pay gaps and expand opportunity for women.



### Unequal Pay, District by District

Even within the same state, the pay gap isn't the same everywhere. The table below shows how much women earn for every \$1 men earn in each U.S. congressional district in Hawaii, including part-time work and full-time, year-round workers.

| Hawaii District | All Workers Earnings Ratio | Full-Time Workers Earnings Ratio | Hawaii District | All Workers Earnings Ratio | Full-Time Workers Earnings Ratio |
|-----------------|----------------------------|----------------------------------|-----------------|----------------------------|----------------------------------|
| 1               | 78.4%                      | 88.0%                            | 2               | 78.6%                      | 84.5%                            |

*Note: "All workers" includes part-time and seasonal work; "full-time" reflects year-round full-time workers—both shown as women's earnings per \$1 men earn. Source: AAUW analysis of U.S. Census Bureau data.*

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