



# THE NOT SO SIMPLE TRUTH

## About the Gender Pay Gap 2026 Update



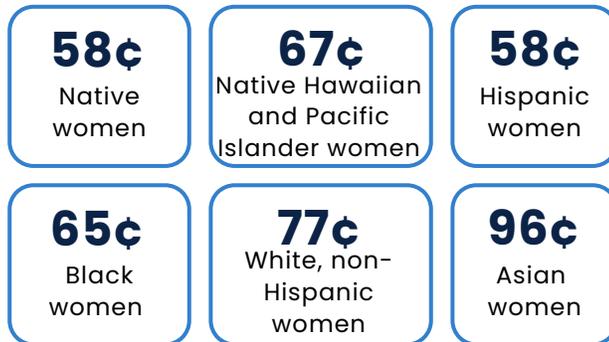
### There isn't one pay gap, there are many.

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.

### Unequal Pay, Unequal Impact

**\$1**  
White,  
non-Hispanic  
Man



**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.

### 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.  
[act.aauw.org/thesimpletruth](https://act.aauw.org/thesimpletruth)





## 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 Wisconsin, including part-time work and full-time, year-round workers.

Wisconsin District	All Workers Earnings Ratio	Full-Time Workers Earnings Ratio
<b>1</b>	78.6%	86.0%
<b>2</b>	73.9%	81.8%
<b>3</b>	71.9%	83.1%
<b>4</b>	83.4%	84.3%

Wisconsin District	All Workers Earnings Ratio	Full-Time Workers Earnings Ratio
<b>5</b>	74.3%	80.4%
<b>6</b>	72.1%	81.9%
<b>7</b>	77.7%	81.2%
<b>8</b>	76.0%	81.4%

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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