

92% Gen Z women make 92% of what their

male counterparts

make.1

In just 22 of 250 U.S. metropolitan areas, working women under 30 have parity with men or

9%

Equity is long overdue. If this generation follows the current trend, by the time Gen Z women are over 55, they will have earned 75% of what Gen Z men have.<sup>3</sup>

75%



future earnings than more tenured workers

Gen Z women

36%

Millenials

29%

25%

Boomers

36% of Gen Z women believe that gender equality in the workplace

will improve, compared to 25% of millennials and 29% of boomers.4

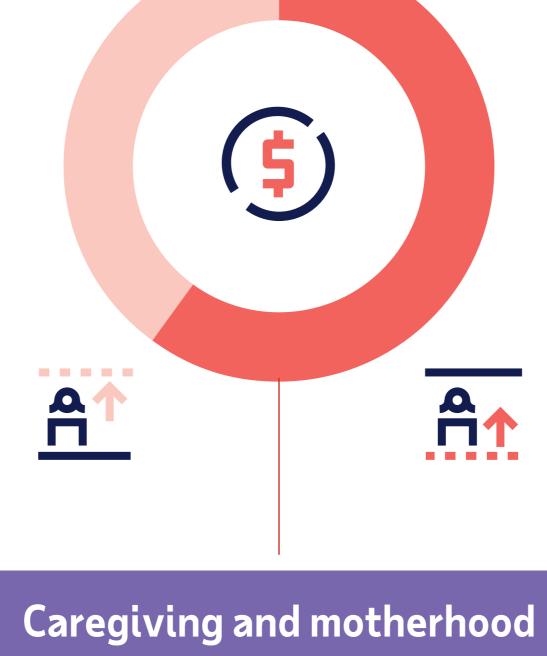


60% 40%

glass ceiling while 60% comes from a sticky floor.5

Glass ceilings are the obstacles that prevent women

from advancing their careers, such as not applying for a promotion because they need to work part-time due to caregiver responsibilities.



Sticky floors are the disadvantages

that women face at all career stages, such as a hiring manager assuming that women are less competent and offering a lower salary.

## Almost half of working moms Gen Z women are more take time off from work beyond skeptical about expanding

maternity leave and the average

break is about two years.<sup>6</sup>



27%

their families.

of Gen Z working moms are unsure about having another child.<sup>7</sup>

40%

cite career reasons and work arrangements as key obstacles.<sup>7</sup>

## promoted than their male colleagues.8

Performance vs. potential

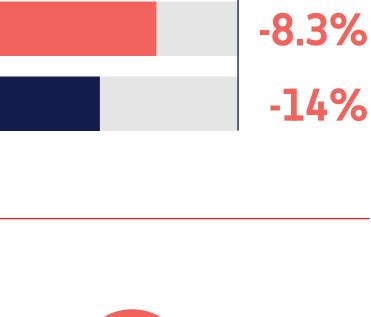
Likely to be promoted

Women have higher performance ratings than men

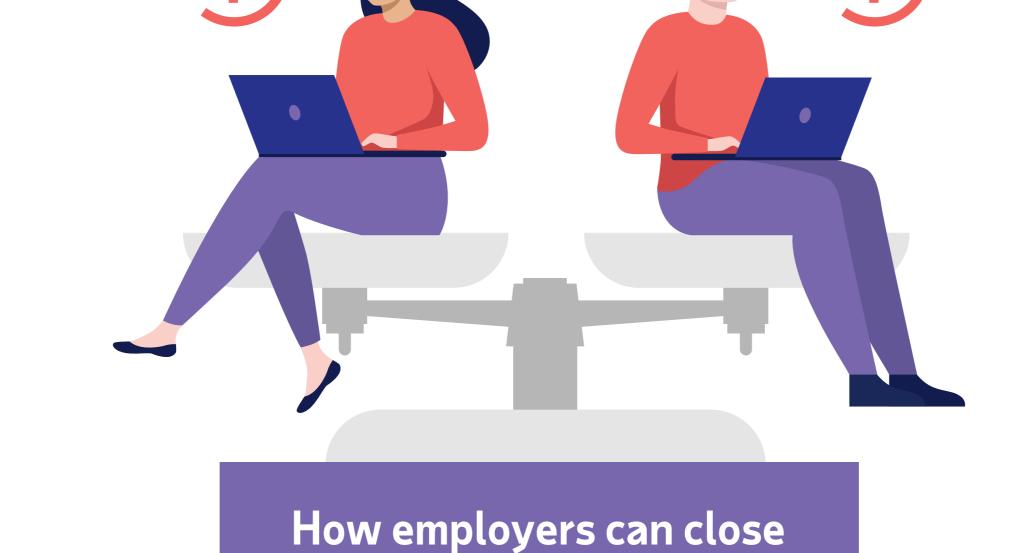
but received 8.3% lower ratings for potential than

men, and on average were 14% less likely to be

Ratings for potential

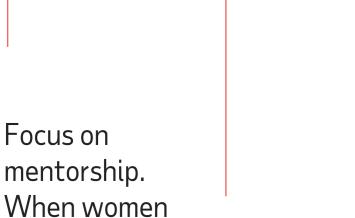


men





the gender pay gap



Support mentor men, workplace caregivers with flexible inequality improves.9 schedules, Networkingremote work, based part-time work and mentorship job-sharing can also

help.10

Sources:

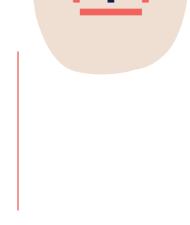
models.



how pay

can shrink gender wage gaps.11

transparency



Expand benefits that support working women, such as family planning

services,

maternity

leave and

childcare.12



equity a core organizational value. Create equitable policies and practices, hold leaders accountable and perform regular audits.13

Make

To learn more about addressing the gender pay gap and other challenges, visit ADP.com/DEI

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