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## The Gender Wage Gap as it Relates to State Partisan Control and Pay Equity Policy

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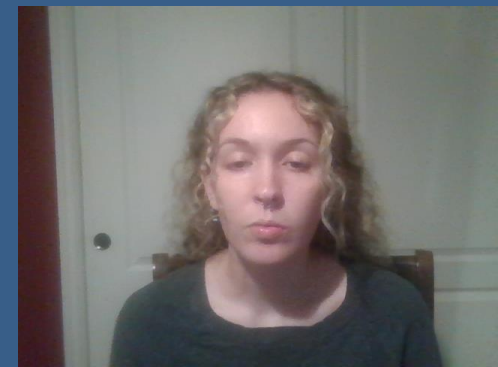
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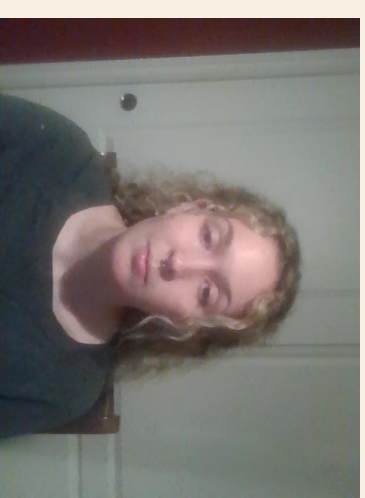
# THE GENDER WAGE GAP AS IT RELATES TO STATE PARTISAN CONTROL AND PAY EQUITY POLICY

Candace Wells



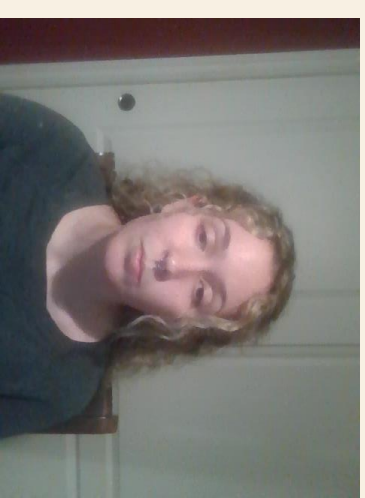
# INTRODUCTION

- Women equal/surpass men in merit
- Wage gap - the difference in earnings between men and women
- Pay equity policy - legislative efforts with a goal of closing the earnings gap between men and women



# INTRODUCTION

- National avg ~70% of men's salaries  
2015-2019
- Variation between states

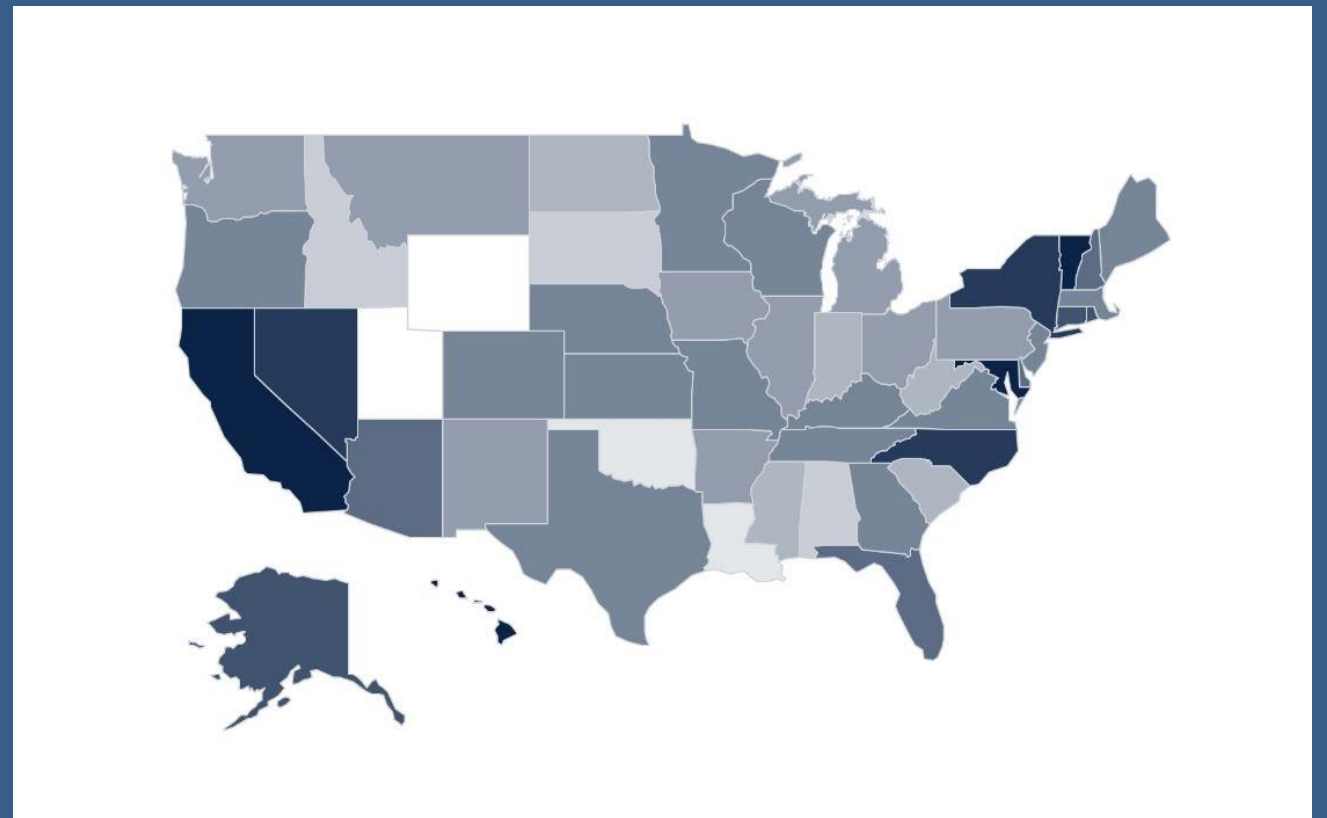


# Map of the Gender Wage Gap by State 2019

No state above 90% pay ratio

States have differing laws in place

States have different partisan affiliations

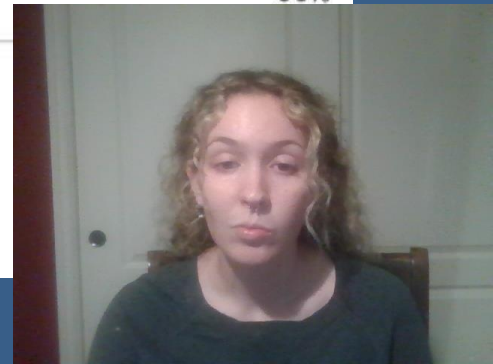


70%

80%

90%

2019 median annual earnings ratio for full-time, year-round workers, by state and gender. State pay gaps are displayed rounded to the nearest whole percentage but are ranked by unrounded percentage.



# Research Question

**"WHAT ARE THE  
POLITICAL CAUSES  
OF WAGE GAP  
PERSISTENCE IN THE  
UNITED STATES?"**



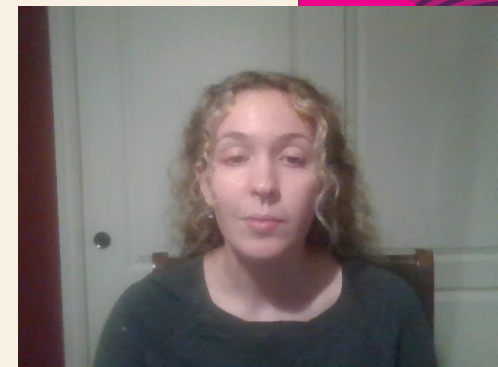
# HYPOTHESES

## HYPOTHESIS I

- In a comparison of states, those with Republican controlled state legislatures and governor's office will be less likely to have pay equity laws in place than will those having Democratic controlled state legislatures and governor's office.

## HYPOTHESIS II

- In a comparison of states, those without pay equity laws in place will be more likely to have higher gender pay gaps than will those having more pay equity legislation.



# DATA

## IV1- STATE PARTISANSHIP

NCSL data

## IV2- POLICY

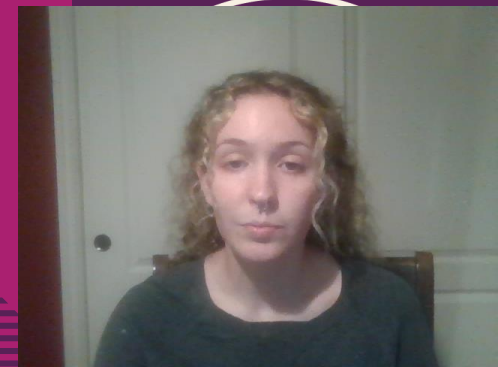
AAUW policy strength score

## DV1- POLICY

AAUW policy strength score

## DV2- WAGE GAP

Census earning data





# DATA- CONTROL VARIABLES

**STATE GDP**

BEA Data

**% WOMEN IN  
LEGISLATURE**

NCSL Data

**% HIGHLY  
RELIGIOUS**

Pew Research  
Center survey

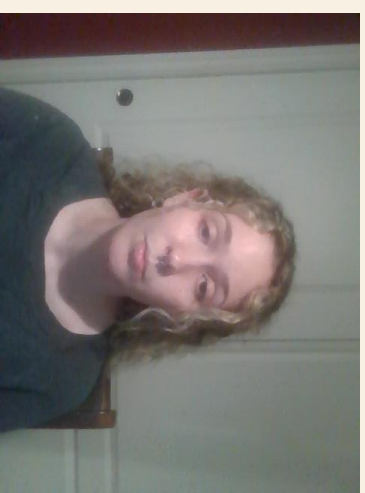
**INTERSECTIONALITY**

Census racial  
composition



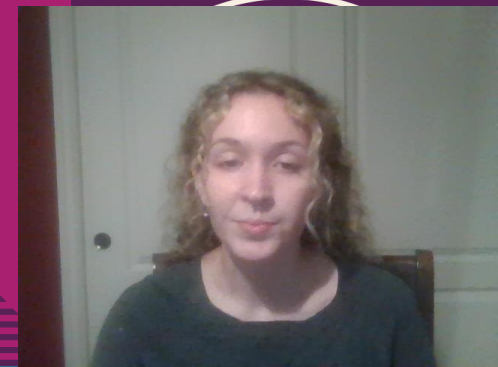
# ANALYSES

- OLS regression models to predict pay equity laws (Hypothesis I) and gender wage gap (Hypothesis II) as a function of the independent variables



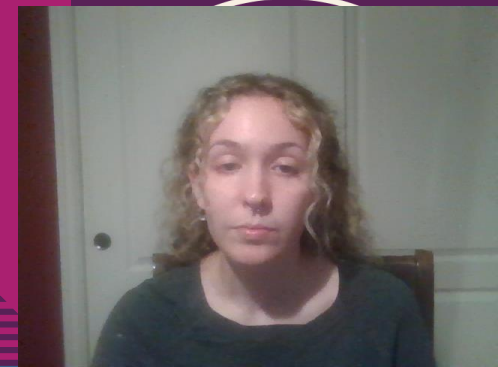
# RESULTS

- Hyp I- predictive
- Democratic partisan control predictive of pay equity policy in a state
- Specifically Democratic legislature, not governor's mansion
- % women and religious- not associated



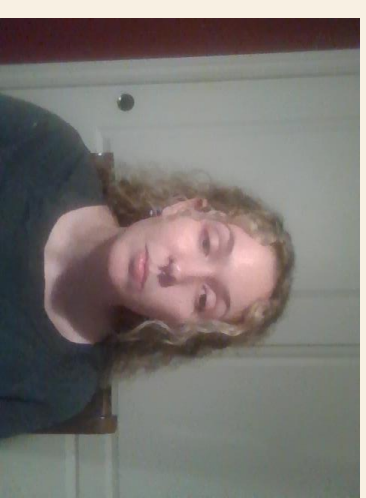
# RESULTS

- Hyp II- not predictive
- Current policy unrelated to current state of the wage gap
- Racial composition- no effect



# CONCLUSION

- Hyp 1- expected results
- Role of governor
- % women in legislature- may be function of the timeframe
- Religion- outside of scope of study?



# CONCLUSION

- Hyp II- suggests previous Democratic control done heavy lifting
- Possible other variable (X) making data spurious
- Future work
  - Other variables
  - Continue looking at partisanship and pay equity policy

