

What is Owed

While many of them are better prepared, they still earn, on average, less than men, occupy less managerial positions and in different regions we are still far from closing the gap between women and men in the world. Here's a glance.

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In Economic Remuneration



60 to 75%

on average is what women earn with respect to men. In the United States, white women receive **82 cents** for every dollar a man gets. Black women 62 cents and *Latinas* 54 cents.



2.6 hours

more, with respect to men, is what is estimated that women work between paid and non-paid work.



80%

of the world's domestic workers are women and **one in seven** Latin American women is a domestic worker.



90%

is what 25-year-old women - with a university degree - earn over their male counterparts. Women age 45 barely earn **55%** or less.



Between 1 to 3 hours

more than men, is what women spend in household chores. And they spend between **2 and 10 times** more time taking care of children, elderly or sick relatives.



Sources: World Economic Forum (The Global Gender Gap Report), World Bank, Equal Pay Today, Set Free (Academy at Wellesley College), Oxfam, Feminist Economics, Princeton University / The wage gap between men and women in Latin America, BLO America 2019

In Years and Gaps

ICELAND is the least unequal country; it managed to close its **85%** gap. Followed by Norway, (83.5%), Sweden and Finland (82.2%)



LATIN AMERICA will take **74 years** to close the inequality gap, while Western Europe will take about 61 years. Asia will take 70 years.



EAST ASIA is the region where it may take the longest to reduce the gap (**171 years**). Surprisingly, in North America it may take 165 years.



POLITICS is the field with the greatest gender disparity. The gap is **77.1%**. According to Unesco, only 28% of scientific researchers and 22% of artificial intelligence professionals are women.



is the rate of women in management roles in Avianca.

What women earn with respect to men in the United States.



In Leadership

5%

was the proportion of women who became CEOs in the 500 companies in a 2017 survey by Standard & Poor's. And that is despite 45% of their workers being women. Overall they earned **40%** less than their male peers.

5.6%

is the rate of women in management positions among 100 major companies in Latin America. Among 500 companies in the Latin Trade Ranking, only **9** have a female president.

6%

more earnings is the average gained by companies with at least **30%** of women in their leadership with respect to those companies who do not have women in top positions. This was established by the Peterson Institute and EY in 2016.

17%

countries, among the 149 evaluated by the World Economic Forum, have female heads of state. Only **18%** of ministers and **24%** of parliamentarians in the world are women.