



The article "Workplace Gender Gaps in 2025" provides an in-depth analysis of the persistent disparities between men and women in professional settings. Key findings from the Jobseeker survey of 1,000 US workers include:

Promotion and Career Progression:

- Hiring Bias: 35% of women suspect they were not hired due to their gender, compared to 16% of men.
- Promotion Policies: 40% of all respondents believe men benefit more from promotion policies, while only 8% feel women are the main beneficiaries.
- Career Delays: 29% of women feel their career progress has been delayed due to their gender, versus 10% of men.
- Caregiving Responsibilities: 15% of women believe they've been passed over for promotion owing to caregiving duties, roughly double the proportion of men (8%).

Leadership Representation:

- Male-Dominated Leadership: 47% of respondents describe their management and executive teams as male-dominated.
- Female-Dominated Leadership: Only 17% report a female-dominated leadership structure.
- Gender-Balanced Leadership: 31% indicate approximately equal gender balance in leadership roles.

Workplace Culture and Discrimination:

- Gender Discrimination: 24% of female employees feel they've been victims of gender discrimination or bias, compared to 9% of men.
- Pay Inequity: 18% of women have experienced pay inequity when compared to male colleagues.
- Judgment for Emotions: 67% of women reported feeling judged for showing emotions at work, versus 39% of men.
- Inappropriate Comments: 47% of women have received inappropriate comments about their gender at work, compared to 22% of men.
- Comments on Appearance: 51% of women have experienced inappropriate comments about their appearance, whereas 31% of men have faced similar remarks.
- Exclusion from Networking: 23% of women have experienced exclusion or bias from industry networking, compared to 11% of men.

Salary Disparities:

- Lower Earnings: 20% of women reported earning less than \$30,000, compared with 15% of men.
- Higher Earnings: 25% of men earned more than \$100,000, a figure achieved by only 17% of female employees.
- Regional Pay Gap: In the US Northeast, 32% of men earn more than \$100,000 compared to 14% of women.



- Unequal Pay for Same Role: 33% of women reported being paid less than a male colleague for the same role, compared to 10% of men.

Parental and caregiving leave risks disrupting women's careers

- 15% of women reported experiencing subtle career disruption after returning from parental leave, compared to just 5% of men.
- 6 in 10 women reported their careers continued as normal after returning to work, while this figure is much higher for men, at 76%.
- 30% of women have taken fully paid parental leave, compared to 23% of men.
- Women were more likely to take unpaid leave to care for children or family members than men (22% vs. 14%).
- Two-thirds of men who took parental leave took less than a month off (65%), compared to 25% of women.
- 10% of women took six months or more off work for parental leave, compared to just 2% of men.
- 23% of US employees didn't take any of their paid available parental leave, with only 45% taking more than four-fifths of their allowance.