

THINK THERE'S NO GENDER GAP IN NURSING? **THINK AGAIN.**

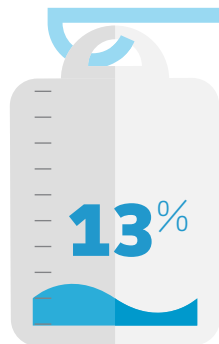
Even though women comprise over 90% of the nursing workforce, they still often make less than their male counterparts—in some cases, \$20,000 per year less.

MIND THE GENDER GAP

As a recent *Journal of the American Medical Association* study found, it's been **25 years** and the gender gap hasn't really narrowed.

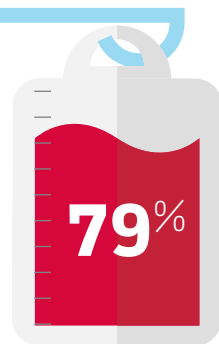


PRESCRIPTION



of **healthcare providers** think male nurses should be paid more.

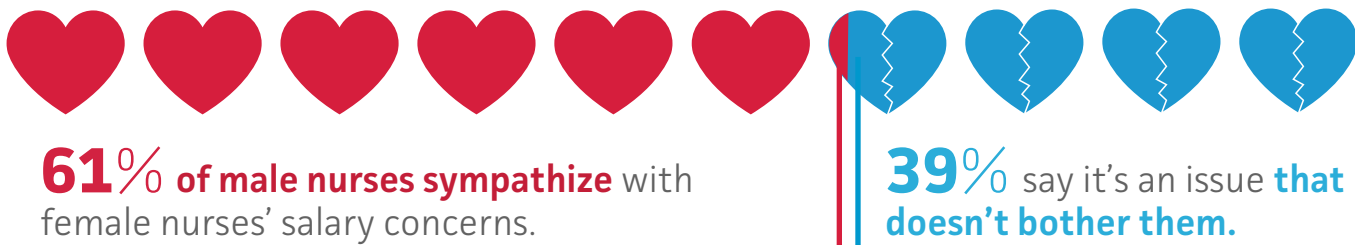
FOR CHANGE



of **female nurses** say not earning the same amount as their male counterparts is a concern.

UNCOVERING – THE ISSUE –

Salary issues and gender disparities in the workplace are being noticed.



LET'S TALK ABOUT IT

Although some may consider open conversations about salary to be taboo, details are shared with some regularity.

41% OF NURSES

say they **often discuss salary with one another.**

– DOSE OF REALITY –



Nearly **7 out of 10** (68%) nurses say that, pay issues aside, male and female nurses are treated equally in the workplace.



GET INVOLVED



Join a local or national nursing organization.



Be certified in your specialty.



Consider continuing your education.



Join hospital or organizational committees.



Speak to your manager if you feel there is discrimination in your workplace.

Shed light on the gender pay gap. Share this graphic and visit kaptest.com/nursing.

*From a Kaplan e-survey conducted between April 2015 and July 2015 of 5,945 recent nursing school graduates (5,312 women and 633 men) who took a NCLEX-RN(R) exam prep course with Kaplan Test Prep.