

CAN SELF-EMPLOYMENT CLOSE THE WAGE GAP?

FRESHBOOKS 2018
WOMEN IN THE INDEPENDENT
WORKFORCE REPORT

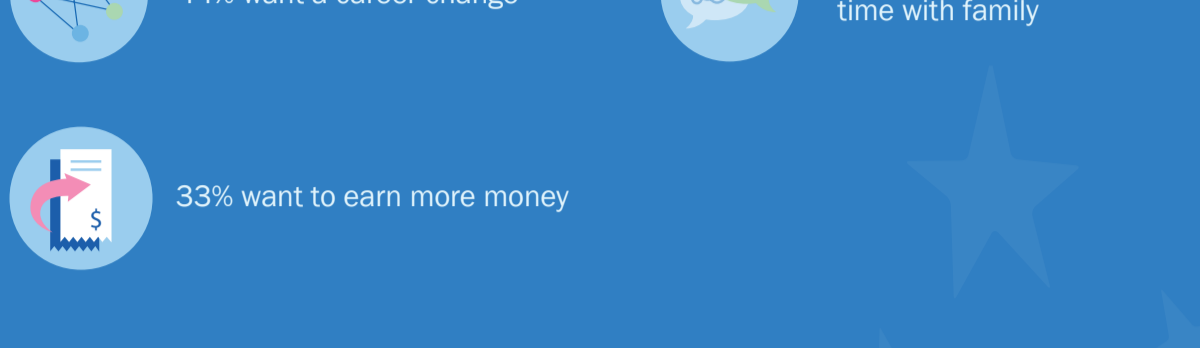
WOMEN WHO WORK FOR THEMSELVES EARN 28% LESS THAN THEIR MALE PEERS IN AMERICA

Over the next five years, up to 13 million women could quit their traditional jobs to work for themselves. 70% of them say workplace discrimination and the corporate glass ceiling factors into this decision. Yet there is a persistent earnings gap among self-employed professionals, with women earning 28% less than their male peers.

MAJORITY OF WOMEN SAY THEY CAN'T REACH THEIR FULL POTENTIAL AS COMPANY EMPLOYEES

When it comes to career opportunities, 63% of women believe that working for themselves will help them reach their career goals faster than being traditionally employed. 52% of women say they can't reach their full career potential as employees, but this is especially true at the intersection of race and gender, with 61% of women of color agreeing.

Why Millions of Women Say They'll Leave Their Office Job by 2020:

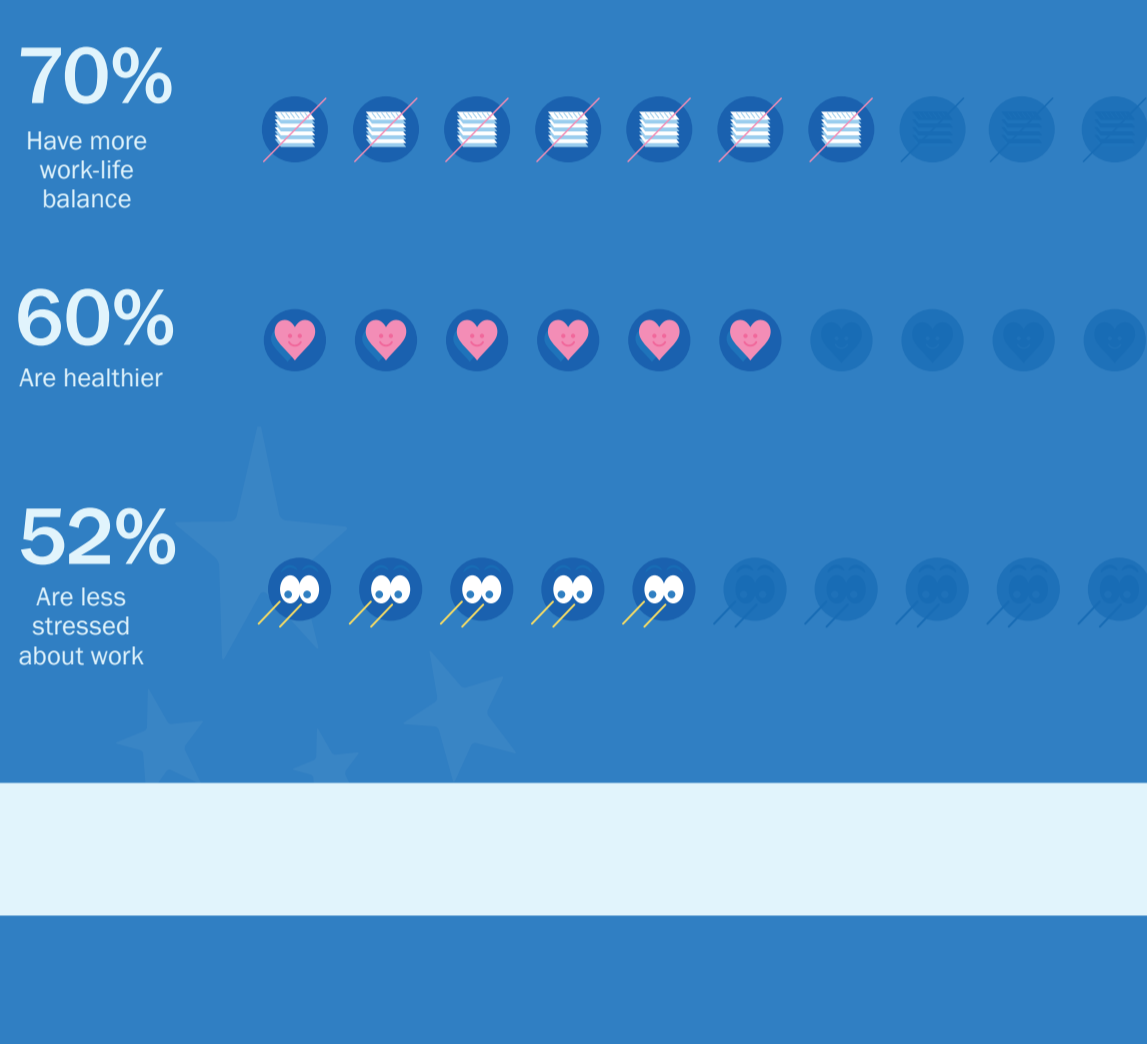


NEARLY 100% OF WOMEN WANT TO STAY SELF-EMPLOYED

Over 70% of women say self-employment gives them more control over their career than being an employee.



Compared to when they were traditionally employed, self-employed women say they:



SELF-EMPLOYED WOMEN STRUGGLE TWICE AS MUCH AS MEN WHEN IT COMES TO SETTING RATES

Discrimination and a gendered earnings gap persists among women who work for themselves.



UNDERSTANDING THE EARNINGS GAP

According to FreshBooks customer data in America, women who work for themselves earn 28% less than men.

Annual Earnings of Self-Employed Professionals in the U.S.:



ADDITIONAL FACTORS TO CONSIDER:

- 40% of women own businesses that are less than three years old, compared to 20% of men
- 57% of self-employed women are under 50 years old, compared to 45% of men
- Women are twice as likely as men to work part-time: 1 in 10 women work for themselves part time

IN JUST ONE YEAR, THE GENDER EARNINGS GAP IS EQUIVALENT TO:

- Two and a half years of food and groceries for the average American
- Two years of childcare in the U.S.
- Over 1.5 years of mortgage payments

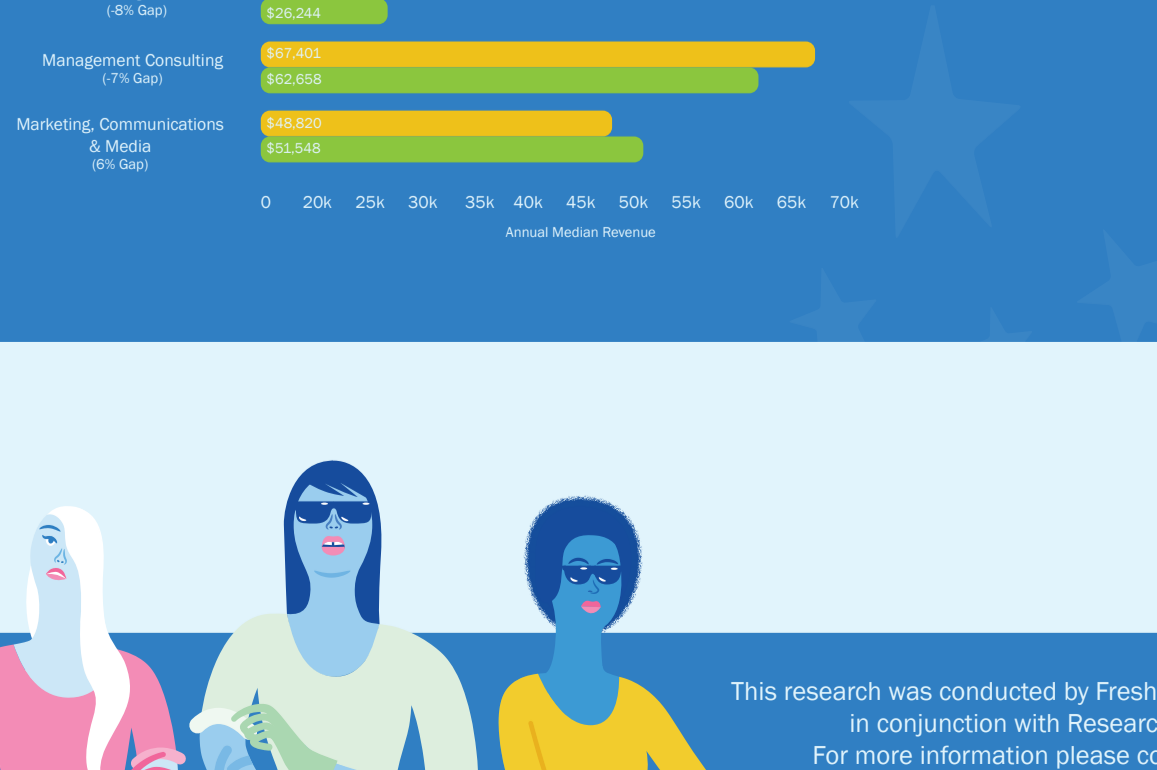
The earnings gap is the equivalent of **2 YEARS OF CHILDCARE IN THE U.S**

BREAKING DOWN THE EARNINGS GAP BY BUSINESS SIZE AND INDUSTRY

MICRO BUSINESS (Up to 5 clients)



SMALL BUSINESS (Up to 25 clients)



Sources:

<http://news.gahp.com/post/156416/americans-spend-155-week-food-high-income-180.aspx>, http://www.state.com/blog/nr_factor/2016/09/28/cont_of_high_earn_america_self_outgroup_self_slowdown_more_us.html, <http://www.thebalance.com/average-monthly-mortgage-payment-4154282>



This research was conducted by FreshBooks in conjunction with ResearchNow. For more information please contact: Carly Moulton & Dave Cosgrave, research@freshbooks.com

