

EMPLOYMENT

FACT SHEET

Equal Pay for Asian American Women

April 2015

Women overall working full time, year round in the United States are paid only 78 cents for every dollar paid to their male counterparts.¹ And the wage gap is just a penny smaller for Asian American women who work full time, year round—they are paid only 79 cents for every dollar paid to white, non-Hispanic men.² This gap, which amounts to a loss of \$11,153 a year, means that Asian American women have to work more than 15 months—past the beginning of April—to make as much as white, non-Hispanic men did in one year alone.

Asian American women working full time, year round are typically paid only 79 cents for every dollar paid to their white, non-Hispanic male counterparts

Asian American women experience a wage gap at every education level.³

- Among full-time, year-round workers, Asian American women without a high school degree typically make only 77 cents for every dollar white, non-Hispanic men without a high school degree make.
- Asian American women must obtain a bachelor's degree before their typical wages exceed those of white, non-Hispanic men without a bachelor's degree. Asian American women with a bachelor's degree are paid \$51,676—essentially the same as white, non-Hispanic men with some college but no degree (\$1.02 for every dollar). Asian American women with only an associate's degree typically make less—by about \$2,300—than white, non-Hispanic men without a high school degree (94 cents for every dollar).

Asian American Women's Wage Equality by Educational Attainment

Educational Attainment	Asian American Women's Earnings	White, non-Hispanic Male Earnings	What Asian American women make for every dollar white, non-Hispanic men make	Wage Gap
No high school degree	\$27,753	\$36,021	77.0¢	23.0¢
High school degree	\$26,900	\$42,367	63.5¢	36.5¢
Some college, no degree	\$37,729	\$50,441	74.8¢	25.2¢
Associate's degree	\$33,737	\$52,032	64.8¢	35.2¢
Bachelor's degree or more	\$61,207	\$79,161	77.3¢	22.7¢
Bachelor's Degree	\$51,676	\$71,032	72.8¢	27.2¢
Master's Degree	\$72,156	\$86,825	83.1¢	16.9¢

"What Asian American women make for every dollar white, non-Hispanic men make" is the ratio of female and male median earnings for full-time, year-round workers. Earnings are in 2013 dollars. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. Figures are for full-time, year-round workers. NWLC calculations based on U.S. Census Bureau, Current Population Survey, 2014 Annual Social and Economic Supplement, Table P1NC-03. Educational Attainment, People 25 years old and over, by total money earnings in 2013, available at http://www.census.gov/hhes/www/cpstable/032014/perinc/pinc03_000.htm.

Asian American women’s wage gap is wider among older women.

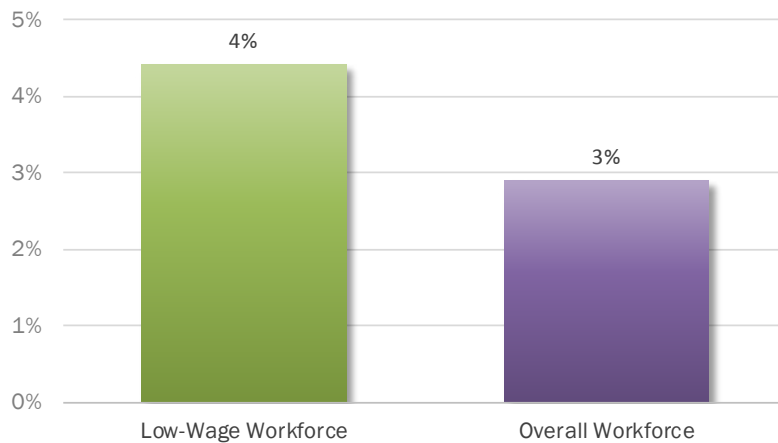
- Among full-time, year-round workers ages 25-44, Asian American women typically make 92 cents for every dollar white, non-Hispanic men make—but this figure is far worse for older women. Among workers 45-64 it is 67 cents and among those 65 and older it is 54 cents.⁴ These larger gaps mean that Asian American women are falling behind at the very time they need additional resources to invest in their families and save for retirement.
- Over the course of a 40-year career, Asian American women typically lose \$446,120 to the wage gap—this means Asian American women would have to work more than 50 years to earn what white, non-Hispanic men earned in 40 years.⁵

Asian American women experience a wage gap across occupations.

- In a wide variety of occupations—those that are well-paid and poorly paid, those that are female-dominated and those that are non-traditional for women—Asian American women working full time, year round make less than white, non-Hispanic men.⁶

- o Asian American women working as physicians and surgeons—a traditionally male, high-wage occupation—make 55 cents for every dollar paid to their white, non-Hispanic male counterparts.
- o Asian American women working as customer service representatives—a mid-wage, female-dominated occupation—make 86 cents for every dollar paid to their white, non-Hispanic male counterparts.
- o Asian American women working as laborers and freight, stock, and material movers—a traditionally male, mid-wage occupation—make 71 cents for every dollar paid to their white, non-Hispanic male counterparts.
- o Asian American women working as personal care aides—a heavily female, low-wage occupation—make 89 cents for every dollar paid to their white, non-Hispanic male counterparts.
- Asian American and Native Hawaiian and Pacific Islander women are overrepresented in the most poorly paid jobs in the nation. Their share of the low-wage workforce (4.4 percent) is 1.5 times larger than their share of the overall workforce (2.9 percent).⁷ Asian American and Native Hawaiian and Pacific Islander women working full time, year round experience a wage gap, making only 92 cents for every dollar white, non-Hispanic men make.⁸

Asian American Women's Share of Low-Wage and Overall Workforces



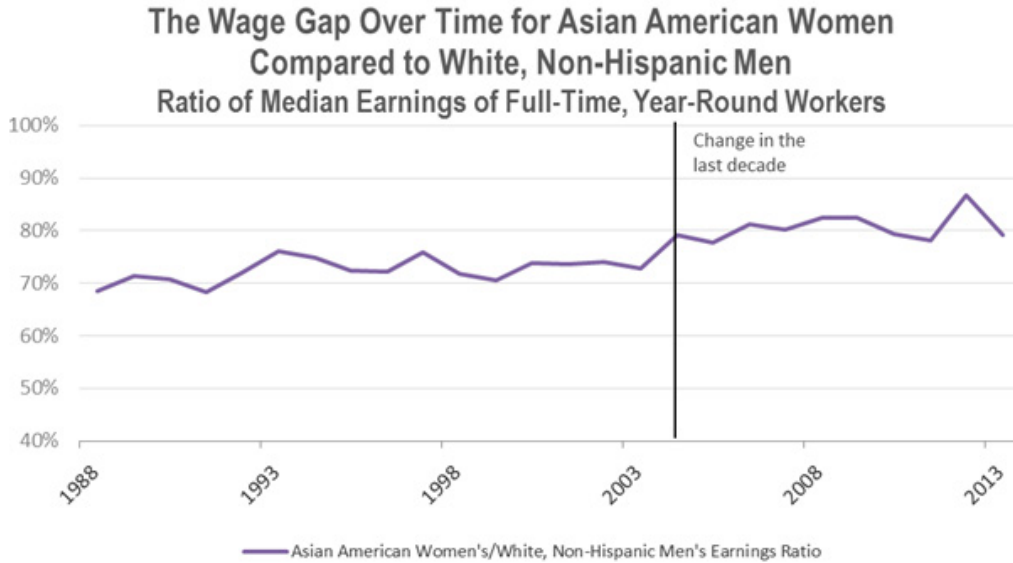
Source: NWLC, *Underpaid & Overloaded: Women in Low-Wage Jobs* (July 2014). Figures are for employed workers. The low-wage workforce is comprised of workers in occupations that typically pay \$10.10 per hour or less. Figures include women who are Native Hawaiians and Pacific Islanders.



Asian American women’s wage gap has persisted over decades.

In 1988, the earliest year for which data are available, an Asian American woman working full time, year round typically made only 69 cents for every dollar paid to her white, non-Hispanic male counterpart.

By 2013, the most recent year for which data are available, this figure stood at 79 cents—just over 10 cents less than it was a quarter of a century ago.



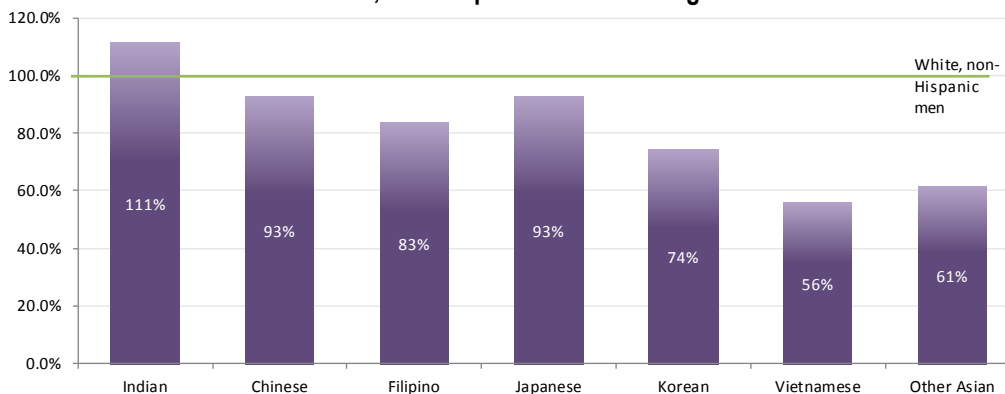
Source: Census Bureau, Current Population Survey

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Asian American women’s wage gap is substantially wider for some subgroups⁹

- For some Asian ethnicities, Asian American women had a larger wage gap. Among full-time, year-round workers in 2013:
 - o Korean American women typically made just 74.1 percent of what white, non-Hispanic men made.
 - o Vietnamese American women typically made just 55.6 percent of what white, non-Hispanic men made.
 - o Sixteen percent of Asian American women working full time, year round do not fall into any of the groups above, such as women who identify as Hmong, Laotian, Thai, Pakistani or Cambodian. These women typically made just 61.1 percent of what white, non-Hispanic men made.

Earnings for Asian American Women as Compared to White, non-Hispanic Men's Earnings



Source: NWLC calculations using Miriam King et al. Integrated Public Use Microdata Series, Current Population Survey 2014.

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¹ National Women’s Law Center (NWLC) calculations from U.S. Census Bureau, Current Population Survey, 2014 Annual Social and Economic Supplement, (*hereinafter* CPS-ASEC 2014) Table PINC-05: Work Experience in 2013—People 15 Years Old and Over by Total Money Earnings in 2013, Age, Race, Hispanic Origin, and Sex, available at http://www.census.gov/hhes/www/cpstables/032014/perinc/pinc05_000.htm (last visited Sept. 30, 2014).

² *Id.* Figures are for Asian Americans alone. This fact sheet only addresses the wage gap for Asian American women, but the wage gaps for other groups of women compared to white, non-Hispanic men are also substantial. Among full-time, year-round workers African American women make only 64 cents for every dollar made by white, non-Hispanic men, Latinas, 56 cents, white non-Hispanic women, 77 cents, and Native American women, 59 cents. Data on pay inequality Native American women compared to white, non-Hispanic men are from the American Community Survey 2013, Tables B20017H and B20017C, available at <http://www.census.gov/acs/www/>.

³ CPS-ASEC 2014, *supra* note 1, Table PINC-03: Educational Attainment, People 25 years old and over, by total money earnings in 2013, available at http://www.census.gov/hhes/www/cpstables/032014/perinc/pinc03_000.htm. Figures are for full-time, year-round workers.

⁴ NWLC calculations based on CPS-ASEC 2014, *supra* note 1, Table PINC-05.

⁵ Figure assumes a wage gap of \$11,153—the gap in median earnings between full-time, year-round working Asian American women (\$42,335) and white, non-Hispanic men (\$53,488) in 2013—each year for 40 years. Figures are not adjusted for inflation.

⁶ NWLC calculations based on American Community Survey 2008-2012 (5-year average) using Steven Ruggles, J. Trent Alexander, Katie Genadek, Ronald Goeken, Matthew B. Schroeder, and Matthew Sobek, *Integrated Public Use Microdata Series: Version 5.0* [Machine-readable database]. Minneapolis: University of Minnesota, 2010 available at <https://usa.ipums.org/usa/>. Figures are for full-time, year-round workers. Female-dominated occupations are more than 60 percent female and male-dominated occupations are more than 60 percent male based on Bureau of Labor Statistics, Current Population Survey Annual Averages, Table 11: Employed persons by details occupation, sex, race, and Hispanic or Latino ethnicity, available at <http://www.bls.gov/cps/cpsaat11.pdf>. Wage level was determined by examining 817 detailed occupations with annual mean earnings categorized by the Occupational Employment Statistics data for May 2013, available at http://www.bls.gov/oes/current/oes_nat.htm. High-wage jobs were in the top one-fifth, mid-wage jobs were in the middle three-fifths, low-wage jobs were in the bottom one-fifth.

⁷ NWLC, *Underpaid & Overloaded: Women in Low-Wage Jobs* (July 2014), available at <http://www.nwlc.org/resource/underpaid-overloaded-women-low-wage-jobs>. Figures are for employed workers. The low-wage workforce is comprised of workers in occupations that typically pay \$10.10 per hour or less.

⁸ *Id.* at 17.

⁹ The U.S. Census defines Native Hawaiian and other Pacific Islanders as a separate racial category, and this fact sheet only addresses the wage gap for Asian American women (see U.S. Census Bureau, *Overview of Race and Hispanic Origin: 2010* (March 2011), available at <http://www.census.gov/prod/cen2010/briefs/c2010br-02.pdf>). Among full-time, year-round workers, Native Hawaiian or Pacific Islander women typically make only 65 cents for every dollar made by white, non-Hispanic men. NWLC calculations based on Current Population Survey (CPS) 2013 using Miriam King et al., *Integrated Public Use Microdata Series (IPUMS), Current Population Survey: Version 3.0* [Machine-readable database] (Minneapolis: University of Minnesota, 2010) available at <https://cps.ipums.org/cps/>.