

EMPLOYMENT

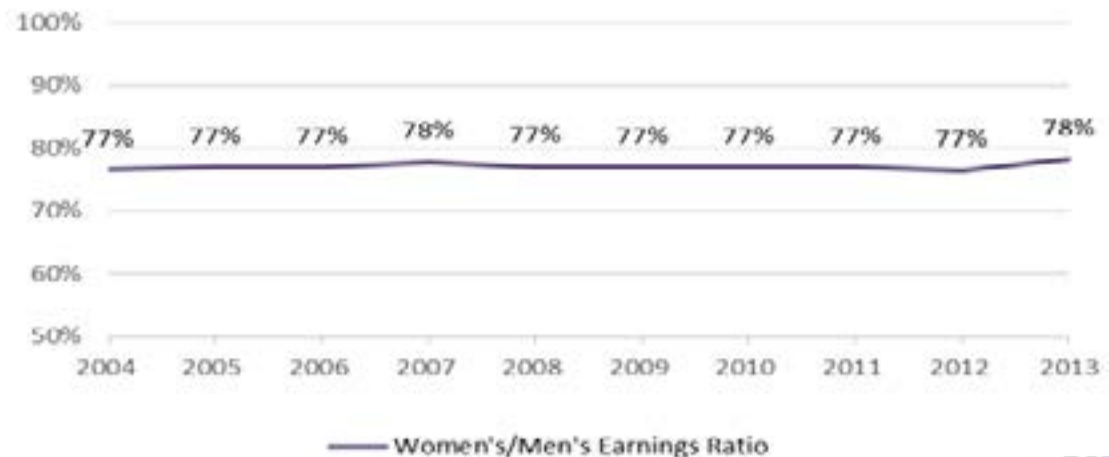
FACT SHEET

The Wage Gap is Stagnant in the Last Decade

September 2014

American women who work full time, year round are typically paid only 78 cents for every dollar paid to their male counterparts. This gap in earnings translates into \$10,876 less per year in median earnings, leaving women and their families shortchanged. The wage gap is even more substantial when race and gender are considered together, with African-American women typically making only 64 cents, and Hispanic women only 56 cents, for every dollar paid to white, non-Hispanic men. Although enforcement of the Equal Pay Act and other civil rights laws has helped narrow the wage gap over time, closing the remaining gap is crucial for women and their families.

The Wage Gap's Lost Decade
Ratio of Median Earnings of Full-Time, Year-Round Workers



Source: Census Bureau, Current Population Survey

www.nwlc.org



The Gender Wage Gap Persists

- In 2013, women in the United States working full time, year round were typically paid only 78 cents for every dollar paid to men working full time, year round.
- The wage gap has stagnated, remaining statistically unchanged compared to nearly a decade ago.

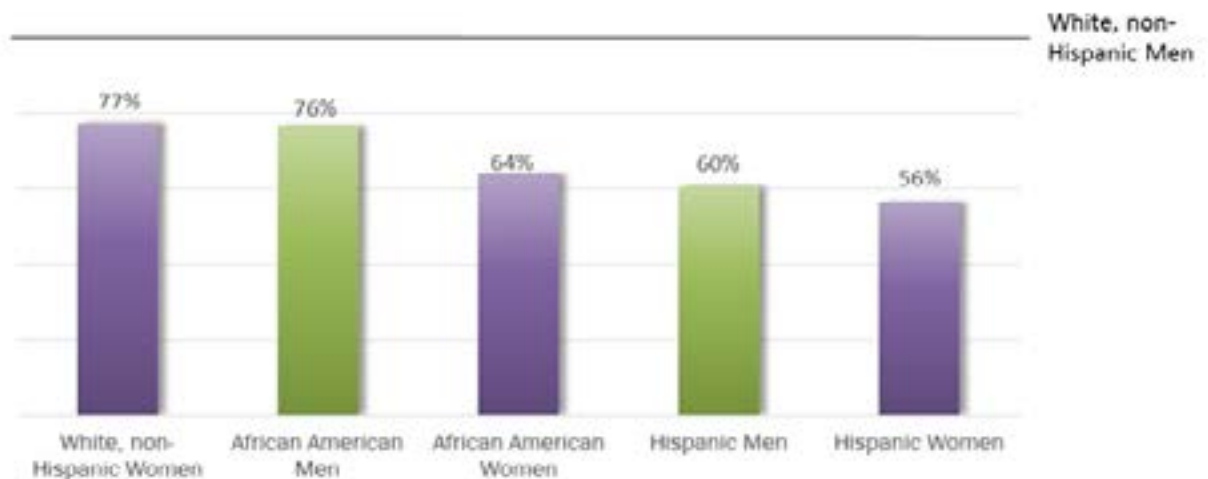


- The wage gap is even more substantial for African-American and Hispanic women. In 2013, African-American women working full time, year round were typically paid only 64 cents and Hispanic women only 56 cents, for every dollar paid to white, non-Hispanic men who worked full time, year round. This translated into a loss of \$19,399 for African-American women and \$23,279 for Hispanic women in 2012. Closing the wage gap is, therefore, particularly important for African-American and Hispanic women, who are already more likely to have lower incomes and to be in poverty than many other groups.
- The wage gap persists at all levels of education. In 2013, women in the United States with only high school diplomas working full time, year round were typically paid only 76 cents for every dollar paid to their male counterparts. Among people with a bachelor's degree or higher, the figure was only 73

cents. In fact, a woman with an associate's degree still is typically paid less than a man who only graduated from high school.

- The wage gap compounds over the course of a woman's lifetime. Women who worked full time, year round would typically lose \$435,049 in a 40-year period due to the wage gap. A woman would have to work more than eleven years longer to make up this gap. A woman working full time, year round who starts, but does not finish, high school would typically lose \$332,704 over a 40-year period compared to a man with the same education level, an enormous amount of money for women who are typically paid \$22,248 a year. A woman would have to work fifteen years longer to make up this ga

Wage Gap as Compared to White, non-Hispanic Men's Earnings, 2013



Source: Current Population Survey, 2014 Annual Social and Economic Supplement. Figures are for full-time, year-round workers.

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Source note: National Women's Law Center calculations based on the Current Population Survey, 2014 Annual Social and Economic Supplement available at: <http://www.census.gov/hhes/www/income/>. Career wage gaps assume a constant gap and are not adjusted for inflation. Gaps for educational attainment are for individuals 25 and older, other gaps are for people 15 and older.