

# EMPLOYMENT

## FACT SHEET

### The Wage Gap is Stagnant in Last Decade

September 2013

American women who work full time, year round are typically paid only 77 cents for every dollar paid to their male counterparts. This gap in earnings translates into \$11,608 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 54 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](http://www.nwlc.org)



### The Gender Wage Gap Persists

- In 2012, women in the United States working full time, year round were typically paid only 77 cents for every dollar paid to men working full time, year round.
- The wage gap has stagnated, remaining at 77 cents per dollar, for more than a decade.

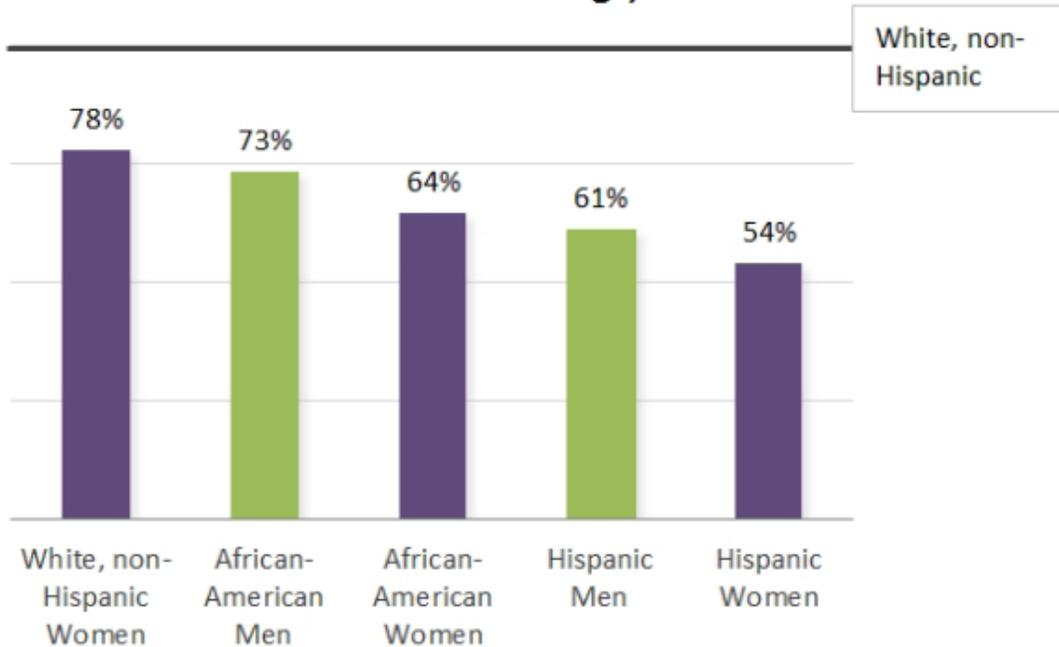


- The wage gap is even more substantial for African-American and Hispanic women. In 2012, African-American women working full time, year round were typically paid only 64 cents and Hispanic women only 54 cents, for every dollar paid to white, non-Hispanic men who worked full time, year round. This translated into a loss of \$18,650 for African-American women and \$24,111 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 2012, women in the United States with only high school diplomas working full time, year round were typically paid only 75 cents for every dollar paid to their male counterparts. Among people with a bachelor's degree or higher, the figure was only 71

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

- The wage gap compounds over the course of a woman's lifetime. Women who worked full time, year round for 40 years would typically lose \$464,314 due to the wage gap. A woman would have to work more than twelve 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 \$357,673 over a 40-year career compared to a man with the same education level, an enormous amount of money for women who are typically paid \$21,387 a year. A woman would have to work nearly seventeen years longer to make up this gap.

### Wage Gap as Compared to White, non-Hispanic Men's Earnings, 2012



Source: Current Population Survey, 2013 Annual Social and Economic Supplement



Source note: National Women's Law Center calculations based on the Current Population Survey 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.