

EMPLOYMENT

FACT SHEET

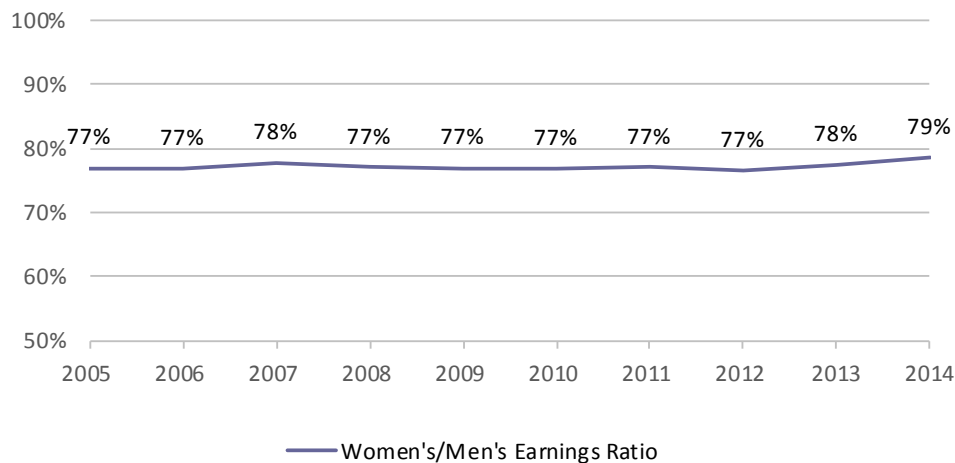
The Wage Gap is Stagnant for Nearly A Decade

September 2015

Women who work full time, year round in the United States are typically paid only 79 cents for every dollar paid to their male counterparts. This gap translates into \$10,762 less in median annual 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 60 cents, and Hispanic women only 55 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 2014, women in the United States working full time, year round were typically paid only 79 cents for every dollar paid to men working full time, year round.
- The wage gap has stagnated, remaining statistically unchanged since 2007.
- The wage gap is even more substantial for African American and Hispanic women. In 2014, African American women working full time, year round were typically paid only 60 cents and Hispanic women were paid only 55 cents, for every dollar paid to white, non-Hispanic men who worked full time, year round. This translates into an annual loss of \$21,937 for African

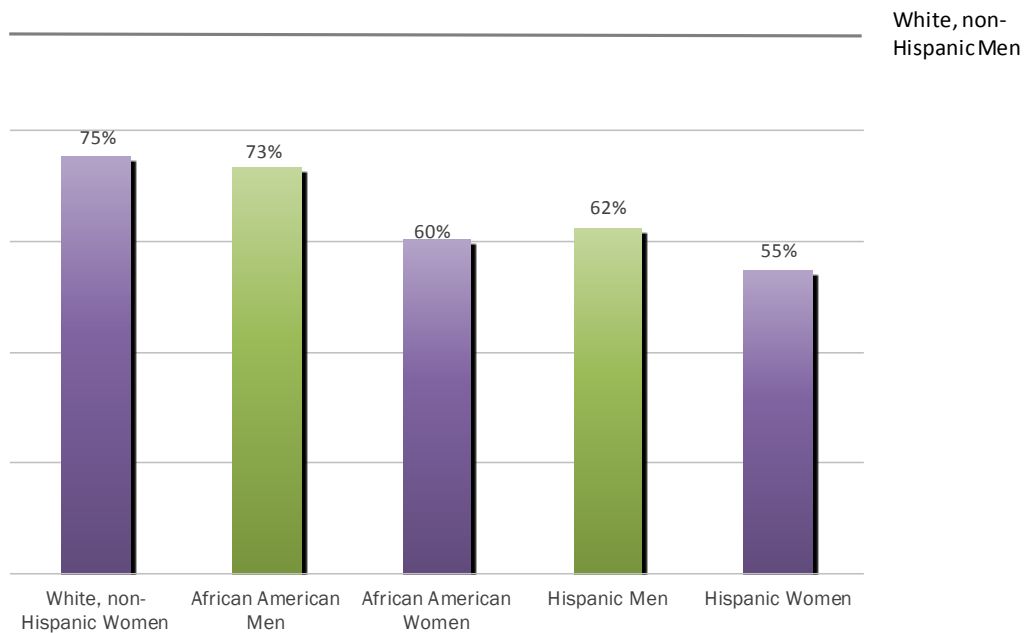


American women and \$25,177 for Hispanic women. Closing the wage gap is, therefore, particularly important for African American and Hispanic women, who are already more likely to have lower incomes and to be in poverty than many other groups of women and all groups of men.

- The wage gap persists at all levels of education. In 2014, 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 74 cents. In fact, a woman who has received only 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. Based on the 2014 wage gap, a woman who worked full time, year round for a 40-year career would typically lose \$430,480 to the wage gap. A woman would have to work nearly eleven years longer to make up this gap. A woman working full time, year round who started, but did not finish, high school would typically lose \$354,080 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 \$21,986 a year. A woman would have to work sixteen years longer to make up this gap.

Wage Gap as Compared to White, non-Hispanic Men's Earnings, 2014



Source: Current Population Survey, 2015 Annual Social and Economic Supplement. Figures are for full-time, year-round workers.



Source note: National Women's Law Center calculations based on the Current Population Survey, 2015 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