



WORKPLACE JUSTICE

## EQUAL PAY FOR ASIAN AMERICAN WOMEN

Women overall working full time, year round in the United States are paid only 79 cents for every dollar paid to their male counterparts.<sup>1</sup> And the wage gap is only 5 cents smaller for Asian American women who work full time, year round—they are paid only 84 cents for every dollar paid to white, non-Hispanic men.<sup>2</sup> This gap, which amounts to a loss of \$9,136 a year, means that Asian American women have to work more than 14 months—until the middle of March this year—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 84 cents for every dollar paid to their white, non-Hispanic male counterparts.***

### Asian American women experience a wage gap at every education level.<sup>3</sup>

- Among full-time, year-round workers, Asian American women without a high school degree typically make only 73 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 \$58,090—\$1.15 for every dollar paid to white, non-Hispanic men with some college but no degree. Asian American women with only an associate's degree typically make less—by about \$4,900—than white, non-Hispanic men with only a high school degree (89 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
At least 9th grade but no high school degree	\$26,224	\$35,961	72.9¢	27.1¢
High school degree	\$30,753	\$44,976	68.4¢	31.6¢
Some college, no degree	\$31,881	\$50,571	63.0¢	37.0¢
Associate's degree	\$40,121	\$52,336	76.7¢	23.3¢
Bachelor's degree or more	\$62,101	\$77,356	80.3¢	19.7¢
Bachelor's degree	\$58,090	\$71,320	81.4¢	18.6¢
Master's degree	\$70,241	\$85,312	82.3¢	17.7¢

<sup>1</sup>“What a woman makes for every dollar a man makes” is the ratio of women's and men's median earnings for full-time, year-round workers. Earnings are in 2014 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, 2015 Annual Social and Economic Supplement, Table PINC-03. Educational Attainment, People 25 years old and over, by total money earnings in 2014, available at [http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03\\_000.htm](http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03_000.htm).



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

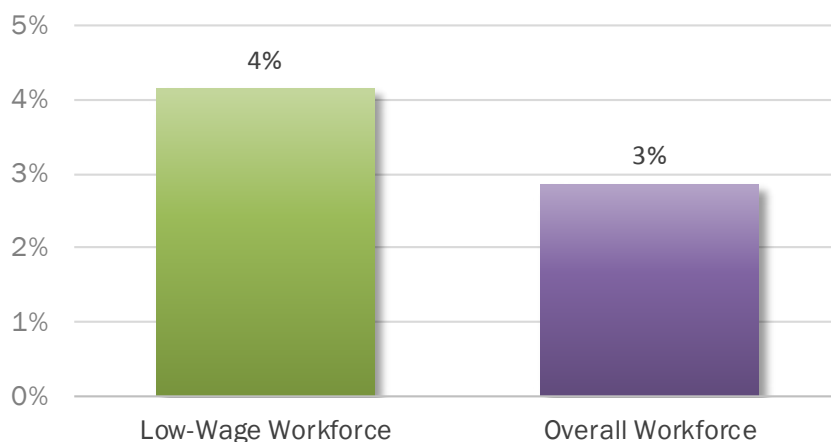
- Among full-time, year-round workers ages 25-44, Asian American women typically make 98 cents for every dollar white, non-Hispanic men make—but this figure is far worse for older women. Among workers 45-64 it is 68 cents and among those 65 and older it is 53 cents.<sup>4</sup> These larger gaps mean 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 \$365,440 to the wage gap—this means Asian American women would have to work nearly 48 years to make what white, non-Hispanic men make in 40 years.<sup>5</sup>

## 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.<sup>6</sup>
  - o Asian American women working as physicians and surgeons—a male-dominated, high-wage occupation—make 54 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 84 cents for every dollar paid to their white, non-Hispanic male counterparts.
  - o Asian American women working as hand laborers and freight, stock, and material movers—a male-dominated, low-wage occupation—make 76 cents for every dollar paid to their white, non-Hispanic male counterparts.
  - o Asian American women working as personal care aides—a female-dominated, low-wage occupation—make 88 cents for every dollar paid to their white, non-Hispanic male counterparts.
- In addition to wage gaps within occupations, Asian American women are overrepresented in the most poorly paid jobs in the nation. Asian American women’s share of the low-wage workforce (4.1 percent) is 1.4 times larger than their share of the overall workforce (2.9 percent).<sup>7</sup> Even in low-wage occupations, Asian American women working full time, year round experience a wage gap, making only 83 cents for every dollar white, non-Hispanic men make.<sup>8</sup>

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



Source: NWLC, Chartbook: Women’s Overrepresentation in Low-Wage Jobs (2015). Figures are for employed workers. The low-wage workforce is comprised of workers in occupations that typically pay \$10.50 per hour or less. Figures include Asian, Hawaiian, and Pacific Islander.

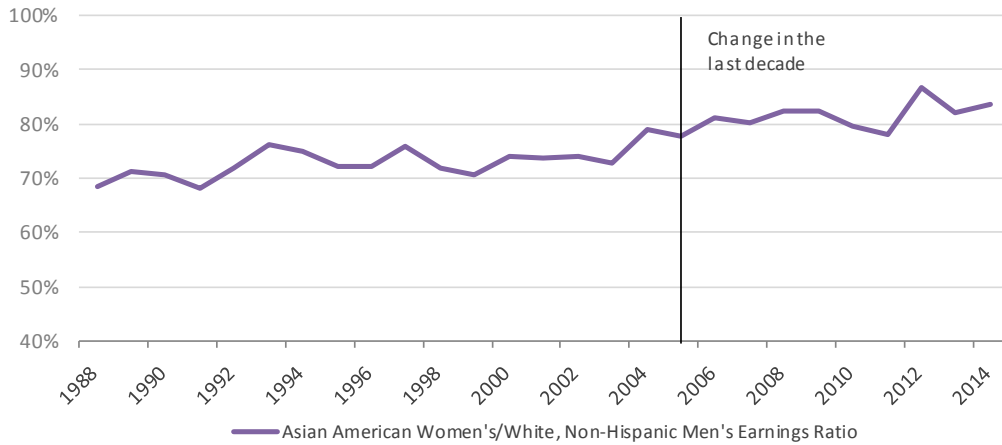


## Asian American women’s wage gap has persisted over decades.<sup>9</sup>

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 2014, the most recent year for which data are available, this figure stood at 84 cents—just over 15 cents less than it was a quarter of a century ago.

**The Wage Gap Over Time for Asian American Women Compared to White, Non-Hispanic Men**  
Ratio of Median Earnings of Full-Time, Year-Round Workers



Source: Census Bureau, Current Population Survey.

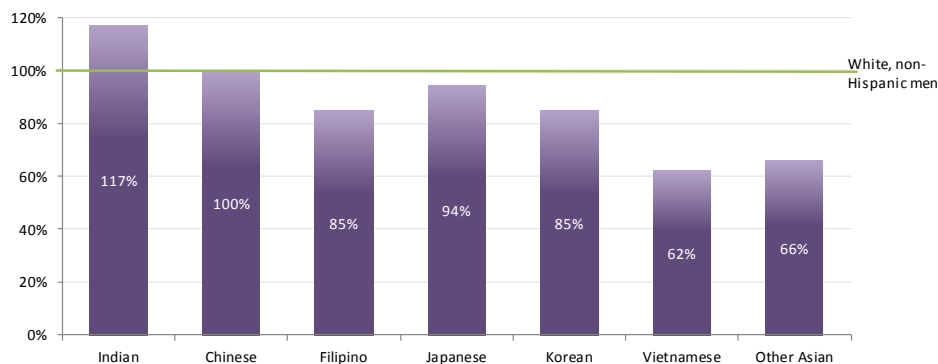


## Asian American women’s wage gap is substantially wider for some subgroups<sup>10</sup>

- Certain Asian American women experience a larger wage gap. Among full-time, year-round workers in 2014:<sup>11</sup>
  - Vietnamese American women typically made just 62 percent of what white, non-Hispanic men made.
  - Some Asian American women working full time, year round do not fall into any of the groups listed below, including women who identify, for example, as Hmong, Laotian, Thai, Pakistani or Cambodian. As a group, these women typically made just 66 percent of what white, non-Hispanic men made.

- Among each group listed, Asian American women typically made less than their Asian American male counterparts.<sup>12</sup> Among full-time, year-round workers, women’s earnings as a percentage of men’s were: 73 percent for Indian Americans, 82 percent for Chinese Americans, 92 percent for Filipino Americans, 75 percent for Japanese Americans, 83 percent for Korean Americans, 73 percent for Vietnamese Americans, and 88 percent for other Asian Americans.

**Earnings for Asian American Women as Compared to White, Non-Hispanic Men’s Earnings**



Source: NWLC calculations using IPUMS-USA, American Community Survey 2014.



- 1 National Women’s Law Center (NWLC) calculations from U.S. Census Bureau, Current Population Survey, 2015 Annual Social and Economic Supplement, (*hereinafter* CPS-ASEC 2015) Table PINC-05: Work Experience in 2014—People 15 Years Old and Over by Total Money Earnings in 2014, Age, Race, Hispanic Origin, and Sex, *available at* [http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03\\_000.htm](http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03_000.htm).
- 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 60 cents for every dollar made by white, non-Hispanic men, Latinas, 55 cents, white non-Hispanic women, 75 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 2014, Tables B20017H and B20017C, *available at* <http://www.census.gov/acs/www/>.
- 3 CPS-ASEC 2015, *supra* note 1, Table PINC-03: Educational Attainment, People 25 years old and over, by total money earnings in 2014, *available at* [http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03\\_000.htm](http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03_000.htm). Figures are for full-time, year-round workers.
- 4 NWLC calculations based on CPS-ASEC 2015, *supra* note 1, Table PINC-05.
- 5 Figure assumes a wage gap of \$9,136—the gap in median earnings between full-time, year-round working Asian American women (\$46,334) and white, non-Hispanic men (\$55,470) in 2014—each year for 40 years. Figures are not adjusted for inflation.
- 6 NWLC calculations based on American Community Survey (ACS) 2010-2014 (5-year average) using Steven Ruggles, J. Trent Alexander, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, *Integrated Public Use Microdata Series: Version 6.0* [Machine-readable database]. Minneapolis: University of Minnesota, 2015 *available at* <http://usa.ipums.org/usa/> (IPUMS). 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 for 2015, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, *available at* <http://www.bls.gov/cps/cpsaat11.pdf>. Wage level was determined by examining 820 detailed occupations with annual mean earnings categorized by the Occupational Employment Statistics data for May 2014, *available at* [http://www.bls.gov/oes/current/oes\\_nat.htm](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. These figure are for Asian, Hawaiian, or Pacific Islander American women.
- 7 Anne Morrison & Katherine Gallagher Robbins, NWLC, Chartbook: Women’s Overrepresentation in Low-Wage Jobs (Oct. 2015), *available at* <http://nwlc.org/resources/chartbook-womens-overrepresentation-low-wage-jobs/>. These figure are for Asian, Hawaiian, or Pacific Islander American women.
- 8 *Id.*
- 9 NWLC, The Wage Gap Over Time for Asian American Women, (Sept. 2015) *available at* <http://nwlc.org/resources/wage-gap-over-time-asian-american-women/>.
- 10 The U.S. Census defines Native Hawaiian and other Pacific Islanders as a separate racial category, and for the most part 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 62 cents for every dollar made by white, non-Hispanic men. NWLC calculations based on CPS-ASEC 2015, *supra* note 1 using CPS Table Creator, *available at* [www.census.gov/cps/data/cpstablecreator.html](http://www.census.gov/cps/data/cpstablecreator.html).
- 11 NWLC calculations based on ACS 2014 (1-year average), using IPUMS *supra* note 6. The group “other Asian” includes Bhutanese, Mongolian, Nepalese, Cambodian, Hmong, Laotian, Thai, Burmese, Bangladeshi, Indonesian, Malaysian, Pakistani, Sri Lankan, and other. The category “Chinese” also includes Taiwanese.
- 12 *Id.*

