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Some Asian American, Native Hawaiian, and Pacific Islander Women Lose More Than \$1 Million Over a Lifetime to the Wage Gap

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Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women¹ who worked full time, year-round in 2022 were typically paid just 93 cents for every dollar paid to white, non-Hispanic men.² But figures for AANHPI women vary widely by community. For example, among full-time, year-round workers, Bhutanese women make just 49 cents while Indian women make \$1.26 for every dollar paid to white, non-Hispanic men. However, even though some groups of AANHPI women working full time, year-round make more than white, non-Hispanic men, they still make less than men in their respective communities.³ Among full-time, year-round workers, AANHPI women overall were typically paid just 78 cents for every dollar paid to AANHPI men.⁴ Whatever the wage gap for AANHPI women, lost earnings due to the racist and sexist wage gap has robbed them of the economic security they and their families deserve and adds up to substantial losses over a lifetime. Some communities of AANHPI women are losing over \$1 million over a lifetime due to the wage gap. This harms not only these women, but the families who depend on their income.

Moreover, the wage gap for full-time, year-round workers does not always fully reflect the economic disparities faced by women. The full-time, year-round wage gap leaves out those who were unemployed or out of the labor force for part of 2022, or those who worked part time, including those who wanted full-time work. When comparing the median earnings of all AANHPI women who worked in 2022 with the median earnings of all white, non-Hispanic men who worked, regardless of how many hours or weeks they worked, AANHPI women were typically paid only 80 cents for every dollar paid to white, non-Hispanic men.⁵ Similarly, among all workers, AANHPI women were typically paid just 72 cents for every dollar paid to AANHPI men.⁶

The wage gap varies widely among Asian American, Native Hawaiian, and other Pacific Islander women.

As a group, AANHPI women working full time, year-round typically lose nearly \$4,690 a year to the wage gap.⁷ If this wage gap does not close, an AANHPI woman starting her career today stands to lose \$187,616 over the next 40 years compared to a white, non-Hispanic man starting his career at the same time.⁸ But those figures can be substantially larger for women of many AANHPI communities. Bhutanese women stand to lose over \$1.4 million compared to white, non-Hispanic men, Burmese women stand to lose over \$1.2 million, Nepalese women over \$1.1 million, and Hmong, Cambodian, and Laotian women over \$1 million dollars because of the wage gap over the course of their careers.⁹

Losses due to the wage gap add up to AANHPI women not only having less money in their pocket right now but also being denied key opportunities throughout their lifetimes to build wealth and future economic security for themselves and their families.

HOW MUCH AANHPI WOMEN WORKING FULL TIME, YEAR-ROUND LOSE TO THE WAGE GAP BY COMMUNITY (2018 - 2022)

Community	AANHPI women's earnings	What AANHPI women are paid for every dollar paid to white, non-Hispanic men	AANHPI women's typical annual loss	AANHPI women's typical losses over a 40-year career
Bangladeshi	\$48,225	\$0.70	\$20,953	\$838,120
Bhutanese	\$33,903	\$0.49	\$35,275	\$1,411,000
Burmese	\$37,832	\$0.55	\$31,346	\$1,253,840
Cambodian	\$42,554	\$0.62	\$26,624	\$1,064,960
Chamorro	\$45,593	\$0.66	\$23,585	\$943,400
Chinese	\$74,634	\$1.08	-	-
Fijian	\$50,000	\$0.72	\$19,178	\$767,120
Filipino	\$57,411	\$0.83	\$11,767	\$470,680
Hawaiian	\$45,000	\$0.65	\$24,178	\$967,120
Hmong	\$42,696	\$0.62	\$26,482	\$1,059,280
Indian	\$87,252	\$1.26	-	-
Indonesian	\$54,046	\$0.78	\$15,132	\$605,280
Japanese	\$66,597	\$0.96	\$2,581	\$103,240
Korean	\$65,467	\$0.95	\$3,711	\$148,440
Laotian	\$43,957	\$0.64	\$25,221	\$1,008,840
Malaysian	\$70,144	\$1.01	-	-
Mongolian	\$45,929	\$0.66	\$23,249	\$929,960
Nepalese	\$40,188	\$0.58	\$28,990	\$1,159,600
Pakistani	\$60,000	\$0.87	\$9,178	\$367,120
Samoaan	\$44,500	\$0.64	\$24,678	\$987,120
Sri Lankan	\$64,855	\$0.94	\$4,323	\$172,920
Taiwanese	\$86,473	\$1.25	-	-
Thai	\$46,762	\$0.68	\$22,416	\$896,640
Tongan	\$49,101	\$0.71	\$20,077	\$803,080
Vietnamese	\$46,803	\$0.68	\$22,375	\$895,000

Dashes indicate that community of AANHPI women were typically paid more than white, non-Hispanic men and do not experience annual or lifetime losses. Source: NWLC calculations using 2018–2022 American Community Survey five-year estimates using IPUMS-USA available at <https://usa.ipums.org/usa/> (IPUMS). Figures are based on women's and men's median earnings for full-time, year-round workers. White, non-Hispanic men typically made \$69,178. Respondents to the American Community Survey self-identify their sex as either male or female and self-identify their race or whether they are of Hispanic, Latino, or Spanish origin.

And while four groups of AANHPI women working full time, year-round are paid more than white, non-Hispanic men (Chinese women, Indian women, Malaysian women, and Taiwanese women), these women still make less than men in their respective communities. For example, among full-time year-round workers, while Chinese women are paid \$1.08 for every dollar paid to white, non-Hispanic men, they are paid just 83 cents for every dollar paid to Chinese men and while Indian women are paid \$1.26 for every dollar paid to white, non-Hispanic men, they are paid just 76 cents for every dollar paid to Indian men.¹⁰

When comparing the median earnings of all AANHPI women who worked in 2022 with the median earnings of all white, non-Hispanic men who worked, regardless of how many hours or weeks they worked, AANHPI women were typically paid only 80 cents for every dollar paid to white, non-Hispanic men in 2022. These figures similarly varied widely between groups of AANHPI women compared to white, non-Hispanic men. Among all workers with earnings, Bangladeshi women are paid just 49 cents and Nepalese women just 51 cents for every dollar paid to white, non-Hispanic men. Meanwhile, among all workers with earnings, Indian women are paid \$1.10 and Taiwanese women are paid \$1.18 for every dollar paid to white, non-Hispanic men. However, among all workers with earnings, Indian women are paid just 61 cents for every dollar paid to Indian men and Taiwanese women are paid just 69 cents for every dollar paid to Taiwanese men. Additionally, while Chinese and Malaysian women working full time, year-round are paid less than their white, non-Hispanic male counterparts, among all workers, these groups of women are paid more than white, non-Hispanic men.¹¹

What all working AANHPI women (including part-time and part-year workers) are paid for every dollar paid to White, Non-Hispanic men (2018 - 2022)



Source: NWLC calculations using 2018–2022 American Community Survey five-year estimates using IPUMS-USA available at <https://usa.ipums.org/usa/> (IPUMS). Figures are based on women's and men's median earnings for all workers with earnings. White, non-Hispanic men typically made \$55,114. Respondents to the American Community Survey self-identify their sex as either male or female and self-identify their race or whether they are of Hispanic, Latino, or Spanish origin.

Losses due to gender and racial wage gaps are devastating for AANHPI women and their families, many of whom lose tens of thousands of dollars annually to the wage gap. This harms not only AANHPI women, but the families who depend on their income. AANHPI women cannot afford to wait for action on the wage gap.

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FOOTNOTES

- 1 Data in this analysis comes from the American Community Survey (ACS), where people self-identify their sex as either male or female and their race and ethnicity.
- 2 Sarah Javaid, "A Window Into the Wage Gap: What's Behind It and How to Close it," (National Women's Law Center, Jan. 2024), <https://nwlc.org/resource/wage-gap-explainer/>.
- 3 NWLC calculations based on 2018-2022 American Community Survey (ACS), 5-year estimates, using Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA, Version 15.0 [dataset]. University of Minnesota, 2024, www.ipums.org.
- 4 NWLC calculations using 2022 American Community Survey microdata, <https://www.census.gov/programs-surveys/acs/>.
- 5 Sarah Javaid, "A Window Into the Wage Gap: What's Behind It and How to Close it," (National Women's Law Center, Jan. 2043), <https://nwlc.org/resource/wage-gap-explainer/>.
- 6 NWLC calculations using 2022 American Community Survey microdata, <https://www.census.gov/programs-surveys/acs/>.
- 7 Sarah Javaid, "A Window Into the Wage Gap: What's Behind It and How to Close it," (National Women's Law Center, Jan. 2024), <https://nwlc.org/resource/wage-gap-explainer/>.
- 8 Sarah Javaid, "The Wage Gap Robs Women Working Full Time, Year Round of Hundreds of Thousands of Dollars Over a Lifetime," <https://nwlc.org/resource/the-wage-gap-robs-women-working-full-time-year-round-of-hundreds-of-thousands-of-dollars-over-a-lifetime/>.
- 9 NWLC calculations based on 2018-2022 American Community Survey (ACS), 5-year estimates, using Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA, Version 15.0 [dataset]. University of Minnesota, 2024, www.ipums.org.
- 10 NWLC calculations based on 2018-2022 American Community Survey (ACS), 5-year estimates, using Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA, Version 15.0 [dataset]. University of Minnesota, 2024, www.ipums.org.
- 11 NWLC calculations based on 2018-2022 American Community Survey (ACS), 5-year estimates, using Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA, Version 15.0 [dataset]. University of Minnesota, 2024, www.ipums.org.