

# EMPLOYMENT

## FACT SHEET

### The Wage Gap is Stagnant in Last Decade

September 2012

*The typical American woman who works full time, year round is paid only 77 cents for every dollar paid to her male counterpart. This gap in earnings translates into \$11,084 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 making only 64 cents, and Hispanic women only 55 cents, for every dollar paid to white, non-Hispanic men. Although enforcement of the Equal Pay Act, as well as other civil rights laws, has helped to narrow the wage gap over time, it is critical for women and their families that the significant pay disparities that remain are addressed.*

#### 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 2011, the typical woman in the United States working full time, year round was paid only 77 cents for every dollar paid to the typical man working full time, year round.
- The wage gap has stagnated, remaining at 77 cents per dollar, for almost a decade.

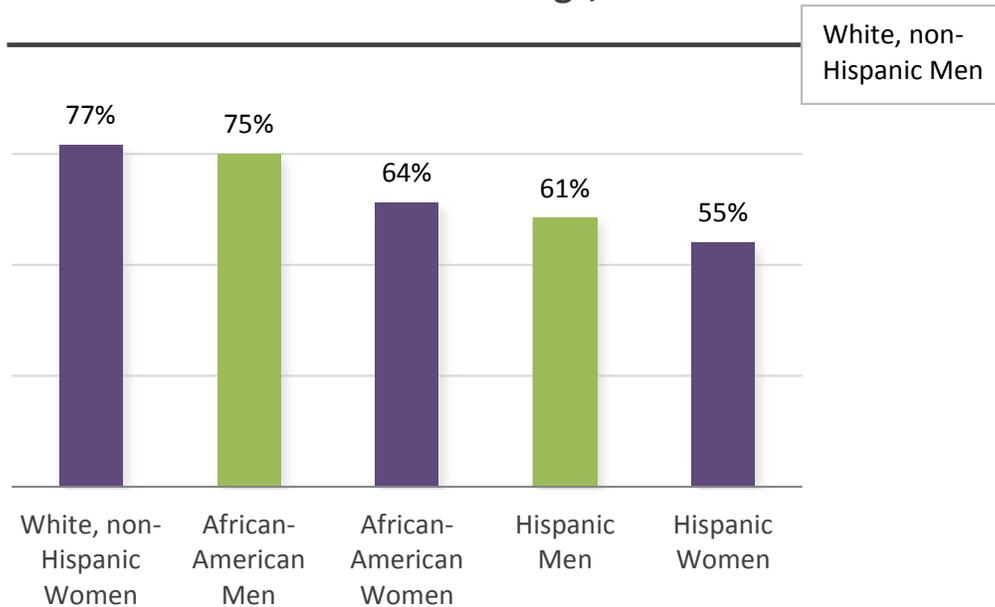


- The wage gap is even more substantial for African-American and Hispanic women. In 2011, the typical African-American woman working full time, year round was paid only 64 cents and the typical Hispanic woman only 55 cents, for every dollar paid to the typical white, non-Hispanic man who worked full time, year round. This translates into a loss of \$18,817 for African-American women and \$23,298 for Hispanic women every year. Closing the wage gap is, therefore, particularly important for African-American and Hispanic women, who are already likely to have lower incomes and to be in poverty than many other groups.
- The wage gap persists at all levels of education. In 2011, the typical woman in the United States with a high school diploma working full time, year round

was paid only 74 cents for every dollar paid to her male counterpart. Among people with a bachelor's degrees, the figure was also 74 cents. In fact, the typical woman who has received an associate's degree still isn't paid as much as the typical man who only graduated from high school.

- A typical woman who worked full time, year round would lose \$443,360 in a 40-year period due to the wage gap. A woman would have to work almost twelve years longer to make up this gap. A typical woman working full time, year round who starts, but does not finish, high school would lose \$372,400 over a 40-year period, an enormous amount of money for women who are typically paid \$21,113 a year. A woman would have to work over seventeen years longer to make up this gap.

### Wage Gap as Compared to White, non-Hispanic Men's Earnings, 2011



Source: Current Population Survey, 2012 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.