



Fact Sheet

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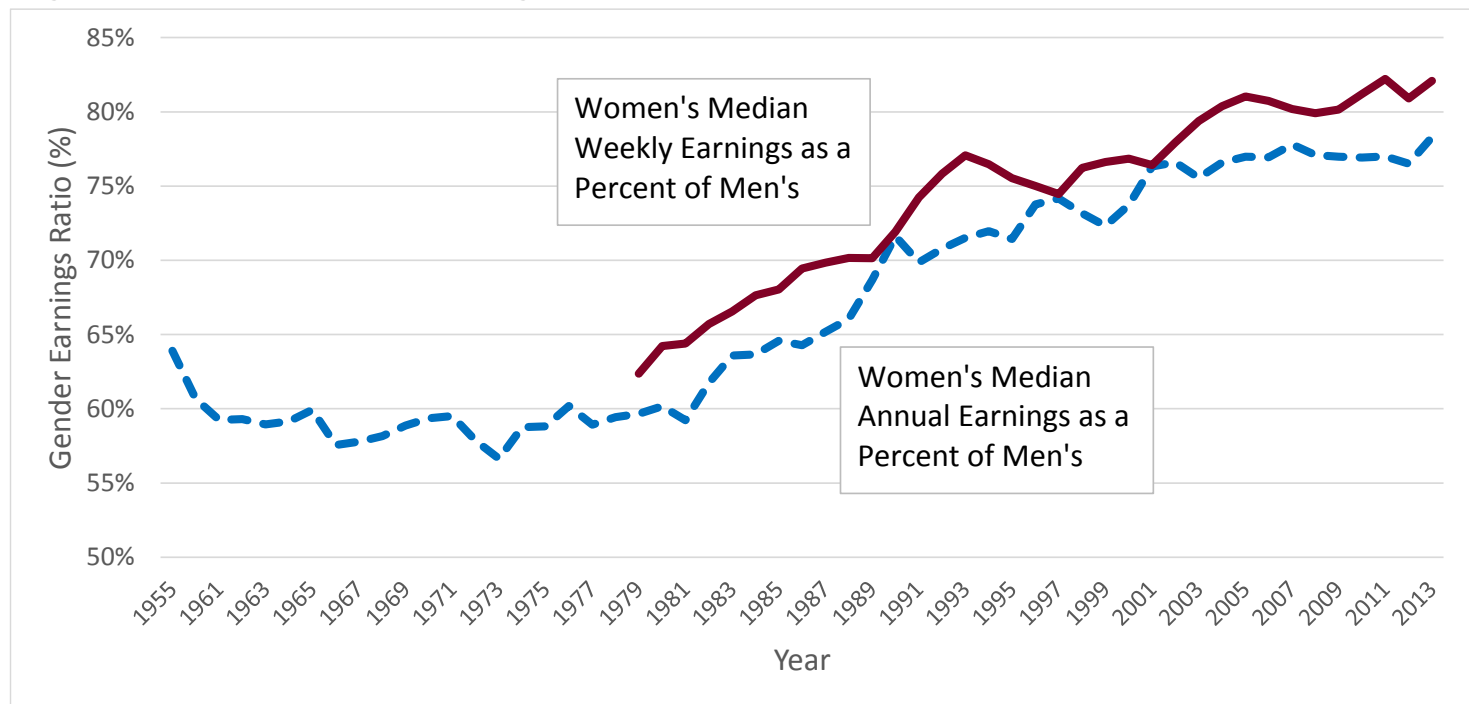
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The Gender Wage Gap: 2013 Differences by Race and Ethnicity

The ratio of women's and men's median annual earnings was 78.3 percent for full-time/year-round workers in 2013. This means the gender wage gap for full-time/year-round workers is 21.7 percent. Women's median annual earnings in 2013 were \$39,157 compared with \$50,033 for men. Neither women's nor men's earnings significantly improved compared with 2012. If the pace of change in the annual earnings ratio continues at the same rate as it has since 1960, it will take another 45 years, until 2058, for men and women to reach parity.¹

An alternative measure of the wage gap, the ratio of women's to men's median weekly earnings for full-time workers—was 82.1 percent in 2013. The annual gender earnings ratio for full-time year-round workers, which includes self-employed workers, tends to be slightly lower than the ratio for weekly earnings (which excludes the self-employed and earnings from annual bonuses and includes full-time workers who work only part of the year). Both series showed a marginal improvement in 2013 (Figure 1).

Figure 1: The Gender Earnings Ratio, 1955-2013, Full-Time Workers



Notes: See Table 2

Both earnings ratios (for weekly full-time workers and for year-round full-time workers) reflect gender differences in both hourly wages and the number of hours worked among those who work full-time. In 2013 there were 1.8 million more male and 1 million more female full-time year-round workers than in 2012.² If part-time and part-year workers were included, the ratios of women's to men's earnings would be lower, as women are more likely than men to work reduced

schedules, often in order to manage childrearing and other caregiving work. Women are also more likely than men to work in occupations where fewer jobs are offered on a full-time basis or have varying hours from week to week.³

Table 1: Median Annual Earnings and Gender Earnings Ratio for Full-Time Workers, Year-Round Workers Ages 15 Years and Older by Race/Ethnic Background, 2012 and 2013

Racial/ Ethnic Background*	2013				2012 (in 2013 dollars)			
	Women (\$)	Men (\$)	Female Earnings as % of Male Earnings of Same Group	Female Earnings as % of White Male Earnings	Women (\$)	Men (\$)	Female Earnings as % of Male Earnings of Same Group	Female Earnings as % of White Male Earnings
All Races/ Ethnicities*	\$39,157	\$50,033	78.3%	n/a	\$38,340	\$50,116	76.5%	n/a
White	\$41,398	\$53,488	77.4%	77.4%	\$41,507	\$53,298	77.9%	77.9%
Asian American	\$43,124	\$57,430	75.1%	80.6%	\$46,099	\$57,978	79.5%	86.5%
Black	\$34,294	\$40,792	84.1%	64.1%	\$34,396	\$39,232	88.0%	64.5%
Hispanic or Latino/a	\$30,209	\$32,321	93.5%	56.5%	\$28,837	\$32,712	88.2%	54.1%

Notes: *White alone, not Hispanic; black alone or in combination (may include Hispanic); Asian American alone or in combination (may include Hispanic); and Hispanic/Latina/o may be of any race.

Source: U.S. Census Bureau, Current Population Survey, 2014 *Annual Social and Economic Supplement P-38. Full-Time, Year-Round Workers by Median Earnings and Sex: 1960 to 2013*. < <http://www.census.gov/hhes/www/income/data/historical/people/> > (retrieved September 2014)

Real full-time year-round earnings for all women were 2.1 percent higher in 2013 than in 2012.⁴ Hispanic/Latina women’s earnings increased by 4.8 percent; the earnings of Asian women were 6.5 percent lower than in the previous year, and earnings changed by less than 0.5 percent for white and black women.

As illustrated in Table 1, women of all major racial and ethnic groups earn less than men of the same group, with the female/male earnings ratios ranging from a low of 75.1 percent for Asian Americans to a high of 93.5 percent for Hispanics. Hispanics, the group with the lowest earnings for both genders has the best within-group earnings ratio and the group with the highest earnings for both genders (Asian Americans) has the worst within-group gender earnings ratio.¹ When the gender earnings ratio is measured using white men’s earnings as the basis of comparison, it shows marked disadvantages for Hispanic/Latina and Black women. Black women’s 2013 median annual earnings are only 64.1 percent and Hispanic/Latina women’s only 56.5 percent of white men’s median annual earnings. Median earnings for a year of full-time work for Hispanic women are below the qualifying income threshold for eligibility of food stamps; in 2013 this was \$30,615 per year, 130 percent of the federal poverty threshold for a family of four.⁵ Asian American workers as a group have the highest median annual earnings, primarily because of historically higher rates of educational attainment for both genders. The gender earnings ratios of white and Asian women compared to men of the same racial and ethnic background are wider than the gender earnings ratio for all women compared to all men (Table 1).

Closing the wage gap is not a zero-sum game – gains for one gender do not require losses for the other. For the gender wage gap to close, women’s real wages must rise faster than men’s, and as the economy becomes more productive, one would expect real wages to rise for both men and women. Yet, as can be seen from Table 2, since 1980 real wages for men have remained virtually unchanged, while women’s real earnings have increased across the same time period (but not in the past decade). Over the same period, women’s earnings have become increasingly important to family income

¹ The gender wage gap is narrower for the lower earning groups, because the earnings of Black and Hispanic men are depressed relative to the earnings of white men almost as much as Black and Hispanic women’s earnings are. Black men’s 2013 median annual earnings are only 76.3 percent and Hispanic/Latino men’s only 60.4 percent of the white men’s median annual earnings. Asian men reported median earnings that are 7.4 percent greater than reported by white men in 2013, and Asian Americans have the largest within-group gender earnings gap.

Table 2: The Gender Wage Ratio and Real Earnings, 1955-2013, Full-Time Workers

Year	Median Annual Earnings (2013 dollars)			Median Usual Weekly Earnings (2013 dollars)		
	Full-time, Year Round Workers			Full-time, Wage and Salary Workers		
	Women	Men	Female-to-male earnings ratio	Women	Men	Female-to-male earnings ratio
1955			63.9%			
1960	\$22,419	\$36,950	60.7%			
1965	\$24,755	\$41,311	59.9%			
1970	\$28,498	\$48,001	59.4%			
1975	\$29,541	\$50,225	58.8%			
1980	\$30,138	\$50,096	60.2%	\$541	\$842	64.2%
1981	\$29,494	\$49,791	59.2%	\$538	\$835	64.4%
1982	\$30,163	\$48,851	61.7%	\$554	\$843	65.7%
1983	\$30,931	\$48,639	63.6%	\$561	\$843	66.5%
1984	\$31,562	\$49,581	63.7%	\$566	\$837	67.6%
1985	\$32,257	\$49,952	64.6%	\$572	\$841	68.0%
1986	\$32,916	\$51,216	64.3%	\$590	\$850	69.5%
1987	\$33,172	\$50,895	65.2%	\$595	\$851	69.8%
1988	\$33,313	\$50,437	66.0%	\$597	\$850	70.2%
1989	\$34,045	\$49,575	68.7%	\$596	\$849	70.1%
1990	\$34,248	\$47,821	71.6%	\$598	\$831	71.9%
1991	\$34,282	\$49,073	69.9%	\$611	\$823	74.2%
1992	\$34,771	\$49,122	70.8%	\$618	\$815	75.8%
1993	\$34,523	\$48,270	71.5%	\$624	\$810	77.1%
1994	\$34,513	\$47,956	72.0%	\$620	\$811	76.5%
1995	\$34,145	\$47,803	71.4%	\$617	\$817	75.5%
1996	\$35,053	\$47,521	73.8%	\$618	\$824	75.0%
1997	\$36,139	\$48,730	74.2%	\$624	\$838	74.5%
1998	\$36,910	\$50,444	73.2%	\$650	\$853	76.2%
1999	\$36,791	\$50,876	72.3%	\$661	\$863	76.6%
2000	\$37,148	\$50,391	73.7%	\$667	\$867	76.8%
2001	\$38,440	\$50,361	76.3%	\$674	\$882	76.4%
2002	\$39,108	\$51,055	76.6%	\$685	\$879	77.9%
2003	\$38,914	\$51,509	75.5%	\$699	\$881	79.4%
2004	\$38,526	\$50,311	76.6%	\$706	\$879	80.4%
2005	\$38,014	\$49,383	77.0%	\$698	\$861	81.0%
2006	\$37,566	\$48,826	76.9%	\$693	\$858	80.7%
2007	\$39,436	\$50,684	77.8%	\$690	\$860	80.2%
2008	\$38,673	\$50,165	77.1%	\$690	\$863	79.9%
2009	\$39,399	\$51,181	77.0%	\$713	\$890	80.2%
2010	\$39,411	\$51,231	76.9%	\$714	\$880	81.2%
2011	\$38,444	\$49,924	77.0%	\$708	\$861	82.2%
2012	\$38,340	\$50,116	76.5%	\$701	\$866	80.9%
2013	\$39,157	\$50,033	78.3%	\$706	\$860	82.1%

Notes for Figure 1 and Table 2: Annual earnings data include self-employed workers; weekly data are for wage and salary workers only. Annual earnings are for people 15 years old and older beginning in 1980 and people 14 years old and older as of the following year for previous years. Before 1989 annual earnings are for civilian workers only. Weekly earnings are for full-time workers aged 16 and older and are not restricted to full-year workers. The annual average of weekly median earnings is usually released in January by the U.S. Bureau of Labor Statistics. Annual median earnings data are typically released in late summer or early fall by the U.S. Census Bureau. Both data series are derived from the Current Population Survey. Adjustments for data from earlier years to 2013 dollars are computed on the basis

of the Consumer Price Index Research Series (CPI-U-RS) for median annual earnings that are published by the U.S. Bureau of Labor Statistics. (U.S. Bureau of Labor Statistics <<http://www.bls.gov/cpi/cpirsai1978-2013.pdf>> (accessed September 2014).

Sources for Figure 1 and Tables 1 and 2: Annual data: 1955: Francine D. Blau and Marianne A. Ferber, *The Economics of Women, Men, and Work*, 2nd ed. (Englewood Cliffs, NJ: Prentice-Hall, 1992); Carmen DeNavas-Walt and Bernadette D. Proctor, U.S. Census Bureau, Current Population Reports, P60-249, *Income and Poverty in the United States: 2013*, U.S. Government Printing Office, Washington, DC, 2014, Table A-4. <<http://www.census.gov/content/dam/Census/library/publications/2014/demo/p60-249.pdf>> (accessed September 16, 2014). Weekly data: 1980-2012: Weekly and Hourly Earnings Data from the U.S. Bureau of Labor Statistics. 2013. "Highlights of Women's Earnings in 2012." BLS Report 1045, October 2013, Table 17. <http://www.bls.gov/cps/cpswom2012.pdf> (retrieved September 16, 2014.); 2013: Weekly Data from U.S. Bureau of Labor Statistics, *Median usual weekly earnings of full-time wage and salary workers by selected characteristics, annual averages* <<http://www.bls.gov/news.release/wkyeng.t07.htm>> (retrieved February 2014).

Notes

1. Jeff Hayes. 2014. "Women's Median Earnings as a Percent of Men's Median Earnings, 1960-2013 (Full-time, Year-round Workers) with Projection for Pay Equity in 2058 - See more at: http://www.iwpr.org/publications/pubs/women2019s-median-earnings-as-a-percent-of-men2019s-median-earnings-1960-2013-full-time-year-round-workers-with-projection-for-pay-equity-in-2058/at_download/file." IWPR Publication #Q026 (Updated September 2014).
2. Carmen DeNavas-Walt and Bernadette D. Proctor, U.S. Census Bureau, Current Population Reports, P60-249, *Income and Poverty in the United States: 2013*, U.S. Government Printing Office, Washington, DC, 2014, Table <<http://www.census.gov/content/dam/Census/library/publications/2014/demo/p60-249.pdf>> (accessed September 16, 2014). Note that the increase in full-time work reflects recovery from the 2007–2008 recession.
3. Susan J. Lambert, Peter J. Fugiel, and Julia R. Henly. 2014. "Schedule Unpredictability among Early Career Workers in the US Labor Market: A National Snapshot." University of Chicago: Employment Instability, Family Well-being, and Social Policy Network, retrieved from <http://ssascholars.uchicago.edu/einet/files/lambert.fugiel.henly_executive_summary.b.pdf> (accessed August 8, 2014).
4. These changes are not statistically significant, DeNavas and Proctor, p. 7.
5. The federal poverty threshold for a household of four in 2013 is \$23,550 (U.S. Department for Health and Human Services .2013. '2013 HHS Poverty Guidelines.' On the web at <<http://aspe.hhs.gov/poverty/13poverty.cfm>>). At 130 percent of poverty (the threshold relevant for food stamp eligibility) this is \$30,615 annually, or \$588.75 per week.

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