



Fact Sheet

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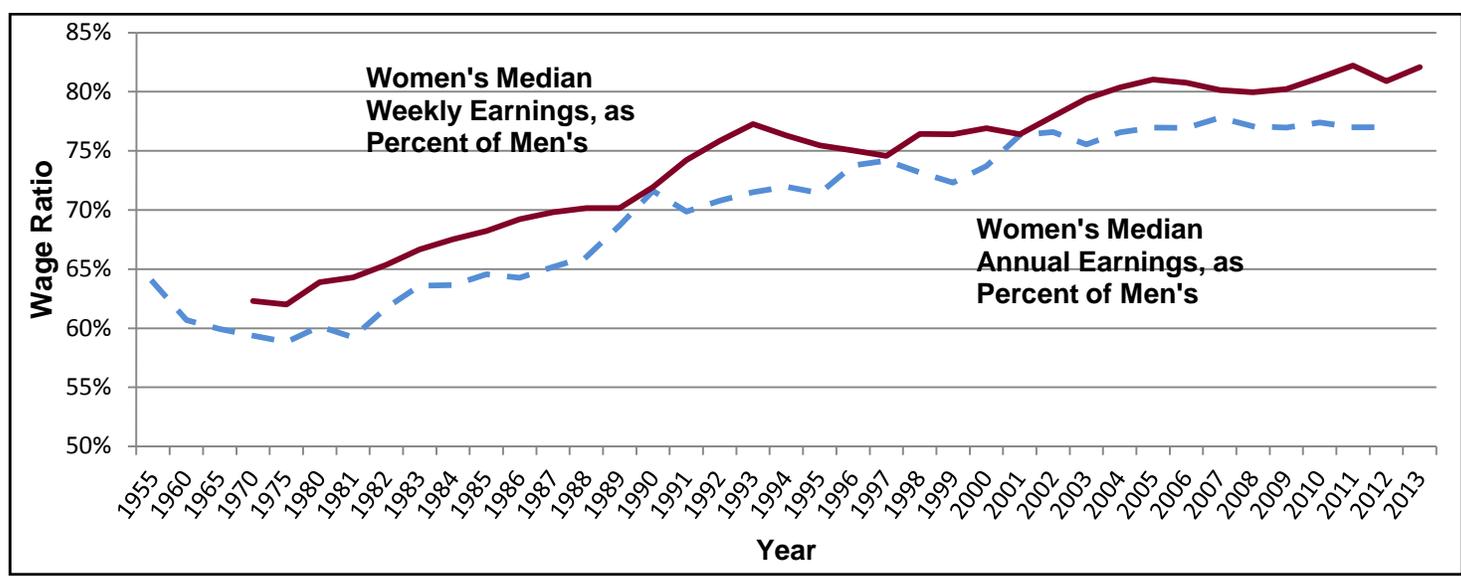
The Gender Wage Gap: 2013 Differences by Race and Ethnicity No Growth in Real Wages for Women

The gender wage gap in the United States has not seen significant improvement in recent years, and remains a reality for women across racial and ethnic groups. In 2013, the ratio of women's to men's median weekly full-time earnings was 82.1 percent, an increase of more than one percentage point since 2012, when the ratio was 80.9 percent (but still slightly lower than the 2011 ratio of 82.2 percent). This corresponds to a weekly gender wage gap of 17.9 percent. Real earnings have remained largely unchanged since 2012; women's median weekly earnings increased by \$5 to \$706 in 2013; men's median weekly earnings increased to \$860, a marginal increase of \$7 compared with 2012.

Another measure of the earnings gap, the ratio of women's and men's median annual earnings for full-time year-round workers, was 76.5 in 2012 (data for 2013 are not yet available), the same ratio as in 2004. An earnings ratio of 76.5 means the annual gender wage gap for full-time year-round workers is 23.5 percent.

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 includes full-time workers who work only part of the year). The two series exhibit the same general trend over the long term (even though they often move in different directions in the short-term; Figure 1). Both earnings ratios are for full-time workers only; if part-time and part-year workers were included, the ratios of women's to men's earnings would be even lower, as women are more likely than men to work reduced schedules, often in order to manage childrearing and other caregiving work.

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



Notes and Sources: See notes at end.

Progress in closing the gender earnings gap, based on both weekly and annual earnings, has slowed considerably since the 1980s and early 1990s. Based on median weekly earnings, the gender earnings gap narrowed by only 1.7 percentage points during the last ten years (2004 to 2013); in the previous ten year period (1994 to 2003), it narrowed by 3.1 percentage points, and during the ten years prior to that (1984 to 1993), by 9.7 percentage points (Table 2). Based on median annual earnings, progress in closing the gender earnings has also slowed considerably. If the pace of change in the annual earnings ratio were to continue at the same rate as it has since 1960, it would take until 2058 for men and women to reach parity.¹

As illustrated in Table 1, women of all major racial and ethnic groups earn less than men of the same group, and also earn less than white men. Hispanic workers have lower median weekly earnings than white, black and Asian workers, the lowest of any race/ethnic group shown. Hispanic women's median earnings were \$541 per week of full-time work, only 61.2 percent of white men's median weekly earnings, but 91.1 percent of the median weekly earnings of Hispanic men (because Hispanic men also have low earnings). The median weekly earnings of black women were \$606, only 68.6 percent of white men's earnings, but 91.3 percent of black men's median weekly earnings, which are also fairly low (Table 1). Earnings for a full-time week of work leave Hispanic women well below, and Hispanic men and black women not much above, the qualifying income threshold for receipt of food stamps of \$588.75 for a family of four.²

Primarily because of higher rates of educational attainment for both genders, Asian workers have higher median weekly earnings than white, black or Hispanic workers (the highest of any group shown in Table 1). Asian women's earnings are 92.6 percent of white men's earnings, but only 73.3 percent of Asian men's earnings. White women earn 81.7 percent of what white men earn, very close to the ratio for all women to all men, because whites remain the largest group in the labor force.

Asian and Hispanic women were the only groups of women shown in Table 1 who experienced significant gains in real earnings in 2013, of \$38 (4.9 percent) for Asian women and \$12 (1.9 percent) for Hispanic women. Black and white women saw no significant real earnings increase. All groups of men saw small increases (ranging from \$7 to \$11 per week).

Table 1: Median Weekly Earnings (Annual Average) and Gender Earnings Ratio for Full-Time Workers, 16 Years and Older by Race/Ethnic Background, 2012 and 2013

Race/ Ethnic Background	2013				2012, adjusted to 2013 dollars**			
	Women	Men	Female Earnings as % of Male Earnings of same race/ethnicity	Female Earnings as % of White Male Earnings	Women	Men	Female Earnings as % of Male Earnings of same race/ethnicity	Female Earnings as % of White Male Earnings
All Races/ Ethnicities	\$706	\$860	82.1%		\$701	\$867	80.9%	
White	\$722	\$884	81.7%	81.7%	\$720	\$892	80.8%	80.8%
Black	\$606	\$664	91.3%	68.6%	\$608	\$675	90.1%	68.1%
Hispanic	\$541	\$594	91.1%	61.2%	\$529	\$601	88.0%	59.3%
Asian	\$819	\$1,059	77.3%	92.6%	\$781	\$1,070	73.0%	87.6%

Notes: *These categories are not exclusive because workers who identified themselves as Hispanic/Latina/o are classified by both ethnicity and race and may be of any race. ** Adjustments to 2013 dollars are computed on the basis of the Consumer Price Index for all urban consumers (CPI-U) that is published by the U.S. Bureau of Labor Statistics. (U.S. Bureau of Labor Statistics <<http://www.bls.gov/cpi/cpid1401.pdf>> (retrieved February 2014).

Source: 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).

As shown in Table 2, the wage ratio increased in both the annual and weekly earnings series until the early 2000s. The real earnings columns (earnings adjusted to constant 2013 dollars so that the effect of inflation has been eliminated) show very different stories for women and men. Women's real earnings grew considerably from 1980, the first year shown for which we have data for both series, to 2000, from \$30,136 to \$37,146 in the annual series and from \$559 to \$685 in the weekly series (ending with 2002). During those same years, men's earnings fell, rose, fell, and rose again, ending in 2000 at \$50,388 about the same place they were in 1980 in the annual series, and in 2002 at \$879 in the weekly series, slightly below their value in 1980 at \$885. The wage gap narrowed when women's real earnings were growing and men's were not.

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

Year	Median Annual Earnings, adjusted to 2013 dollars			Median Usual Weekly Earnings, adjusted to 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	22,418	36,947	60.7			
1965	24,754	41,308	59.9			
1970	28,496	47,998	59.4			
1975	29,539	50,221	58.8			
1980	30,136	50,093	60.2	565	885	63.9
1981	29,492	49,789	59.2	559	869	64.3
1982	30,161	48,849	61.7	575	879	65.4
1983	30,929	48,636	63.6	589	884	66.7
1984	31,561	49,578	63.7	592	877	67.5
1985	32,255	49,950	64.6	600	879	68.2
1986	32,914	51,213	64.3	616	891	69.2
1987	33,171	50,892	65.2	621	890	69.8
1988	33,312	50,434	66.1	620	884	70.2
1989	34,044	49,573	68.7	618	881	70.1
1990	34,247	47,819	71.6	617	857	71.9
1991	34,280	49,071	69.9	626	843	74.2
1992	34,769	49,120	70.8	631	832	75.8
1993	34,521	48,267	71.5	635	822	77.3
1994	34,512	47,953	72.0	627	822	76.3
1995	34,143	47,801	71.4	621	822	75.5
1996	35,051	47,519	73.8	621	827	75.0
1997	36,138	48,728	74.2	626	839	74.6
1998	36,908	50,441	73.2	653	855	76.4
1999	36,789	50,873	72.3	661	866	76.4
2000	37,146	50,388	73.7	667	867	76.9
2001	38,438	50,358	76.3	673	881	76.4
2002	39,106	51,051	76.6	685	879	77.9
2003	38,912	51,506	75.5	699	880	79.4
2004	38,524	50,308	76.6	707	879	80.4
2005	38,012	49,381	77.0	698	861	81.0
2006	37,564	48,824	76.9	693	859	80.8
2007	39,434	50,681	77.8	690	861	80.2
2008	38,671	50,163	77.1	690	863	79.9
2009	39,397	51,179	77.0	713	889	80.2
2010	39,455	50,976	77.4	715	880	81.2
2011	38,441	49,920	77.0	708	862	82.2
2012	38,345	50,122	76.5	701	867	80.9
2013				706	860	82.1

Notes and Sources: See notes at end.

It is not necessary for progress in closing the wage gap to come at men's expense, it is only necessary that women's real earnings grow faster than men's. After the early 2000s women's real wages have also stagnated: in the annual series, earnings of \$38,345 in 2012 are almost identical to 2001 earnings of \$38,438; in the weekly series, women's earnings are \$699 in 2003 compared with \$706 in 2013. For men the stagnation continues: since these 2000 dates men's real earnings have stagnated at about \$50,000 annually and about \$870 weekly. The failure of women's real earnings to continue to grow

in the 2000s while men's continued to stagnate is, of course, associated with almost no closing of the wage gap in this time period.

Ideally the wage gap would close when both women and men are making real wage gains, with women making greater gains. With the economy slowly recovering from the Great Recession, real wage gains should reappear. Yet, economists and other commentators have identified institutional and other changes in the U.S. economy that seem to make it less likely that the productivity gains the economy enjoys will be passed on to most workers in the form of higher real wages (recently only those at the very top have gained substantially). Women's earnings have become increasingly important to family incomes with the decline in marriage and the growth in single mother and dual earner families. The persistent gender earnings gap and the failure of real earnings to grow for the majority of working women and men expose many families to economic stress.

Notes and Sources for Figure 1 and Table 2

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 for all urban consumers (CPI-U) that is published by the U.S. Bureau of Labor Statistics. (U.S. Bureau of Labor Statistics <<http://www.bls.gov/cpi/cpid1401.pdf>> (retrieved February 2014).

Sources for Figure 1 and Table 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); U.S. Census Bureau, *Income, Poverty, and Health Insurance Coverage in the United States: 2010*, Table A-5, <http://www.census.gov/prod/2011pubs/p60-239.pdf> (accessed February 2014) Weekly data: 1970 and 1975: Blau and Ferber (1992); 1980-2011: Weekly and Hourly Earnings Data from the Current Population Survey. <http://data.bls.gov/pdq/querytool.jsp?survey=le> (retrieved March 2012); 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).

Text Notes

1. Hayes, Jeffrey. 2013. "Gender Wage Gap Projected to Close in Year 2058: Most Women Working Today Will Not See Equal Pay during their Working Lives." IWPR Publication #Q004. Washington, DC: Institute for Women's Policy Research. <http://www.iwpr.org/publications/pubs/gender-wage-gap-projected-to-close-in-year-2058-most-women-working-today-will-not-see-equal-pay-during-their-working-lives/at_download/file> (accessed March 5, 2013).
2. The federal poverty threshold for a household of four in 2013 was \$23,550 (U.S. Department for Health and Human Services 2013. '2013 HHS Poverty Guidelines.' <http://aspe.hhs.gov/poverty/13poverty.cfm#thresholds>). At 130 percent of the federal poverty level (the threshold relevant for food stamp receipt), this is \$30,615 annually, or \$588.75 per week.

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