PAY EQUITY STILL DECADES AWAY

If progress continues at the same rate as it has since 1960, it will still take more than three decades, until 2053, for all working women to reach pay equity with men. It will take even longer, until 2058, to reach full pay equity between women and men working full-time, year-round workers. This is the optimistic scenario. Starting more recently, in 2000, moves projected pay equity to 2066 for full-time year-round, and to 2088, almost seven decades away, for all workers to reach pay equity.

The Median Gender Earnings Ratio, 1960-2022, with Forecast for Achieving Pay Equity for All Women with Earnings, and for Women Working Full-time Year-round

Notes: Estimates are based on the ratios of median annual earnings of all women and men with earnings (whether they work full-time, full-year, part-time, or part-year), and of full-time, year-round women and men workers, for 1960 to 2022, and for 2000 to 2022. Full-time is work of at least 35 hours per week, year-round as at least 50 weeks a year.