

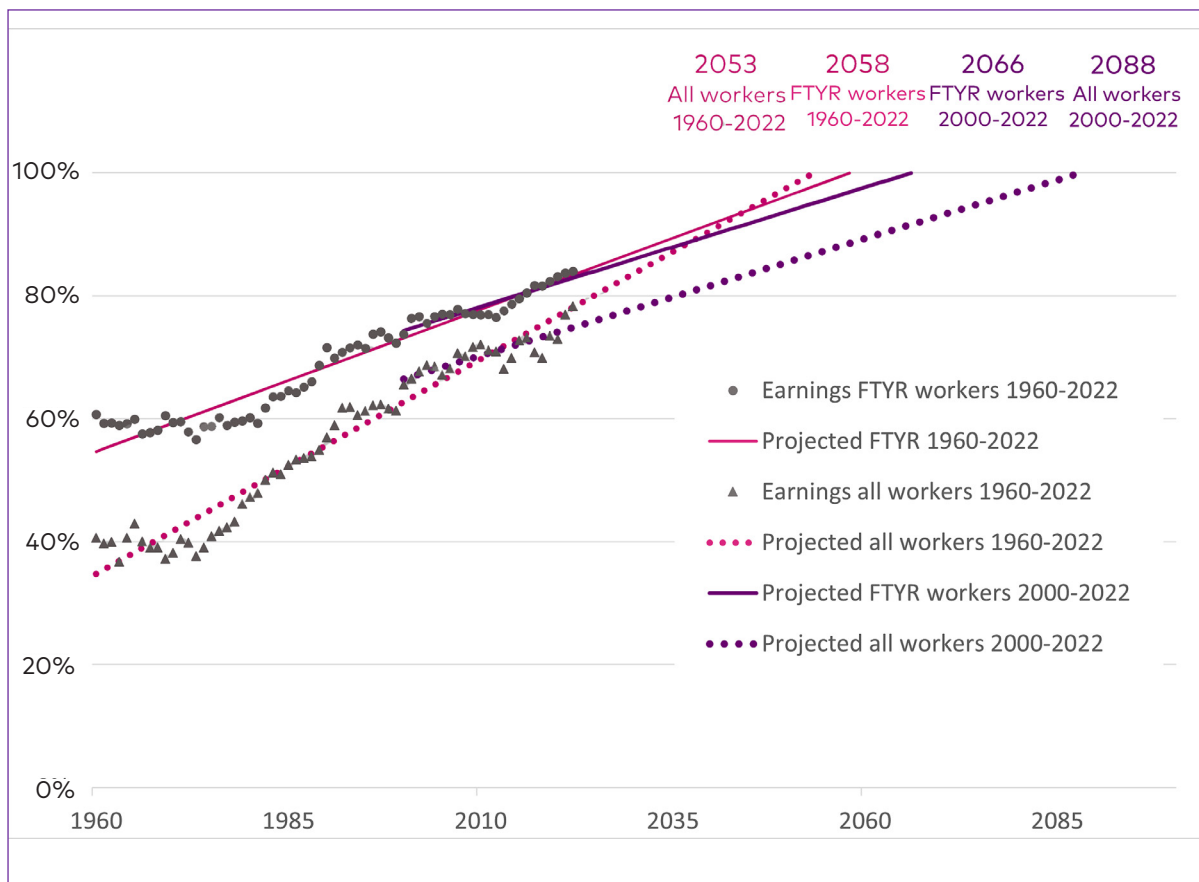
#Q107

September 2023

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.

Source: IWPR analysis of "Table A-7. Number and Real Median Earnings of Total Workers and Full-Time, Year-Round Workers by Sex and Female-to-Male Earnings Ratio: 1960 to 2022", Gloria Guzman and Melissa Kollar, Income in the United States: 2022 (U.S. Census Bureau, 2023) < <https://www.census.gov/content/dam/Census/library/publications/2023/demo/p60-279.pdf> >