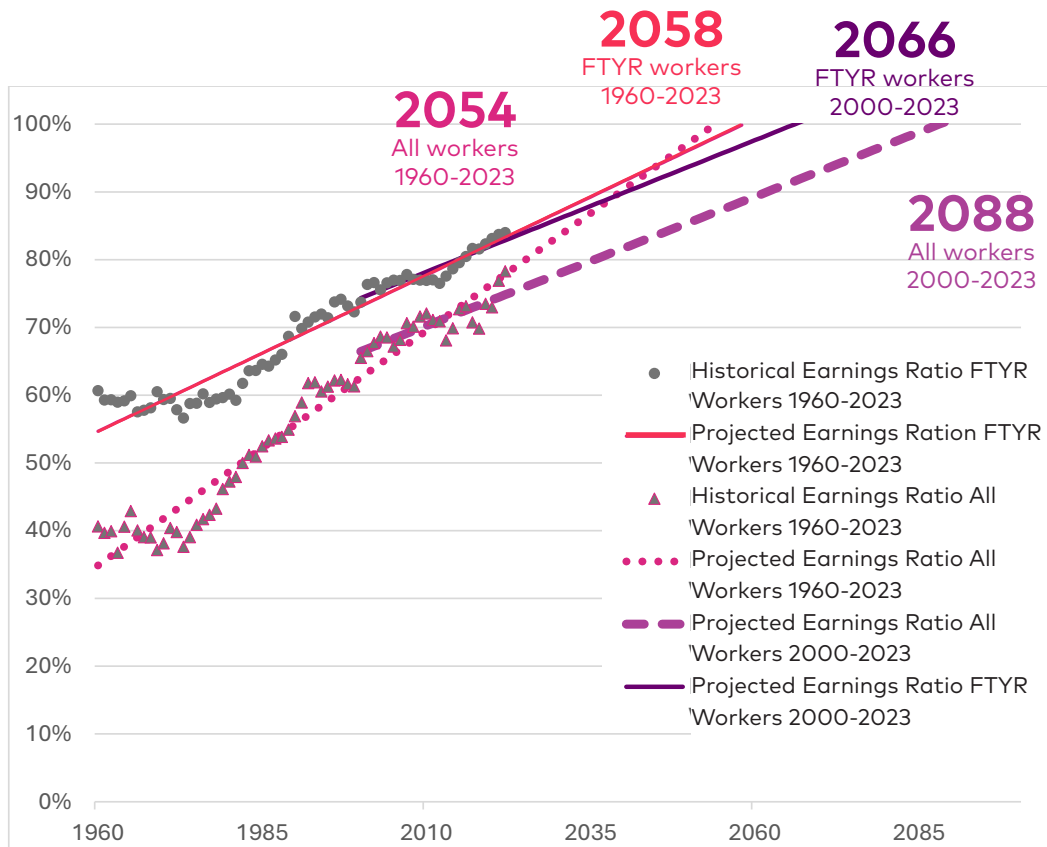


## Forecasting Pay Equity: Women Are Expected to Wait Over 50 Years to Reach Parity with Men

If progress continues at the same rate as it has since 2000, it will take more than four decades—until 2066—for women working full-time year-round to reach pay equity with men and even longer—until 2088—to reach pay equity between all working women and men. Progress toward pay equity has slowed since the Equal Pay Act of 1963 was introduced. When looking at earnings from 1960 onward, and thus including periods of greater enforcement and focus on breaking down barriers to equity, data suggest women would reach pay equity decades earlier—in 2058 for full-time year-round workers and 2054 for all workers.

**Figure 1. The Forecast for Achieving Pay Equity for All Women with Earnings and for Women Working Full-Time Year-Round, 1960–2023 and 2000–2023**



**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 2023," Gloria Guzman and Melissa Kollar, *Income in the United States: 2023, Current Population Reports P60-282* (U.S. Census Bureau, 2024), <https://www2.census.gov/library/publications/2024/demo/p60-282.pdf>.

**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, from 1960 to 2023 and from 2000 to 2023. Full-time is defined as working at least 35 hours per week, and year-round as working at least 50 weeks per year.

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