

# Gender Wage Gap Worsens for Second Year in a Row

## Annual Gender Wage Gap by Race and Ethnicity in 2024

### KEY FINDINGS

- **In 2024, women working full-time year-round made 80.9 cents per dollar earned by men (a wage gap of 19.1 percent)—a significant worsening of the gender earnings ratio compared to 82.7 cents per dollar in 2023 (a wage gap of 17.3 percent).** This is the biggest annual drop in the gender earnings ratio since 1966, and the worst ratio since 2016.
- **The gender wage gap for all workers with earnings (including full-time, part-time, full-year, and part-year workers) improved slightly, but the change is not statistically significant.** In 2024, a typical woman was paid 75.6 cents per dollar paid to a man (a wage gap of 24.4 percent) compared to 74.8 cents on the dollar in 2023 (a wage gap of 25.2 percent).
- **Against the backdrop of a strong economy in 2024, men's typical earnings increased significantly but women's earnings were largely unchanged.** Adjusted for inflation, the earnings of a typical full-time year-round working woman did not increase significantly (just 1.5 percent) in 2024 compared to a statistically significant annual increase of 3.7 percent for a typical man.<sup>1</sup>
- **Racial and gender wage gaps remain profound.** In 2024, a typical Latina earned \$33,620 less for working full-time year-round than a typical White<sup>2</sup> man (being paid just 58.0 cents per dollar paid to White men). A Black woman working full-time year-round earned \$28,340 less (64.6 cents per dollar), a White woman \$18,500 less (76.9 cents per dollar), and an Asian<sup>3</sup> woman earned \$3,240 less (96.0 cents per dollar). Gender racial wage gaps compared to White men's earnings in 2024 for full-time year-round workers widened for White and Black women, stayed largely unchanged for Latina women, and slightly improved for Asian women.
- **If progress continues at the same rate as it has for the last two decades, it will take until 2088 for all women workers to reach pay equity with men.** Pay equity between all full-time year-round workers will take over 45 years, until 2071. Lack of progress in narrowing wage gaps means that projected pay equity is even further away for women of color.<sup>4</sup> Policy changes are needed to ensure that women and their families see equity in their lifetimes.



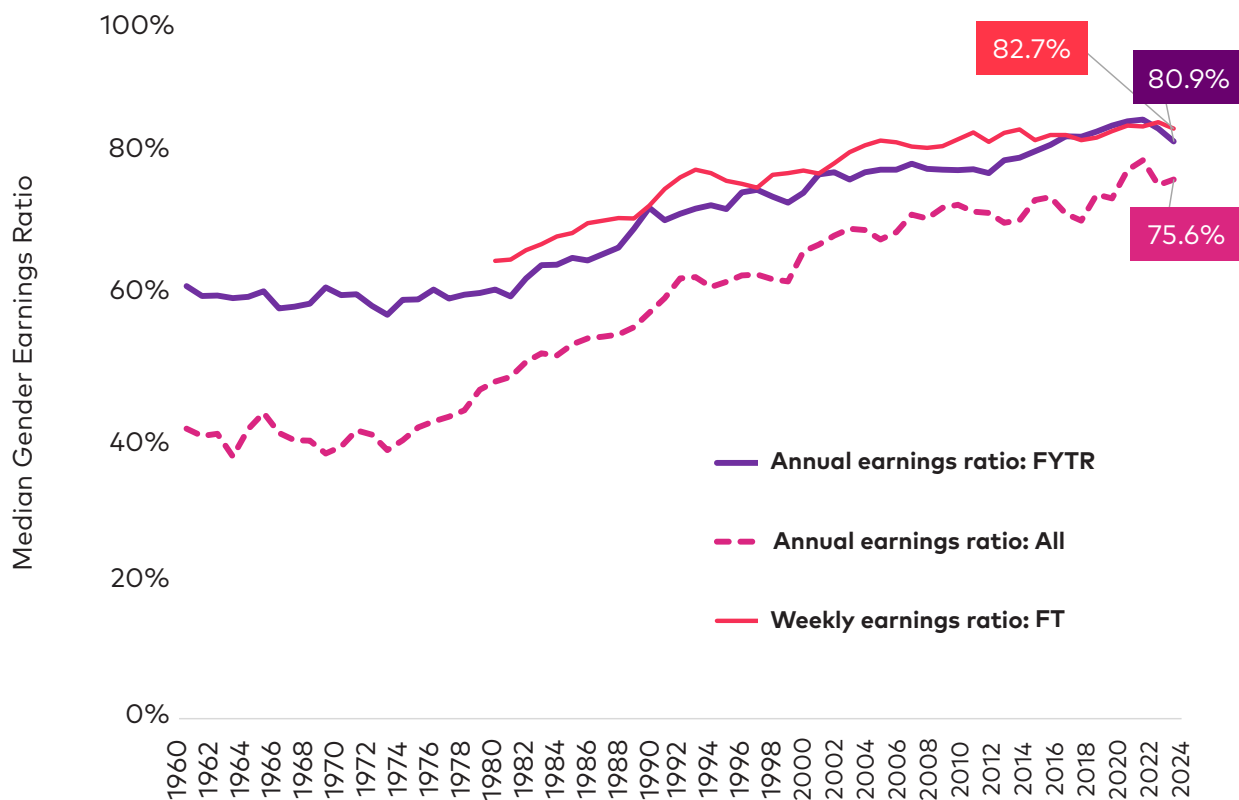
## Gender Earnings Ratios Worsened in 2024, as Men Saw Stronger Earnings Growth than Women

Both women and men working full-time year-round saw increases in their real (inflation-adjusted) earnings in 2024, but the 1.5 percent growth for women was not statistically significant, while men's 3.7 percent growth was. As a result, the gender earnings ratio for annual earnings of full-time year-round workers declined significantly between 2024 and 2023 (80.9 and 82.7 percent, respectively; see Figure 1 and Table 3). **This is the second consecutive year the gender earnings ratio has declined significantly, the worst earnings ratio since 2016, and the largest annual widening of the wage gap since 1966.**<sup>5</sup>

In tight labor markets, such as in 2023 and 2024, the wage gap often worsens because men are more likely than women to work in jobs with high overtime pay and find it easier to negotiate larger pay increases, leading to their earnings growing faster than women's. At the same time, the full recovery of the economy to pre-COVID-19 levels also meant the return of many lower-paid service sector jobs that are mainly held by women.<sup>6</sup>

When looking at all workers with earnings (including full-time, part-time, year-round, and part-year workers), the typical annual real (inflation-adjusted) earnings for women were 5.0 percent higher in 2024 than in 2023, while the typical earnings of a man were 3.9 percent higher in 2024 than in 2023. As a result, the gender earnings ratio for all workers with earnings improved slightly, going from 74.8 percent (a gender wage gap of 25.2 percent) in 2023 to 75.6 percent (a gender wage gap of 24.4 percent) in 2024 (Figure 1 and Table 3).

**Figure 1. The Gender Earnings Ratio for Full-Time and All Workers with Earnings, 1960–2024**



**Sources:** Annual earnings ratios: IWPR calculations based on Melissa Kollar and Zach Scherer, "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 2024," *Income in the United States: 2024* (Washington, DC: US Census Bureau, 2025), <https://www2.census.gov/library/publications/2025/demo/p60-286.pdf>. Weekly earnings ratio: IWPR calculations based on Table 37, "Median weekly earnings of full-time wage and salary workers by selected characteristics," annual averages; <https://www.bls.gov/cps/tables.htm> and Table 17, "Inflation-adjusted median usual weekly earnings, by age, for full-time wage and salary workers, 1979–2023," annual averages (in constant 2023 dollars); US Bureau of Labor Statistics, "Highlights of women's earnings in 2023," BLS Reports 1110, August 2024, accessed August 27, 2025, <https://www.bls.gov/opub/reports/womens-earnings/2023/home.htm>.

**Notes:** Annual earnings data include self-employed workers; weekly data are for wage and salary workers only. Annual earnings are for people aged 15 years and older beginning in 1980 and people aged 14 years and older in previous years. Before 1989, annual earnings are for civilian workers only. Weekly earnings are for full-time civilian workers aged 16 years and older and are not restricted to full-year workers. Full-time is working for at least 35 hours per week, full-year is working for at least 50 weeks per year.

Annual changes in the real earnings of women (compared to men) highlight many evolving challenges faced by women in the labor force. The stalling of the gender wage gap reflects gender, racial, and ethnic differences in access to and demand for employment in different industries and occupations,<sup>7</sup> unequal barriers to career progression,<sup>8</sup> and retirement savings.<sup>9</sup>

In addition, the gender wage gap also reveals the many difficulties women face in fully participating in the labor market, largely due to disproportionate responsibilities for unpaid family care work and insufficient work-family supports.<sup>10</sup> Women comprised 43.9 percent of all full-time workers in 2024 (compared to 43.6 percent in 2023) and 47.4 percent of all workers with earnings (compared to 47.3 percent in 2023).<sup>11</sup> Full-time year-round employment is also more difficult to find in female-dominated jobs, such as those in the care, retail, leisure, and hospitality sectors.<sup>12</sup>

**Progress in closing the gender wage gap has stagnated in recent decades** (Figure 1). By projecting changes in the gender earnings ratio during the last two decades (from 2000 to 2024) forward, **we find that it will be more than four decades—until 2071—before full-time year-round women workers reach pay equity with men.** It will take even longer—until 2088—to reach pay equity between all workers with earnings.<sup>13</sup>

### Women Across Racial and Ethnic Groups Earned Less than White Men

Latina and Black women had substantially lower median annual earnings than White and Asian women and men in all the largest racial and ethnic groups in 2024 (Tables 1 and 2).

In 2024, the median earnings for a year of full-time work for Latina women were \$46,380, leaving an adult with two children near poverty.<sup>14</sup> Latina women's earnings were just 58.0 percent of the median annual earnings for White men working full-time year-round, resulting in \$33,620 less in a single year for the typical Latina woman.<sup>15</sup> For Black women, the full-time year-round gender earnings ratio compared to White men was 64.6 percent (\$28,340 less), for White women 76.9 percent (\$18,500 less), and for Asian<sup>16</sup> women 96.0 percent (\$3,240 less). Gender racial earnings ratios for full-time year-round workers worsened in 2024 for Black and White women, stayed largely unchanged for Latinas, and improved for Asian women (Table 1).



**Table 1. Median Annual Earnings and Gender Earnings Ratio for Full-Time Year-Round Workers, by Race/Ethnicity, 2024 and 2023**

Race/ ethnicity	Full-time year-round workers, 2024				Full-time year-round workers, 2023 (inflation adjusted to 2024 \$)			
	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	\$57,520	\$71,090	80.9%	71.9%	\$56,670	\$68,520	82.7%	72.7%
Asian*	\$76,760	\$98,280	78.1%	96.0%	\$73,370	\$93,190	78.7%	94.2%
Black	\$51,660	\$54,900	94.1%	64.6%	\$51,780	\$57,010	90.8%	66.5%
Hispanic or Latina	\$46,380	\$51,740	89.6%	58.0%	\$45,020	\$51,410	87.6%	57.8%
White	\$61,500	\$80,000	76.9%	76.9%	\$62,010	\$77,910	79.6%	79.6%

**Source:** US Census Bureau, Current Population Survey 2025, "Historical Income Tables: Table P-38. Full-time, year-round workers by Median Earnings and Sex," accessed September 9, 2025, <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-people.html>; AANHPI data are IWPR analysis of CPS-ASEC 2024 microdata.

**Notes:** Workers aged 15 years and older. White alone, not Hispanic; Black alone; Asian alone; and Hispanic/Latina/o (may be of any race).

\*We report Asian alone because data for Asian American, Native Hawaiians, and Pacific Islanders (AANHPI) are not yet available for 2024; in 2023, the gender earnings ratio for AANHPI women compared to White men was 92.9 percent.<sup>17</sup>



Gender racial wage gaps are larger for all workers with earnings than for full-time year-round workers, irrespective of race and ethnicity. In 2024, when compared to White men's earnings, the gender racial earnings ratio improved for Latinas by 2.8 percentage points (to 54.1 percent) and for Asian<sup>18</sup> women by 2.2 percentage points (to 72.7 percent), but worsened for Black women by 1.6 percentage points (to 62.8 percent) and for White women by 0.5 percent percentage points (to 72.7 percent).<sup>19</sup> **Benefits of the strong economic recovery from the COVID-19 pandemic have been distributed unequally.**

**Table 2. Median Annual Earnings and Gender Earnings Ratio for All Workers with Earnings by Race/Ethnicity, 2024 and 2023**

Race/ ethnicity	All workers with earnings, 2024				All workers with earnings, 2023 (inflation adjusted to 2024 \$)			
	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	\$45,380	\$60,020	75.6%	67.9%	\$43,200	\$57,740	74.8%	66.6%
Asian*	\$56,690	\$79,480	71.3%	84.8%	\$53,530	\$77,120	69.4%	82.6%
Black	\$41,990	\$47,220	88.9%	62.8%	\$41,770	\$49,810	83.9%	64.4%
Hispanic or Latina	\$36,150	\$45,060	80.2%	54.1%	\$33,250	\$42,380	78.5%	51.3%
White	\$48,620	\$66,850	72.7%	72.7%	\$47,480	\$64,840	73.2%	73.2%

**Source:** US Census Bureau, Current Population Survey 2025, "Historical Income Tables: Table P-41. Work Experience—Workers by Median Earnings and Sex," accessed September 9, 2025, <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-people.html>; AANHPI data are IWPR analysis of CPS-ASEC 2023 microdata.

**Notes:** White alone, not Hispanic; Black alone; Asian alone; and Hispanic/Latina/o (may be of any race).

\*We report Asian alone because data for Asian American, Native Hawaiians, and Pacific Islanders (AANHPI) are not yet available for 2024; in 2023 the gender earnings ratio for AANHPI women compared to White men was 80.4 percent.<sup>20</sup>

### Women Across Racial and Ethnic Groups Earn Less than Male Counterparts

Latino and Black men earn far less than White men, and as a result, the gender gap is wider when comparing the earnings of Latina and Black women to those of White men, rather than to the earnings of Latino or Black men. Yet, within each race or ethnic group, men have higher earnings for full-time year-round work than women, and for each, the earnings differences become larger when part-time and part-year workers are included instead of focusing on full-time year-round workers (Tables 1 and 2).



## Policies to Tackle Gender and Racial Inequity in Earnings

Policymakers have a range of tools to tackle pay equity, close the gender pay gap, and promote fair wages for all workers. Women and their families need policymakers to pursue solutions to prevent and respond to pay discrimination and unfair workplace policies and address the many underlying factors that contribute to the undervaluing of women's labor and their concentration in lower-paid occupations. To address the diverse factors that contribute to the gender pay gap and inequities between different groups of women, policy solutions must encompass an equally diverse range of actions, including the need to:

**Promote transparency laws and salary history bans.** Enforcing salary transparency can provide workers with an important tool to ensure they're being paid fairly and help job candidates negotiate better pay. Furthermore, salary history bans can also contribute to closing the gender and racial wage gaps.

**Promote higher wages and better job quality in industries dominated by women.** This includes a range of policy actions at both the federal and state levels, such as increasing the minimum wage and abolishing the tipped minimum wage; providing comprehensive access to paid leave, including sick leave and family leave, and child care; and supporting the right of workers to act collectively and join or form a union.

**Defend, support, and improve worker protections.** This includes ensuring federal agencies, such as the Equal Employment Opportunity Commission and the US Department of Labor's Office of Federal Contract Compliance Programs, have sufficient resources and continue to fully monitor, uphold, and enforce existing worker nondiscrimination protections and statutes. Rather than seeking to undermine such core civil rights and equal pay protections, they must also be further strengthened by closing loopholes and gaps in statutes.

*To learn more about related legislation and executive priorities on equitable work and wages, read IWPR's [Federal Policy Solutions to Advance Gender Equity: Equal Pay](#). For additional information on state policy solutions, visit IWPR's [State Policy Action Lab \(State PAL\)](#).*

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**Table 3. The Gender Wage Ratio and Real Earnings, 1960–2024, Full-Time Workers and All Workers with Earnings (in 2024 Dollars)**

Year	Median annual earnings full-time year-round (FTYR)		Female-to-male earnings ratio (FTYR)	Female-to-male earnings ratio (all with earnings)	Median weekly earnings full-time (FT)		Female-to-male earnings ratio (FT weekly)
	Women	Men	(%)	(%)	Women	Men	(%)
1960	\$28,260	\$46,580	<b>60.7%</b>	<b>40.7%</b>			
1965	\$31,200	\$52,060	<b>59.9%</b>	<b>42.9%</b>			
1970	\$35,980	\$60,610	<b>59.4%</b>	<b>38.2%</b>			
1975	\$37,280	\$63,390	<b>58.8%</b>	<b>40.9%</b>			
1980	\$38,070	\$63,270	<b>60.2%</b>	<b>47.3%</b>	\$731	\$1,138	<b>64.2%</b>
1985	\$40,730	\$63,070	<b>64.6%</b>	<b>52.5%</b>	\$773	\$1,135	<b>68.1%</b>
1986	\$41,630	\$64,770	<b>64.3%</b>	<b>53.3%</b>	\$799	\$1,150	<b>69.5%</b>
1987	\$41,950	\$64,370	<b>65.2%</b>	<b>53.6%</b>	\$806	\$1,154	<b>69.8%</b>
1988	\$42,120	\$63,770	<b>66.0%</b>	<b>53.8%</b>	\$807	\$1,150	<b>70.2%</b>
1989	\$43,010	\$62,640	<b>68.7%</b>	<b>54.9%</b>	\$806	\$1,150	<b>70.1%</b>
1990	\$43,320	\$60,490	<b>71.6%</b>	<b>56.9%</b>	\$809	\$1,125	<b>71.9%</b>
1991	\$43,340	\$62,040	<b>69.9%</b>	<b>58.9%</b>	\$827	\$1,113	<b>74.3%</b>
1992	\$43,960	\$62,100	<b>70.8%</b>	<b>61.8%</b>	\$838	\$1,105	<b>75.9%</b>
1993	\$43,640	\$61,020	<b>71.5%</b>	<b>61.9%</b>	\$844	\$1,096	<b>77.0%</b>
1994	\$43,610	\$60,600	<b>72.0%</b>	<b>60.5%</b>	\$840	\$1,098	<b>76.5%</b>
1995	\$43,160	\$60,430	<b>71.4%</b>	<b>61.3%</b>	\$834	\$1,106	<b>75.4%</b>
1996	\$44,320	\$60,080	<b>73.8%</b>	<b>62.2%</b>	\$837	\$1,116	<b>75.0%</b>
1997	\$45,700	\$61,620	<b>74.2%</b>	<b>62.3%</b>	\$845	\$1,135	<b>74.4%</b>
1998	\$46,690	\$63,810	<b>73.2%</b>	<b>61.6%</b>	\$882	\$1,157	<b>76.2%</b>
1999	\$46,550	\$64,370	<b>72.3%</b>	<b>61.3%</b>	\$895	\$1,169	<b>76.5%</b>
2000	\$46,950	\$63,690	<b>73.7%</b>	<b>65.5%</b>	\$903	\$1,175	<b>76.9%</b>
2001	\$48,850	\$64,000	<b>76.3%</b>	<b>66.5%</b>	\$912	\$1,193	<b>76.4%</b>
2002	\$49,880	\$65,120	<b>76.6%</b>	<b>67.7%</b>	\$927	\$1,191	<b>77.9%</b>
2003	\$49,710	\$65,790	<b>75.6%</b>	<b>68.7%</b>	\$947	\$1,192	<b>79.4%</b>
2004	\$49,310	\$64,390	<b>76.6%</b>	<b>68.5%</b>	\$956	\$1,190	<b>80.4%</b>
2005	\$48,870	\$63,480	<b>77.0%</b>	<b>67.2%</b>	\$945	\$1,166	<b>81.0%</b>
2006	\$48,470	\$62,990	<b>76.9%</b>	<b>68.2%</b>	\$939	\$1,162	<b>80.8%</b>
2007	\$51,010	\$65,560	<b>77.8%</b>	<b>70.6%</b>	\$934	\$1,164	<b>80.2%</b>
2008	\$50,110	\$65,000	<b>77.1%</b>	<b>70.1%</b>	\$935	\$1,168	<b>80.0%</b>
2009	\$51,060	\$66,340	<b>77.0%</b>	<b>71.6%</b>	\$967	\$1,204	<b>80.3%</b>
2010	\$51,220	\$66,580	<b>76.9%</b>	<b>72.0%</b>	\$968	\$1,191	<b>81.2%</b>
2011	\$49,990	\$64,910	<b>77.0%</b>	<b>71.1%</b>	\$959	\$1,167	<b>82.2%</b>
2012	\$49,930	\$65,270	<b>76.5%</b>	<b>70.9%</b>	\$948	\$1,172	<b>80.9%</b>
2013	\$51,120	\$65,310	<b>78.3%</b>	<b>69.5%</b>	\$955	\$1,163	<b>82.1%</b>
2014	\$51,000	\$64,850	<b>78.6%</b>	<b>69.9%</b>	\$956	\$1,158	<b>82.6%</b>
2015	\$52,480	\$65,960	<b>79.6%</b>	<b>72.7%</b>	\$965	\$1,189	<b>81.1%</b>

Year	Median annual earnings full-time year-round (FTYR)		Female-to-male earnings ratio (FTYR)	Female-to-male earnings ratio (all with earnings)	Median weekly earnings full-time (FT)		Female-to-male earnings ratio (FT weekly)
	Women	Men	(%)	(%)	Women	Men	(%)
2016	\$53,050	\$65,930	<b>80.5%</b>	<b>73.2%</b>	\$982	\$1,200	<b>81.8%</b>
2017	\$53,470	\$65,480	<b>81.7%</b>	<b>70.8%</b>	\$988	\$1,207	<b>81.8%</b>
2018	\$55,470	\$68,000	<b>81.6%</b>	<b>69.9%</b>	\$988	\$1,219	<b>81.1%</b>
2019	\$57,320	\$69,630	<b>82.3%</b>	<b>73.5%</b>	\$1,011	\$1,240	<b>81.5%</b>
2020	\$61,180	\$73,590	<b>83.1%</b>	<b>72.9%</b>	\$1,082	\$1,313	<b>82.4%</b>
2021	\$58,810	\$70,240	<b>83.7%</b>	<b>76.9%</b>	\$1,057	\$1,271	<b>83.2%</b>
2022	\$55,810	\$66,470	<b>84.0%</b>	<b>78.3%</b>	\$1,027	\$1,237	<b>83.0%</b>
2023	\$56,670	\$68,520	<b>82.7%</b>	<b>74.8%</b>	\$1,035	\$1,237	<b>83.6%</b>
2024	\$57,520	\$71,090	<b>80.9%</b>	<b>75.6%</b>	\$1,043	\$1,261	<b>82.7%</b>

**Source:** Annual earnings ratios: Melissa Kollar and Zach Scherer, "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 2024," *Income in the United States: 2024* (Washington, DC: US Census Bureau, 2025), <https://www2.census.gov/library/publications/2025/demo/p60-286.pdf>. Weekly earnings ratio: US Bureau of Labor Statistics, Highlights of Women's Earnings, "Table 17. Inflation-adjusted median usual weekly earnings, by age, for full-time wage and salary workers, 1979-2023 annual average," Current Population Survey, accessed August 27, 2025 (Washington, DC: US Bureau of Labor Statistics, 2024), <https://www.bls.gov/cps/earnings.htm>; US Bureau of Labor Statistics, "Consumer Price Index: CPI-UR-S Home Page," accessed September 9, 2025, <https://www.bls.gov/cpi/research-series/r-cpi-u-rs-home.htm>.

**Notes:** Annual earnings data include self-employed workers; weekly data are for wage and salary workers only. Annual earnings are for people aged 15 years and older beginning in 1980 and people aged 14 years and older in previous years. Before 1989, annual earnings are for civilian workers only. Weekly earnings are for full-time civilian workers aged 16 and older and are not restricted to full-year workers and inflation adjusted using the BLS Consumer Price Index. Full-time is working for at least 35 hours per week, full-year is working for at least 50 weeks per year. Annual median earnings data are typically released in September by the US Census Bureau, and the annual average of weekly median earnings in February by the US Bureau of Labor Statistics. Both data series are derived from the Current Population Survey.

## ENDNOTES

1. 'Typical' refers to workers with earnings at the median—the midpoint—of the earnings distribution at which approximately half earn below and half above. Full-time is defined as work for at least 35 hours per week; year-round as at least 50 weeks per year.
2. In this fact sheet, White men and women are defined as White, non-Hispanic
3. Asian women's earnings data are for 'Asian alone' and do not include Native Hawaiian or Pacific Islanders, who tend to have much lower earnings; 2024 earnings data for Asian American, Native Hawaiians, and Pacific Islanders are not available until later in 2025.
4. Kate Bahn, Miranda Peterson, and Salma Elakbawy, "Latinas Won't Reach Pay Equity with White Men Until 2198," IWPR fact sheet #C528 (Washington DC: Institute for Women's Policy Research, 2024), <https://iwpr.org/latin-wont-reach-pay-equity-with-white-men-until-2198/>; Kate Bahn and Miranda Peterson, "Native Women Won't Reach Pay Equity Until 2202," IWPR fact sheet #C530 (Washington, DC: Institute for Women's Policy Research, 2024), <https://iwpr.org/native-womens-equal-pay-day-2024/>; Melissa Holly Mahoney, Cristy Mendoza, and Miranda Peterson, "Breaking Barriers: Asian American, Native Hawaiian, and Pacific Islander Women and the Fight for Equal Pay," IWPR fact sheet #C533 (Washington DC: Institute for Women's Policy Research, 2025), <https://iwpr.org/breaking-barriers-asian-american-native-hawaiian-and-pacific-islander-women-and-the-fight-for-equal-pay/>; Melissa Mahoney, Robyn Watson Ellerbe, Cristy Mendoza and Miranda Peterson, "Across Degrees, Titles, and States, Black Women Earn Just 64 Cents on the Dollar," IWPR fact sheet #C535, (Washington DC: Institute for Women's Policy Research, 2025), <https://iwpr.org/black-womens-equal-pay-day-2025/>.
5. IWPR calculations based on Melissa Kollar and Zach Scherer, "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 2024," *Income in the United States: 2024* (Washington, DC: US Census Bureau, 2025), <https://www2.census.gov/library/publications/2025/demo/p60-286.pdf>.
6. Ariane Hegewisch, Martha Susana James, Melissa Mahoney and Cristy Mendoza, "Women at Work Five Years Since the Start of the COVID-19 Pandemic: Any Progress?," IWPR fact sheet #C531 (Washington, DC: Institute for Women's Policy Research, 2025), <https://iwpr.org/women-at-work-five-years-since-the-start-of-the-covid-19-pandemic-any-progress-2/>.
7. Ariane Hegewisch and Cristy Mendoza, "Women Earn Less than Men Whether They Work in the Same or Different Occupations," IWPR fact sheet #C532 (Washington, DC: Institute for Women's Policy Research, 2025), <https://iwpr.org/occupational-wage-gap-2025/>.
8. Robyn Watson Ellerbe, "Black Women Need Better Access to Leadership Positions—and Equal Pay When They Get There," IWPR Quick Figure #Q119 (Washington, DC: Institute for Women's Policy Research, 2025), <https://iwpr.org/black-women-need-better-access-to-leadership-positions-and-equal-pay-when-they-get-there/>.
9. Hannah Gartner, Martha Susana Jaimes, and Siavash Radpour, "The Retirement Income Gap Leaves Women Aged 65+ at Higher Risk of Poverty than Men" IWPR Quick Figure #Q110 (Washington, DC: Institute for Women's Policy Research, 2024) <https://iwpr.org/the-retirement-income-gap-leaves-women-aged-65-at-higher-risk-of-poverty-than-men/>.
10. Kate Bahn and Cristy Mendoza, "The Parenthood Pay Divide: Why Mothers Earn Less than Fathers in the US," IWPR fact sheet #C534 (Washington, DC: Institute for Women's Policy Research, 2025), <https://iwpr.org/the-parenthood-pay-divide-why-mothers-earn-less-than-fathers-in-the-us/>; Ariane Hegewisch and Tanima Ahmed, "Care Work After COVID-19: Men Help More, but Women Still Carry the Load." IWPR Quick Figure #Q114 (Washington, DC: Institute for Women's Policy Research, 2025), <https://iwpr.org/care-work-after-covid-19-men-help-more-but-women-still-carry-the-load/>.
11. IWPR calculations of Kollar and Scherer, "Table A-7."
12. See, for example, Cynthia Hess, Tanima Ahmed, and Jeff Hayes, "Providing Unpaid Household and Care Work in the United States: Uncovering Inequality," IWPR Brief #C487 (Washington, DC: Institute for Women's Policy Research, 2020), <https://iwpr.org/providing-unpaid-household-and-care-work-in-the-united-states-uncovering-inequality/>; Daniel Schneider and Kristen Harknett, "Consequences of routine work-schedule instability for worker health and well-being," *American Sociological Review* 84, no. 1 (2019): 82-114; Ariane Hegewisch and Valerie Lacarte, *Gender Inequality, Work Hours, and the Future of Work*, IWPR report #C486 (Washington, DC: Institute for Women's Policy Research, 2019), <https://iwpr.org/gender-inequality-work-hours-and-the-future-of-work/>.
13. IWPR analysis based on Kollar and Scherer, "Table A-7." We forecast the year when the earnings wage gap will close based on the historical 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. Our calculations use data from 2000 to 2024. Full-time is defined as working at least 35 hours per week, and year-round as working at least 50 weeks per year.
14. US Census Bureau, "Poverty Thresholds: by Size of Family and Number of Related Children Under 18 Years" (Washington, DC: United States Census Bureau, 2025), <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-thresholds.html>. In 2024, near-poverty (200 percent of the federal poverty threshold) for a family of an adult with two children was \$50,546 per year.
15. IWPR calculation based on Table 1.
16. See note 3 above regarding data for the Asian demographic.
17. Mahoney et al., "Breaking Barriers."
18. See note 3 above regarding data for the Asian demographic .
19. IWPR calculation based on Table 2.
20. Mahoney et al., "Breaking Barriers."

## OUR MISSION

We win economic equity for all women and eliminate barriers to their full participation in society. As a leading national think tank, we build evidence to shape policies that grow women's power and influence, close inequality gaps, and improve the economic well-being of families.

