



Fact Sheet

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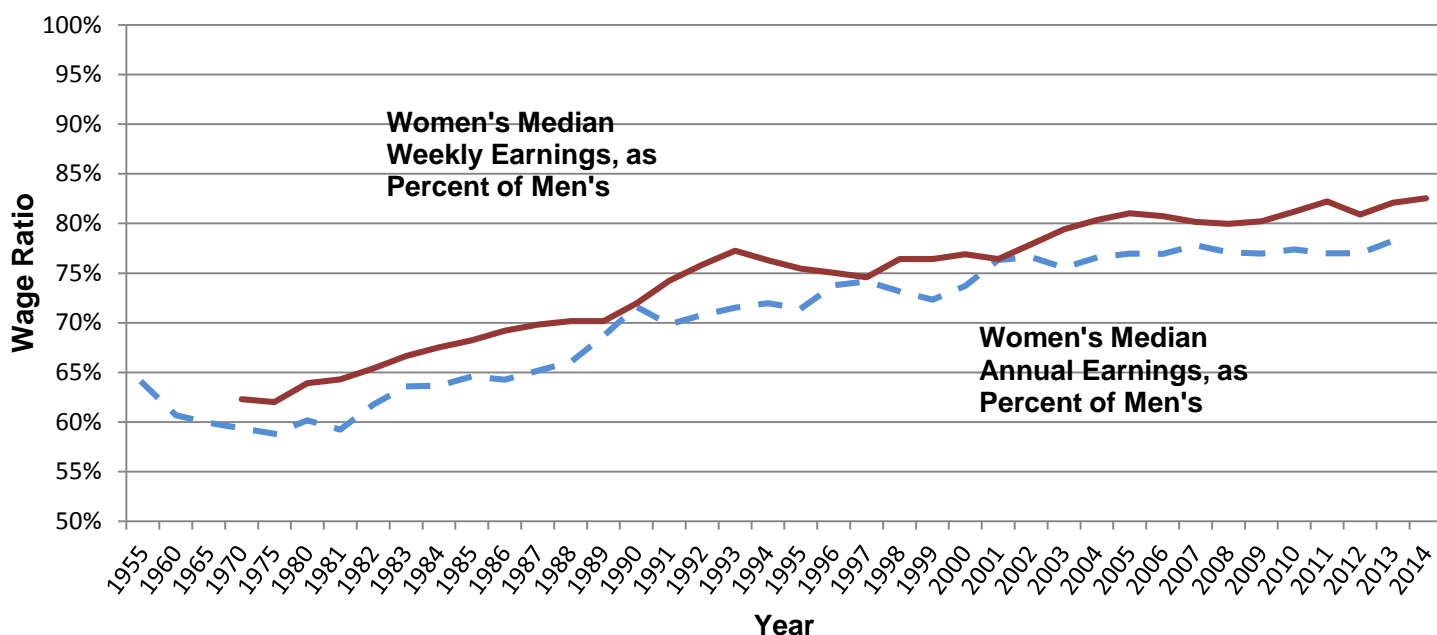
The Gender Wage Gap: 2014 Earnings Differences by Race and Ethnicity

The gender wage gap in the United States has not seen significant improvements in recent years and remains a reality for women across racial and ethnic groups. In 2014, the ratio of women's to men's median weekly full-time earnings was 82.5 percent, an increase of just 0.4 percentage points since 2013, when the ratio was 82.1 percent. Women's median weekly earnings for full-time work were \$719 compared with \$871 for men. Once controlling for inflation, neither women's nor men's median earnings significantly increased between 2013 and 2014.

Another measure of the wage gap, the ratio of women's and men's median annual earnings for full-time year-round workers was 78.3% in 2013 (data for 2014 are not yet available). An earnings ratio of 78.3 percent means that the annual gender wage gap for full-time year-round workers is 21.7 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 earnings from annual bonuses and includes full-time workers who work only part of the year). Both earnings ratios presented here 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, 1955-2014, Full-Time Workers



Notes: See Table 2

In the past ten years (2005 to 2014), the weekly gender wage gap narrowed by just 1.5 percentage points, compared with 4.9 percentage points in the previous ten years (1995 to 2004), and with 8.1 percentage points in the ten years prior to that (1985 to 1994). Progress in closing the gender earnings gap based on median annual 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 women and men to reach earnings parity.¹

Women of all major racial and ethnic groups earn less than men of the same group, and also earn less than white men, as illustrated in Table 1. Hispanic workers have lower median weekly earnings than white, black, and Asian workers. Hispanic women's median earnings in 2014 were \$548 per week of full-time work, only 61.2 percent of white men's median weekly earnings, but 89.0 percent of the median weekly earnings of Hispanic men (because Hispanic men also have low earnings). The median weekly earnings of black women were \$611, only 68.1 percent of white men's earnings, but 89.9 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 \$596 per week 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 77.3 percent of Asian men's earnings. White women earn 81.8 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.

Table 1: Median Weekly Earnings (Annual Average) and Gender Earnings Ratio for Full-Time Workers, 16 Years and Older by Race/Ethnicity, 2013 and 2014

Race/ Ethnic Background	2014				2013, adjusted to 2014 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	\$719	\$871	82.5%	N/A	717	\$874	82.1%	N/A
White	\$734	\$897	81.8%	81.8	734	\$898	81.7%	81.7%
Black	\$611	\$680	89.9%	68.1	616	\$675	91.3%	68.6%
Hispanic	\$548	\$616	89.0%	61.1	550	\$604	91.1%	61.2%
Asians	\$841	\$1,080	77.9%	93.8	832	\$1,076	77.3%	92.6%

Notes: Hispanics may be of any race. Whites, blacks and Asians include Hispanics.

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 2015).

2014 marks another year without an increase in real earnings; real earnings changed by less than 1 percent for white, black and Hispanic women and increased by just 1 percent for Asian women. They fell by 2 percent for Hispanic men. As can be seen from Table 2, since 1980 real wages for men have remained virtually unchanged; women's real earnings increased over the same period and have become increasingly important to family incomes. Yet for the last decade, women's real earnings, too, have stagnated.

Table 2: The Gender Wage Ratio and Real Earnings, 1955-2014, Full-Time Workers

Year	Median Annual Earnings, adjusted to 2014 dollars Full-time, Year Round Workers			Median Usual Weekly Earnings, adjusted to 2014 dollars Full-time, Wage and Salary Workers		
	Women	Men	Female to Male Earnings Ratio (%)	Women	Men	Female to Male Earnings Ratio (%)
1955			63.9%			
1960	\$ 22,783	\$ 37,549	60.7%			
1965	\$ 25,157	\$ 41,981	59.9%			
1970	\$ 28,960	\$ 48,780	59.4%			62.3
1975	\$ 30,020	\$ 51,040	58.8%			62.0
1980	\$ 30,627	\$ 50,909	60.2%	\$ 575	\$ 899	63.9%
1981	\$ 29,972	\$ 50,599	59.2%	\$ 568	\$ 883	64.3%
1982	\$ 30,652	\$ 49,643	61.7%	\$ 584	\$ 893	65.4%
1983	\$ 31,433	\$ 49,428	63.6%	\$ 599	\$ 898	66.7%
1984	\$ 32,074	\$ 50,385	63.7%	\$ 602	\$ 891	67.5%
1985	\$ 32,780	\$ 50,762	64.6%	\$ 609	\$ 893	68.2%
1986	\$ 33,450	\$ 52,047	64.3%	\$ 626	\$ 905	69.2%
1987	\$ 33,710	\$ 51,721	65.2%	\$ 631	\$ 904	69.8%
1988	\$ 33,853	\$ 51,255	66.1%	\$ 630	\$ 899	70.2%
1989	\$ 34,597	\$ 50,379	68.7%	\$ 628	\$ 895	70.1%
1990	\$ 34,804	\$ 48,597	71.6%	\$ 627	\$ 871	71.9%
1991	\$ 34,838	\$ 49,869	69.9%	\$ 636	\$ 857	74.2%
1992	\$ 35,335	\$ 49,919	70.8%	\$ 641	\$ 845	75.8%
1993	\$ 35,083	\$ 49,053	71.5%	\$ 645	\$ 836	77.3%
1994	\$ 35,073	\$ 48,734	72.0%	\$ 637	\$ 835	76.3%
1995	\$ 34,699	\$ 48,578	71.4%	\$ 631	\$ 836	75.5%
1996	\$ 35,622	\$ 48,292	73.8%	\$ 631	\$ 840	75.0%
1997	\$ 36,725	\$ 49,520	74.2%	\$ 636	\$ 853	74.6%
1998	\$ 37,509	\$ 51,262	73.2%	\$ 664	\$ 869	76.4%
1999	\$ 37,388	\$ 51,701	72.3%	\$ 672	\$ 880	76.4%
2000	\$ 37,751	\$ 51,208	73.7%	\$ 678	\$ 881	76.9%
2001	\$ 39,064	\$ 51,178	76.3%	\$ 684	\$ 896	76.4%
2002	\$ 39,742	\$ 51,883	76.6%	\$ 696	\$ 894	77.9%
2003	\$ 39,545	\$ 52,345	75.5%	\$ 710	\$ 894	79.4%
2004	\$ 39,151	\$ 51,127	76.6%	\$ 718	\$ 894	80.4%
2005	\$ 38,631	\$ 50,184	77.0%	\$ 709	\$ 875	81.0%
2006	\$ 38,175	\$ 49,618	76.9%	\$ 705	\$ 872	80.8%
2007	\$ 40,076	\$ 51,506	77.8%	\$ 701	\$ 875	80.2%
2008	\$ 39,300	\$ 50,979	77.1%	\$ 702	\$ 877	79.9%
2009	\$ 40,038	\$ 52,011	77.0%	\$ 725	\$ 904	80.2%
2010	\$ 40,050	\$ 52,062	77.4%	\$ 726	\$ 895	81.2%
2011	\$ 39,068	\$ 50,734	77.0%	\$ 720	\$ 876	82.2%
2012	\$ 38,962	\$ 50,929	76.5%	\$ 712	\$ 881	80.9%
2013	\$ 39,792	\$ 50,845	78.3%	\$ 717	\$ 874	82.1%
2014				\$ 719	\$ 871	82.5%

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 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 February 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 2014 dollars are computed on the basis of the Consumer Price Index Research Series (CPI-U) published by the U.S. Bureau of Labor Statistics. (U.S. Bureau of Labor Statistics < <http://www.bls.gov/cpi/cpid1401.pdf>> (accessed February 2015).

Sources for Figure 1 and Tables 1 and 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 and Poverty in the United States: 2013*, Table A-4<<http://www.census.gov/content/dam/Census/library/publications/2014/demo/p60-249.pdf>>(accessed February 2015) Weekly data: 1970 and 1975: Blau and Ferber (1992); 1980-2014: 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>> (accessed February 2015).

Notes

1. Jeff Hayes. 2014. "Women's Median Earnings as a Percent of Men's Median Earnings, 1960-2013 (Full-time, Year-round Workers) with Projection for Pay Equity in 2058." IWPR Publication #Q026 <<http://www.iwpr.org/publications/pubs/women2019s-median-earnings-as-a-percent-of-men2019s-median-earnings-1960-2013-full-time-year-round-workers-with-projection-for-pay-equity-in-2058>>
2. To qualify for food stamps, the income of a household of four must be at or below 130 percent of the federal poverty level; in 2014/15 this earning threshold is \$2,584 per month, corresponding to \$596.31 per week (USDA Food and Nutrition Service. 2015. *Supplemental Nutrition Assistance Program (SNAP)*. On the internet at <<http://www.fns.usda.gov/snap/eligibility>> (accessed March 3, 2015)

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