



Facts & Figures: Women and Pay Inequality

by Karin Kamp: April 8, 2014

APRIL 8TH was **Equal Pay Day**, chosen as the symbolic date when women's wages catch up to men's from the previous year. Today is also the day that President Obama, lacking support from Congress on equal pay measures, signed an executive order barring federal contractors from retaliating against employees who discuss their pay with one another. He also directed the Labor Department to adopt rules requiring federal contractors to provide compensation data based on sex and race. *"Pay secrecy fosters discrimination, and we should not tolerate it, not in federal contracting or anywhere else,"* Obama said at the signing. He was joined at the White House by Lilly Ledbetter, whose name appears on a pay discrimination law Obama signed in 2009. Some dismiss the gender pay gap as due to women's occupational and lifestyle choices, but data analysis by labor economists Francine Blau and Lawrence Kahn concluded that over 40 percent of the pay gap cannot be explained by such differences. To understand why this really outrages women and enlightened men, have a look at the depth of the problem here.

THE PROBLEM

There are a number of ways to look at the pay disparities between men and women. This chart from The American Association of University Women (AAUW) shows women's median annual earnings as a percentage of men's over the past 40 years. The pay gap has steadily narrowed over time, but its progress has stalled in recent years.

The Pay Gap Over Time

Women's Median Annual Earnings as a Percentage of Men's Median Annual Earnings
for Full-time, Year-Round Workers, 1972–2012



(Source: AAUW)

Pew Research looked at the pay gap by examining hourly earnings, estimated as usual weekly earnings divided by usual hours worked, because it “irons out differences in earnings due to differences in hours worked.” As such, Pew’s calculations take into account that women are twice as likely to work part-time as men, 26 percent versus 13 percent. They found that for every dollar a man earns, a woman earns \$0.84.

Women's Earnings as a Percent of Men's

Ages 16 and older



Note: Pew Research Center estimates are for employed workers with positive earnings. Self-employed workers are excluded. Details on Bureau of Labor Statistics' methods are available at <http://www.bls.gov/cps/cpswom2012.pdf>.

Source: Pew Research Center tabulations of Current Population Survey data for hourly earnings and U.S. Bureau of Labor Statistics for weekly earnings (Highlights of Women's Earnings in 2012, Report 1045, October 2013, Table 12)

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IN YOUR STATE

The AAUW used the most recent statistics from the US Census Bureau to show the gender pay gap in states, as well as congressional districts. In Maryland, where the gender pay gap is second-smallest only to that of Washington, DC, women were paid 85 percent of what men were paid in 2012. Wyoming is on the opposite side of the spectrum with the most pay inequality, with women paid just 64 percent of what men were paid.

	Men	Women	Earnings Ratio
1 Washington, D.C.	\$66,754	\$60,116	90%
2 Maryland	\$57,447	\$49,000	85%
3 Nevada	\$42,137	\$35,941	85%
4 Vermont	\$44,776	\$38,017	85%
5 New York	\$51,274	\$43,000	84%
6 California	\$50,139	\$41,956	84%
7 Florida	\$40,889	\$34,202	84%
8 Hawaii	\$45,748	\$38,040	83%
9 Maine	\$42,280	\$35,057	83%
10 Arizona	\$43,618	\$35,974	82%
11 North Carolina	\$41,859	\$34,421	82%
12 Georgia	\$43,707	\$35,479	81%
13 Delaware	\$50,689	\$41,120	81%
14 Rhode Island	\$50,975	\$41,074	81%
15 New Mexico	\$41,211	\$33,074	80%
16 Colorado	\$50,509	\$40,402	80%
17 Minnesota	\$50,885	\$40,595	80%
18 Texas	\$44,802	\$35,453	79%
19 Massachusetts	\$60,243	\$47,651	79%
20 Oregon	\$47,402	\$37,381	79%
21 Virginia	\$52,125	\$41,104	79%
22 New Jersey	\$60,878	\$47,878	79%
23 Illinois	\$51,262	\$40,309	79%
24 Connecticut	\$61,097	\$47,900	78%
25 Washington	\$52,529	\$41,062	78%
26 South Dakota	\$40,721	\$31,792	78%

	Men	Women	Earnings Ratio
27 Wisconsin	\$46,898	\$36,535	78%
28 South Carolina	\$41,740	\$32,402	78%
29 Iowa	\$45,305	\$35,106	77%
30 Nebraska	\$42,878	\$33,218	77%
31 Tennessee	\$41,828	\$32,398	77%
32 New Hampshire	\$54,136	\$41,774	77%
33 Ohio	\$46,789	\$35,984	77%
34 Arkansas	\$40,153	\$30,843	77%
35 Missouri	\$42,974	\$32,868	76%
36 Montana	\$41,656	\$31,775	76%
37 Kansas	\$44,765	\$34,131	76%
38 Oklahoma	\$41,415	\$31,543	76%
39 Kentucky	\$42,321	\$32,157	76%
40 Pennsylvania	\$49,330	\$37,414	76%
41 Mississippi	\$40,081	\$30,287	76%
42 Idaho	\$41,664	\$31,296	75%
43 Alaska	\$57,068	\$42,345	74%
44 North Dakota	\$45,888	\$33,877	74%
45 Michigan	\$49,897	\$36,772	74%
46 Indiana	\$45,620	\$33,419	73%
47 Alabama	\$44,567	\$31,674	71%
48 Utah	\$48,540	\$34,062	70%
49 West Virginia	\$44,159	\$30,885	70%
50 Louisiana	\$47,249	\$31,586	67%
51 Wyoming	\$51,932	\$33,152	64%
United States*	\$49,398	\$37,791	77%

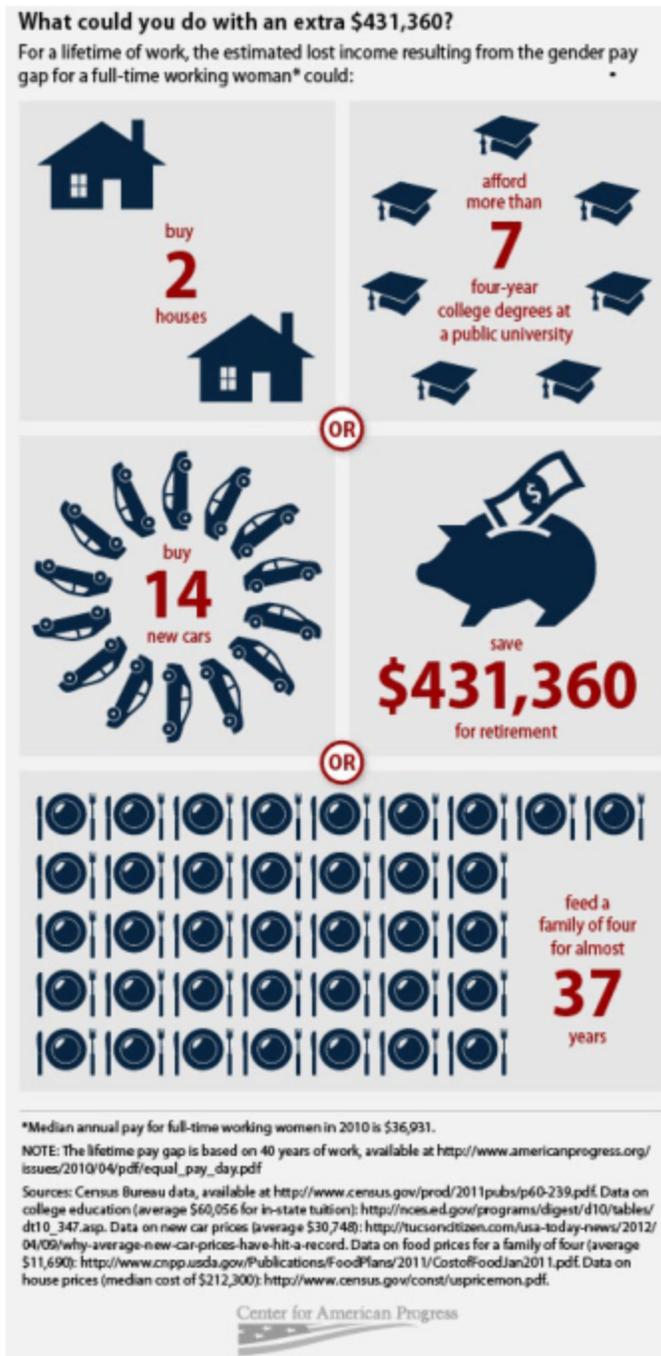
Figure 2 from the AAUW report *The Simple Truth about the Gender Pay Gap*, 2014 edition

*National data include workers ages 15 and older and are based on data from the U.S. Census Bureau's Current Population Survey, State Median Annual Earnings and Earnings Ratio for Full-time, Year-round Workers, Ages 16 and Older, by State and Gender, 2012. Sources: State data: U.S. Census Bureau, 2012 American Community Survey. National data: DeNavas-Walt, Carmen, Bernadette D. Proctor, and Jessica C. Smith, (2012), U.S. Census Bureau, Current Population Reports, Income, Poverty, and Health Insurance Coverage in the United States: 2011. Washington, DC: U.S. Government Printing Office.



IT ADDS UP!

Comparing earnings between men and women, the Center for American progress created this infographic below to show how the pay gap added up over time, using 2010 data. That year, the median full-time working man had earnings of \$47,715 in earnings, compared to \$36,931 for women. That pay difference of \$10,784 adds up to \$431,360 over 40 years! Here's what women, and their families, are missing out on.



MILLENNIALS ARE STARTING TO CLOSE THE GAP

A survey by Pew Research found that young women are closing the wage gap with men: In 2012, among workers ages 25 to 34, women's hourly earnings were 93 percent of those of men. Still, the survey found that these young women believe the fight is far from over. Seventy-five percent said America needs to do more to achieve gender equality in the workplace, compared with 57 percent of millennial men.

The Narrowing of the Gender Wage Gap, 1980-2012

Median hourly earnings of women as a percent of men's



Note: Estimates are for civilian, non-institutionalized, full- or part-time employed workers with positive earnings. Self-employed workers are excluded.

Source: Pew Research Center tabulations of Current Population Survey data.

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