



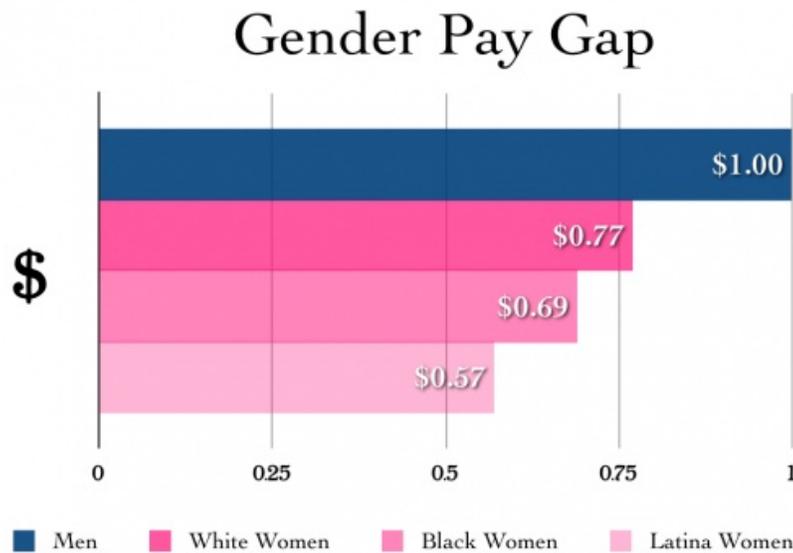
Center for Women & Work

Advancing scholarship for critical social change

Ten Troubling Facts About the Wage Gap

1. The wage gap is real. In 1963, when President Kennedy passed the Equal Pay Act, women earned 59% of what men earned.ⁱ As of 2013, fifty years later, women earn 78% of what men earn.ⁱⁱ
2. The wage gap is worse for women of color. White women earn 78% of what white men earn, African-American women earn 64%; Native-American women earn 60%; and Latina women 54%.ⁱⁱⁱ
3. The wage gap starts early. Within a year of college graduation, women are being paid between 75 and 82% of what their male counterparts earn.^{iv} Taking into account the measurable factors that are known to affect wages, women are paid an unaccounted for 9% less than men.^v
4. Single women face a larger wage gap than married women. Single women typically earn 21.2% less than married women.^{vi}
5. The wage gap for mothers is larger than that of childless women. The pay of mothers decreases by about 7% per child.^{vii}
6. In addition to the gender wage gap within occupations, there's a gender wage gap between occupations. Male-dominated occupations tend to pay more than female-dominated occupations at similar skill levels, particularly in jobs that require higher educational levels.^{viii}
7. The wage gap accumulates over time. For working women between the ages of 25 to 29, the wage gap is \$1,702. In the five years before retirement, the wage gap increases to \$14,352.^{ix}
8. Along with the wage gap, there's a poverty gap. It's widening. Last year there were 5.1 million more women in poverty than men. In 2003, that difference was at 4.3 million.^x
9. The wage gap hurts families: nearly two-thirds of mothers are either the family's breadwinner or share that responsibility with a partner.^{xi}
10. You will probably retire before there is pay equity in the United States. If current trends continue, the wage gap will not close until 2058, according to projections by the Institute for Women's Policy Research.^{xii}

There is legislation before Congress — the Paycheck Fairness Act — that would strengthen federal equal pay laws for women. It was blocked for the fourth time on September 15th, 2014. Considering that a woman will earn \$1 million less than a man simply because she is a woman^{xiii}, isn't it time that this legislation is passed?



For every dollar a man makes, women make less.

Figure 1. Gender Pay Gap. [Chart], on Univ. of Oregon Career Center blog, retrieved from <https://career.uoregon.edu/blog/students/2013/02/womens-roundtable-tackle-gender-pay-gap>

ⁱ U.S. Census Bureau, referenced by Jennifer Ludden, “Despite New Law, Gender Salary Gap Persists”, <http://www.npr.org/templates/story/story.php?storyId=125998232> (Washington: National Public Radio, 2010).

ⁱⁱ Chart of the Week: The Persistent Gender Pay Gap, posted September 14, 2014, <http://www.whitehouse.gov/blog/2014/09/19/chart-week-persistent-gender-pay-gap>

ⁱⁱⁱ AAUP Blog, “How Does Race Affect the Gender Wage Gap?” <http://www.aauw.org/2014/04/03/race-and-the-gender-wage-gap/>

^{iv} Catherine Hill, PhD and Christianne Corbett, PhD, “Graduating to a Pay Gap: The Earnings of Women and Men One Year after Graduation.” <http://www.aauw.org/research/graduating-to-a-pay-gap/>

^v Francine D. Blau and Lawrence M. Kahn, “The U.S. Gender Pay Gap in the 1990s: Slowing Convergence,” *Industrial & Labor Relations Review* Volume 60, Issue 1, 2006.

^{vi} Sarah Jane Glynn, “The Wage Gap for Women” (Washington: Center for American Progress, 2012)

^{vii} Sarah Jane Glynn, “The Wage Gap for Women” (Washington: Center for American Progress, 2012)

^{viii} Ariane Hegewisch, Hannah Liepmann Jeffrey Hayes, and Heidi Hartmann, “Separate and Not Equal? Gender Segregation in the Labor Market and the Gender Wage Gap.” IWPR Briefing Paper. Institute for Women’s Policy Research: Washington, DC, 2010.

^{ix} <http://www.americanprogress.org/issues/labor/news/2012/04/16/11391/the-top-10-facts-about-the-wage-gap/>

^x “Eight Things in the Poverty Report That’ll Make Women Mad” <http://www.bloomberg.com/news/2014-09-18/eight-things-in-the-poverty-report-that-ll-make-women-mad.html>

^{xi} Sarah Jane Glynn. “The New Breadwinner: 2010 Update” (Washington, Center for American Progress, 2012).

^{xii} http://www.huffingtonpost.com/2013/09/23/gender-pay-gap-close_n_3975638.html

^{xiii} WAGE: Women Are Getting Even, www.wageproject.org