



- A woman working full time, year-round earns **\$10,800 less per year** than a man, based on median annual earnings. This disparity can add up to nearly a **half million dollars** over a career.
- On a percentage basis, a woman earns only **79 percent** of what a man earns. This is known as the “gender earnings ratio.” The 21-percent difference between men’s and women’s earnings means that women are paid **less than \$4 for every \$5** paid to men.
- Although the gender pay gap has narrowed over time, at the current rate of change, **it will not close until 2059**, according to the Institute for Women’s Policy Research.
- Lower career earnings result in an even greater disparity in retirement income. Median income for women ages 65 and older (\$17,400) is **44 percent less** than the median income for men in the same age group (\$31,200). Women 75 years and older are **almost twice as likely** as men to live in poverty.
- The gender pay gap varies widely across states, from a **low of 10 percent** in Washington, DC, to a **high of 35 percent** in Louisiana.
- Women’s median earnings are **lower at every level of education**. In fact, women are often out-earned by men with less education: the typical woman with a graduate degree earns **\$5,000 less** than the typical man with a bachelor’s degree.
- Women of color face even larger gender pay gaps. Compared to white men, African-American women, on average, are paid **only 60 cents on the dollar** and Latinas are paid **only 55 cents on the dollar**.
- The pay gap typically grows with age. While women ages 18 to 24 earn **88 percent** of what their male counterparts earn, women over age 35 earn only **76 percent**.
- Economists believe that the gender pay gap is caused by complex factors. However, even when all those factors are taken into account, **as much as 40 percent** of the pay gap may be attributed to discrimination.
- American families depend on women’s earnings. In the typical (median) household with a mother working outside the home, women contribute nearly **40 percent** of their family’s total earnings.
- Women’s increased participation in the paid labor force has been a major driver of economic growth in recent decades. According to the Council of Economic Advisers, the U.S. economy is **\$2.0 trillion bigger today** than it would have been if women had not increased their participation and hours since 1970.
- Enacting policies that would narrow the gender pay gap and help more women work full time in the paid labor force would **decrease income inequality** and **lift many women out of poverty**.