

# America's Women and the Wage Gap

APRIL 2013

Nationally, on average, a woman holding a full-time, full-year job is paid \$37,118 per year while a man is paid \$48,202. **This means that, overall, women are paid 77 cents for every dollar paid to men, amounting to a yearly wage gap of \$11,084 between full-time working men and women.**<sup>1</sup>

**The wage gap varies by state and metropolitan area.** In Wyoming, for example, women are paid 67 cents for every dollar paid to men,<sup>2</sup> while in Vermont, women are paid 87 cents for every dollar (*see state chart, right*).<sup>3</sup> The wage gap persists in the country's largest cities. It is greatest in the Seattle area, where women are paid just 73 cents for every dollar paid to men (*see metropolitan area chart, next page*).<sup>4</sup>

For details on the wage gap by state and metropolitan area, visit [www.NationalPartnership.org/Gap](http://www.NationalPartnership.org/Gap).

## What Does the Wage Gap Mean for America's Women?

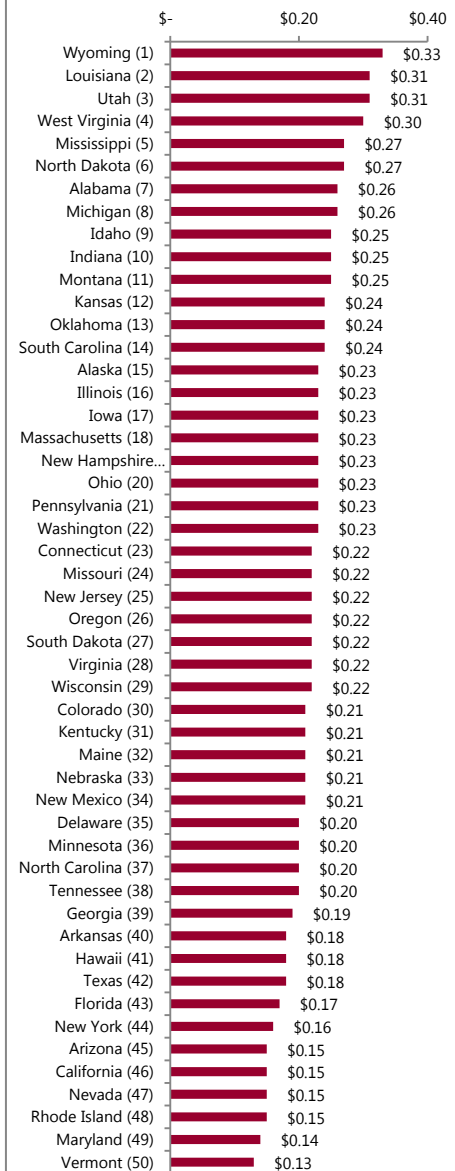
If the wage gap were eliminated, a woman working full time, year round would have enough money for approximately:

- ▶ 89 more weeks of food (1.7 years' worth);<sup>5</sup>
- ▶ More than seven more months of mortgage and utilities payments;<sup>6</sup>
- ▶ More than one year of rent;<sup>7</sup> or
- ▶ More than 3,000 additional gallons of gas.<sup>8</sup>

## Women & Families Cannot Afford Discrimination and Lower Wages

**Women are increasingly responsible for the economic security of their families.**

**Wage gap between men and women by state, per dollar**



\* Comparing the pay of men and women in the state.

- ▶ More than 15.1 million households in the United States are headed by women.<sup>9</sup> And more than 31 percent, or 4,743,666 of those households, have incomes that fall below the poverty level.<sup>10</sup>

## Congress Must Pass the Paycheck Fairness Act

**The economic security of women and families is put at risk when women are paid less than men.** The Paycheck Fairness Act would strengthen the Equal Pay Act of 1963 and help women fight wage discrimination. The Paycheck Fairness Act would:

- ▶ Prohibit employers from retaliating against workers who discuss salaries with colleagues;
- ▶ Put gender-based discrimination on equal footing with other forms of wage discrimination – such as race or national origin – and allow women to take legal action to pursue damages;
- ▶ Require employers to prove that pay differences exist for legitimate, job-related reasons;
- ▶ Create a negotiation skills training program for women and girls;
- ▶ Recognize employers for excellence in their pay practices;
- ▶ Provide businesses, especially small ones, assistance with equal pay practices; and
- ▶ Enhance the ability of the Department of Labor and the Equal Employment Opportunity Commission to investigate and enforce pay discrimination laws.

### Wage gap between men and women by metropolitan area, per dollar



\* Comparing the pay of men and women in the area.

1 U.S. Census Bureau. (2012). *Current Population Survey, Annual Social and Economic (ASEC) Supplement: Table P1NC-05. Work Experience in 2011 – People 15 Years Old and Over by Total Money Earnings in 2011, Age, Race, Hispanic Origin, and Sex*. Retrieved 25 March 2013, from [http://www.census.gov/hhes/www/cpstables/032012/perinc/pinc05\\_000.htm](http://www.census.gov/hhes/www/cpstables/032012/perinc/pinc05_000.htm)

2 U.S. Census Bureau. (2012). *American Community Survey 1-Year Estimates 2011, Geographies: All States within United States, Table B20017: Median Earnings in the Past 12 Months by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings in the Past 12 Months*. Retrieved 25 March 2013, from [http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_11\\_1YR\\_B20017&prodType=table](http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_11_1YR_B20017&prodType=table). Unpublished calculation.

3 Ibid.

4 U.S. Census Bureau. (2012). *American Community Survey 1-Year Estimates 2011, Table B20017: Median Earnings in the Past 12 Months by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings in the Past 12 Months, Geographies: All Metropolitan Statistical Areas within United States and Puerto Rico*. Retrieved 25 March 2013, from [http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_11\\_1YR\\_B20017&prodType=table](http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_11_1YR_B20017&prodType=table)

5 U.S. Bureau of Labor Statistics. (2012, September). *Consumer Expenditure Survey, Table 8. Region of Residence: Average Annual Expenditures, 2011*. Retrieved 18 March 2013, from <http://www.bls.gov/cex/2011/Standard/region.pdf>. Unpublished calculation.

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6 U.S. Census Bureau. (2012). *American Community Survey 1-Year Estimates 2011, Table R2511: Median Monthly Housing Costs for Owner-Occupied Housing Units with a Mortgage (Dollars): United States and States, 2011*. Retrieved 25 March 2013, from [http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_11\\_1YR\\_R2511](http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_11_1YR_R2511). US01PRF&prodType=table. Unpublished calculation.

7 U.S. Census Bureau. (2012). *American Community Survey 1-Year Estimates 2011, Table GCT2514: Median Monthly Housing Costs for Renter-Occupied Housing Units (Dollars): United States – States; and Puerto Rico, 2011*. Retrieved 25 March 2013, from [http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_11\\_1YR\\_GCT2514](http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_11_1YR_GCT2514).US01PR&prodType=table

8 AAA. (2012). *AAA's Daily Fuel Gauge Report: Current State Averages*. Retrieved 18 March, 2013 from <http://fuelgagereport.opisnet.com/index.asp> (Calculation uses average cost of regular quality gasoline 18 March 2013.)

9 U.S. Census Bureau. (2012). *American Community Survey 1-Year Estimates 2011, Geographies: All States within United States, Table DP02: Selected Social Characteristics in the United States: 2011*. Retrieved 4 April 2013, from [http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_11\\_1YR\\_DP02&prodType=table](http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_11_1YR_DP02&prodType=table) (Calculation uses households headed by females living in a household with family and no husband.)

10 U.S. Census Bureau. (2012). *American Community Survey 1-Year Estimates 2011, Geographies: All States within United States, Table DP03: Selected Economic Characteristics: 2011*. Retrieved 4 April 2013, from [http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_11\\_1YR\\_DP03&prodType=table](http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_11_1YR_DP03&prodType=table)

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The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at [www.NationalPartnership.org](http://www.NationalPartnership.org).

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