Seattle Women and the Wage Gap

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In the Seattle metro area, on average, a woman who holds a full-time job is paid $44,535 per year while a man who holds a full-time job is paid $60,881 per year. This means that women in the Seattle area are paid 73 cents for every dollar paid to men in the area, amounting to a yearly gap of $16,346 between men and women who work full time.¹

Nationally, women who hold full-time, year-round jobs are paid, on average, just 77 cents for every dollar paid to men.² African American women are paid 64 cents and Latinas are paid just 55 cents for every dollar paid to white, non-Hispanic men.³

What Does the Wage Gap Mean for Seattle Women?

As a group, women who are employed full time in the Seattle area lose approximately $7,894,987,232 each year due to the wage gap.⁴ If the wage gap were eliminated, a working woman in the Seattle metro area would have enough money for approximately:

- 118 more weeks of food (2.3 years' worth);⁵
- Eight more months of mortgage and utilities payments;⁶
- 16 more months of rent;⁷ or
- 4,360 additional gallons of gas.⁸

Seattle Women and Families Cannot Afford Discrimination and Lower Wages

Seattle metro area women are responsible for the economic security of their families.

- 141,949 households in the Seattle metro area are headed by women.⁹ About 23 percent of those households, or 32,080 households, have incomes that fall below the poverty level.¹⁰ Eliminating the wage gap would provide much-needed income to women whose salaries are of critical importance to them and their families.

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 for 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.


3 Ibid.


10 U.S. Census Bureau (2012). American Community Survey 1-Year Estimates 2011, Geographies: All Metropolitan Statistical Areas within United States and Puerto Rico, Table DP03: Selected Economic Characteristics. Retrieved 22 March 2013, from http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_11_1YR_DP03&prodType=table (To determine whether a household falls below the poverty level, the U.S. Census Bureau considers the income of the household, size of family, number of related children, and, for 1- and 2-person families, age of household. The poverty threshold is $18,123 for a single householder and two children under 18.)