

The Gender Wage Gap

Why is this an issue?

- Job creation and economic opportunity are critical issues for women, many of whom continue to struggle with economic insecurity and wage discrimination.
- In 2010, women working full time in the United States still earned just 77 percent, on average, of what men earn, a gap of 23 percent.
- Even after accounting for many factors, a recent AAUW report found that a 12 percent difference in the earnings of male and female college graduates ten year after graduation was unexplained. Clearly, the wage gap persists.
- The wage gap persists across all racial and ethnic groups, and is found in every state. Among full-time workers in 2011, Hispanic, Latina, and African American women had lower weekly median earnings compared with white and Asian American women

Why should I care?

- The wage gap has real consequences. With a record number of women in the workforce, wage discrimination hurts the majority of American families.
- Wage discrimination also limits women's choices. It lowers their ability to buy homes, pay for a college education, and limits their total lifetime earnings, thereby reducing their retirement benefits.

Additional Resources

- *The Simple Truth about the Gender Pay Gap*, AAUW.
www.aauw.org/learn/research/upload/simpletruthaboutpaygap1.pdf
- *Economic News Release*, U.S. Department of Labor, Bureau of Labor Statistics.
www.bls.gov/news.release/empst.t21.htm.