

GENDER WAGE GAP

North Carolina

Women's Median
Earnings

\$36,113

Men's Median
Earnings

\$42,039

Earnings
Ratio

86%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

81%

Asian Women

83%

Hispanic Women

50%

Black Women

67%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Ohio

Women's Median
Earnings

\$37,365

Men's Median
Earnings

\$50,051

Earnings
Ratio

75%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

76%

Asian Women

86%

Hispanic Women

61%

Black Women

65%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Oregon

Women's Median
Earnings

\$38,774

Men's Median
Earnings

\$48,001

Earnings
Ratio

81%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

79%

Asian Women

81%

Hispanic Women

53%

Black Women

70%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Rhode Island

Women's Median
Earnings

\$44,050

Men's Median
Earnings

\$51,368

Earnings
Ratio

86%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

82%

Asian Women

73%

Hispanic Women

53%

Black Women

59%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Texas

Women's Median
Earnings

\$36,934

Men's Median
Earnings

\$46,791

Earnings
Ratio

79%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

77%

Hispanic Women

55%

Asian Women

100%

Black Women

72%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Vermont

Women's Median
Earnings

\$40,173

Men's Median
Earnings

\$47,960

Earnings
Ratio

84%

Ratio of **Women's Earnings** to
White Men's Earnings

White Women

85%

Asian Women

58%

Hispanic Women

80%

Black Women

76%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Virginia

Women's Median
Earnings

\$42,342

Men's Median
Earnings

\$54,392

Earnings
Ratio

78%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

77%

Hispanic Women

55%

Asian Women

89%

Black Women

62%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Washington

Women's Median
Earnings

\$44,422

Men's Median
Earnings

\$56,215

Earnings
Ratio

79%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

76%

Asian Women

78%

Hispanic Women

49%

Black Women

64%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Wisconsin

Women's Median
Earnings

\$38,594

Men's Median
Earnings

\$49,306

Earnings
Ratio

78%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

78%

Asian Women

65%

Hispanic Women

53%

Black Women

62%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Arizona

Women's Median
Earnings

\$37,084

Men's Median
Earnings

\$44,421

Earnings
Ratio

83%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

81%

Asian Women

90%

Hispanic Women

62%

Black Women

77%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

California

Women's Median
Earnings

\$43,335

Men's Median
Earnings

\$50,562

Earnings
Ratio

86%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

84%

Asian Women

94%

Hispanic Women

56%

Black Women

82%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Colorado

Women's Median
Earnings

\$41,690

Men's Median
Earnings

\$51,628

Earnings
Ratio

81%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

79%

Asian Women

75%

Hispanic Women

58%

Black Women

70%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Connecticut

Women's Median
Earnings

\$50,802

Men's Median
Earnings

\$61,666

Earnings
Ratio

82%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

79%

Asian Women

84%

Hispanic Women

49%

Black Women

61%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Delaware

Women's Median
Earnings

\$45,192

Men's Median
Earnings

\$51,037

Earnings
Ratio

89%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

86%

Asian Women

103%

Hispanic Women

61%

Black Women

72%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Florida

Women's Median
Earnings

\$35,604

Men's Median
Earnings

\$41,105

Earnings
Ratio

87%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

84%

Asian Women

86%

Hispanic Women

68%

Black Women

70%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Georgia

Women's Median
Earnings

\$36,650

Men's Median
Earnings

\$45,396

Earnings
Ratio

81%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

79%

Asian Women

76%

Hispanic Women

51%

Black Women

65%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Hawaii

Women's Median
Earnings

\$40,434

Men's Median
Earnings

\$48,074

Earnings
Ratio

84%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

88%

Asian Women

75%

Hispanic Women

69%

Black Women

74%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Illinois

Women's Median
Earnings

\$42,327

Men's Median
Earnings

\$51,161

Earnings
Ratio

79%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

75%

Asian Women

93%

Hispanic Women

52%

Black Women

68%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Indiana

Women's Median
Earnings

\$35,753

Men's Median
Earnings

\$47,092

Earnings
Ratio

76%

Ratio of **Women's Earnings** to
White Men's Earnings

White Women

74%

Asian Women

78%

Hispanic Women

55%

Black Women

67%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Louisiana

Women's Median
Earnings

\$33,832

Men's Median
Earnings

\$49,730

Earnings
Ratio

68%

Ratio of **Women's Earnings** to
White Men's Earnings

White Women

68%

Asian Women

60%

Hispanic Women

52%

Black Women

49%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Maryland

Women's Median
Earnings

\$50,635

Men's Median
Earnings

\$60,591

Earnings
Ratio

84%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

79%

Asian Women

86%

Hispanic Women

49%

Black Women

72%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Masachusetts

Women's Median
Earnings

\$51,343

Men's Median
Earnings

\$61,761

Earnings
Ratio

83%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

79%

Asian Women

82%

Hispanic Women

51%

Black Women

62%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Michigan

Women's Median
Earnings

\$37,486

Men's Median
Earnings

\$50,479

Earnings
Ratio

74%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

76%

Asian Women

96%

Hispanic Women

58%

Black Women

64%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Minnesota

Women's Median
Earnings

\$42,137

Men's Median
Earnings

\$51,979

Earnings
Ratio

81%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

80%

Asian Women

72%

Hispanic Women

54%

Black Women

61%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Missouri

Women's Median
Earnings

\$35,759

Men's Median
Earnings

\$45,897

Earnings
Ratio

78%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

77%

Asian Women

81%

Hispanic Women

61%

Black Women

68%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Nevada

Women's Median
Earnings

\$36,565

Men's Median
Earnings

\$43,681

Earnings
Ratio

84%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

80%

Hispanic Women

60%

Asian Women

77%

Black Women

73%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

*New
Hampshire*

Women's Median
Earnings

\$43,172

Men's Median
Earnings

\$56,525

Earnings
Ratio

76%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

77%

Asian Women

74%

Hispanic Women

64%

Black Women

66%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

New Jersey

Women's Median
Earnings

\$50,373

Men's Median
Earnings

\$61,462

Earnings
Ratio

82%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

77%

Asian Women

96%

Hispanic Women

47%

Black Women

64%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

New Mexico

Women's Median
Earnings

\$35,070

Men's Median
Earnings

\$41,440

Earnings
Ratio

85%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

79%

Asian Women

86%

Hispanic Women

65%

Black Women

71%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

New York

Women's Median
Earnings

\$46,208

Men's Median
Earnings

\$52,124

Earnings
Ratio

89%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

81%

Asian Women

85%

Hispanic Women

58%

Black Women

69%

Source: 2011-2015 American Community Survey 5-Year Estimates

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GENDER WAGE GAP

Pennsylvania

Women's Median
Earnings

\$40,214

Men's Median
Earnings

\$50,976

Earnings
Ratio

79%

Ratio of **Women's** Earnings to
White Men's Earnings

White Women

77%

Asian Women

82%

Hispanic Women

57%

Black Women

69%

Source: 2011-2015 American Community Survey 5-Year Estimates

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equal PAY DAY

Although the gender wage gap has narrowed over time, at the current rate of change,

the gap will not close until

2059

Source: Institute for Women's Policy Research. "Projected Year the Wage Gap Will Close by State." March 2017

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Día de

IGUALDAD SALARIAL

Aunque la brecha salarial se ha reducido con el tiempo, al ritmo actual, la brecha salarial

no se cerrará sino hasta

el año 2059

Source: Institute for Women's Policy Research. "Projected Year the Wage Gap Will Close by State." March 2017

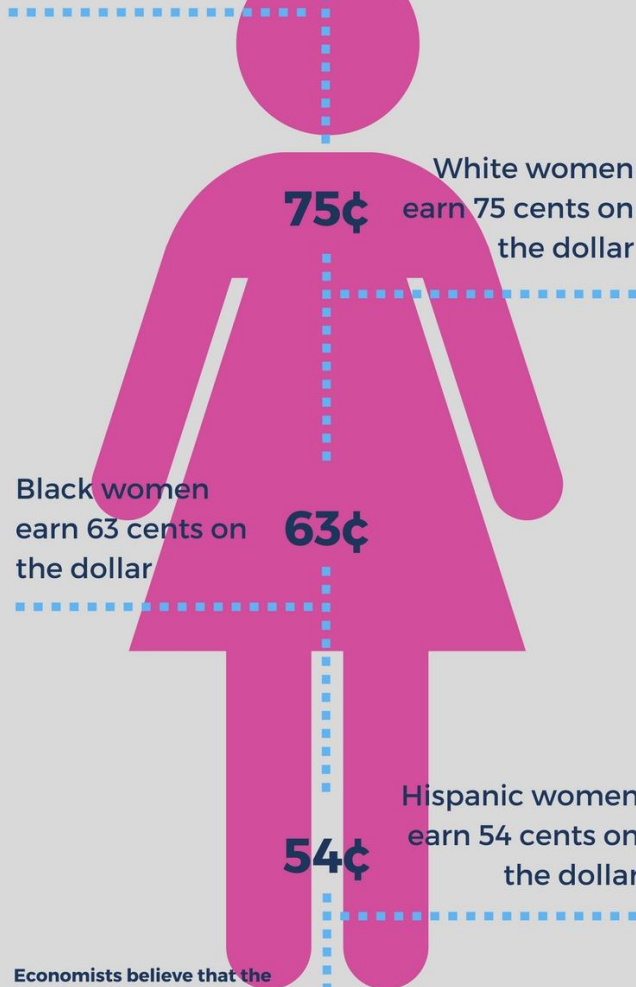
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Gender Pay Gap

Women of all races and ethnicities earn less than white men. Additionally, the pay gap typically grows with age. While women ages 18 to 24 earn 88% of what their male counterparts earn, women over age 35 earn only 76%.

Asian women
earn 84 cents
on the dollar

84¢



White women
earn 75 cents on
the dollar

75¢

Black women
earn 63 cents on
the dollar

63¢

Hispanic women
earn 54 cents on
the dollar

54¢

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% of the pay gap may be attributed to discrimination, according to National Partnership for Women and Families, 2015.

40%

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Source: JEC Democratic Staff calculations based on the Current Population Survey, 2016 Annual Social and Economic Supplement

equal PAY DAY

**Women of color face
even larger wage gaps.**

On average compared to every dollar
earned by white men:

\$62¢

African-American Women

\$54¢

Latina Women

Source: JEC Dems Staff calculations based on data from U.S. Census Bureau, "PINC-10. Wage and Salary Workers--People 15 Years Old and Over by Total Wage and Salary Income, Work Experience, Race, Hispanic Origin, and Sex." Last Revised August 26, 2016. Data for African American women and Latinas reflect the "Black alone" and "Hispanic (any race)" categories, respectively. Data for white men are for white non-Hispanic men.

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4 FACTS ABOUT WOMEN AND THE ECONOMY

Even in 2017, women still face economic barriers. At the current rate of change, the gender wage gap will not close until 2059, according to the Institute for Women's Policy Research. Here are additional facts about women and the economy.



1 WOMEN OF ALL RACES AND ETHNICITIES EARN LESS THAN WHITE MEN

Compared to white men, Asian women earn 84¢ on the dollar; white women earn 75¢ on the dollar; black women earn 63¢ on the dollar; and Latinas earn 54¢ on the dollar.



2 A MAJORITY OF WOMEN, 56.8%, PARTICIPATE IN THE LABOR FORCE AND CONTRIBUTE SUBSTANTIALLY TO FAMILY ECONOMIC SECURITY

In the typical (median) household working women with children contribute more than 40% of their family's total earnings.

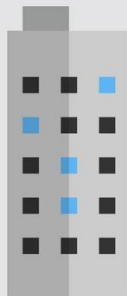
3 WOMEN EARN THE MAJORITY OF ADVANCED DEGREES

Women earn 57% of Bachelor's degrees, 60% of Master's degrees, and 52% of Doctorate degrees



4 NUMBER OF WOMEN-OWNED FIRMS HAS GROWN BY 74 PERCENT SINCE 2002

In 2002 there were 6.5 million women-owned firms. In 2016 there were an estimated 11.3 million.



Enacting policies that help more women work full time in the paid labor force would decrease income inequality lift many women out of poverty and benefit the U.S. economy.

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