



Fact Sheet

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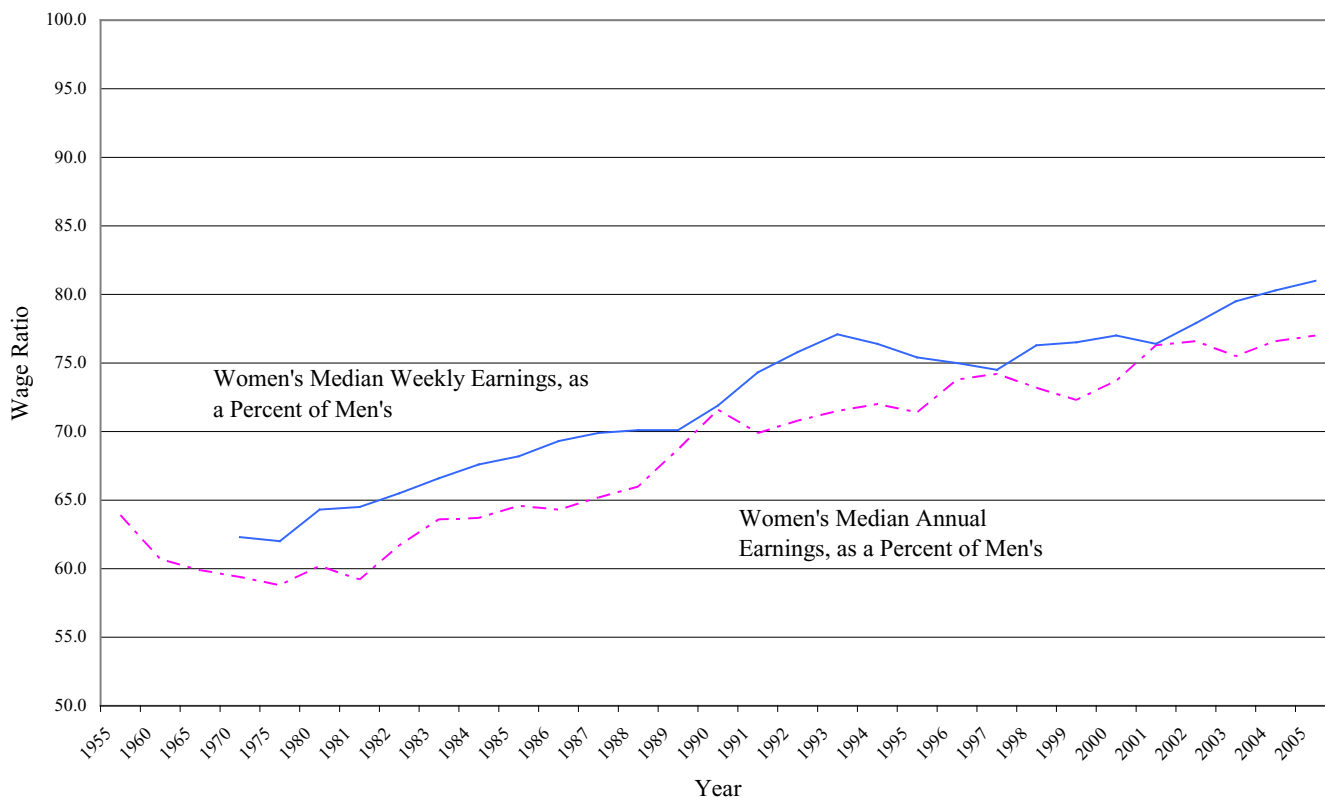
The Gender Wage Ratio: Women's and Men's Earnings

The ratio of women's median annual earnings to men's median annual earnings was 77.0 in 2005 for full-time, full-year workers, statistically the same as in 2004 (76.6) and virtually unchanged from 2001 (76.3). If part-time workers were included, the ratio would be much lower, as women are more likely than men to work reduced schedules in order to manage child-rearing and other caregiving work. Women's real (inflation-adjusted) earnings fell 1.3 percent from 2004 to 2005, to \$31,858, while men's declined 1.8 percent, to \$41,386. This was the third consecutive annual earnings loss for women and the second for men. Thus, not only has women's progress in matching men's earnings stalled, but both women and men are losing ground over time in absolute terms.

The ratio of women's to men's full-time average median weekly earnings in 2005 was 81.0, an all-time high. This ratio tends to be slightly higher than the ratio of annual earnings. Over the long term, the two data series exhibit the same general trend, although the timing of plateaus and peaks varies between the series.

Information about gender wage ratios by race and ethnicity is available in Women's Economic Status in the States: Wide Disparities by Race, Ethnicity, and Region (<http://www.iwpr.org/pdf/R260.pdf>) and in U.S. Census Bureau, Historical Income Tables, Table P-40 (<http://www.census.gov/hhes/income/histinc/p40.html>).

The Gender Wage Ratio, 1955-2005, Full-Time Workers



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Year	Median Annual Earnings Ratio,	
	Full-Year Workers	Median Weekly Earnings Ratio
1955	63.9	
1960	60.7	
1965	59.9	
1970	59.4	62.3
1975	58.8	62.0
1980	60.2	64.3
1981	59.2	64.5
1982	61.7	65.5
1983	63.6	66.6
1984	63.7	67.6
1985	64.6	68.2
1986	64.3	69.3
1987	65.2	69.9
1988	66.0	70.1
1989	68.7	70.1
1990	71.6	71.9
1991	69.9	74.3
1992	70.8	75.8
1993	71.5	77.1
1994	72.0	76.4
1995	71.4	75.4
1996	73.8	75.0
1997	74.2	74.5
1998	73.2	76.3
1999	72.3	76.5
2000	73.7	77.0
2001	76.3	76.4
2002	76.6	77.9
2003	75.5	79.5
2004	76.6	80.3
2005	77.0	81.0

Notes: Annual earnings ratio data include self-employed workers; weekly data are for wage and salary workers only. The median annual earnings ratio is for workers aged 14 and older through 1979 and workers 15 and older from 1980 through 2005; median weekly earnings are for full-time workers aged 16 and older and are not restricted to full-year workers. Annual earnings data are typically released in late summer or early fall by the U.S. Census Bureau; the annual average of weekly median earnings is typically released in January by the U.S. Bureau of Labor Statistics. Both data series are derived from the Current Population Survey.

Sources: Annual data: 1955: Francine D. Blau and Marianne A. Ferber, *The Economics of Women, Men, and Work*, 2nd ed. (Englewood Cliffs, NJ: Prentice-Hall, 1992), Table 5.6; 1960 through 2005: U.S. Census Bureau, *Income, Poverty, and Health Insurance Coverage in the United States: 2005*, Table A-2. Weekly data: 1970 and 1975: Blau and Ferber (1992), Table 5.6; 1980 through 2004: U.S. Bureau of Labor Statistics, *Highlights of Women's Earnings in 2004*, Table 13; 2005: U.S. Bureau of Labor Statistics, *Employment & Earnings*, January 2006.

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