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The Gender-based Wage Gap in New York State

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In our March Issue (#72) we focused on income inequality in New York State (NYS). Wage inequality between men and women is another topic that has received attention over the past few decades. However, since President John F. Kennedy signed the Equal Pay Act into law in 1963, more recent attempts to pass pay equity legislation at the federal level have not gained traction. Women working full-time in the U.S. are currently paid about 79 percent of what men are paid, with the gap larger for women of color. While the overall gender-based wage gap has narrowed slowly over time, at the current rate it will take another 100 years to completely close¹.

Women earn less than men in virtually every occupation². And, while increasing levels of education lead to increased earnings, it does not appear to reduce the gender wage gap. Data for NYS from the 2009-2013 American Community Survey (ACS) indicate that the gender wage gap for those with high school educations or less is equal to those with at least an Associate degree. NYS's gender earnings ratio of 87% is somewhat better than the national average, but again, educational attainment levels do not seem to have an impact. Much discussion has centered on whether the wage gap is a result of gender-based bias or individual educational and career choices.

The gender wage gap is narrowest among younger age groups. A new study of recent college graduates shows, when controlling for several important factors, that the gap had shrunk but not disappeared³. Whether this wage gap continues to stay narrow as these graduates age and progress in their careers remains to be seen.

Additional Resources (click on title for link)

Median Earnings by sex and occupation, NYS

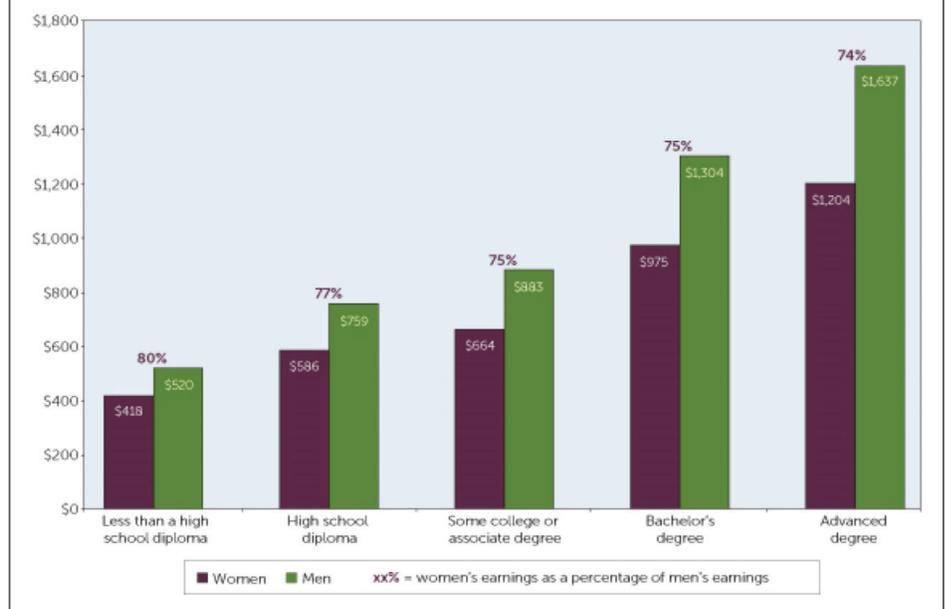
Median Earnings by sex and industry, NYS

The Simple Truth about the Gender Pay Gap, Full Report. American Association of University Women, Spring 2016 Edition.

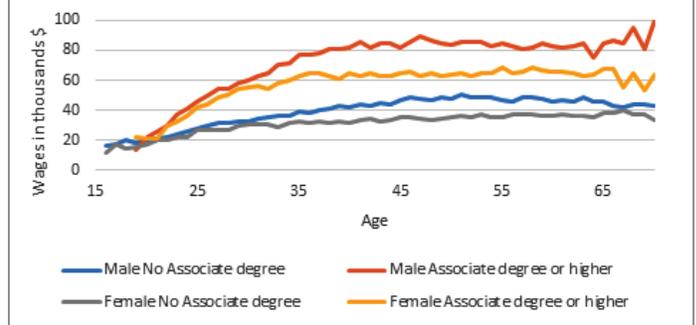
A Dollar Short: What's Holding Women Back from Equal Pay?

By Emily Liner, Third Way. March 2016.

Median Weekly Earnings, by Level of Education and Gender, U.S., 2015



Median Wages for Full Time Year Employees by Sex, Educational Attainment and Age, NYS



Source: 2009-2013 American Community Survey, U.S. Census Bureau.

¹ <http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

² <http://www.bls.gov/cps/cpsaat39.pdf>

³ <http://www.aauw.org/research/graduating-to-a-pay-gap/>

