



WORKPLACE JUSTICE

EQUAL PAY FOR ASIAN AMERICAN AND PACIFIC ISLANDER WOMEN

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Asian women who work full time, year round are typically paid only 85 cents for every dollar paid to white, non-Hispanic men. This gap, which amounts to a loss of \$9,010 a year, means that Asian women have to work more than 14 months—until early March this year—to make as much as white, non-Hispanic men did last year alone. Many communities of Asian American and Pacific Islander (AAPI) women experience much larger wage gaps compared to white, non-Hispanic men.

Asian women working full time, year round are typically paid only 85 cents for every dollar paid to their white, non-Hispanic male counterparts - but the wage gap is substantially larger for some communities of Asian American and Pacific Islander women.

The gap between Asian women's and white, non-Hispanic men's earnings is five cents smaller than the wage gap for all women compared to all men: women working full time, year round in the United States are typically paid only 80 cents for every dollar paid to their male counterparts. However, the gap between Asian women's and Asian men's earnings is larger: Asian women working full time, year round in the United States are typically paid just 76 cents for every dollar compared to Asian men.

This factsheet uses two main data sources from the U.S. Census Bureau to examine data on Asian American and Pacific Islander (AAPI) women. One source allows us to only conduct an analysis of women who identify as Asian alone while the other source permits an analysis of AAPI women. For more information see endnote 1.

The wage gap is substantially wider for some communities of AAPI women.

- Some communities of AAPI women experience a larger wage gap than is reflected in the 85 cent wage gap for Asian women overall. Among full time, year round workers in 2017:
 - o Burmese, Hmong and Laotian women typically make less than 60 percent—50 percent, 57 percent and 58 percent respectively—of what white, non-Hispanic men make.
 - o Bangladeshi, Guamanian/Chamorro, Fijian, Vietnamese, Hawaiian, Samoan, Cambodian and Thai women all typically make less than 80 cents for every dollar made by white, non-Hispanic men.
 - o A few communities of AAPI women typically make more than white, non-Hispanic men: Indian, Taiwanese, and Chinese women were respectively paid \$1.21, \$1.16, and \$1.03 for every dollar paid to white, non-Hispanic men. However, Indian, Taiwanese, and Chinese women still experience a gender wage gap: they make just 77, 74, and 86 cents compared to their Indian, Taiwanese, and Chinese male counterparts. And while Sri Lankan women are typically paid the same as white, non-Hispanic men, compared to Sri Lankan men, they are paid just 83 cents on the dollar.



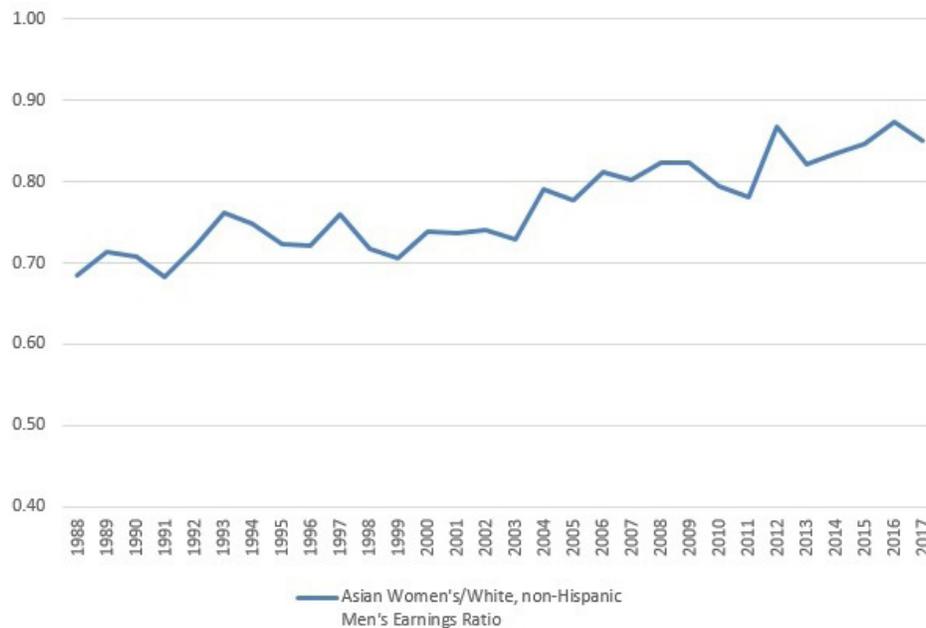
AAPI Women's Wage Equality by Community

Community	AAPI women's earnings	What AAPI women make for every dollar white, non-Hispanic men make	What AAPI women make for every dollar AAPI men make
Indian	\$70,000	\$1.21	76.9¢
Taiwanese	\$67,000	\$1.16	74.4¢
Chinese	\$60,000	\$1.03	85.7¢
Sri Lankan	\$58,000	\$1.00	82.9¢
Japanese	\$55,000	94.8¢	78.6¢
Korean	\$50,000	86.2¢	83.3¢
Pakistani	\$50,000	86.2¢	83.3¢
Filipino	\$48,000	82.8¢	96.0¢
Indonesian	\$47,000	81.0¢	78.3¢
Bangladeshi	\$40,000	69.0¢	\$1.00
Guamanian/Chamorro	\$40,000	69.0¢	80.0¢
Fijian	\$39,500	68.1¢	66.5¢
Vietnamese	\$37,000	63.8¢	75.8¢
Hawaiian	\$36,000	62.1¢	80.0¢
Samoan	\$36,000	62.1¢	85.7¢
Cambodian	\$35,000	60.3¢	85.4¢
Thai	\$35,000	60.3¢	77.8¢
Laotian	\$33,400	57.6¢	83.5¢
Hmong	\$33,000	56.9¢	89.2¢
Burmese	\$29,100	50.2¢	97.0¢

NWLC calculations based on 2017 American Community Survey 1-Year Estimates using IPUMS-USA available at <https://usa.ipums.org/usa/> (IPUMS). Figures are based on women's and men's median earnings for full time, year round workers. The typical white, non-Hispanic man earned \$58,000 in 2017. Indian women represent those who self-selected "Asian Indian" as their race.

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Asian Women's/ White, non-Hispanic Men's Earnings Ratio
Ratio of Median Earnings of Full-Time, Year-Round Workers



Source: Census Bureau, Current Population Survey.

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The wage gap between Asian women and white, non-Hispanic men has narrowed – but there’s still work to be done to close it.

- In 1988, the earliest year for which data are available, an Asian woman working full time, year round typically made only 68 cents for every dollar paid to her white, non-Hispanic male counterpart. By 2017, this figure stood at 85 cents—adding up to a wage gap that is 17 cents smaller than it was a quarter of a century ago.
- While the wage gap has narrowed somewhat over the last few decades, Asian women still typically lose \$360,400 to the wage gap over a 40-year career. This means Asian women typically have to work 47 years to make what white, non-Hispanic men were paid in just 40 years.

In some states, Asian women lose \$700,000 or more over their lifetime.

- In many states, Asian women starting their careers today stand to lose \$700,000 or more over a 40-year career as compared to white, non-Hispanic men.
- In Alaska, the state with the largest lifetime losses for Asian women due to the wage gap, Asian women stand to lose nearly \$1.2 million over a 40-year career. The typical Asian woman living in Alaska would have to work until nearly 94 years old to make what white, non-Hispanic men made by age 60.

Ten Worst States for Asian Women’s Lifetime Losses Due to Wage Gap

	State	What Asian women make for every dollar white, non-Hispanic men make	Lifetime Losses Due to Wage Gap	Age at which an Asian woman’s career earnings catch up to white, non-Hispanic men’s career earnings at age 60
	<i>United States</i>	85.1¢	\$360,400	65.7
10	Nevada	69.3¢	\$684,920	77.7
9	Hawaii	70.5¢	\$686,040	76.7
8	Colorado	70.6¢	\$713,160	76.7
7	Utah	67.4¢	\$740,120	79.4
6	Vermont	60.6¢	\$776,880	86.0
5	Wyoming	64.8¢	\$784,320	81.7
4	California	73.5¢	\$785,000	74.4
3	District of Columbia	75.2¢	\$969,120	73.2
2	Louisiana	56.5¢	\$991,640	90.8
1	Alaska	54.1¢	\$1,198,840	93.9

Source: State wage gaps calculated by National Women’s Law Center (NWLC) are based on 2013-2017 American Community Survey Five-Year Estimates (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on 2018 Current Population Survey, Annual Social and Economic Supplement. “What an Asian woman makes for every dollar a white, non-Hispanic man makes” is the ratio of Asian women’s and white, non-Hispanic men’s median earnings for full time, year round workers. “Lifetime losses due to wage gap” or the “Lifetime Wage Gap” is what an Asian woman would lose, based on today’s wage gap, over a 40-year career. Figures are not adjusted for inflation. Earnings are in 2017 dollars. Ranks based on unrounded data. “Age at which an Asian woman’s career earnings catch up to white, non-Hispanic men’s career earnings at age 60” assumes all workers begin work at age 20. Assuming white, non-Hispanic men have a 40-year career, this is the age at which Asian women are able to retire with the same lifetime earnings as their male counterparts. Asian women in both surveys are those who self-identified as Asian. White, non-Hispanic men in both surveys refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

AAPI women experience a wage gap at every education level, and it is wider among those with less education.

- Among full time, year round workers, AAPI women without a high school diploma typically make only 80 cents for every dollar white, non-Hispanic men without a high school diploma make. AAPI women with an associate’s degree typically make less—by about \$2,500 each year—than white, non-Hispanic men with only a high school diploma (about 94 cents for every dollar).

- While the wage gap for AAPI women declines as they obtain more education, AAPI women must obtain a bachelor’s degree or more before their typical wages exceed those of white, non-Hispanic men with an associate’s degree.



AAPI Women's Wage Equality by Educational Attainment

Educational Attainment	AAPI women's earnings	White, non-Hispanic men's earnings	What AAPI women make for every dollar white, non-Hispanic men make	Wage gap
At least 9th grade but no high school diploma	\$28,000	\$35,000	80.0¢	20.0¢
High school diploma	\$28,000	\$45,000	64.0¢	36.0¢
Some college, no degree	\$34,000	\$51,000	66.7¢	33.3¢
Associate's degree	\$42,250	\$57,000	74.6¢	25.4¢
Bachelor's degree or more	\$70,776	\$83,000	85.3¢	14.7¢
Bachelor's degree	\$60,000	\$75,000	80.0¢	20.0¢
Master's degree	\$80,000	\$92,000	87.7¢	13.0¢
Professional degree	\$127,000	\$130,000	97.7¢	2.3¢
Doctorate degree	\$95,000	\$120,000	79.2¢	20.8¢

"What a woman makes for every dollar a man makes" is the ratio of female and male median earnings for full time, year round workers. Earnings are in 2017 dollars. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. NWLC Calculations based on U.S. Census Bureau, 2018 Current Populations Survey using IPUMS, available at <https://cps.ipums.org/cps/>. AAPI women are those who self-identified as Asian and/or Native Hawaiian or Pacific Islander. White, non-Hispanic men self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

AAPI women's wage gap is widest among older women.

- Among full time, year round workers ages 25–44, AAPI women typically make 95 cents for every dollar white, non-Hispanic men make—but older AAPI women experience far larger wage gaps. AAPI women ages 45–64 make 74 cents for every dollar made by their white, non-Hispanic male counterparts, and AAPI women 65 and older make only 56 cents for every dollar made by white, non-Hispanic men. These larger gaps mean that AAPI women are falling behind at the very time they need additional resources to invest in their families and save for retirement.

Motherhood widens the wage gap for working AAPI women.

- AAPI mothers who work full time, year round typically make 74 cents (\$52,000) for every dollar paid to white, non-Hispanic fathers (\$70,000) – more than the 66 cents they make for every dollar paid to AAPI fathers (\$79,000).

The wage gap persists regardless of where AAPI women live, but is the largest for those living in cities.

- AAPI women living in cities typically make about 74 cents for every dollar white, non-Hispanic men make, a gap of \$18,000 per year.
- By contrast, AAPI women living in suburban areas typically make 85 cents for every dollar white, non-Hispanic men make, a gap of \$10,000 per year.

AAPI Women's Wage Equality by Metropolitan Status

	AAPI women's earnings	White, non-Hispanic men's earnings	What AAPI women are paid to white, non-Hispanic men	Wage gap
Rural	\$35,000	\$45,000	77.8¢	22.2¢
City	\$50,000	\$68,000	73.5¢	26.5¢
Suburban Areas	\$55,000	\$65,000	84.6¢	15.4¢

NWLC calculations based on 2017 American Community survey using IPUMS. Figures are in 2017 dollars. Median earnings are for full time, year round workers. "Rural" refers to those whose households were located outside of a metro area. "City" refers to those whose households were located inside a metro area and in a central/principal city. "Suburban" refers to those whose households were located inside a metro but outside central/principal city. Asian American and Pacific Islander women are those who self-identified as Chinese, Japanese, and/or other Asian or Pacific Islander. White, non-Hispanic men self-identified as white but who are not of Hispanic, Latino, or Spanish origin.



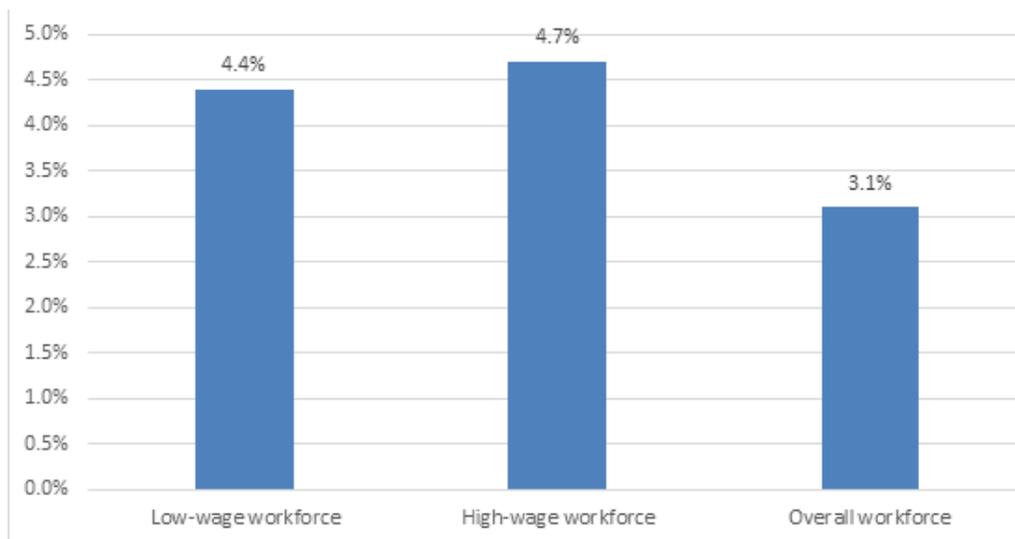
AAPI women are overrepresented in both the low-wage and high-wage workforces, and experience a wage gap in both.

- In addition to wage gaps within occupations, AAPI women are overrepresented in the most poorly paid jobs in the nation. AAPI women's share of the low-wage workforce, or jobs that typically pay less than \$11.50 per hour (4.4 percent), is nearly 1.5 times larger than their share of the overall workforce (3.1 percent).
- In low-wage occupations, AAPI women working full time, year round experience a wage gap, making 81 cents for every dollar white, non-Hispanic men make.
- Interestingly, AAPI women are also overrepresented in the high-wage workforce: their share of jobs that typically pay a wage of \$48 or more an hour is over 1.5 times larger than their share of the overall workforce (4.7 percent versus 3.1 percent). AAPI women working in the high-wage workforce full time, year round still experience a wage gap, however, making only 91 cents for every dollar white, non-Hispanic men make.

In a variety of occupations—those that are well-paid and poorly paid, those that are female-dominated and those that are non-traditional for women—AAPI women experience a wage gap.

- AAPI women working as customer service representatives—a female-dominated, mid-wage occupation—make 88 cents for every dollar paid to their white, non-Hispanic male counterparts.
- AAPI women working as hand laborers and freight, stock, and material movers—a male-dominated, low-wage occupation—make 80 cents for every dollar paid to their white, non-Hispanic male counterparts.
- AAPI women working as non-restaurant food servers—a female-dominated, low-wage occupation—make 96 cents for every dollar paid to their white, non-Hispanic male counterparts.
- AAPI women who are physicians and surgeons—a male-dominated, high-wage occupation—make 62 cents for every dollar paid to their white, non-Hispanic male counterparts.

AAPI Women's Share of Low-Wage, High-Wage and Overall Workforce



Source: NWLC calculations based on 2018 Current Population Survey using IPUMS. This analysis defines low-wage jobs as those that paid a median hourly wage of less than \$11.50 in 2017. High-wage is defined as jobs that have a median wage of \$48.00 or more per hour, based on BLS, Occupational Employment Statistics. AAPI women are those who self-identified as Asian and/or Native Hawaiian or Pacific Islander. White, non-Hispanic men self-identified as white but who are not of Hispanic, Latino, or Spanish origin.



- 1 Data in this analysis comes from the U.S. Census Bureau Current Population Survey and American Community Survey and U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey. Because we are analyzing data from multiple data sources, there are some instances where the data refers to Asian women alone, which we refer to as “Asian women” throughout this analysis, and others where the data refers to Asian American or Pacific Islander women, which we refer to as “AAPI women.” Asian women alone include those who only identified themselves in one of the above surveys to be Asian alone. AAPI women are those who self-identified as Asian, Hawaiian/Pacific Islander, or Asian Hawaiian/Pacific Islander in the ACS survey and Asian and/or Native Hawaiian or Pacific Islander in the CPS Survey. Please reference the individual sources cited for further detail.
- 2 This fact sheet only addresses the wage gap for Asian women and AAPI women, but the wage gaps for other groups of women compared to white, non-Hispanic men are also substantial. Among full time, year round workers, Black women make only 61 cents for every dollar made by white, non-Hispanic men, white, non-Hispanic women, 77 cents, Native women, 58 cents, and Latinas, 53 cents. Wage gap figures are calculated by taking the median earnings of women and men working full, time year round. Median earnings describe the earnings of a worker at the 50th percentile - right in the middle.
- 3 AAPI women make only 83 cents for every dollar made by white, non-Hispanic men. This gap, which amounts to a loss of \$10,000 a year, means that AAPI women have to work more than 14 months to make as much as white, non-Hispanic men did last year alone. NWLC Calculations based on U.S. Census Bureau, Current Populations Survey, Annual Social and Economic Supplement 2018 (CPS ASEC) using CPS Table Creator, *available at* <https://www.census.gov/cps/data/cpstablecreator.html> (last visited Feb. 13, 2019).
- 4 In 2017, the median earnings of women working full time, year round was \$41,977 and for men it was \$52,146. The ratio of these earnings was 80.499 cents. When rounded to a whole number, this ratio was 80 cents. In 2016, the median earnings of women working full time, year round was \$41,554 and for men it was \$51,640. The ratio of these earnings was 80.47 cents. When rounded to a whole number, this ratio was also 80 cents. For this reason, the rounded wage gap ratio remained at 80 cents in 2017.
- 5 National Women’s Law Center (NWLC) calculations from U.S. Census Bureau, Current Population Survey, 2018 Annual Social and Economic Supplement (2018 CPS_ASEC), Table PINC-05: Work Experience in 2017—People 15 Years Old and Over by Total Money Earnings in 2017, Age, Race, Hispanic Origin, and Sex, *available at* <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html>.
- 6 NWLC calculations based on American Community Survey (ACS) 2017 (1-year average) using Steven Ruggles, Sarah Flood, Ronald Goeken Grover, Erin Meyers, Jose Pacas, and Matthew Sobek, *Integrated Public Use Microdata Series (IPUMS): Version 8.0* [Machine-readable database]. Minneapolis: University of Minnesota, 2018 *available at* <https://usa.ipums.org/usa/> (IPUMS). Figures are for full time, year round workers. The American Community Survey allows respondents to select from several race categories. See generally <https://www.census.gov/programs-surveys/acs/methodology/questionnaire-archive.2017.html>. Women in each specific race subgroup self-selected into that race category in the American Community Survey. Insufficient data due to small sample size prevented inclusion of Malaysian women and men working full time, year round.
- 7 Indian women are those who self-selected “Asian Indian” as their race in the 2017 ACS, *supra* note 6.
- 8 NWLC calculations based on U.S. Census Bureau, Current Population Survey, Historical Data, Table P-38: Full-Time, Year-Round Workers by Median Earnings and Sex, *available at* <http://www.census.gov/hhes/www/income/data/historical/people/>. Median earnings are in 2017 dollars. Figures may differ from those in other NWLC reports due to rounding or updated Census estimates. Data for white, non-Hispanic men are for “white alone, not Hispanic” from 2002-2017 and “white, not Hispanic” from 1988-2001. Data for Asian women are for “Asian alone” from 2002-2017 and “Asian” from 1988-2001.
- 9 Figure assumes a wage gap of \$9,010—the gap in median earnings between full time, year round working Asian women (\$51,378) and white, non-Hispanic men (\$60,388) in 2017—each year for 40 years. Figures are not adjusted for inflation.
- 10 State wage gaps calculated by National Women’s Law Center (NWLC) are based on 2013-2017 American Community Survey Five-Year Estimates using IPUMS. National wage gap calculated by NWLC is based on 2018 Current Population Survey, Annual Social and Economic Supplement (<http://www.census.gov/hhes/www/income/>). Figures are based on women’s and men’s median earnings for full time, year round workers. “Lifetime losses due to wage gap” is what Asian women would lose, based on today’s wage gap, over a 40-year career, compared to white, non-Hispanic men. Figures are not adjusted for inflation. Earnings are in 2017 dollars. Ranks based on unrounded data.
- 11 NWLC calculations based on U.S. Census Bureau, 2018 Current Population Survey 1-year averages using IPUMS. Figures are for full time, year round workers. AAPI women are those who self-identified as Asian and/or Native Hawaiian or Pacific Islander.
- 12 *Id.*
- 13 *Id.*
- 14 *Id.* This analysis defines low-wage jobs as those that paid a median hourly wage of less than \$11.50 in 2017. High-wage is defined as a median wage of \$48.00 or more per hour, based on BLS, Occupational Employment Statistics, data for May 2017, *available at* http://www.bls.gov/oes/current/oes_nat.htm.
- 15 *Id.* Figures are for full time, year round workers.
- 16 *Id.* Figures are for full time, year round workers. Female-dominated occupations are more than 60 percent female and male-dominated occupations are more than 60 percent male based on Bureau of Labor Statistics, Current Population Survey Annual Averages for 2017, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, *available at* <http://www.bls.gov/cps/cpsaat11.pdf>. Wage level was determined by examining 820 detailed occupations with annual mean earnings categorized by the Occupational Employment Statistics data for May 2017, *available at* http://www.bls.gov/oes/current/oes_nat.htm. High-wage jobs were in the top one-fifth, mid-wage jobs were in the middle three-fifths, low-wage jobs were in the bottom one-fifth.

