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The gender pay gap, by the numbers

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MICHAEL REYNOLDS/POOL/EPA

President Obama spoke at an event in 2016 on Equal Pay Day.

By [Matt Rocheleau](#)

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Tuesday is [Equal Pay Day](#), a date that symbolizes how far into the year women have to work, on average, to make as much as men did the year before.

That's because, estimates show, that women in the United States make anywhere from about 77 percent to 84 percent as much as men do.

The day was first observed in 1996 and will be held for many more years to come, as experts project it will take [decades](#) before the gender wage gap is closed.

Below are some charts that go into further detail about disparities.



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The gender pay gap, by the numbers

The gender wage gap overall

Despite representing about half the country's workforce, women's wages remain significantly lower than men's. Below is just one estimate, as of 2014, from the U.S. Department of Labor. Estimates for the gender wage gap range from 77 to 84 percent. Such figures do not account for differences in occupation, education, and experience between men and women, however. When those factors are accounted for, the gap shrinks to less than 10 cents. Controlling for these differences, college-educated women working full time one year out of college are paid 7 percent less than their male peers, according to the American Association of University Women. This unexplained 7 percent gap, which is there from the beginning of women's careers and puts them on an unequal footing from the start, is widely assumed to be the result of gender discrimination, and the gap grows as women move through the ranks. There are also differences in earnings based on race and ethnicity (see below).

But, as this chart below shows, the wage gap between men and women has been narrowing.

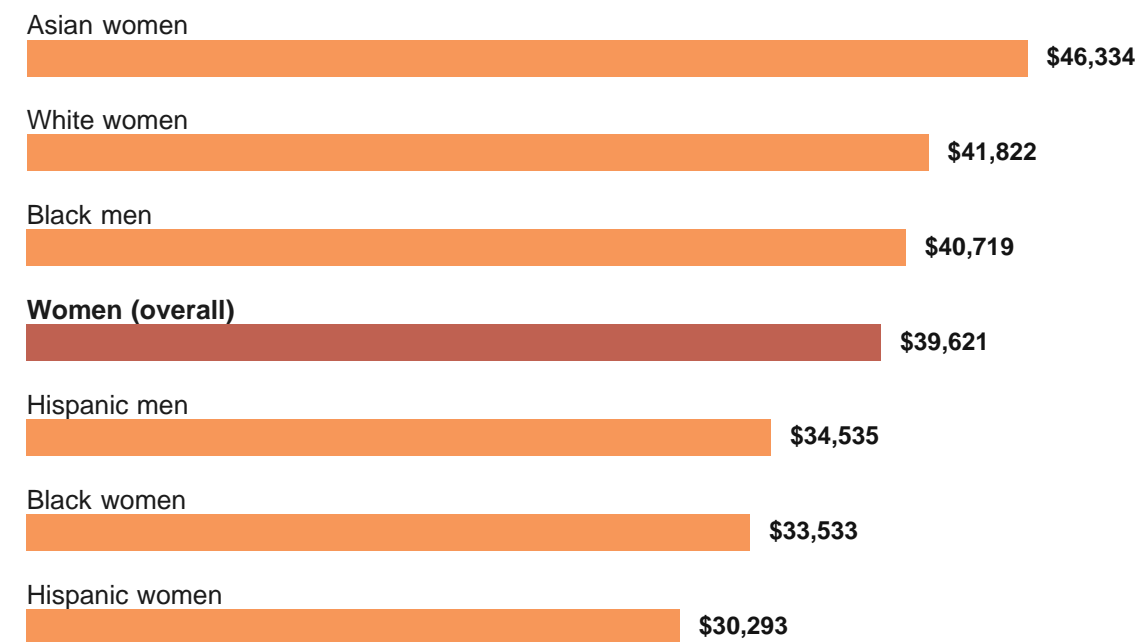
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The wage gap by gender and race, ethnicity

Figures are median annual earnings of full-time, year-round workers as of 2014.





SOURCE: U.S. Department of Labor

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