

Even In Nursing, Women Are Paid Less Than Men



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By Lisa Rapaport

(Reuters Health) - Even though nine out of 10 nurses are women, men in the profession earn higher salaries, and the pay gap has remained constant over the past quarter century, a study finds.

The typical salary gap has consistently been about \$5,000 even after adjusting for factors such as experience, education, work hours, clinical specialty, and marital and parental status, according to a report in JAMA, the journal of the American Medical Association.

“Nursing is the largest female dominated profession so you would think that if any profession could have women achieve equal pay, it would be nursing,” said lead study author Ulrike Muench from the University of California, San Francisco.

Muench and colleagues used two large U.S. data sets to examine earnings over time. One, the National Sample Survey of Registered Nurses, provided responses from nearly 88,000 participants from 1988 to 2008. The other, the American Community Survey, offered responses from nearly 206,000 registered nurses from 2001 to 2013.

Every year, each of the data sets found men earned more than women; the unadjusted pay gap ranged from \$10,243 to \$11,306 in one survey and from \$9,163 to \$9,961 in the other.

There was a gap for hospital nurses, \$3,783, and an even bigger one, \$7,678, for nurses in outpatient settings.

Men out-earned women in every specialty except orthopedics, with the gap ranging from \$3,792 in chronic care to \$17,290 for nurse anesthetists.

While the study didn't address the reasons for persistent gaps in pay, it's possible that men are better at negotiating raises and promotions or that they are less likely than women to take extended breaks from the labor force to care for young children or aging parents, said Patricia Davidson, dean of the Johns Hopkins University School of Nursing in Baltimore, Maryland.

Many women are drawn to nursing at least in part by the flexibility, noted Davidson, who wasn't involved in the study. With shift work and opportunities to advance while working nontraditional

hours, nursing should be far better suited to balancing a career and family obligations than many other professions, she told Reuters Health.

“It’s a real indictment that this issue of gender disparity is prevalent in nursing where it’s predominantly female,” said Davidson. “In Wall Street or Silicon Valley people can dismiss it because it’s a culture that’s not known to be accommodating - a male-dominated work environment where it’s stacked against them - but when you see this inequity in nursing it speaks to a larger problem.”

It’s also possible that the study exposed a gender difference in career choices, rather than a genuine lack of equal pay for equal work, said Linda Aiken, a nursing and health policy researcher at the University of Pennsylvania.

“Men may be more likely to work full time and even to work more hours per week than other full time nurses,” Aiken, who wasn’t involved in the study, said in an email interview. The study findings require “more analysis before we can conclude that there is an actual gender gap in pay for equal work and how a gender gap might best be addressed.”

In nursing, pay equity also involves more than issues of gender, Aiken said. For example, she noted that Medicare, the federal insurance program for the elderly, pays nurse practitioners working in primary care 85 percent of the rates physicians are paid for the same services. And primary care providers are paid less than clinicians in subspecialties like anesthesia.

“If the observed gender gap in nurses’ incomes is a product of female nurses being more likely to elect specialties that are in great need like primary care, long-term care, home care, and public health, it would not be in the public’s interest to encourage more women to follow in the footsteps of men to elect higher paying specialties or practice settings,” Aiken said.

The study provides enough data over enough time to show that the pay gap isn’t random, Muench said. “My hope is that this raises awareness and can start a discussion about what additional steps could be taken to achieve equal pay.”

SOURCE: <http://bit.ly/1CLUJ3K> Journal of the American Medical Association, online March 24, 2015.

Opinion

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It's Time That We End the Equal Pay Myth



Capital Flows, CONTRIBUTOR

Guest commentary curated by Forbes Opinion. Avik Roy, Opinion Editor. Opinions expressed by Forbes Contributors are their own.

Pay Day (Photo credit: 401K)

By Carrie Lukas

Holidays are sometimes moved for the convenience of the calendar. Each year, Americans celebrate George Washington's birthday on the third Monday of February - not on his actual birthday, which is February 22 - to ensure that the public has a long weekend. Yet the logic behind declaring Tuesday, April 17, "Equal Pay Day" as the feminist movement has dubbed it, is increasingly flawed.

Equal Pay Day is supposed to represent the day that women have finally earned enough to make up for last year's wage gap. According to the Bureau of Labor Statistics, full-time working women earned 81 percent of what full-time working men earned in 2010 (the most recent data available), leaving a "gap" of 19 percent between the sexes. But that means to make up for that "under-payment," women would have to work through March 10. So we are celebrating Equal Pay Day more than a month late. Yet the mistaken logic of Equal Pay Day goes deeper than this simple calculation. Equal Pay Day presumes that the difference between men and women's average earnings stems from discrimination, as President Obama suggested in his official proclamation last year: "I call upon all Americans to recognize the full value of women's skills and their significant contributions to the labor force, acknowledge the injustice of wage discrimination, and join efforts to achieve equal pay."

The wage gap statistic, however, doesn't compare two similarly situated co-workers of different sexes, working in the same industry, performing the same work, for the same number of hours a day. It merely reflects the median earnings of all men and women classified as full-time workers.

The Department of Labor's Time Use Survey, for example, finds that the average full-time working man spends 8.14 hours a day on the job, compared to 7.75 hours for the full-time working woman. Employees who work more likely earn more. Men working five percent longer than women alone explains about one-quarter of the wage gap.

There are numerous other factors that affect pay. Most fundamentally, men and women tend to gravitate toward different industries. Feminists may charge that women are socialized into lower-paying sectors of the economy. But women considering the decisions they've made likely have a different view. Women tend to seek jobs with regular hours, more comfortable conditions, little travel, and greater personal fulfillment. Often times, women are willing to trade higher pay for jobs with other characteristics that they find attractive.

Men, in contrast, often take jobs with less desirable characteristics in pursuit of higher pay. They work long hours and overnight shifts. They tar roofs in the sun, drive trucks across the country, toil in sewer systems, stand watch as prison guards, and risk injury on fishing boats, in coal mines, and in production plants. Such jobs pay more than others because otherwise no one would want to do them.

Unsurprisingly, children play an important role in men and women's work-life decisions. Simply put, women who have children or plan to have children tend to be willing to trade higher pay for more kid-friendly positions. In contrast, men with children typically seek to earn more money in order to support children, sometimes taking on more hours and less attractive positions to do so.

Academics can debate why men and women make these different choices. The important takeaway, however, is that there are many reasons that men and women on average earn different amounts. It's a mistake to assume that "wage gap" statistics reflect on-the-job discrimination.

Women have many reasons to celebrate today. Women are increasingly taking on leadership roles in businesses around the world. Technology is increasingly creating more flexible work arrangements, creating new options for parents to combine work and family life. Women are excelling academically (earning far more college degrees than men). Given that the economy tends to place a premium on education, we can expect women to contribute (and earn!) more in the future.

Feminists may protest, but American women aren't the victims of a sexist economy. It's time to declare an end to the Equal Pay Day myth.

Carrie Lukas is the managing director of the Independent Women's Forum.

READINGS

Case Studies from the Workplace

a) Female Custodians Settle Lawsuit against the U.S. for \$2.5 Million

In November 2001, more than 300 current and former female custodians won a \$2.5 million settlement resulting from a pay equity lawsuit filed against AOC (Architect of the Capitol, Inc.) in 1997 by a group of African American female custodians on Capitol Hill. The lawsuit alleged violations of the Equal Pay Act and Title VII of the 1964 Civil Rights Act. It charged that female custodial workers were paid significantly less than their male co-workers for performing essentially the same work. Custodians working at the Capitol, in Washington DC, are federal civil servants. At the time the suit was filed, the highest pay possible for a female custodian to earn was \$10.08 per hour. For male custodians, the highest pay possible to earn was \$11.10 per hour. The disparity was due to discriminatory federal Wage Grade classifications. Women were classified under WG-2 and men under WG-3. Under the settlement, all custodians, male and female, were to receive upgrades to WG-3. Lump sum payments of approximately \$1000 to \$8000 were to be paid to each female represented. The federal government, which had contracted with the AOC as a private firm to clean the Capitol, defended the firm through the U.S. Justice Department. As a result of the settlement, the government was required to pay not only the \$2.5 million, but also the attorneys' fees and costs of class counsel for the plaintiffs. www.afscme.org/press/9628.cfm
www.now.org/issues/economic/122801payequity.html

b) Female Workers at Lawrence Livermore National Laboratories – Sex Discrimination Suit

In 1998, six women members of the Society of Professional Scientists and Engineers at Lawrence Livermore Lab filed a class action sex discrimination lawsuit on behalf of 3,000 current and former female employees of the Lab. It alleged a pattern and practice of discrimination and unequal pay across several decades. The lead plaintiff was Mary Singleton, a chemist who worked 22 years at the Lab until retirement. The Women's Association at the Lab had studied salary pay scales and found women's salaries significantly lower than men's for most of the 100 classifications. Women were also not being equally represented in the higher ranking, higher paying classifications, although there were more women in the pool to choose among for promotions. According to the attorney for the plaintiffs, Mark Johnson, "women have been misled for years that something would be done about gender bias, so many women didn't file lawsuits." The lawsuit covered only women who worked at the lab from 1997 to the present. The lawsuit was settled successfully for the women, as of Fall 2003. For more information: <http://www.spse.org/issues.htm> (2005 – Ranking and Pay Equity FACT Sheet)

c) Wal-Mart Class Action Lawsuit for Equal Pay

In June 2001, six current and former Wal-Mart women employees filed a lawsuit in San Francisco's U.S. District Court against the nation's largest private employer, charging discrimination in pay, promotions, training, and job assignments. It also charges that Wal-Mart retaliates against women who complain against such practices. The class-action suit represents more than 500,000 female workers. The lawsuit alleges that male Wal-Mart workers get higher pay than women for the same duties and that Wal-Mart passes over women for promotion and training. Of the company's 1 million employees, about 2/3 are female but women hold less than 1/3 of managerial positions.

Women bringing the suit said they were routinely denied the chance to move up in the company because they were not made aware of openings or given the training needed to advance. Betty Dukes said she also had been rebuffed in attempts to be promoted. Jobs became available that were never posted, and were then filled by men. Women were routinely assigned to certain areas of stores, like selling baby clothes, as opposed to goods like hardware. "I can mix a can of paint," one woman said. (See NY Times, June 20, 2001 "6 Women Sue Wal-Mart, Charging Bias" and *Selling Women Short*, by Liza Featherstone, 2004)

d) *Ledbetter v. Goodyear*

The 5-4 Supreme Court decision in 2007 in *Ledbetter v. Goodyear* made it virtually impossible for women who face pay discrimination to take action against their employers. The ruling (that complaints had to be filed within six months of the original act of discrimination) distorted Congress' intent to eliminate gender-based and other forms of discrimination in the workplace. That's why the first bill that President Obama signed, on January 29, 2009, was so important. The Lilly Ledbetter Fair Pay Restoration Act restores the long term interpretation of the deadline to be a realistic one of 180 days from any discriminatory paycheck. (National Women's Law Center – Fact Sheet on Supreme Court ruling and Fair Pay Restoration Act; www.pay-equity.org) Check <http://thomas.loc.gov> and www.pay-equity.org for updates on federal legislation: Paycheck Fairness Act and Fair Pay Act.

RESOURCES

More Lesson Ideas and Resources:

www.classroomtools.com/howmuch.htm (copyright 2000-2009)

These lessons are on the workforce, and help students understand pay equity, at the same time they improve math and economics skills and concepts. Statistics used in the charts and quizzes are from the U.S. Department of Labor, with a list of community and government resources and websites.

www.equalpay.info (website for links to NCPE, AAUW, www.wageproject.org, etc.)

www.pay-equity.org

Recommended Books:

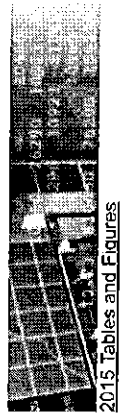
Working -- Studs Terkel

Nickel and Dimed: On Not Getting by in America -- Barbara Ehrenreich

Selling Women Short: the landmark battle for workers' rights at Wal-Mart -- Liza Featherstone

Getting Even: why women aren't paid like men and what to do about it -- Evelyn Murphy

Ask For It: How Women Can Use the Power of Negotiation to Get What They Really Want -- Linda Babcock and Sara Laschever



DIGEST of EDUCATION STATISTICS

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Table 502.30. Median annual earnings of full-time year-round workers 25 to 34 years old and full-time year-round workers as a percentage of the labor force, by sex, race/ethnicity, and educational attainment: Selected years, 1995 through 2014

[Amounts in constant 2014 dollars. Standard errors appear in parentheses]

Sex, race/ethnicity, and educational attainment	1995	2000	2004	2005	2007	2009	2010	2011	2012	2013	2014
	2	3	4	5	6	7	8	9	10	11	12
Total, all full-time year-round workers 25 to 34 years old											
Median annual earnings, all education levels	\$38,840 (215)	\$41,240 (131)	\$40,700 (939)	\$39,980 (1,092)	\$39,960 (#)	\$41,890 (1,090)	\$40,580 (840)	\$39,940 (99)	\$39,180 (901)	\$40,650 (#)	\$40,000 (80)
Less than high school completion	24,620 (391)	24,880 (540)	25,030 (23)	24,900 (776)	25,030 (707)	22,990 (797)	22,790 (853)	24,060 (869)	23,630 (840)	24,330 (726)	24,960 (1,440)
High school completion ¹	32,290 (308)	34,360 (241)	33,740 (457)	33,810 (1,136)	33,070 (716)	33,020 (17)	32,470 (33)	31,520 (25)	30,890 (16)	30,480 (2)	30,000 (2)
Some college, no degree	36,110 (673)	39,660 (516)	39,060 (1,017)	38,030 (777)	37,530 (880)	36,600 (1,264)	35,720 (937)	33,670 (526)	33,870 (740)	34,630 (1,185)	31,810 (827)
Associate's degree	38,550 (632)	41,240 (390)	41,180 (1,313)	41,170 (1,044)	39,730 (157)	39,610 (1,062)	40,150 (1,118)	38,980 (1,525)	36,830 (1,495)	38,150 (2,157)	34,970 (455)
Bachelor's or higher degree	51,230 (874)	54,980 (284)	53,860 (1,381)	53,180 (1,077)	54,640 (1,467)	54,990 (35)	52,910 (1,090)	52,620 (359)	51,510 (17)	50,810 (1,298)	51,980 (783)
Bachelor's degree	48,100 (391)	54,870 (406)	51,210 (1,111)	49,460 (1,336)	51,180 (905)	49,640 (299)	48,850 (675)	47,330 (661)	48,360 (920)	49,320 (1,737)	49,880 (150)
Master's or higher degree	61,590 (1,132)	65,870 (2,034)	62,190 (288)	60,540 (54)	63,560 (2,231)	65,340 (2,231)	62,340 (1,076)	62,340 (1,581)	61,480 (1,168)	60,540 (454)	59,060 (1,258)
Percent, 2 all education levels	63.6 (0.44)	68.4 (0.32)	66.2 (0.38)	66.6 (0.37)	67.8 (0.36)	61.0 (0.41)	61.9 (0.42)	63.3 (0.41)	64.2 (0.44)	65.1 (0.49)	67.1 (0.40)
Less than high school completion	49.6 (1.37)	59.4 (1.02)	60.1 (1.26)	60.0 (1.32)	56.5 (1.26)	47.0 (1.25)	44.9 (1.52)	48.1 (1.43)	48.6 (1.38)	53.3 (1.72)	55.1 (1.51)
High school completion ¹	62.8 (0.79)	67.2 (0.59)	65.6 (0.71)	66.9 (0.75)	67.0 (0.71)	55.3 (0.74)	57.0 (0.80)	59.1 (0.78)	60.3 (0.80)	61.7 (1.07)	65.3 (0.87)
Some college, no degree	61.5 (0.99)	67.8 (0.71)	63.1 (0.93)	63.5 (0.83)	64.8 (0.92)	58.7 (0.91)	58.1 (0.92)	59.0 (0.99)	59.2 (1.00)	59.0 (1.10)	61.6 (0.84)
Associate's degree	67.4 (1.41)	70.9 (1.01)	65.8 (1.16)	67.8 (1.16)	67.8 (1.23)	65.1 (1.18)	63.6 (1.29)	65.4 (1.17)	64.8 (1.18)	67.5 (1.51)	65.8 (1.17)
Bachelor's or higher degree	70.4 (0.79)	72.3 (0.55)	70.7 (0.70)	70.2 (0.67)	73.5 (0.59)	69.4 (0.63)	71.4 (0.59)	71.4 (0.62)	72.8 (0.62)	72.1 (0.71)	73.5 (0.63)
Bachelor's degree	70.5 (0.90)	73.1 (0.62)	70.9 (0.74)	70.9 (0.76)	73.2 (0.70)	69.1 (0.77)	71.2 (0.71)	71.1 (0.72)	72.9 (0.75)	71.9 (0.84)	73.4 (0.72)
Master's or higher degree	69.8 (1.65)	69.6 (1.18)	70.1 (1.42)	68.2 (1.27)	74.4 (1.21)	70.0 (1.10)	71.7 (1.23)	72.2 (1.25)	72.5 (1.20)	72.6 (1.32)	73.5 (1.14)
Male											
Median annual earnings, all education levels	41,840 (286)	43,980 (210)	43,870 (#)	42,430 (#)	43,320 (100)	44,140 (#)	43,290 (31)	42,010 (34)	41,240 (1)	40,650 (355)	40,950 (1,006)
Less than high school completion	27,590 (728)	27,390 (342)	26,040 (129)	26,560 (1,055)	26,250 (572)	25,000 (1,075)	26,050 (842)	26,270 (1,115)	25,360 (1,008)	24,780 (393)	25,000 (829)
High school completion ¹	37,190 (611)	39,610 (650)	37,560 (150)	36,220 (49)	35,200 (1,067)	36,290 (1,245)	35,610 (909)	34,150 (870)	33,850 (742)	32,220 (485)	32,970 (1,154)
Some college, no degree	40,310 (555)	43,720 (369)	43,660 (501)	42,320 (319)	41,880 (1,567)	42,670 (982)	41,120 (999)	38,610 (1,257)	38,840 (868)	38,960 (1,438)	35,790 (822)
Associate's degree	40,070 (1,029)	48,080 (751)	46,310 (1,115)	47,130 (1,880)	45,360 (379)	46,000 (1,697)	43,330 (466)	44,040 (1,822)	45,000 (2,828)	42,420 (2,467)	40,060 (1,548)
Bachelor's or higher degree	57,750 (895)	63,120 (570)	62,580 (720)	60,580 (1,934)	58,880 (1,119)	60,060 (606)	57,280 (1,931)	57,220 (1,089)	56,540 (529)	57,870 (2,179)	57,890 (1,704)
Bachelor's degree	54,330 (719)	61,550 (824)	57,600 (1,616)	54,510 (1,303)	56,950 (52)	55,700 (1,416)	54,050 (165)	52,370 (128)	51,530 (602)	52,790 (1,277)	54,710 (559)
Master's or higher degree	68,760 (2,204)	75,460 (2,043)	65,070 (3,830)	66,860 (4,044)	70,440 (3,434)	76,410 (3,202)	69,660 (1,521)	71,560 (2,473)	67,020 (2,435)	67,850 (2,567)	64,630 (1,440)
Percent, 2 all education levels	69.7 (0.57)	75.1 (0.40)	72.3 (0.52)	72.5 (0.48)	72.2 (0.51)	62.8 (0.58)	64.5 (0.56)	67.4 (0.57)	68.4 (0.53)	69.5 (0.62)	72.4 (0.55)
Less than high school completion	54.3 (1.71)	67.8 (1.22)	67.0 (1.43)	66.7 (1.54)	61.1 (1.51)	49.2 (1.71)	47.4 (1.81)	55.5 (1.74)	54.1 (1.88)	59.9 (2.06)	63.0 (1.85)
High school completion ¹	69.3 (1.00)	73.6 (0.73)	71.0 (0.95)	73.5 (0.91)	71.9 (0.94)	57.4 (1.01)	60.6 (1.01)	63.8 (1.00)	65.5 (1.00)	67.0 (1.27)	71.4 (1.00)
Some college, no degree	68.5 (1.31)	76.1 (0.91)	69.7 (1.22)	70.7 (1.13)	71.1 (1.31)	62.7 (1.31)	62.0 (1.17)	64.2 (1.33)	63.9 (1.41)	63.9 (1.56)	67.8 (1.19)
Associate's degree	78.6 (1.81)	80.9 (1.31)	74.9 (1.63)	75.1 (1.65)	73.4 (1.70)	70.1 (1.65)	68.6 (1.77)	71.6 (1.61)	71.8 (1.70)	76.3 (2.03)	71.0 (1.79)
Bachelor's or higher degree	75.9 (1.04)	78.0 (0.72)	77.1 (0.82)	77.4 (0.93)	77.7 (0.94)	71.8 (0.94)	75.0 (0.80)	75.3 (0.84)	77.1 (0.87)	75.7 (1.01)	78.7 (0.87)
Bachelor's degree	76.4 (1.19)	78.8 (0.81)	77.2 (0.93)	74.5 (1.01)	78.0 (1.07)	70.6 (1.15)	75.4 (0.91)	74.7 (0.98)	77.3 (0.94)	74.8 (1.34)	78.5 (1.02)
Master's or higher degree	74.5 (2.11)	75.3 (1.58)	76.7 (1.72)	75.1 (2.00)	76.8 (1.93)	75.6 (1.61)	74.0 (1.88)	77.3 (1.63)	76.4 (1.82)	78.0 (1.83)	79.2 (1.61)
Female											
Median annual earnings, all education levels	33,880 (279)	38,100 (327)	37,550 (17)	36,320 (35)	37,610 (442)	38,530 (230)	37,880 (37)	36,790 (21)	36,090 (810)	37,530 (800)	35,960 (695)
Less than high school completion	20,100 (784)	20,590 (576)	22,060 (951)	20,360 (774)	20,340 (922)	20,930 (639)	19,300 (716)	19,930 (494)	18,460 (797)	20,230 (587)	19,950 (324)
High school completion ¹	27,360 (461)	30,120 (329)	29,900 (815)	28,970 (197)	27,440 (1,103)	27,530 (28)	27,110 (68)	27,270 (772)	25,760 (9)	25,390 (14)	25,000 (353)
Some college, no degree	31,050 (449)	34,330 (336)	34,950 (1,561)	33,840 (481)	34,150 (820)	32,220 (1,080)	32,040 (1,102)	30,460 (1,152)	30,260 (647)	30,230 (139)	28,040 (1,016)
Associate's degree	37,200 (1,386)	36,620 (492)	37,310 (314)	35,550 (433)	35,390 (1,186)	34,090 (1,331)	37,630 (927)	33,760 (1,405)	32,590 (999)	32,950 (1,040)	29,740 (271)

[Amounts in constant 2014 dollars. Standard errors appear in parentheses]

Sex, race/ethnicity, and educational attainment	1995	2000	2004	2005	2007	2009	2010	2011	2012	2013	2014
1											
Bachelor's or higher degree	46,250 (654)	49,490 (343)	50,050 (135)	48,200 (127)	48,990 (1,093)	49,600 (26)	47,760 (1,276)	47,250 (60)	48,300 (715)	47,560 (1,554)	49,810 (957)
Bachelor's degree	43,340 (939)	47,970 (383)	47,210 (802)	45,460 (1,109)	45,490 (106)	44,240 (1,283)	43,410 (1,226)	43,100 (1,403)	44,280 (1,274)	45,340 (490)	44,990 (144)
Master's or higher degree	53,660 (1,482)	57,160 (1,151)	56,910 (1,419)	56,910 (2,229)	57,300 (1,725)	59,580 (2,331)	54,100 (96)	54,160 (1,635)	55,190 (1,504)	54,790 (1,480)	54,590 (644)
Percent, 2 all education levels											
Less than high school completion	56.6 (0.67)	60.7 (0.49)	58.9 (0.56)	59.6 (0.57)	62.7 (0.57)	58.9 (0.53)	58.7 (0.53)	58.6 (0.52)	59.3 (0.63)	59.9 (0.76)	60.8 (0.56)
High school completion ¹	41.3 (2.24)	45.3 (1.68)	47.0 (1.95)	45.9 (1.83)	45.9 (2.22)	42.7 (2.03)	39.4 (2.22)	34.1 (2.03)	37.8 (1.96)	41.1 (2.70)	38.5 (1.98)
Some college, no degree	54.4 (1.23)	58.5 (0.96)	57.4 (1.23)	57.0 (1.11)	59.4 (1.13)	51.8 (1.12)	51.1 (1.19)	51.6 (1.19)	51.9 (1.24)	52.4 (1.64)	54.9 (1.29)
Associate's degree	53.9 (1.46)	59.2 (1.08)	55.8 (1.35)	55.7 (1.19)	57.9 (1.22)	54.1 (1.28)	53.6 (1.29)	53.3 (1.28)	53.3 (1.22)	53.4 (1.69)	54.6 (1.28)
Bachelor's or higher degree	57.5 (2.05)	62.7 (1.45)	56.9 (1.54)	60.8 (1.57)	62.7 (1.75)	60.8 (1.65)	59.1 (1.67)	59.5 (1.75)	58.8 (1.69)	59.6 (2.13)	61.1 (1.51)
Bachelor's degree	64.7 (1.17)	66.8 (0.82)	64.9 (1.03)	66.0 (0.99)	69.9 (0.76)	67.2 (0.82)	68.0 (0.77)	68.0 (0.84)	68.9 (0.90)	69.6 (0.98)	68.7 (0.83)
Master's or higher degree	64.9 (1.32)	67.6 (0.93)	65.0 (1.10)	67.4 (1.18)	68.7 (0.92)	67.9 (1.04)	67.2 (0.94)	67.8 (1.06)	68.5 (1.13)	69.1 (1.16)	68.6 (0.94)
Master's or higher degree	63.9 (2.57)	64.2 (1.71)	64.4 (2.05)	62.6 (1.76)	72.6 (1.52)	65.7 (1.58)	70.0 (1.63)	68.6 (1.76)	69.7 (1.71)	68.5 (1.79)	68.9 (1.58)
White											
Median annual earnings, all education levels											
Less than high school completion	40,380 (244)	44,990 (386)	44,950 (290)	42,430 (94)	45,640 (1,357)	44,140 (#)	43,380 (24)	42,090 (152)	42,230 (1,268)	42,640 (333)	42,940 (745)
High school completion ¹	27,300 (1,089)	28,580 (567)	30,640 (498)	27,820 (1,587)	27,350 (1,642)	27,210 (1,082)	27,130 (430)	29,170 (1,244)	25,400 (1,112)	30,490 (2,007)	28,540 (1,945)
Some college, no degree	37,280 (703)	41,110 (353)	40,590 (903)	36,270 (44)	34,230 (20)	35,240 (785)	34,690 (928)	33,620 (651)	33,340 (712)	32,190 (635)	32,940 (1,216)
Associate's degree	40,270 (784)	43,570 (425)	43,350 (427)	42,000 (453)	41,980 (1,509)	43,970 (1,820)	43,070 (815)	36,530 (1,159)	36,010 (1,148)	35,540 (806)	34,940 (1,62)
Bachelor's or higher degree	52,750 (927)	54,990 (314)	55,150 (1,304)	54,100 (914)	54,740 (1,084)	55,000 (39)	53,780 (862)	52,250 (94)	51,500 (19)	50,810 (1,503)	36,490 (1,346)
Bachelor's degree	49,700 (482)	54,890 (362)	52,520 (273)	49,670 (1,086)	51,270 (68)	49,650 (873)	49,400 (1,228)	49,400 (1,223)	48,910 (1,093)	50,520 (2,046)	52,840 (1,111)
Master's or higher degree	61,750 (1,076)	65,770 (2,260)	62,130 (905)	60,340 (61)	62,400 (952)	63,540 (1,873)	58,980 (931)	61,820 (1,692)	58,720 (2,551)	59,740 (835)	49,920 (50)
Percent, 2 all education levels											
Less than high school completion	64.5 (0.52)	68.2 (0.39)	66.1 (0.52)	66.9 (0.49)	68.3 (0.47)	62.5 (0.52)	63.3 (0.52)	65.6 (0.54)	66.0 (0.54)	66.3 (0.68)	67.8 (0.49)
High school completion ¹	48.5 (2.03)	55.2 (1.76)	55.6 (2.31)	58.7 (2.29)	51.8 (2.28)	41.0 (2.43)	39.5 (2.78)	41.2 (2.70)	45.0 (2.44)	47.3 (3.27)	47.1 (2.69)
Some college, no degree	62.7 (0.94)	66.2 (0.75)	64.2 (0.94)	66.6 (0.92)	66.9 (0.89)	55.9 (1.04)	57.1 (1.08)	60.8 (1.15)	61.7 (1.10)	62.4 (1.41)	66.6 (1.17)
Associate's degree	62.3 (1.18)	67.6 (0.88)	62.7 (1.19)	64.2 (1.02)	63.7 (1.18)	59.0 (1.14)	57.0 (1.20)	60.7 (1.25)	59.2 (1.39)	60.5 (1.53)	62.1 (1.23)
Bachelor's or higher degree	66.7 (1.63)	68.2 (1.23)	63.4 (1.36)	66.9 (1.41)	69.6 (1.51)	65.4 (1.54)	63.9 (1.60)	65.7 (1.29)	66.2 (1.45)	66.9 (1.85)	67.1 (1.44)
Bachelor's degree	70.6 (0.99)	72.2 (0.63)	71.4 (0.77)	69.8 (0.79)	72.8 (0.65)	69.5 (0.77)	71.7 (0.69)	72.4 (0.76)	72.8 (0.74)	71.9 (0.91)	74.2 (0.74)
Master's or higher degree	70.3 (1.84)	69.9 (1.36)	71.0 (1.66)	68.8 (1.56)	73.3 (1.48)	69.5 (1.43)	72.3 (1.47)	72.8 (1.44)	73.2 (0.88)	72.0 (1.03)	73.9 (0.87)
Black											
Median annual earnings, all education levels											
Less than high school completion	32,550 (559)	34,360 (362)	34,420 (1,135)	34,630 (1,227)	34,170 (44)	33,090 (134)	34,300 (778)	33,560 (765)	32,780 (482)	33,830 (1,713)	30,810 (1,015)
High school completion ¹	21,460 (1,689)	22,780 (1,066)	24,340 (934)	24,710 (1,436)	21,440 (2,087)	24,500 (3,868)	22,010 (2,005)	20,470 (772)	21,740 (1,748)	20,810 (1,299)	20,480 (2,189)
Some college, no degree	27,890 (896)	30,050 (497)	29,800 (724)	27,820 (1,223)	29,490 (1,496)	27,540 (957)	27,140 (794)	26,620 (1,103)	27,260 (1,371)	25,420 (1,370)	24,970 (581)
Associate's degree	34,130 (1,321)	35,660 (714)	37,370 (1,848)	35,190 (1,697)	34,100 (172)	32,020 (1,703)	31,780 (421)	30,860 (609)	30,930 (1,331)	32,190 (1,535)	27,270 (1,258)
Bachelor's or higher degree	42,540 (1,453)	47,520 (1,285)	48,690 (1,781)	46,960 (1,758)	45,430 (1,252)	49,180 (944)	44,540 (1,553)	43,700 (1,889)	45,450 (2,008)	45,320 (766)	30,980 (1,631)
Bachelor's degree	40,340 (1,322)	45,020 (1,968)	44,730 (1,682)	42,760 (2,806)	44,530 (1,304)	44,140 (1,715)	42,870 (534)	41,200 (1,036)	40,690 (846)	40,580 (3,074)	46,800 (2,441)
Master's or higher degree	51,440 (1,938)	55,510 (2,553)	59,030 (4,952)	52,200 (3,680)	51,320 (2,668)	58,590 (2,859)	53,310 (6,466)	52,620 (1,090)	56,360 (2,279)	55,400 (5,867)	49,170 (1,237)
Percent, 2 all education levels											
Less than high school completion	62.4 (1.30)	69.7 (1.28)	64.3 (1.12)	64.5 (1.19)	65.0 (1.21)	57.4 (1.13)	57.7 (1.26)	55.7 (1.33)	58.5 (1.23)	59.6 (1.51)	61.7 (1.12)
High school completion ¹	42.4 (4.02)	48.8 (4.46)	48.6 (4.06)	40.3 (3.98)	43.9 (4.11)	38.1 (4.26)	30.5 (3.73)	30.3 (3.80)	27.5 (4.20)	40.9 (5.90)	39.0 (5.19)
Some college, no degree	60.7 (2.11)	68.3 (2.16)	64.5 (1.92)	64.0 (2.01)	60.4 (2.11)	48.9 (1.93)	53.6 (2.03)	50.8 (2.16)	51.4 (2.22)	51.2 (2.64)	58.5 (1.78)
Associate's degree	62.2 (2.51)	69.8 (2.57)	61.5 (2.28)	59.3 (2.65)	65.5 (2.78)	57.7 (2.21)	56.2 (2.42)	50.8 (2.40)	58.0 (2.18)	54.6 (2.94)	58.9 (2.36)
Bachelor's or higher degree	69.9 (4.29)	78.0 (3.79)	68.6 (4.20)	72.2 (3.57)	57.9 (3.78)	63.2 (3.58)	61.5 (3.25)	69.0 (3.32)	58.9 (3.34)	64.2 (4.19)	59.3 (3.23)
Bachelor's degree	77.3 (2.85)	78.6 (2.58)	72.0 (2.16)	79.0 (1.94)	82.0 (1.95)	73.5 (2.05)	72.4 (2.11)	69.1 (2.11)	76.2 (2.12)	78.2 (2.27)	74.2 (2.07)
Master's or higher degree	76.1 (3.15)	79.4 (2.80)	71.7 (2.66)	79.9 (2.14)	82.5 (2.44)	73.1 (2.46)	71.1 (2.70)	68.5 (2.41)	75.1 (2.47)	74.3 (2.99)	73.4 (2.52)
Master's or higher degree	84.0 (6.41)	74.9 (6.52)	72.8 (4.96)	76.5 (3.95)	80.5 (3.78)	74.7 (3.60)	76.5 (3.65)	70.6 (4.32)	79.3 (3.96)	88.6 (3.30)	76.4 (3.53)
Hispanic											
Median annual earnings, all education levels											
Less than high school completion	29,110 (679)	30,790 (460)	30,080 (1,090)	30,290 (10)	30,810 (769)	31,810 (1,399)	32,530 (642)	31,520 (22)	30,830 (45)	30,120 (123)	30,000 (103)
High school completion ¹	23,100 (626)	23,370 (482)	24,520 (1,675)	24,100 (75)	23,500 (819)	21,950 (83)	21,630 (282)	22,800 (989)	23,130 (1,205)	23,180 (1,800)	23,820 (909)
Some college, no degree	29,250 (1,214)	31,570 (820)	29,020 (1,055)	29,020 (1,727)	29,460 (947)	28,390 (877)	30,220 (980)	29,410 (1,353)	28,430 (788)	28,730 (1,138)	29,990 (822)
Associate's degree	30,320 (1,384)	36,360 (968)	37,580 (1,445)	37,990 (1,727)	35,290 (1,096)	35,610 (1,013)	34,440 (1,493)	31,550 (821)	32,760 (1,398)	30,370 (1,077)	31,060 (1,338)
Bachelor's or higher degree	36,910 (2,218)	40,710 (1,746)	37,250 (1,757)	41,110 (1,969)	33,230 (1,484)	33,910 (1,422)	36,790 (1,422)	36,510 (1,523)	34,370 (1,791)	33,130 (2,304)	29,920 (1,540)
Bachelor's degree	46,280 (1,802)	49,960 (1,770)	49,510 (1,896)	49,370 (2,270)	49,440 (1,804)	50,290 (1,657)	47,880 (2,144)	43,350 (1,846)	46,040 (592)	46,560 (1,500)	47,390 (2,413)
Master's or higher degree	43,590 (2,076)	48,130 (1,319)	46,430 (2,750)	47,830 (841)	45,670 (3,380)	48,930 (1,074)	45,290 (3,273)	41,690 (313)	44,000 (2,105)	45,690 (1,485)	44,220 (1,400)
Master's or higher degree	64,830 (8,743)	52,470 (3,216)	61,580 (2,300)	60,970 (4,268)	66,100 (3,068)	58,400 (4,377)	53,010 (3,882)	53,550 (2,628)	51,560 (4,168)	50,350 (5,655)	57,130 (2,404)

[Amounts in constant 2014 dollars. Standard errors appear in parentheses]

Sex, race/ethnicity, and educational attainment	1995	2000	2004	2005	2007	2009	2010	2011	2012	2013	2014
	2	3	4	5	6	7	8	9	10	11	12
Percent² all education levels	60.5 (1.32)	68.7 (1.14)	68.0 (0.84)	68.1 (0.82)	67.9 (0.86)	58.2 (0.96)	59.4 (0.85)	61.4 (0.89)	61.8 (0.87)	64.7 (1.04)	65.9 (0.94)
Less than high school completion	53.5 (2.27)	64.4 (2.00)	64.8 (1.52)	64.9 (1.67)	61.1 (1.72)	51.8 (1.67)	50.4 (1.77)	54.9 (1.69)	54.4 (1.81)	58.9 (2.15)	62.0 (1.96)
High school completion ¹	66.0 (2.31)	70.5 (2.00)	70.8 (1.57)	71.3 (1.40)	72.1 (1.31)	58.2 (1.57)	59.0 (1.64)	61.5 (1.49)	63.3 (1.53)	66.9 (1.78)	67.8 (1.70)
Some college, no degree	58.4 (3.18)	69.5 (2.89)	67.3 (2.16)	66.6 (1.93)	67.9 (2.06)	61.1 (2.28)	64.5 (1.85)	63.0 (2.09)	61.7 (2.13)	58.2 (2.44)	63.3 (1.79)
Associate's degree	67.0 (5.34)	79.0 (3.95)	73.1 (2.69)	70.0 (2.63)	65.6 (3.15)	66.2 (3.03)	65.1 (2.70)	65.3 (3.06)	65.2 (2.90)	73.5 (2.81)	64.4 (2.84)
Bachelor's or higher degree	66.9 (3.73)	70.1 (3.27)	68.9 (2.11)	69.5 (2.11)	73.5 (1.92)	64.4 (2.12)	68.1 (2.10)	68.3 (1.84)	68.4 (1.96)	71.1 (2.00)	70.8 (1.84)
Bachelor's degree	66.3 (4.12)	71.1 (3.57)	68.8 (2.52)	69.3 (2.40)	71.6 (2.15)	64.2 (2.23)	68.1 (2.29)	68.6 (2.13)	67.6 (2.21)	72.2 (2.27)	70.6 (2.10)
Master's or higher degree	69.8 (8.84)	65.5 (8.05)	69.3 (4.88)	70.4 (4.19)	80.2 (3.55)	65.3 (4.32)	68.2 (3.89)	67.1 (3.97)	71.3 (4.09)	67.5 (4.31)	71.5 (4.16)
Asian³											
Median annual earnings, all education levels	39,290 (1,094)	49,290 (936)	49,350 (1,238)	48,310 (1,966)	51,080 (2,088)	54,290 (814)	49,640 (2,781)	51,800 (2,763)	55,510 (2,577)	51,260 (2,011)	49,520 (681)
Less than high school completion	30,840 (2,256)	25,290 (2,268)	24,120 (3,963)	24,120 (3,963)	24,120 (3,963)	24,120 (3,963)	24,120 (3,963)	24,120 (3,963)	24,120 (3,963)	24,120 (3,963)	24,120 (3,963)
High school completion ¹	34,360 (1,244)	34,360 (1,244)	31,440 (1,391)	32,610 (1,712)	31,830 (2,915)	28,550 (2,232)	31,700 (1,870)	26,250 (1,354)	30,440 (841)	28,390 (2,562)	29,810 (1,870)
Some college, no degree	28,770 (2,706)	39,550 (2,047)	37,110 (3,288)	35,960 (2,524)	39,750 (2,748)	41,910 (3,622)	37,720 (1,549)	32,510 (1,892)	34,240 (2,716)	35,240 (4,790)	33,410 (2,938)
Associate's degree	31,070 (1,905)	40,560 (2,026)	36,100 (5,890)	41,250 (5,116)	40,100 (5,198)	40,040 (4,221)	36,960 (2,914)	36,400 (6,856)	44,440 (3,260)	32,110 (3,058)	33,840 (3,942)
Bachelor's or higher degree	51,110 (2,202)	67,800 (1,402)	61,960 (1,169)	60,600 (1,103)	62,740 (5,200)	65,410 (1,548)	64,980 (1,173)	64,310 (2,488)	66,220 (1,726)	60,880 (2,420)	61,190 (3,195)
Bachelor's degree	46,840 (988)	61,650 (2,483)	59,530 (2,581)	60,590 (3,939)	56,280 (1,955)	54,960 (1,240)	58,640 (4,306)	53,980 (3,488)	61,130 (1,985)	59,080 (2,765)	55,960 (2,275)
Master's or higher degree	58,950 (5,643)	78,640 (6,034)	64,130 (2,676)	65,970 (4,839)	73,940 (2,483)	77,240 (3,319)	74,140 (5,325)	77,060 (4,698)	71,890 (2,024)	75,860 (5,396)	73,080 (4,500)
Percent² all education levels	63.4 (2.98)	68.5 (1.78)	67.1 (1.79)	64.8 (1.57)	71.2 (1.63)	66.7 (1.51)	65.1 (1.46)	65.1 (1.73)	67.9 (1.57)	66.0 (1.79)	68.2 (1.46)
Less than high school completion	46.6 (9.98)	61.6 (8.31)	61.8 (6.81)	49.4 (7.62)	58.3 (8.93)	52.4 (11.87)	46.6 (11.24)	56.2 (6.80)	50.9 (7.17)	53.3 (9.35)	50.8 (7.91)
High school completion ¹	66.9 (7.05)	68.9 (4.59)	73.6 (4.04)	62.5 (4.82)	66.5 (4.09)	59.3 (4.15)	55.9 (3.97)	53.7 (4.47)	64.6 (3.36)	62.4 (5.45)	66.8 (4.47)
Some college, no degree	51.8 (8.46)	63.4 (4.59)	62.4 (5.22)	66.5 (4.65)	73.4 (4.48)	57.4 (5.03)	58.2 (4.93)	58.3 (4.37)	51.7 (4.31)	57.2 (5.79)	58.6 (5.25)
Associate's degree	77.1 (8.01)	72.2 (5.92)	65.1 (6.35)	66.3 (5.93)	70.6 (5.49)	70.3 (4.25)	56.5 (5.57)	55.1 (5.88)	60.6 (5.79)	69.3 (5.81)	72.8 (5.10)
Bachelor's or higher degree	65.6 (4.18)	69.9 (2.35)	67.1 (2.55)	66.0 (2.07)	72.4 (2.04)	70.5 (1.84)	71.1 (1.89)	70.4 (2.08)	72.9 (1.80)	68.5 (2.24)	70.5 (1.65)
Bachelor's degree	68.0 (5.27)	70.8 (2.87)	67.6 (2.65)	68.7 (2.69)	71.6 (2.40)	69.7 (1.86)	72.2 (2.22)	69.6 (2.59)	73.7 (2.31)	67.6 (3.04)	72.9 (2.14)
Master's or higher degree	62.0 (6.80)	67.9 (4.11)	66.1 (3.96)	61.3 (3.08)	73.6 (3.25)	71.6 (3.17)	69.4 (3.15)	71.8 (3.20)	71.7 (2.85)	70.0 (3.51)	66.9 (2.83)
Median annual earnings for other race groups, all education levels											
Pacific Islander ⁴	[³]	[³]	38,260 (8,298)	36,630 (3,907)	39,250 (3,695)	32,050 (5,746)	37,180 (1,428)	36,040 (2,705)	33,090 (5,056)	39,630 (4,420)	34,110 (3,654)
American Indian/Alaska Native ⁴	30,800 (3,084)	34,350 (1,506)	32,280 (2,607)	35,760 (2,065)	35,040 (1,992)	33,110 (4,351)	34,190 (3,434)	30,830 (1,763)	33,910 (2,799)	32,750 (6,664)	29,830 (1,358)
Two or more races ⁴	—	—	38,920 (2,300)	41,210 (1,729)	37,020 (3,516)	37,080 (2,970)	37,780 (1,511)	38,620 (1,733)	36,680 (1,563)	37,170 (3,416)	34,360 (1,974)
Percent² for other race groups, all education levels											
Pacific Islander ⁴	[²]	[³]	64.3 (6.81)	53.7 (6.81)	70.2 (5.06)	46.9 (7.15)	62.2 (6.71)	56.9 (5.50)	69.4 (6.03)	77.2 (6.48)	63.9 (5.09)
American Indian/Alaska Native ⁴	46.9 (8.10)	57.6 (4.94)	54.3 (4.25)	60.2 (4.01)	64.3 (4.58)	59.8 (4.30)	52.9 (4.14)	52.2 (4.58)	55.8 (5.05)	59.4 (5.26)	61.0 (3.84)
Two or more races ⁴	—	—	60.7 (2.46)	61.9 (3.46)	59.5 (3.21)	50.2 (2.95)	60.2 (2.87)	58.1 (2.93)	59.0 (2.94)	61.0 (3.73)	61.6 (3.23)

—Not available.

TNot applicable.

#Rounds to zero.

\$Reporting standards not met (too few cases for a reliable estimate).

1 Includes equivalency credentials, such as the GED credential.

2 Full-time year-round workers as a percentage of the population ages 25 through 34 who reported working or looking for work in the given year.

3 For 1995 and 2000, data for Asians and Pacific Islanders were not reported separately; therefore, Pacific Islanders are included with Asians for 1995 and 2000.

4 For Pacific Islanders, American Indians/Alaska Natives, and persons of Two or more races, data by educational attainment are omitted because these data did not meet reporting standards. All data shown for these three race categories are for persons of all education levels.

NOTE: Beginning in 2004, standard errors were computed using replicate weights, which produced more precise values than the generalized variance function methodology used in prior years. Race categories exclude persons of Hispanic ethnicity. Constant dollars based on the Consumer Price Index, prepared by the Bureau of Labor Statistics, U.S. Department of Labor.

SOURCE: U.S. Department of Commerce, Census Bureau, Current Population Survey (CPS), Annual Social and Economic Supplement, 1996 through 2015. (This table was prepared November 2015.)