



Inequalities Based on Gender and Race Philadelphia's Women Deserve Better

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Women of all ages suffer from inequalities in earnings. In 2004, in the United States, a woman who worked full-time only earned 80.3 percent of what a comparable man earned per week.¹ Earnings disparities are even greater for women of color, women with disabilities, and women who face other labor market disadvantages. Over their lifetimes, women are penalized for taking time out of the labor force to care for children or fulfill domestic responsibilities.

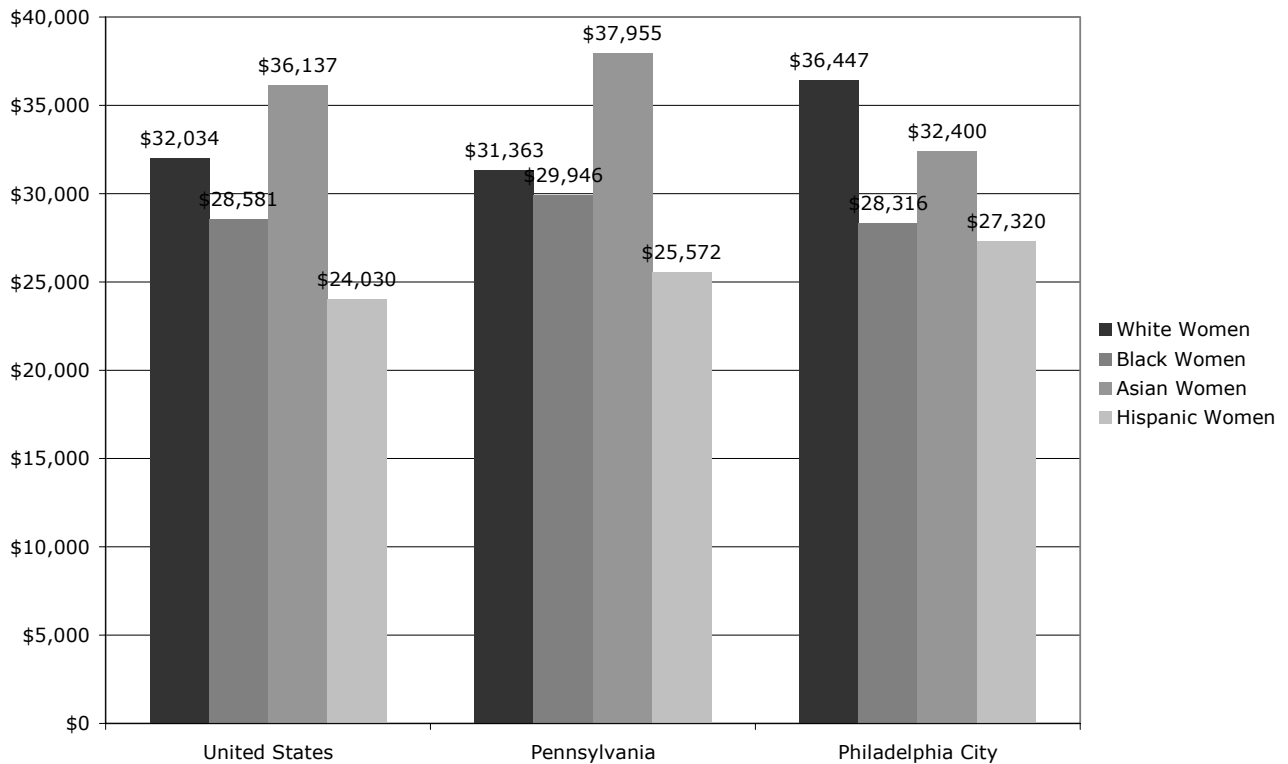
Younger women have lower earnings than other women, yet their earnings tend to be more equal to men's. For example, in the United States as a whole, full-time women workers aged 25 to 34 earned 87.9 percent of comparable men in 2004. This is not to suggest that young women are immune from the effects of gender discrimination: they face lower earnings, diminished incomes, and fewer resources to support themselves and their families than their male counterparts. In fact, researchers recently found that female jobseekers aged 15 to 24 are more than three times more likely than those aged 55 to 64 to report in a confidential survey that they have been hurt by their gender in the labor market.² The researchers suggest that while older women suffer greater economic losses due to discrimination, young women may be less tolerant of gender discrimination and more likely to recognize a particular outcome as resulting from gender.

Earnings of Full-Time Wage And Salary Workers, 2004 Annual Averages		
	Median Weekly Earnings of Women	Women's Earnings as Percent of Men's
16 to 19	\$293	92.2%
20 to 24	\$391	93.8%
25 to 34	\$561	87.9%
35 to 44	\$608	75.6%
45 to 54	\$625	73.0%
55 to 64	\$615	73.0%
65 and over	\$478	74.6%
Total, 16 years and over	\$573	80.3%
Source: U.S. Department of Labor, Bureau of Labor Statistics. 2005. "Highlights of Women's Earnings in 2004." Table 1.		

¹ Source: U.S. Department of Labor, Bureau of Labor Statistics. 2005. "Highlights of Women's Earnings in 2004." Table 1.

² Antecol, Heather and Peter Kuhn. 2000. "Gender as an Impediment to Labor Market Success: Why Do Young Women Report Greater Harm."

Earnings of Women Who Worked Full-Time Year-Round in 2004 in the United States, Pennsylvania, and Philadelphia



Source: YWTF Analysis of the 2004 American Community Survey.

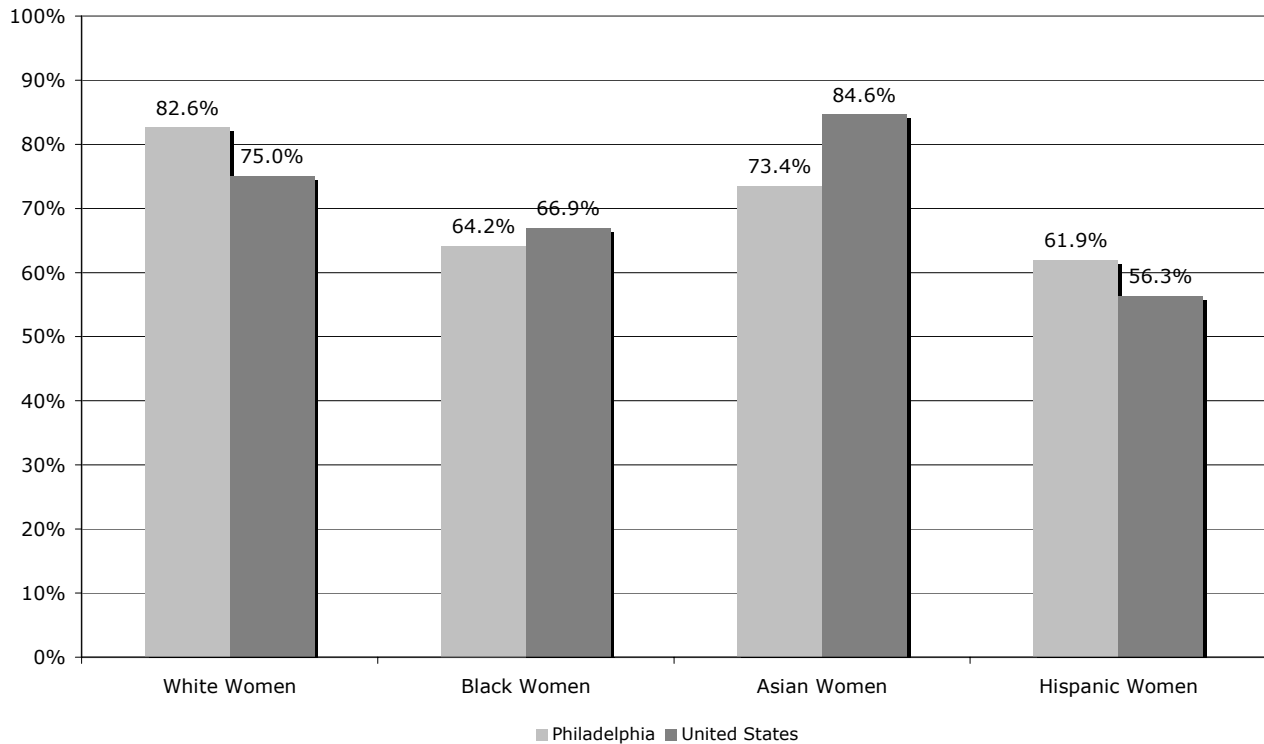
What Do Women Earn in Philadelphia?

Women in Pennsylvania as a whole tend to have earnings that are slightly higher than the national average. The Institute for Women’s Policy Research ranked Pennsylvania 15th out of all states for women’s earnings in 2003. White women earn the most of all women in the city of Philadelphia, at \$36,447 per year, compared with \$32,400 for Asian American women, \$28,316 for Black women, and \$27,320 for Hispanic women. In 2004, white women and Hispanic women earned more in Philadelphia than nationally and in the state of Pennsylvania, while Black women and Asian American women earned less.

How Do Women’s Earnings Compare to Men’s In Philadelphia?

Women of every race and ethnicity earn less than men in Philadelphia. Compared to white men, Hispanic women experience the most inequality in earnings, as they earn only 61.9 percent of what white men do. White and Asian American women have more equal wages, but they still earn only 82.6 percent and 73.4 percent, respectively, of what white men earn.

Women's Earnings, as a Percent of Men's, by Race and Ethnicity, in Philadelphia and the United States, 2004



Note: Sample includes men and women who worked full-time, year-round in 2004.
Source: YWTF Analysis of the 2004 American Community Survey.

What Can We Do About It?

We need stronger pay equity legislation

Employers should not be able to discriminate against women based on perceived differences based on sex. We must strengthen the enforcement of the Equal Employment Opportunity Commission (EEOC) and expand EEOC remedies to include comparable worth.

We need better family friendly policies

Women and men should not be punished for taking time out of the workforce or for working reduced hours due to family responsibilities. Responsible workforce policies, including paid family and medical leave, and protections for part-time workers, can help all people balance their personal and professional responsibilities.

How Do I Get Involved?

The Philadelphia Chapter of the Younger Women's Taskforce is dedicated to strengthening and building networks between young women in the Philadelphia metropolitan area. For more information or to get involved, please contact Andrea Tanner, at 215-661-8416 or actanner@hotmail.com, or visit www.ywtf.org.