

Dimensions of wage inequality, 1973-2007

	Wage gap*						Percentage-point change			
	1973	1979	1989	1995	2000	2007	1973-79	1979-89	1989-2000	2000-07
Total wage inequality										
<i>90/10</i>										
Men	128.0%	130.0%	144.3%	151.1%	150.3%	155.3%	2.0	14.3	6.0	5.0
Women	115.9	103.2	134.9	137.6	137.7	143.7	-12.7	31.8	2.8	6.0
<i>90/50</i>										
Men	60.3%	58.8%	69.2%	76.1%	79.5%	83.0%	-1.5	10.4	10.2	3.6
Women	59.2	60.6	70.5	76.5	78.2	81.3	1.4	9.9	7.7	3.1
<i>50/10</i>										
Men	67.6%	71.1%	75.1%	75.0%	70.8%	72.3%	3.5	3.9	-4.2	1.4
Women	56.7	42.5	64.4	61.1	59.5	62.4	-14.2	21.9	-4.9	2.9
Between group inequality**										
<i>College/high school (H.S.)</i>										
Men	25.3%	20.1%	33.9%	37.1%	42.0%	44.1%	-5.2	13.9	8.1	2.1
Women	37.7	26.5	41.0	46.7	47.9	48.5	-11.2	14.5	6.9	0.6
<i>H.S./Less than H.S.</i>										
Men	22.3%	22.0%	22.1%	26.5%	26.0%	25.2%	-0.3	0.1	3.9	-0.7
Women	26.2	21.3	26.4	29.8	29.5	27.7	-4.9	5.1	3.0	-1.7
<i>Experience***</i>										
<i>Middle/young</i>										
Men	22.0%	21.5%	25.7%	27.0%	22.9%	24.3%	-0.5	4.1	-2.8	1.4
Women	8.0	9.5	17.8	21.8	18.4	20.9	1.5	8.3	0.6	2.5
<i>Old/middle</i>										
Men	3.4%	8.2%	12.4%	12.7%	8.8%	9.5%	4.7	4.3	-3.6	0.7
Women	-2.0	0.4	2.1	5.4	4.6	8.4	2.4	1.7	2.5	3.7
Within group inequality****										
Men	42.3%	42.8%	46.7%	47.8%	48.1%	50.1%	1.4	9.0	3.0	5.0
Women	41.8	40.2	44.7	46.7	45.8	48.4	-3.8	11.4	2.4	3.8

* Log wage differential.

** Differentials based on a simple human capital regression of log wages on four education categorical variables, age as a quartic, race, marital status, region, and ethnicity (Hispanic).

*** Age differentials between 25- and 35-year-olds and 35- and 50-year-olds.

**** Mean square error from same regressions used to estimate experience and education differentials. Changes measured as percent change.

Source: Authors' analysis of CPS ORG data.

Table 3.14 from: Mishel, Lawrence, Jared Bernstein, and Heidi Shierholz, *The State of Working America* 2008/2009. An Economic Policy Institute Book. Ithaca, N.Y.: ILR Press, an imprint of Cornell University Press, 2009.

