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The 'Mommy Tax' and 'Daddy Bonus': Parenthood and Personal Income in the United States Between 1990 and 2010

Justine Calcagno

Center for Latin American, Caribbean, and Latino Studies

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The 'Mommy Tax' and 'Daddy Bonus': Parenthood and Personal Income in the United States between 1990 and 2010

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The Center for Latin American, Caribbean and Latino Studies is a research institute that works for the advancement of the study of Latin America, the Caribbean, and Latinos in the United States in the doctoral programs at the CUNY Graduate Center. One of its major priorities is to provide funding and research opportunities to Latino students at the Ph.D. level.

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The Latino Data Project was developed with the goal of making information available on the dynamically growing Latino population of the United States and especially New York City through the analysis of extant data available from a variety of sources such as the U.S. Census Bureau, the National Institute for Health, the Bureau of Labor Statistics, and state and local-level data sources.

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Table of Contents

Guide to Tables 4

Guide to Figures 7

Executive Summary 10

A Demographic Profile of Parenthood in the United States 12

Parenthood and Personal Income among the Total Population in the United States 23

Parenthood and Personal Income by Age in the United States 26

Parenthood and Personal Income among Major Race/Ethnic Groups in the United States 30

Parenthood and Personal Income among the Five Largest Latino National Subgroups in the United States 36

Parenthood and Personal Income by Level of Educational Attainment in the United States 40

Parenthood and Personal Income by Occupation in the United States 45

Parenthood and Personal Income among the Employed Population in the United States 49

Summary of Key Findings 54

Conclusion 55

Statistical Appendix 56

Guide to Tables

Table 1: Parenthood by Sex among the Total Population, United States, 1990 - 2010 . 12

Table 2: Percentage of Men and Women with Children by Race/Ethnicity, United States, 1990 - 2010 13

Table 3: Percentage of Men and Women with Children by Latino Nationality, United States, 1990 - 2010 15

Table 4: Age Distribution by Parenthood and Sex, United States, 1990 - 2010..... 18

Table 5: Educational Attainment by Parenthood and Sex, United States, 1990 - 2010 . 19

Table 6: Occupation by Parenthood and Sex, United States, 2010..... 20

Table 7: Hours Worked per Week by Parenthood and Sex, United States, 1990 - 2010 21

Table 8: Employment Status by Parenthood and Sex, United States, 1990 - 2010..... 22

Table 9: Full-Time and Part-Time Employment by Parenthood and Sex, United States, 1990 - 2010 22

Table 10: Median Personal Income among the Total Population by Parenthood and Sex, United States, 1990 - 2010 24

Table 11: Difference in Median Personal Income between Men with and without Children, United States, 1990 - 2010..... 24

Table 12: Median Personal Income by Age Group, Parenthood, and Sex, United States, 1990 - 2010 27

Table 13: Median Personal Income among the Non-Hispanic White Population by Parenthood and Sex, United States, 1990 - 2010..... 30

Table 14: Difference in Median Personal Income between Men with and without Children among the Non-Hispanic White Population, United States, 1990 - 2010 30

Table 15: Median Personal Income among the Non-Hispanic Black Population by Parenthood and Sex, United States, 1990 - 2010..... 31

Table 16: Difference in Median Personal Income between Men with and without Children among the Non-Hispanic Black Population, United States, 1990 - 2010 32

Table 17: Median Personal Income among the Asian Population by Parenthood and Sex, United States, 1990 - 2010 33

Table 18: Difference in Median Personal Income between Men with and without Children among the Asian Population, United States, 1990 - 2010 33

Table 19: Median Personal Income among the Latino Population by Parenthood and Sex, United States, 1990 - 2010 34

Table 20: Difference in Median Personal Income between Men with and without Children among the Latino Population, United States, 1990 - 2010 34

Table 21: Median Personal Income among the Five Largest Latino National Subgroups by Parenthood and Sex, United States, 1990 - 2010 37

Table 22: Median Personal Income by Educational Attainment, Parenthood, and Sex United States, 1990 - 2010 42

Table 23: Median Personal Income by Occupation, Parenthood, and Sex, United States, 2010 46

Table 24: Median Personal Income among the Employed Population by Parenthood and Sex, United States, 1990 - 2010 50

Table 25: Difference in Median Personal Income between Employed Men with and without Children, United States, 1990 - 2010 51

Table 26: Median Personal Income among the Employed Population by Part-Time or Full-Time Employment, Parenthood, and Sex, United States, 1990 - 2010 52

Table 27: Median Personal Income by Employment Status, Parenthood, and Sex United States, 1990 - 2010 56

Table 28: Median Personal Income among the Employed Population by Age Group, Parenthood, and Sex, United States, 1990 - 2010..... 57

Table 29: Median Personal Income among Employed Non-Hispanic Whites by Parenthood and Sex, United States, 1990 - 2010..... 58

Table 30: Median Personal Income among Employed Non-Hispanic Blacks by Parenthood and Sex, United States, 1990 - 2010..... 58

Table 31: Median Personal Income among Employed Asians by Parenthood and Sex, United States, 1990 - 2010 59

Table 32: Median Personal Income among Employed Latinos by Parenthood and Sex, United States, 1990 - 2010 59

Table 33: Median Personal Income among the Employed Population in the Five Largest Latino National Subgroups by Parenthood and Sex, United States, 1990 - 2010 60

Table 34: Median Personal Income among the Employed Population by Educational Attainment, Parenthood, and Sex, United States, 1990 - 2010..... 61

Table 35: Median Personal Income among the Employed Population by Occupation, Parenthood, and Sex, United States, 2010..... 62

Guide to Figures

Figure 1: Percentage of Men and Women with Children by Race/Ethnicity, United States, 1990 13

Figure 2: Percentage of Men and Women with Children by Race/Ethnicity, United States, 2000 14

Figure 3: Percentage of Men and Women with Children by Race/Ethnicity, United States, 2010 14

Figure 4: Percentage of Men and Women with Children by Latino Nationality, United States, 1990 16

Figure 5: Percentage of Men and Women with Children by Latino Nationality, United States, 2000 16

Figure 6: Percentage of Men and Women with Children by Latino Nationality, United States, 2010 17

Figure 7: Median Personal Income among the Total Population by Parenthood and Sex, United States, 1990 24

Figure 8: Median Personal Income among the Total Population by Parenthood and Sex, United States, 2000 25

Figure 9: Median Personal Income among the Total Population by Parenthood and Sex, United States, 2010 25

Figure 10: Median Personal Income by Parenthood and Sex, United States, 2010, 16 - 34 Years of Age 28

Figure 11: Median Personal Income by Parenthood and Sex, United States, 2010, 35 - 49 Years of Age 28

Figure 12: Median Personal Income by Parenthood and Sex, United States, 2010, 50 - 64 Years of Age 29

Figure 13: Median Personal Income by Parenthood and Sex, United States, 2010, 65+ Years of Age 29

Figure 14: Median Personal Income by Parenthood and Sex, United States, 2010, Non-Hispanic White Population 31

Figure 15: Median Personal Income by Parenthood and Sex, United States, 2010, Non-Hispanic Black Population 32

Figure 16: Median Personal Income by Parenthood and Sex, United States, 2010, Asian Population 33

Figure 17: Median Personal Income by Parenthood and Sex, United States, 2010, Latino Population..... 35

Figure 18: Median Personal Income by Parenthood and Sex, United States, 2010, Mexican Population 38

Figure 19: Median Personal Income by Parenthood and Sex, United States, 2010, Puerto Rican Population..... 38

Figure 20: Median Personal Income by Parenthood and Sex, United States, 2010, Salvadoran Population 39

Figure 21: Median Personal Income by Parenthood and Sex, United States, 2010, Cuban Population..... 39

Figure 22: Median Personal Income by Parenthood and Sex, United States, 2010, Dominican Population..... 40

Figure 23: Median Personal Income by Parenthood and Sex, United States, 2010, High School Graduate..... 43

Figure 24: Median Personal Income by Parenthood and Sex, United States, 2010, Some College No Degree 43

Figure 25: Median Personal Income by Parenthood and Sex, United States, 2010, Associate’s Degree..... 44

Figure 26: Median Personal Income by Parenthood and Sex, United States, 2010, Bachelor’s Degree 44

Figure 27: Median Personal Income by Parenthood and Sex, United States, 2010, Management and Professional Occupations 46

Figure 28: Median Personal Income by Parenthood and Sex, United States, 2010, Service Occupations..... 47

Figure 29: Median Personal Income by Parenthood and Sex, United States, 2010, Sales and Office Occupations 47

Figure 30: Median Personal Income by Parenthood and Sex, United States, 2010, Natural Resources, Construction, and Maintenance Occupations..... 48

Figure 31: Median Personal Income by Parenthood and Sex, United States, 2010, Production, Transportation, and Material Moving Occupations 48

Figure 32: Median Personal Income by Parenthood and Sex, United States, 2010, Employed Population..... 50

Figure 33: Median Personal Income by Parenthood and Sex, United States, 2010, Full-Time Workers 53

Figure 34: Median Personal Income by Parenthood and Sex, United States, 2010, Part-Time Workers 53

Executive Summary

This study examines the relationship between parenthood, sex, and personal income in the United States between 1990 and 2010.¹ The data analyzed in this report indicate three key trends. First, women who were parents had substantially lower median personal incomes than men who were parents. Second, men who were parents earned markedly higher personal incomes than all women, but also men without children. Third, of the social, economic, and demographic factors examined in this report the principal determining factor which may be used to understand these disparities was the number of hours worked per week.

Among the total population in the United States, women who were parents earned 59% less than men who were parents in 1990. This declined to 49% in 2010. Among the employed population in the United States, women who were parents earned 40% less than men who were parents in 2010, a decline from a 53% difference in 1990. This suggests that women who were parents experienced a substantial ‘mommy tax’ on their personal incomes when compared to the personal income levels of men who were parents over the twenty year period considered in this report.

Men who are parents also earned substantially more than men without children between 1990 and 2010. In 2010, among the total population, men without children earned 40% less than men who were parents. This suggests that men who were parents received a significant ‘daddy bonus’ in their personal incomes when compared to not only women’s personal incomes, but also the incomes of men who were not parents.

¹ This study uses the American Community Survey PUMS (Public Use Microdata Series) data for all years released by the Census Bureau and reorganized for public use by the Minnesota Population Center, University of Minnesota, IPUMSusa, (<https://usa.ipums.org/usa/index.shtml>). See Public Use Microdata Series Steven Ruggles, J. Trent Alexander, Katie Genadek, Ronald Goeken, Matthew B. Schroeder, and Matthew Sobek. Integrated Public Use Microdata Series: Version 5.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2010.

All dollar values have been adjusted for inflation into 2014 values.

There are three measures utilized by the Census to determine income: personal, family, and household income. Each consists of eight possible income sources that are added together if there are multiple sources. These include: 1) wages, ages, salary, commissions, bonuses, or tips from all jobs; 2) self-employment income from own non-farm businesses or farm businesses; 3) interest, dividends, net rental income, royalty income, or income from estates and trusts; 4) social security or railroad retirement; 5) supplemental security income (SSI); 6) any public assistance or welfare payments from the state or local welfare office; 7) retirement, survivor, or disability pensions (not social security); 8) any other sources of income received regularly such as Veterans’ (VA) payments, unemployment compensation, child support, or alimony. See “All About Measures of Income in the Census” at following web site: http://mcdc.missouri.edu/allabout/measures_of_income/

Personal income is utilized as the indicator here because this report examines each individual person’s unique level of income as a function of their gender, parenthood status, along with additional social, economic, and demographic factors.

Unless otherwise noted, all analyses include population who are 16 years of age and older.

Parenthood was defined by whether or not at least one child was living in the home. The factor is limited in that it does not capture parenthood if children have left the home. However, it does indicate the extent to which an individual is currently an active parent, having children in the home.

To understand these trends, a series of social, economic, and demographic factors were examined including age, race/ethnicity, Latino national subgroup, level of educational attainment, broad occupational categories, employment status, and hours worked per week.

The one explanatory factor that stands out was the number of hours worked per week. Women who were parents worked 13% fewer hours per week (35 hours) than men who were parents (40 hours) in 2010. However, this 13% difference in hours worked per week does not match the 40% difference in employed male and female parents' personal incomes in 2010. It is thus likely that disparities in incomes between male and female parents were due partially to hours worked per week, but were also a function of the simple fact that men who were parents were paid higher salaries than women.

Men without children worked the same number of hours per week as men with children between 1990 and 2010 (40 hours). This suggests that hours worked per week may not explain the differences in incomes between men with and without children. Age may partially explain this difference, however, as men with children tended to be slightly older than men without children.

An overall sex disparity between men and women in personal incomes has endured for the past two decades. By 2010, employed women earned 28% less than employed men, a decline from a 42% difference in 1990. It is likely that income disparities were due, at least in part, to the well-known fact that women have historically been paid lower salaries than men.

A Demographic Profile of Parenthood in the United States

Between 1990 and 2010 a greater percentage of women than men were parents in the United States.² In 1990, 43% of women and 36% of men had children. In 2000, 42% of women had children compared with 35% of men. In 2010, 39% of women had children and 31% of men had children. Overall, among the total population, a smaller percentage of people were parents in 2010 than had been the case in 1990. (See table 1).

Table 1
 Parenthood by Sex among the Total Population
 United States, 1990 - 2010

Year	Parenthood	Male	Female
1990	No Children	64%	57%
	Children	36%	43%
	Total	100%	100%
2000	No Children	65%	58%
	Children	35%	42%
	Total	100%	100%
2010	No Children	69%	61%
	Children	31%	39%
	Total	100%	100%

Among each race/ethnic group, a greater proportion of women were parents than men between 1990 and 2010. In 1990, 40% of non-Hispanic white women were parents compared with 37% of non-Hispanic white men. The percentage of non-Hispanic white men and women with children declined in 2010, to 35% of women and 30% of men. Among non-Hispanic blacks, a substantially larger percentage of women were parents than men. In 1990, 51% of non-Hispanic black women were parents and 30% of non-Hispanic black men were parents. By 2010, 44% of non-Hispanic black women and 24% of non-Hispanic black men had children. Among Asian women, 52% were parents in 1990 and 47% were parents in 2010, while among Asian men, 43% were parents in 1990 and 41% in 2010. A greater percentage of Latina women were parents than Latino men in 1990, 2000, and 2010. In 1990, 55% of Latinas were parents compared with 40% of Latino men. By 2010, 53% of Latinas and 38% of Latinos were parents. (See table 2).

By comparison, among the non-Hispanic white and Asian populations, relatively equal percentages of men and women were parents, while among the non-Hispanic black and Latino populations, a greater proportion of women were parents than men between 1990 and 2010. (See figures 1 through 3).

² Unless otherwise noted, analyses in this section include individuals 16 years of age and older.

Table 2
 Percentage of Men and Women with Children by Race/Ethnicity
 United States, 1990 - 2010

Year	Race/Ethnicity	Male	Female
1990	Non-Hispanic White	37%	40%
	Non-Hispanic Black	30%	51%
	Asian	43%	52%
	Latino	40%	55%
	Total Population	36%	43%
2000	Non-Hispanic White	34%	38%
	Non-Hispanic Black	29%	48%
	Asian	43%	50%
	Latino	40%	54%
	Total Population	35%	42%
2010	Non-Hispanic White	30%	35%
	Non-Hispanic Black	24%	44%
	Asian	41%	47%
	Latino	38%	53%
	Total Population	31%	39%

Figure 1
 Percentage of Men and Women with Children by Race/Ethnicity
 United States, 1990

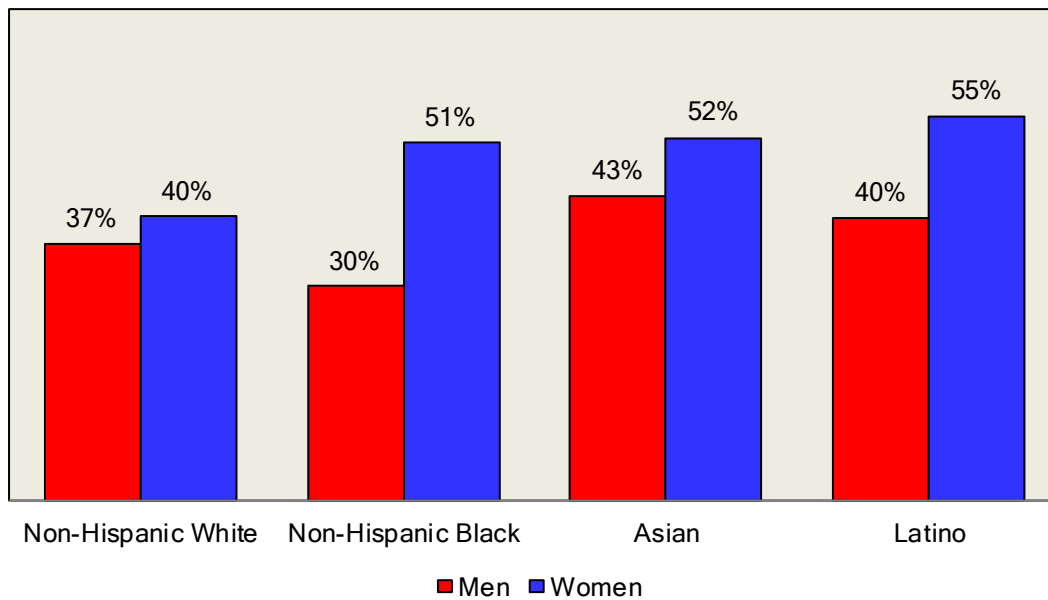


Figure 2
 Percentage of Men and Women with Children by Race/Ethnicity
 United States, 2000

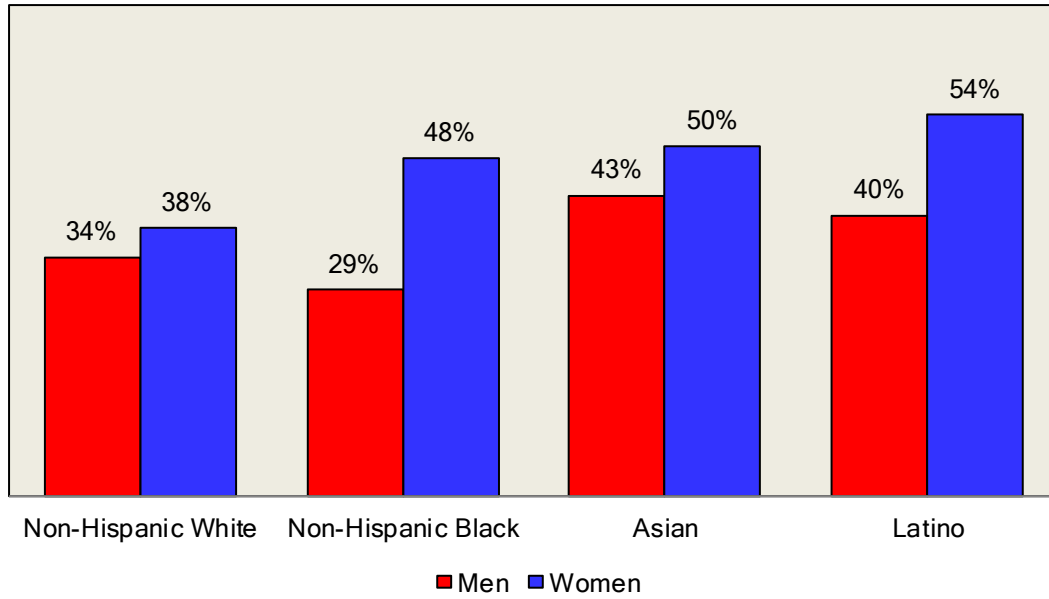
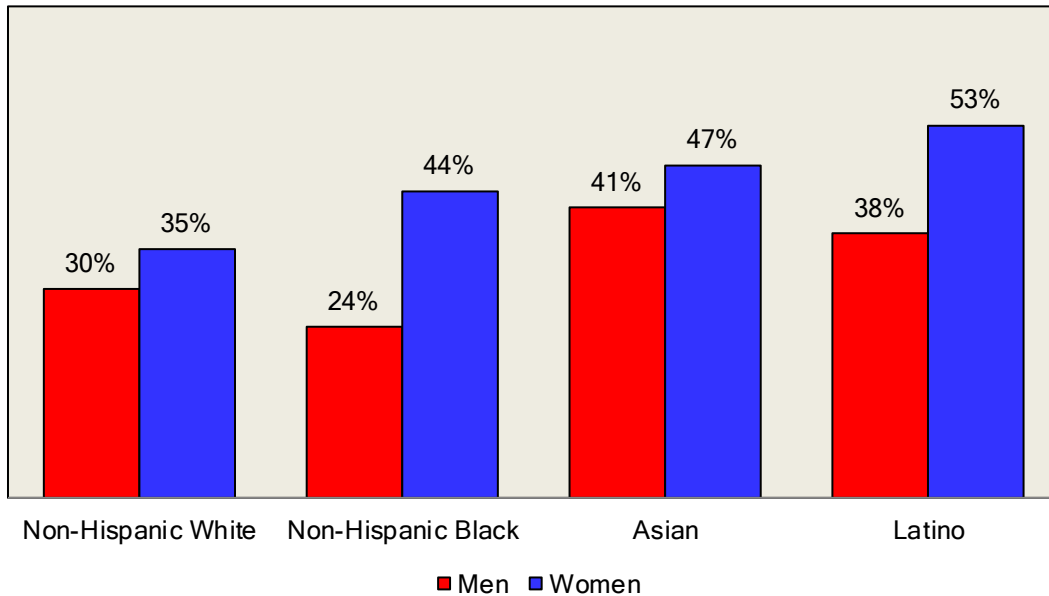


Figure 3
 Percentage of Men and Women with Children by Race/Ethnicity
 United States, 2010



Between 1990 and 2010, among each of the five largest Latino national subgroups in the United States, more women were parents than men. The percentage of Mexican men and women with children was relatively stable between 1990 and 2010. In 1990, 57% of Mexican women were parents compared with 42% of men. In 2010, 55% of Mexican women were parents and 40% of men were parents. Among Puerto Ricans women, 55% were parents in 1990, compared to 48% in 2010; and 36% of Puerto Rican men were parents in 1990, compared with 31% in 2010. Salvadorans had relatively stable percentages of parents between 1990 and 2010. In 1990, 52% of Salvadoran women were parents and 38% of men were parents, while in 2010, 55% of women and 38% of men were parents. Among Cubans, a stable percentage of women were parents in 1990 (46%) and 2010 (45%), while the percentage of Cuban men with children declined slightly, from 39% in 1990 to 34% in 2010. Among Dominicans, a fairly stable percentage of women were parents in 1990 (57%) and 2010 (55%). The percentage of Dominican men who were parents declined slightly between 1990 (37%) and 2010 (33%). (See table 3).

Mexicans and Dominicans consistently had the highest percentages of women with children between 1990 and 2010. Cubans had the lowest percentage of women with children between 1990 and 2010. Mexicans had the highest percentage of men who were parents in 1990 and 2010. The Puerto Rican population had the lowest percentage of men who were parents in both 1990 and 2010. (See figures 4 through 6).

Table 3
 Percentage of Men and Women with Children
 by Latino Nationality
 United States, 1990 - 2010

Year	Nationality	Male	Female
1990	Mexican	42%	57%
	Puerto Rican	36%	55%
	Salvadoran	38%	52%
	Cuban	39%	46%
	Dominican	37%	57%
2000	Mexican	42%	57%
	Puerto Rican	35%	53%
	Salvadoran	43%	58%
	Cuban	38%	46%
	Dominican	39%	57%
2010	Mexican	40%	55%
	Puerto Rican	31%	48%
	Salvadoran	38%	55%
	Cuban	34%	45%
	Dominican	33%	55%

Figure 4
 Percentage of Men and Women with Children by Latino Nationality
 United States, 1990

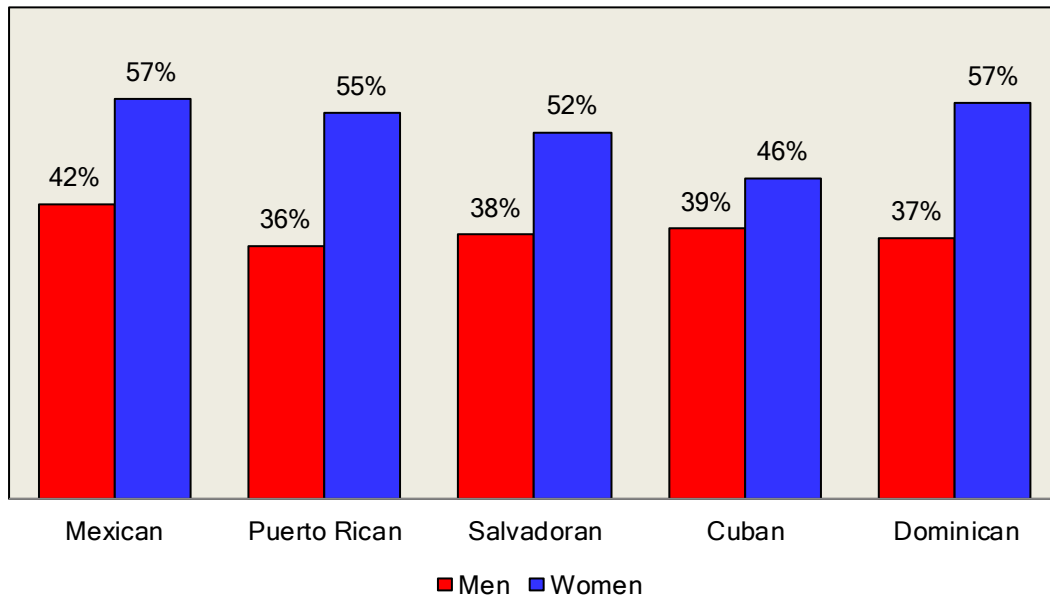


Figure 5
 Percentage of Men and Women with Children by Latino Nationality
 United States, 2000

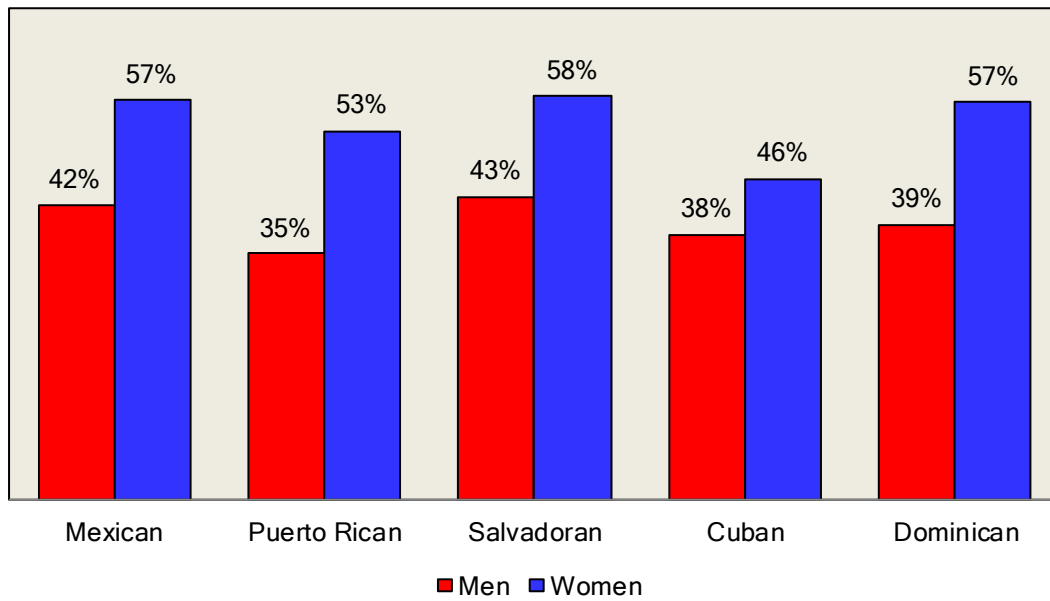
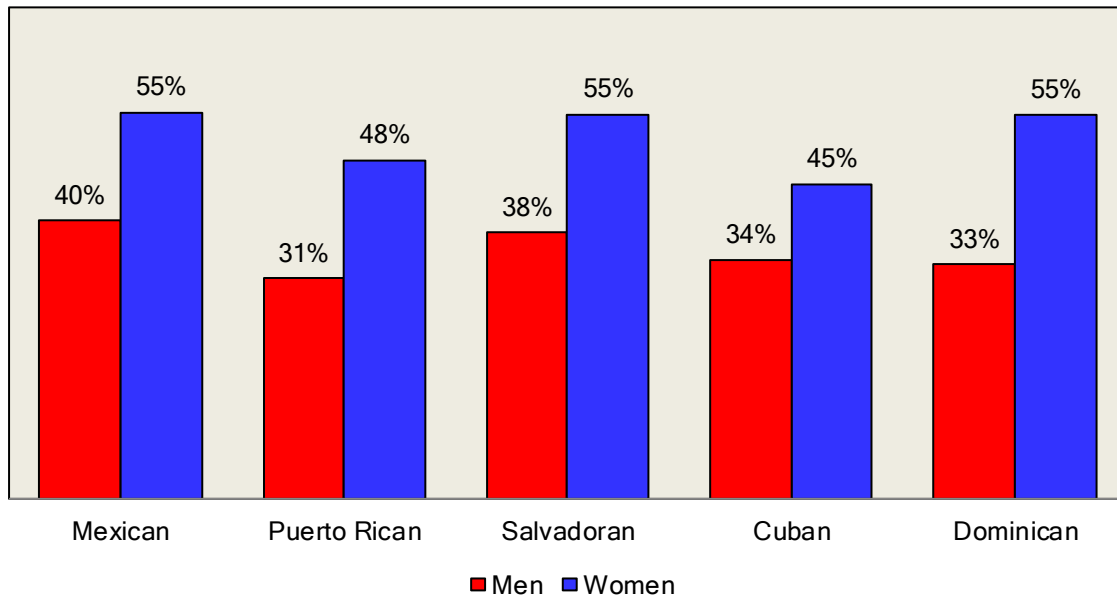


Figure 6
 Percentage of Men and Women with Children by Latino Nationality
 United States, 2010



The age distribution of people who were parents was divergent from the age of people who were not parents in the United States between 1990 and 2010. Men and women with children were typically older than men and women without children. Among women who were parents, the largest percentage was between the ages of 35 and 49 years old (42% in 1990 and 45% in 2010). Men with children also tended to be between the ages of 35 and 49 years old (48% in 1990 and 48% in 2010). Among women who were not parents, the largest proportion was between the ages of 16 and 34 years old (38% in 1990 and 35% in 2010). This was the case among men without children as well (49% in 1990 and 41% in 2010). (See table 4).

Table 4
Age Distribution by Parenthood and Sex
United States, 1990 - 2010

Year	Age (Years)	Male		Female	
		No Children	Children	No Children	Children
1990	16-34	49%	30%	38%	37%
	35-49	16%	48%	14%	42%
	50-64	17%	17%	20%	13%
	65 +	18%	5%	28%	7%
	Total	100%	100%	100%	100%
2000	16-34	42%	24%	35%	30%
	35-49	20%	52%	17%	48%
	50-64	20%	18%	23%	14%
	65 +	18%	6%	26%	8%
	Total	100%	100%	100%	100%
2010	16-34	41%	20%	35%	26%
	35-49	18%	48%	14%	45%
	50-64	23%	26%	27%	20%
	65 +	18%	7%	24%	9%
	Total	100%	100%	100%	100%

Greater percentages of childless women (28%) and men (27%) did not graduate high school in 1990, compared to women (22%) and men (20%) who were parents.³ However, by 2010 relatively equal percentages of these groups did not graduate high school (between 13% and 15%). Between 1990 and 2010, similar percentages of all four groups had some college education or had attained associate’s degrees. In 1990, greater percentages of men with children (25%) and men without children (22%) had attained bachelor’s degrees or higher, compared to women without children (18%) and women with children (17%). By 2010, this gap narrowed and relatively equal percentages of each group had attained bachelor’s degrees or higher (between 27% and 31%). (See table 5).

³ Data regarding level of education include individuals age 25 years and older.

Table 5
Educational Attainment by Parenthood and Sex
United States, 1990 - 2010

Year	Educational Attainment	Male		Female	
		No Children	Children	No Children	Children
1990	Did Not Graduate High School	27%	20%	28%	22%
	High School Graduate	27%	28%	31%	34%
	Some College No Degree	18%	20%	17%	20%
	Associates Degree	5%	7%	6%	8%
	BA or Higher	22%	25%	18%	17%
	Total	100%	100%	100%	100%
2000	Did Not Graduate High School	21%	18%	20%	18%
	High School Graduate	28%	27%	30%	29%
	Some College No Degree	20%	21%	20%	23%
	Associates Degree	5%	7%	6%	8%
	BA or Higher	25%	27%	23%	22%
	Total	100%	100%	100%	100%
2010	Did Not Graduate High School	15%	15%	13%	15%
	High School Graduate	30%	27%	30%	26%
	Some College No Degree	21%	21%	21%	22%
	Associates Degree	6%	7%	8%	9%
	BA or Higher	27%	31%	28%	28%
	Total	100%	100%	100%	100%

Note: These data were for individuals 25 years of age and older.

Men and women varied in their occupational fields in 2010.⁴ Among women with and without children, the largest proportions were in management and professional occupations (38% and 35% respectively), followed closely by sales and office occupations (32% and 35% respectively). Only 1% of both women with children and without children were in natural resources, construction, and maintenance occupations, and similar percentages were in production, transportation, and material moving occupations (7% and 6% respectively). Twenty-two percent of women with children and 23% of women without children were in service occupations.

Among men with children, the largest proportions were in management occupations (35%), followed closely by natural resource (20%) and production (19%) occupations. Twelve percent of men with children were in service occupations and 15% were in sales occupations. Among men who were not parents, the greatest percentage were in management occupations (27%). A fairly equal distribution of men who were not parents worked in service (18%), sales (19%), natural resource (17%), and production (18%) occupations.

⁴ Data on occupations are only presented for 2010.

Comparatively, relatively equal percentages of men with children, women with children, and women without children worked in management and professional occupation. More women than men worked in service as well as sales and office occupations, while larger percentages of men than women worked in natural resource as well as production occupations.

Table 6
Occupation by Parenthood and Sex
United States, 2010

	Male		Female	
	No Children	Children	No Children	Children
Management and professional	27%	35%	35%	38%
Service	18%	12%	23%	22%
Sales and office	19%	15%	35%	32%
Natural resources, construction, and maintenance	17%	20%	1%	1%
Production, transportation, and material moving	18%	19%	6%	7%
Total	100%	100%	100%	100%

Between 1990 and 2010, there was no difference between men with and without children in median hours worked per week.⁵ Both groups worked 40 hours per work. Among women, median hours worked per week were slightly lower than men, although still qualify as full-time employment. Women who were parents worked 35 hours per week in 1990, 38 hours per week in 2000, and 35 hours per week in 2010. Women without children worked 37 hours per week in 1990, 37 in 2000, and 32 in 2010. (See table 7).

In 1990 and 2010, women with children worked 13% less hours than men with children. Women without children worked 8% less hours per week than men without children in 1990, which increased to a 20% difference in 2010.

⁵ Data regarding employment hours include individuals 17 to 62 years of age.

Table 7
Hours Worked per Week by Parenthood and Sex
United States, 1990 - 2010

Year	Parenthood	Male	Female	% Difference
1990	No Children	40	37	-8%
	Children	40	35	-13%
	Total	40	35	-13%
2000	No Children	40	37	-8%
	Children	40	38	-5%
	Total	40	38	-5%
2010	No Children	40	32	-20%
	Children	40	35	-13%
	Total	40	35	-13%

Note: These data were for individuals 17 to 62 years of age.

Among women who were parents, 59% were employed in 1990 and 61% were employed in 2010. Women without children had equal percentages of employment in 1990 and 2010 (49%). The proportion of men with children who were employed declined from 1990 (86%) to 2010 (80%). Among men without children, 60% were employed in 1990, which declined to 54% in 2010. Comparatively, greater percentages of men who were parents were employed than all other groups between 1990 and 2010. Table 8 presents data on the distribution of men and women who were employed, unemployed, and not in the labor force.

Between 1990 and 2010, the proportions of working women who were parents that were employed full-time were stable (71% in 1990 and 72% in 2010). Among working women who were not parents, 72% were employed full-time in 1990 and 67% were employed full-time in 2010. In 1990, 96% of working men who were parents were employed full-time and 92% were employed full-time in 2010. Eighty-two percent of working men without children were full-time employees in 1990, and this declined to 77% in 2010. By comparison, greater percentages of working men who were parents were full-time employees than all other groups between 1990 and 2010. (See table 9).

Table 8
 Employment Status by Parenthood and Sex
 United States, 1990 - 2010

Year	Employment	Male		Female	
		No Children	Children	No Children	Children
1990	Employed	60%	86%	49%	59%
	Unemployed	5%	3%	3%	4%
	Not in labor force	34%	10%	48%	36%
	Total	100%	100%	100%	100%
2000	Employed	59%	82%	49%	61%
	Unemployed	5%	3%	3%	3%
	Not in labor force	37%	15%	47%	36%
	Total	100%	100%	100%	100%
2010	Employed	54%	80%	49%	61%
	Unemployed	9%	6%	6%	6%
	Not in labor force	38%	13%	46%	33%
	Total	100%	100%	100%	100%

Table 9
 Full-Time and Part-Time Employment by Parenthood and Sex
 United States, 1990 - 2010

Year	Employment	Male		Female	
		No Children	Children	No Children	Children
1990	Part-time	18%	4%	28%	29%
	Full-time	82%	96%	72%	71%
	Total	100%	100%	100%	100%
2000	Part-time	17%	5%	28%	26%
	Full-time	83%	95%	72%	74%
	Total	100%	100%	100%	100%
2010	Part-time	23%	8%	33%	28%
	Full-time	77%	92%	67%	72%
	Total	100%	100%	100%	100%

Note: These data were for individuals 17 to 62 years of age.

Parenthood and Personal Income among the Total Population in the United States

Between 1990 and 2010, parenthood and sex had a consistent impact on median personal incomes in the United States.⁶ In each census year, without exception, men with children had the highest personal incomes, compared to men without children, and women with and without children.

Women with children earned significantly less than men with children between 1990 and 2010. In 2010, among the total population, men with children earned \$49,050, while women with children earned \$25,179, a 49% difference. This disparity was lower than the 59% gap in income between female and male parents in 1990. The findings suggest that female parents incurred a substantial ‘mommy tax’ on their personal incomes when compared to the income levels of their male counterparts. (See table 10 and figures 7 through 9).

When comparing men and women who not parents, there was also a large gap in median personal incomes between 1990 and 2010. In 2010, men without children earned the second highest median personal incomes (\$29,430). Women without children had the lowest personal incomes (\$20,165) of all groups, which were 31% lower than men without children. The data show that the percentage difference in personal incomes between male and female parents were larger than the percentage difference between men and women without children.

It is worth noting that men who were parents also earned substantially more than men who were not parents between 1990 and 2010 in the United States. In 1990, men without children earned 43% less than men with children and in 2010 men without children earned 40% less than men with children. This finding suggests that men who were parents received a significant ‘daddy bonus’ in their personal incomes when compared to not only women’s incomes, but also to the personal incomes of men who were not parents. (See table 11).

An overall sex disparity between men and women in personal incomes has endured for the past two decades in the United States. In 1990, among the total population, women earned 50% less than men. This percentage difference in personal incomes declined in 2010, such that women earned 38% less than men.

⁶ The data in this section include individuals 16 years of age and older unless otherwise noted.

Table 10
Median Personal Income among the Total Population
by Parenthood and Sex
United States, 1990 - 2010

Year	Parenthood	Male	Female	% Difference
1990	No Children	\$28,210	\$16,813	-40%
	Children	\$49,140	\$19,960	-59%
	Total	\$36,400	\$18,200	-50%
2000	No Children	\$31,740	\$20,010	-37%
	Children	\$48,314	\$24,288	-50%
	Total	\$38,116	\$21,666	-43%
2010	No Children	\$29,430	\$20,165	-31%
	Children	\$49,050	\$25,179	-49%
	Total	\$34,880	\$21,800	-38%

Table 11
Difference in Median Personal Income between
Men with and without Children
United States, 1990 - 2010

	Children	No Children	% Difference
1990	\$ 49,140	\$ 28,210	-43%
2000	\$ 48,314	\$ 31,740	-34%
2010	\$ 49,050	\$ 29,430	-40%

Figure 7
Median Personal Income among the Total Population
by Parenthood and Sex
United States, 1990

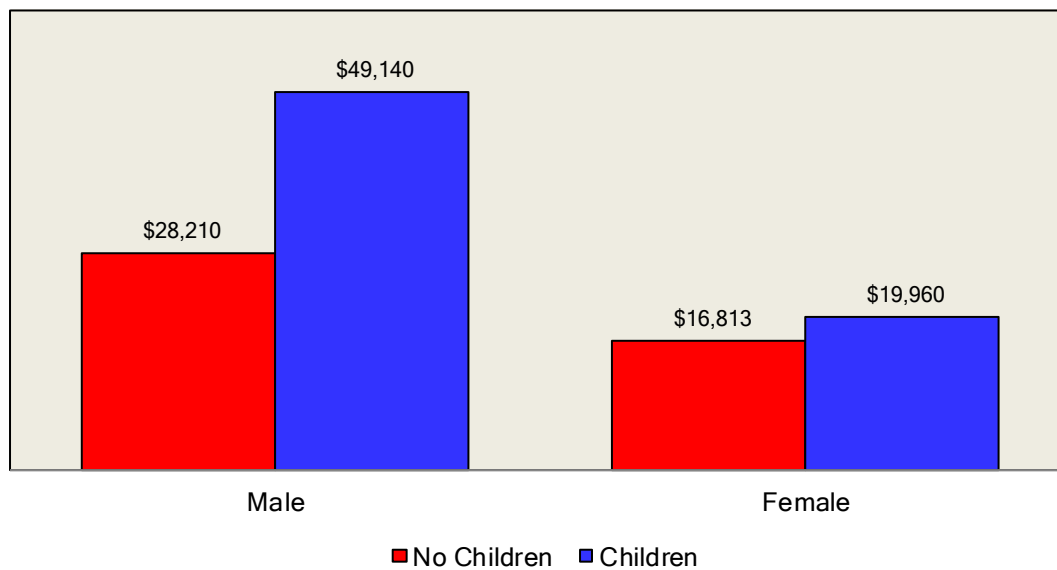


Figure 8
 Median Personal Income among the Total Population
 by Parenthood and Sex
 United States, 2000

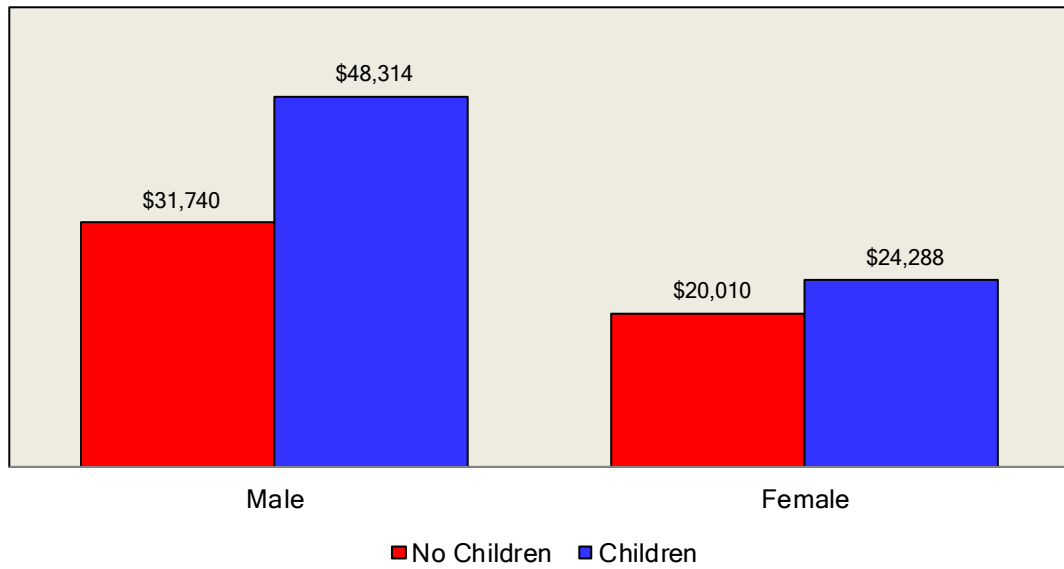
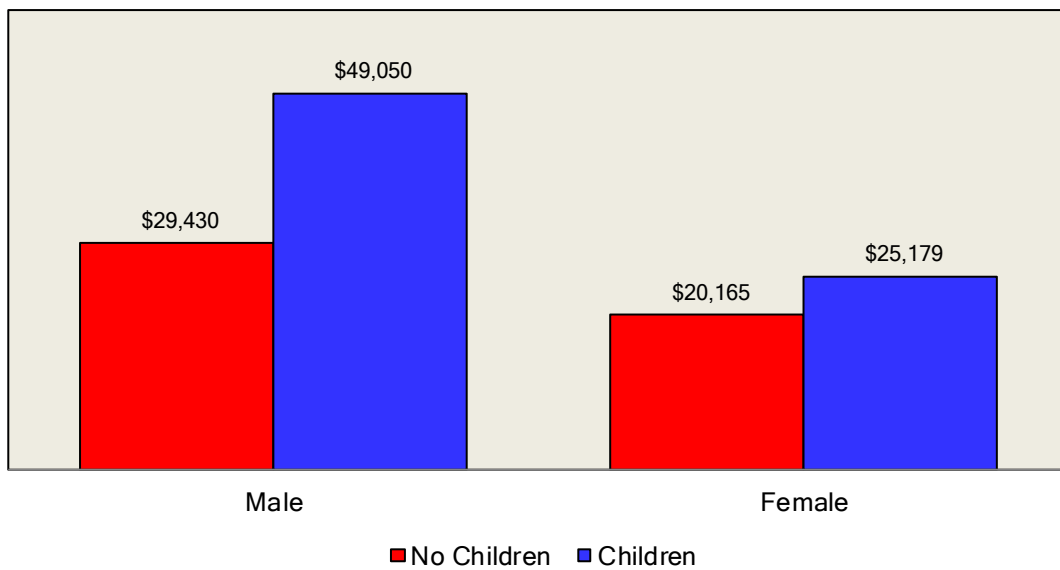


Figure 9
 Median Personal Income among the Total Population
 by Parenthood and Sex
 United States, 2010



Parenthood and Personal Income by Age in the United States

An analysis of the data for different age cohorts within the total population in the United States yields similar results among people less than 65 years of age. (See table 12).

Among persons 16 to 34 years old, men with children earned more than men without children, and women with and without children between 1990 and 2010. Men with children ages 16 to 34 earned \$38,150 in median income in 2010. Women with children in this age cohort earned \$20,928 in 2010, or 45% less than men with children. This percentage gap is down from the 58% gap in incomes between male and female parents found in 1990. In 2010, men and women without children in this age group earned \$15,914 and \$13,080 respectively, an 18% difference. Male and female non-parents' personal incomes were lower than both men and women who were parents. (See figure 10).

In the population between the ages 35 and 49, men with children again had the highest personal incomes between 1990 and 2010. Men who were parents earned median incomes of \$54,500 in 2010, while women who were parents earned \$30,520, a 44% difference. Men and women without children in this age group earned similar incomes in 2010 (\$35,970 and \$32,700, respectively), which were slightly higher than the incomes of women who were parents, but lower than men who were parents. (See figure 11).

By the ages of 50 to 64 years, an overall gender gap in personal incomes emerges. Among parents, women (\$28,340) earned 47% less than men (\$53,410). Women without children (\$28,340) earned 34% less than men without children (\$43,164). The gap between men who were not parents and men who were parents was smaller in this age group (-19%). (See figure 12).

Between 1990 and 2010, the pattern among men above the age of 65 years changed in that men who were not parents earned the highest personal incomes, followed by men with children. In 2010 men who were not parents earned \$30,520, while men who were parents earned \$26,160.⁷ Women with children (\$14,824) earned 43% less than men with children. Women without children (\$16,350) earned similar incomes to women with children among persons in this age cohort in 2010. (See figure 13).

⁷ The reasons for this are unclear, but may have to do with the number of hours worked at this age or the typical age of retirement for each group. However, data regarding hours worked per week and retirement age are not available for individuals 62 years of age and above in the datasets used in this study.

Table 12
 Median Personal Income by Age Group, Parenthood, and Sex
 United States, 1990 - 2010

Year	Parenthood	Age (years)	Male	Female	% Difference
1990	No Children	16-34	\$19,206	\$15,470	-19%
		35-49	\$45,482	\$32,396	-29%
		50-64	\$46,410	\$21,294	-54%
		65 +	\$26,370	\$12,795	-51%
	Children	16-34	\$40,182	\$16,835	-58%
		35-49	\$57,330	\$25,473	-56%
		50-64	\$53,262	\$20,821	-61%
		65 +	\$23,706	\$11,648	-51%
2000	No Children	16-34	\$20,700	\$14,904	-28%
		35-49	\$41,400	\$33,120	-20%
		50-64	\$48,300	\$27,600	-43%
		65 +	\$30,912	\$15,456	-50%
	Children	16-34	\$40,020	\$20,700	-48%
		35-49	\$55,200	\$28,842	-48%
		50-64	\$55,200	\$26,220	-53%
		65 +	\$25,806	\$13,800	-47%
2010	No Children	16-34	\$15,914	\$13,080	-18%
		35-49	\$35,970	\$32,700	-9%
		50-64	\$43,164	\$28,340	-34%
		65 +	\$30,520	\$16,350	-46%
	Children	16-34	\$38,150	\$20,928	-45%
		35-49	\$54,500	\$30,520	-44%
		50-64	\$53,410	\$28,340	-47%
		65 +	\$26,160	\$14,824	-43%

Figure 10
 Median Personal Income by Parenthood and Sex
 United States, 2010
 16 - 34 Years of Age

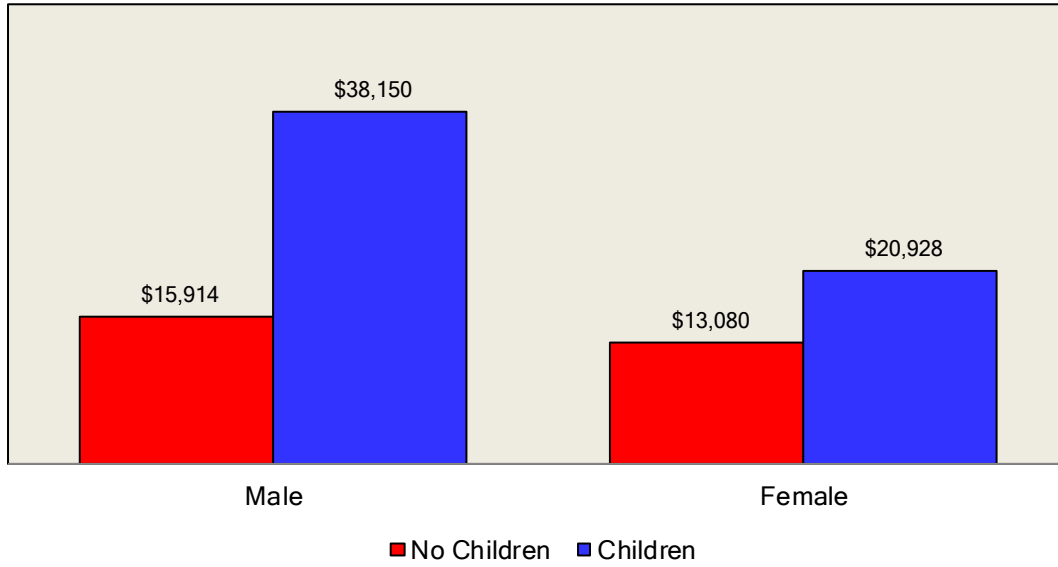


Figure 11
 Median Personal Income by Parenthood and Sex
 United States, 2010
 35 - 49 Years of Age

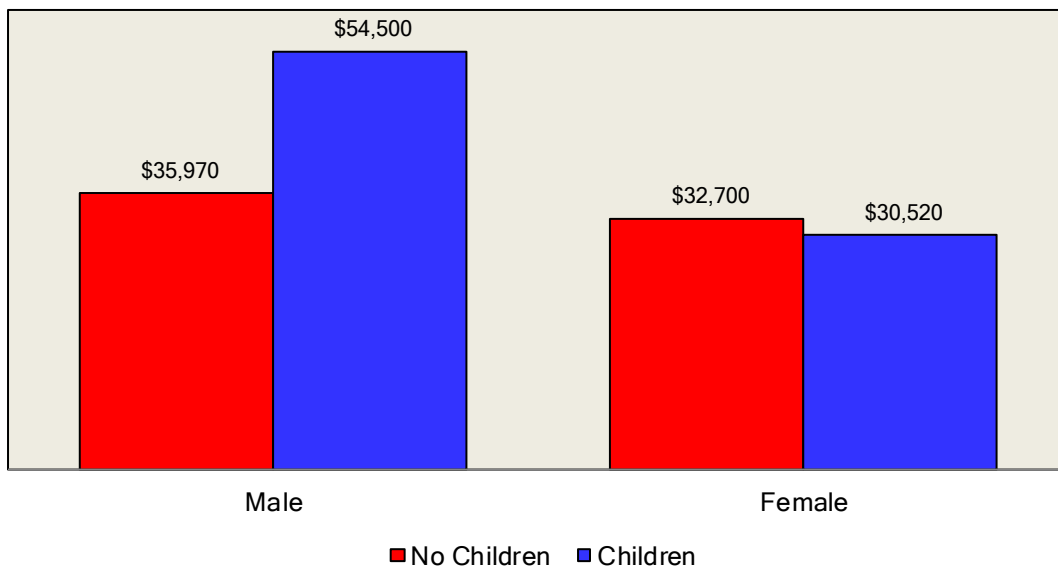


Figure 12
 Median Personal Income by Parenthood and Sex
 United States, 2010
 50 - 64 Years of Age

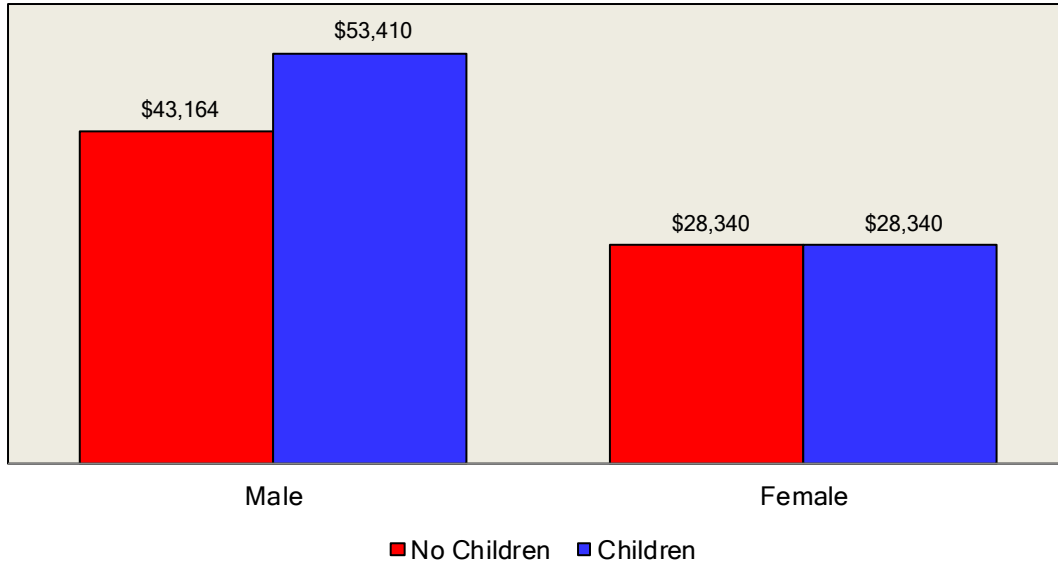
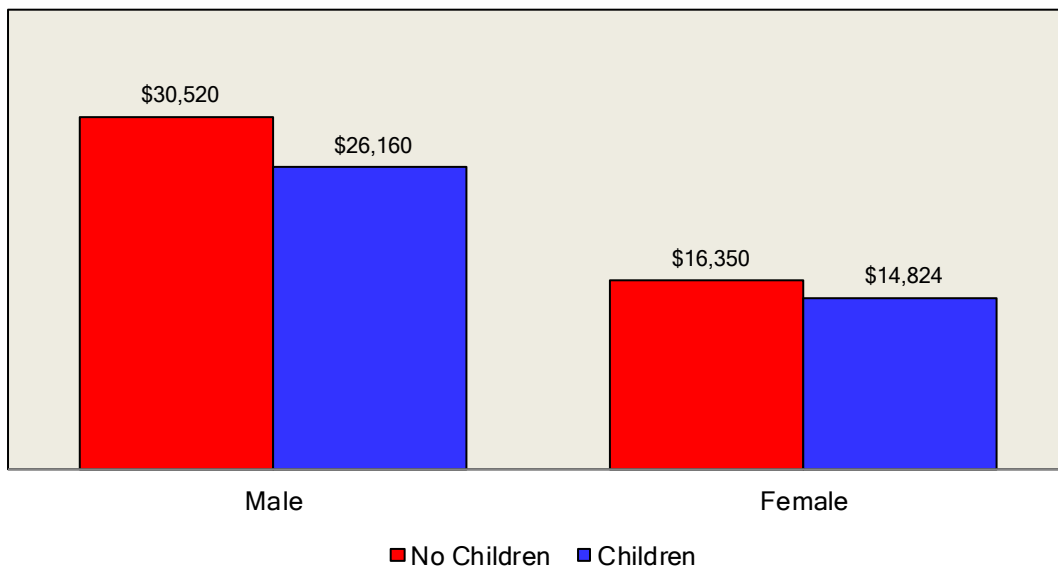


Figure 13
 Median Personal Income by Parenthood and Sex
 United States, 2010
 65+ Years of Age



Parenthood and Personal Income among Major Race/Ethnic Groups in the United States

Among each of the major race/ethnic groups in the United States, patterns in personal incomes as a function of parenthood and sex were similar to the national trends between 1990 and 2010.

Non-Hispanic white men who were parents earned substantially more than non-Hispanic white men without children as well as non-Hispanic white women with and without children. In 2010, non-Hispanic white women who were parents (\$27,250) earned 50% less than non-Hispanic white men who were parents (\$54,500), which was a decline from the 61% difference between non-Hispanic white female and male parents in 1990. Women without children had the lowest incomes (\$21,255), which were 35% less than men without children (\$32,700) in 2010. (See table 13 and figure 14). It is worth noting that non-Hispanic white men without children earned substantially less than non-Hispanic white men with children between 1990 (-42%) and 2010 (-40%). (See table 14).

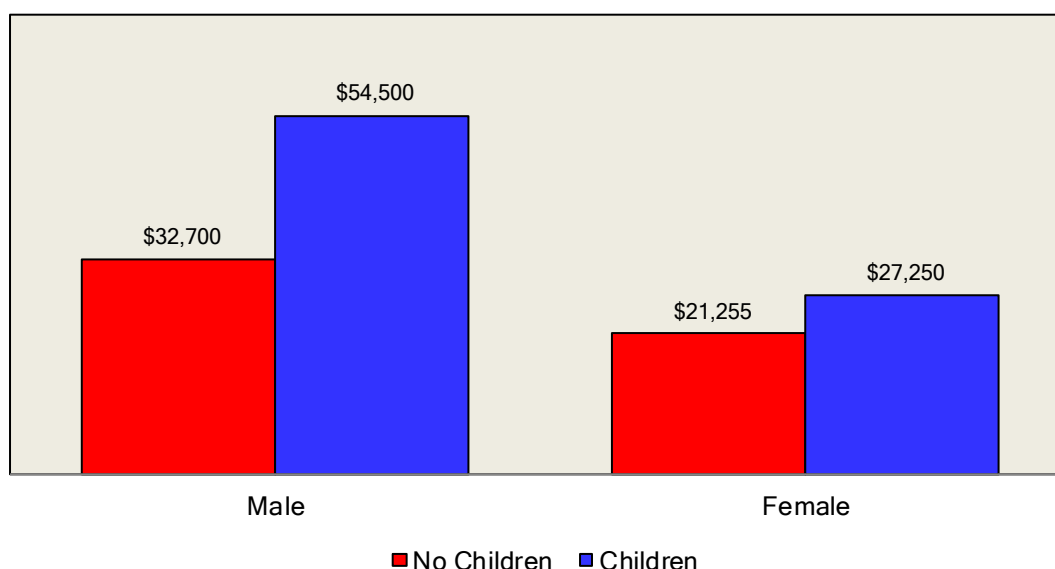
Table 13
Median Personal Income among the Non-Hispanic White Population
by Parenthood and Sex
United States, 1990 - 2010

Year	Parenthood	Male	Female	% Difference
1990	No Children	\$ 30,940	\$ 17,778	-43%
	Children	\$ 53,153	\$ 20,473	-61%
	Total	\$ 40,040	\$ 18,346	-54%
2000	No Children	\$ 34,500	\$ 20,700	-40%
	Children	\$ 55,200	\$ 25,806	-53%
	Total	\$ 41,400	\$ 22,770	-45%
2010	No Children	\$ 32,700	\$ 21,255	-35%
	Children	\$ 54,500	\$ 27,250	-50%
	Total	\$ 39,240	\$ 22,890	-42%

Table 14
Difference in Median Personal Income between
Men with and without Children among the
Non-Hispanic White Population
United States, 1990 - 2010

	Children	No Children	% Difference
1990	\$ 53,153	\$ 30,940	-42%
2000	\$ 55,200	\$ 34,500	-38%
2010	\$ 54,500	\$ 32,700	-40%

Figure 14
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Non-Hispanic White Population



Non-Hispanic black men who were parents earned significantly more than non-Hispanic black men without children as well as non-Hispanic black women with and without children. In 2010, non-Hispanic black women who were parents (\$22,454) earned 38% less than non-Hispanic black men who were parents (\$36,406), which declined from a 49% difference between female and male parents in 1990. Non-Hispanic black women without children had the lowest incomes (\$17,222) in 2010, which were not significantly less (-9%) than non-Hispanic black men with without children (\$18,857). (See table 15 and figure 15). Non-Hispanic black men who were not parents earned substantially lower personal incomes than non-Hispanic black men who were parents between 1990 (-49%) and 2010 (-48%). (See table 16).

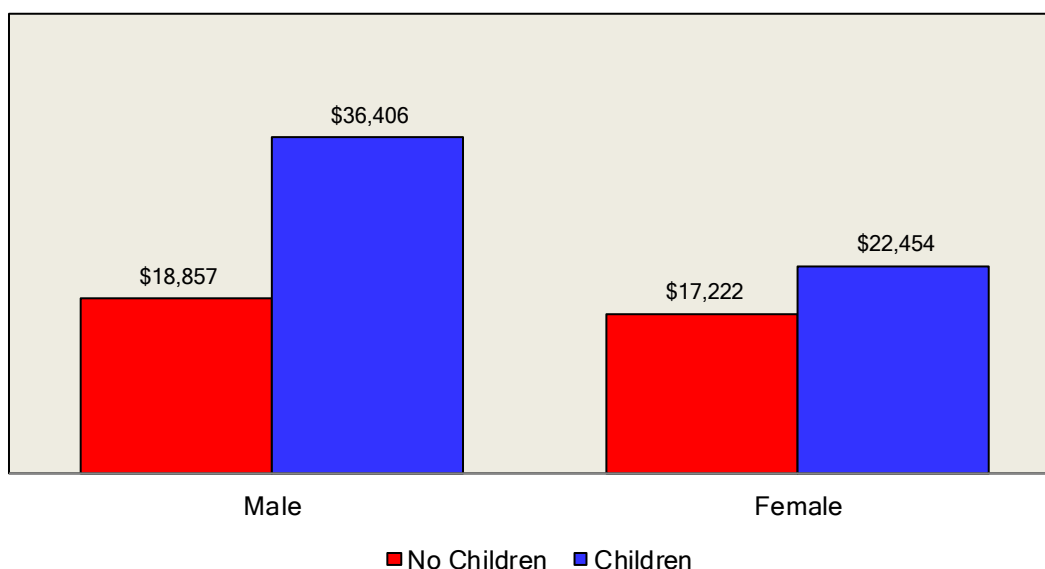
Table 15
 Median Personal Income among the Non-Hispanic Black Population
 by Parenthood and Sex
 United States, 1990 - 2010

Year	Parenthood	Male	Female	% Difference
1990	No Children	\$ 17,565	\$ 12,740	-27%
	Children	\$ 34,733	\$ 17,836	-49%
	Total	\$ 23,150	\$ 14,742	-36%
2000	No Children	\$ 20,976	\$ 16,560	-21%
	Children	\$ 37,950	\$ 22,770	-40%
	Total	\$ 27,600	\$ 20,286	-27%
2010	No Children	\$ 18,857	\$ 17,222	-9%
	Children	\$ 36,406	\$ 22,454	-38%
	Total	\$ 23,544	\$ 19,620	-17%

Table 16
 Difference in Median Personal Income between
 Men with and without Children among the
 Non-Hispanic Black Population
 United States, 1990 - 2010

	Children	No Children	% Difference
1990	\$ 34,733	\$ 17,565	-49%
2000	\$ 37,950	\$ 20,976	-45%
2010	\$ 36,406	\$ 18,857	-48%

Figure 15
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Non-Hispanic Black Population



Asian men who were parents earned markedly higher personal incomes than all other Asian earners. Asian women who were parents (\$28,340) earned 43% less than Asian men who were parents (\$50,140) in 2010, which was relatively stable from 1990 (-47%). Asian women who were not parents had the lowest incomes (\$23,729), which were 22% lower than Asian men who were not parents (\$30,520) in 2010. (See table 17 and figure 16). Further, Asian men who were not parents earned 47% less than Asian men who were parents in 1990, which declined to a 39% gap in 2010. (See table 18).

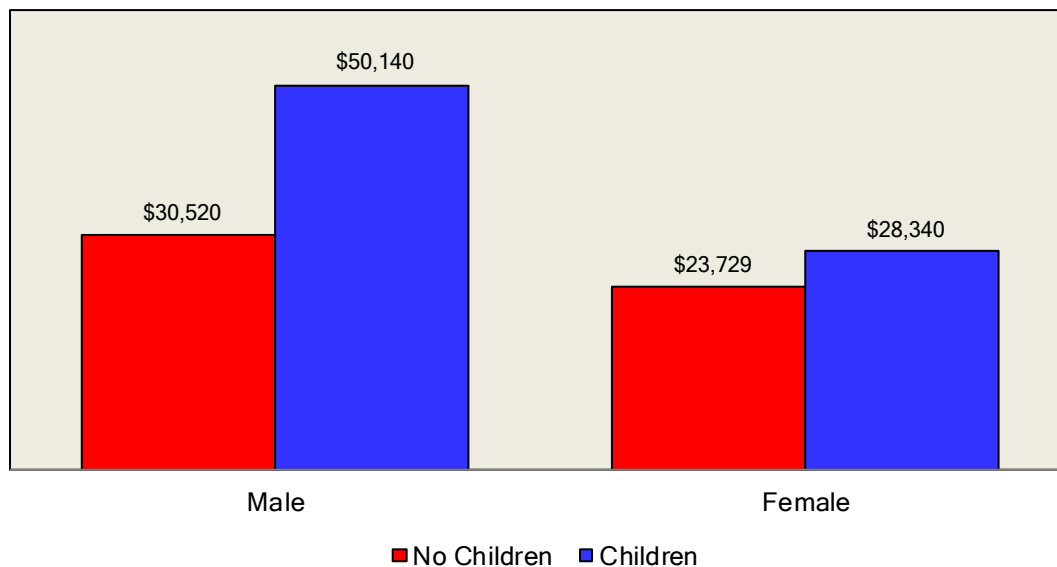
Table 17
Median Personal Income among the Asian Population by Parenthood and Sex
United States, 1990 - 2010

Year	Parenthood	Male	Female	% Difference
1990	No Children	\$ 25,480	\$ 19,292	-24%
	Children	\$ 48,412	\$ 25,480	-47%
	Total	\$ 36,400	\$ 21,840	-40%
2000	No Children	\$ 31,050	\$ 22,494	-28%
	Children	\$ 48,300	\$ 27,600	-43%
	Total	\$ 38,640	\$ 24,840	-36%
2010	No Children	\$ 30,520	\$ 23,729	-22%
	Children	\$ 50,140	\$ 28,340	-43%
	Total	\$ 39,240	\$ 26,160	-33%

Table 18
Difference in Median Personal Income between
Men with and without Children among the
Asian Population
United States, 1990 - 2010

	Children	No Children	% Difference
1990	\$ 48,412	\$ 25,480	-47%
2000	\$ 48,300	\$ 31,050	-36%
2010	\$ 50,140	\$ 30,520	-39%

Figure 16
Median Personal Income by Parenthood and Sex
United States, 2010
Asian Population



Latino men who were parents earned substantially higher median personal incomes than Latino men without children and Latinas with and without children. Latina women who were parents (\$18,530) earned 39% less than Latino men who were parents (\$30,520), which decreased from a 52% difference between Latino female and male parents in 1990. Latina women without children had the lowest incomes (\$15,260), which were 22% less than men without children (\$19,620) in 2010. (See table 19 and figure 17). It is worth noting that Latino men who were not parents earned significantly less than Latino men who were parents between 1990 (-44%) and 2010 (-36%). (See table 20).

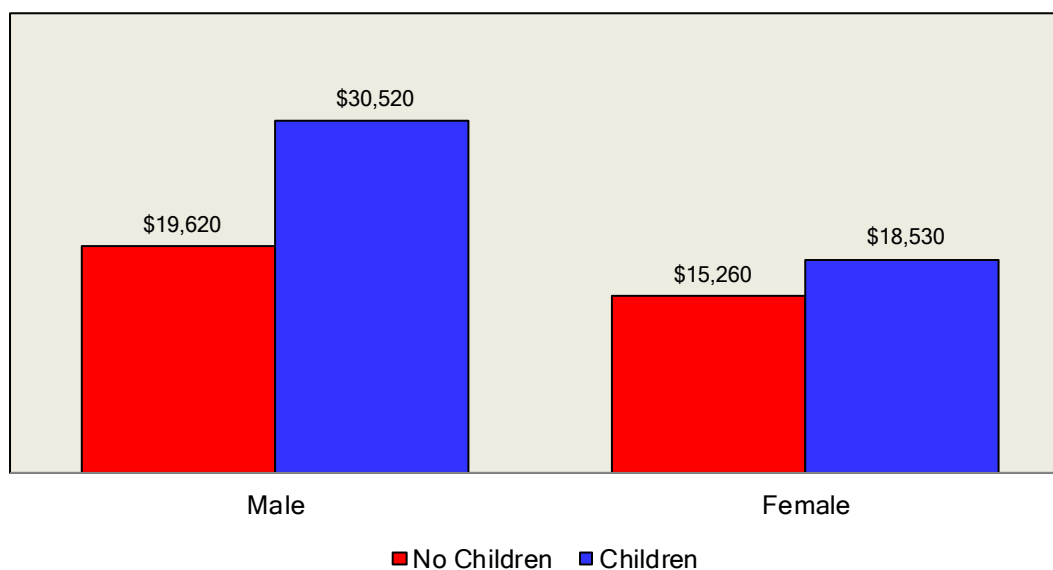
Table 19
Median Personal Income among the Latino Population by Parenthood and Sex
United States, 1990 - 2010

Year	Parenthood	Male	Female	% Difference
1990	No Children	\$ 18,200	\$ 13,177	-28%
	Children	\$ 32,760	\$ 15,867	-52%
	Total	\$ 23,660	\$ 14,560	-38%
2000	No Children	\$ 20,700	\$ 15,180	-27%
	Children	\$ 33,120	\$ 17,940	-46%
	Total	\$ 25,392	\$ 16,560	-35%
2010	No Children	\$ 19,620	\$ 15,260	-22%
	Children	\$ 30,520	\$ 18,530	-39%
	Total	\$ 23,980	\$ 16,568	-31%

Table 20
Difference in Median Personal Income between
Men with and without Children among the
Latino Population
United States, 1990 - 2010

	Children	No Children	% Difference
1990	\$ 32,760	\$ 18,200	-44%
2000	\$ 33,120	\$ 20,700	-38%
2010	\$ 30,520	\$ 19,620	-36%

Figure 17
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Latino Population



Among the major race/ethnic groups in the United States, the disparities between male and female parents in 2010 was the most dramatic among the non-Hispanic white population (-50%), followed by the Asian (-43%), Latino (-39%), and non-Hispanic black (-38%) populations. While non-Hispanic whites, non-Hispanic blacks, and Latinos have seen some decline in income disparity between male and female parents between 1990 and 2010, the income gap between male and female parents in the Asian population was relatively stable. However, regardless of race/ethnicity, women who were parents experienced a notable ‘mommy tax’ on their personal incomes, relative to the incomes of male parents, although these disparities declined between 1990 and 2010.

The differences in median personal income between men with and without children in 2010 were greatest among the non-Hispanic black population (-48%), followed by non-the Hispanic white (-40%), Asian (-39%), and Latino populations (-36%). These disparities between male parents and non-parents in each respective race/ethnic group have not declined significantly between 1990 and 2010. The data thus show large disparities in personal incomes not only between men who were parents and all women, but also in comparison to men without children in each race/ethnic group. Irrespective of race/ethnicity, all men who were parents saw a significant ‘daddy bonus’ in their personal incomes, when compared to women as well as men who were not parents

Parenthood and Personal Income among the Five Largest Latino National Subgroups in the United States

Among the five largest Latino national subgroups in the United States, parenthood and sex had a consistent impact on median personal incomes between 1990 and 2010. Overall trends among the subgroups considered here indicated without exception that men with children had the highest personal incomes, compared to men without children as well as women with and without children. While women with children earned substantially less than men with children, women with children and men without children had similar median personal incomes in each respective Latino subgroup. Men who were not parents had notably lower incomes than men who were parents. See Table 21 for median incomes among each group by parenthood and sex.

Mexican men with children earned significantly more than Mexican men without children and Mexican women with and without children. In 2010, Mexican women who were parents earned 39% less than Mexican men who were parents, a decline from a 50% difference between female and male parents in 1990. Mexican women without children had the lowest incomes, which were less (28%) than Mexican men with without children in 1990 and 2010. (See figure 18).

Among Puerto Ricans, men with children earned substantially more than all other Puerto Rican earners. In 2010, Puerto Rican women who were parents earned 44% less than Puerto Rican men who were parents, which decreased from a 60% difference in 1990. Puerto Rican women without children had the lowest incomes, a 26% deficit compared to Puerto Rican men without children in 2010. (See figure 19).

Salvadoran men who were parents earned higher personal incomes than all other Salvadoran earners between 1990 and 2010. Salvadoran women who were parents earned 38% less than Salvadoran men who were parents in 2010, which was relatively stable from 1990 (-40%). Salvadoran women who were not parents had the lowest incomes, which were 19% lower than Salvadoran men who were not parents in 2010. (See figure 20).

Cuban men with children earned markedly more than all other Cuban earners. In 2010, Cuban women who were parents earned 39% less than Cuban men who were parents, which decreased from a 52% difference in personal incomes between Cuban female and male parents in 1990. Cuban women without children had the lowest incomes, which were 33% lower than Cuban men with without children in 2010. (See figure 21).

Among Dominicans, men who were parents earned notably higher personal incomes than Dominican men without children and Dominican women with and without children. The data show that Dominican women who were parents earned 41% less than Dominican men who were parents in 2010, which declined from a 54% difference in

1990. Dominican women without children had the lowest incomes, 29% less than Dominican men without children in 2010. (See figure 22).

In sum, data among the five largest Latino national subgroups in the United States are in line with the national trends. Irrespective of subgroup, Latinas who are parents received lower incomes compared to their male counterparts. Moreover, regardless of subgroup, men with children who were parents were afforded higher personal incomes, compared to not only women, but also men without children.

Table 21
Median Personal Income among the Five Largest Latino National Subgroups by Parenthood and Sex United States, 1990 - 2010

Year	Parenthood	Nationality	Male	Female	% Difference
1990	No Children	Mexican	\$ 17,647	\$ 12,740	-28%
		Puerto Rican	\$ 20,566	\$ 13,928	-32%
		Salvadoran	\$ 18,200	\$ 14,560	-20%
		Cuban	\$ 23,496	\$ 14,272	-39%
		Dominican	\$ 20,020	\$ 13,468	-33%
	Children	Mexican	\$ 30,576	\$ 15,157	-50%
		Puerto Rican	\$ 37,092	\$ 14,655	-60%
		Salvadoran	\$ 27,300	\$ 16,380	-40%
		Cuban	\$ 40,040	\$ 19,110	-52%
		Dominican	\$ 30,940	\$ 14,196	-54%
2000	No Children	Mexican	\$ 19,872	\$ 13,938	-30%
		Puerto Rican	\$ 21,390	\$ 14,911	-30%
		Salvadoran	\$ 20,700	\$ 15,532	-25%
		Cuban	\$ 23,598	\$ 15,594	-34%
		Dominican	\$ 20,700	\$ 13,800	-33%
	Children	Mexican	\$ 30,360	\$ 16,836	-45%
		Puerto Rican	\$ 38,640	\$ 20,148	-48%
		Salvadoran	\$ 31,050	\$ 17,526	-44%
		Cuban	\$ 38,640	\$ 21,528	-44%
		Dominican	\$ 30,360	\$ 16,560	-45%
2010	No Children	Mexican	\$ 19,620	\$ 14,170	-28%
		Puerto Rican	\$ 19,947	\$ 14,824	-26%
		Salvadoran	\$ 19,620	\$ 15,827	-19%
		Cuban	\$ 21,800	\$ 14,715	-33%
		Dominican	\$ 19,402	\$ 13,680	-29%
	Children	Mexican	\$ 28,558	\$ 17,440	-39%
		Puerto Rican	\$ 39,240	\$ 21,800	-44%
		Salvadoran	\$ 30,520	\$ 18,813	-38%
		Cuban	\$ 35,970	\$ 21,800	-39%
		Dominican	\$ 29,430	\$ 17,440	-41%

Figure 18
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Mexican Population

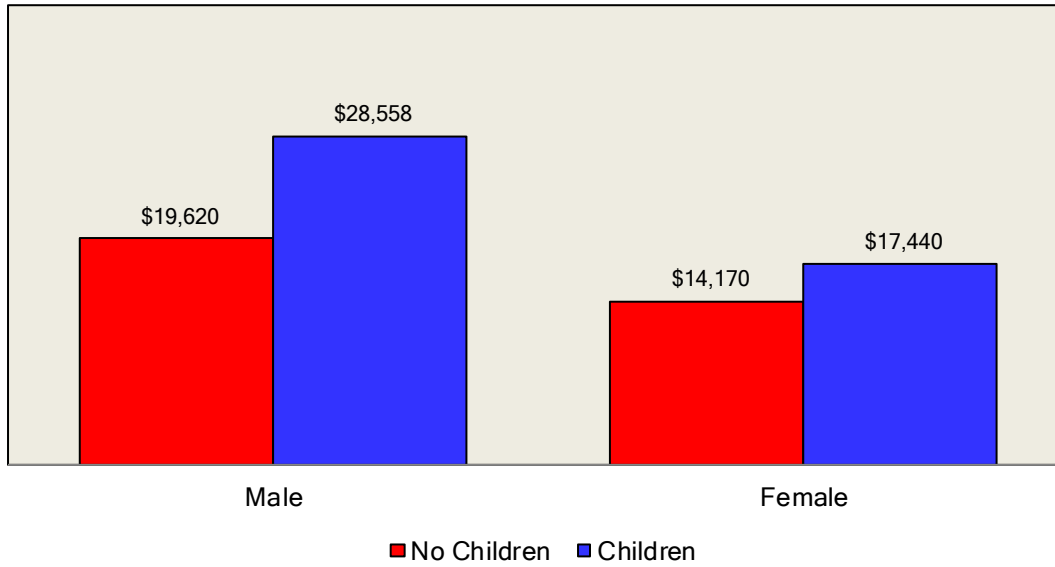


Figure 19
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Puerto Rican Population

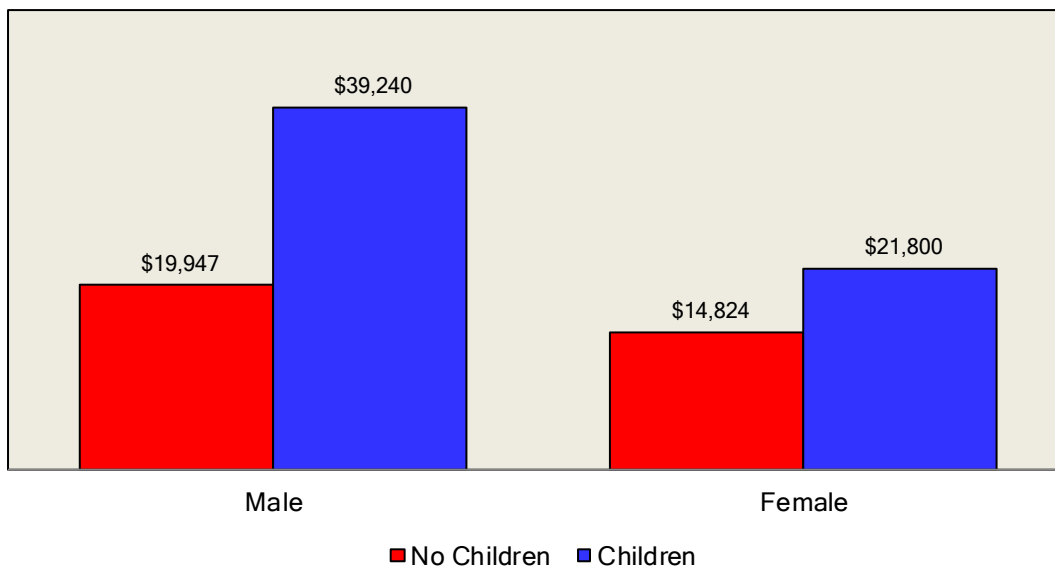


Figure 20
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Salvadoran Population

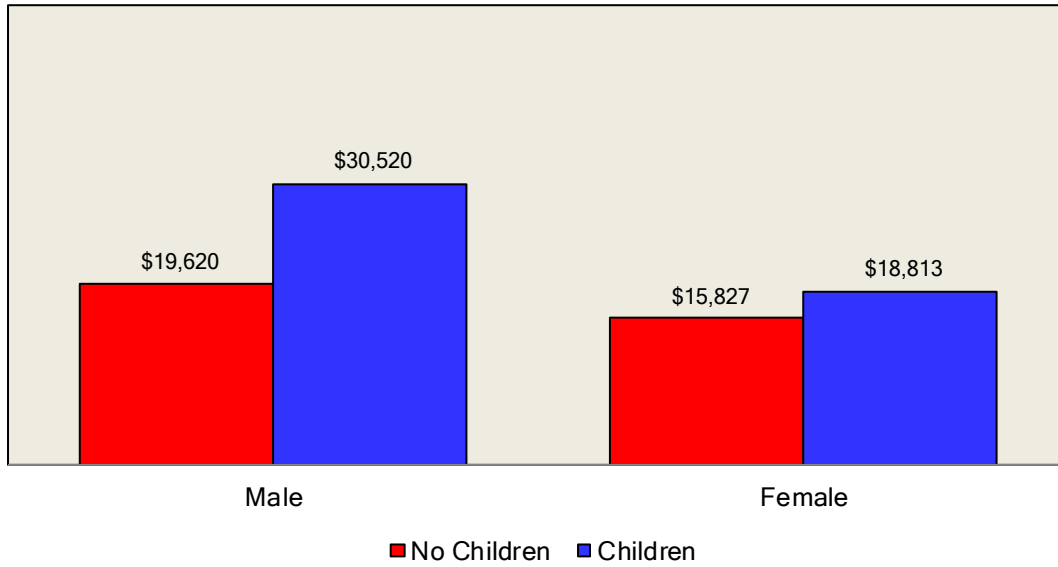


Figure 21
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Cuban Population

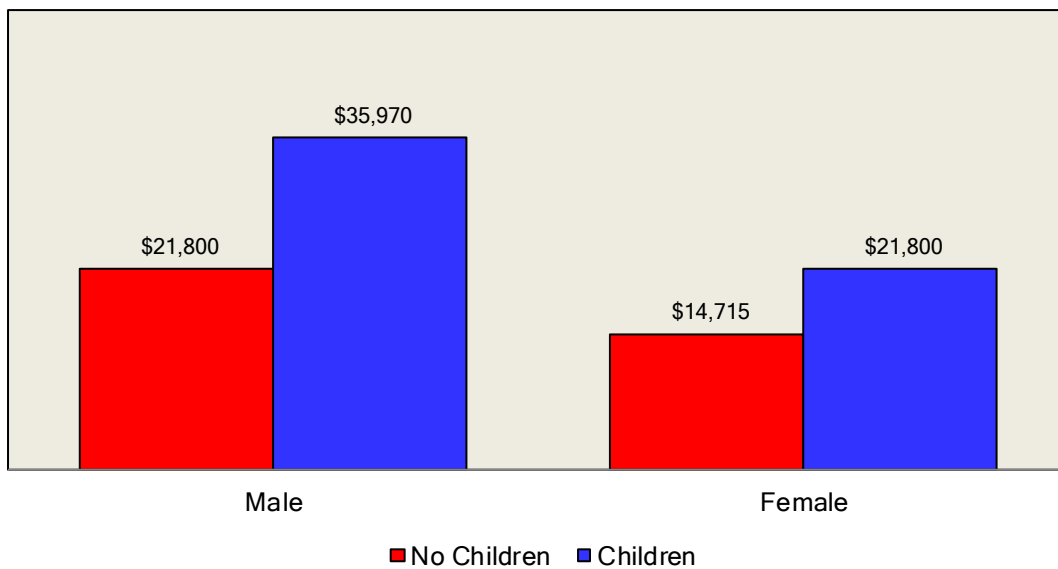
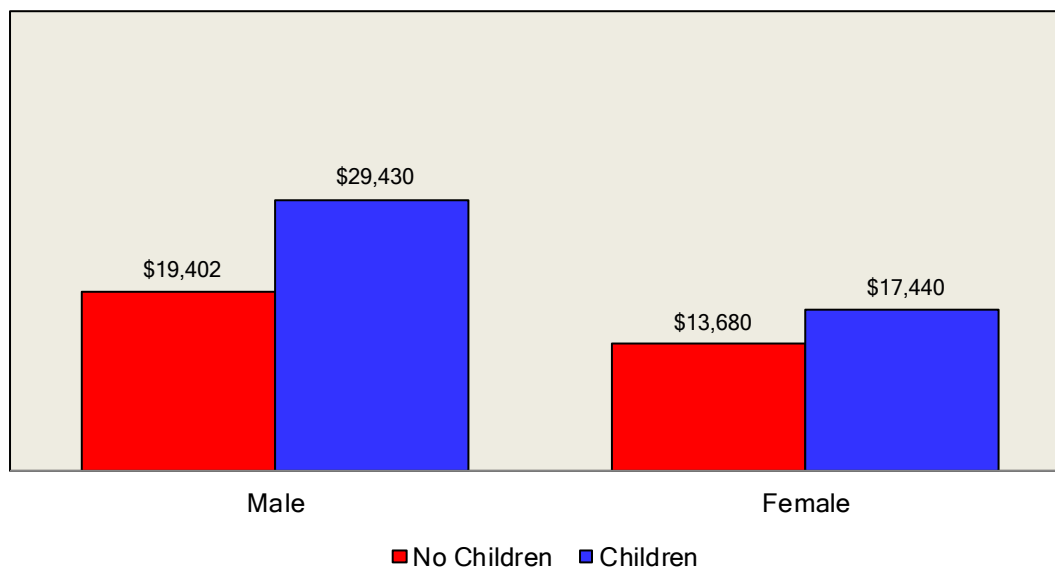


Figure 22
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Dominican Population



Parenthood and Personal Income by Level of Educational Attainment in the United States

Among levels of educational attainment, parenthood and sex impacted median personal incomes in the United States between 1990 and 2010.⁸ Overall trends indicate that at each level of educational attainment, men with children had the highest personal incomes, compared to men without children, and women with and without children. Additionally, women with children earned significantly less than men with children at similar educational attainment levels. The disparities in incomes between male and female parents were not diminished even at higher levels of educational attainment. Men who were parents also had markedly higher incomes than men without children at equivalent levels of education. See Table 22 for median personal incomes among levels of educational attainment by parenthood and sex.

Among individuals with high school degrees men who were parents earned significantly more than all other earners between 1990 and 2010. At a high school level of education, women who were parents earned 48% less than men who were parents, a decline from a 58% difference between female and male parents in 1990. In this group, women without children had the lowest incomes, which were 38% less than men without children in 2010. (See figure 23).

⁸ Data regarding level of education include individuals 25 years of age and older.

Men who were parents and had some college education earned greater personal incomes than all other earners at equivalent levels of education. Among this group, women who were parents earned 47% less than men who were parents, a decline from 56% less in 1990. Women without children who had some college education earned the lowest personal incomes, which were 31% less than men without children in 2010. (See figure 24). Similar trends occurred among individuals with associate's degrees. Among parents with associate's degrees, women earned 51% less than men in 1990, which decreased to 40% less in 2010. Women without children who had associate's degrees received incomes similar to women with children, which were 28% less than men without children who had associate's degrees in 2010. (See figure 25).

Among people with bachelor's degrees or higher, men who were parents had markedly higher median personal incomes than men without children as well as women with and without children. In this group, women who were parents earned 44% less than men who were parents, a decline from a 52% differential in 1990. Women with bachelor's degrees or higher who were not parents had the lowest incomes, which were 25% less than men without children that had bachelor's degrees in 2010. (See figure 26).

Thus, at equivalent levels of educational attainment, women who were parents experienced a notable 'mommy tax' on their personal incomes between 1990 and 2010, relative to the incomes of male parents. The results also suggest that, irrespective of level of education, men who were parents receive a significant 'daddy bonus' in their incomes, when compared to all women as well as men who were not parents.

Table 22
 Median Personal Income by Educational Attainment, Parenthood, and Sex
 United States, 1990 - 2010

Year	Parenthood	Educational Attainment	Male	Female	% Difference
1990	No Children	Did Not Graduate High School	\$ 20,795	\$ 10,920	-47%
		High School Graduate	\$ 34,580	\$ 18,295	-47%
		Some College No Degree	\$ 41,314	\$ 27,023	-35%
		Associates Degree	\$ 44,226	\$ 30,940	-30%
		BA or Higher	\$ 62,014	\$ 43,680	-30%
	Children	Did Not Graduate High School	\$ 29,120	\$ 12,230	-58%
		High School Graduate	\$ 45,500	\$ 18,928	-58%
		Some College No Degree	\$ 54,600	\$ 23,842	-56%
		Associates Degree	\$ 55,692	\$ 27,300	-51%
		BA or Higher	\$ 79,170	\$ 38,220	-52%
2000	No Children	Did Not Graduate High School	\$ 21,114	\$ 12,420	-41%
		High School Graduate	\$ 34,500	\$ 19,499	-43%
		Some College No Degree	\$ 41,400	\$ 27,600	-33%
		Associates Degree	\$ 45,540	\$ 33,258	-27%
		BA or Higher	\$ 63,756	\$ 45,581	-29%
	Children	Did Not Graduate High School	\$ 27,876	\$ 13,800	-50%
		High School Graduate	\$ 42,780	\$ 21,390	-50%
		Some College No Degree	\$ 52,440	\$ 27,600	-47%
		Associates Degree	\$ 55,200	\$ 32,430	-41%
		BA or Higher	\$ 82,800	\$ 44,160	-47%
2010	No Children	Did Not Graduate High School	\$ 17,440	\$ 11,881	-32%
		High School Graduate	\$ 28,340	\$ 17,440	-38%
		Some College No Degree	\$ 34,880	\$ 23,980	-31%
		Associates Degree	\$ 41,420	\$ 29,648	-28%
		BA or Higher	\$ 59,950	\$ 44,690	-25%
	Children	Did Not Graduate High School	\$ 23,871	\$ 12,971	-46%
		High School Graduate	\$ 38,150	\$ 19,838	-48%
		Some College No Degree	\$ 47,197	\$ 25,070	-47%
		Associates Degree	\$ 54,500	\$ 32,700	-40%
		BA or Higher	\$ 85,020	\$ 47,960	-44%

Note: These data were for individuals 25 years of age and older.

Figure 23
 Median Personal Income by Parenthood and Sex
 United States, 2010
 High School Graduate

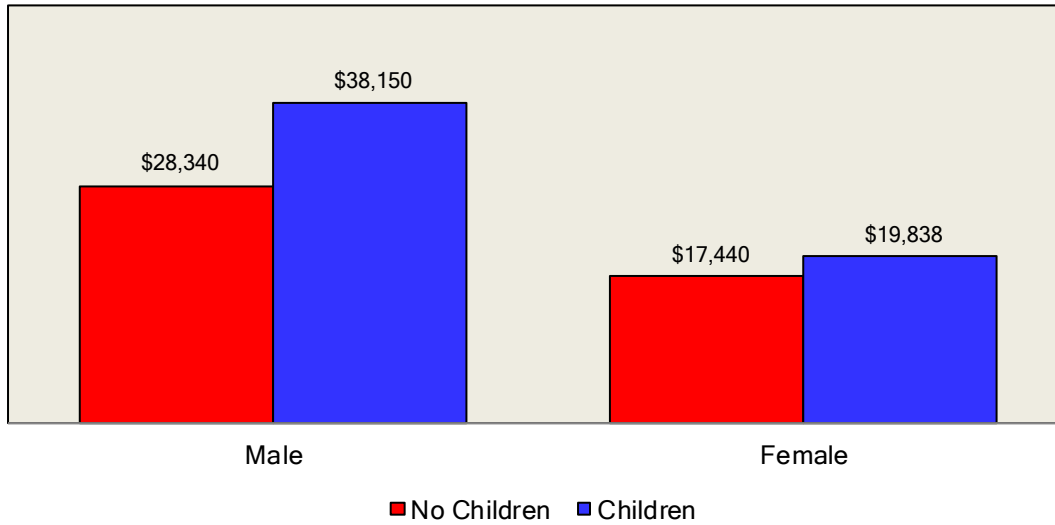


Figure 24
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Some College No Degree

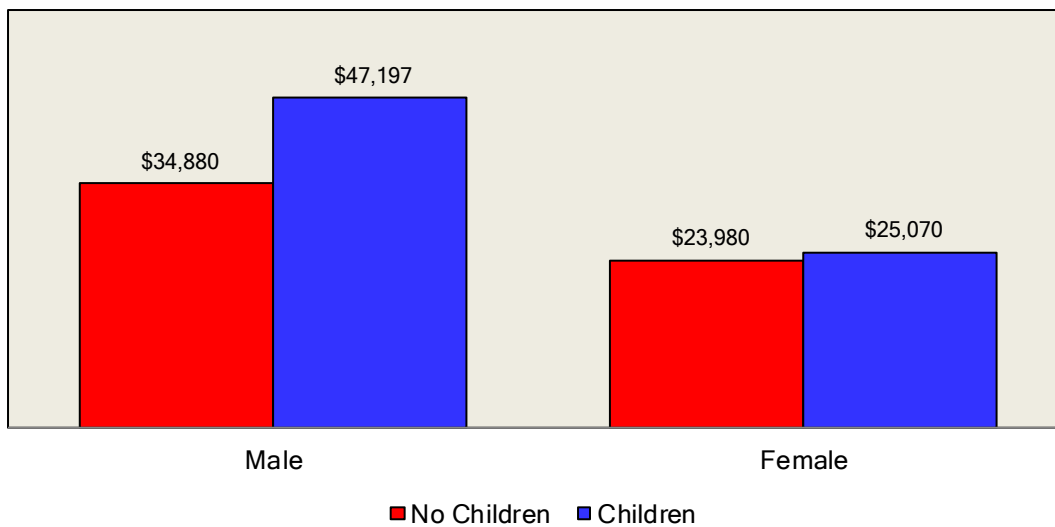


Figure 25
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Associate's Degree

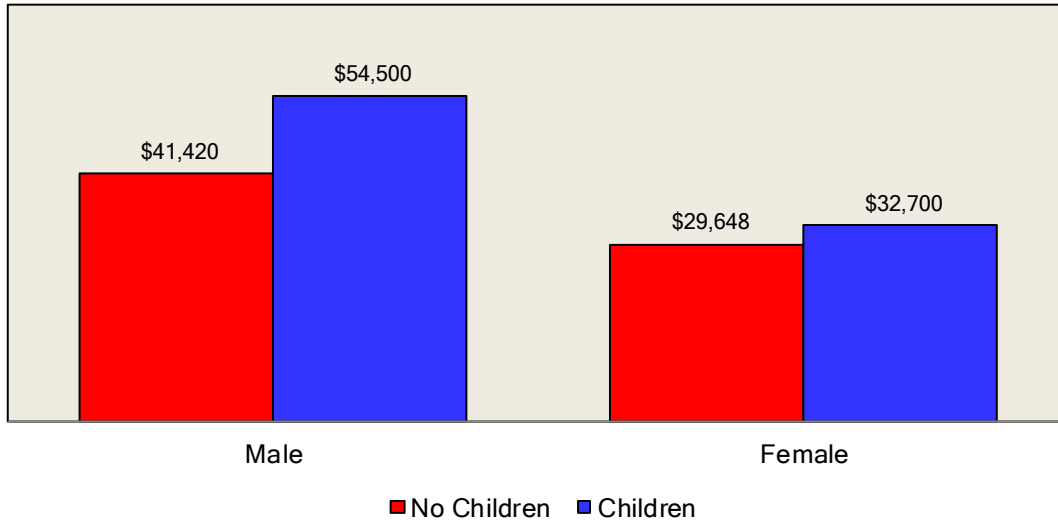
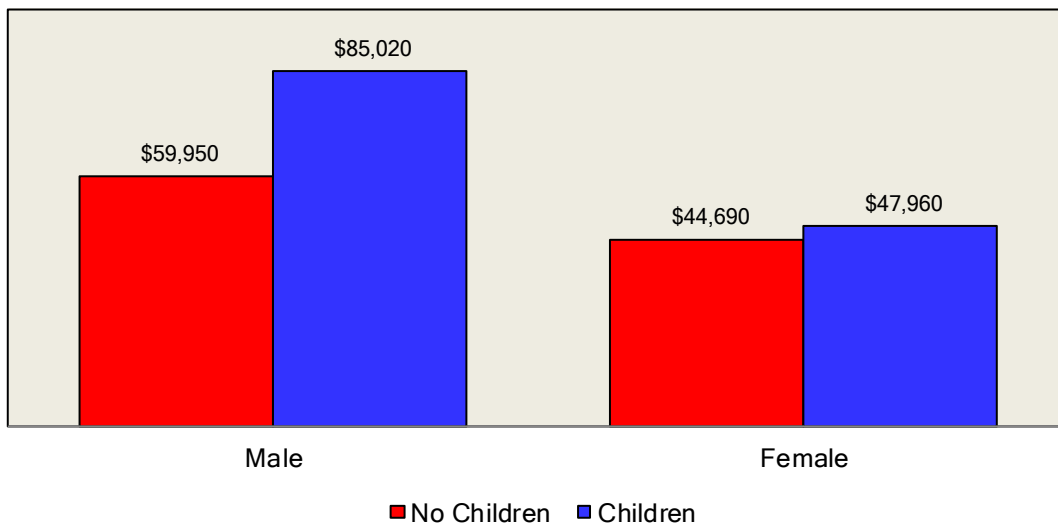


Figure 26
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Bachelor's Degree or Higher



Parenthood and Personal Income by Occupation in the United States

Among broad occupational categories, parenthood and sex impacted median personal incomes in the United States in 2010.⁹ Data indicate that, without exception, men with children in each broad occupational category considered here had the highest personal incomes, compared to men without children, and women with and without children. Women with children earned substantially less than men with children among all occupations, but had similar incomes to men without children in some instances. Men with children had markedly higher incomes than men without children. See Table 23 for median personal incomes among each occupational group by parenthood and sex.

In the category of management, professional, and related occupations, women who were parents earned 43% less than men who were parents. Among this group, women without children had incomes similar to women with children, which were 25% less than men without children in 2010. (See figure 27).

In service occupations as well as sales and office occupations, which were predominantly female occupied, women who were parents earned significantly less than men who were parents in 2010 (53% and 45% respectively). Women who were parents had similar incomes to men without children in both occupational categories. Among men and women without children in these two occupational categories, women had the lowest incomes, earning 21% and 18% less than men without children, respectively. (See figures 28 and 29).

In natural resource, construction, and maintenance occupations as well as production, transportation, and material moving occupations, which were predominantly male occupied, women with children earned 56% and 45% less than men with children in 2010 respectively. In the two occupational categories, women without children received 36% and 26% less than men without children, respectively. (See figures 30 and 31).

⁹ Data regarding occupations are only presented for 2010.

Table 23
Median Personal Income by Occupation, Parenthood, and Sex
United States, 2010

Parenthood	Occupation	Male	Female	% Difference
No Children	Management and professional	\$ 59,220	\$ 44,690	-25%
	Service	\$ 16,459	\$ 13,080	-21%
	Sales and office	\$ 28,340	\$ 23,326	-18%
	Natural resources, construction, and maintenance	\$ 28,231	\$ 18,040	-36%
	Production, transportation, and material moving	\$ 27,904	\$ 20,710	-26%
Children	Management and professional	\$ 80,660	\$ 45,780	-43%
	Service	\$ 34,880	\$ 16,350	-53%
	Sales and office	\$ 49,813	\$ 27,250	-45%
	Natural resources, construction, and maintenance	\$ 39,240	\$ 17,440	-56%
	Production, transportation, and material moving	\$ 38,150	\$ 21,037	-45%

Figure 27
Median Personal Income by Parenthood and Sex
United States, 2010
Management and Professional Occupations

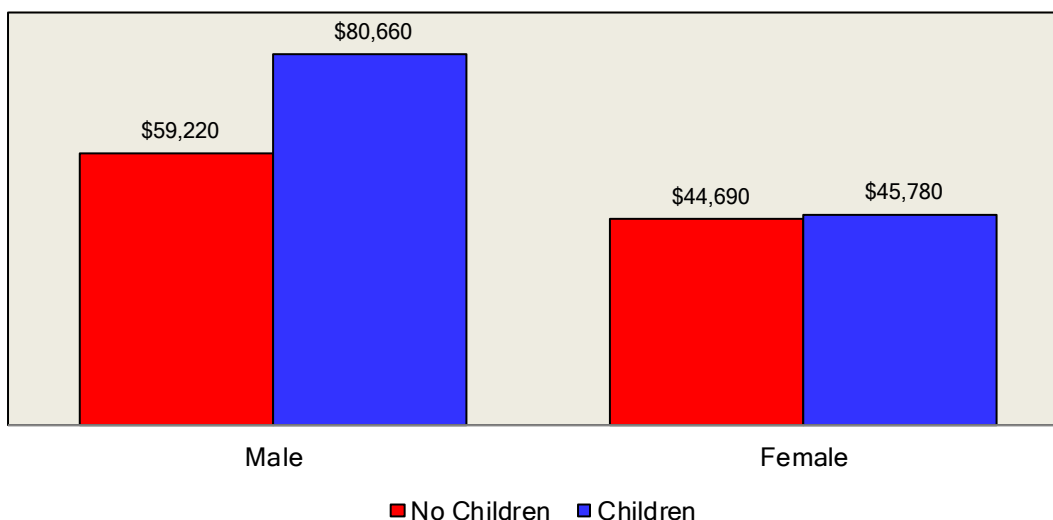


Figure 28
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Service Occupations

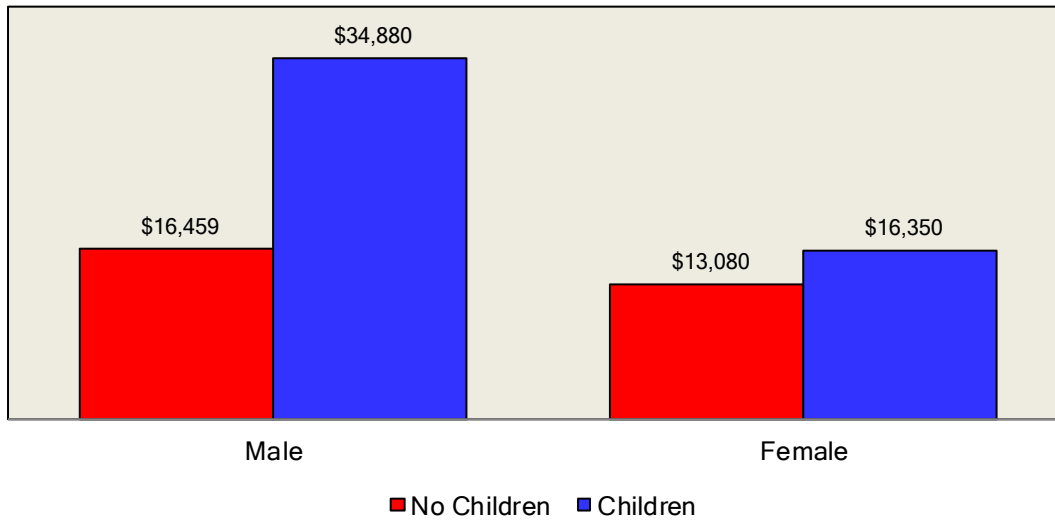


Figure 29
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Sales and Office Occupations

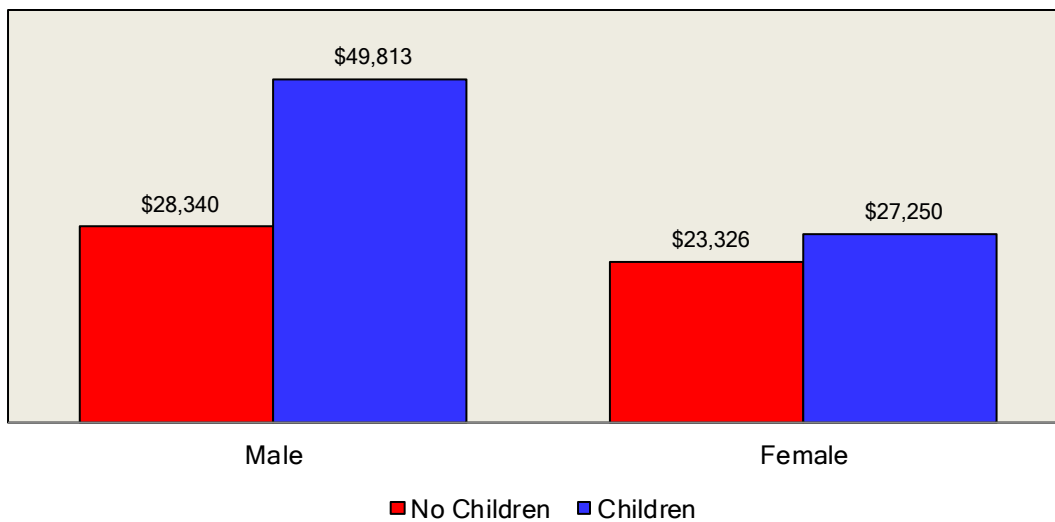


Figure 30
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Natural Resources, Construction, and Maintenance Occupations

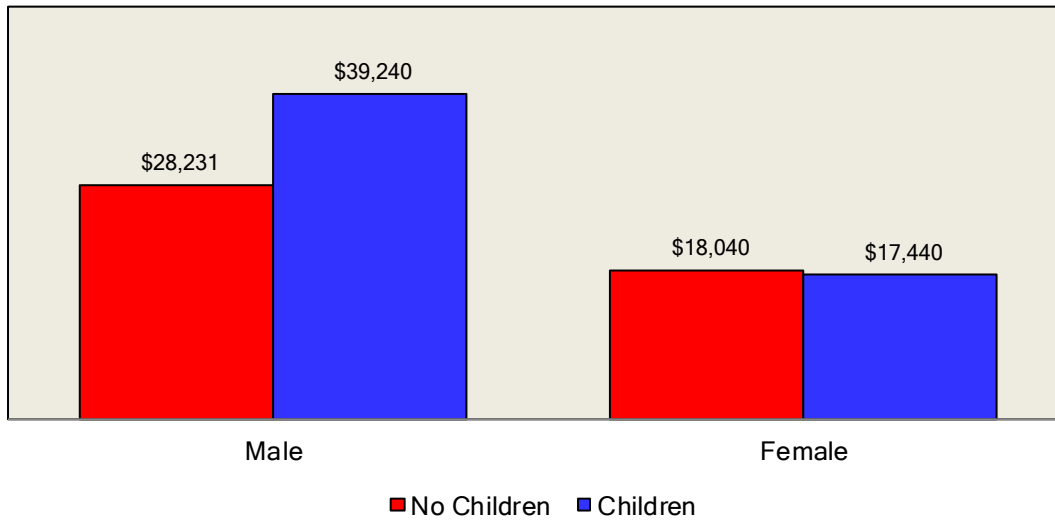
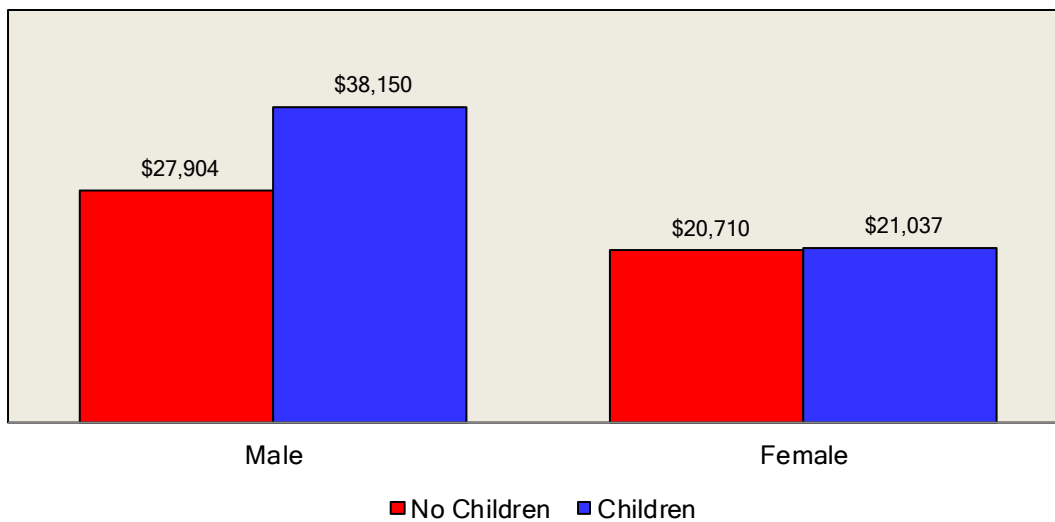


Figure 31
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Production, Transportation, and Material Moving Occupations



Parenthood and Personal Income among the Employed Population in the United States

Employment status had little impact on the relation between personal income, parenthood, and sex. Among the employed population, in each census year, without exception, men with children had the highest median personal incomes, compared to all other workers. This trend is consistent with the patterns observed among the total population in the United States.

One key finding is that the percentage differences in personal incomes between men and women (both parents and non-parents) are smaller when only the employed population is examined. However, those differences in personal incomes between men and women, particularly parents, were still significantly large between 1990 and 2010.

Employed women who were parents earned substantially less than employed men who were parents between 1990 and 2010. In 2010, among the employed population, women with children earned median incomes of \$32,700, which was 40% less than the incomes of men with children (\$54,500). Among employed parents, the gender gap declined slightly, as in 1990 employed women with children had earned 53% less than employed men with children. This finding indicates that working female parents received a large 'mommy tax' on their personal incomes when compared to the income levels of male parents. (See table 24 and figure 32).

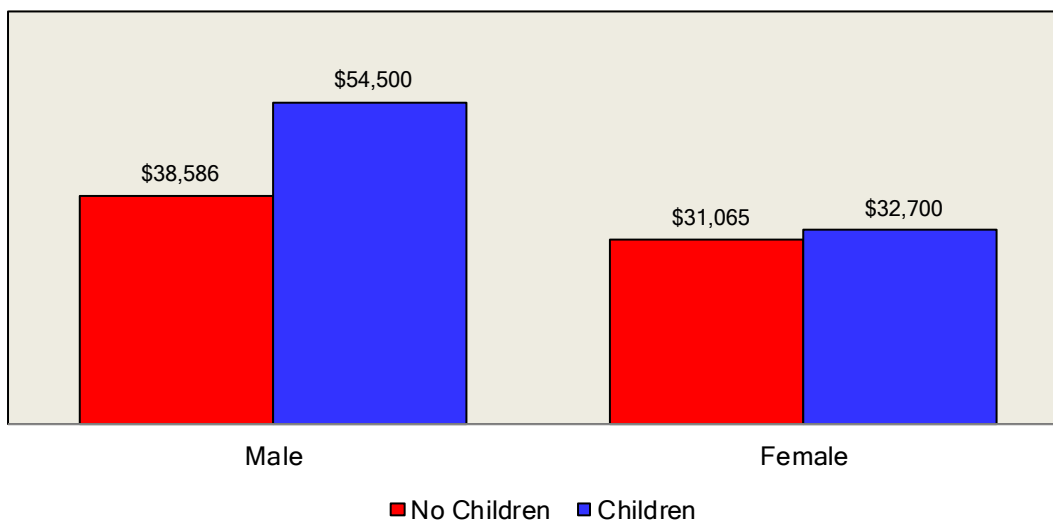
When comparing employed men and women who were not parents, there was also distinct difference in median personal incomes between 1990 and 2010. In 2010, men without children earned the second highest median personal incomes (\$38,586). Employed women without children (\$31,065) had incomes similar to employed women with children, which were 19% lower than employed men without children. The data thus indicate that the percentage differences in incomes between working men and women who were not parents was slightly smaller among the employed population, compared to the total population.

Among the employed population, an overall gender disparity between men and women in personal incomes has endured for the past two decades in the United States. In 1990, working women earned 42% less than working men. This percentage difference in personal incomes declined in 2010, such that working women earned 28% less than working men.

Table 24
 Median Personal Income among the Employed Population
 by Parenthood and Sex
 United States, 1990 - 2010

Year	Parenthood	Male	Female	% Difference
1990	No Children	\$ 36,400	\$ 26,208	-28%
	Children	\$ 54,418	\$ 25,653	-53%
	Total	\$ 44,727	\$ 25,913	-42%
2000	No Children	\$ 38,640	\$ 28,980	-25%
	Children	\$ 53,820	\$ 29,808	-45%
	Total	\$ 44,574	\$ 29,118	-35%
2010	No Children	\$ 38,586	\$ 31,065	-19%
	Children	\$ 54,500	\$ 32,700	-40%
	Total	\$ 45,235	\$ 32,700	-28%

Figure 32
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Employed Population



It is again noteworthy that men who were parents earned significantly more than men who were not parents between 1990 and 2010 in the United States, even when employed. In 1990, men who were not parents received incomes that were 33% less than men who were parents and 29% less in 2010. (See table 25). The percentage difference in incomes between employed male parents and non-parents were smaller compared to the percentage difference in incomes between male parents and non-parents in the total population. However, the observed percentage gaps in personal

incomes were still quite substantial. This finding shows that working men who were parents received higher personal incomes when compared to not only women, but also to the personal incomes of men who were not parents.

Trends among the unemployed population were similar to trends among the employed population. Unemployed women with children (\$11,990) earned 42% less than unemployed men with children (\$20,710) in 2010, which declined from 61% less in 1990. Among those who were not parents, unemployed women (\$10,900) earned 17% less than unemployed men (\$13,080) in 2010. Unemployed men with children earned notably more than unemployed men without children between 1990 and 2010. Data on unemployed population may be found in the Statistical Appendix.

Table 25
 Difference in Median Personal Income between
 Employed Men with and without Children
 United States, 1990 - 2010

	Children	No Children	% Difference
1990	\$ 54,418	\$ 36,400	-33%
2000	\$ 53,820	\$ 38,640	-28%
2010	\$ 54,500	\$ 38,586	-29%

Among the employed, an analysis of full-time and part-time employees indicates results consistent with the national trends in the United States.¹⁰ Full-time male employees who were parents had the highest personal incomes, compared to full-time employed women who were parents, as well as full-time employed men and women without children, between 1990 and 2010. (See table 26).

Full-time employed women with children earned median incomes of \$39,240 in 2010, which was 31% less than the incomes of full-time employed men with children (\$56,680). Among parents, the percentage difference between full-time employed men and women declined from a 43% gap in 1990. Women without children who were employed full-time also saw a median income of \$39,240, which was 10% less than full-time employed men without children (\$43,600) in 2010. (See figure 33). The data indicate that, among full-time employees, the percentage differences in personal incomes were much larger between male and female parents compared to the percentage differences in incomes between male and female non-parents.

¹⁰ Data regarding employment hours include individuals 17 to 62 years of age.

Among part-time employees, men with children had significantly higher incomes than all other earners. Part-time employed women with children earned (\$15,260) 30% less than part-time employed men with children (\$21,800) in 2010. Notably, in 2010, part-time employed men and women without children earned the same median personal incomes (\$10,900). (See figure 34). This is the only finding in this report that demonstrated gender parity in personal incomes: part-time employees who do not have children. The percentage gaps between part-time employed childless men and women had been 4% in both 1990 and 2000.

Table 26
 Median Personal Income among the Employed Population by Part-Time or Full-Time Employment, Parenthood, and Sex
 United States, 1990 - 2010

Year	Parenthood	Employment	Male	Female	% Difference
1990	No Children	Part-time	\$ 9,464	\$ 9,100	-4%
		Full-time	\$ 40,040	\$ 32,760	-18%
	Children	Part-time	\$ 25,480	\$ 12,614	-50%
		Full-time	\$ 54,600	\$ 30,940	-43%
2000	No Children	Part-time	\$ 11,040	\$ 10,626	-4%
		Full-time	\$ 42,090	\$ 36,018	-14%
	Children	Part-time	\$ 24,578	\$ 14,766	-40%
		Full-time	\$ 55,200	\$ 34,500	-38%
2010	No Children	Part-time	\$ 10,900	\$ 10,900	0%
		Full-time	\$ 43,600	\$ 39,240	-10%
	Children	Part-time	\$ 21,800	\$ 15,260	-30%
		Full-time	\$ 56,680	\$ 39,240	-31%

Note: These data were for individuals 17 to 62 years of age.

Figure 33
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Full-time Workers

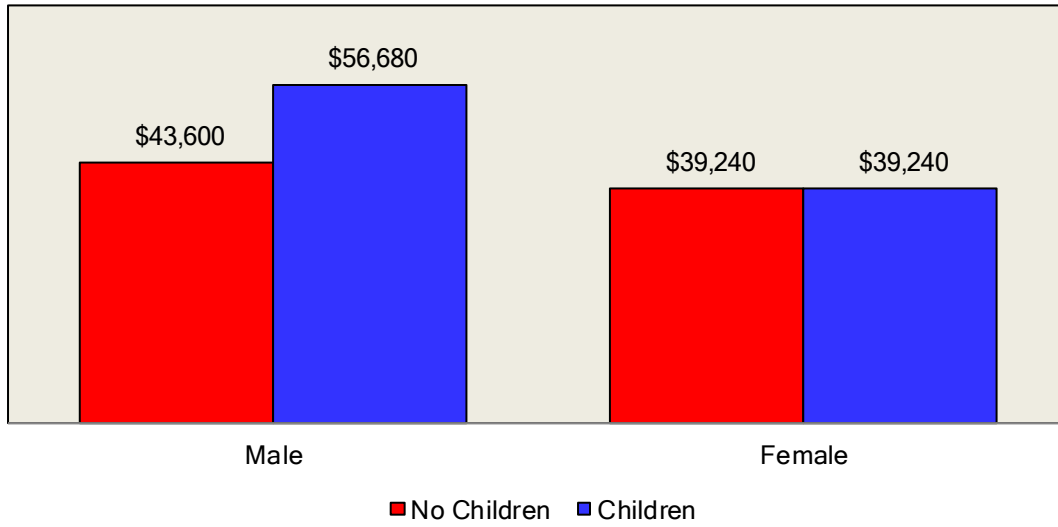
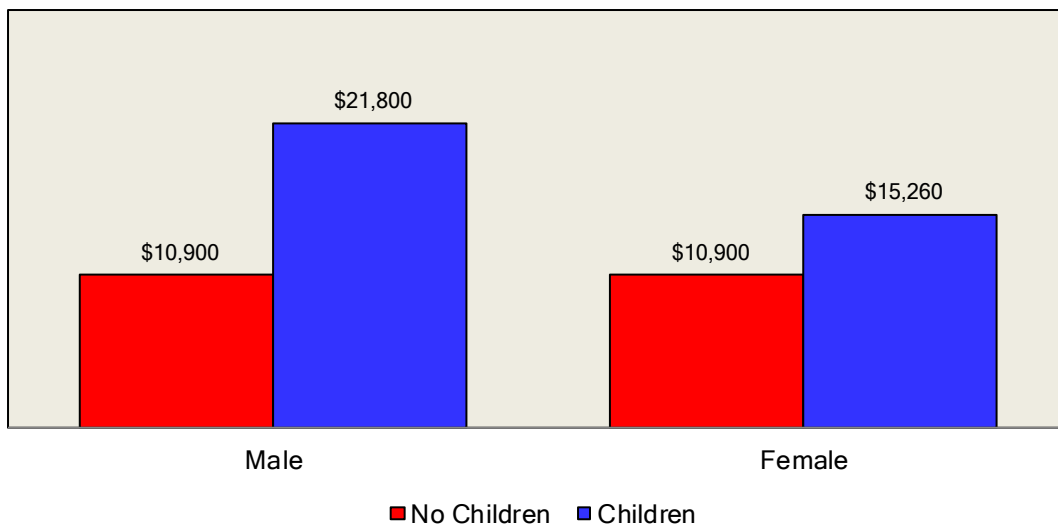


Figure 34
 Median Personal Income by Parenthood and Sex
 United States, 2010
 Part-time Workers



When only the employed population is analyzed by the additional social, economic, and demographic factors considered throughout this report, including age, race/ethnicity, Latino national subgroup, level of educational attainment, and broad occupational category, the trends in the impact of parenthood and sex on personal incomes are incredibly similar to the trends discussed in the previous sections of this report. The major differences are, among the employed population only, median personal incomes were higher across most analyses, and the percentage gaps in incomes between men and women (both parents and non-parents) were slightly reduced. See the Statistical Appendix for tables that present median personal incomes and percentage differences in personal incomes between men and women, among only the employed population, by parenthood and additional social, economic, and demographic factors considered in this report.

Summary of Key Findings

There are several key findings in this report to note.

- **Women who were parents earned substantially lower median personal incomes than men who were parents between 1990 and 2010 in the United States.** Among the total population, women who were parents earned 49% less than men who were parents in 2010. Among the employed population, women who were parents earned 40% less than men who were parents in 2010. The gaps in personal income were larger between male and female parents, compared to the gaps in personal income between male and female non-parents. Of the social, economic, and demographic factors explored in this report, hours worked per week was the only factor that might partially explain the disparate personal incomes observed between male and female parents. Women who were parents worked 13% less hours per week than men who were parents in 2010. However, this 13% difference in hours worked per week is not on par with the 40% difference in employed male and female parents' personal incomes in 2010. It is thus likely that disparities in incomes between male and female parents were due partially to hours worked per week, but also occurred because men who are parents received higher personal incomes through employers and additional sources of personal income, such as public assistance.
- **Men who were parents earned markedly higher personal incomes than not only women, but also men without children between 1990 and 2010 in the United States.** Men without children earned 40% less than men with children in 2010. This may be partially due to the fact the men with children tended to be older than men without children, and thus would have had more time in the workforce with which to gain higher levels of personal income.

- **Regardless of parenthood, women earned lower personal incomes than men between 1990 and 2010 in the United States.** Among the total population, women earned 38% less than men in 2010. Among the employed population, women earned 28% less men in 2010. Of the social, economic, and demographic factors explored in this report, the only instance of gender parity in incomes that appeared was in 2010, between men and women without children who were employed part-time.
- **The aforementioned patterns were largely unexplained by the social, economic, and demographic factors examined in this report.** Irrespective of major race/ethnic groups, levels of educational attainment, occupation, and employment status factors these trends were observed. Only hours worked per week partially explained the income gaps between men and women with children. Only age helped explain the income differences between men with and without children.
- **Among major race/ethnic groups in the United States, men with children had the highest personal incomes, compared to not only women with children, but also women and men without children.** In 2010, Latina women with children earned 39% less than Latino men with children; Non-Hispanic white women with children earned 50% less than non-Hispanic white men with children; Non-Hispanic black women with children earned 38% less than non-Hispanic black men with children; and Asian women with children earned 43% less than Asian men with children.
- **Among the five largest Latino national subgroups in the United States, men with children had the highest personal incomes, compared to not only women with children, but also women and men without children.** In 2010, Mexican women who were parents earned 39% less than Mexican men who were parents; Puerto Rican women who were parents earned 44% less than Puerto Rican men who were parents; Salvadoran women who were parents earned 38% less than Salvadoran men who were parents; Cuban women who were parents earned 39% less than Cuban men who were parents; and Dominican women who were parents earned 41% less than Dominican men who were parents.

Conclusion

The data suggest that in the United States, women who were parents experienced an enduring and significant ‘mommy tax’ on their personal incomes when compared to the personal income levels of men who were parents within the twenty year period considered in this report. Men who were parents received a marked ‘daddy bonus’ in their personal incomes when compared to incomes of all other earners, including men who were not parents, over the same period. The overall sex disparity between men and women in the United States in terms of personal incomes has endured for the past two decades. These trends have all declined somewhat over the twenty years considered here, but the income disparities were still substantial in 2010.

Statistical Appendix

Table 27
 Median Personal Income by Employment Status, Parenthood, and Sex
 United States, 1990 - 2010

Year	Parenthood	Employment	Male	Female	% Difference
1990	No Children	Employed	\$ 36,400	\$ 26,208	-28%
		Unemployed	\$ 12,740	\$ 9,100	-29%
	Children	Employed	\$ 54,418	\$ 25,653	-53%
		Unemployed	\$ 27,300	\$ 10,702	-61%
2000	No Children	Employed	\$ 38,640	\$ 28,980	-25%
		Unemployed	\$ 13,248	\$ 9,660	-27%
	Children	Employed	\$ 53,820	\$ 29,808	-45%
		Unemployed	\$ 28,566	\$ 12,834	-55%
2010	No Children	Employed	\$ 38,586	\$ 31,065	-19%
		Unemployed	\$ 13,080	\$ 10,900	-17%
	Children	Employed	\$ 54,500	\$ 32,700	-40%
		Unemployed	\$ 20,710	\$ 11,990	-42%

Table 28
 Median Personal Income among the Employed Population
 by Age Group, Parenthood, and Sex
 United States, 1990 - 2010

Year	Parenthood	Age (years)	Male	Female	% Difference
1990	No Children	16-34	\$ 24,934	\$ 21,056	-16%
		35-49	\$ 50,050	\$ 36,400	-27%
		50-64	\$ 56,420	\$ 29,120	-48%
		65 +	\$ 43,134	\$ 25,040	-42%
	Children	16-34	\$ 41,942	\$ 21,840	-48%
		35-49	\$ 59,079	\$ 28,521	-52%
		50-64	\$ 58,730	\$ 27,300	-54%
		65 +	\$ 41,234	\$ 24,024	-42%
2000	No Children	16-34	\$ 24,840	\$ 20,424	-18%
		35-49	\$ 46,920	\$ 38,088	-19%
		50-64	\$ 57,822	\$ 34,569	-40%
		65 +	\$ 46,644	\$ 28,428	-39%
	Children	16-34	\$ 41,400	\$ 24,840	-40%
		35-49	\$ 57,960	\$ 32,720	-44%
		50-64	\$ 62,100	\$ 33,120	-47%
		65 +	\$ 41,952	\$ 27,600	-34%
2010	No Children	16-34	\$ 21,800	\$ 18,530	-15%
		35-49	\$ 43,600	\$ 38,259	-12%
		50-64	\$ 54,500	\$ 38,150	-30%
		65 +	\$ 54,827	\$ 34,008	-38%
	Children	16-34	\$ 41,420	\$ 26,160	-37%
		35-49	\$ 58,860	\$ 34,880	-41%
		50-64	\$ 59,950	\$ 35,970	-40%
		65 +	\$ 51,121	\$ 32,046	-37%

Table 29
 Median Personal Income among Employed Non-Hispanic Whites by Parenthood and Sex
 United States, 1990 - 2010

Year	Parenthood	Male	Female	% Difference
1990	No Children	\$ 38,329	\$ 27,300	-29%
	Children	\$ 55,510	\$ 26,102	-53%
	Total	\$ 47,320	\$ 26,863	-43%
2000	No Children	\$ 41,400	\$ 30,360	-27%
	Children	\$ 57,132	\$ 30,539	-47%
	Total	\$ 48,631	\$ 30,360	-38%
2010	No Children	\$ 43,600	\$ 32,700	-25%
	Children	\$ 59,961	\$ 34,880	-42%
	Total	\$ 50,304	\$ 32,809	-35%

Table 30
 Median Personal Income among Employed Non-Hispanic Blacks by Parenthood and Sex
 United States, 1990 - 2010

Year	Parenthood	Male	Female	% Difference
1990	No Children	\$ 25,703	\$ 23,423	-9%
	Children	\$ 40,040	\$ 26,405	-34%
	Total	\$ 32,760	\$ 25,480	-22%
2000	No Children	\$ 30,360	\$ 27,600	-9%
	Children	\$ 41,676	\$ 28,980	-30%
	Total	\$ 34,845	\$ 28,152	-19%
2010	No Children	\$ 30,520	\$ 28,340	-7%
	Children	\$ 43,600	\$ 31,392	-28%
	Total	\$ 34,880	\$ 30,084	-14%

Table 31
 Median Personal Income among Employed Asians by Parenthood and Sex
 United States, 1990 - 2010

Year	Parenthood	Male	Female	% Difference
1990	No Children	\$ 32,760	\$ 27,300	-17%
	Children	\$ 54,600	\$ 31,259	-43%
	Total	\$ 43,680	\$ 29,120	-33%
2000	No Children	\$ 38,640	\$ 31,188	-19%
	Children	\$ 55,200	\$ 34,500	-38%
	Total	\$ 46,506	\$ 33,120	-29%
2010	No Children	\$ 40,330	\$ 33,681	-16%
	Children	\$ 59,950	\$ 39,131	-35%
	Total	\$ 49,159	\$ 36,733	-25%

Table 32
 Median Personal Income among Employed Latinos by Parenthood and Sex
 United States, 1990 - 2010

Year	Parenthood	Male	Female	% Difference
1990	No Children	\$ 21,840	\$ 18,746	-14%
	Children	\$ 36,400	\$ 21,840	-40%
	Total	\$ 27,497	\$ 20,930	-24%
2000	No Children	\$ 23,460	\$ 20,700	-12%
	Children	\$ 35,328	\$ 23,460	-34%
	Total	\$ 28,704	\$ 22,080	-23%
2010	No Children	\$ 23,822	\$ 21,800	-8%
	Children	\$ 33,790	\$ 23,980	-29%
	Total	\$ 28,340	\$ 22,236	-22%

Table 33
 Median Personal Income among the Employed Population in the Five
 Largest Latino National Subgroups by Parenthood and Sex
 United States, 1990 - 2010

Year	Parenthood	Nationality	Male	Female	% Difference
1990	No Children	Mexican	\$ 20,020	\$ 17,877	-11%
		Puerto Rican	\$ 27,300	\$ 23,849	-13%
		Salvadoran	\$ 19,219	\$ 16,380	-15%
		Cuban	\$ 30,940	\$ 25,480	-18%
		Dominican	\$ 23,660	\$ 18,200	-23%
	Children	Mexican	\$ 33,124	\$ 20,930	-37%
		Puerto Rican	\$ 41,860	\$ 27,300	-35%
		Salvadoran	\$ 27,300	\$ 18,200	-33%
		Cuban	\$ 45,500	\$ 27,300	-40%
		Dominican	\$ 34,580	\$ 21,840	-37%
2000	No Children	Mexican	\$ 21,666	\$ 19,320	-11%
		Puerto Rican	\$ 28,980	\$ 26,220	-10%
		Salvadoran	\$ 22,011	\$ 17,526	-20%
		Cuban	\$ 32,844	\$ 27,600	-16%
		Dominican	\$ 24,840	\$ 19,320	-22%
	Children	Mexican	\$ 33,120	\$ 21,804	-34%
		Puerto Rican	\$ 44,160	\$ 28,980	-34%
		Salvadoran	\$ 32,430	\$ 20,010	-38%
		Cuban	\$ 48,300	\$ 33,120	-31%
		Dominican	\$ 34,500	\$ 22,522	-35%
2010	No Children	Mexican	\$ 21,800	\$ 19,620	-10%
		Puerto Rican	\$ 31,610	\$ 28,340	-10%
		Salvadoran	\$ 21,800	\$ 18,530	-15%
		Cuban	\$ 31,392	\$ 28,122	-10%
		Dominican	\$ 25,070	\$ 20,928	-17%
	Children	Mexican	\$ 32,700	\$ 21,800	-33%
		Puerto Rican	\$ 46,870	\$ 31,610	-33%
		Salvadoran	\$ 32,700	\$ 21,800	-33%
		Cuban	\$ 43,600	\$ 32,700	-25%
		Dominican	\$ 34,880	\$ 22,890	-34%

Table 34
 Median Personal Income among the Employed Population by Educational Attainment,
 Parenthood, and Sex
 United States, 1990 - 2010

Year	Parenthood	Educational Attainment	Male	Female	% Difference
1990	No Children	Did Not Graduate High School	\$ 30,711	\$ 19,556	-36%
		High School Graduate	\$ 40,040	\$ 27,300	-32%
		Some College No Degree	\$ 45,500	\$ 32,760	-28%
		Associates Degree	\$ 47,320	\$ 36,400	-23%
		BA or Higher	\$ 65,520	\$ 47,684	-27%
	Children	Did Not Graduate High School	\$ 36,309	\$ 18,200	-50%
		High School Graduate	\$ 47,320	\$ 22,932	-52%
		Some College No Degree	\$ 54,600	\$ 27,391	-50%
		Associates Degree	\$ 57,475	\$ 30,940	-46%
		BA or Higher	\$ 81,172	\$ 41,954	-48%
2000	No Children	Did Not Graduate High School	\$ 28,842	\$ 20,700	-28%
		High School Graduate	\$ 40,020	\$ 27,600	-31%
		Some College No Degree	\$ 46,230	\$ 34,500	-25%
		Associates Degree	\$ 48,783	\$ 38,640	-21%
		BA or Higher	\$ 69,000	\$ 51,267	-26%
	Children	Did Not Graduate High School	\$ 33,810	\$ 19,320	-43%
		High School Graduate	\$ 45,540	\$ 25,116	-45%
		Some College No Degree	\$ 55,200	\$ 30,360	-45%
		Associates Degree	\$ 57,325	\$ 34,500	-40%
		BA or Higher	\$ 84,180	\$ 48,300	-43%
2010	No Children	Did Not Graduate High School	\$ 26,160	\$ 19,620	-25%
		High School Graduate	\$ 37,060	\$ 27,250	-26%
		Some College No Degree	\$ 43,600	\$ 32,700	-25%
		Associates Degree	\$ 47,960	\$ 38,150	-20%
		BA or Higher	\$ 69,760	\$ 54,184	-22%
	Children	Did Not Graduate High School	\$ 29,430	\$ 17,876	-39%
		High School Graduate	\$ 43,600	\$ 25,070	-43%
		Some College No Degree	\$ 52,320	\$ 30,302	-42%
		Associates Degree	\$ 55,590	\$ 35,970	-35%
		BA or Higher	\$ 88,508	\$ 52,320	-41%

Note: These data were for individuals 25 years of age and older.

Table 35
 Median Personal Income among the Employed Population by Occupation,
 Parenthood, and Sex
 United States, 2010

Parenthood	Occupation	Male	Female	% Difference
No Children	Management and professional	\$ 65,400	\$ 49,159	-25%
	Service	\$ 21,800	\$ 16,350	-25%
	Sales and office	\$ 32,700	\$ 27,250	-17%
	Natural resources, construction, and maintenance	\$ 33,790	\$ 25,724	-24%
	Production, transportation, and material moving	\$ 32,700	\$ 24,089	-26%
Children	Management and professional	\$ 82,295	\$ 49,050	-40%
	Service	\$ 37,932	\$ 18,530	-51%
	Sales and office	\$ 54,500	\$ 30,520	-44%
	Natural resources, construction, and maintenance	\$ 43,600	\$ 23,980	-45%
	Production, transportation, and material moving	\$ 41,420	\$ 23,980	-42%