

EARNINGS

UPDATED THROUGH AUGUST 2025 | NATIONAL

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Takeaways | Earnings

- We now present earnings gaps as percentages of earnings of one group relative to another group.
- Black workers earned 77.9% of white workers' earnings in August 2025, down from 82.2% in May 2025 and 79.9% in August 2024. This is the lowest value of this ratio since March 2023, but higher than in August 2019.
- Hispanic workers earned 76.7% of white workers' earnings in August 2025, down from 78.3% in May 2025 and 79.1% in August 2024. AAPI workers earned 112% of white workers' earnings in August 2025.
- Workers without a college degree earned 57.6% of what workers with a degree earned in August 2025, up from 56.1% in May 2025 and from 55.8% in August 2024. This is the highest value of this ratio since 2019 and is partially driven by a nominal decline in the earnings of college graduates. These findings are not affected by the experiences of recent college graduates as they are based on individuals aged 25-54.
- Women earned 80.7% of men's earnings in August 2025, down from 80.9% in May 2025 but close to 80.8% in August 2024 and up from 78.0% in August 2019. The ratio of women's earnings to men's has been broadly rising since the pre-pandemic period, though it has stalled recently.

Takeaways | Earnings (continued)

- Rural workers earned 84.5% of urban workers' earnings in August 2025, up from 82.7% in May 2025 and up from 84.1% in August 2019.
- Employed veterans earned about 0.1% less than comparable nonveterans* in August 2025.
- In August 2025, workers with disabilities earned about \$814 per week in real terms, compared to an average of \$995 per week for workers without disabilities on average. Disability earnings gaps have changed little since the pre-pandemic period, despite temporarily falling during the pandemic.

**Gaps and all other relevant definitions can be found on the data and methods slide.*

Full Report Highlights

▪ INFLATION

- Hispanic, middle-income, Southern, and rural households saw lower inflation than the national average.
- Low-income, Northeastern, and college-educated households experienced higher inflation than the national average.
- Rural inflation has slowly moved toward the national average.

▪ EARNINGS

- Black and Hispanic workers earned less as a fraction of the earnings of white workers than in 2025:Q2.
- Workers without a college degree earned more as a fraction of the earnings of workers with a degree, respectively, than they did in the past six years.
- Women workers' earnings have held steady as a share of men's earnings since 2025:Q2.
- Earnings of workers in large-sized businesses have grown at a higher rate than earnings of workers in medium-sized and small businesses.

Full Report Highlights (continued)

▪ **EMPLOYMENT**

- Employment has fallen and unemployment has risen for Black men and women.
- Differences in employment, unemployment, and labor force participation rates between college graduates and nongraduates have decreased because of an improvement for the latter and a deterioration for the former.
- Workers with disabilities were much less (nearly half as) likely to participate in the labor force and be employed, and more than twice as likely to be unemployed than workers without disabilities.
- Employment has grown faster at large businesses than at small and medium-sized businesses.

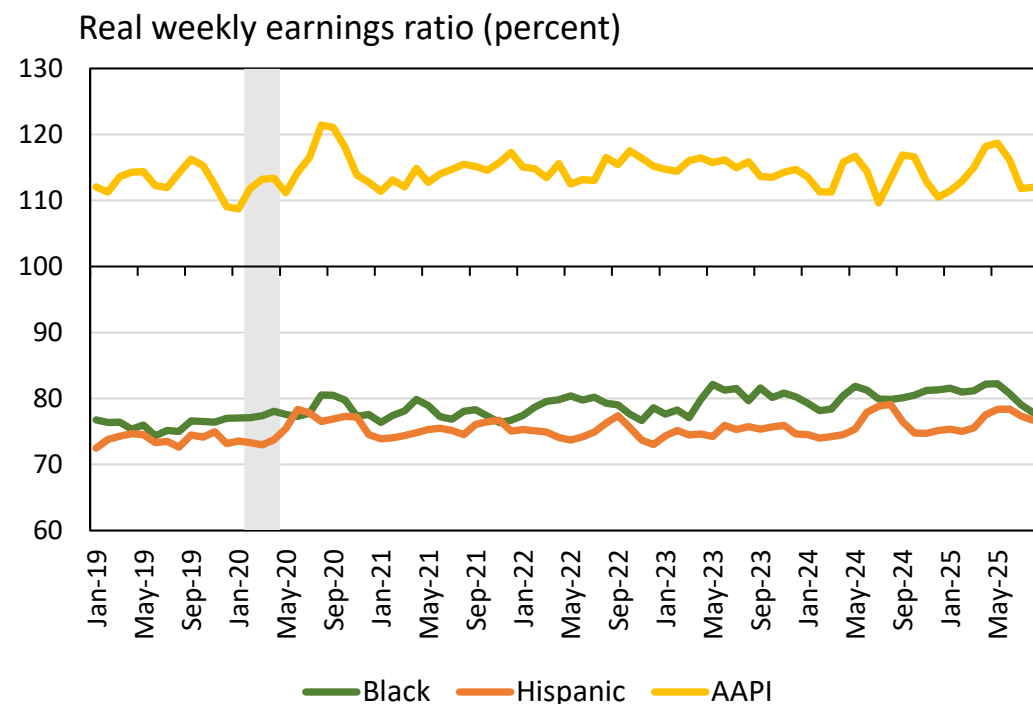
▪ **WEALTH**

- Growth in wealth after 2019 was faster for some groups with little wealth growth relative to population.
- This growth did not meaningfully reduce stark wealth inequalities across demographic groups.
- Financial assets grew strongly in 2025:Q2, raising net worth across the board but particularly for high-income and high-wealth groups.

Data & Methods

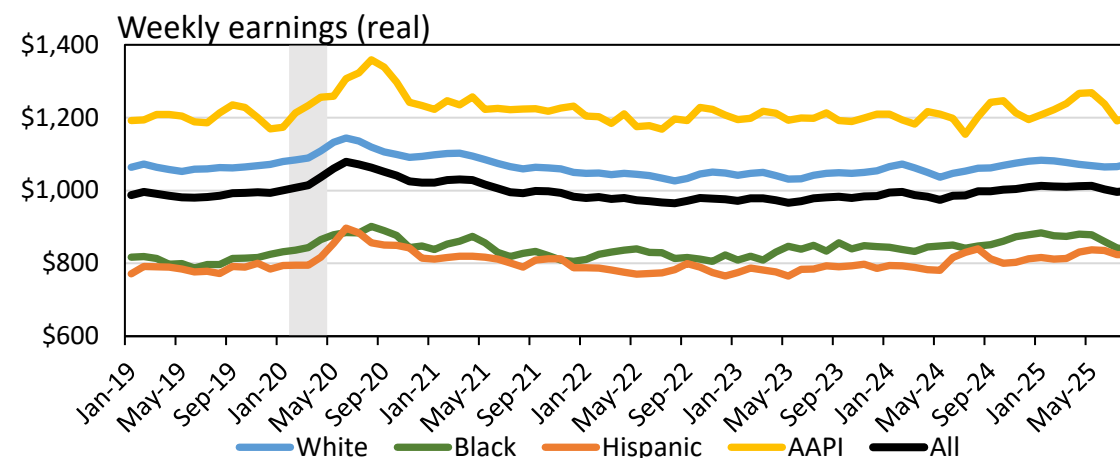
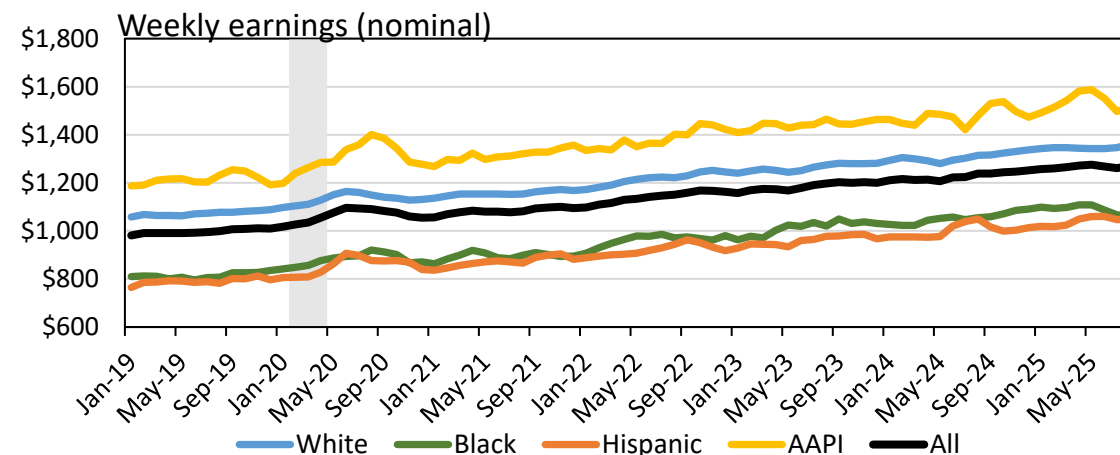
- Real earnings are computed by deflating nominal earnings for each demographic using our estimates of demographic-specific inflation.
- Comparable nonveterans are male high school graduates reweighted by age, race, and birthplace to match veterans.
- Black, Hispanic, and AAPI earnings ratios are defined as the ratio of earnings of workers of the race or ethnicity in question to the earnings of white workers.
- The non-college earnings ratio is defined as the ratio of non-college graduates' earnings to college graduates' earnings.
- The women's earnings ratio is defined as the ratio of women's to men's earnings.
- The race by gender earnings ratios are defined as the ratio of earnings of workers of the race or ethnicity and gender in question to the earnings of white men.
- The rural earnings ratio is defined as the ratio of the earnings of rural workers to urban workers.
- The veterans earnings ratio is defined as the ratio of the earnings of veterans to those of comparable nonveterans.

Real/Nominal Earnings by Race/Ethnicity



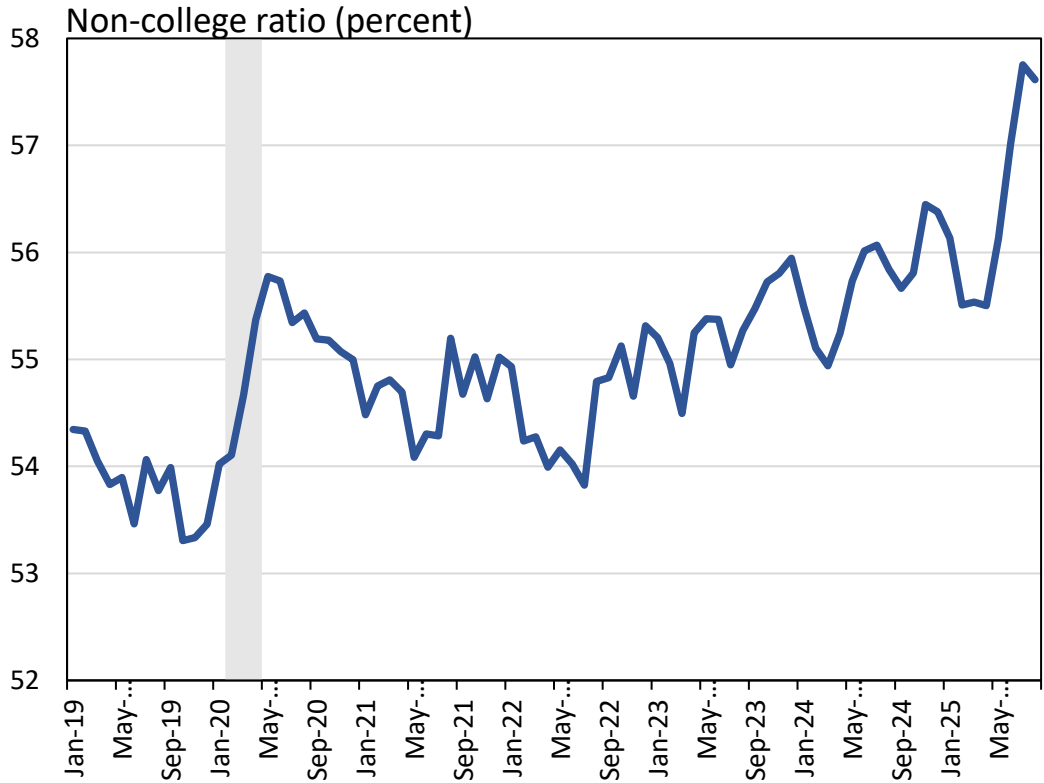
Sources: U.S. Census Bureau/BLS - Current Population Survey (CPS) microdata; authors' calculations, three-month moving averages. The CPS covers the civilian noninstitutional population, which excludes active-duty members of the U.S. armed forces and people confined to, or living in, institutions or facilities.

Notes: Real earnings uses corresponding demographic prices, indexed to January 2019. Shaded region indicates the COVID-19 recession. The race earnings ratio is defined here as the ratio of earnings of workers of the race or ethnicity in question to the earnings of white workers. For instance, a ratio of 80% implies that the average Black/Hispanic/AAPI American earns 80% of the average white American.



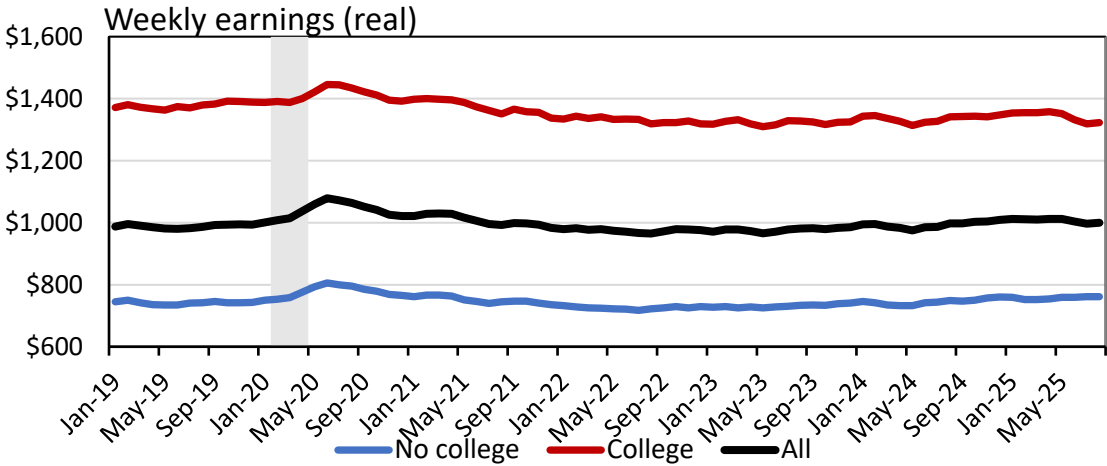
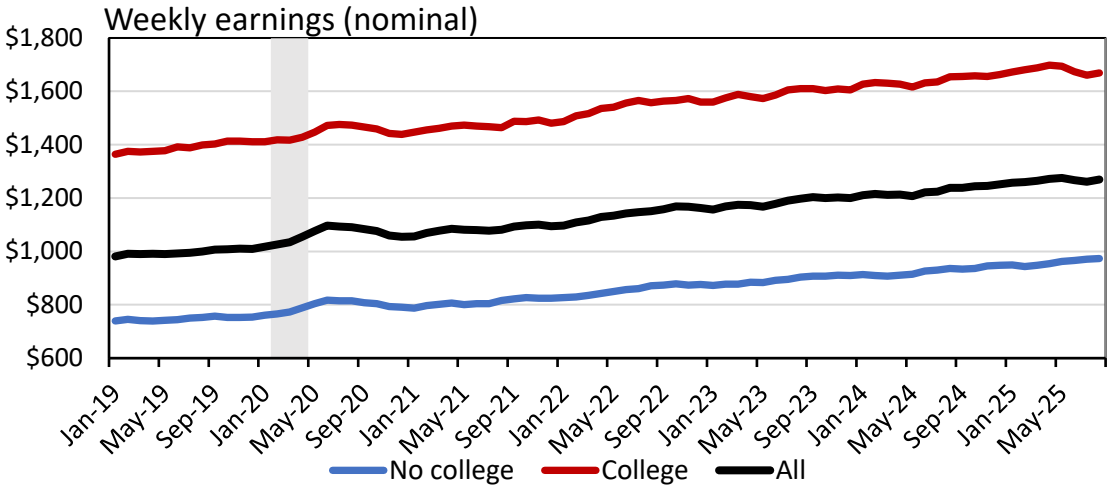
Individual weekly earnings from April 2023 onward are top coded to \$2,884.61, in accordance with pre-April 2023 CPS data conventions for continuity.

Real/Nominal Earnings by Education



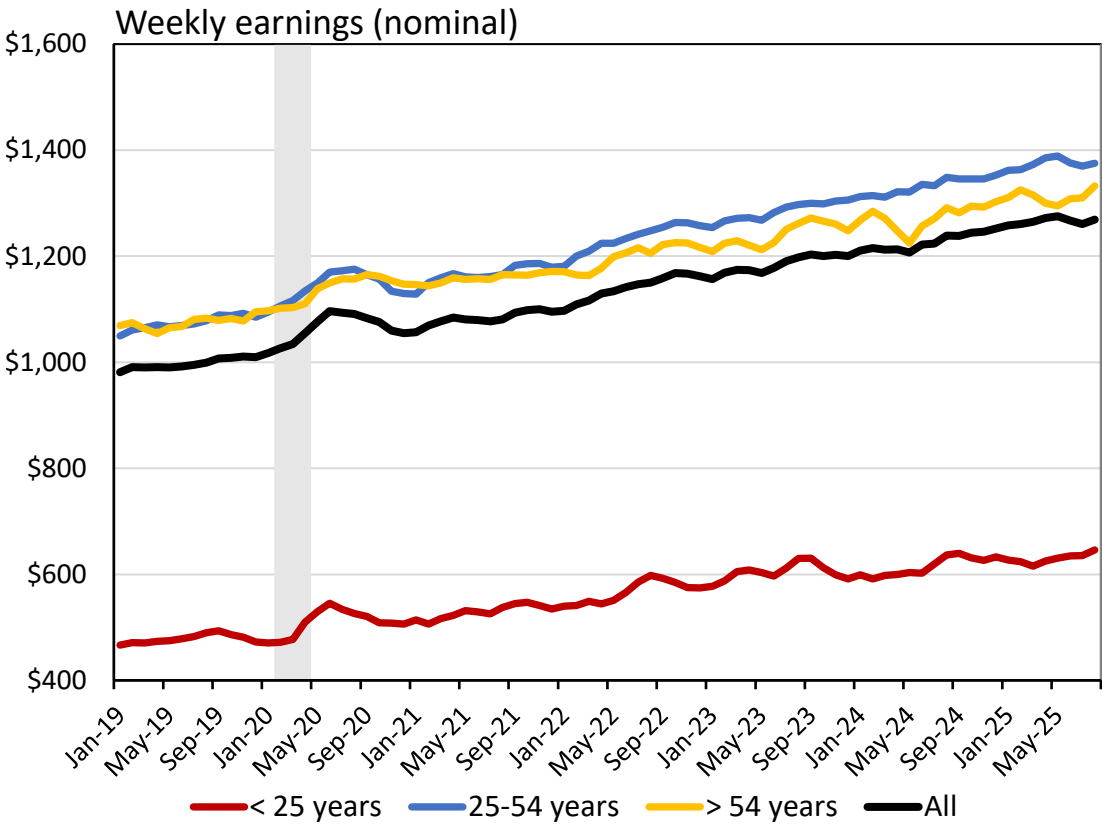
Sources: U.S. Census Bureau/BLS - Current Population Survey (CPS) microdata; authors' calculations, three-month moving averages. The CPS covers the civilian noninstitutional population, which excludes active-duty members of the U.S. armed forces and people confined to, or living in, institutions or facilities.

Notes: Real earnings uses corresponding demographic prices, indexed to January 2019. Shaded region indicates the COVID-19 recession. The college earnings ratio is defined as the ratio of non-college graduates' to college graduates' earnings. For instance, a ratio of 80% implies that the average non-graduate earns 80% of the average graduate.



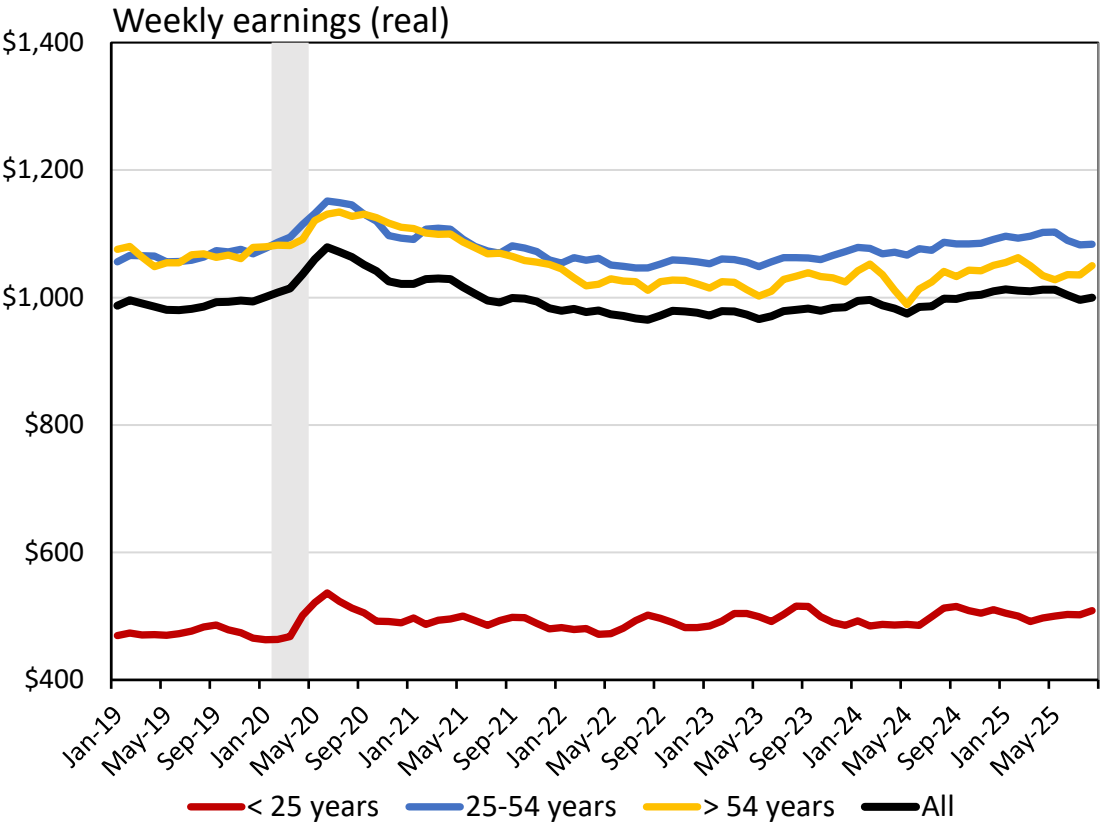
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Real/Nominal Earnings by Age



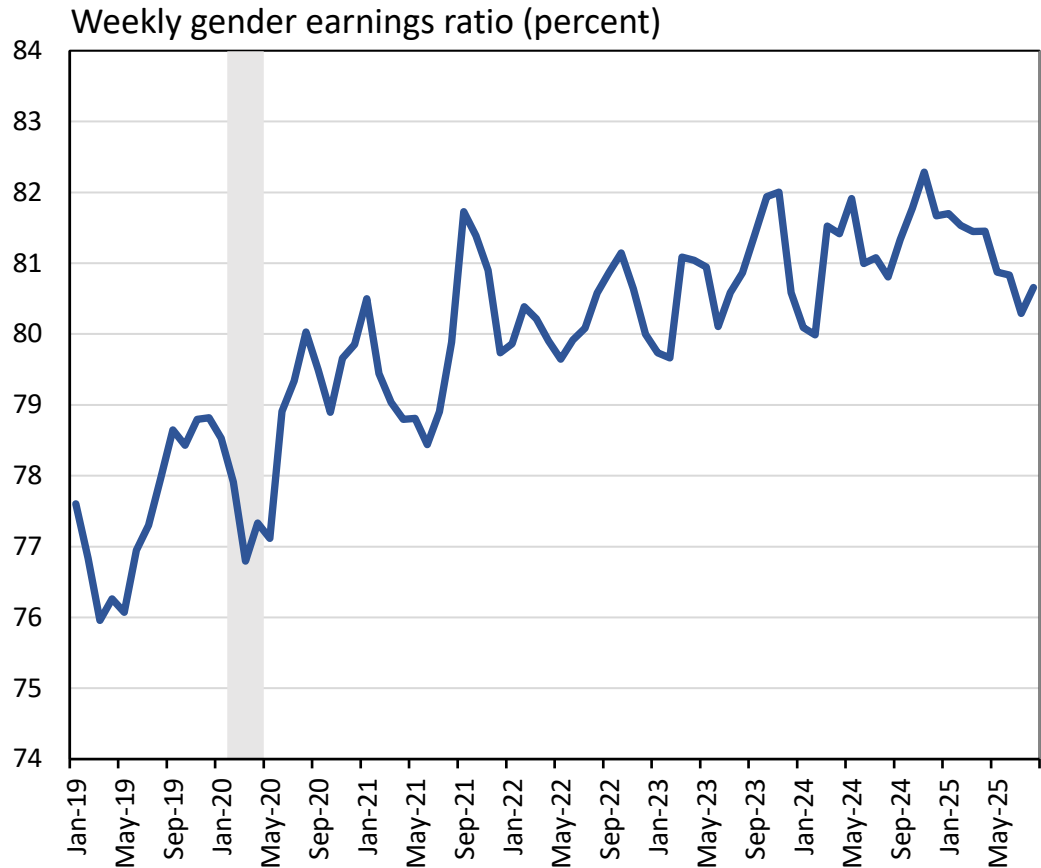
Sources: U.S. Census Bureau/BLS - Current Population Survey (CPS) microdata; authors' calculations, three-month moving averages. The CPS covers the civilian noninstitutional population, which excludes active-duty members of the U.S. armed forces and people confined to, or living in, institutions or facilities.

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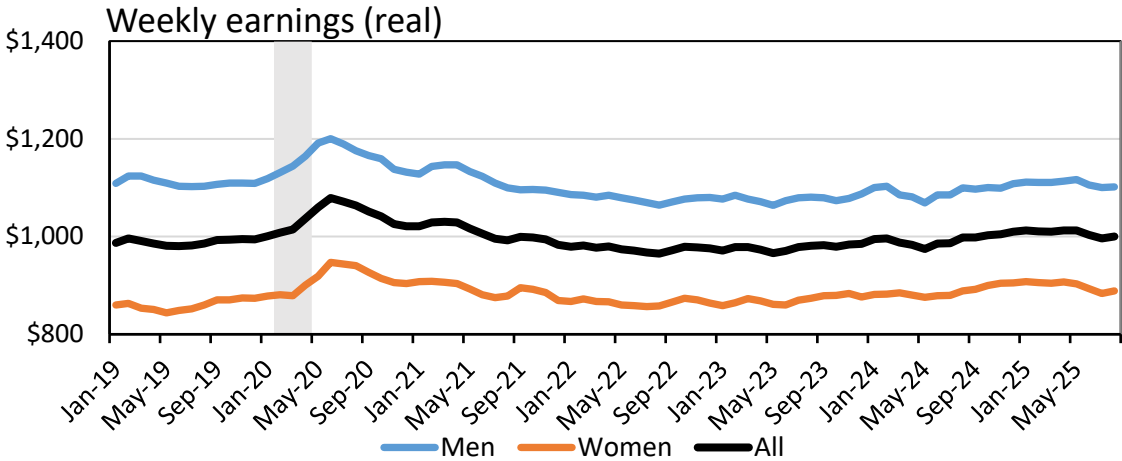
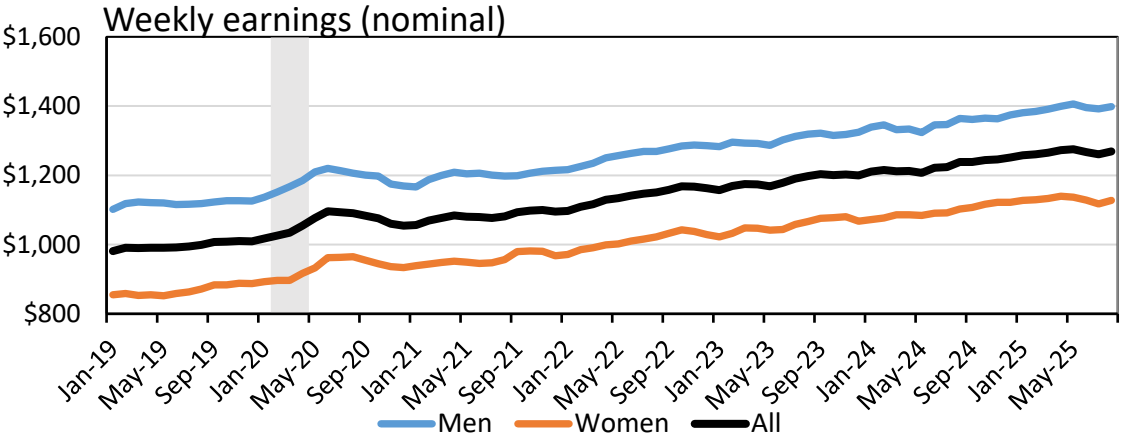
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Real/Nominal Earnings by Gender



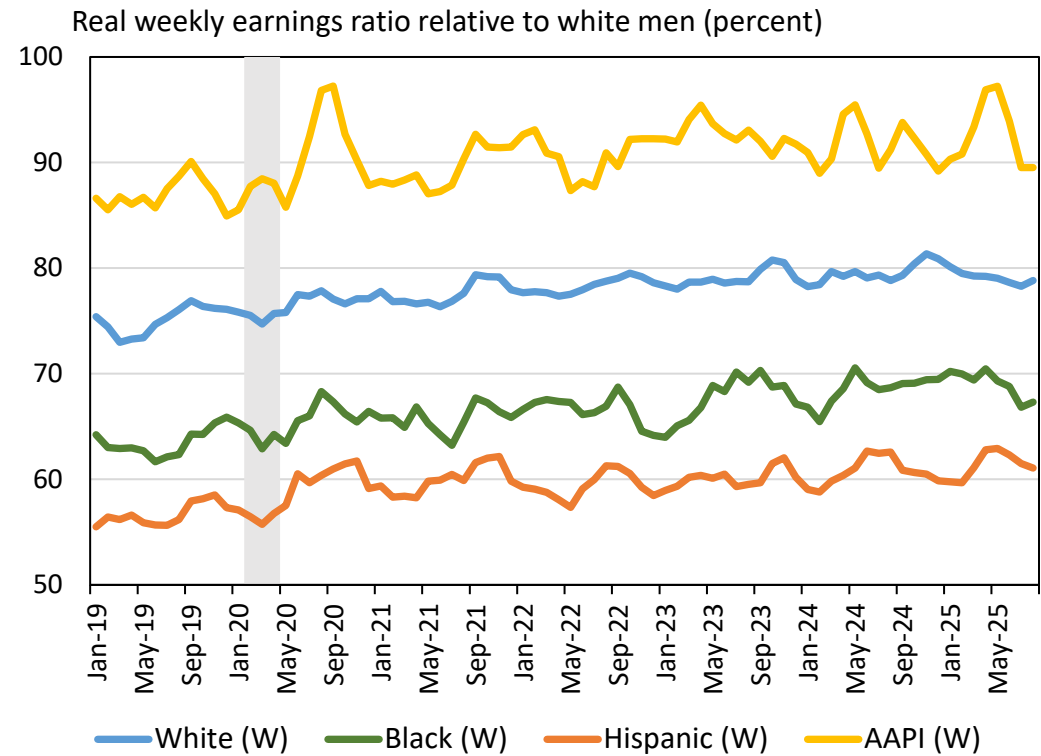
Sources: U.S. Census Bureau/BLS - Current Population Survey (CPS) microdata; authors' calculations, three-month moving averages. The CPS covers the civilian noninstitutional population, which excludes active-duty members of the U.S. armed forces and people confined to, or living in, institutions or facilities.

Notes: Real earnings uses corresponding demographic prices, indexed to January 2019. Shaded region indicates the COVID-19 recession. The gender earnings ratio is defined as the ratio of women's to men's earnings. For instance, a ratio of 80% implies that the average woman earns 80% of the average man.



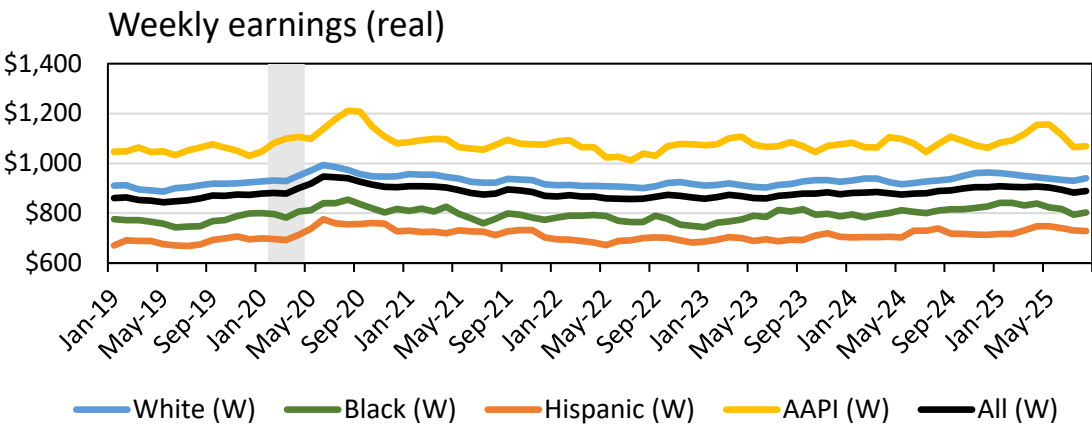
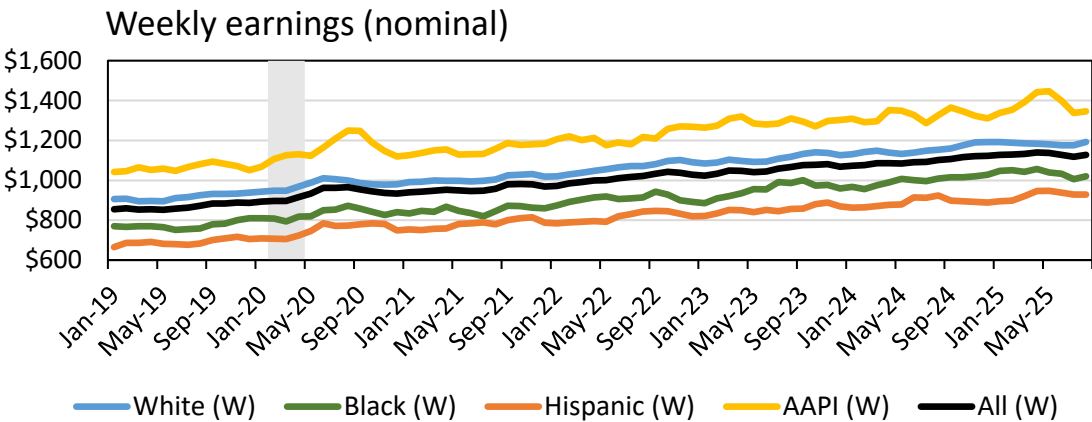
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Real/Nominal Earnings by Race x Gender (Women)



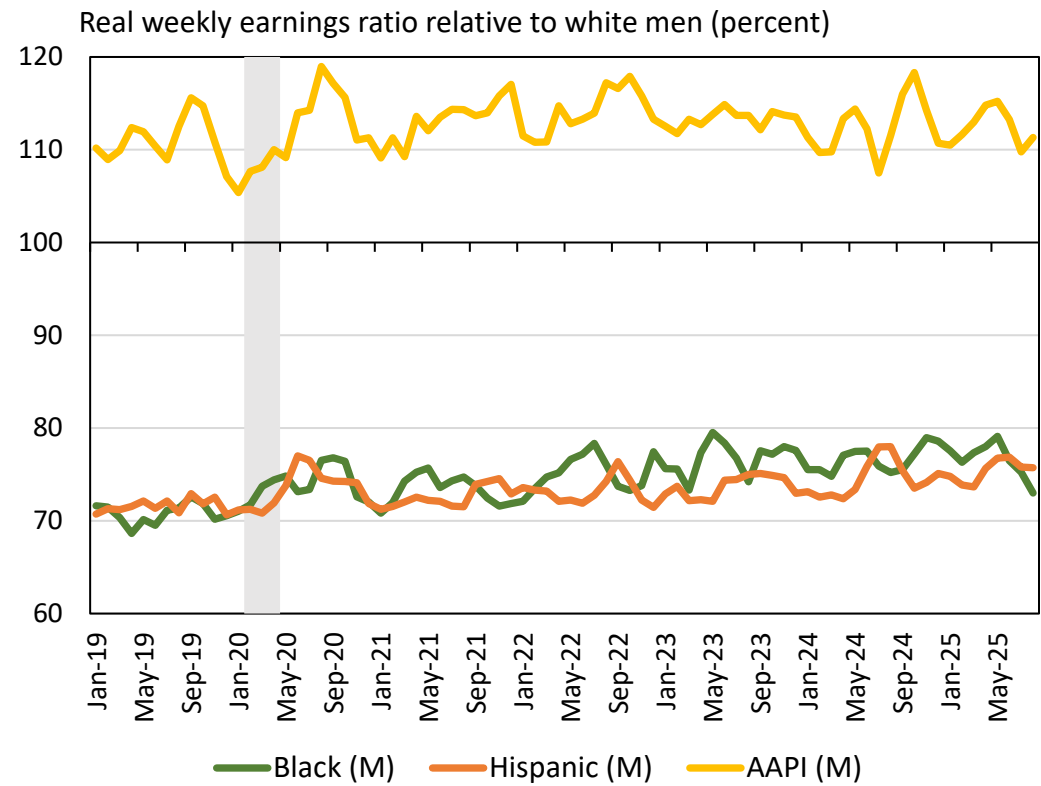
Sources: U.S. Census Bureau/BLS - Current Population Survey (CPS) microdata; authors' calculations, three-month moving averages. The CPS covers the civilian noninstitutional population, which excludes active-duty members of the U.S. armed forces and people confined to, or living in, institutions or facilities.

Notes: Real earnings uses corresponding demographic prices, indexed to January 2019. Shaded region indicates the COVID-19 recession. The earnings ratio by race x gender (women) is defined as the ratio of earnings of women in a particular race or ethnicity to the earnings of white men. For instance, a ratio of 60% implies that the average Black/Hispanic/AAPI/white woman earns 60% of the average white man.



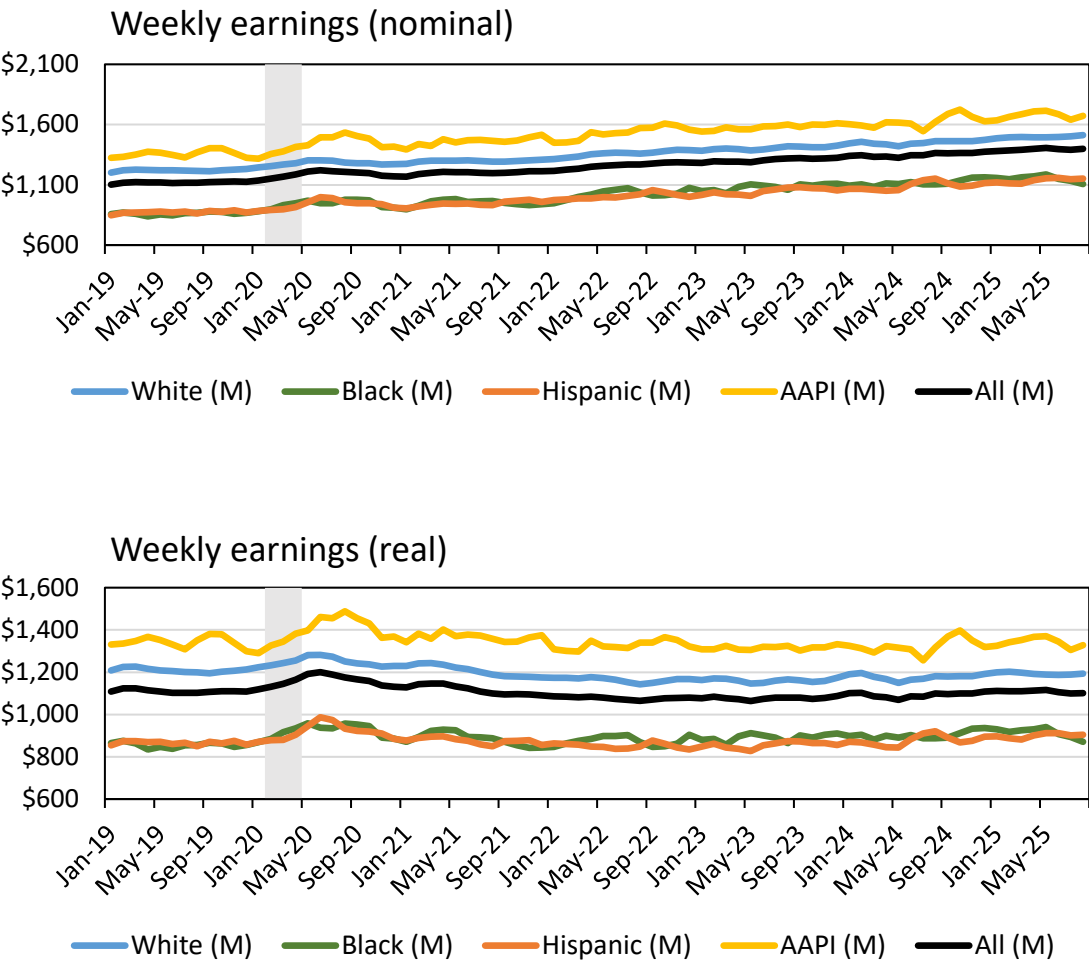
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Real/Nominal Earnings by Race x Gender (Men)



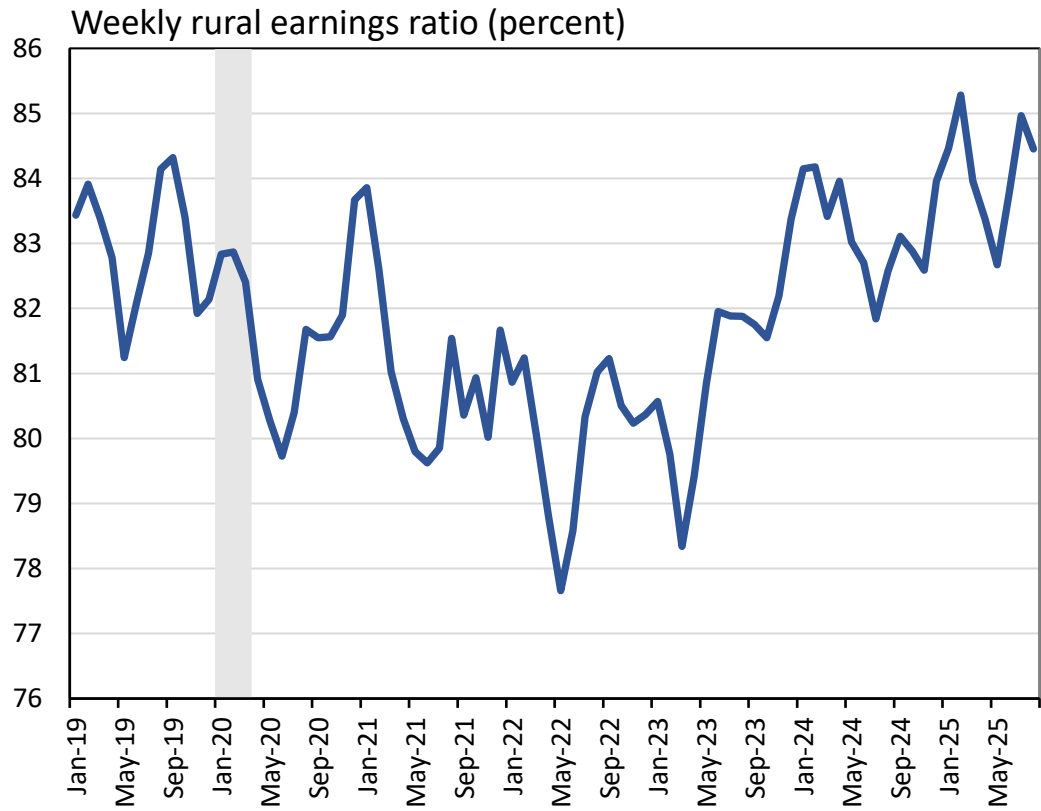
Sources: U.S. Census Bureau/BLS - Current Population Survey (CPS) microdata; authors' calculations, three-month moving averages. The CPS covers the civilian noninstitutional population, which excludes active-duty members of the U.S. armed forces and people confined to, or living in, institutions or facilities.

Notes: Real earnings uses corresponding demographic prices, indexed to January 2019. Shaded region indicates the COVID-19 recession.



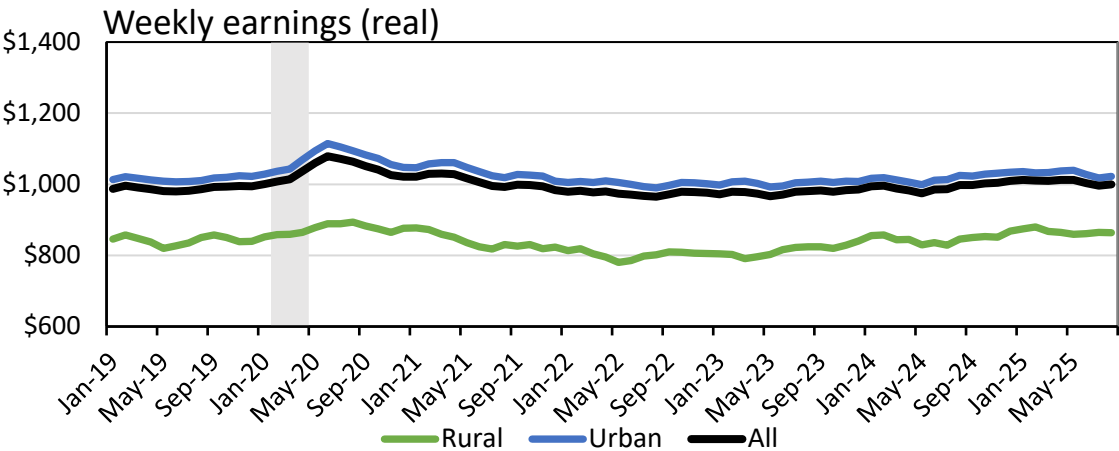
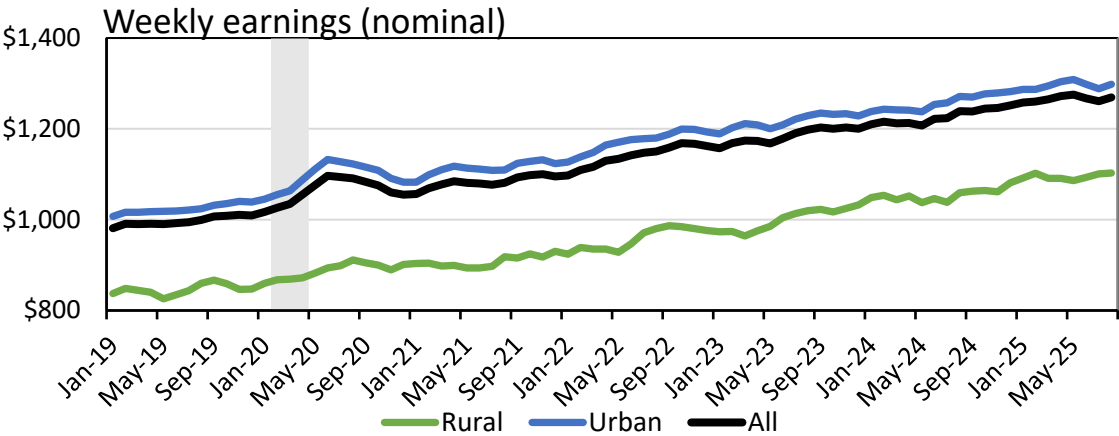
The earnings ratio by race x gender (men) is defined as the ratio of earnings of men in a particular race or ethnicity to the earnings of white men. For instance, a ratio of 80% implies that the average Black/Hispanic/AAPI man earns 80% of the average white man. Individual weekly earnings from April 2023 onward are top coded to \$2,884.61, in accordance with pre-April 2023 CPS data conventions for continuity.

Real/Nominal Earnings by Urban Status



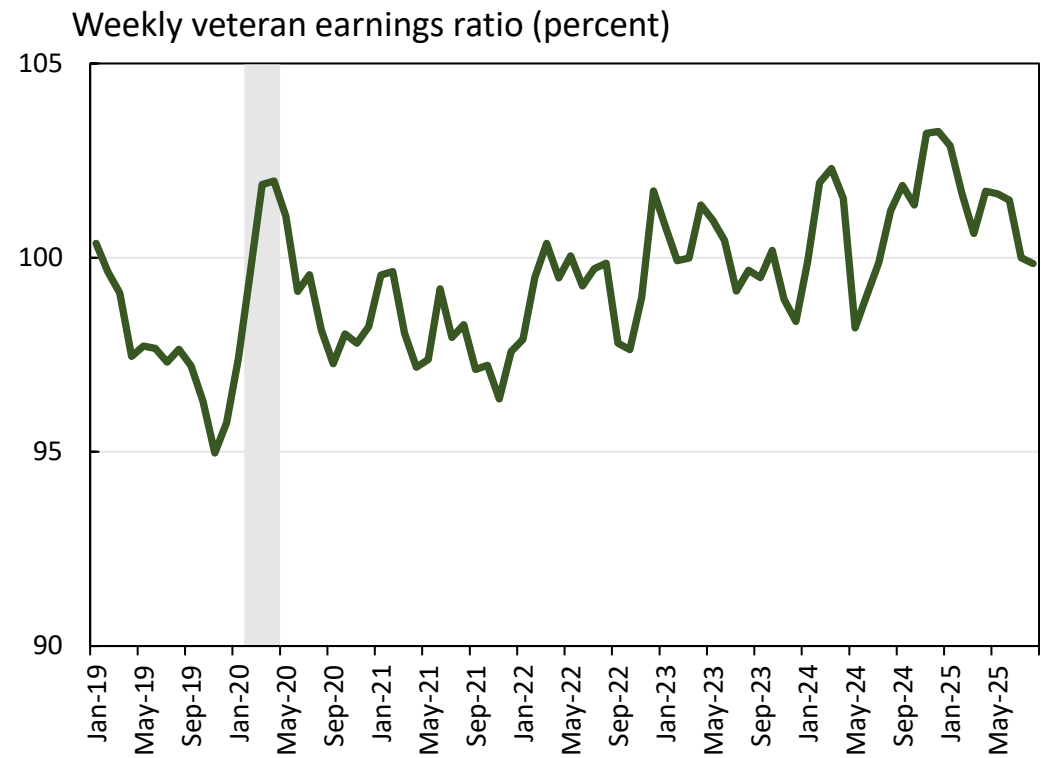
Sources: U.S. Census Bureau/BLS - Current Population Survey (CPS) microdata; authors' calculations, three-month moving averages. The CPS covers the civilian noninstitutional population, which excludes active-duty members of the U.S. armed forces and people confined to, or living in, institutions or facilities.

Notes: Real earnings uses corresponding demographic prices, indexed to January 2019. Shaded region indicates the COVID-19 recession. The rural earnings ratio is defined here as the ratio of an average rural resident's to an average urban resident's earnings. For instance, a ratio of 80% implies that the average rural resident earns 80% of the average urban resident.



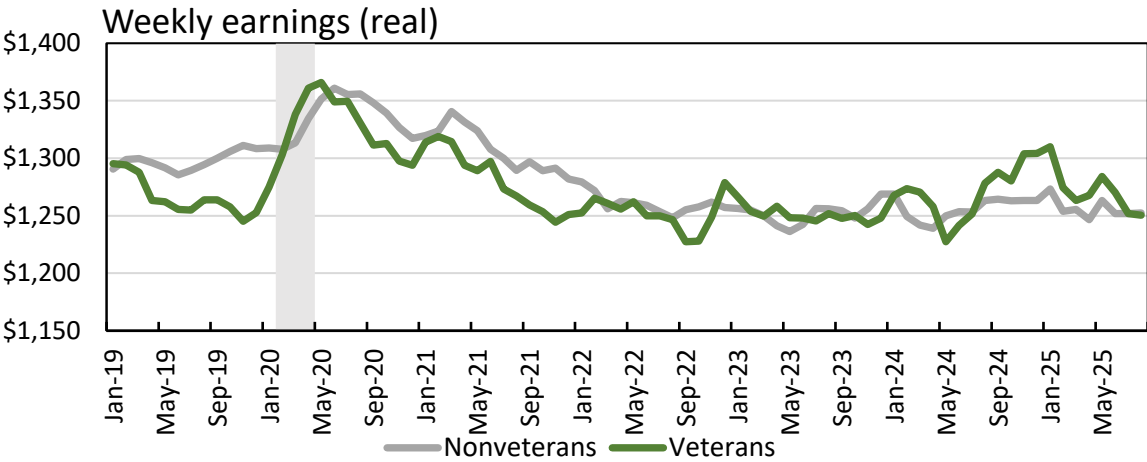
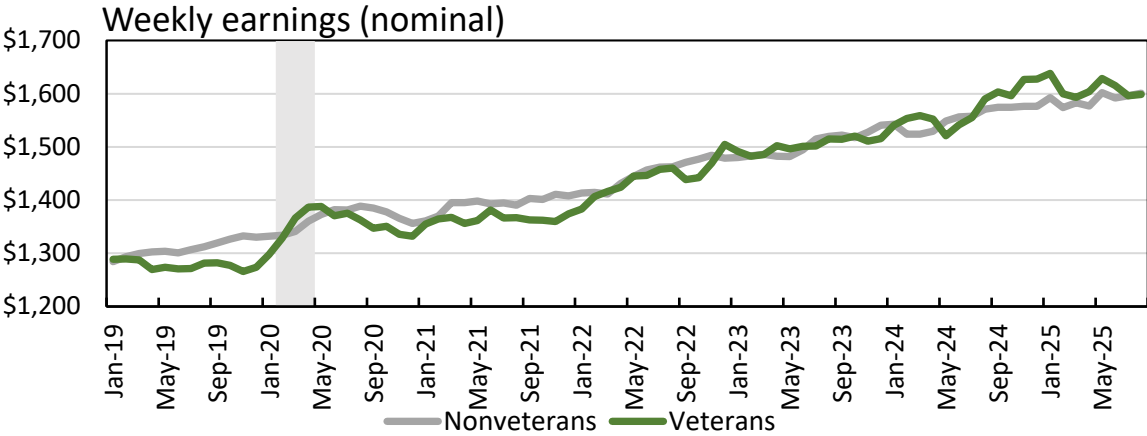
Individual weekly earnings from April 2023 onward are top coded to \$2,884.61, in accordance with pre-April 2023 CPS data conventions for continuity.

Real/Nominal Earnings by Veteran Status*



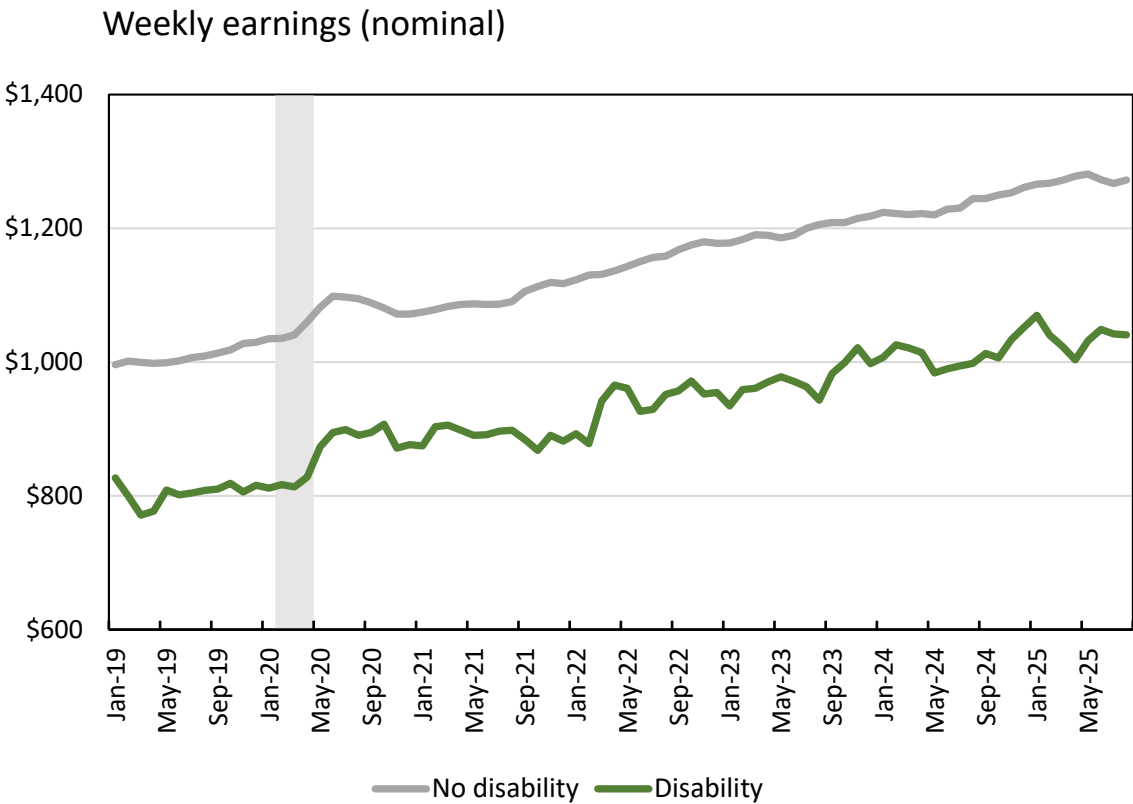
Sources: U.S. Census Bureau/BLS - Current Population Survey (CPS) microdata; authors' calculations, three-month moving averages. The CPS covers the civilian noninstitutional population, which excludes active-duty members of the U.S. armed forces and people confined to, or living in, institutions or facilities.

Notes: Real earnings uses corresponding demographic prices, indexed to January 2019. *The non-veteran sample is propensity reweighted toward non-veterans with similar demographic characteristics. Shaded region indicates the COVID-19 recession. The veteran earnings ratio is defined here as the ratio of veterans' to comparable non-veterans' earnings. For instance, a ratio of 80% implies that the average veteran earns 80% of the average non-veteran.



Individual weekly earnings from April 2023 onward are top coded to \$2,884.61, in accordance with pre-April 2023 CPS data conventions for continuity.

Earnings by Disability

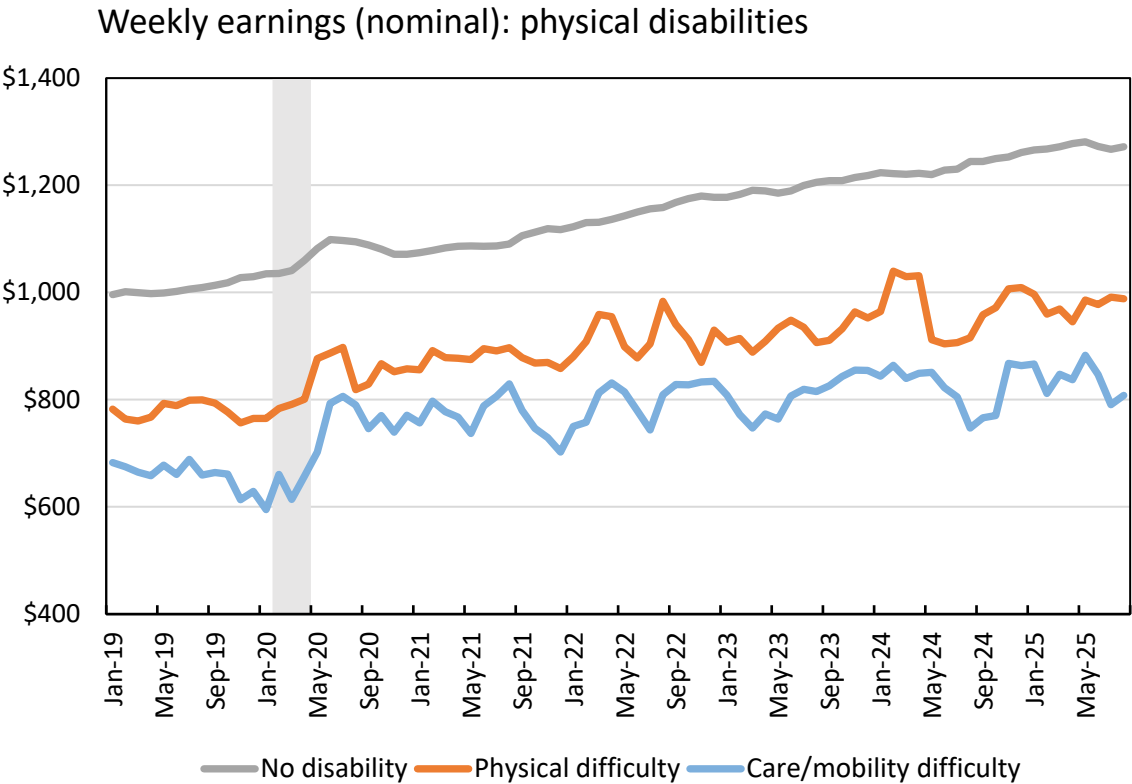
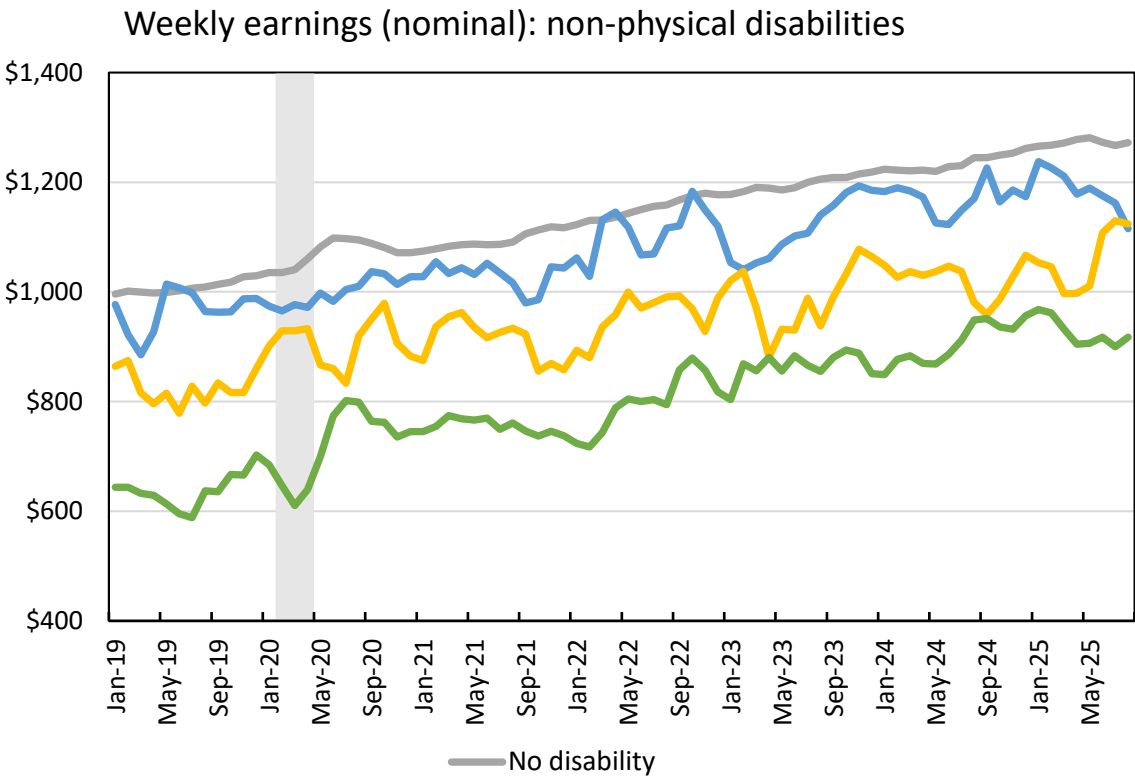


Sources: U.S. Census Bureau/BLS - Current Population Survey (CPS) microdata; authors' calculations, three-month moving averages. The CPS covers the civilian noninstitutional population, which excludes active-duty members of the U.S. armed forces and people confined to, or living in, institutions or facilities.



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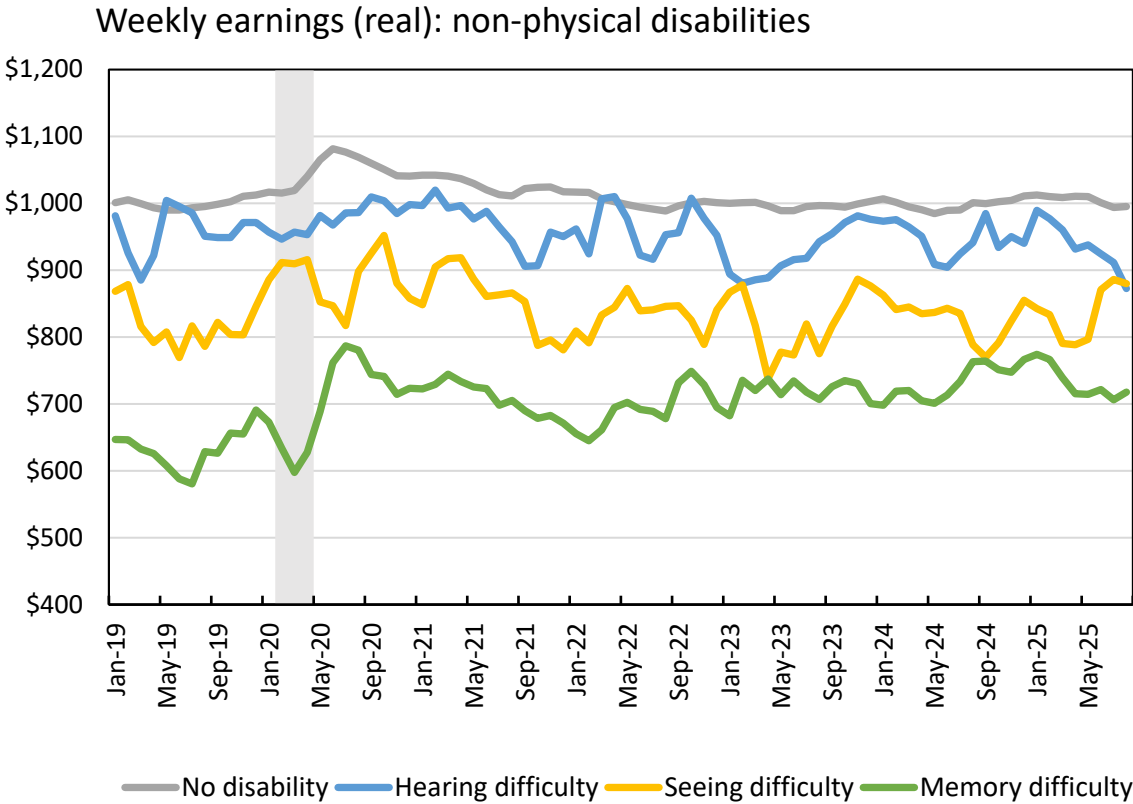
Nominal Earnings by Type of Disability



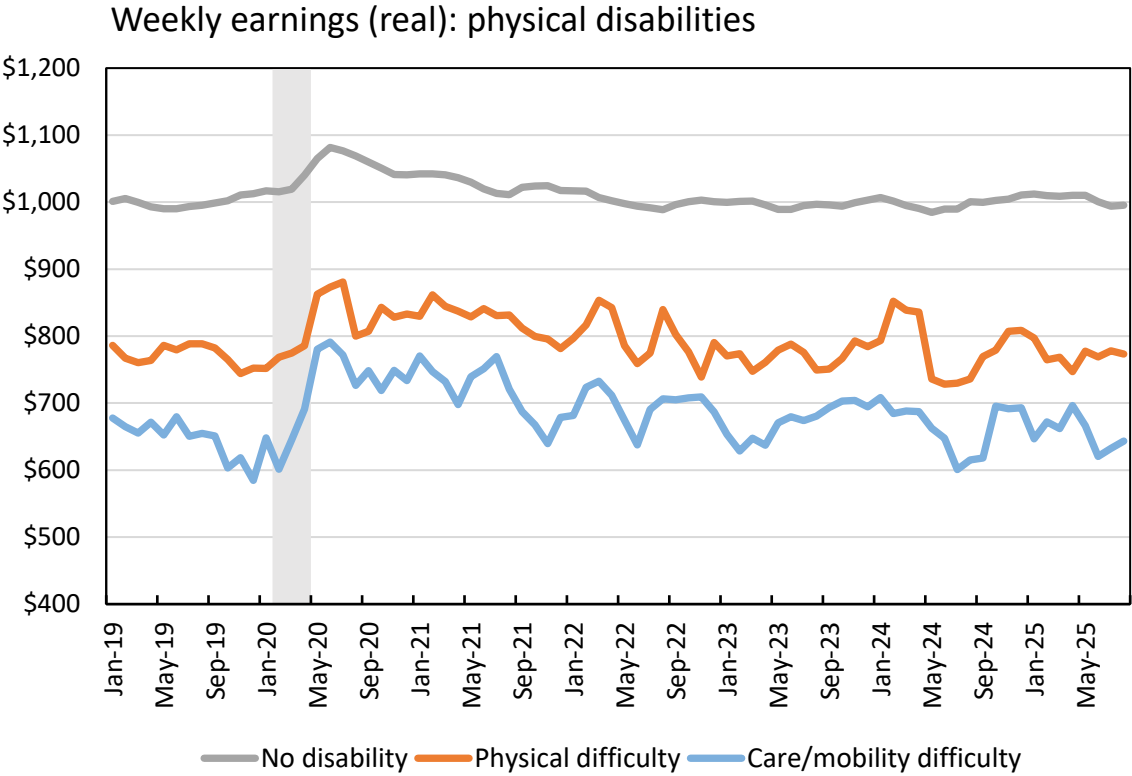
Sources: U.S. Census Bureau/BLS - Current Population Survey (CPS) microdata; authors' calculations. Because of sample size concerns, "care difficulty" is a six-month moving average, while the others are three-month moving averages. The CPS covers the civilian noninstitutional population, which excludes active-duty members of the U.S. armed forces and people confined to, or living in, institutions or facilities.

Notes: Individual weekly earnings from April 2023 onward are top coded to \$2,884.61, in accordance with pre-April 2023 CPS data conventions for continuity.

Real Earnings by Type of Disability



Sources: U.S. Census Bureau/BLS - Current Population Survey (CPS) microdata; authors' calculations. Because of sample size concerns, "care difficulty" is a six-month moving average, while the others are three-month moving averages. The CPS covers the civilian noninstitutional population, which excludes active-duty members of the U.S. armed forces and people confined to, or living in, institutions or facilities.



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WORKERS' EARNINGS BY BUSINESS SIZE

UPDATED THROUGH 2024:Q3 | NATIONAL

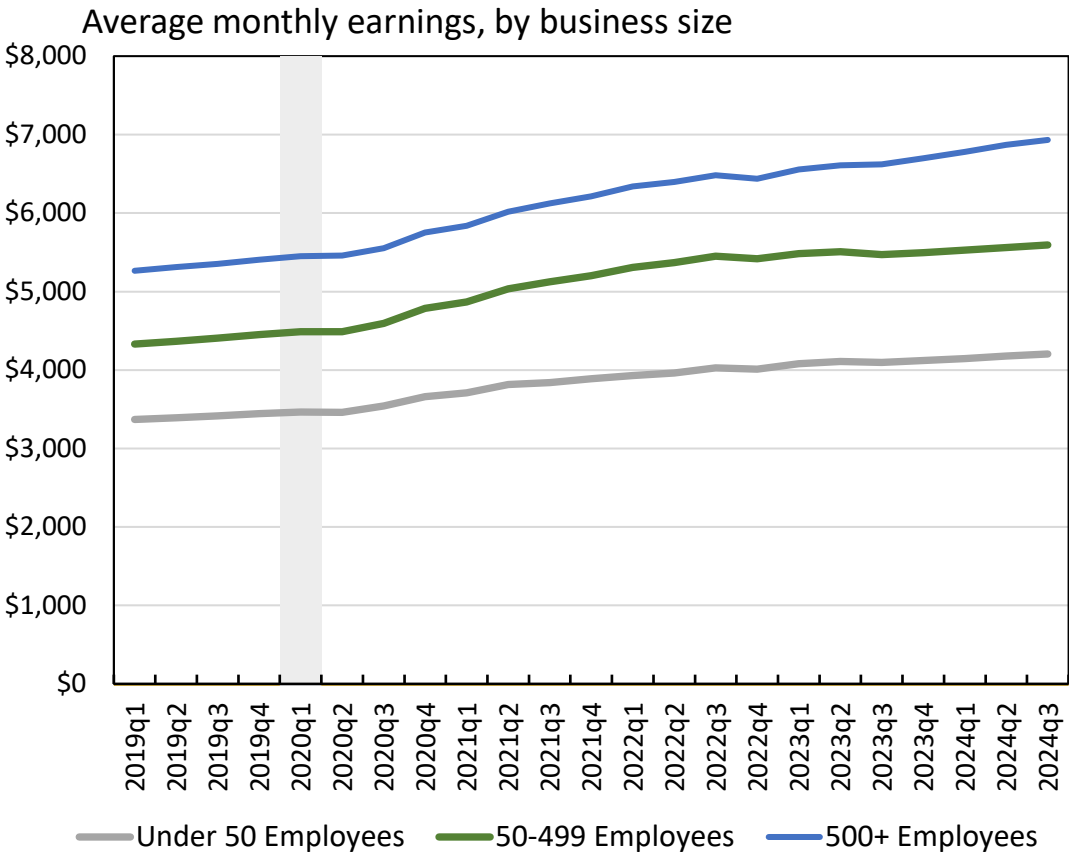
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Takeaways | Earnings by Business Size

- Workers in large businesses on average received higher monthly earnings (around \$6,900 per month) than workers in small and medium-sized businesses did (around \$4,200 and \$5,600 per month, respectively).
- By 2024:Q3, workers' earnings have grown by about 24.8% in small businesses since the pre-pandemic period, by about 29.2% in medium-sized businesses, and by about 31.7% in large businesses.

**"Businesses" here refer to firms, as defined in the Quarterly Workforce Indicators (QWI). Firm size is based on the "firm's national employment on March 12th of the previous year (current year for new firms)."*

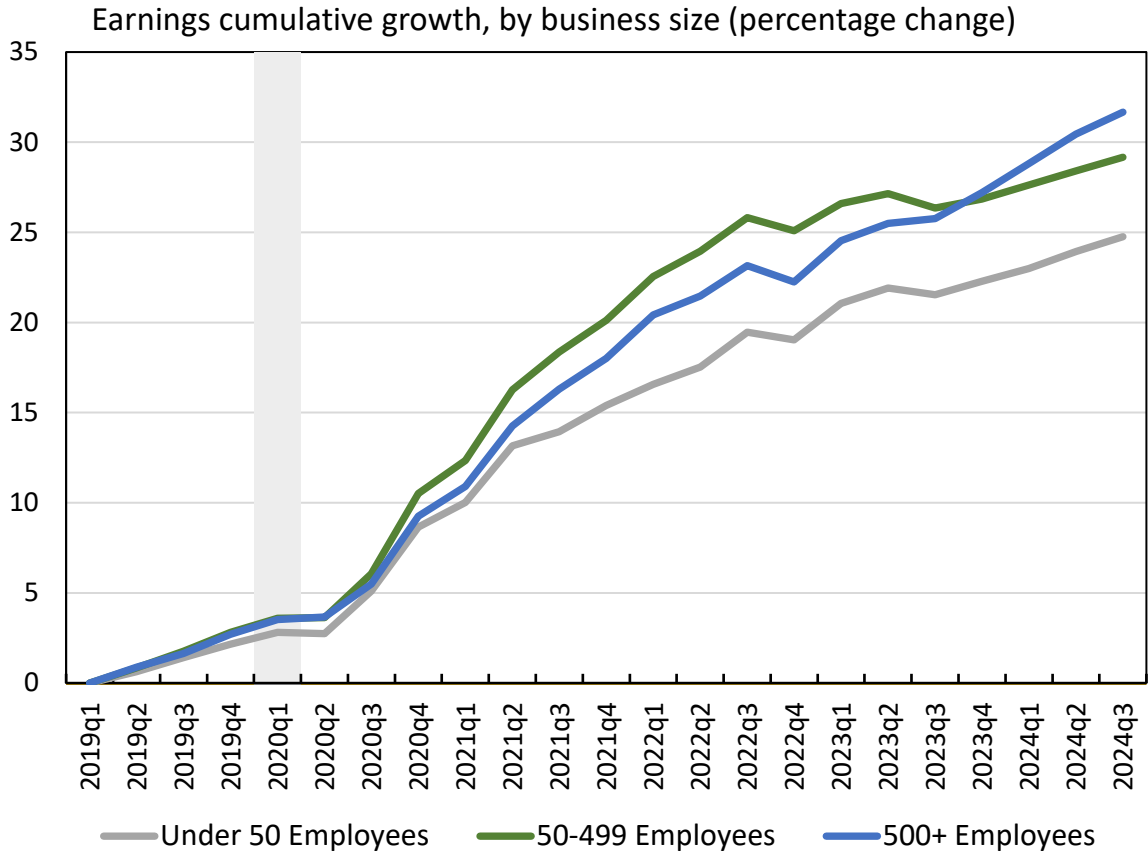
Average Workers' Earnings by Business Size



Sources: U.S. Census Bureau, Quarterly Workforce Indicators; authors' calculations; four-quarter moving averages. Average earnings are based on beginning of quarter estimates.

Notes: "Businesses" here refer to firms, as defined in the Quarterly Workforce Indicators (QWI). Firm size is based on the "firm's national employment on March 12th of the previous year (current year for new firms)." Restricted to private firms, for which firm-size data is available.

Average Workers' Earnings (Cumulative Growth) by Business Size



Sources: U.S. Census Bureau, Quarterly Workforce Indicators; authors' calculations; four-quarter moving averages.
Average earnings are based on beginning of quarter estimates.

Notes: "Businesses" here refer to firms, as defined in the Quarterly Workforce Indicators (QWI). Firm size is based on the "firm's national employment on March 12th of the previous year (current year for new firms)." Restricted to private firms, for which firm-size data is available.