

## Resources

- Coalition For Equal Pay  
408.396.8039 [www.equalpay.info](http://www.equalpay.info)
- National Committee on Pay Equity (NCPE) [www.pay-equity.org](http://www.pay-equity.org)
- Equal Employment Opportunity Commission (EEOC)  
[www.eeoc.gov](http://www.eeoc.gov)
- Equal Rights Advocates (ERA) Advice and Counseling Hotline 800.839.4ERA
- U.S. Census Bureau, Current Population Reports  
[www.census.gov](http://www.census.gov)
- The Women's Foundation  
[www.womensfoundCA.org](http://www.womensfoundCA.org)
- California Dept of Fair Employment and Housing  
[www.dfeh.ca.gov](http://www.dfeh.ca.gov)
- 9 to 5 National Association of Working Women  
[www.9to5.org](http://www.9to5.org)
- National Organization For Women (NOW) [www.now.org](http://www.now.org)
- National Alliance for Partnerships in Equity (NAPE)  
[www.napequity.org](http://www.napequity.org)

For a free copy of a Power-Point presentation on Equal Pay email :  
[jam@batnet.com](mailto:jam@batnet.com).

## Do Women Choose Lower Pay?

No! Institutionalized cultural forces are at play:

- Occupational Segregation: Over-representation in traditionally female occupations that are undervalued and underpaid. Women are 97% of child care workers, 76% of household servants, 99% of secretaries, 72% of restaurant servers.
- Gender Socialization: For example, 34% of high school aged girls in the U.S. report being advised by a faculty member to NOT take math in their senior year. (National Association for Partnerships in Equity)
- Gender Discrimination: Even within the same occupation, women earn less.

Median Weekly Earnings by Occupation		
Occupation	Women	Men
Service Occupations	\$379	\$478
Production, Transportation and Material Moving	\$420	\$591
Natural Resources, Construction and Maintenance	\$486	\$628
Administrative Support	\$533	\$605
Sales Occupations	\$520	\$690
Management, Professional and Related	\$813	\$1113

(US Census Bureau : <http://pubdb3.census.gov/macro/032005/perinc/toc.htm>)

## Get Involved!

Only when women have economic parity will there be real justice and freedom for ourselves and our families. Information is power; talk to your sisters, your colleagues, your family, your friends. Be aware. Be active.

## Coalition For Equal Pay

[www.equalpay.info](http://www.equalpay.info)  
Phone: 408.396.8039  
Email: [jam@batnet.com](mailto:jam@batnet.com)  
Office of Women's Policy  
70 W Hedding St., 11th Floor  
San Jose, CA 95110



## Equal Pay Day April 24, 2007

## Where's My 23%?

The Alarming  
Facts on  
Unequal Pay for  
Women



# Wage Gap is Still Shocking!

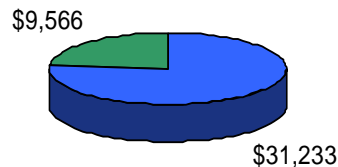
## For Women Through Time

In 1963, when the federal Equal Pay Act was passed, women were paid 59 cents to the dollar men earned. In 2004, women still only received 77 cents to the dollar. The wage gap has narrowed by less than half a penny per year!  
(U.S. Census Bureau, 2005)

## For All Women

Earnings of women and men 25 and older who worked full-time year-round in 2004:

- Median earnings of \$31,223 for women.
  - Median earnings of \$40,798 for men.
- (US Census Bureau : <http://pubdb3.census.gov/macro/032005/perinc/toc.htm>)



## For a Woman's Lifetime

Over the past 40 years, the real median earnings of women have fallen short by a total of nearly **half a million dollars** in a typical working woman's career span! This shortfall also frequently impacts older women's retirement income.

(Census Bureau, Current Population Reports)

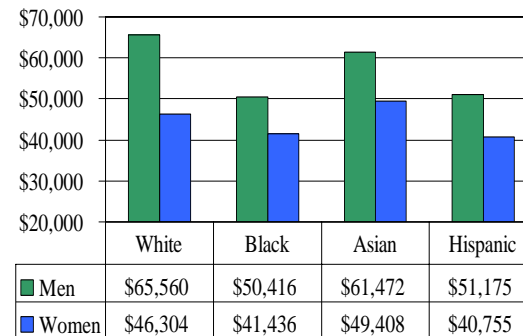
"Injustice anywhere is a threat to justice everywhere."  
Dr. Martin Luther King

## For Women of All Races

Among full-time, year-round workers, median earnings are less for women than for men of matching ethnicity.

- Asian, European American and African American male workers have higher earnings than women workers of any group.
- The wage ratios between European American men, and women by ethnicity are:
  - Latina women 62%
  - African American women 63%
  - European American women 71%
  - Asian women 75%

(US Census Bureau : <http://pubdb3.census.gov/macro/032005/perinc/toc.htm>)



## For Women Young and Old

2004 numbers also show the pay disparity is greater as women age:

A difference of \$10,061/year for young women 25 to 34 becomes a difference of \$20,949/year at age 45 to 54!

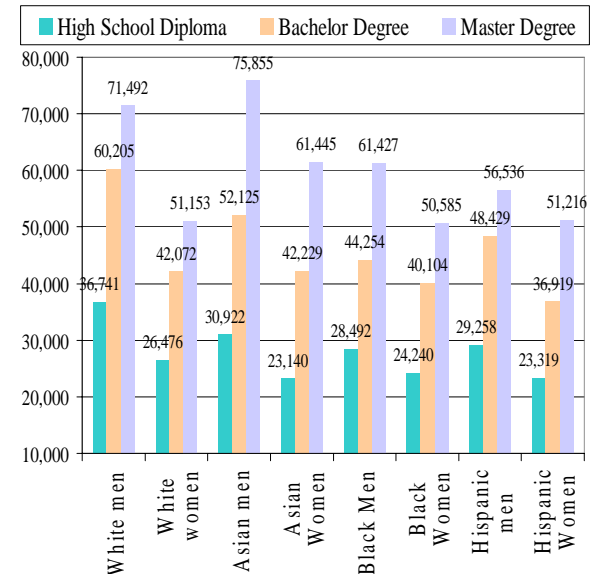


## For Educated Women

Even education is not sufficient to close the gap:

- Although women earn more with higher education than without, the gender gap actually widens for women with college degrees.
- On the average, women with masters degrees still make less than men with bachelors degrees!

(US Census Bureau : <http://pubdb3.census.gov/macro/032005/perinc/toc.htm>)



Men, their rights and nothing more;  
women, their rights and nothing less."  
Susan B. Anthony