

Resources

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

For a free copy of a power-point presentation on Unequal Pay, email : jam@batnet.com.

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

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, 99% of secretaries, 72% of restaurant servers.
- Gender Socialization: Girls are still encouraged to pursue gender "appropriate" careers.
- Gender Discrimination: Even within the same occupation, women earn less.

Occupation	Women	Men
Management, professional, and related occupations	\$41,192	\$61,178
Business and financial operations occupations	\$45,985	\$65,733
Computer and mathematical occupations	\$57,680	\$68,035
Sales and office occupations	\$23,851	\$34,644
Service occupations	\$14,120	\$21,338
Office and administrative support occupations	\$25,991	\$29,519
Education, training, and library occupations	\$32,859	\$44,855
Community and social services occupations	\$33,406	\$36,546

(US Census Bureau: http://pubdb3.census.gov/macro/032008/perinc/new03_000.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.

Equal Pay Day April 20, 2010

Where's My 23%?

The Alarming Facts on Unequal Pay for Women



Wage Gap is Still Shocking!

For Women Through Time

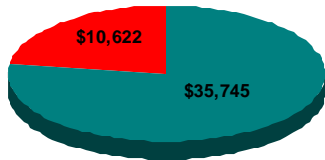
In 1963, when the federal Equal Pay Act was passed, women were paid 59 cents to the dollar men earned. In 2008, women still only received 77 cents to the dollar. The wage gap has narrowed by less than half a penny per year!
(U.S. Census Bureau, 2008)

For All Women

Earnings of women and men 25 and older who worked full-time year-round in 2008:

- Median earnings of \$35,745 for women.
- Median earnings of \$46,367 for men.

(US Census Bureau: http://www.census.gov/hhes/www/cpstables/032009/perinc/new05_000.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)

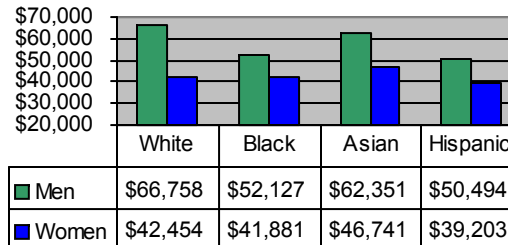
*"Injustice anywhere is a threat to justice everywhere."
Dr. Martin Luther King*

For Women of All Races

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

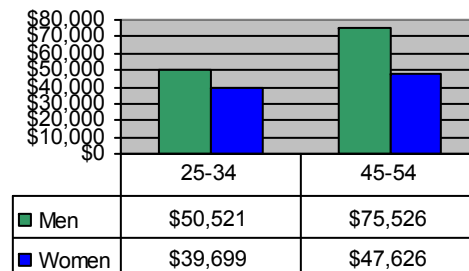
- White, Asian, African American and Latino male workers have higher earnings than women workers of any group.
- The wage ratios between white men and women by ethnicity are:
 - Latina women 59%
 - African American women 63%
 - White women 64%
 - Asian women 70%

(US Census Bureau: http://pubdb3.census.gov/macro/032008/perinc/new03_000.htm)



For Women Young and Old

2007 numbers also show the pay disparity is greater as women age: A difference of \$10,822/year for young women 25 to 34 becomes a difference of \$27,900/year at age 45 to 54!

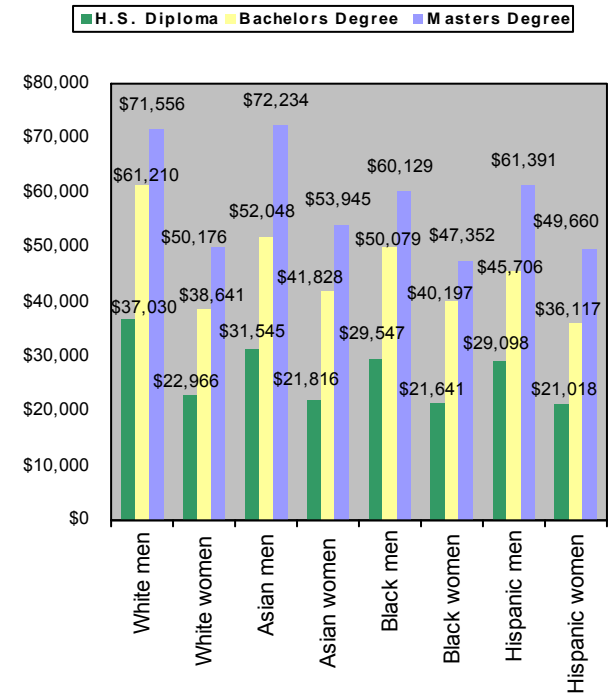


For Educated Women

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/032008/perinc/new03_000.htm)



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