The Importance Of Fair Pay For Alabama Women

April 2012

At the time of the Equal Pay Act's passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts.\(^1\) Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,\(^2\) even as their families rely on them more heavily for financial support.\(^3\) Wages overall are stagnating\(^4\) and the wage gap has barely budged over the last ten years.\(^5\) The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,\(^6\) there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Alabama

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Alabama working full time, year round was paid only 75 cents to every dollar paid to a man working full time, year round\(^7\) – 2 cents wider than the nationwide wage gap of 77 cents.\(^8\)

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Alabama were paid only 73 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Alabama were paid only 57 cents and Hispanic women only 41 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.\(^9\)

- The wage gap persists at all levels of education. In 2010, women in Alabama with a high school diploma were paid only 63 cents to every dollar paid to men with a high school diploma. Comparing women and men in Alabama with a bachelor’s degree the figure was 61 cents. In fact, the typical Alabama woman who has received a bachelor’s degree still isn’t paid as much as the typical Alabama man who has completed some college or attained an associate’s degree.\(^10\)

- The wage gap exists across occupations. For example, Alabama women working full time, year round in 2010 in management, business, and financial occupations were paid only 69 cents to every dollar paid to men in the same occupations, and Alabama women working full time, year round in sales and related occupations were paid only 59 cents to every dollar paid to men in the same occupations.\(^11\)
Fair Pay Is More Important to Alabama Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Alabama already have higher rates of economic insecurity than do men in Alabama: in 2010, women working full time, year round typically had lower earnings than men ($31,321 compared to $41,895) and were more likely to live in poverty (18.7 percent of Alabama women compared to 13.6 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Alabama in 2011 was 8.7 percent, a 5.0 percentage point increase since the recession began in December 2007, and 44.3 percent of jobless women workers in Alabama had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 12 percent of non-elderly adult Alabama women and 41 percent of Alabama children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Alabama provided food stamp benefits to more than 916,300 children and adults, an increase of over 48,000 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Alabama’s minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Alabama, enacted cuts to health care disproportionately affect women and will create further hardship for Alabama women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Alabama, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Alabama was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Alabama women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 supra note 7.
14 supra note 2.
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cpsat03011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Alaska Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Alaska

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Alaska working full time, year round was paid only 75 cents to every dollar paid to a man working full time, year round – 2 cents wider than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Alaska were paid only 71 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Alaska were paid only 67 cents and Hispanic women only 59 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Alaska with a high school diploma were paid only 61 cents to every dollar paid to men with a high school diploma. Comparing women and men in Alaska with a bachelor’s degree the figure was 67 cents. In fact, the typical Alaska woman who has received a bachelor’s degree still isn’t paid as much as the typical Alaska man who has completed some college or attained an associate’s degree.

• The wage gap exists across occupations. For example, Alaska women working full time, year round in 2010 in management, business, and financial occupations were paid only 84 cents to every dollar paid to men in the same occupations, and Alaska women working full time, year round in sales and related occupations were paid only 66 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Alaska Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Alaska already have higher rates of economic insecurity than do men in Alaska: in 2010, women working full time, year round typically had lower earnings than men ($42,376 compared to $56,643) and were more likely to live in poverty (10.4 percent of Alaska women compared to 7.5 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Alaska in 2011 was 6.1 percent, a 0.9 percentage point increase since the recession began in December 2007, and 23.2 percent of jobless women workers in Alaska had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 10 percent of non-elderly adult Alaska women and 31 percent of Alaska children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Alaska provided food stamp benefits to more than 90,600 children and adults, an increase of over 9,400 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Alaska’s minimum wage, the annual pay is less than the poverty line for a family of three.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Alaska, the minimum wage was $7.75 per hour, equivalent to only about $15,500 a year for those working full time year round. The minimum cash wage for tipped employees in Alaska was also $7.75 per hour. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Alaska women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cpstable/32011/pov/new35_000.htm (last visited Dec. 20, 2011).
25 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
The Importance Of Fair Pay For Arizona Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Arizona

Although the gap between men's and women's wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Arizona working full time, year round was paid only 83 cents to every dollar paid to a man working full time, year round – 6 cents narrower than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Arizona were paid only 77 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Arizona were paid only 67 cents and Hispanic women only 53 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Arizona with a high school diploma were paid only 75 cents to every dollar paid to men with a high school diploma. Comparing women and men in Arizona with a bachelor's degree the figure was 71 cents. In fact, the typical Arizona woman who has received an associate's degree or completes some college still isn't paid as much as the typical Arizona man who only graduated from high school.

• The wage gap exists across occupations. For example, Arizona women working full time, year round in 2010 in management, business, and financial occupations were paid only 75 cents to every dollar paid to men in the same occupations, and Arizona women working full time, year round in sales and related occupations were paid only 70 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Arizona Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Arizona already have higher rates of economic insecurity than do men in Arizona: in 2010, women working full time, year round typically had lower earnings than men ($35,947 compared to $43,594) and were more likely to live in poverty (16.2 percent of Arizona women compared to 13.8 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Arizona in 2011 was 9.3 percent, a 5.3 percentage point increase since the recession began in December 2007, and 45.9 percent of jobless women workers in Arizona had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 17 percent of non-elderly adult Arizona women and 36 percent of Arizona children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Arizona provided food stamp benefits to almost 1,137,400 children and adults, an increase of nearly 86,700 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Arizona’s minimum wage, the annual pay is less than the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In Arizona, enacted cuts to education, child care, and health care disproportionately affect women and will create further hardship for Arizona women and their families.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Arizona, the minimum wage was $7.65 per hour, equivalent to only about $15,300 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Arizona was just $4.65 per hour, equivalent to an annual base pay of only about $9,300 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Arizona women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/ocs/ocsat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Arkansas Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Arkansas

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Arkansas working full time, year round was paid only 75 cents to every dollar paid to a man working full time, year round – 2 cents wider than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Arkansas were paid only 75 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Arkansas were paid only 63 cents and Hispanic women only 52 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Arkansas with a high school diploma were paid only 61 cents to every dollar paid to men with a high school diploma. Comparing women and men in Arkansas with a bachelor’s degree the figure was 75 cents. In fact, the typical Arkansas woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Arkansas man who only graduated from high school.

• The wage gap exists across occupations. For example, Arkansas women working full time, year round in 2010 in management, business, and financial occupations were paid only 68 cents to every dollar paid to men in the same occupations, and Arkansas women working full time, year round in sales and related occupations were paid only 57 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Arkansas Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Arkansas already have higher rates of economic insecurity than do men in Arkansas: in 2010, women working full time, year round typically had lower earnings than men ($29,148 compared to $39,082) and were more likely to live in poverty (18.1 percent of Arkansas women compared to 13.1 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Arkansas in 2011 was 8.6 percent, a 3.0 percentage point increase since the recession began in December 2007, and 33.3 percent of jobless women workers in Arkansas had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 12 percent of non-elderly adult Arkansas women and 50 percent of Arkansas children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Arkansas provided food stamp benefits to more than 507,500 children and adults, an increase of nearly 18,200 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Arkansas’ minimum wage, the annual pay is less than the poverty line for a family of three.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Arkansas, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Arkansas was just $2.63 per hour, equivalent to an annual base pay of only about $5,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Arkansas women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POV35: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cpstable/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
25 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
27 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11.pdf: Includes the following occupations: waiters and waitresses; bartenders; counter attendants, caterers, and food and coffee shop; dining room and cafeteria attendants and bartenders; food servers, nonspecialized; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hair stylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For California Women

April 2012

At the time of the Equal Pay Act's passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in California

Although the gap between men's and women's wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in California working full time, year round was paid only 84 cents to every dollar paid to a man working full time, year round – 7 cents narrower than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in California were paid only 76 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in California were paid only 64 cents and Hispanic women only 42 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in California with a high school diploma were paid only 73 cents to every dollar paid to men with a high school diploma. Comparing women and men in California with a bachelor's degree the figure was 74 cents. In fact, the typical California woman who has received an associate's degree or completes some college still isn't paid as much as the typical California man who only graduated from high school.

• The wage gap exists across occupations. For example, California women working full time, year round in 2010 in management, business, and financial occupations were paid only 76 cents to every dollar paid to men in the same occupations, and California women working full time, year round in sales and related occupations were paid only 66 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to California Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in California already have higher rates of economic insecurity than do men in California: in 2010, women working full time, year round typically had lower earnings than men ($41,302 compared to $49,453)\(^2\) and were more likely to live in poverty (15.0 percent of California women compared to 12.5 percent of men).\(^3\)

As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession.\(^4\) The unemployment rate for women in California in 2011 was 11.4 percent, a 6.2 percentage point increase since the recession began in December 2007,\(^5\) and 45.1 percent of jobless women workers in California had been looking for work for 27 weeks or more.\(^6\) Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs.\(^7\) Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310.\(^8\) Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.\(^9\)

- The economic crisis has affected all Americans, but has been particularly hard for women—who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance,\(^10\) services which many states have cut during the crisis.\(^11\) About 13 percent of non-elderly adult California women and 38 percent of California children relied on Medicaid in 2010.\(^12\) In December 2011, the most recent month for which data are available, California provided food stamp benefits to almost 3,904,100 children and adults, an increase of over 334,000 from the previous year.\(^13\)

For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at California’s minimum wage, the annual pay is less than the poverty line for a family of three.\(^14\)

- Recent tightening of state budgets has caused many states to cut back on necessary services. In California, enacted cuts to education, health care, and CalWORKs\(^15\) disproportionately affect women and will create further hardship for California women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older.\(^16\) In California, the minimum wage was $8.00 per hour, equivalent to only about $16,000 a year for those working full time year round. The minimum cash wage for tipped employees in California was also $8.00 per hour.\(^17\) Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations.\(^18\) Raising the minimum wage would help close the wage gap for California women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POV35: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cpstable032011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
29 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11pdf.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggie porters, bellhops, and concierges; and gaming service workers.
The Importance Of Fair Pay For Colorado Women
April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Colorado

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Colorado working full time, year round was paid only 79 cents to every dollar paid to a man working full time, year round – 2 cents narrower than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Colorado were paid only 77 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Colorado were paid only 61 cents and Hispanic women only 53 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in Colorado with a high school diploma were paid only 69 cents to every dollar paid to men with a high school diploma. Comparing women and men in Colorado with a bachelor’s degree the figure was 66 cents. In fact, the typical Colorado woman who has received a bachelor’s degree still isn’t paid as much as the typical Colorado man who has completed some college or attained an associate’s degree.

- The wage gap exists across occupations. For example, Colorado women working full time, year round in 2010 in management, business, and financial occupations were paid only 79 cents to every dollar paid to men in the same occupations, and Colorado women working full time, year round in sales and related occupations were paid only 68 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Colorado Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Colorado already have higher rates of economic insecurity than do men in Colorado: in 2010, women working full time, year round typically had lower earnings than men ($39,638 compared to $50,237) and were more likely to live in poverty (13.1 percent of Colorado women compared to 11.0 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Colorado in 2011 was 7.8 percent, a 3.9 percentage point increase since the recession began in December 2007, and 43.9 percent of jobless women workers in Colorado had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 9 percent of non-elderly adult Colorado women and 27 percent of Colorado children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Colorado provided food stamp benefits to more than 488,500 children and adults, an increase of over 47,300 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Colorado’s minimum wage, the annual pay of is less than the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In Colorado, enacted cuts to education and health care disproportionately affect women and will create further hardship for Colorado women and their families.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Colorado, the minimum wage was $7.64 per hour, equivalent to only about $15,300 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Colorado was just $4.62 per hour, equivalent to an annual base pay of only about $9,240 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Colorado women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POV35: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/povtables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
29 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaatl11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Connecticut Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Connecticut

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Connecticut working full time, year round was paid only 77 cents to every dollar paid to a man working full time, year round – equal to the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Connecticut were paid only 75 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Connecticut were paid only 59 cents and Hispanic women only 48 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Connecticut with a high school diploma were paid only 63 cents to every dollar paid to men with a high school diploma. Comparing women and men in Connecticut with a bachelor’s degree the figure was 66 cents. In fact, the typical Connecticut woman who has received a bachelor’s degree still isn’t paid as much as the typical Connecticut man who has completed some college or attained an associate’s degree.

• The wage gap exists across occupations. For example, Connecticut women working full time, year round in 2010 in management, business, and financial occupations were paid only 72 cents to every dollar paid to men in the same occupations, and Connecticut women working full time, year round in sales and related occupations were paid only 66 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Connecticut Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Connecticut already have higher rates of economic insecurity than do men in Connecticut: in 2010, women working full time, year round typically had lower earnings than men ($46,004 compared to $60,168) and were more likely to live in poverty (10.4 percent of Connecticut women compared to 8.0 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Connecticut in 2011 was 8.9 percent, a 4.5 percentage point increase since the recession began in December 2007, and 45.6 percent of jobless women workers in Connecticut had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 13 percent of non-elderly adult Connecticut women and 29 percent of Connecticut children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Connecticut provided food stamp benefits to more than 405,200 children and adults, an increase of over 33,500 from the previous year. For example, for a full-time, year-round worker at Connecticut’s minimum wage, the annual pay is less than the poverty line for a family of three.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Connecticut, the minimum wage was $8.25 per hour, equivalent to only about $16,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Connecticut was just $5.69 per hour, equivalent to an annual base pay of only about $11,380 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Connecticut women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
25 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
27 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosalif11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Delaware Women
April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Delaware

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Delaware working full time, year round was paid only 81 cents to every dollar paid to a man working full time, year round – 4 cents narrower than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Delaware were paid only 80 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Delaware were paid only 67 cents and Hispanic women only 50 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Delaware with a high school diploma were paid only 75 cents to every dollar paid to men with a high school diploma. Comparing women and men in Delaware with a bachelor’s degree the figure was 75 cents. In fact, the typical Delaware woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Delaware man who only graduated from high school.

• The wage gap exists across occupations. For example, Delaware women working full time, year round in 2010 in management, business, and financial occupations were paid only 72 cents to every dollar paid to men in the same occupations, and Delaware women working full time, year round in sales and related occupations were paid only 68 cents to every dollar paid to men in the same occupations.
**Fair Pay Is More Important to Delaware Women Than Ever in This Struggling Economy**

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Delaware already have higher rates of economic insecurity than do men in Delaware: in 2010, women working full time, year round typically had lower earnings than men ($39,508 compared to $49,013) and were more likely to live in poverty (11.3 percent of Delaware women compared to 8.4 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- **High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession.** The unemployment rate for women in Delaware in 2011 was 7.1 percent, a 3.6 percentage point increase since the recession began in December 2007, and 41.2 percent of jobless women workers in Delaware had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- **The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates.** Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 16 percent of non-elderly adult Delaware women and 35 percent of Delaware children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Delaware provided food stamp benefits to more than 148,500 children and adults, an increase of nearly 16,200 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Delaware’s minimum wage, the annual pay is less than the poverty line for a family of three.

- **In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older.** In Delaware, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Delaware was just $2.23 per hour, equivalent to an annual base pay of only about $4,460 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Delaware women.

**Fair pay would help close the wage gap and increase women’s economic security.**

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9 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
11 Supra note 7.
13 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cps2011/pov/new35_000.htm (last visited Dec. 20, 2011).
25 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
27 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For District of Columbia Women
April 2012

At the time of the Equal Pay Act's passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts.\(^1\) Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,\(^2\) even as their families rely on them more heavily for financial support.\(^3\) Wages overall are stagnating\(^4\) and the wage gap has barely budged over the last ten years.\(^5\) The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,\(^6\) there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in the District of Columbia

Although the gap between men's and women's wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in the District of Columbia working full time, year round was paid only 91 cents to every dollar paid to a man working full time, year round -- 14 cents narrower than the nationwide wage gap of 77 cents.\(^8\)

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in the District of Columbia were paid only 79 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in the District of Columbia were paid only 51 cents and Hispanic women only 41 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.\(^9\)

- The wage gap persists at all levels of education. In 2010, women in the District of Columbia with a bachelor's degree were paid only 88 cents to every dollar paid to men with a bachelor's degree.\(^10\)

- The wage gap exists across occupations. For example, District of Columbia women working full time, year round in 2010 in management, business, and financial occupations were paid only 84 cents to every dollar paid to men in the same occupations.\(^11\)
**Fair Pay Is More Important to District of Columbia Women Than Ever in This Struggling Economy**

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in the District of Columbia already have higher rates of economic insecurity than do men in the District of Columbia: in 2010, women working full time, year round typically had lower earnings than men ($56,127 compared to $61,381) and were more likely to live in poverty (19.3 percent of District of Columbia women compared to 13.7 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in the District of Columbia in 2011 was 10.7 percent, a 4.7 percentage point increase since the recession began in December 2007, and 42.9 percent of jobless women workers in the District of Columbia had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 23 percent of non-elderly adult District of Columbia women and 53 percent of District of Columbia children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, the District of Columbia provided food stamp benefits to more than 141,100 children and adults, an increase of over 8,400 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at the District of Columbia’s minimum wage, the annual pay is less than the poverty line for a family of three.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In the District of Columbia, the minimum wage was $8.25 per hour, equivalent to only about $16,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in the District of Columbia was just $2.77 per hour, equivalent to an annual base pay of only about $5,540 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for District of Columbia women.

**Fair pay would help close the wage gap and increase women’s economic security.**

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DISTRICT OF COLUMBIA STATE EQUAL PAY FACT SHEET


10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.


12 Supra note 7.


14 Supra note 2.


18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).


24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cps2011/pov/new35_000.htm (last visited Dec. 20, 2011).

25 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).


27 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaaf11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hair stylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Florida Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts.\(^1\) Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,\(^2\) even as their families rely on them more heavily for financial support.\(^3\) Wages overall are stagnating\(^4\) and the wage gap has barely budged over the last ten years.\(^5\) The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,\(^6\) there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Florida

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Florida working full time, year round was paid only 80 cents to every dollar paid to a man working full time, year round\(^7\) – 3 cents narrower than the nationwide wage gap of 77 cents.\(^8\)

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Florida were paid only 78 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Florida were paid only 61 cents and Hispanic women only 57 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.\(^9\)

- The wage gap persists at all levels of education. In 2010, women in Florida with a high school diploma were paid only 80 cents to every dollar paid to men with a high school diploma. Comparing women and men in Florida with a bachelor’s degree the figure was 75 cents. In fact, the typical Florida woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Florida man who only graduated from high school.\(^10\)

- The wage gap exists across occupations. For example, Florida women working full time, year round in 2010 in management, business, and financial occupations were paid only 76 cents to every dollar paid to men in the same occupations, and Florida women working full time, year round in sales and related occupations were paid only 72 cents to every dollar paid to men in the same occupations.\(^11\)
Fair Pay Is More Important to Florida Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Florida already have higher rates of economic insecurity than do men in Florida: in 2010, women working full time, year round typically had lower earnings than men ($32,762 compared to $40,731) and were more likely to live in poverty (15.8 percent of Florida women compared to 13.4 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Florida in 2011 was 9.2 percent, a 5.4 percentage point increase since the recession began in December 2007, and 51.7 percent of jobless women workers in Florida had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women — who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 10 percent of non-elderly adult Florida women and 37 percent of Florida children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Florida provided food stamp benefits to more than 3,297,800 children and adults, an increase of over 254,700 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Florida’s minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Florida, enacted cuts to education and health care disproportionally affect women and will create further hardship for Florida women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Florida, the minimum wage was $7.67 per hour, equivalent to only about $15,300 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Florida was just $4.65 per hour, equivalent to an annual base pay of only about $9,300 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Florida women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCEX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cpstable032011/gov/new35_000.htm (last visit Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonspecialized; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Georgia Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Georgia

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Georgia working full time, year round was paid only 80 cents to every dollar paid to a man working full time, year round – 3 cents narrower than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Georgia were paid only 74 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Georgia were paid only 62 cents and Hispanic women only 47 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Georgia with a high school diploma were paid only 70 cents to every dollar paid to men with a high school diploma. Comparing women and men in Georgia with a bachelor’s degree the figure was 66 cents. In fact, the typical Georgia woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Georgia man who only graduated from high school.

• The wage gap exists across occupations. For example, Georgia women working full time, year round in 2010 in management, business, and financial occupations were paid only 70 cents to every dollar paid to men in the same occupations, and Georgia women working full time, year round in sales and related occupations were paid only 59 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Georgia Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Georgia already have higher rates of economic insecurity than do men in Georgia: in 2010, women working full time, year round typically had lower earnings than men ($34,709 compared to $43,344)\(^1\) and were more likely to live in poverty (17.3 percent of Georgia women compared to 13.4 percent of men).\(^3\) As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession.\(^4\) The unemployment rate for women in Georgia in 2011 was 10.2 percent, a 5.5 percentage point increase since the recession began in December 2007,\(^5\) and 51.0 percent of jobless women workers in Georgia had been looking for work for 27 weeks or more.\(^16\) Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs.\(^17\) Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310.\(^18\) Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.\(^19\)

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance,\(^20\) services which many states have cut during the crisis.\(^21\) About 9 percent of non-elderly adult Georgia women and 37 percent of Georgia children relied on Medicaid in 2010.\(^22\) In December 2011, the most recent month for which data are available, Georgia provided food stamp benefits to more than 1,885,000 children and adults, an increase of nearly 141,800 from the previous year.\(^23\) For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Georgia’s minimum wage, the annual pay is less than the poverty line for a family of three.\(^24\)

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Georgia, enacted cuts to education, employment programs, and child care\(^25\) disproportionately affect women and will create further hardship for Georgia women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older.\(^26\) In Georgia, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Georgia was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round.\(^27\) Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations.\(^28\) Raising the minimum wage would help close the wage gap for Georgia women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cpstatbles032011/pov/new35_000.htm (last visited Dec. 20, 2011).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/oco/ocoat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Hawaii Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts.1 Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,2 even as their families rely on them more heavily for financial support.3 Wages overall are stagnating4 and the wage gap has barely budged over the last ten years.5 The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,6 there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Hawaii

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Hawaii working full time, year round was paid only 80 cents to every dollar paid to a man working full time, year round7 – 3 cents narrower than the nationwide wage gap of 77 cents.8

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Hawaii were paid only 81 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Hawaii were paid only 62 cents and Hispanic women only 62 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.9

• The wage gap persists at all levels of education. In 2010, women in Hawaii with a high school diploma were paid only 79 cents to every dollar paid to men with a high school diploma. Comparing women and men in Hawaii with a bachelor’s degree the figure was 75 cents. In fact, the typical Hawaii woman who has received a bachelor’s degree still isn’t paid as much as the typical Hawaii man who has completed some college or attained an associate’s degree.10

• The wage gap exists across occupations. For example, Hawaii women working full time, year round in 2010 in management, business, and financial occupations were paid only 82 cents to every dollar paid to men in the same occupations, and Hawaii women working full time, year round in sales and related occupations were paid only 65 cents to every dollar paid to men in the same occupations.11
Fair Pay Is More Important to Hawaii Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Hawaii already have higher rates of economic insecurity than do men in Hawaii: in 2010, women working full time, year round typically had lower earnings than men ($36,242 compared to $45,443) and were more likely to live in poverty (11.4 percent of Hawaii women compared to 8.2 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Hawaii in 2011 was 5.8 percent, a 2.8 percentage point increase since the recession began in December 2007, and 42.6 percent of jobless women workers in Hawaii had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 12 percent of non-elderly adult Hawaii women and 31 percent of Hawaii children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Hawaii provided food stamp benefits to more than 173,100 children and adults, an increase of nearly 16,800 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Hawaii’s minimum wage, the annual pay is less than the poverty line for a family of three.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Hawaii, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Hawaii was just $7.00 per hour, equivalent to an annual base pay of only about $14,000 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Hawaii women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
20 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cpstablestables/032011/gov/new35_000.htm (last visited Dec. 20, 2011).
21 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
23 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosat111.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, café, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Idaho Women

April 2012

At the time of the Equal Pay Act's passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Idaho

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Idaho working full time, year round was paid only 74 cents to every dollar paid to a man working full time, year round – 3 cents wider than the nationwide wage gap of 77 cents.
- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Idaho were paid only 71 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Idaho were paid only 62 cents and Hispanic women only 54 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.
- The wage gap persists at all levels of education. In 2010, women in Idaho with a high school diploma were paid only 70 cents to every dollar paid to men with a high school diploma. Comparing women and men in Idaho with a bachelor’s degree the figure was 62 cents. In fact, the typical Idaho woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Idaho man who never graduated from high school.
- The wage gap exists across occupations. For example, Idaho women working full time, year round in 2010 in management, business, and financial occupations were paid only 66 cents to every dollar paid to men in the same occupations, and Idaho women working full time, year round in sales and related occupations were paid only 60 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Idaho Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Idaho already have higher rates of economic insecurity than do men in Idaho: in 2010, women working full time, year round typically had lower earnings than men ($30,403 compared to $41,128) and were more likely to live in poverty (16.0 percent of Idaho women compared to 12.9 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Idaho in 2011 was 8.1 percent, a 5.0 percentage point increase since the recession began in December 2007, and 33.1 percent of jobless women workers in Idaho had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 8 percent of non-elderly adult Idaho women and 30 percent of Idaho children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Idaho provided food stamp benefits to almost 236,400 children and adults, an increase of over 13,000 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Idaho’s minimum wage, the annual pay is less than the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In Idaho, enacted cuts to health care disproportionately affect women and will create further hardship for Idaho women and their families.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Idaho, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Idaho was just $3.35 per hour, equivalent to an annual base pay of only about $6,700 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Idaho women.

Fair pay would help close the wage gap and increase women’s economic security.


7 NWLC calculations from U.S. Census Bureau; 2010 American Community Survey (hereinafter NWLC calculations from 2010 ACS), Table R2001: Median Earnings for Male Full-Time, Year-Round Workers and Table R2002: Median Earnings for Female Full-Time, Year-Round Workers, available at http://www.census.gov/acs/www/ (last visit Sept. 22, 2011).
10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCE) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
22 NWLC calculations from 2010 ACS, Table C27007: Medicaid/Medians-Tested Public Coverage by Sex by Age, available at http://www.census.gov/acs/www/ (last visit Dec. 9, 2011).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cpsstables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 averages available, at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/ces/cosa11pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeterias, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Illinois Women
April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts.\(^1\) Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,\(^2\) even as their families rely on them more heavily for financial support.\(^3\) Wages overall are stagnating\(^4\) and the wage gap has barely budged over the last ten years.\(^5\) The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,\(^6\) there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Illinois

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Illinois working full time, year round was paid only 76 cents to every dollar paid to a man working full time, year round\(^7\) – 1 cent wider than the nationwide wage gap of 77 cents.\(^8\)

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Illinois were paid only 73 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Illinois were paid only 64 cents and Hispanic women only 48 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.\(^9\)

• The wage gap persists at all levels of education. In 2010, women in Illinois with a high school diploma were paid only 68 cents to every dollar paid to men with a high school diploma. Comparing women and men in Illinois with a bachelor’s degree the figure was 67 cents. In fact, the typical Illionois woman who has received a bachelor’s degree still isn’t paid as much as the typical Illinois man who has completed some college or attained an associate’s degree.\(^10\)

• The wage gap exists across occupations. For example, Illinois women working full time, year round in 2010 in management, business, and financial occupations were paid only 75 cents to every dollar paid to men in the same occupations, and Illinois women working full time, year round in sales and related occupations were paid only 63 cents to every dollar paid to men in the same occupations.\(^11\)
Fair Pay Is More Important to Illinois Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Illinois already have higher rates of economic insecurity than do men in Illinois: in 2010, women working full time, year round typically had lower earnings than men ($38,638 compared to $50,549) and were more likely to live in poverty (13.5 percent of Illinois women compared to 10.3 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Illinois in 2011 was 8.8 percent, a 4.3 percentage point increase since the recession began in December 2007, and 50.0 percent of jobless women workers in Illinois had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 13 percent of non-elderly adult Illinois women and 38 percent of Illinois children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Illinois provided food stamp benefits to almost 1,879,600 children and adults, an increase of nearly 77,400 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Illinois’ minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Illinois, enacted cuts to education, Temporary Assistance for Needy Families, and housing disproportionately affect women and will create further hardship for Illinois women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Illinois, the minimum wage was $8.25 per hour, equivalent to only about $16,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Illinois was just $4.95 per hour, equivalent to an annual base pay of only about $9,900 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Illinois women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cpstablestables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Indiana Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Indiana

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Indiana working full time, year round was paid only 72 cents to every dollar paid to a man working full time, year round – 5 cents wider than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Indiana were paid only 71 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Indiana were paid only 65 cents and Hispanic women only 53 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in Indiana with a high school diploma were paid only 65 cents to every dollar paid to men with a high school diploma. Comparing women and men in Indiana with a bachelor’s degree the figure was 70 cents. In fact, the typical Indiana woman who has received a bachelor’s degree still isn’t paid as much as the typical Indiana man who has completed some college or attained an associate’s degree.

- The wage gap exists across occupations. For example, Indiana women working full time, year round in 2010 in management, business, and financial occupations were paid only 70 cents to every dollar paid to men in the same occupations, and Indiana women working full time, year round in sales and related occupations were paid only 61 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Indiana Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Indiana already have higher rates of economic insecurity than do men in Indiana: in 2010, women working full time, year round typically had lower earnings than men ($32,221 compared to $44,851)\(^2\) and were more likely to live in poverty (14.8 percent of Indiana women compared to 11.4 percent of men).\(^3\) As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession.\(^4\) The unemployment rate for women in Indiana in 2011 was 9.4 percent, a 5.2 percentage point increase since the recession began in December 2007,\(^5\) and 45.1 percent of jobless women workers in Indiana had been looking for work for 27 weeks or more.\(^6\) Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs.\(^7\) Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310.\(^8\) Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.\(^9\)

- The economic crisis has affected all Americans, but has been particularly hard for women—who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance,\(^10\) services which many states have cut during the crisis.\(^11\) About 11 percent of non-elderly adult Indiana women and 33 percent of Indiana children relied on Medicaid in 2010.\(^12\) In December 2011, the most recent month for which data are available, Indiana provided food stamp benefits to more than 906,400 children and adults, an increase of nearly 34,800 from the previous year.\(^13\) For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Indiana’s minimum wage, the annual pay is less than the poverty line for a family of three.\(^14\)

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older.\(^15\) In Indiana, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Indiana was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round.\(^16\) Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations.\(^17\) Raising the minimum wage would help close the wage gap for Indiana women.

Fair pay would help close the wage gap and increase women’s economic security.

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INDIANA STATE EQUAL PAY FACT SHEET

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/minwage2011tbls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
25 Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
26 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cpsaat11.pdf: Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Iowa Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Iowa

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Iowa working full time, year round was paid only 79 cents to every dollar paid to a man working full time, year round – 2 cents narrower than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Iowa were paid only 75 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Iowa were paid only 59 cents and Hispanic women only 57 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in Iowa with a high school diploma were paid only 66 cents to every dollar paid to men with a high school diploma. Comparing women and men in Iowa with a bachelor’s degree the figure was 70 cents. In fact, the typical Iowa woman who has received a bachelor’s degree still isn’t paid as much as the typical Iowa man who has completed some college or attained an associate’s degree.

- The wage gap exists across occupations. For example, Iowa women working full time, year round in 2010 in management, business, and financial occupations were paid only 75 cents to every dollar paid to men in the same occupations, and Iowa women working full time, year round in sales and related occupations were paid only 65 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Iowa Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Iowa already have higher rates of economic insecurity than do men in Iowa: in 2010, women working full time, year round typically had lower earnings than men ($33,186 compared to $42,250) and were more likely to live in poverty (12.8 percent of Iowa women compared to 9.9 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Iowa in 2011 was 5.4 percent, a 1.6 percentage point increase since the recession began in December 2007, and 36.9 percent of jobless women workers in Iowa had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 11 percent of non-elderly adult Iowa women and 32 percent of Iowa children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Iowa provided food stamp benefits to more than 403,100 children and adults, an increase of nearly 48,600 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Iowa’s minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Iowa, enacted cuts to education disproportionately affect women and will create further hardship for Iowa women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Iowa, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Iowa was just $4.35 per hour, equivalent to an annual base pay of only about $8,700 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Iowa women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cp3tables/032011/gov/new35000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Kansas Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Kansas

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Kansas working full time, year round was paid only 74 cents to every dollar paid to a man working full time, year round – 3 cents wider than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Kansas were paid only 74 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Kansas were paid only 64 cents and Hispanic women only 54 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Kansas with a high school diploma were paid only 62 cents to every dollar paid to men with a high school diploma. Comparing women and men in Kansas with a bachelor’s degree the figure was 67 cents. In fact, the typical Kansas woman who has received a bachelor’s degree still isn’t paid as much as the typical Kansas man who has completed some college or attained an associate’s degree.

• The wage gap exists across occupations. For example, Kansas women working full time, year round in 2010 in management, business, and financial occupations were paid only 74 cents to every dollar paid to men in the same occupations, and Kansas women working full time, year round in sales and related occupations were paid only 60 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Kansas Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Kansas already have higher rates of economic insecurity than do men in Kansas: in 2010, women working full time, year round typically had lower earnings than men ($32,204 compared to $43,773)\(^\text{12}\) and were more likely to live in poverty (13.8 percent of Kansas women compared to 10.0 percent of men).\(^\text{13}\) As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession.\(^\text{14}\) The unemployment rate for women in Kansas in 2011 was 6.2 percent, a 2.1 percentage point increase since the recession began in December 2007,\(^\text{15}\) and 41.7 percent of jobless women workers in Kansas had been looking for work for 27 weeks or more.\(^\text{16}\) Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs.\(^\text{17}\) Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310.\(^\text{18}\) Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.\(^\text{19}\)

- The economic crisis has affected all Americans, but has been particularly hard for women—who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance,\(^\text{20}\) services which many states have cut during the crisis.\(^\text{21}\) About 7 percent of non-elderly adult Kansas women and 26 percent of Kansas children relied on Medicaid in 2010.\(^\text{22}\) In December 2011, the most recent month for which data are available, Kansas provided food stamp benefits to almost 299,600 children and adults, an increase of over 4,500 from the previous year.\(^\text{23}\) For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Kansas’ minimum wage, the annual pay is less than the poverty line for a family of three.\(^\text{24}\)

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Kansas, enacted cuts to education\(^\text{25}\) disproportionately affect women and will create further hardship for Kansas women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older.\(^\text{26}\) In Kansas, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Kansas was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round.\(^\text{27}\) Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations.\(^\text{28}\) Raising the minimum wage would help close the wage gap for Kansas women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/ptables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
27 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/ocs/ocsaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Kentucky Women

April 2012

At the time of the Equal Pay Act's passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Kentucky

Although the gap between men's and women's wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Kentucky working full time, year round was paid only 77 cents to every dollar paid to a man working full time, year round – equal to the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Kentucky were paid only 75 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Kentucky were paid only 70 cents and Hispanic women only 56 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in Kentucky with a high school diploma were paid only 69 cents to every dollar paid to men with a high school diploma. Comparing women and men in Kentucky with a bachelor's degree the figure was 69 cents. In fact, the typical Kentucky woman who has received a bachelor's degree still isn’t paid as much as the typical Kentucky man who has completed some college or attained an associate's degree.

- The wage gap exists across occupations. For example, Kentucky women working full time, year round in 2010 in management, business, and financial occupations were paid only 72 cents to every dollar paid to men in the same occupations, and Kentucky women working full time, year round in sales and related occupations were paid only 57 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Kentucky Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Kentucky already have higher rates of economic insecurity than do men in Kentucky: in 2010, women working full time, year round typically had lower earnings than men ($31,628 compared to $40,911) and were more likely to live in poverty (18.5 percent of Kentucky women compared to 14.8 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Kentucky in 2011 was 8.5 percent, a 3.3 percentage point increase since the recession began in December 2007, and 34.1 percent of jobless women workers in Kentucky had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 13 percent of non-elderly adult Kentucky women and 39 percent of Kentucky children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Kentucky provided food stamp benefits to more than 844,100 children and adults, an increase of nearly 31,400 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren't enough. For example, for a full-time, year-round worker at Kentucky's minimum wage, the annual pay is less than the poverty line for a family of three.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Kentucky, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Kentucky was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Kentucky women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 supra note 7.
14 supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POV35: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cpstable/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
25 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
27 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/oco/ocoat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Louisiana

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Louisiana working full time, year round was paid only 67 cents to every dollar paid to a man working full time, year round – 10 cents wider than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Louisiana were paid only 66 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Louisiana were paid only 47 cents and Hispanic women only 53 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in Louisiana with a high school diploma were paid only 55 cents to every dollar paid to men with a high school diploma. Comparing women and men in Louisiana with a bachelor’s degree the figure was 75 cents. In fact, the typical Louisiana woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Louisiana man who never graduated from high school.

- The wage gap exists across occupations. For example, Louisiana women working full time, year round in 2010 in management, business, and financial occupations were paid only 63 cents to every dollar paid to men in the same occupations, and Louisiana women working full time, year round in sales and related occupations were paid only 52 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Louisiana Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Louisiana already have higher rates of economic insecurity than do men in Louisiana: in 2010, women working full time, year round typically had lower earnings than men ($30,600 compared to $45,524) and were more likely to live in poverty (18.7 percent of Louisiana women compared to 12.7 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Louisiana in 2011 was 8.7 percent, a 4.3 percentage point increase since the recession began in December 2007, and 28.9 percent of jobless women workers in Louisiana had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 14 percent of non-elderly adult Louisiana women and 50 percent of Louisiana children relied on Medicaid in 2010.

In December 2011, the most recent month for which data are available, Louisiana provided food stamp benefits to more than 911,100 children and adults, an increase of over 33,900 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Louisiana’s minimum wage, the annual pay is less than the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In Louisiana, cuts were made to education, child and family services, and services for abused children and victims of domestic violence. These cuts disproportionately affect women and will create further hardship for Louisiana women and their families.

In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Louisiana, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Louisiana was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Louisiana women.

Fair pay would help close the wage gap and increase women’s economic security.

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24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cpstables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/ces/cosa11.htm. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; bartenders; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Maine Women

April 2012

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Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Maine

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Maine working full time, year round was paid only 79 cents to every dollar paid to a man working full time, year round – 2 cents narrower than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Maine were paid only 79 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Maine were paid only 62 cents and Hispanic women only 68 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Maine with a high school diploma were paid only 65 cents to every dollar paid to men with a high school diploma. Comparing women and men in Maine with a bachelor’s degree the figure was 74 cents. In fact, the typical Maine woman who has received a bachelor’s degree still isn’t paid as much as the typical Maine man who has completed some college or attained an associate’s degree.

• The wage gap exists across occupations. For example, Maine women working full time, year round in 2010 in management, business, and financial occupations were paid only 82 cents to every dollar paid to men in the same occupations, and Maine women working full time, year round in sales and related occupations were paid only 59 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Maine Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Maine already have higher rates of economic insecurity than do men in Maine: in 2010, women working full time, year round typically had lower earnings than men ($33,873 compared to $43,029) and were more likely to live in poverty (12.8 percent of Maine women compared to 10.4 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Maine in 2011 was 7.0 percent, a 2.6 percentage point increase since the recession began in December 2007, and 36.8 percent of jobless women workers in Maine had been looking for work for 27 weeks or more.

- Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 20 percent of non-elderly adult Maine women and 41 percent of Maine children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Maine provided food stamp benefits to almost 253,300 children and adults, an increase of nearly 10,500 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Maine's minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Maine, enacted cuts to health care and food assistance disproportionately affect women and will create further hardship for Maine women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Maine, the minimum wage was $7.50 per hour, equivalent to only about $15,000 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Maine was just $3.75 per hour, equivalent to an annual base pay of only about $7,500 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Maine women.

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26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov cps/minwage2011bls.htm. This is data for both those 16 and older (63 percent) and 25 and older (67 percent).
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The Importance Of Fair Pay For Maine Women
April 2012

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The Importance Of Fair Pay For Maryland Women

April 2012

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Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,\textsuperscript{2} even as their families rely on them more heavily for financial support.\textsuperscript{3} Wages overall are stagnating\textsuperscript{4} and the wage gap has barely budged over the last ten years.\textsuperscript{5} The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,\textsuperscript{6} there is more that must be done to realize the decades-old promise of fair pay for equal work.

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• In 2010, the typical woman in Maryland working full time, year round was paid only 83 cents to every dollar paid to a man working full time, year round\textsuperscript{7} – 6 cents narrower than the nationwide wage gap of 77 cents.\textsuperscript{8}

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Maryland were paid only 76 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Maryland were paid only 67 cents and Hispanic women only 46 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.\textsuperscript{9}

• The wage gap persists at all levels of education. In 2010, women in Maryland with a high school diploma were paid only 74 cents to every dollar paid to men with a high school diploma. Comparing women and men in Maryland with a bachelor’s degree the figure was 73 cents. In fact, the typical Maryland woman who has received an associate's degree or completes some college still isn’t paid as much as the typical Maryland man who only graduated from high school.\textsuperscript{10}

• The wage gap exists across occupations. For example, Maryland women working full time, year round in 2010 in management, business, and financial occupations were paid only 76 cents to every dollar paid to men in the same occupations, and Maryland women working full time, year round in sales and related occupations were paid only 69 cents to every dollar paid to men in the same occupations.\textsuperscript{11}
**Fair Pay Is More Important to Maryland Women Than Ever in This Struggling Economy**

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Maryland already have higher rates of economic insecurity than do men in Maryland: in 2010, women working full time, year round typically had lower earnings than men ($47,175 compared to $57,017) and were more likely to live in poverty (10.1 percent of Maryland women compared to 7.6 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Maryland in 2011 was 6.8 percent, a 2.9 percentage point increase since the recession began in December 2007, and 37.0 percent of jobless women workers in Maryland had been looking for work for 27 weeks or more.

- Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 10 percent of non-elderly adult Maryland women and 29 percent of Maryland children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Maryland provided food stamp benefits to almost 710,700 children and adults, an increase of nearly 57,400 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Maryland’s minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Maryland, enacted cuts to health care disproportionately affect women and will create further hardship for Maryland women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Maryland, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Maryland was just $3.63 per hour, equivalent to an annual base pay of only about $7,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Maryland women.

**Fair pay would help close the wage gap and increase women's economic security.**

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MARYLAND STATE EQUAL PAY FACT SHEET

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table P053: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/tables032011/povnew35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.

The Importance Of Fair Pay For Massachusetts Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Massachusetts

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Massachusetts working full time, year round was paid only 81 cents to every dollar paid to a man working full time, year round – 4 cents narrower than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Massachusetts were paid only 78 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Massachusetts were paid only 62 cents and Hispanic women only 51 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in Massachusetts with a high school diploma were paid only 68 cents to every dollar paid to men with a high school diploma. Comparing women and men in Massachusetts with a bachelor’s degree the figure was 70 cents. In fact, the typical Massachusetts woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Massachusetts man who only graduated from high school.

- The wage gap exists across occupations. For example, Massachusetts women working full time, year round in 2010 in management, business, and financial occupations were paid only 71 cents to every dollar paid to men in the same occupations, and Massachusetts women working full time, year round in sales and related occupations were paid only 72 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Massachusetts Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Massachusetts already have higher rates of economic insecurity than do men in Massachusetts: in 2010, women working full time, year round typically had lower earnings than men ($46,213 compared to $56,959) and were more likely to live in poverty (12.0 percent of Massachusetts women compared to 9.1 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Massachusetts in 2011 was 6.2 percent, a 2.1 percentage point increase since the recession began in December 2007, and 48.4 percent of jobless women workers in Massachusetts had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and unemployment insurance. They are also more vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

  - Recent tightening of state budgets has caused many states to cut back on necessary services. In Massachusetts, enacted cuts to education, health care, and child care disproportionately affect women and will create further hardship for Massachusetts women and their families.

- In 2011, women made up about two-thirds of all workers who were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Massachusetts, the minimum wage was $8.00 per hour, equivalent to only about $16,000 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Massachusetts was just $2.63 per hour, equivalent to an annual base pay of only about $5,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Massachusetts women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
23 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cpstable032011/gov/new35_000.htm (last visited Dec. 20, 2011).
25 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; bartenders; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Michigan Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Michigan

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Michigan working full time, year round was paid only 74 cents to every dollar paid to a man working full time, year round – 3 cents wider than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Michigan were paid only 72 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Michigan were paid only 65 cents and Hispanic women only 56 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in Michigan with a high school diploma were paid only 66 cents to every dollar paid to men with a high school diploma. Comparing women and men in Michigan with a bachelor’s degree the figure was 64 cents. In fact, the typical Michigan woman who has received a bachelor’s degree still isn’t paid as much as the typical Michigan man who has completed some college or attained an associate’s degree.

- The wage gap exists across occupations. For example, Michigan women working full time, year round in 2010 in management, business, and financial occupations were paid only 69 cents to every dollar paid to men in the same occupations, and Michigan women working full time, year round in sales and related occupations were paid only 60 cents to every dollar paid to men in the same occupations.
**Michigan State Equal Pay Act Sheet**

**Fair Pay Is More Important to Michigan Women Than Ever in This Struggling Economy**

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Michigan already have higher rates of economic insecurity than do men in Michigan: in 2010, women working full time, year round typically had lower earnings than men ($36,413 compared to $48,953) and were more likely to live in poverty (16.2 percent of Michigan women compared to 13.0 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Michigan in 2011 was 8.8 percent, a 1.7 percentage point increase since the recession began in December 2007, and 45.3 percent of jobless women workers in Michigan had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 16 percent of non-elderly adult Michigan women and 39 percent of Michigan children relied on Medicaid in 2010. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren't enough. For example, for a full-time, year-round worker at Michigan's minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Michigan, enacted cuts to education and assistance to low-income families disproportionately affect women and will create further hardship for Michigan women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Michigan, the minimum wage was $7.40 per hour, equivalent to only about $14,800 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Michigan was just $2.65 per hour, equivalent to an annual base pay of only about $5,300 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Michigan women.

**Fair pay would help close the wage gap and increase women’s economic security.**

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MICHIGAN STATE EQUAL PAY FACT SHEET

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http:// www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cpstable302111/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants; cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Minnesota Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Minnesota

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Minnesota working full time, year round was paid only 79 cents to every dollar paid to a man working full time, year round – 2 cents narrower than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Minnesota were paid only 78 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Minnesota were paid only 60 cents and Hispanic women only 53 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Minnesota with a high school diploma were paid only 69 cents to every dollar paid to men with a high school diploma. Comparing women and men in Minnesota with a bachelor’s degree the figure was 71 cents. In fact, the typical Minnesota woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Minnesota man who only graduated from high school.

• The wage gap exists across occupations. For example, Minnesota women working full time, year round in 2010 in management, business, and financial occupations were paid only 75 cents to every dollar paid to men in the same occupations, and Minnesota women working full time, year round in sales and related occupations were paid only 69 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Minnesota Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Minnesota already have higher rates of economic insecurity than do men in Minnesota: in 2010, women working full time, year round typically had lower earnings than men ($39,289 compared to $50,081) and were more likely to live in poverty (11.7 percent of Minnesota women compared to 9.0 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Minnesota in 2011 was 5.9 percent, a 1.8 percentage point increase since the recession began in December 2007, and 36.6 percent of jobless women workers in Minnesota had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 13 percent of non-elderly adult Minnesota women and 24 percent of Minnesota children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Minnesota provided food stamp benefits to more than 536,600 children and adults, an increase of over 51,100 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Minnesota’s minimum wage, the annual pay is less than the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In Minnesota, enacted cuts to education disproportionately affect women and will create further hardship for Minnesota women and their families.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Minnesota, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. The minimum cash wage for tipped employees in Minnesota was also $7.25 per hour. Nationally, women make up almost two-thirds (64.0 percent) of jobless workers in tipped occupations. Raising the minimum wage would help close the wage gap for Minnesota women.

Fair pay would help close the wage gap and increase women's economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POV35: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/tables/pov3500.htm (last visited Dec. 20, 2011). This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
29 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hair stylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Mississippi Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Mississippi

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Mississippi working full time, year round was paid only 75 cents to every dollar paid to a man working full time, year round – 2 cents wider than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Mississippi were paid only 74 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Mississippi were paid only 54 cents and Hispanic women only 56 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Mississippi with a high school diploma were paid only 62 cents to every dollar paid to men with a high school diploma. Comparing women and men in Mississippi with a bachelor’s degree the figure was 70 cents. In fact, the typical Mississippi woman who has received a bachelor’s degree still isn’t paid as much as the typical Mississippi man who has completed some college or attained an associate’s degree.

• The wage gap exists across occupations. For example, Mississippi women working full time, year round in 2010 in management, business, and financial occupations were paid only 67 cents to every dollar paid to men in the same occupations, and Mississippi women working full time, year round in sales and related occupations were paid only 54 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Mississippi Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Mississippi already have higher rates of economic insecurity than do men in Mississippi: in 2010, women working full time, year round typically had lower earnings than men ($28,879 compared to $38,613) and were more likely to live in poverty (21.6 percent of Mississippi women compared to 15.8 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Mississippi in 2011 was 9.4 percent, a 2.9 percentage point increase since the recession began in December 2007, and 43.0 percent of jobless women workers in Mississippi had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women — who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 15 percent of non-elderly adult Mississippi women and 51 percent of Mississippi children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Mississippi provided food stamp benefits to almost 651,700 children and adults, an increase of over 34,900 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Mississippi’s minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Mississippi, enacted cuts to education disproportionately affect women and will create further hardship for Mississippi women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Mississippi, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Mississippi was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Mississippi women.

Fair pay would help close the wage gap and increase women’s economic security.


10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosal11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Missouri Women

April 2012

At the time of the Equal Pay Act's passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts.¹ Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,² even as their families rely on them more heavily for financial support.³ Wages overall are stagnating⁴ and the wage gap has barely budged over the last ten years.⁵ The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,⁶ there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Missouri

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Missouri working full time, year round was paid only 77 cents to every dollar paid to a man working full time, year round⁷ – equal to the nationwide wage gap of 77 cents.⁸

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Missouri were paid only 74 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Missouri were paid only 68 cents and Hispanic women only 59 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.⁹

- The wage gap persists at all levels of education. In 2010, women in Missouri with a high school diploma were paid only 69 cents to every dollar paid to men with a high school diploma. Comparing women and men in Missouri with a bachelor’s degree the figure was 68 cents. In fact, the typical Missouri woman who has received a bachelor’s degree still isn’t paid as much as the typical Missouri man who has completed some college or attained an associate’s degree.¹⁰

- The wage gap exists across occupations. For example, Missouri women working full time, year round in 2010 in management, business, and financial occupations were paid only 75 cents to every dollar paid to men in the same occupations, and Missouri women working full time, year round in sales and related occupations were paid only 67 cents to every dollar paid to men in the same occupations.¹¹
Fair Pay Is More Important to Missouri Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Missouri already have higher rates of economic insecurity than men in Missouri: in 2010, women working full time, year round typically had lower earnings than men ($32,481 compared to $42,282) and were more likely to live in poverty (14.8 percent of Missouri women compared to 12.1 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Missouri in 2011 was 7.6 percent, a 2.7 percentage point increase since the recession began in December 2007, and 39.2 percent of jobless women workers in Missouri had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 10 percent of non-elderly adult Missouri women and 33 percent of Missouri children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Missouri provided food stamp benefits to more than 961,800 children and adults, an increase of nearly 23,800 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Missouri’s minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Missouri, enacted cuts to education disproportionately affect women and will create further hardship for Missouri women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Missouri, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Missouri was just $3.63 per hour, equivalent to an annual base pay of only about $7,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Missouri women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cstables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonsupervisors; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Montana Women  

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Montana

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Montana working full time, year round was paid only 73 cents to every dollar paid to a man working full time, year round—4 cents wider than the nationwide wage gap of 77 cents.
- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Montana were paid only 74 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Montana were paid only 59 cents and Hispanic women only 70 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in Montana with a high school diploma were paid only 66 cents to every dollar paid to men with a high school diploma. Comparing women and men in Montana with a bachelor’s degree the figure was 73 cents. In fact, the typical Montana woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Montana man who only graduated from high school.

- The wage gap exists across occupations. For example, Montana women working full time, year round in 2010 in management, business, and financial occupations were paid only 81 cents to every dollar paid to men in the same occupations, and Montana women working full time, year round in sales and related occupations were paid only 68 cents to every dollar paid to men in the same occupations.
**Fair Pay Is More Important to Montana Women Than Ever in This Struggling Economy**

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Montana already have higher rates of economic insecurity than do men in Montana: in 2010, women working full time, year round typically had lower earnings than men ($30,306 compared to $41,339) and were more likely to live in poverty (14.1 percent of Montana women compared to 11.9 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Montana in 2011 was 5.7 percent, a 2.3 percentage point increase since the recession began in December 2007, and 30.1 percent of jobless women workers in Montana had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 7 percent of non-elderly adult Montana women and 31 percent of Montana children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Montana provided food stamp benefits to almost 127,200 children and adults, an increase of over 5,000 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren't enough. For example, for a full-time year-round worker at Montana's minimum wage, the annual pay is less than the poverty line for a family of three.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Montana, the minimum wage was $7.65 per hour, equivalent to only about $15,300 a year for those working full time year round. The minimum cash wage for tipped employees in Montana was also just $7.65 per hour. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Montana women.

**Fair pay would help close the wage gap and increase women's economic security.**

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 supra note 7.
14 supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cps2011pdf/new35_000.htm (last visited Dec. 20, 2011).
25 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
27 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonspecialty – road attendants; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggie porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Nebraska Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Nebraska

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Nebraska working full time, year round was paid only 76 cents to every dollar paid to a man working full time, year round – 1 cent wider than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Nebraska were paid only 75 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Nebraska were paid only 63 cents and Hispanic women only 53 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in Nebraska with a high school diploma were paid only 63 cents to every dollar paid to men with a high school diploma. Comparing women and men in Nebraska with a bachelor’s degree the figure was 69 cents. In fact, the typical Nebraska woman who has received a bachelor’s degree still isn’t paid as much as the typical Nebraska man who has completed some college or attained an associate’s degree.

- The wage gap exists across occupations. For example, Nebraska women working full time, year round in 2010 in management, business, and financial occupations were paid only 82 cents to every dollar paid to men in the same occupations, and Nebraska women working full time, year round in sales and related occupations were paid only 61 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Nebraska Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Nebraska already have higher rates of economic insecurity than do men in Nebraska: in 2010, women working full time, year round typically had lower earnings than men ($32,022 compared to $41,929) and were more likely to live in poverty (12.5 percent of Nebraska women compared to 9.8 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Nebraska in 2011 was 4.3 percent, a 1.4 percentage point increase since the recession began in December 2007, and 26.9 percent of jobless women workers in Nebraska had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 8 percent of non-elderly adult Nebraska women and 30 percent of Nebraska children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Nebraska provided food stamp benefits to more than 175,400 children and adults, an increase of nearly 2,400 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at Nebraska’s minimum wage, the annual pay is less than the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In Nebraska, enacted cuts to education, health care and food assistance disproportionately affect women and will create further hardship for Nebraska women and their families.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Nebraska, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Nebraska was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Nebraska women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table P093: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cpstables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those ages 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; bartenders; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
29 National Employment Law Project, Map of Minimum Wage Laws, available at http://www.raisetheminimumwage.com/pages/map (last viewed Jan. 17, 2012). Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
The Importance Of Fair Pay For Nevada Women
April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Nevada

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Nevada working full time, year round was paid only 83 cents to every dollar paid to a man working full time, year round – 6 cents narrower than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Nevada were paid only 77 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Nevada were paid only 63 cents and Hispanic women only 51 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Nevada with a high school diploma were paid only 81 cents to every dollar paid to men with a high school diploma. Comparing women and men in Nevada with a bachelor’s degree the figure was 76 cents. In fact, the typical Nevada woman who has received a bachelor’s degree still isn’t paid as much as the typical Nevada man who has completed some college or attained an associate’s degree.

• The wage gap exists across occupations. For example, Nevada women working full time, year round in 2010 in management, business, and financial occupations were paid only 78 cents to every dollar paid to men in the same occupations, and Nevada women working full time, year round in sales and related occupations were paid only 65 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Nevada Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Nevada already have higher rates of economic insecurity than do men in Nevada: in 2010, women working full time, year round typically had lower earnings than men ($35,363 compared to $42,689) and were more likely to live in poverty (14.3 percent of Nevada women compared to 10.9 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Nevada in 2011 was 11.4 percent, a 7.1 percentage point increase since the recession began in December 2007, and 51.4 percent of jobless women workers in Nevada had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 7 percent of non-elderly adult Nevada women and 24 percent of Nevada children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Nevada provided food stamp benefits to almost 353,900 children and adults, an increase of over 29,200 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at Nevada’s minimum wage, the annual pay is less than the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In Nevada, enacted cuts to education disproportionately affect women and will create further hardship for Nevada women and their families.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Nevada, the minimum wage was $8.25 per hour, equivalent to only about $16,500 a year for those working full time year round. The minimum cash wage for tipped employees in Nevada was also just $8.25 per hour. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Nevada women.

Fair pay would help close the wage gap and increase women’s economic security.


10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.


12 Supra note 7.


14 Supra note 2.


18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).


24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/www.census.gov/hhes/www/povtables/032011/pov/new35_000.htm (last visited Dec. 20, 2011). In Nevada, the minimum wage varies based on whether or not the employer provides health insurance benefits. An employer that provides benefits must pay a minimum wage of $7.25 per hour, compared to an employer who doesn’t who must pay $8.25 per hour. Calculations are based on $8.25 per hour.


26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).


28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cpsaat11.cfm. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For New Hampshire Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in New Hampshire

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in New Hampshire working full time, year round was paid only 78 cents to every dollar paid to a man working full time, year round – 1 cent narrower than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in New Hampshire were paid only 74 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in New Hampshire were paid only 69 cents and Hispanic women only 67 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in New Hampshire with a high school diploma were paid only 68 cents to every dollar paid to men with a high school diploma. Comparing women and men in New Hampshire with a bachelor’s degree the figure was 60 cents. In fact, the typical New Hampshire woman must receive a bachelor’s degree before she is paid as much as the typical New Hampshire man who has completed some college or attained an associate’s degree.

- The wage gap exists across occupations. For example, New Hampshire women working full time, year round in 2010 in management, business, and financial occupations were paid only 64 cents to every dollar paid to men in the same occupations, and New Hampshire women working full time, year round in sales and related occupations were paid only 68 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to New Hampshire Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in New Hampshire already have higher rates of economic insecurity than do men in New Hampshire: in 2010, women working full time, year round typically had lower earnings than men ($40,185 compared to $51,530) and were more likely to live in poverty (9.2 percent of New Hampshire women compared to 6.2 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in New Hampshire in 2011 was 4.8 percent, a 1.5 percentage point increase since the recession began in December 2007, and 31.2 percent of jobless women workers in New Hampshire had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 7 percent of non-elderly adult New Hampshire women and 26 percent of New Hampshire children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, New Hampshire provided food stamp benefits to more than 115,700 children and adults, an increase of over 3,400 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at New Hampshire’s minimum wage, the annual pay is less than the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In New Hampshire, enacted cuts to education and health care disproportionately affect women and will create further hardship for New Hampshire women and their families.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In New Hampshire, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in New Hampshire was just $3.26 per hour, equivalent to an annual base pay of only about $6,530 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for New Hampshire women.

Fair pay would help close the wage gap and increase women’s economic security.


NEW HAMPSHIRE STATE EQUAL PAY FACT SHEET

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
19 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
27 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those under 25 (63 percent) and 25 and older (67 percent).
29 Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
30 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/ocs/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.

The Importance Of Fair Pay For New Jersey Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts.\(^1\) Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,\(^2\) even as their families rely on them more heavily for financial support.\(^3\) Wages overall are stagnating\(^4\) and the wage gap has barely budged over the last ten years.\(^5\) The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,\(^6\) there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in New Jersey

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in New Jersey working full time, year round was paid only 79 cents to every dollar paid to a man working full time, year round\(^7\) – 2 cents narrower than the nationwide wage gap of 77 cents.\(^8\)

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in New Jersey were paid only 73 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in New Jersey were paid only 60 cents and Hispanic women only 44 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.\(^9\)

- The wage gap persists at all levels of education. In 2010, women in New Jersey with a high school diploma were paid only 67 cents to every dollar paid to men with a high school diploma. Comparing women and men in New Jersey with a bachelor’s degree the figure was 70 cents. In fact, the typical New Jersey woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical New Jersey man who only graduated from high school.\(^10\)

- The wage gap exists across occupations. For example, New Jersey women working full time, year round in 2010 in management, business, and financial occupations were paid only 75 cents to every dollar paid to men in the same occupations, and New Jersey women working full time, year round in sales and related occupations were paid only 68 cents to every dollar paid to men in the same occupations.\(^11\)
**Fair Pay Is More Important to New Jersey Women Than Ever in This Struggling Economy**

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in New Jersey already have higher rates of economic insecurity than do men in New Jersey: in 2010, women working full time, year round typically had lower earnings than men ($45,936 compared to $57,978)\(^{12}\) and were more likely to live in poverty (10.3 percent of New Jersey women compared to 7.5 percent of men).\(^{13}\) As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- **High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession.**\(^{14}\) The unemployment rate for women in New Jersey in 2011 was 9.1 percent, a 5.2 percentage point increase since the recession began in December 2007,\(^{15}\) and 50.2 percent of jobless women workers in New Jersey had been looking for work for 27 weeks or more.\(^{16}\) Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs.\(^{17}\) Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310.\(^{18}\) Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.\(^{19}\)

- **The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates.** Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance,\(^{20}\) services which many states have cut during the crisis.\(^{21}\) About 10 percent of non-elderly adult New Jersey women and 26 percent of New Jersey children relied on Medicaid in 2010.\(^{22}\) In December 2011, the most recent month for which data are available, New Jersey provided food stamp benefits to more than 809,000 children and adults, an increase of over 84,800 from the previous year.\(^{23}\) For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at New Jersey’s minimum wage, the annual pay is less than the poverty line for a family of three.\(^{24}\)

- **Recent tightening of state budgets has caused many states to cut back on necessary services.** In New Jersey, enacted cuts to health care\(^{25}\) disproportionately affect women and will create further hardship for New Jersey women and their families. In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older.\(^{26}\) In, New Jersey, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in New Jersey was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round.\(^{27}\) Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations.\(^{28}\) Raising the minimum wage would help close the wage gap for New Jersey women.

**Fair pay would help close the wage gap and increase women's economic security.**

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NEW JERSEY STATE EQUAL PAY FACT SHEET

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http:// www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cps2010/nov/010023.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For New Mexico Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in New Mexico

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in New Mexico working full time, year round was paid only 79 cents to every dollar paid to a man working full time, year round – 2 cents narrower than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in New Mexico were paid only 78 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in New Mexico were paid only 56 cents and Hispanic women only 53 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in New Mexico with a high school diploma were paid only 70 cents to every dollar paid to men with a high school diploma. Comparing women and men in New Mexico with a bachelor’s degree the figure was 75 cents. In fact, the typical New Mexico woman who has received a bachelor’s degree still isn’t paid as much as the typical New Mexico man who has completed some college or attained an associate’s degree.

- The wage gap exists across occupations. For example, New Mexico women working full time, year round in 2010 in management, business, and financial occupations were paid only 79 cents to every dollar paid to men in the same occupations, and New Mexico women working full time, year round in sales and related occupations were paid only 66 cents to every dollar paid to men in the same occupations.
**Fair Pay Is More Important to New Mexico Women Than Ever in This Struggling Economy**

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in New Mexico already have higher rates of economic insecurity than do men in New Mexico: in 2010, women working full time, year round typically had lower earnings than men ($32,234 compared to $41,023) and were more likely to live in poverty (18.4 percent of New Mexico women compared to 15.9 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in New Mexico in 2011 was 6.5 percent, a 2.8 percentage point increase since the recession began in December 2007, and 40.9 percent of jobless women workers in New Mexico had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but it has been particularly hard for women—who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 16 percent of non-elderly adult New Mexico women and 49 percent of New Mexico children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, New Mexico provided food stamp benefits to more than 437,500 children and adults, an increase of nearly 34,000 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren't enough. For example, for a full-time year-round worker at New Mexico's minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In New Mexico, enacted cuts to education disproportionately affect women and will create further hardship for New Mexico women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In New Mexico, the minimum wage was $7.50 per hour, equivalent to only about $15,000 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in New Mexico was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for New Mexico women.

**Fair pay would help close the wage gap and increase women's economic security.**

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NEW MEXICO STATE EQUAL PAY FACT SHEET

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 years old (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For New York Women

April 2012

At the time of the Equal Pay Act's passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts.¹ Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,² even as their families rely on them more heavily for financial support.³ Wages overall are stagnating⁴ and the wage gap has barely budged over the last ten years.⁵ The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,⁶ there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in New York

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in New York working full time, year round was paid only 83 cents to every dollar paid to a man working full time, year round⁷ – 6 cents narrower than the nationwide wage gap of 77 cents.⁸

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in New York were paid only 78 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in New York were paid only 66 cents and Hispanic women only 55 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.⁹

• The wage gap persists at all levels of education. In 2010, women in New York with a high school diploma were paid only 71 cents to every dollar paid to men with a high school diploma. Comparing women and men in New York with a bachelor’s degree the figure was 76 cents. In fact, the typical New York woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical New York man who only graduated from high school.¹⁰

• The wage gap exists across occupations. For example, New York women working full time, year round in 2010 in management, business, and financial occupations were paid only 78 cents to every dollar paid to men in the same occupations, and New York women working full time, year round in sales and related occupations were paid only 72 cents to every dollar paid to men in the same occupations.¹¹
**Fair Pay Is More Important to New York Women Than Ever in This Struggling Economy**

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in New York already have higher rates of economic insecurity than men in New York: in 2010, women working full time, year round typically had lower earnings than men ($41,570 compared to $50,228) and were more likely to live in poverty (14.8 percent of New York women compared to 11.3 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in New York in 2011 was 7.8 percent, a 3.7 percentage point increase since the recession began in December 2007, and 47.9 percent of jobless women workers in New York had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women—who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 18 percent of non-elderly adult New York women and 37 percent of New York children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, New York provided food stamp benefits to almost 3,068,600 children and adults, an increase of over 98,700 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at New York’s minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In New York, enacted cuts to education and health care disproportionately affect women and will create further hardship for New York women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In New York, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in New York was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for New York women.

**Fair pay would help close the wage gap and increase women’s economic security.**

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/datatables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state. Tipped minimum wage may vary based on occupation, see sources for further details.
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming service workers.
The Importance Of Fair Pay For North Carolina Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in North Carolina

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in North Carolina working full time, year round was paid only 81 cents to every dollar paid to a man working full time, year round – 4 cents narrower than the nationwide wage gap of 77 cents.
- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in North Carolina were paid only 78 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in North Carolina were paid only 65 cents and Hispanic women only 48 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.
- The wage gap persists at all levels of education. In 2010, women in North Carolina with a high school diploma were paid only 73 cents to every dollar paid to men with a high school diploma. Comparing women and men in North Carolina with a bachelor’s degree the figure was 71 cents. In fact, the typical North Carolina woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical North Carolina man who only graduated from high school.
- The wage gap exists across occupations. For example, North Carolina women working full time, year round in 2010 in management, business, and financial occupations were paid only 72 cents to every dollar paid to men in the same occupations, and North Carolina women working full time, year round in sales and related occupations were paid only 67 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to North Carolina Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in North Carolina already have higher rates of economic insecurity than do men in North Carolina: in 2010, women working full time, year round typically had lower earnings than men ($33,188 compared to $41,138) and were more likely to live in poverty (16.8 percent of North Carolina women compared to 13.3 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in North Carolina in 2011 was 10.0 percent, a 5.1 percentage point increase since the recession began in December 2007, and 46.7 percent of jobless women workers in North Carolina had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 11 percent of non-elderly adult North Carolina women and 39 percent of North Carolina children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, North Carolina provided food stamp benefits to almost 1,660,600 children and adults, an increase of nearly 113,000 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at minimum wage, the annual pay of $14,500 is less than the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In North Carolina, enacted cuts to education, health care, and child care disproportionately affect women and will create further hardship for North Carolina women and their families.

In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In, North Carolina, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in North Carolina was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for North Carolina women.

Fair pay would help close the wage gap and increase women’s economic security.

NORTH CAROLINA STATE EQUAL PAY FACT SHEET

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/ww/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cps2011/03/0110/000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
29 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hair stylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.

The Importance Of Fair Pay For North Dakota Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in North Dakota

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in North Dakota working full time, year round was paid only 74 cents to every dollar paid to a man working full time, year round – 3 cents wider than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in North Dakota were paid only 73 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in North Dakota were paid only 54 cents and Hispanic women only 71 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in North Dakota with a high school diploma were paid only 63 cents to every dollar paid to men with a high school diploma. Comparing women and men in North Dakota with a bachelor’s degree the figure was 69 cents. In fact, the typical North Dakota woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical North Dakota man who never graduated from high school.

• The wage gap exists across occupations. For example, North Dakota women working full time, year round in 2010 in management, business, and financial occupations were paid only 77 cents to every dollar paid to men in the same occupations, and North Dakota women working full time, year round in sales and related occupations were paid only 73 cents to every dollar paid to men in the same occupations.
**Fair Pay Is More Important to North Dakota Women Than Ever in This Struggling Economy**

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in North Dakota already have higher rates of economic insecurity than do men in North Dakota: in 2010, women working full time, year round typically had lower earnings than men ($31,027 compared to $42,214) and were more likely to live in poverty (14.3 percent of North Dakota women compared to 9.9 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in North Dakota in 2011 was 3.4 percent, a 0.6 percentage point increase since the recession began in December 2007, and 19.8 percent of jobless women workers in North Dakota had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 7 percent of non-elderly adult North Dakota women and 20 percent of North Dakota children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, North Dakota provided food stamp benefits to more than 59,600 children and adults. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at North Dakota’s minimum wage, the annual pay is less than the poverty line for a family of three.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In North Dakota, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in North Dakota was just $4.86 per hour, equivalent to an annual base pay of only about $9,720 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for North Dakota women.

**Fair pay would help close the wage gap and increase women’s economic security.**

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.


12 Supra note 7.


14 Supra note 2.


18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).


24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cptables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).

25 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).


Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.

27 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cpx/cpsaat11 pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Ohio Women  
April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Ohio

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Ohio working full time, year round was paid only 77 cents to every dollar paid to a man working full time, year round – equal to the nationwide wage gap of 77 cents.
- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Ohio were paid only 75 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Ohio were paid only 67 cents and Hispanic women only 59 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.
- The wage gap persists at all levels of education. In 2010, women in Ohio with a high school diploma were paid only 66 cents to every dollar paid to men with a high school diploma. Comparing women and men in Ohio with a bachelor’s degree, the disparity was the same. In fact, the typical Ohio woman must receive a bachelor’s degree before she is paid as much as the typical Ohio man who has completed some college or attained an associate’s degree.
- The wage gap exists across occupations. For example, Ohio women working full time, year round in 2010 in management, business, and financial occupations were paid only 69 cents to every dollar paid to men in the same occupations, and Ohio women working full time, year round in sales and related occupations were paid only 66 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Ohio Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Ohio already have higher rates of economic insecurity than do men in Ohio: in 2010, women working full time, year round typically had lower earnings than men ($35,284 compared to $45,859) and were more likely to live in poverty (15.2 percent of Ohio women compared to 11.6 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Ohio in 2011 was 7.9 percent, a 2.8 percentage point increase since the recession began in December 2007, and 42.8 percent of jobless women workers in Ohio had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women—who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 13 percent of non-elderly adult Ohio women and 34 percent of Ohio children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Ohio provided food stamp benefits to more than 1,816,900 children and adults, an increase of over 21,300 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at Ohio’s minimum wage, the annual pay is less than the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In Ohio, enacted cuts to education and early care disproportionately affect women and will create further hardship for Ohio women and their families.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Ohio, the minimum wage was $7.70 per hour, equivalent to only about $15,400 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Ohio was just $3.85 per hour, equivalent to an annual base pay of only about $7,700 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Ohio women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cpstables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 average annual wages, available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; bagger porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Oklahoma Women
April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Oklahoma

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Oklahoma working full time, year round was paid only 76 cents to every dollar paid to a man working full time, year round – 1 cent wider than the nationwide wage gap of 77 cents.
- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Oklahoma were paid only 74 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Oklahoma were paid only 63 cents and Hispanic women only 51 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.
- The wage gap persists at all levels of education. In 2010, women in Oklahoma with a high school diploma were paid only 62 cents to every dollar paid to men with a high school diploma. Comparing women and men in Oklahoma with a bachelor’s degree the figure was 70 cents. In fact, the typical Oklahoma woman who has received a bachelor’s degree still isn’t paid as much as the typical Oklahoma man who has completed some college or attained an associate’s degree.
- The wage gap exists across occupations. For example, Oklahoma women working full time, year round in 2010 in management, business, and financial occupations were paid only 70 cents to every dollar paid to men in the same occupations, and Oklahoma women working full time, year round in sales and related occupations were paid only 57 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Oklahoma Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Oklahoma already have higher rates of economic insecurity than do men in Oklahoma: in 2010, women working full time, year round typically had lower earnings than men ($30,901 compared to $40,458) and were more likely to live in poverty (16.1 percent of Oklahoma women compared to 12.3 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Oklahoma in 2011 was 6.5 percent, a 1.8 percentage point increase since the recession began in December 2007, and 29.6 percent of jobless women workers in Oklahoma had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 10 percent of non-elderly adult Oklahoma women and 41 percent of Oklahoma children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Oklahoma provided food stamp benefits to almost 622,800 children and adults, an increase of nearly 4,900 from the previous year. For example, for a full-time year-round worker at Oklahoma's minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Oklahoma, enacted cuts to education and child care disproportionately affect women and will create further hardship for Oklahoma women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Oklahoma, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Oklahoma was just $3.63 per hour, equivalent to an annual base pay of only about $7,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Oklahoma women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
24 The current federal minimum wage is $7.25. For an individual who works full time, year round (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/tablesovs32011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/ cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cep/cos/cosa11pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Oregon Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Oregon

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Oregon working full time, year round was paid only 77 cents to every dollar paid to a man working full time, year round – equal to the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Oregon were paid only 74 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Oregon were paid only 75 cents and Hispanic women only 50 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Oregon with a high school diploma were paid only 75 cents to every dollar paid to men with a high school diploma. Comparing women and men in Oregon with a bachelor’s degree the figure was 65 cents. In fact, the typical Oregon woman must receive a bachelor’s degree before she is paid as much as the typical Oregon man who has completed some college or attained an associate’s degree.

• The wage gap exists across occupations. For example, Oregon women working full time, year round in 2010 in management, business, and financial occupations were paid only 69 cents to every dollar paid to men in the same occupations, and Oregon women working full time, year round in sales and related occupations were paid only 60 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Oregon Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Oregon already have higher rates of economic insecurity than do men in Oregon: in 2010, women working full time, year round typically had lower earnings than men ($35,301 compared to $45,685) and were more likely to live in poverty (15.2 percent of Oregon women compared to 13.0 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Oregon in 2011 was 8.7 percent, a 3.5 percentage point increase since the recession began in December 2007 and 40.1 percent of jobless women workers in Oregon had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 10 percent of non-elderly adult Oregon women and 32 percent of Oregon children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Oregon provided food stamp benefits to almost 805,400 children and adults, an increase of over 49,000 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at Oregon’s minimum wage, the annual pay is just barely above the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In Oregon, enacted cuts to Temporary Assistance for Needy Families disproportionately affect women and will create further hardship for Oregon women and their families.

• In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Oregon, the minimum wage was $8.80 per hour, equivalent to only about $17,600 a year for those working full time year round. The minimum cash wage for tipped employees in Oregon was also just $8.80 per hour. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Oregon women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 See note 7.
14 See note 2.
19 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
27 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
29 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11 pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Pennsylvania Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts.\(^1\) Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,\(^2\) even as their families rely on them more heavily for financial support.\(^3\) Wages overall are stagnating\(^4\) and the wage gap has barely budged over the last ten years.\(^5\) The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,\(^6\) there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Pennsylvania

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Pennsylvania working full time, year round was paid only 77 cents to every dollar paid to a man working full time, year round\(^7\) – equal to the nationwide wage gap of 77 cents.\(^8\)

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Pennsylvania were paid only 74 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Pennsylvania were paid only 67 cents and Hispanic women only 55 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.\(^9\)

- The wage gap persists at all levels of education. In 2010, women in Pennsylvania with a high school diploma were paid only 65 cents to every dollar paid to men with a high school diploma. Comparing women and men in Pennsylvania with a bachelor’s degree the figure was 69 cents. In fact, the typical Pennsylvania woman who has received a bachelor’s degree still isn’t paid as much as the typical Pennsylvania man who has completed some college or attained an associate’s degree.\(^10\)

- The wage gap exists across occupations. For example, Pennsylvania women working full time, year round in 2010 in management, business, and financial occupations were paid only 70 cents to every dollar paid to men in the same occupations, and Pennsylvania women working full time, year round in sales and related occupations were paid only 61 cents to every dollar paid to men in the same occupations.\(^11\)
Fair Pay Is More Important to Pennsylvania Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Pennsylvania already have higher rates of economic insecurity than do men in Pennsylvania: in 2010, women working full time, year round typically had lower earnings than men ($36,338 compared to $47,038) and were more likely to live in poverty (13.3 percent of Pennsylvania women compared to 10.1 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Pennsylvania in 2011 was 7.3 percent, a 3.6 percentage point increase since the recession began in December 2007, and 39.6 percent of jobless women workers in Pennsylvania had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 13 percent of non-elderly adult Pennsylvania women and 35 percent of Pennsylvania children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Pennsylvania provided food stamp benefits to more than 1,801,200 children and adults, an increase of nearly 116,500 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren't enough. For example, for a full-time year-round worker at Pennsylvania's minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Pennsylvania, enacted cuts to education and child care disproportionately affect women and will create further hardship for Pennsylvania women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In, Pennsylvania, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Pennsylvania was just $2.83 per hour, equivalent to an annual base pay of only about $5,660 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Pennsylvania women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cpstairs/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/ocs/cosaat11pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hair stylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Rhode Island Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Rhode Island

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Rhode Island working full time, year round was paid only 80 cents to every dollar paid to a man working full time, year round – 3 cents narrower than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Rhode Island were paid only 78 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African American women working full time, year round in Rhode Island were paid only 62 cents and Hispanic women only 44 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

The wage gap persists at all levels of education. In 2010, women in Rhode Island with a high school diploma were paid only 65 cents to every dollar paid to men with a high school diploma. Comparing women and men in Rhode Island with a bachelor’s degree the figure was 76 cents. In fact, the typical Rhode Island woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Rhode Island man who only graduated from high school.

• The wage gap exists across occupations. For example, Rhode Island women working full time, year round in 2010 in management, business, and financial occupations were paid only 78 cents to every dollar paid to men in the same occupations, and Rhode Island women working full time, year round in sales and related occupations were paid only 82 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Rhode Island Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Rhode Island already have higher rates of economic insecurity than men in Rhode Island: in 2010, women working full time, year round typically had lower earnings than men ($40,532 compared to $50,567) and were more likely to live in poverty (13.6 percent of Rhode Island women compared to 11.6 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Rhode Island in 2011 was 10.1 percent, a 5.3 percentage point increase since the recession began in December 2007, and 47.5 percent of jobless women workers in Rhode Island had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 14 percent of non-elderly adult Rhode Island women and 32 percent of Rhode Island children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Rhode Island provided food stamp benefits to more than 170,500 children and adults, an increase of nearly 15,400 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at Rhode Island's minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Rhode Island, enacted cuts to health care and general assistance to those with disabilities disproportionately affect women and will create further hardship for Rhode Island women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In, Rhode Island, the minimum wage was $7.40 per hour, equivalent to only about $14,800 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Rhode Island was just $2.89 per hour, equivalent to an annual base pay of only about $5,780 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Rhode Island women.

Fair pay would help close the wage gap and increase women’s economic security.


10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.


12 Supra note 7.


14 Supra note 2.


18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).


24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POV35: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/ptables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).


26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).


28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeieria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For South Carolina Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in South Carolina

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in South Carolina working full time, year round was paid only 76 cents to every dollar paid to a man working full time, year round – 1 cent wider than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in South Carolina were paid only 76 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in South Carolina were paid only 58 cents and Hispanic women only 48 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in South Carolina with a high school diploma were paid only 67 cents to every dollar paid to men with a high school diploma. Comparing women and men in South Carolina with a bachelor’s degree the figure was 65 cents. In fact, the typical South Carolina woman who has received a bachelor’s degree still isn’t paid as much as the typical South Carolina man who has completed some college or attained an associate’s degree.

- The wage gap exists across occupations. For example, South Carolina women working full time, year round in 2010 in management, business, and financial occupations were paid only 72 cents to every dollar paid to men in the same occupations, and South Carolina women working full time, year round in sales and related occupations were paid only 58 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to South Carolina Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in South Carolina already have higher rates of economic insecurity than do men in South Carolina: in 2010, women working full time, year round typically had lower earnings than men ($31,518 compared to $41,381) and were more likely to live in poverty (17.6 percent of South Carolina women compared to 13.6 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in South Carolina in 2011 was 9.9 percent, a 3.9 percentage point increase since the recession began in December 2007, and 49.9 percent of jobless women in South Carolina had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 12 percent of non-elderly adult South Carolina women and 38 percent of South Carolina children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, South Carolina provided food stamp benefits to more than 869,000 children and adults, an increase of nearly 27,900 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at South Carolina’s minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In South Carolina, enacted cuts to health care disproportionately affect women and will create further hardship for South Carolina women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In South Carolina, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in South Carolina was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for South Carolina women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
19 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/stables/O32011/gov/new35_000.htm (last visited Dec. 20, 2011).
23 U.S. Department of Agriculture, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
25 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/oco/ocos11.htm. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonsupervisors; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For South Dakota Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in South Dakota

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in South Dakota working full time, year round was paid only 83 cents to every dollar paid to a man working full time, year round – 6 cents narrower than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in South Dakota were paid only 78 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American and Hispanic women working full time, year round in South Dakota were paid only 57 cents to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in South Dakota with a high school diploma were paid only 70 cents to every dollar paid to men with a high school diploma. Comparing women and men in South Dakota with a bachelor’s degree the figure was 74 cents. In fact, the typical South Dakota woman who has received a bachelor’s degree still isn’t paid as much as the typical South Dakota man who has completed some college or attained an associate’s degree.

- The wage gap exists across occupations. For example, South Dakota women working full time, year round in 2010 in management, business, and financial occupations were paid only 74 cents to every dollar paid to men in the same occupations, and South Dakota women working full time, year round in sales and related occupations were paid only 71 cents to every dollar paid to men in the same occupations.

Fair Pay Is More Important to South Dakota
Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in South Dakota already have higher rates of economic insecurity than do men in South Dakota: in 2010, women working full time, year round typically had lower earnings than men ($30,876 compared to $37,442) and were more likely to live in poverty (15.0 percent of South Dakota women compared to 11.4 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in South Dakota in 2011 was 4.7 percent, a 1.9 percentage point increase since the recession began in December 2007, and 21.8 percent of jobless women workers in South Dakota had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 8 percent of non-elderly adult South Dakota women and 30 percent of South Dakota children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, South Dakota provided food stamp benefits to more than 104,000 children and adults, an increase of over 3,200 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at South Dakota’s minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In South Dakota, enacted cuts to education and health care disproportionately affect women and will create further hardship for South Dakota women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In South Dakota, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in South Dakota was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for South Dakota women.

Fair pay would help close the wage gap and increase women’s economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
22 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POV35: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/table032011/pov/new35_000.htm (last visited Dec. 20, 2011).
24 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
26 U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/csoldat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hair stylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Tennessee Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Tennessee

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Tennessee working full time, year round was paid only 77 cents to every dollar paid to a man working full time, year round – equal to the nationwide wage gap of 77 cents.
- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Tennessee were paid only 76 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Tennessee were paid only 69 cents and Hispanic women only 52 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.
- The wage gap persists at all levels of education. In 2010, women in Tennessee with a high school diploma were paid only 69 cents to every dollar paid to men with a high school diploma. Comparing women and men in Tennessee with a bachelor’s degree, the disparity was the same. In fact, the typical Tennessee woman who has received a bachelor’s degree still isn’t paid as much as the typical Tennessee man who has completed some college or attained an associate’s degree.
- The wage gap exists across occupations. For example, Tennessee women working full time, year round in 2010 in management, business, and financial occupations were paid only 69 cents to every dollar paid to men in the same occupations, and Tennessee women working full time, year round in sales and related occupations were paid only 58 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Tennessee Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Tennessee already have higher rates of economic insecurity than do men in Tennessee: in 2010, women working full time, year round typically had lower earnings than men ($31,854 compared to $41,415)$^{12}$ and were more likely to live in poverty (16.8 percent of Tennessee women compared to 13.4 percent of men).$^{13}$ As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession.$^{14}$ The unemployment rate for women in Tennessee in 2011 was 8.7 percent, a 3.9 percentage point increase since the recession began in December 2007, and 39.4 percent of jobless women workers in Tennessee had been looking for work for 27 weeks or more.$^{16}$ Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs.$^{17}$ Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310.$^{18}$ Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.$^{19}$

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance,$^{20}$ services which many states have cut during the crisis.$^{21}$ About 15 percent of non-elderly adult Tennessee women and 38 percent of Tennessee children relied on Medicaid in 2010.$^{22}$ In December 2011, the most recent month for which data are available, Tennessee provided food stamp benefits to almost 1,288,900 children and adults, an increase of nearly 12,500 from the previous year.$^{23}$ For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at Tennessee’s minimum wage, the annual pay is less than the poverty line for a family of three.$^{24}$

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Tennessee, enacted cuts to education$^{25}$ disproportionately affect women and will create further hardship for Tennessee women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older.$^{26}$ In Tennessee, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Tennessee was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round.$^{27}$ Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations.$^{28}$ Raising the minimum wage would help close the wage gap for Tennessee women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 supra note 7.
14 supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cps2011tbls.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 years old and 25 and older (67 percent) and 25 and older (67 percent).
Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Texas Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Texas

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Texas working full time, year round was paid only 80 cents to every dollar paid to a man working full time, year round – 3 cents narrower than the nationwide wage gap of 77 cents.

- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Texas were paid only 74 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Texas were paid only 59 cents and Hispanic women only 44 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

- The wage gap persists at all levels of education. In 2010, women in Texas with a high school diploma were paid only 67 cents to every dollar paid to men with a high school diploma. Comparing women and men in Texas with a bachelor’s degree the figure was 69 cents. In fact, the typical Texas woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Texas man who only graduated from high school.

- The wage gap exists across occupations. For example, Texas women working full time, year round in 2010 in management, business, and financial occupations were paid only 71 cents to every dollar paid to men in the same occupations, and Texas women working full time, year round in sales and related occupations were paid only 57 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Texas Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Texas already have higher rates of economic insecurity than do men in Texas: in 2010, women working full time, year round typically had lower earnings than men ($33,689 compared to $42,044)\(^{12}\) and were more likely to live in poverty (16.9 percent of Texas women compared to 12.8 percent of men).\(^{13}\) As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession.\(^{14}\) The unemployment rate for women in Texas in 2011 was 7.9 percent, a 3.1 percentage point increase since the recession began in December 2007,\(^{15}\) and 35.0 percent of jobless women workers in Texas had been looking for work for 27 weeks or more.\(^{16}\) Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs.\(^{17}\) Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310.\(^{18}\) Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.\(^{19}\)

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance,\(^{20}\) services which many states have cut during the crisis.\(^{21}\) About 9 percent of non-elderly adult Texas women and 38 percent of Texas children relied on Medicaid in 2010.\(^{22}\) In December 2011, the most recent month for which data are available, Texas provided food stamp benefits to more than 4,179,000 children and adults, an increase of nearly 223,700 from the previous year.\(^{23}\) For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at Texas’s minimum wage, the annual pay is less than the poverty line for a family of three.\(^{24}\)

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Texas, enacted cuts to education, health care, and programs to prevent child abuse\(^{25}\) disproportionately affect women and will create further hardship for Texas women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older.\(^{26}\) In Texas, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Texas was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round.\(^{27}\) Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations.\(^{28}\) Raising the minimum wage would help close the wage gap for Texas women.

Fair pay would help close the wage gap and increase women’s economic security.

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10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCE) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cps2011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonsupervisory; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hair stylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Utah Women
April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Utah

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Utah working full time, year round was paid only 69 cents to every dollar paid to a man working full time, year round – 8 cents wider than the nationwide wage gap of 77 cents.
- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Utah were paid only 66 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Utah were paid only 49 cents and Hispanic women only 48 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.
- The wage gap persists at all levels of education. In 2010, women in Utah with a high school diploma were paid only 61 cents to every dollar paid to men with a high school diploma. Comparing women and men in Utah with a bachelor’s degree the figure was 59 cents. In fact, the typical Utah woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Utah man who only graduated from high school.
- The wage gap exists across occupations. For example, Utah women working full time, year round in 2010 in management, business, and financial occupations were paid only 72 cents to every dollar paid to men in the same occupations, and Utah women working full time, year round in sales and related occupations were paid only 59 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Utah Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Utah already have higher rates of economic insecurity than do men in Utah: in 2010, women working full time, year round typically had lower earnings than men ($32,163 compared to $46,609)\(^{12}\) and were more likely to live in poverty (13.1 percent of Utah women compared to 10.8 percent of men).\(^{13}\) As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession.\(^{14}\) The unemployment rate for women in Utah in 2011 was 6.4 percent, a 3.5 percentage point increase since the recession began in December 2007,\(^{15}\) and 22.9 percent of jobless women workers in Utah had been looking for work for 27 weeks or more.\(^{16}\) Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs.\(^{17}\) Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310.\(^{18}\) Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.\(^{19}\)

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance,\(^{20}\) services which many states have cut during the crisis.\(^{21}\) About 8 percent of non-elderly adult Utah women and 20 percent of Utah children relied on Medicaid in 2010.\(^{22}\) In December 2011, the most recent month for which data are available, Utah provided food stamp benefits to more than 285,800 children and adults.\(^{23}\) For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time, year-round worker at Utah’s minimum wage, the annual pay is less than the poverty line for a family of three.\(^{24}\)

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Utah, enacted cuts to education\(^{25}\) disproportionately affect women and will create further hardship for Utah women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older.\(^{26}\) In Utah, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Utah was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round.\(^{27}\) Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations.\(^{28}\) Raising the minimum wage would help close the wage gap for Utah women.

Fair pay would help close the wage gap and increase women's economic security.

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
22 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cps2011/pov/new35_000.htm (last visited Dec. 20, 2011).
23 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
25 Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state.
26 28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/ocs/cosa11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonsupervisors; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; bagage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Vermont Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts.\(^1\) Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,\(^2\) even as their families rely on them more heavily for financial support.\(^3\) Wages overall are stagnating\(^4\) and the wage gap has barely budged over the last ten years.\(^5\) The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,\(^6\) there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Vermont

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Vermont working full time, year round was paid only 84 cents to every dollar paid to a man working full time, year round\(^7\) – 7 cents narrower than the nationwide wage gap of 77 cents.\(^8\)
- The wage gap exists for women of all races. White, non-Hispanic women working full time, year round in Vermont were paid only 82 cents to every dollar paid to white, non-Hispanic men working full time, year round. African-American women working full time, year round in Vermont were paid only 74 cents and Hispanic women only 92 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.\(^9\)
- The wage gap persists at all levels of education. In 2010, women in Vermont with a high school diploma were paid only 72 cents to every dollar paid to men with a high school diploma. Comparing women and men in Vermont with a bachelor’s degree the figure was 67 cents. In fact, the typical Vermont woman who has received a bachelor’s degree still isn’t paid as much as the typical Vermont man who has completed some college or attained an associate’s degree.\(^10\)
- The wage gap exists across occupations. For example, Vermont women working full time, year round in 2010 in management, business, and financial occupations were paid only 85 cents to every dollar paid to men in the same occupations, and Vermont women working full time, year round in sales and related occupations were paid only 66 cents to every dollar paid to men in the same occupations.\(^11\)

VERMONT STATE EQUAL PAY FACT SHEET
Fair Pay Is More Important to Vermont Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Vermont already have higher rates of economic insecurity than do men in Vermont: in 2010, women working full time, year round typically had lower earnings than men ($35,891 compared to $42,562) and were more likely to live in poverty (12.7 percent of Vermont women compared to 10.6 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Vermont in 2011 was 5.3 percent, a 1.6 percentage point increase since the recession began in December 2007, and 26.7 percent of jobless women workers in Vermont had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 21 percent of non-elderly adult Vermont women and 48 percent of Vermont children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Vermont provided food stamp benefits to almost 95,700 children and adults, an increase of nearly 5,100 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at Vermont’s minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Vermont, enacted cuts to retirement plans and frozen wages for public employees disproportionately affect women and will create further hardship for Vermont women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Vermont, the minimum wage was $8.46 per hour, equivalent to only about $16,900 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Vermont was just $4.10 per hour, equivalent to an annual base pay of only about $8,200 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Vermont women.

Fair pay would help close the wage gap and increase women’s economic security.

VERMONT STATE EQUAL PAY FACT SHEET

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
22 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POV35: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/ptables/032011/gov/new35_000.htm (last visited Dec. 20, 2011).
25 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
27 Where state minimum wages fell below the federal level, states were listed as observing the federal minimum wage of $7.25 an hour for non-tipped employees and $2.13 an hour for tipped employees. Annual wage figures calculated assuming 40 hour work weeks for 50 weeks a year. Who constitutes a “tipped worker” varies by state. Tipped minimum wage may vary based on occupation, see sources for further details.
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hair stylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.

The Importance Of Fair Pay For Virginia Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Virginia

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Virginia working full time, year round was paid only 79 cents to every dollar paid to a man working full time, year round – 2 cents narrower than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Virginia were paid only 75 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Virginia were paid only 59 cents and Hispanic women only 56 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Virginia with a high school diploma were paid only 67 cents to every dollar paid to men with a high school diploma. Comparing women and men in Virginia with a bachelor’s degree the figure was 63 cents. In fact, the typical Virginia woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical Virginia man who only graduated from high school.

• The wage gap exists across occupations. For example, Virginia women working full time, year round in 2010 in management, business, and financial occupations were paid only 72 cents to every dollar paid to men in the same occupations, and Virginia women working full time, year round in sales and related occupations were paid only 64 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Virginia Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Virginia already have higher rates of economic insecurity than do men in Virginia: in 2010, women working full time, year round typically had lower earnings than men ($40,669 compared to $51,597) and were more likely to live in poverty (11.5 percent of Virginia women compared to 8.5 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Virginia in 2011 was 6.6 percent, a 3.7 percentage point increase since the recession began in December 2007, and 42.0 percent of jobless women workers in Virginia had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 6 percent of non-elderly adult Virginia women and 24 percent of Virginia children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Virginia provided food stamp benefits to more than 908,500 children and adults, an increase of nearly 69,100 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at Virginia’s minimum wage, the annual pay is less than the poverty line for a family of three.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Virginia, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Virginia was just $5.13 per hour, equivalent to an annual base pay of only about $10,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Virginia women.

Fair pay would help close the wage gap and increase women’s economic security.


10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.


12 Supra note 7.


14 Supra note 2.


18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).


24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POV35: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/minwage2011bls.htm (last visited Dec. 20, 2011).

25 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).


27 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants; cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hair stylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Washington Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Washington

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Washington working full time, year round was paid only 77 cents to every dollar paid to a man working full time, year round – equal the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Washington were paid only 73 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Washington were paid only 64 cents and Hispanic women only 47 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Washington with a high school diploma were paid only 65 cents to every dollar paid to men with a high school diploma. Comparing women and men in Washington with a bachelor’s degree the figure was 64 cents. In fact, the typical Washington woman who has received a bachelor’s degree still isn’t paid as much as the typical Washington man who has completed some college or attained an associate’s degree.

• The wage gap exists across occupations. For example, Washington women working full time, year round in 2010 in management, business, and financial occupations were paid only 71 cents to every dollar paid to men in the same occupations, and Washington women working full time, year round in sales and related occupations were paid only 67 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Washington Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Washington already have higher rates of economic insecurity than do men in Washington: in 2010, women working full time, year round typically had lower earnings than men ($40,246 compared to $52,080) and were more likely to live in poverty (13.4 percent of Washington women compared to 10.5 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

• High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Washington in 2011 was 8.6 percent, a 4.2 percentage point increase since the recession began in December 2007, and 37.4 percent of jobless women workers in Washington had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

• The economic crisis has affected all Americans, but has been particularly hard for women—who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 11 percent of non-elderly adult Washington women and 35 percent of Washington children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Washington provided food stamp benefits to more than 1,102,800 children and adults, an increase of over 68,500 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at Washington’s minimum wage, the annual pay is just $500 above the poverty line for a family of three.

• Recent tightening of state budgets has caused many states to cut back on necessary services. In Washington, enacted cuts to education, health care, and cash assistance for people with disabilities disproportionately affect women and will create further hardship for Washington women and their families.

In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Washington, the minimum wage was $9.04 per hour, equivalent to only about $18,100 a year for those working full time year round. The minimum cash wage for tipped employees in Washington was also just $9.04 per hour. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Washington women.

Fair pay would help close the wage gap and increase women’s economic security.

References:
PUBLIC LAW 111-25 (2009)


10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.


12 Supra note 7.


14 Supra note 2.


18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UXC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).


26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/ops/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).


28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/ops/cosaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For West Virginia Women
April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in West Virginia

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in West Virginia working full time, year round was paid only 70 cents to every dollar paid to a man working full time, year round – 7 cents wider than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in West Virginia were paid only 69 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in West Virginia were paid only 64 cents and Hispanic women only 63 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in West Virginia with a high school diploma were paid only 60 cents to every dollar paid to men with a high school diploma. Comparing women and men in West Virginia with a bachelor’s degree the figure was 70 cents. In fact, the typical West Virginia woman who has received an associate’s degree or completes some college still isn’t paid as much as the typical West Virginia man who never graduated from high school.

• The wage gap exists across occupations. For example, West Virginia women working full time, year round in 2010 in management, business, and financial occupations were paid only 69 cents to every dollar paid to men in the same occupations, and West Virginia women working full time, year round in sales and related occupations were paid only 64 cents to every dollar paid to men in the same occupations.
West Virginia State Equal Pay Fact Sheet

Fair Pay Is More Important to West Virginia Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in West Virginia already have higher rates of economic insecurity than do men in West Virginia: in 2010, women working full time, year round typically had lower earnings than men ($29,651 compared to $42,146) and were more likely to live in poverty (17.8 percent of West Virginia women compared to 14.5 percent of men). As a result, women are particularly vulnerable to economic hardship in today’s struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women’s unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in West Virginia in 2011 was 6.9 percent, a 2.8 percentage point increase since the recession began in December 2007, and 32.1 percent of jobless women workers in West Virginia had been looking for work for 27 weeks or more. Women’s lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 14 percent of non-elderly adult West Virginia women and 42 percent of West Virginia children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, West Virginia provided food stamp benefits to more than 345,800 children and adults. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at West Virginia’s minimum wage, the annual pay is less than the poverty line for a family of three.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In West Virginia, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in West Virginia was just $5.80 per hour, equivalent to an annual base pay of only about $11,600 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for West Virginia women.

Fair pay would help close the wage gap and increase women’s economic security.

WEST VIRGINIA STATE EQUAL PAY FACT SHEET

10 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9. 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
20 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cps2011/gov/new35_000.htm (last visited Dec. 20, 2011).
21 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
23 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cpsaat11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Wisconsin Women

April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts. Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment, even as their families rely on them more heavily for financial support. Wages overall are stagnating and the wage gap has barely budged over the last ten years. The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009, there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Wisconsin

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

• In 2010, the typical woman in Wisconsin working full time, year round was paid only 78 cents to every dollar paid to a man working full time, year round – 1 cent narrower than the nationwide wage gap of 77 cents.

• The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Wisconsin were paid only 76 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Wisconsin were paid only 64 cents and Hispanic women only 55 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.

• The wage gap persists at all levels of education. In 2010, women in Wisconsin with a high school diploma were paid only 67 cents to every dollar paid to men with a high school diploma. Comparing women and men in Wisconsin with a bachelor’s degree the disparity was the same. In fact, the typical Wisconsin woman who has received a bachelor’s degree still isn’t paid as much as the typical Wisconsin man who has completed some college or attained an associate’s degree.

• The wage gap exists across occupations. For example, Wisconsin women working full time, year round in 2010 in management, business, and financial occupations were paid only 71 cents to every dollar paid to men in the same occupations, and Wisconsin women working full time, year round in sales and related occupations were paid only 65 cents to every dollar paid to men in the same occupations.
Fair Pay Is More Important to Wisconsin Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Wisconsin already have higher rates of economic insecurity than do men in Wisconsin: in 2010, women working full time, year round typically had lower earnings than men ($35,490 compared to $45,523) and were more likely to live in poverty (12.8 percent of Wisconsin women compared to 9.9 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Wisconsin in 2011 was 6.7 percent, a 2.1 percentage point increase since the recession began in December 2007, and 38.4 percent of jobless women workers in Wisconsin had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Worse yet, women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 16 percent of non-elderly adult Wisconsin women and 32 percent of Wisconsin children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Wisconsin provided food stamp benefits to almost 828,700 children and adults, an increase of over 51,100 from the previous year. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren't enough. For example, for a full-time year-round worker at Wisconsin's minimum wage, the annual pay is less than the poverty line for a family of three.

- Recent tightening of state budgets has caused many states to cut back on necessary services. In Wisconsin, enacted cuts to education, health care, and food assistance disproportionately affect women and will create further hardship for Wisconsin women and their families.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Wisconsin, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Wisconsin was just $2.33 per hour, equivalent to an annual base pay of only about $4,660 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Wisconsin women.

Fair pay would help close the wage gap and increase women’s economic security.
9 NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.
12 Supra note 7.
14 Supra note 2.
18 U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI, Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCC) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).
24 The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/stables/032011/pov/new35_000.htm (last visited Dec. 20, 2011).
26 U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).
28 NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 31: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa11.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants, hairdressers, hairstylists, and cosmetologists; bartenders; miscellaneous personal appearance workers; baggers, bellhops, and concierges; and gaming services workers.
The Importance Of Fair Pay For Wyoming Women
April 2012

At the time of the Equal Pay Act’s passage in 1963, women working full time, year round were paid merely 59 cents for every dollar paid to their male counterparts.\(^1\) Enforcement of the Equal Pay Act and related civil rights laws has helped to narrow the wage gap, but significant disparities remain and must be addressed.

Women have struggled to regain jobs in the recovery and continue to face high levels of long-term unemployment,\(^2\) even as their families rely on them more heavily for financial support.\(^3\) Wages overall are stagnating\(^4\) and the wage gap has barely budged over the last ten years.\(^5\) The gap particularly harms women in these economically difficult times, when women and families are especially financially vulnerable. Although Congress has taken initial steps to improve the laws that govern pay discrimination by passing the Lilly Ledbetter Fair Pay Act of 2009,\(^6\) there is more that must be done to realize the decades-old promise of fair pay for equal work.

The Gender Wage Gap Persists in Wyoming

Although the gap between men’s and women’s wages has narrowed over the past five decades, the typical woman continues to be paid substantially less than the typical man.

- In 2010, the typical woman in Wyoming working full time, year round was paid only 64 cents to every dollar paid to a man working full time, year round\(^7\) – 13 cents wider than the nationwide wage gap of 77 cents.\(^8\)
- The wage gap is even more substantial for African-American and Hispanic women. White, non-Hispanic women working full time, year round in Wyoming were paid only 64 cents to every dollar paid to white, non-Hispanic men working full time, year round. However, African-American women working full time, year round in Wyoming were paid only 50 cents and Hispanic women only 51 cents, to every dollar paid to white, non-Hispanic men who worked full time, year round.\(^9\)
- The wage gap persists at all levels of education. In 2010, women in Wyoming with a high school diploma were paid only 51 cents to every dollar paid to men with a high school diploma. Comparing women and men in Wyoming with a bachelor’s degree the figure was 72 cents. In fact, the typical Wyoming woman who has received a bachelor’s degree still isn’t paid as much as the typical Wyoming man who only graduated from high school.\(^10\)
- The wage gap exists across occupations. For example, Wyoming women working full time, year round in 2010 in management, business, and financial occupations were paid only 68 cents to every dollar paid to men in the same occupations, and Wyoming women working full time, year round in sales and related occupations were paid only 57 cents to every dollar paid to men in the same occupations.\(^11\)
Fair Pay Is More Important to Wyoming Women Than Ever in This Struggling Economy

In the current economic crisis, many people are facing financial problems, stagnant wages, and unemployment. Women in Wyoming already have higher rates of economic insecurity than do men in Wyoming: in 2010, women working full time, year round typically had lower earnings than men ($32,426 compared to $50,854) and were more likely to live in poverty (12.4 percent of Wyoming women compared to 8.0 percent of men). As a result, women are particularly vulnerable to economic hardship in today's struggling economy, when every dollar counts. For example:

- High unemployment rates for men have fallen since the end of the recession, but two-and-a-half years into the recovery, women's unemployment nationwide remained above its level at the end of the recession. The unemployment rate for women in Wyoming in 2011 was 6.5 percent, a 3.4 percentage point increase since the recession began in December 2007, and 27.1 percent of jobless women workers in Wyoming had been looking for work for 27 weeks or more. Women's lower earnings contribute to the fact that women frequently have fewer savings to fall back on if they lose their jobs. Nationally, the average weekly unemployment insurance benefit paid to women was $259, while the average benefit for men was about $310. Women who lose their jobs are also less likely than men to receive unemployment insurance benefits at all.

- The economic crisis has affected all Americans, but has been particularly hard for women – who are already in a more precarious economic position than men because of lower earnings and higher poverty rates. Women are more likely to rely on public benefits like Medicaid, food stamps (SNAP), and housing assistance, services which many states have cut during the crisis. About 7 percent of non-elderly adult Wyoming women and 32 percent of Wyoming children relied on Medicaid in 2010. In December 2011, the most recent month for which data are available, Wyoming provided food stamp benefits to almost 34,500 children and adults. For many low-wage workers, these programs provide crucial support to meet basic needs when wages aren’t enough. For example, for a full-time year-round worker at Wyoming’s minimum wage, the annual pay is less than the poverty line for a family of three.

- In 2011, women made up about two-thirds of all workers that were paid minimum wage or less, totaling almost 2.4 million women 16 and older. In Wyoming, the minimum wage was $7.25 per hour, equivalent to only about $14,500 a year for those working full time year round. Moreover, the minimum cash wage for tipped employees in Wyoming was just $2.13 per hour, equivalent to an annual base pay of only about $4,260 for those working full time, year round. Nationally, women make up almost two-thirds (64.0 percent) of workers in tipped occupations. Raising the minimum wage would help close the wage gap for Wyoming women.

Fair pay would help close the wage gap and increase women's economic security.


NWLC calculations from 2010 ACS, Table B20004: Median Earnings by Sex by Educational Attainment for the Population 25 Years and Over, available at http://www.census.gov/acs/www/ (last visited Dec. 9, 2011). These data include all workers 25 and over and is not broken down by work experience.


Supra note 2.


U.S. Department of Labor, Employment and Training Administration, Office of Unemployment Insurance, Benefit Accuracy Measurement Survey (Dec. 22, 2011). Estimates based on sample cases from the BAM survey, which includes the State UI Unemployment Compensation for Federal Employees (UCFE), and Unemployment Compensation for Ex-Service Members (UCX) programs only and does not include payments for Extended Benefits or Emergency Unemployment Compensation. Data are from October 2010 to September 2011, and do not control for hours worked (e.g. full-time vs. part-time status).


The current federal minimum wage is $7.25. For an individual who works full time, year round, (2,000 hours) this amounts to annual earnings of $14,500. The poverty line for one parent and two children was $17,568 in 2010. U.S. Census Bureau, Current Population Survey, 2011 Annual Social and Economic Supplement, Table POVS3: Poverty Thresholds by Size of Family and Number of Related Children Under 18 Years: 2010, available at http://www.census.gov/hhes/www/cps/cps2011/pov/new35_000.htm (last visited Dec. 20, 2011).

U.S. Department of Labor, Bureau of Labor Statistics, Characteristics of Minimum Wage Workers, 2011, Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2010 annual averages (2011), available at http://www.bls.gov/cps/minwage2011bls.htm. This is true for both those 16 and older (63 percent) and 25 and older (67 percent).


NWLC calculations from U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, Table 11: Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity, 2011 annual averages, available at http://www.bls.gov/cps/cosa111.pdf. Includes the following occupations: waiters and waitresses; bartenders; counter attendants, cafeteria, food, and coffee shop; dining room and cafeteria attendants and bartender helpers; food servers, nonrestaurant; taxi drivers and chauffeurs; parking lot attendants; hairdressers, hairstylists, and cosmetologists; barbers; miscellaneous personal appearance workers; baggage porters, bellhops, and concierges; and gaming services workers.