

Fact Sheet: Obtaining Equal Pay and Job Opportunities

Women still make, on average, only 78 cents for every dollar paid to men and still face a glass ceiling in their efforts to reach the highest positions in their fields.

Many women don't earn enough to stay afloat, let alone to get ahead.

- Women are nearly two-thirds of minimum-wage workers, and the current minimum wage is insufficient to keep a single woman with children working full-time, year-round out of poverty.
- Women dominate some of the lowest-paying fields and are still left out of many others. Child care workers, 94% of whom are women, earn less per week than automotive service technicians and mechanics, 98% of whom are male.
- Women are even more likely than men to work in jobs with no health insurance. While 62% of male workers have access to health insurance through their jobs, only about half of female workers do.

Women face unequal pay for equal work, yet laws against pay discrimination have been weakened.

- Because women on average earn only about 78¢ for every \$1.00 earned by men, for every \$100 a typical woman earns, she has \$23 less to spend on groceries, housing, child care, or other expenses. *The pay gap means the average woman had to work until April 2008 to make what the average man made by the end of 2007.*
- Women of color fare even worse: African-American women earn only 63¢, and Latinas only 52¢, for every \$1.00 earned by white men.
- Female registered nurses earn 8% less than male registered nurses. Female doctors earn 39% less than male doctors.
- Just one year out of college, women working full time already earn less than their male colleagues, even when they work in the same field. By ten years after graduation, the pay gap widens significantly.
- The pay gap follows women into retirement: unmarried women in the workforce today will receive, on average, about \$8,000/year less in retirement income than their male counterparts.
- Current pay discrimination laws have been weakened by recent court decisions, and efforts in Congress to strengthen these laws in response have been stymied

Women face sexual harassment and other discrimination on the job, but their ability to address it is threatened.

- Wall Street firms have paid millions of dollars to settle claims that they paid their male employees more than their female employees and subjected their female employees to a hostile work environment. But some courts are weakening women's ability to protect their rights to effectively challenge harassment.

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