



When Women Succeed, America Succeeds: An Economic Agenda for Women and Families is designed to ensure that women get equal pay for equal work to raise wages for working women and families.

The Problems:

- Fifty years after President John F. Kennedy signed the Equal Pay Act into law, women continue to earn less than men. Women make only 77 cents for every dollar earned by men, amounting to a yearly gap of \$11,084 between full-time men and women. That \$11,084 lost could purchase 89 more weeks of food or more than 3,000 additional gallons of gas or more than one year of rent for a woman's family.
- For African American women and Latinas the pay gap is even larger. African American women on average earn only 64 cents and Latinas on average earn only 55 cents for every dollar earned by white, non-Hispanic men.
- The pay gap exists even immediately after college. A recent report found that women only one year out of college, working full time, were paid on average just 82 percent of what their male counterparts were paid.
- The minimum wage is a women's issue; nearly two-thirds of minimum wage workers are women. Yet the minimum wage has not kept up with inflation over the last 45 years – with the minimum wage now, in inflation-adjusted terms, more than 30 percent lower than it was in 1968.
- It is wrong to have millions of Americans working full-time and year-round and still living in poverty. Currently, a single mother with two children who works full-time and earns the minimum wage lives in poverty – with an income \$5,000 below the poverty level.
- Millions of American women remain trapped in low-wage occupations – with no ability to access educational opportunities or job training that would lead them to better-paying jobs that will help them support their families.
- Women are seeing the erosion of critical employment rights such as protections from sex discrimination, sexual harassment, and retaliation, by recent 5-4 Supreme Court decisions in *Wal-Mart*, *Vance* and *Nassar*. Legislation is needed to address these damaging decisions.
- Women small business owners still face special challenges. This fear is not unfounded: loan approval rates for women-owned companies are 15 percent to 20 percent lower than they are for their male-owned counterparts. In addition, statistics show that, in recent years, women-owned small businesses have received only four percent of the more than \$400 billion in federal government contracts awarded to small businesses.
- Another key pay issue is that each year many pregnant women experience discrimination in the workplace. Over the past decade, the number of pregnancy discrimination charges has increased by 35 percent. Pregnant working women are being denied simple job adjustments that would keep them working and supporting their families.

The Solutions:

- Paycheck Fairness
- Increase Minimum Wage (Including Tipped)
- Invest in Job Training and Education Opportunities
- Protect and Restore Employment Rights
- Support Women Entrepreneurs/Small Businesses
- Pregnant Workers Fairness
- Adequate Tools to Investigate Wage Discrimination