



## The Fight for Pay Equity: A Road Map

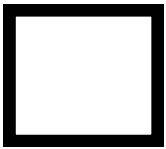
With a record number of women in the workforce and two-thirds of women functioning as primary or co-bread winners for their families, equal pay for women is critical to families' economic security.<sup>1</sup> **Yet in 2011, women working full-time, year round, were still paid 77 cents on average for every dollar paid to men.**<sup>2</sup> Even after controlling for factors known to affect earnings, such as occupation, college major, and hours worked, a 7 percent pay gap persists between male and female college graduates just one year after graduation.<sup>3</sup> Both legislative and executive action is needed to enable women to bring home the pay they have rightfully earned.



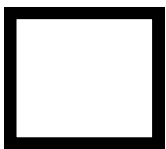
**Pass the Lilly Ledbetter Fair Pay Act.** Passing this bill was a crucial victory in 2009, and it was the first bill President Obama signed into law. It helped regain ground lost due to a horrible Supreme Court decision. While the Ledbetter Act reinstated employees' ability to have their day in court, we need further action to give employees and employers the tools they need to close the pay gap.



**Rescind Harmful Bush-era Regulations.** In February 2013, the Office of Federal Contract Compliance Programs announced that it would rescind Bush-era policies that have, for nearly seven years, hampered its efforts to combat pay discrimination. They also provided new guidance to explain how the agency will investigate such discrimination going forward.



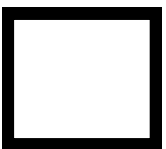
**Pass the Paycheck Fairness Act,** a much-needed update to close loopholes in the Equal Pay Act of 1963. It would protect employees from retaliation if they share their wages or ask about employers' wage practices, and implement stronger deterrents to stop discrimination in the first place.



**President Obama should issue an executive order** prohibiting federal contractors from punishing or even firing workers who talk about their salary with their co-workers. This executive order would address one piece of the Paycheck Fairness Act—protecting nearly a quarter of the federal civilian workforce despite congressional gridlock. This is a step the White House can take as we work to pass the Paycheck Fairness Act.



**The EEOC should direct employers to collect wage data** including the race, sex, and national origin of employees. This information is not currently collected, making it difficult for the Equal Employment Opportunity Commission (EEOC) to investigate discrimination allegations.



**Pass the Fair Pay Act** to require employers to provide equal pay for work of equal value. While the Paycheck Fairness Act would ensure women are not paid less than men who hold the same job, the Fair Pay Act would require employers to provide equal pay for jobs that are *comparable* but not identical—such as jobs requiring comparable education, skills, responsibilities and working conditions. This legislation is critical to addressing gender-based job segregation that lowers women's wages.

**We've already checked off two steps, and we won't stop until all workers have fair pay!**

To learn more, contact AAUW Public Policy and Government Relations staff at 202.785.7793 or [advocacy@aauw.org](mailto:advocacy@aauw.org).

<sup>1</sup> Pew Research Center. (January 19 2010). *New Economics of Marriage: The Rise of Wives*. <http://pewresearch.org/pubs/1466/economics-marriage-rise-of-wives>.

<sup>2</sup> AAUW. (2012). *The Simple Truth about the Gender Pay Gap*. [www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/](http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/).

<sup>3</sup> AAUW (2012). *Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation*. [www.aauw.org/research/graduating-to-a-pay-gap/](http://www.aauw.org/research/graduating-to-a-pay-gap/).