

EQUAL PAY TODAY! CAMPAIGN PLATFORM

The Equal Pay Today Campaign, launched on the 50th anniversary of the Equal Pay Act by national and state-based women's rights organizations, calls for an end to the gender wage gap that persists in nearly every industry and profession in the country. This gap varies by state and city, by education level and occupation, and is magnified for African American and Hispanic women.

The Equal Pay Today Campaign includes A Better Balance, American Association of University Women, American Civil Liberties Union Women's Rights Project, California Women's Law Center, Equal Rights Advocates, Gender Justice, Legal Aid Society, Employment Law Center, Legal Momentum, Legal Voice, National Center for Law and Economic Justice, National Partnership for Women and Families, National Women's Law Center, Southwest Women's Law Center, Women Employed, and Women's Law Project. We join together to call for action

- x Pay reductions due to pregnancy and caregiving responsibilities. Employers pay women less from the moment of hire and deny them promotions because they automatically presume women will have children and then will commit less time and dedication to their jobs.⁹ If women do get pregnant or take on caregiving responsibilities, they sometimes lose income because of overt discrimination based on these stereotypes.¹⁰ They also lose pay when they are deprived of opportunities to advance to higher paid jobs or are pushed out of work altogether because employers do not accommodate needs that may arise for women as a result of pregnancy and caregiving, including through paid family leave or paid sick days, and flexible, predictable, and stable schedules.¹¹ The result is that women experience diminished income throughout their working lives.¹²
- x Wage theft: Being paid less than the minimum wage, being shorted hours, being forced to work off the clock, not being paid overtime, and being paid at all are pervasive practices across many industries. Women, especially immigrant women in low-wage jobs, are often the hardest hit by wage theft. According to a survey of wage workers in America's three largest cities (Chicago, Los Angeles, and New York City), women were significantly more likely than men to experience minimum wage violations, and 47% of the undocumented women workers surveyed reported wage violations by their employer.¹³ Employers who fail to pay women workers the wages owed to them deny these women the fair pay they need to support themselves and their families.

¹ Frank Bass, Bloomberg1(d)-1.325 Td [(t)-2(he)]TJ 0.001 Tc -0.00.001 Tc -0834ashe

a male-dominated janitors and building cleaner job is \$484, \$85 dollars and 21 percent higher than the median weekly wage for a female-dominated maid and housekeeping cleaner job.

⁸ Ariane Hegewisch, Claudia Williams & Robert Drago, Institute for Women's Policy Research, Pay Secrecy and Wage Discrimination (June 2011), available at <http://www.iwpr.org/initiatives/payequity-and-discrimination/#publications>

⁹ Ariane Hegewisch, Cynthia Deitch & Evelyn Murphy, *Ending Sex and Race Discrimination in the Workplace*, Institute for Women's Policy Research, at 20 (2011), available at <http://www.iwpr.org/publications/pubs/ending-sex-and-race-discrimination-in-the-workplace-legal-interventions-that-push-the-envelope>. Shelley J. Correll, Stephan Benard, and In Paik, "Getting a Job: Is There a Motherhood Penalty?" *American Journal of Sociology*, (Mar. 2007): 1297-1339, available at <http://gender.stanford.edu/sites/default/files/motherhoodpenalty.pdf>. Joan C. Williams & Stephanie Bornstein, *Caregivers in the Courtroom: The Growing Trend of Family Responsibility Discrimination*, 41 U. S. F. L. Rev. 1717-78 (2006); Vicki Schultz, *Life's Work*, 100 Colum. L. Rev. 1881, 1894