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[Equal Pay Day - National Committee on Pay Equity and AFL-CIO] [publication]

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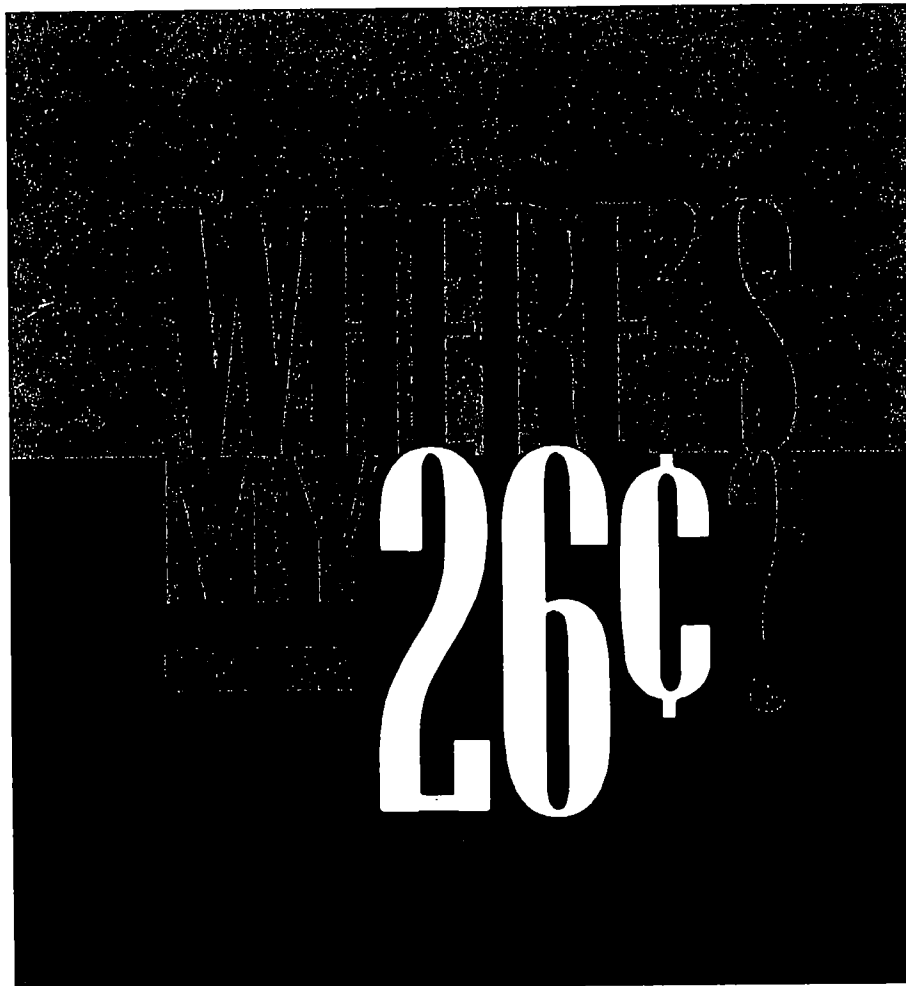
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EQUAL PAY DAY

April 3, 1998

National Committee on Pay Equity
and the AFL-CIO



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NATIONAL COMMITTEE ON PAY EQUITY

1126 Sixteenth St. NW, • Washington, DC 20036 • (202) 331-7343 FAX (202) 331-7406

STATEMENT OF SUSAN BIANCHI-SAND EXECUTIVE DIRECTOR, NATIONAL COMMITTEE ON PAY EQUITY

WHITE HOUSE PRESS CONFERENCE ANNOUNCING EQUAL PAY INITIATIVES APRIL 2, 1998

The National Committee For Pay Equity is the only organization established to fight sex- and race-based wage discrimination. We talk to people fighting for equal pay every week.

Who are they?

They are lawyers, librarians, professors, basketball coaches, pastry chefs, insurance agents, custodial workers, ministers and clerical staff.

They are virtually one half of the workforce. They help make our country run. They feed our families. They are your wives, your daughters, your sisters, mothers and aunts.

What are their words about the pay gap?

The basketball coach says, "I am humiliated. I feel betrayed, backed into a corner." The custodial worker tells us how sick and tired she is and sums it up as "unfair treatment, no money, no mobility, no way out."

They describe their experiences as "extremely dehumanizing." A university professor confided: "I risked the loss of my job, peer approval, and self-esteem. I was retaliated against."

Others express exasperation at the road blocks to information about pay. Another college professor told us how she learned of her pay gap - through a budget outline left surreptitiously on the Xerox machine.

Routinely, we hear stories about employer policies that threaten jobs if employees discuss their wages. And those who go public and win the grueling fight in court tell us, "It should not be so difficult for me or any other woman to get what is rightfully guaranteed by law."

These stories are confirmed by a recent *Washington Post* survey revealing how **both** men and women believe that women face pay discrimination at work. The question remains, *what are we going to do about it?*

Tomorrow, thousands of women will mobilize for Equal Pay Day, the day *into* the new year that a woman must work to earn the wages paid to a man in the previous year. Working with our national partner, the AFL-CIO, we are coordinating over 650 activities in all 50 states.

In South Carolina, members of Business and Professional Women/USA tell us they plan a statewide march to the Capitol. In Illinois, women will sing "Close the Wage Gap," to the tune of "Hit the Road Jack" at the Palatine train station. In California, women will wear red purses to illustrate that women's pay is in the red; in Massachusetts, women have organized an educational panel discussion for 250 students at Boston University. In Denver, union women and others will hold a press conference at the oldest brew pub in the city -- where they will also enjoy a 26% discount for lunch when they mention Equal Pay Day. In Georgia, women will hold a rally at the statehouse. Even in Sherman Texas, women have organized a 26¢ discount on beverages at Kelly's restaurant.

State, local, and county officials in 20 states will sign proclamations valuing women's work. Activists will hand out Equal Pay Day candy bars, hold press conferences and luncheons, wear buttons, and even head down to the bank to deposit 74¢.

In every corner of America -- from Plattsburgh, New York to Green Bay, Wisconsin to Honolulu, Hawaii -- women will stand up and demand, "Where's My 26¢?" Yes, equal pay is a top concern for women. Why are these women organizing?

It's been 35 years since the passage of the Equal Pay Act. Yet, progress in closing the wage gap remains painfully slow -- at a rate of less than half a penny a year. In 1963, the wage gap was 59¢ to the dollar. Today, it stands at 74¢. That's not a lot of change. Worse yet, much of this "progress" is due to men's wages falling.

Today, the average woman loses \$8,500 annually due to the wage gap. If nothing changes, a woman will lose \$523,000 over her career. And what will be the impact in her old age? As one woman minister put it, after 17 years and continued demands for fair pay, her board of pensions informed her that she had earned only \$7,000 toward retirement.

The wage gap doesn't discriminate -- it reaches every woman, regardless of economic and educational status. A female lawyer fresh out of school entering the workplace will earn about \$7,000 less than her male counterpart. A woman in investor relations earns only 62¢ on the dollar. In accounting -- a growing field for women -- women earn 27% less than men. The gap for women in retail sales is 32%. Even male social workers make more than female social workers.

1996 Census Bureau numbers underscore an unacceptable disparity for women with college educations. Overall, a female college graduate earns \$13,250 less than men with the same degree, and only \$1,800 more than a male high school graduate. For a Black or Hispanic college educated woman, the situation is even worse. For instance, how do we explain to an African-American woman that her college degree yields a paycheck only equivalent to a white male high school graduate? As a nation, we should be outraged that this investment in human capital is so poorly rewarded.

To close the wage gap, clearly more must be done. Enforcement must be strengthened, retaliation curbed, and information on pay practices disclosed. NCPE is in full support of the critically significant legislation introduced by Senator Daschle and the precedent-setting initiatives undertaken by the White House. In taking these steps, the leadership of our country has placed the wage gap on the national agenda -- exactly where it belongs.

National Committee on Pay Equity

Tips For the Workplace

Remember the 4 R's

Recognize the wage gap exists.

- ⇒ Don't be in denial. Women, regardless of economic or educational status, experience pay discrepancies.
- ⇒ Be mindful that your point of entry on the wage scale affects your pension, promotions and pay raises.
- ⇒ While laws exist to combat pay inequity, personal awareness and education can help correct the problem early.

Research wages in your field.

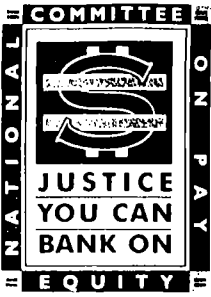
- ⇒ Search out job specific salary surveys in your chosen field. Professional associations, trade journals, headhunters, women's organizations, plus local and state commissions for women are resources. Look on the Internet, at your local library, in business schools, and in the want ads.
- ⇒ Request your company to provide general wage categories or salary ranges for different positions.
- ⇒ Join a search committee for another job your company is trying to fill -- this may give you salary information which may be useful.

Rehearse your message.

- ⇒ Practice saying, "I am worth more than that!" Then use it! Let your value be known. Speak to the skill, effort, responsibility, and working conditions of your job.
- ⇒ Use strong words such as *lead*, *manage*, *execute*, and *implement*.
- ⇒ Describe your value and contributions. How much money did you save the business? How many problems did you resolve? How many positive evaluations do you have?

Reorganize the workplace.

- ⇒ Talk to other women in your company and gather support. If you feel underpaid or undervalued, others do, too.
- ⇒ Remind others that fair pay practices are good for business: they attract and retain the best employees.
- ⇒ Unionized workers experience less of a wage gap. If you are not in a union, consider joining one. Contact the Coalition of Labor Union Women or the AFL-CIO.

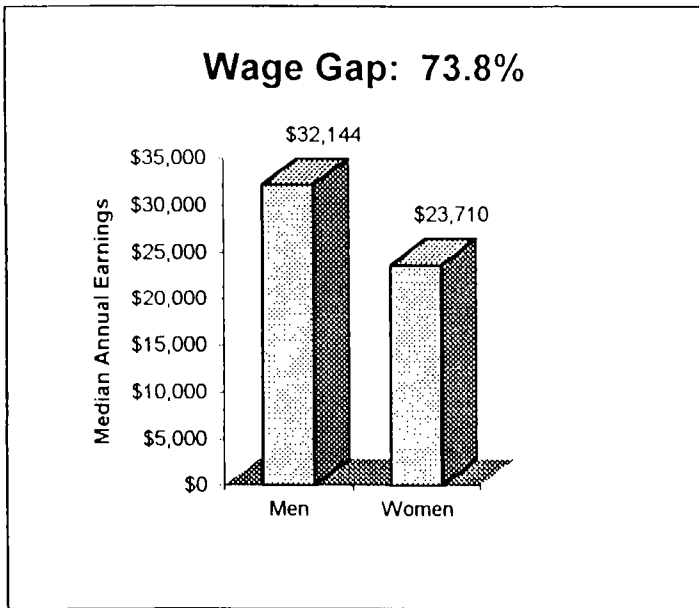


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THE WAGE GAP: 1996

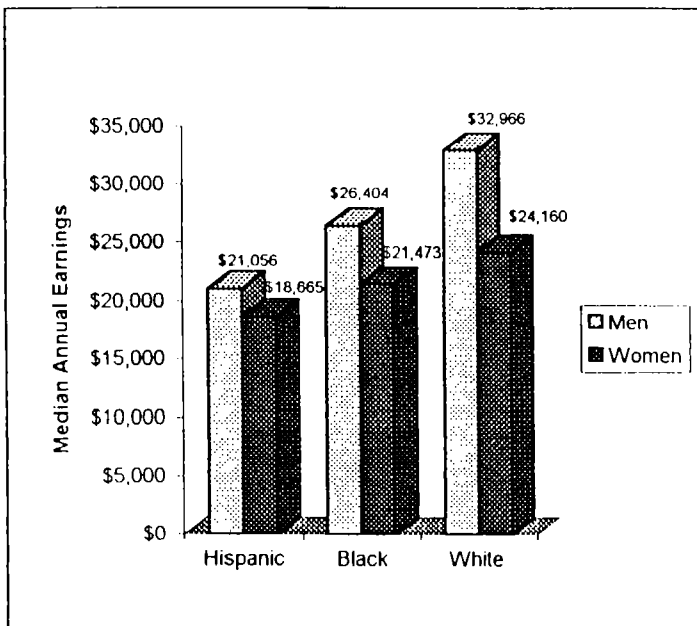
1996 MEDIAN ANNUAL EARNINGS YEAR-ROUND, FULL-TIME WORKERS



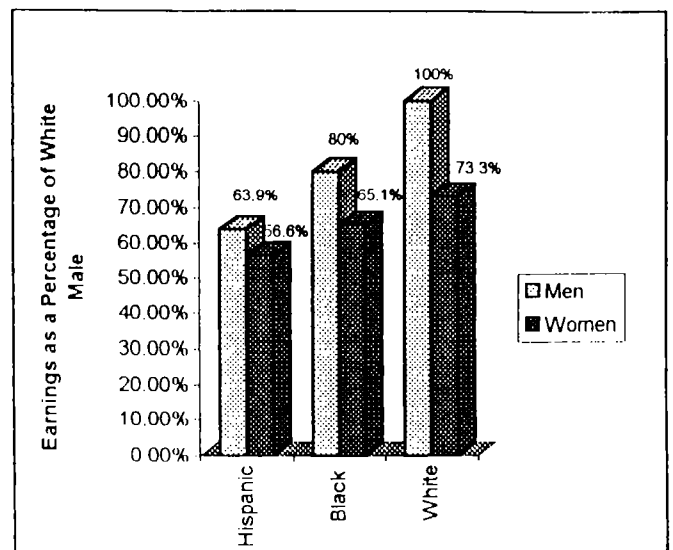
NOTES:

- The wage gap is a statistical indicator often used as an index of the status of women's earnings relative to men's. It is also used to compare the earnings of people of color to those of White men.
- The wage gap is expressed as a percentage (for example, in 1996, women earned 74 percent as much as men) and is calculated by dividing median annual earnings for women by median annual earnings for men.
- To calculate the wage gap for each race/sex group, median annual earnings are divided by those of White males, who are not subject to race-or sex-based wage discrimination.
- Earnings data for Asian/Pacific Islanders and Native Americans are not available.
- Statistics are from the Census Bureau Current Population Reports, Series P-60, U.S. Commerce Department.

1996 MEDIAN ANNUAL EARNINGS BY RACE AND SEX



THE WAGE GAP: 1996 BY RACE AND SEX



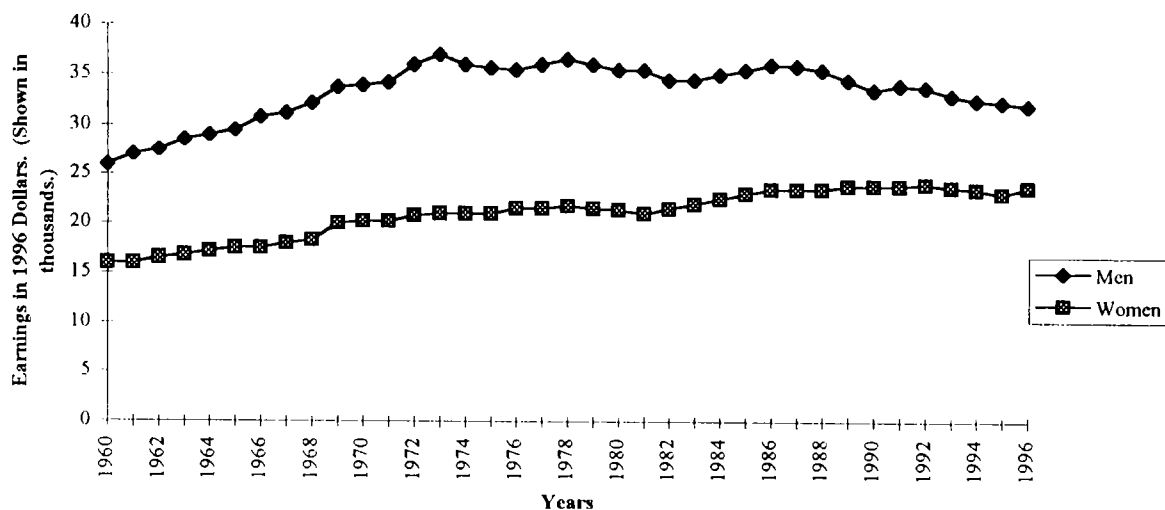
CHANGES IN THE WAGE GAP, 1970 - 1996

MEDIAN ANNUAL EARNINGS OF BLACK MEN AND WOMEN,
HISPANIC MEN AND WOMEN, AND WHITE WOMEN AS A
PERCENTAGE OF WHITE MEN'S MEDIAN ANNUAL EARNINGS

YEAR	WHITE MEN	BLACK MEN	HISPANIC MEN	WHITE WOMEN	BLACK WOMEN	HISPANIC WOMEN
1970	100%	69.00%	N/A	58.70%	48.20%	N/A
1975	100%	74.30%	72.10%	57.50%	55.40%	49.30%
1980	100%	70.70%	70.80%	58.90%	55.70%	50.50%
1985	100%	69.70%	68.00%	63.00%	57.10%	52.10%
1990	100%	73.10%	66.30%	69.40%	62.50%	54.30%
1992	100%	72.60%	63.35%	70.00%	64.00%	55.40%
1994	100%	75.10%	64.30%	71.60%	63.00%	55.60%
1995	100%	75.90%	63.30%	71.20%	64.20%	53.40%
1996	100%	80.00%	63.90%	73.30%	65.10%	56.60%

THE WAGE GAP SINCE 1960: 36 YEARS LATER, STILL 26 PERCENT BEHIND

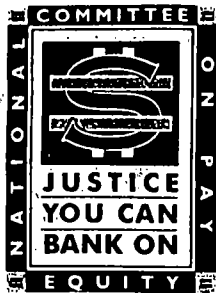
Median Earnings of Year-Round, Full-Time Workers by Sex: 1960 to 1996



Over a 36 year period, the gap, in 1996 dollars, between women's and men's earnings has only closed by about \$2,000.

Data from the Census Bureau, 1996

The National Committee on Pay Equity is a national membership coalition of over 200 organizations, including labor unions, women's and civil rights organizations, religious, local, educational and professional associations, state and local pay equity networks, and individuals working to eliminate sex and race-based wage discrimination and to achieve pay equity.



NATIONAL COMMITTEE ON PAY EQUITY

1126 Sixteenth St. NW, • Washington, DC 20036 • (202) 331-7343 FAX (202) 331-7406

Questions and Answers about Equal Pay Day April 3, 1998

What is Equal Pay Day?

Each year, the National Committee on Pay Equity (NCPE) organizes the national observance of Equal Pay Day, the day *into* the new year that a woman must work to earn the wages paid to a man in the previous year. In 1998, Equal Pay Day is April 3rd. The date is calculated with current U.S. Census Bureau data showing that the earnings of women are only 74% of the earnings for men. This year, NCPE is partnering with the AFL-CIO, whose recent survey of 50,000 working women demonstrated that *equal pay is the top concern of women in the workforce*.

What happened last year on Equal Pay Day?

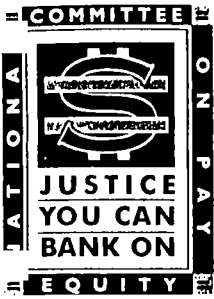
In 1997 on Equal Pay Day (then called Pay Inequity Day), 107 women's business and professional associations, labor groups, and civil rights organizations from 38 states raised awareness of pay inequity. Women held rallies, press conferences, workshops, awards luncheons, essay contests and more. Proclamations were issued by mayors, state legislatures, county councils and judges, and President Clinton (for the second year in a row). Women also worked with local proprietors to arrange discounts (reflective of the wage gap) on selected items. One group even offered a "Fair Pay Donut Dollar" which patrons could exchange for a Fair Pay Donut, size in proportion to men's and women's earnings. Other activities included an appreciation reception for female workers at Wal*Mart and passing out buttons and literature at subways and town squares.

What's on tap for this year?

This year on April 3rd, grassroots organizing on fair pay will sweep the nation. Over 500 groups, or "partners," from 50 states will hold Equal Pay Day activities in their hometowns. In addition to rallies and press conferences, ideas include organizing a ten-minute break at 2:55 p.m., the 74% mark in the work day (because at this point, most men have already earned all the money that women earn in a full eight hour work day), holding a networking workshop to discuss "How to Ask for a Raise," passing out replicated dollar bills with holes in them to reflect the hole in women's paychecks, and more. In some areas, women will carry red purses to illustrate that women's pay is "in the red."

What will be going on in Washington, D.C. on Equal Pay Day?

At a press conference at the White House on April 2nd, Vice President Gore will announce policy initiatives to close the wage gap.



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The Wage Gap Over Time:

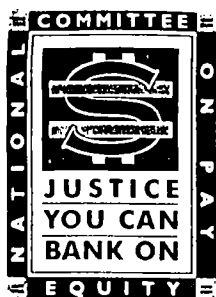
*In Real Dollars,
Women See Little Change*

- Since 1963, the closing of the wage gap has been at a rate of less than half a penny a year.
- Over 35 years, a woman's earnings have fallen short by an average of \$440,047.
- On an annual basis, this amounts to approximately \$12,573.

***Please see reverse side for actual figures.

Women's Earnings as a Percentage of Men's Earnings 1960-1996 (in 1996 Dollars)

Year	Women's Earnings	Men's Earnings	Dollar Difference	Percent
1996	\$23,710	\$32,144	\$8,434	74
1995	\$23,161	\$32,426	\$9,265	71
1994	\$23,509	\$32,665	\$9,156	72
1993	\$23,613	\$33,016	\$9,403	72
1992	\$23,904	\$33,770	\$9,866	71
1991	\$23,677	\$33,892	\$10,215	70
1990	\$23,795	\$33,226	\$9,431	72
1989	\$23,749	\$34,583	\$10,834	69
1988	\$23,351	\$35,354	\$12,003	66
1987	\$23,357	\$35,836	\$12,479	65
1986	\$23,237	\$36,156	\$12,919	64
1985	\$22,783	\$35,281	\$12,498	65
1984	\$22,319	\$35,062	\$12,743	64
1983	\$21,920	\$34,469	\$12,549	64
1982	\$21,359	\$34,592	\$13,233	62
1981	\$20,899	\$35,281	\$14,382	59
1980	\$21,346	\$35,483	\$14,137	60
1979	\$21,523	\$36,074	\$14,551	60
1978	\$21,734	\$36,564	\$14,830	59
1977	\$21,395	\$36,310	\$14,915	59
1976	\$21,393	\$35,540	\$14,147	60
1975	\$20,950	\$35,618	\$14,668	59
1974	\$21,071	\$35,863	\$14,792	59
1973	\$21,059	\$37,184	\$16,125	57
1972	\$20,860	\$36,052	\$15,192	58
1971	\$20,361	\$34,216	\$13,855	60
1970	\$20,222	\$34,062	\$13,840	59
1969	\$19,820	\$33,670	\$13,850	59
1968	\$18,549	\$31,896	\$13,347	58
1967	\$17,938	\$31,043	\$13,105	58
1966	\$17,589	\$30,560	\$12,971	58
1965	\$17,562	\$29,306	\$11,744	60
1964	\$17,082	\$28,880	\$11,798	59
1963	\$16,609	\$28,176	\$11,567	59
1962	\$16,321	\$27,524	\$11,203	59
1961	\$16,004	\$27,011	\$11,007	59
1960	\$15,870	\$26,156	\$10,286	61



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Profile of the Wage Gap by Selected Occupations

According to an analysis of data provided by the U.S. Department of Labor's Bureau of Labor Statistics, women are paid less in 99% of occupational classifications for which data was available.¹

Even in job categories where women make up the majority of workers, women were paid less. Only in one category, miscellaneous food preparation, did women make more money.

Following are median weekly earnings for women and men in selected occupations. **Jobs with an asterisk (***) indicate a profession in which women make up more than half of the workers.**

TABLE I.

OCCUPATIONS WITH ESTIMATED EARNINGS OF \$33,000 + ²

Occupation	Men's weekly wages	Women's weekly wages	Wage Gap	Weekly Earnings Gap
Marketing, Advertising, and PR Managers	\$1,059	\$736	69%	\$323
Lawyers	\$1,267	\$959	76%	\$308
Engineers, Architects, and Surveyors	\$989	\$812	82%	\$177
Economists	\$970	\$707	73%	\$263
Editors and Reporters	\$769	\$606	79%	\$163
Computer Programmers	\$869	\$742	85%	\$127
Insurance sales***	\$755	\$493	65%	\$262

¹ Data was analyzed using 1997 Household Data Annual Averages, Bureau of Labor Statistics.

² Approximate Annual Earnings categories were estimated by multiplying median weekly wages for men by 52 weeks.

TABLE II.**OCCUPATIONS WITH ESTIMATED ANNUAL EARNINGS OF \$20,000 TO \$32,999**

Occupation	Men's weekly wages	Women's weekly wages	Wage Gap	Weekly Earnings Gap
Financial Records Processing ***	\$459	\$417	91%	\$42
Insurance Adjusters, Examiners, and Investigators***	\$655	\$473	73%	\$182
Computer Equipment Operators***	\$526	\$422	80%	\$104
Printing Machine Operators	\$516	\$353	68%	\$163
Sales -- Retail and Personal Services***	\$392	\$266	68%	\$126

TABLE III.**OCCUPATIONS WITH ESTIMATED ANNUAL EARNINGS OF LESS THAN \$20,000:**

Occupation	Men's weekly wages	Women's weekly wages	Wage Gap	Weekly Earnings Gap
Janitors and Cleaners	\$330	\$275	83%	\$55
Bartenders***	\$341	\$293	86%	\$48
Laundering and dry cleaning machine operators***	\$322	\$253	79%	\$69
Textile/Sewing Machine Operators***	\$284	\$260	92%	\$24
Hand packers and packagers***	\$327	\$296	90%	\$31

TABLE IV.**ADDITIONAL SELECTED OCCUPATIONS IN WHICH WOMEN ARE THE MAJORITY OF WORKERS:**

Occupation (% of total workers that are female)	Men's weekly wages	Women's weekly wages	Wage Gap	Weekly Earnings Gap
Social workers (68% female)	\$551	\$518	94%	\$33
Registered Nurses (92% female)	\$778	\$705	91%	\$73
Records Processing (except financial) (79% female)	\$482	\$377	78%	\$105
Elementary School Teachers (83% female)	\$719	\$655	91%	\$64
Accountants, Auditors -- Management Related (57% female)	\$791	\$590	75%	\$201
Data Entry Keyers (81% female)	\$473	\$384	81%	\$89

FOR RELEASE:
Thursday, April 2, 1998
(Equal Pay Day is April 3)

CONTACT: Lauren Asher, Margaret Sotham
202/986-2600

IT'S TIME TO FULFILL THE PROMISE OF EQUAL PAY FOR EQUAL WORK

**Statement for Equal Pay Day by Judith L. Lichtman, President
National Partnership for Women & Families**

Paying women less for doing the same jobs as men has been illegal in principle since the Equal Pay Act of 1963, but the gap between principle and practice remains as large as the pay gap still facing women today.

Unfortunately, poor enforcement of existing laws, weak penalties for those who break them, and inadequate information -- both from employers and for employees -- still stand in the way of achieving fair pay. That's why the National Partnership for Women & Families supports passage of the Paycheck Fairness Act (PFA). By making employers who discriminate pay serious damages, by giving federal enforcement agencies the resources to do their job, and by making it easier for women to find out if their pay is fair (and what they can do about it), the PFA would help fulfill the long-overdue promise of equal pay for equal work.

Our recently released poll, *FAMILY MATTERS*,* found that most women -- and men -- think we still have a long way to go before women get the fair pay and fair treatment they deserve.

Across all age groups, income levels, races, and party affiliations, a majority of American women say employers are *not* doing a good job of "treating women fairly for pay and promotions." Just 36% of women and 46% of men think employers *are* doing a good job. But they have high expectations for the future: two-thirds of both women and men expect improvements in the next five years.

On Equal Pay Day, we call upon both Congress and the nation's employers to fulfill the promise. of equal pay for equal work.

The National Partnership for Women & Families (formerly the Women's Legal Defense Fund) is a nonprofit, nonpartisan organization that promotes fairness in the workplace, quality health care, and policies that help women and men meet the dual demands of work and family. For more information about workplace fairness and other issues that matter to women and families, see the National Partnership's web site at www.nationalpartnership.org.

* *FAMILY MATTERS: A National Survey of Women and Men*, was a random telephone survey conducted by Lake Sosin Snell Perry and Associates from January 28 to February 1, 1998. It reached 1,115 adults 18 years or older nationwide. The margin of sampling error for the full sample is +/-3.1 percent.

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LEASE NEWS RELEASE NEWS RELEASE NEWS RELEASES

ACLU Calls on Congress to Close Wage Gap As the Nation Observes Equal Pay Day

Statement of Kathryn Engustian, ACLU Legislative Counsel

FOR IMMEDIATE RELEASE
Thursday, April 2, 1998

Contact: Phil Gutis
(202) 675-2312

WASHINGTON -- The American Civil Liberties Union joins today with women across America in observing National Equal Pay Day and calls on Congress to address the issue of wage discrimination and help eliminate the income gap that still exists three decades after the enactment of the Equal Pay Act.

National Equal Pay Day is marked on the day when women's earnings thus far in 1998, added to their 1997 earnings, finally equal what men earned in 1997 alone. According to the federal government, women earn only 73.8 cents for every dollar earned by men. For white women, the figure is 73.3 cents, for black women, 65.1 cents, and for Hispanic women, 56.6 cents.

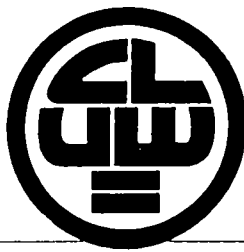
Too many women and people of color are shortchanged at work. Unfair and discriminatory wage practices lead to a smaller paycheck, and often create long term economic insecurity for families. Relatively few occupations are truly integrated. The majority of women and people of color are still concentrated in the service sector, nursing and teaching. Studies show that the more an occupation is dominated by women and people of color the less it pays. Addressing the systematic wage discrimination inherent in a segregated workforce is essential to improving the welfare of women and minorities.

The Equal Pay Act of 1963 requires equal pay for equal work and applies only to gender-based discrimination. To confront the pay disparities that persist in the 90's, we need broader legislation that would require equal pay for comparable work -- work that is equivalent in skill, effort, responsibility, and working conditions -- and that would prohibit wage disparities based not only on gender but also on race and/or national origin.

For workers struggling to support themselves and their families, equitable pay legislation is particularly critical. Many families rely heavily, and some exclusively, on women's wages. When women and minorities are not paid what they are worth, they are not the only ones who lose. Every member of their families is cheated as well. Lower wages means not only less buying power now but also less retirement security in the future.

By enacting welfare reform legislation, our federal government has required those receiving public assistance to move from "welfare to work." But increasing participation in the workforce will do little to decrease poverty and improve the economic security of families unless the federal government also ensures that every worker is equitably paid. We urge Congress to guarantee that women and people of color earn fair and equal wages for their valuable work and contributions to our economy by expeditiously passing fair pay legislation.

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Coalition of Labor Union Women

1126 16th Street, NW • Washington, D.C. 20036 • (202) 466-4610 • Fax (202) 776-0537

FOR IMMEDIATE RELEASE:
March 26, 1998

CONTACT:
Chrystl L. Bridgeforth
(202) 466-4610

CONTINUING THE FIGHT FOR PAY EQUITY -Union women draw attention to "Equal Pay Day", April 3-

WASHINGTON-- "From company board rooms to the halls of Congress, union women have continued to fight for equal pay for over 25 years," said Coalition of Labor Union Women (CLUW) President Gloria Johnson on behalf of National Equal Pay Day, April 3rd.

CLUW represents 20,000 active union members in local chapters throughout the nation which will hold many events this week to draw attention to the fact that women only earn slightly over 74 cents to each dollar by their male counterparts. Its event lower for women of color.

Johnson explained, "In 1963, President Kennedy signed the Equal Pay Act, which prohibits employers from paying men more than women who perform the same job. A quarter-century later, fair pay continues to be a major issue for working women and their families."

Johnson said, "Back then and today, raising women's wages is an effective anti-poverty strategy. But anti-worker lobbying interests continue to fight mandates that would raise living standard,"

Unlike the world 25 years ago, more women today are the sole support system for their families. Two-thirds of the women in the U.S. workforce are single, divorced, widowed or have husbands who earn less than \$15,000 a year, according to figures released by the National Committee on Pay Equity.

Johnson is critical of those who say pay equity costs businesses too much. "In Minnesota, a state that passed pay equity legislation for its employees, less than 1 percent of the state's payroll budget was needed to give raises to 30,000 employees," she said.

Johnson feels the social costs are immeasurable. "Pay equity helps women become self-sufficient and overcome their reliance on government sustenance programs like food stamps and welfare. No full-time worker should be subject to life of poverty. Without pay equity, too many women are."

Among other factors worrisome to CLUW is retirement security. "As the nation grapples with retirement issues such as the future solvency of Social Security, working women worried about the solvency of family budgets need pay equity to save anything for their futures," remarked Johnson.

-more-



News Release

Equal Pay Day/Page 2

For minorities, Johnson explains, the problem is worse. “Women of color face greater injustice with African-Americans earning 65 cents and Hispanics 57 cents to each dollar earned by males.”

“From the shores of New Jersey to the Golden Gate Bridge, CLUW members are sending messages to their employers and their representatives in Congress that equal pay must be a top priority,” she said.

“They are telling lawmakers to beef up enforcement of the Equal Pay Act and make it illegal for employers to forbid workers from sharing wage information. They are telling their bosses to create remedies for wage discrimination and to implement fair pay practices.” But most importantly according to Johnson, they ‘re telling other concerned women to join the fight.”

#####

John T. Joyce
Jay Mazur
Frank Hanley
Arthur A. Coia
George F. Becker
M.A. "Mac" Fleming
Joe L. Greene
James LaSala
A.L. "Mike" Monroe
Robert E. Wages
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202/331-7343

Across the Country, Thousands of Women Ask, "Where's My 26 Cents?"

In 50 States across America, women will speak out against the wage gap on April 3, 1998 — Equal Pay Day. Women will demand equal pay at rallies, press conferences, and gatherings in every region of the country. They will hand out buttons, stickers and leaflets and talk to their elected officials. The following is a sampling of what women are doing to commemorate Equal Pay Day in their communities.

In the Northeast ...

Boston, Massachusetts

The Boston University School of Social Work, in conjunction with the Women's Bureau of the U.S. Department of Labor, is sponsoring an educational forum titled "Equal Pay: What Young Women Entering the Job Market Should Know" on Thursday, April 2.

Contact: Professor Judith Gonyea (617) 353-3748.

New York, New York

The New York Central Labor Council will host a breakfast forum on Equal Pay and Women in the Workplace on Friday, April 3. Speakers will include Brian McLaughlin, President of the NY Central Labor Council, Francine Moccio, of Cornell University, and Sedora Villa, Business Agent, OPEIU. 50 - 100 working women are expected to attend this breakfast at the NY City Federation of Labor.

Contact: Ellen Warren, NY CLC (212) 685-9552.

Harrington, Delaware

Members of the Business and Professional Women USA/ Delaware will hold a press conference and distribute pencils with play money wrapped around them — the fake bills have holes in them to reflect the holes in women's paychecks.

Contact : Linda Chick (302) 398-3898.

Garrett County, Maryland

The Garrett County Commission for Women and the Business and Professional Women/ Garrett County are sponsoring an essay contest on the wage gap for 11th and 12th grade English students. Contact: Susan Athey-Oxford (301) 344-1189.

Baltimore, Maryland

Women from more than 6 unions and the Baltimore Central Labor Council will gather at noon at a busy intersection encouraging individuals to "Blow their Horns for Fair Pay." They will distribute equal pay materials and sell \$.26 cupcakes.

Contact: Armeta Dixon (410) 332-1199.

In the West ...

San Fernando Valley, California

Members of the Business and Professional Women USA/Greater San Fernando Valley area will carry red purses to show that women's pay is "in the red."

Contact: Mila Gappa (818) 592-0055.

Denver, Colorado

The Public Employees Department, AFL-CIO, with the community college, the Dept. of Social Services, Dept. of Higher Education, Department of Transportation, Dept. of Health and Environmental Services and other city employees will hold lunch events at their respective worksites discussing Equal Pay and providing information to their co-workers.

Contact: Jo Romero (303) 832-5661.

9to5 Colorado, Colorado Women's Agenda, Business and Professional Women USA/Colorado and the Colorado ALF-CIO are sponsoring a press conference at the Wynkoop Brewing Company's Brew Pub. The Wynkoop will offer a 26 cent on the dollar discount to all working women who mention Equal Pay Day between 11:00 am and 2:00 pm.

Contact: Debbie Wamsley (303) 433-2100

Hawaii

In **Maui**, the Business and Professional Women USA/Hawaii is handing out "Equal" Pay Day candy Bars. Contact: Wendy Riley (808) 242-7242. In **Honolulu**, women are distributing informational materials to 5,000 students at the University of Hawaii.

Contact: Suzan Jane (808) 956-7551.

Sante Fe, NM

The New Mexico Federation of Labor, the Sante Fe chapter of the American Association of University Women and OPEIU #277 will hold a rally at the Capitol steps in Sante Fe on April 3 at noon. The Mayor of Sante Fe will issue an Equal Pay Day proclamation at this rally.

Contact: LaMonte Farenthold, New Mexico Federation of Labor (505) 232-0062

In the Mid-West ...

Springfield, Missouri

Women will hold a fundraiser for research on the wage gap in their area.

Contact: Carol Conway (417) 886-7048.

Chicago, Illinois

The AFL-CIO, Jobs with Justice, Airline Flight Attendants (AFA), the Coalition of Labor Union Women (CLUW) and SEIU will hold an Rally on April 3 (4:00 p.m.) at the Federal Plaza. Pat Friend, President of the Airline Flight Attendants Union, will address this event highlighting the two-tiered wage system for women and men in non-traditional occupations.

Contact: Rene Manley, AFL-CIO (847) 255-4747.

Lansing, Michigan

The Michigan State AFL-CIO will host an "Equity and Equality" panel discussion and a workshop on Women's Economic Future at its 1998 Women's Conference April 3-5.

Contact: Bertha Louise Poe (517) 487-5966.

Urbana, Illinois

Members of the Urbana chapter of the National Organization for Women (NOW) is holding a bakesale and coordinating information tables at the University of Illinois campus. Baked goods will be sold at discounted prices for women.

Contact: Ruth Wyman (217) 352-6533.

Grand Forks, North Dakota

The Northern Valley Central Labor Council will host Equal Pay Day activities with labor partners and the University of North Dakota. They will also organize a phone bank to Congress for support of the Fair Pay Act.

Contact: Mark Froemke (701) 775-9358.

Gary, Indiana

Indiana University will incorporate Equal Pay Day in a Balancing Work and Family workshop. The Northwest Indiana Women's Museum Celebration will provide materials on the wage gap.

Contact: Ruth Needleman (219) 938-0811.

In the South ...**Charlotte, North Carolina**

The Mecklenberg County Women's Commission is distributing fliers in the shape of a dollar bill that say "Families Fare Better with Fair Pay."

Contact: Debbie Guilbault (704) 336-3409.

The Charlotte Central Labor Council and the Communications Workers of America (CWA) will hold a press conference at Bell South Plaza in downtown Charlotte on Monday April 6th to "Turn up the Heat on Bell South". In September 1997, the EEOC ruled that Bell South had discriminated against employees and worse, knew they were doing so. Seven months after the ruling, Bell South has refused to sit down and negotiate a settlement.

Contact: Sandy Weaver, CWA-3603 (704) 568-8670.

River City, Kentucky

The Business and Professional Women USA/ River City is coordinating a press conference at 11:05 am (the 26% mark in the day) across from the county courthouse. Lt. Governor Steve Henry will present a proclamation and join 15 organizations in speaking out against the wage gap.

Contact: Paula McCraney (502) 339-7459.

Austin, Texas

The Business and Professional Women USA/ Austin is holding a rally and press conference with elected officials at the state capitol.

Contact: Penny Green (512) 452-5109.



Working Women Want Equal Pay

Summary of Recent Polling

Equal Pay is an Urgent Workplace Concern

In the August 1997 *Ask A Working Woman* survey, virtually every woman identified equal pay as an urgent workplace concern: 94% said equal pay is very important, and another five percent called it somewhat important. Altogether, 41% of the women described pay-related issues -- equal pay, discrimination, low pay -- as their *top* workplace problem. Yet one-third of working women said their jobs do not provide equal pay.

Ask A Working Woman, Lake Sosin Snell Perry and Associates, August 1997.

In the 1994 *Working Women Count!* Survey, equal pay was the second-ranked concern of working women; nearly half (49%) of the respondents said that "getting paid what [the] job is worth" is a serious problem. Asked to identify their priorities for important workplace reforms, roughly two-thirds of respondents (64.5%) ranked "improving pay scales" at the top (virtually tied with the number one priority, universal health insurance (65.4%).

Working Women Count!, US Department of Labor/Share Systems of Somerville, MA, June 1994.

The Public Wants Tougher Enforcement of Equal Pay Laws

Respondents to the 1996 *Women's Voices* survey identified unequal pay and low pay as one of the biggest problems women face at work, along with problems in combining work and family. Overwhelming majorities -- 82% of women and 70% of men -- said employers pay women less than men for doing the same work. Asked to choose among a range of possible equal pay remedies, more than half said the most effective solutions are tougher enforcement of existing laws and raising women's wages.

Women's Voices, Lake Research/American Viewpoint/Buffalo Qualitative Research, September 1996.

...to join the Working Women Working Together Network, call toll-free 1-888-971-9797

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Voters in general and union members in particular believe that boosting equal pay protections through better laws and stepped up enforcement is critical. In 1996, equal pay enforcement was one of a handful of issues described by more than three-fifths of union voters (61%) as warranting greater governmental action. By January of this year, boosting equal pay protections had moved to the top tier: 75% of the public and 75% of union members said they strongly support Congressional proposals requiring employers to give women equal job opportunities and equal pay.

Peter D. Hart Research Associates, November 1996 and January 1998.

Both Men and Women Agree — Equal Pay is Essential for Working Families

Most recently, in the February 1998 *Family Matters: Topline Report*, six of every ten women and half of the men surveyed said they worry that women are not getting equal pay or equal opportunities for jobs and promotions.

Family Matters, Lake Sosin Snell Perry and Associates/National Partnership for Women and Families, February 1998.

Women and men care deeply about equal pay because it's the right of every working woman -- and because it's a necessity. More women are in the paid workforce today than ever before, and their wages are essential to support families. Nearly two-thirds of *all* working women (64%) and more than half of *married* working women (52%) say they contribute half or more of their households' incomes. Despite a booming economy, families still struggle just to make ends meet. In January, six of every ten survey respondents (58%) told us that they make just enough money -- or less -- to keep up with their families' bills. Two-thirds of *Ask A Working Woman* survey respondents told us last August that the task of making ends meet had gotten worse (37%) or stayed the same (31%) over the last five years. One year earlier, 39% of women and 37% of men told the *Women's Voices* pollsters that their families' incomes had fallen behind over the preceding twelve months. Women and men alike recognize that equal pay for working women will help mitigate these burdens: six of ten voters (59%) say that both women and men benefit from pay equity because it boosts overall household income.

Peter D. Hart Research Associate, January 1998; *Ask A Working Woman*, Lake Sosin Snell Perry and Associates, August 1997; *Women's Voices*, Lake Research/American Viewpoint/Buffalo Qualitative Research, September 1996; Lake Research, Public Opinion on Pay Equity, February 1997.

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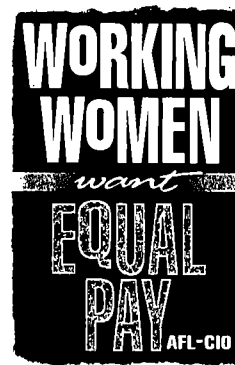
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It's Time for Working Women to Earn Equal Pay

Fact Sheet



Equal pay has been the law since 1963. But today, 35 years later, women *still* are paid less than men—even when we do similar work and have similar education, skills and experience. In 1976, women were paid 74 cents for every dollar men received. That's \$26 less to spend on groceries, housing, child care and other expenses for every \$100 worth of work we do.

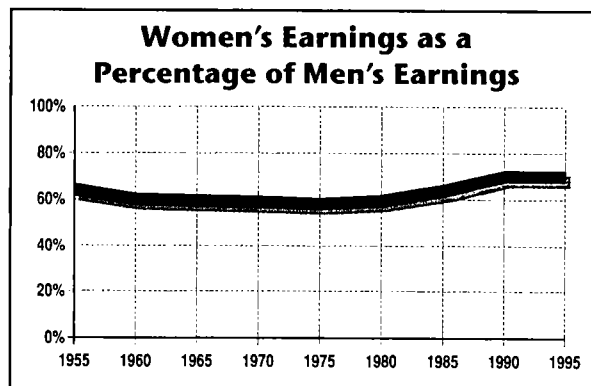
Because we're paid less now, we have less to spend on our families and less to save for our futures. And when we retire we'll earn smaller pensions than men. In 1994, women's private-pension benefits were less than half those of men—just \$3,000 a year, compared with \$7,800.

Sure, we've made progress. But not nearly enough and not fast enough. In the 35 years since the Equal Pay Act passed, the pay gap between men and women has narrowed by less than half, from 41 cents per dollar to 26 cents. And research by the Institute for Women's Policy Research (IWPR) finds that most of the recent change is because men's real wages have been falling—not because women's have risen.

Equal Pay Is an Issue for All Working Women

Over the past few decades, laws barring discrimination in education and employment have helped give working women opportunities our mothers never had. Today, women work in many different fields, each requiring different skills and experience and paying different wages. But opening doors for working women has not closed the door on pay discrimination. Equal pay is a problem for *all* working women—

- For women *lawyers*, whose median weekly earnings are nearly \$300 less than those of male attorneys, and for women *secretaries*, who receive about \$100 a week less than male clericals;
- For women *doctors*, whose median earnings are more than \$500 less each week than men's, and for the 95 percent of *nurses* who are women but who earn \$30 less each week than the 5 percent of nurses who are men;
- For women *professors*, whose median pay is \$170 less each week than men's, and for women *elementary school teachers*, who receive \$70 less a week than men;



Source: Institute for Women's Policy Research. *The Wage Gap: Women's and Men's Earnings*. Note: Women's earnings as a percentage of men's earnings are based on the median annual earnings of full-time, year round workers.

One of a series of Fact Sheets produced by the AFL-CIO Working Women's Department, 815 16th St., N.W., Washington, D.C. 20006, 202-637-5064, e-mail at 104525.2207@compuserve.com or on the web at www.aflcio.org/women

Highlights of Federal and State Equal Pay Legislation

Working women want equal pay -- and legislators are listening. In state legislatures, in Congress, and in the White House, initiatives are underway to strengthen equal pay enforcement and protections against wage discrimination. Examples include:

Equal Pay Action in the States ...

√ A Fair Pay bill before the *Alabama* legislature would bar employers from paying workers differently for equivalent jobs that are segregated by gender, race or national origin, unless the pay differences are based on seniority, merit, or quantity or quality of production. "Equivalent jobs" are jobs with identical composites of skill, effort, responsibility and working conditions. The bill bans retaliation for challenging pay practices, as well as requesting or disclosing employer wage data; requires annual wage reports by business (open to the public); and authorizes compensatory and punitive damages for violations.

√ In *Connecticut*, a bill introduced in early March would bar employers from paying different rates to workers in equivalent jobs, because the jobs are dominated by workers of one gender, race or national origin. It requires employers to provide employees, upon request, information about jobs and wages, and prohibits retaliation against employees for seeking or disclosing such information. The bill directs the state Labor Department to publish data on occupational distribution and wages by sex, race and national origin, and to issue fair pay rules.

√ Several measures are heading for a vote in the State Assembly in *New York*. Three of the measures would amend the labor, human rights and civil service laws, while another would amend the state's constitution. Collectively, the bills would bar public and private sector employers from discriminating in pay based on sex, race or ethnicity. The intent of these bills is to provide a broader pay equity standard than the equal work requirement that now applies under the states' laws. One measure dealing only with sex-based differentials would allow differentials based on any factor other than sex, including seniority, merit, or quantity and quality of production.

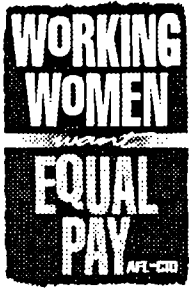
√ The *West Virginia* legislature passed a bill on March 12, 1998, that prohibits the state from paying male and female employees different wages for work of "comparable character" that requires "comparable skills," except where differences are based on seniority, merit, or quantity or quality of production. It bars retaliation against employees who seek to enforce the equal pay protections. Violations would be enforced through employee grievances. The bill creates a state Equal Pay Commission to recommend a methodology and funding to implement the equal pay mandate, as well as to publish implementation rules by July 1, 2001.

Equal pay initiatives have been under consideration in several other states as well.

Equal Pay Action in Congress ...

√ The ***Paycheck Fairness Act***, sponsored by Senator Daschle and Congresswoman DeLauro is slated for introduction in the near future. The Act strengthens penalties that courts may impose for equal pay violations and prohibits retaliation against workers who inquire about or disclose information about employers' wage practices. The Act provides for compensatory and punitive damages, in addition to back pay, for women denied equal pay for equal work; authorizes class action equal pay suits; and directs the U.S. Department of Labor to provide public information about strategies for identifying and eliminating wage discrimination, as well as to issue guidelines for evaluating jobs. The President has announced his support for the Paycheck Fairness Act.

√ The ***Fair Pay Act***, sponsored by Senator Harkin and Congresswoman Norton, would prohibit wage discrimination based on sex, race and national origin, by requiring employers to provide equal pay for work of equal value, whether the jobs are the same or not. The bill would also ban retaliation against workers who challenge pay practices, seek or disclose wage information, and require employers to file wage information annually with the EEOC. The Fair Pay bills were introduced last year.



equal pay

alert

It's High Time—Past Time—for Women of Color to Earn Equal Pay

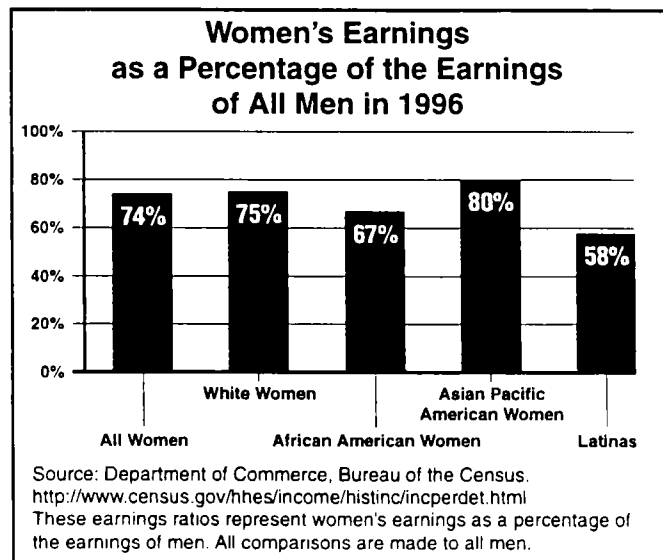
Thirty-five years after the passage of the Equal Pay Act, paychecks and pensions for women of color are still coming up short. And women know it. Here's what you told us in the *Ask A Working Woman* survey:

- Hands down, the top concern for women workers is equal pay.
- Nearly every woman of color (98 percent) thinks equal pay is important—yet more than half of African American women (54 percent) say they don't have it.
- While 85 percent of Latinas say pension benefits are *very* important to them, only 57 percent have these benefits.
- The top job problem cited by Asian Pacific American women in the survey is sex discrimination.

If you're a woman of color in America today, chances are you'll spend at least part of your life working for pay—not enough pay.

- Less than 2 percent of all working women earn more than \$75,000 a year—and 70 percent earn less than \$25,000 a year.
 - Less than 1 percent of African American women earn more than \$75,000 a year—and 73 percent earn less than \$25,000.
 - Less than 1 percent of working Latinas earn more than \$75,000—and 82 percent earn less than \$25,000.
- In 1996, women were paid 74 cents for every dollar men received. That's \$26 less to spend on groceries, housing, child care and other expenses for every \$100 worth of work we do.

- African American women only earn 67 percent of what men earn.
- Latinas earn 58 percent of what men earn.
- Asian Pacific American women, too, earn less. Their pay inequality is less severe than for women as a whole, but they still earn only 80 percent of men's pay. (*Note: In many cases, figures are unavailable for Asian Pacific American women workers.*)



- African American women workers earned a median of just over \$15,000 in 1996. Latina workers earned less than \$12,000.

At the patient's bedside, behind the cash register or in the executive suite—women of color earn less.

Most women of color hold low-paying jobs.

- Three-quarters of African American women and

Primary Occupations for Women of Color, 1996

African American Women		Latinas	
Occupation	Median Weekly Earnings – All Women	Occupation	Median Weekly Earnings – All Women
1. Nursing aides, orderlies and attendants	\$286	1. Cashiers	\$240
2. Cashiers	\$240	2. Secretaries	\$406
3. Secretaries	\$406	3. Sales workers, retail and personal services	\$259

Source: U.S. Department of Labor, Facts on Working Women, "Women of Hispanic Origin in the Labor Force," Feb. 1997. U.S. Department of Labor, Facts on Working Women, "Black Women in the Labor Force," March 1997. Also, U.S. Department of Labor, *Employment and Earnings*, Jan. 1997.

Latinas work in just three types of employment—sales and clerical, service and factory jobs. (Two-thirds of white women hold such jobs.)

- African American women are most commonly employed as nursing aides, orderlies and attendants. The pay? A mere \$286 a week.
- For Latinas, the most common occupation is that of cashier, and here the pay is even less—\$240 a week.
- For the majority of women of color, their jobs don't even pay enough to reach the poverty line for a family of four—\$16,036 in 1996.
 - ♦ Sixteen percent of African American and Latina working women live below the poverty line—more than double the rate (7.7 percent) for all women workers.

Even women of color in higher-level jobs earn less.

- Twenty-three percent of African American women workers and 17 percent of Latina workers hold professional and managerial jobs. Women in these jobs earn only 72.3 percent of what their male counterparts earn.

**Equal pay isn't just a women's issue—
it's a family issue.**

Your family depends on you...

Nearly two-thirds of working women report that they provide about half or more of their household income. Two out of five working women head their own households and 28 percent have dependent children.

- More than three-quarters (77 percent) of African American women surveyed said they provide about half or more of their household income.

- Sixty-eight percent of Latinas surveyed said they provide about half or more of their household income.

In African American and Latino families, women's income is especially important because African American and Latino men earn less than white men.

- The median income for African American families in 1996 was only \$26,522. For Latino families it was \$26,179. That's only two-thirds of the average for all families—\$42,300. And it's far below the family income of the top 5 percent of Americans—\$217,355 a year.

You're more likely to retire poor, too.

Women are less likely than men to have pension plans. Once we retire, we're less likely to receive pension checks—and those checks are only half as big as men's.

- Nearly two out of three working women have no pension plans—and pension coverage in the jobs most common to women of color is especially low.
 - ♦ Among African American women in sales and service, only one in five is covered by an employer-provided pension plan.
 - ♦ Latinas have it worse—only 16 percent of Latinas in sales and only 13 percent of Latinas in service have pension coverage.
- Among all women who are older than 65 today, only one in five, including one in five African American women, receives a pension check.
 - ♦ Only one in nine Latinas older than 65 is receiving a pension check.
- In 1994 the average pension for women was only \$3,000 a year—less than half that of men.
- Today, 30 percent of African American women and 28 percent of Latinas older than 65 live in poverty.

Here's What You Can Do

Working women are joining together to gain equal pay. You can:

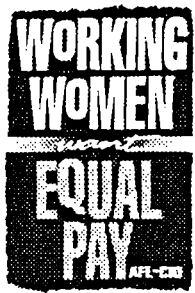
- **File a discrimination charge with a federal or state anti-discrimination agency.** The federal Equal Employment Opportunity Commission (EEOC) enforces the Equal Pay Act and other laws barring discrimination. If you believe you have been denied a job, paid less, passed over for promotions or discriminated against in other ways because of your sex, race or national origin, you can file a complaint with the EEOC office in your area. **You don't need a lawyer.** To be connected with the EEOC office in your area, call 1-800-669-4000.

- **If you belong to a union, talk to your shop steward.** The steward can give you advice about your rights and help you take action under your collective bargaining agreement.
- **If you don't belong to a union, join one.** Women in unions earn 38 percent more than women who aren't in unions. African American women union members earn 44 percent more than their nonunion counterparts. For Latina workers, it's 43 percent more. Union members are likely to earn better benefits, too.
- **Join the *Working Women Working Together Network*,** which is taking legal action where appropriate, fighting for stronger laws and winning equal pay through union bargaining.

To get more information on equal pay—and to make your voice heard—call the *Working Women Working Together Network* at 1-888-971-9797.

Sources:

Jennifer Reingold, "Executive Pay," *Business Week*, Apr. 21, 1997, p. 58; Lake, Sosin, Snell, Perry & Associates, "AFL-CIO Ask A Working Woman Survey" (Aug. and Oct. 1997); U.S. Department of Commerce, Bureau of the Census: Annual Demographic Survey, "Source of Income in 1996" and "Pension plan coverage of workers, by selected characteristics, sex, race and Hispanic origin, and poverty status: 1996" (March 1997); *Money Income in the United States: 1996*, pp.60-197; *Poverty in the United States: 1996*, pp.60-198; U.S. Department of Labor: Bureau of Labor Statistics, *Employment Earnings*, Jan. 1997; "Union Members in 1996," Jan. 31, 1997; Facts on Working Women, "Women of Hispanic Origin in the Labor Force" (Feb. 1997) and "Black Women in the Labor Force" (March 1997); Pension and Welfare Benefits Administration, *Retirement Benefits of American Workers*, Sept. 1995.



equal pay alert!

Around the World, Women Earn Less

On every continent, more women are working for pay than ever before.

In 1990, women were at least one-third of the workforce in most countries. Experts predict that, by the year 2000, as many women will be working as men.

In *industrial* countries, more women are working for pay than ever before. In 1980, 53 percent of women of working age were in the workforce. By 1990, 60 percent were.

But on every continent, women's pay lags well behind men's.

Worldwide, women earn an average of 75 percent of men's pay (this figure excludes agricultural work).

In Asia, for example, women in Bangladesh earn as little as 42 percent of what men earn and in Vietnam it's 92 percent. In Africa, women in the Syrian Arab Republic earn only 60 percent of what men earn, and in Tanzania, women earn 92 percent of men's earnings. In South America, Chile's women earn 61 percent of what men earn, and Colombian women earn 85 percent of men's earnings.

Much of women's work—for example, caring for children or the elderly or doing agricultural work—is unpaid. In fact, around the world, women receive **no wages** for 66 percent of the work they do.

Women hold jobs at the bottom of the pay scale.

Around the world, women are more likely than men to hold low-paying jobs:

In Japan, about 37 percent of working women hold low-wage jobs—compared to only 6 percent of men.

In the U.S., about 33 percent of working women hold low-wage jobs—compared to 20 percent of men.

In the United Kingdom, about 31 percent of working women hold low-wage jobs—compared to 13 percent of men.

In France, 25 percent of working women hold low-wage jobs—8 percent of men do.

In Sweden, about 8 percent of working women hold low-wage jobs—3 percent of men do.

Worldwide, women hold only 14 percent of administrative and managerial jobs and less than 6 percent of senior management jobs.

One key result? Around the world, more women than men live in poverty.

Females account for 70 percent of the more than 1 billion people who live in poverty.

The U.S. lags behind other industrialized nations.

In the United States, equal pay has been the law since 1963. But women still earn only 74 percent of men's pay. The U.S. wage gap for women is worse than the wage gap for women in Australia, Austria, Germany, Italy, Norway and Sweden.

The U.S. refuses to endorse international agreements on equal pay.

The U.S. and Korea are the only industrialized nations that have failed to sign a 1951 international resolution—the Equal Remuneration Convention of the International Labour Organization of the United Nations—endorsing the principle of equal pay for work of equal value.

The U.S. also has failed to ratify the 1979 United Nations Convention for the Elimination of All Forms of Discrimination Against Women.

The AFL-CIO supports equal pay for all the world's women.

We call on Congress to sign the international resolutions endorsing equal pay and to join us in calling for an end to discrimination against women.

We're sponsoring a national day of action and ongoing activities across the country, supporting fair pay legislation and stepping up union bargaining for equal pay.

Unionized women earn 40 percent more than women not in unions—and the wage gap between union women and union men is one-third smaller than for nonunion workers. If you're not earning equal pay, ask your union for help. If you're not in a union, form or join one!

To get more information on equal pay—and to make your voice heard, call:

- The *Working Women Working Together Network* at 1-888-971-9797.
- The Coalition of Labor Union Women at 202-466-4610.
- The National Committee on Pay Equity at 202-331-7343.

This Equal Pay Alert was jointly published by the AFL-CIO Working Women's Department and the Coalition of Labor Union Women in honor of International Women's Day.

Sources: **Francine D. Blau and Lawrence M. Kahn**, *The Gender Earnings Gap: Some International Evidence*, National Bureau of Economic Research, December 1992. **International Labour Organization**, "Report III Part 2—List of Ratifications by Convention and by Country" (as of 31 December 1996), International Labour Conference 85th Session 1997; "Women Work More. But Are Still Paid Less," August 25, 1995; "Women Swell Ranks of Working Poor," *World of Work*, September/October 1996; Lin Lean Lim, *More & Better Jobs for Women—An Action Guide*, 1996. **National Committee on Pay Equity**, *Newsnotes*, Winter 1996, citing UNDP Human Development Report, 1995, p. 36. **Joni Seager**, *The State of Women in the World Atlas*, 1997; **U.S. Department of Labor**, *Employment and Earnings*, January 1998. **United Nations Development Program**, *Human Development Report 1997*.