

EQUAL PAY DAY

APRIL 17, 2012

Equal Pay Day will be recognized this year on April 17, 2012. This date symbolizes how far into 2012 women must work to earn what men earned in 2011 alone. According to Census statistics released in September, 2010 women working full-time, year round make, on average, 77 cents for every dollar a male earns.

Median earnings for most women of color are even lower. In 2009, the earnings of African American women were 67.5 % of all men's earnings, and Latinas' earnings were 57.7 % of all men's earnings. Asian American women's earnings in 2009 were 90 % of all men's earnings. Gender wage discrimination has been illegal since President Kennedy signed the Equal Pay Act in 1963 but the wage gap persists. Women earned 59 cents to every dollar earned by men in 1963, but progress has slowed and the gender wage gap widened slightly from 77.8 to 77.1 % between 2007 and 2008.

Over a lifetime of work this loss adds up into a shockingly high career wage gap. The career gap lowers women's earnings over a lifetime and reduces their long-term assets and that of their families. The typical woman loses \$431,000 in pay over a 40-year career. *

Wage disparity persists across all educational levels and in all states. Women with the most education lose the most in earnings. Women with a college degree or higher lose \$713,000 over a 40-year period versus a \$270,000 loss for women who did not finish high school.

Equal Pay Day is a nationwide effort to increase awareness of the women's wage gap, its causes and potential remedies. Each year, the [National Committee on Pay Equity \(NCPE\)](#) organizes the national observance of Equal Pay Day to raise awareness about unfair pay in America. Since 1999, **Equal Pay Day** activities of the Coalition for Equal Pay have included community groups, women's groups, labor unions and the South Bay AFL-CIO Labor Council, the county's Office of Women's Policy and Commission on the Status of Women, and concerned individuals, primarily in Santa Clara County.

*Information released by the Business and Professional Women's Foundation