

Pay Equity - what is it?

It is referred to in many different ways, one being the gap between what men make and what women make for a performed job.

Hard Facts on Pay Equity:

- * 26% of women work in clerical and other administrative positions. They earn \$100 less per week than men in the same position.
- * 19% work in professional specialty occupations (nurses, school teachers, university professors, doctors, writers, dentist, computer systems analysts). They earn \$213 less a week.
- * 16% work in executive and managerial occupations, earning \$289 less than men.
- * 13% work in service occupations (waitresses, dental assistants, hair dressers, child care workers, police) and earn \$93 less than men.
- * 10% work in sales (retail, real estate), earning \$250 less than men.
- * 8% work as operators, fabricators, and laborers, and earn \$129 less.
- * 4% work as technicians or in related support positions (health, and science technicians, legal assistants) earning \$190 less than men.

Since 1963 when the Equal Pay Act was signed, the closing of the wage gap has been at a rate of less than half a penny a year. This is attributed in part to the Equal Pay Act's limited scope:

- * It fails to provide equal pay for jobs that are comparable but not identical.
- * It fails to cover wage discrimination based on race.
- * It fails to cover part time or contingent workers.
- * It fails to allow groups of workers to file class action suits.