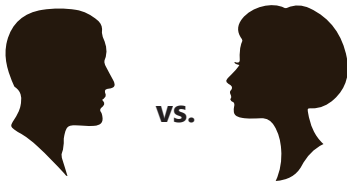


Paycheck Fairness Act Fact Sheet

HISTORY



Before the Paycheck Fairness Act, women made **59%** of a man's salary



John F. Kennedy signs the Equal Pay Act into Law



Today, women make up **NEARLY HALF** of the American workforce

So where is the problem?

51 YEARS LATER, WAGE DISPARITIES STILL EXIST ACROSS INDUSTRIES

In industries employing mostly full-time employees, the numbers below represent the amount women are paid per dollar for men in the same position



Health Care & Social Assistance

71 cents



Manufacturing

73 cents



Retail

76 cents



Education

86 cents

\$11,607
The yearly wage gap between full-time working men and women

77 cents
Amount women in the US are paid for every \$1 paid to men

EDUCATION ALONE CANNOT CLOSE THE GAP

Among full-time, year-round workers:

Women with doctoral degrees are paid less than **men with master's degrees**.

Women with master's degrees are paid less than **men with bachelor's degrees**.

PAYCHECK FAIRNESS HELPS FAMILIES AS WELL AS WOMEN

Women are the primary breadwinners in **40% of U.S. families**

In Illinois, **611,462 households are headed by women**

BENEFITS

For employees, this bill would:

Improve remedies and strengthen penalties for equal pay violations.

Modernize and facilitate class action Equal Pay Act claims.

Protect workers who discuss salary information with colleagues.

Require employers to prove that wage disparities between men and women holding the same position and doing the same work stem from legitimate reasons other than gender.

For employers, this bill would:

Recognize excellence in pay practices

Increased federal outreach and assistance to all businesses to help improve equal pay practices

The Paycheck Fairness Act (S. 84 and S. 2199) would give women additional tools to remedy pay discrimination by strengthening current laws and requiring the federal government to be more proactive in ensuring equal pay for women.

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