

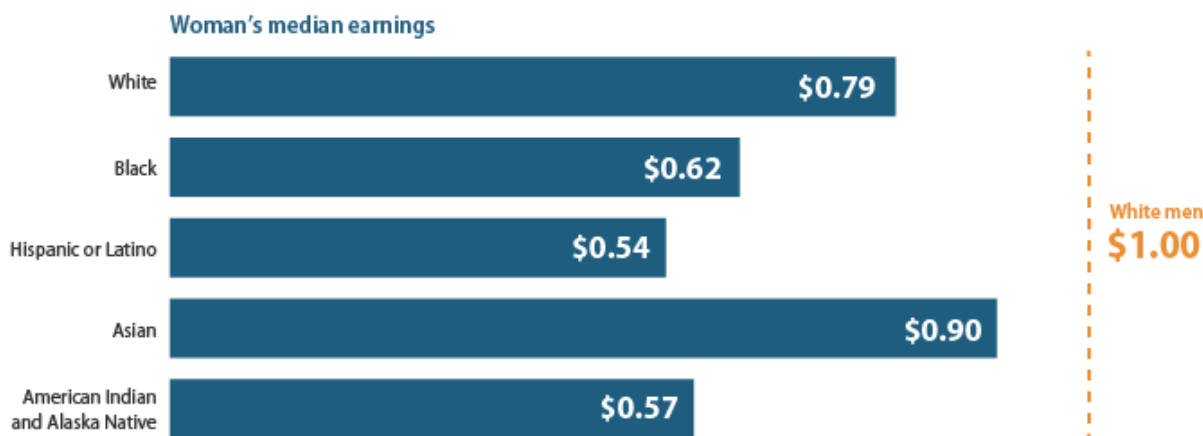
Submission for the Record
Rep. Robin L. Kelly
Equal Pay Day Hearing
March 24th 2021

The gender wage gap refers to the difference in earnings between women and men. Experts have calculated this gap in a multitude of ways, but the varying calculations point to a consensus: Women consistently earn less than men, and the gap is wider for most women of color.

FIGURE 1

The gender wage gap is more significant for most women of color

Comparing 2018 median earnings of full-time, year-round workers by race/ethnicity and sex



Notes: The gender wage gap is calculated by finding the ratio of women's and men's median earnings for full-time, year-round workers and then taking the difference. People who have identified their ethnicity as Hispanic or Latino may be of any race.

Sources: For all groups except American Indian and Alaska Native women, the Center for American Progress calculated the gender wage gap using data from U.S. Census Bureau, "Current Population Survey: PINC-05. Work Experience—People 15 Years Old and Over, by Total Money Earnings, Age, Race, Hispanic Origin, Sex, and Disability Status: 2018," available at <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html> (last accessed March 2020). Specific tables used are on file with the author. CAP calculated the gender wage gap for American Indian and Alaska Native women using U.S. Census Bureau, "Table B20017C: American Indian and Alaska Native alone population, non-Hispanic or Latino population 16-years and over with earnings in the past 12 months, 2018 American Community Survey (ACS) 1-Year Estimates," available at <https://www.census.gov/programs-surveys/acs/> (last accessed March 2020); U.S. Census Bureau, "Table B20017H: White alone, non-Hispanic or Latino population 16-years and over with earnings in the past 12 months, 2018 American Community Survey (ACS) 1-Year Estimates," available at <https://www.census.gov/programs-surveys/acs/> (last accessed March 2020).



- Gender inequality is not only a pressing moral and social issue but also a critical economic challenge. If women—who account for half the country's working-age population—do not achieve their full economic potential, the nation's economy will suffer.
- A McKinsey Global Institute report finds that \$12 trillion could be added to global GDP by 2025 by advancing women's equality. The public, private, and social sectors will need to act to close gender gaps in work and society.

Source: <https://www.mckinsey.com/featured-insights/employment-and-growth/how-advancing-womens-equality-can-add-12-trillion-to-global-growth>

- In my “hometown”, a report prepared by Chicago Foundation for Women found that if Chicago were to match best-in-class standards of gender parity, it would grow the region’s Gross Domestic Product (GDP) by \$58 billion by 2025.

Source: https://www.cfw.org/wp-content/uploads/2019/08/GenderEquity2019_Report_FINAL_edited.pdf

- Without updated and comprehensive equal pay reform, the gender wage gap has only closed by 4 cents in more than a decade. At the current pace, women are not estimated to reach pay parity with men until 2059.²²
- To begin to close the gender wage gap, women need updated comprehensive equal pay legislation, such as the Paycheck Fairness Act,²³ that will strengthen existing protections and further combat discriminatory practices. Other robust work-family policies are also essential to truly combating the multifaceted gender wage gap so that women—who disproportionately assume much of the caregiving responsibilities in their families—are not unfairly disadvantaged by taking time to address care needs. For example, access to paid sick days and a comprehensive paid family and medical leave program are just two of the essential policies that would help minimize job loss and ensure better economic security for all workers.²⁴ Beyond public policy, society must confront cultural biases that continue to harm women—particularly women of color—by devaluing their work and confining them to specific gender roles. Only by enacting essential policies and shifting cultural attitudes can the United States begin to dismantle the patriarchal structures that systematically disadvantage and shortchange women and their families.