Equal Pay Act
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**Background**
- When the Equal Pay Act (EPA) was first signed in 1963, women earned 59 cents for each $ a man made; now women earn ~79 cents for each $ a man makes (20-cent difference).
- The EPA prohibits sex-based wage discrimination:
  - This means that women must be paid the same for equal work on jobs with equal level of skill, effort, and responsibility.
- However:
  - Men are paid a higher wage than females based on seniority, merit, productivity, and "a differential based on any other factor than sex."
  - Vague language (like what is underlined above) limits women from filling (and winning) lawsuits that demonstrate that they were paid less because of their gender.
- If found in violation: The only (current) penalty is to pay two years of retroactive pay.

**Equal Pay Days 2020**
- Pay Parity between men and women should be on December 31 of each year.
- Here would be the dates that the average woman must work until to earn equal pay for 2019 in 2020:
  - Asian American women (90 cents): February 11
  - All women (82 cents): March 31
  - Mothers (70 cents): June 4
  - Black women (62 cents): August 13
  - Native American women (57 cents): October 1
  - Latina women (54 cents): October 29

**Arizona Statistics**
- Arizona ranked #35 overall (as of March of 2016)
  - 54.5% of the labor force in AZ is women (ranked 46 of 50...)
  - 38.6% of women in AZ are in managerial or professional occupations
- Arizona has a C on the Earnings Composite Index and is ranked in the worst third for equal pay in the US.

**Nationwide Statistics**
- Best State to work:
  - Washington D.C.
  - Women earn 86.7% of what men make.
- Worst state to work:
  - Mississippi
  - Women earn 74.5% of what men make.

**Implications Relevant to Everyone**
- The less money that a woman earns less $ to go back to:
  - Woman (e.g., her saving / checking / retirement account / stock market account)
  - Think Medicaid / Medicare...
  - Others in woman's family system (e.g., her children; any other caregiving she does, such as parents)
  - Think opportunities like health care, school costs, savings for college or trade school; health care options and facilities
- The economy / the GDP (gross domestic product)
  - The GDP is a measure of economic well-being
  - GDP measures the total market value (gross) of all U.S. (domestic) goods and services produced (product) in a given year.
  - Compared with prior periods, GDP tells us whether the economy is expanding by producing more goods and services, or contracting due to less output.

- In 2018, using BLS data released in 2019 as specific to mothers:
  - 65% of mothers with children under six were employed;
  - 76% of mothers with children between 6 and 17 were employed;
  - 74.1% of single-mothers were employed.
  - With mothers earning less than fathers, on average, this leaves less $ for essentials for the family such as food, clothing, and housing.

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