**Fact Sheet:**

**Working Thesis:** Women should be payed just as much as men.

**URLs for sources:**

1. <http://www.whitehouse.gov/issues/equal-pay>
2. <http://www.bls.gov/news.release/pdf/wkyeng.pdf>
3. <http://www.nps.gov/subjects/civilrights/equal-pay-act-1963.htm>
4. <http://www.brookings.edu/research/testimony/2012/06/05-poverty-families-haskins>
5. <http://www.eeoc.gov/laws/statutes/epa.cfm>
6. <http://www.nwlc.org/resource/lilly-ledbetter-fair-pay-act-0>

**General Overview of the issue:**

I want to raise awareness of the fact that women are paid less than men. Women are just as valuable in the workplace as men and therefore should be paid equally. Therefore, because women are receiving less money for the same amount of work, more households are falling into poverty. In addition, women of color are paid even less than a white women.

**Specific Facts on the issue:**

-“The pay gap is even greater for African-American and Latina women, with African-American women earning 64 cents and Latina women earning 56 cents for every dollar earned by a Caucasian man” (1).

-“On average, full-time working women earn just 77 cents for every dollar a man earns” (1).

-”Women who usually worked full time had median weekly earnings of $724, or 82.1 percent of the $882 median for men” (2).

-“In 1945, Congress introduced the Women's Equal Pay Act which contained the phrase "comparable work." This meant equal pay for different jobs in the same workplace. Pay was to be determined by comparing the worth and/or difficulty of the jobs. The phrase was the subject of heated debate and the bill failed to pass” (3).

-“Throughout the 1950s, several bills seeking equal pay for women were introduced in Congress, but all failed to move forward. By 1960, there were approximately 25 million women working outside the home. While women again accounted for 37% of the total workforce, they only earned an average of 59 cents on the dollar compared to men” (3).

-Equal Pay Act of 1963:"jobs requiring equal skill, effort, and responsibility, and which are performed under similar working conditions” (3).

- “Congress decided to make the Equal Pay Act an amendment to the already existing Fair Labor Standards Act (FSLA). These standards labor such as basic minimum wage and overtime pay and affected most private and public employment. In addition, the FLSA provided established procedures for investigating violations of the standards and clearly defined penalties. With these changes the Equal Pay Act passed the House and Senate and was signed in to law on June 10, 1963” (3).

-“the poverty rate for children in female-headed families was 44.3 percent. The difference between these two poverty rates is a specter haunting American social policy because the percentage of American children who live in female-headed families has been increasing relentlessly for over five decades. In 1950, 6.3 percent of families with children were headed by a single mother. By 2010, 23.9 percent of families with children had single-mother heads. That a higher and higher fraction of children live in the family type in which they are about four times as likely to be poor exerts strong upward pressure on the poverty rate “ (4).

-”In other words, pay discrimination is a real and persistent problem that continues to shortchange American women and their families” (1).

**Possible Solutions:**

-Update the Equal Pay Act of 1963 and the Lilly Ledbetter Fair Pay Act so there are no loopholes. State that people doing the same job should be paid the same amount, despite their gender. Also, create a federal bill strictly for Women’s Equal Pay, so that any woman who is given unfair pay can file her claims under a bill dedicated to the issue, instead of one that only slightly touches on the issue.

-Equal Pay Act of 1963 → John F Kennedy signed. Declared equal pay to those who did jobs with equal amount of effort, skill, and responsibility. (5)

- The Lilly Ledbetter Fair Pay Restoration Act → Allows anyone who is discriminated against or treated unfairly in the workplace to take their issue to court under the anti-discrimination laws (6).