

## Excerpts from

### AAUW “The Simple Truth about the Gender Pay Gap”, 2011

- Pay gap is real
- AAUW has been on front lines of the fight for pay equity since 1913
- AAUW members were in the Oval Office when President John F. Kennedy signed the Equal Pay Act of 1963 into law
- January 2009 President Barack Obama signed the Lilly Ledbetter Fair Pay Act into law
- November 2010, the Senate failed to pass the Paycheck Fairness Act
- About 1/3 of employed mothers are the sole breadwinners for their families
- Nebraska’s medial annual earnings and earnings ratio, by gender, 2009:

<u>Men</u>	<u>Women</u>	<u>Earnings Ratio</u>
\$39,516	\$30,562	77%
- Just one year after college graduation, women earned only 80% of what their male counterparts made
- Ten years after graduation, women fell further behind, earning only 69% of what men earned
- In general, women earn about 90% of what men earn until around the age of 35, at which point median earnings for women start to grow much more slowly than median earnings for men
  - After age 35, women’s median earnings fall to between 70% and 80% of the median earnings of men and women, and remain there until retirement

### *How Can I Make a Difference?*

#### Individuals:

- Acquire a college education
- Develop negotiation skills
- Influence employers and governments

#### Employers:

- Pay workers fairly
- Compensation transparency
- Use audits to monitor and address gender pay differences

#### Governments:

- Additional legislation is needed to provide more effective equal pay protections