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**Equal Pay Day:
Tuesday,
April 28, 2009**
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What is Equal Pay Day?

Equal Pay Day is observed in April to indicate how far into each year a woman must work to earn as much as a man earned in the previous year.

Why is it held in April?

April symbolizes the month when women’s wages catch up to men’s wages from the previous year. To help end wage inequities, the National Committee on Pay Equity (NCPE), a nonprofit organization working exclusively to achieve pay equity in America, coordinates this annual day of action.

Why is it held on a Tuesday?

Tuesday symbolizes the day when women's wages catch up to men's wages from the previous week. Because women on average earn less, they must work longer for the same pay. For women of color, the wage gap is greater, as shown in our fact sheet.

Why wear red on Equal Pay Day?

Wearing red symbolizes how far women and minorities are “in the red” with their pay.

What is being done about pay equity?

Every year in April, Business and Professional Women/USA and hundreds of other organizations – women’s, civil rights, labor, and community – team up with the NCPE for a national day of action promoting fair pay: Equal Pay Day. Pay equity continues to be an issue of economic justice for women and minorities in America.

Current Pay Rates:

White Male- \$1.00 African American Male - \$0.79 Hispanic Male - \$0.66 Asian American Male- \$1.17	White Female- \$0.76 African American Female- \$0.69 Hispanic Female - \$0.57 Asian American Female- \$0.89
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Recent Changes:

On January 29, 2009 President Barack Obama signed the Lilly Ledbetter Fair Pay Act into law, making it the first legislation of his administration. Lilly Ledbetter was present when the President signed the bill. The Act reverses the Supreme Court’s 5-4 ruling in 2007 (*Ledbetter v. Goodyear Tire and Rubber Co.*) and restores the ability of victims of wage discrimination to hold their employers accountable for injustice and challenge the practice in court.

Further information provided on the following Web sites:

Source, and for more information: National Committee on Pay Equity

www.pay-equity.org/day.html

Questions & Answers on Pay Equity

www.pay-equity.org/info-Q&A.html

Real Life Examples of Equivalent Jobs - women's jobs pay much less than men's jobs

www.pay-equity.org/PDFs/EquivalentJobs.pdf

Profile of the Gender Wage Gap by Selected Occupations

www.pay-equity.org/PDFs/occupation2000.pdf

Business and Professional Women/USA

www.bpwusa.org

Women's Center Resource Library materials on this topic:

Doing Comparable Worth: Gender, Class, and Pay Equity

by Joan Acker

Selling Women Short

by Liza Featherstone

Women and Men at Work

by Barbara F. Reskin, Irene Padavic

Uncertain Terms: Negotiating Gender in American Culture

Edited by Faye Ginsburg and Anna Lowenhaupt Tsing

The Feminist Dollar: The Wise Woman's Buying Guide

by Phyllis A. Katz and Margaret Katz