



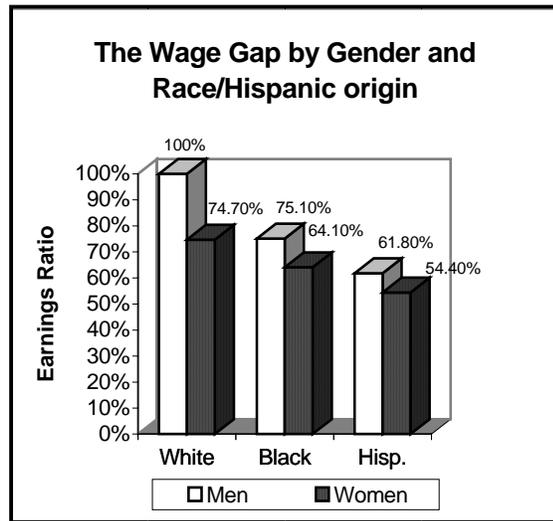
National Committee on Pay Equity

AFRICAN-AMERICAN WOMEN IN THE WORKPLACE

Labor Force Participation – 63%

- According to the Bureau of Labor Statistics (BLS), in 2000, 8.7 million black women were in the labor force, with a participation rate of 63%.
- The BLS predicts that by 2008, 10.2 million black women will be in the labor force.

Earnings

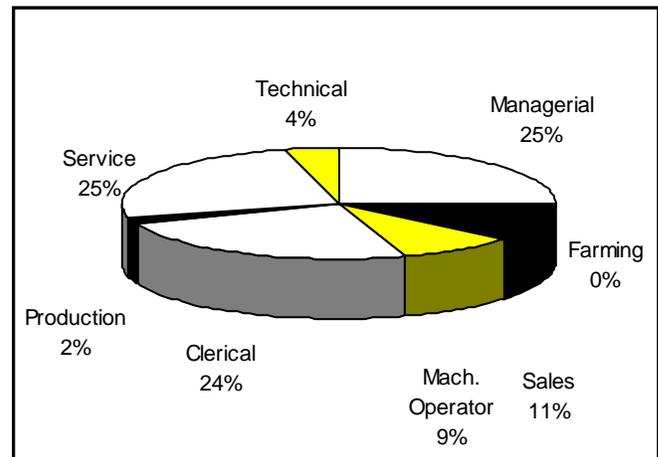


(Bureau of Labor Statistics)

- Looking at full-time workers, black women's median weekly earnings (\$429) were only 64% of the earnings of white men (\$669).
- In one year, the average black woman earns \$12,000 less than the average white man does. Over a thirty-five year career, this adds up to \$420,000!

Black Women by Occupation 2000

(Bureau of Labor Statistics)

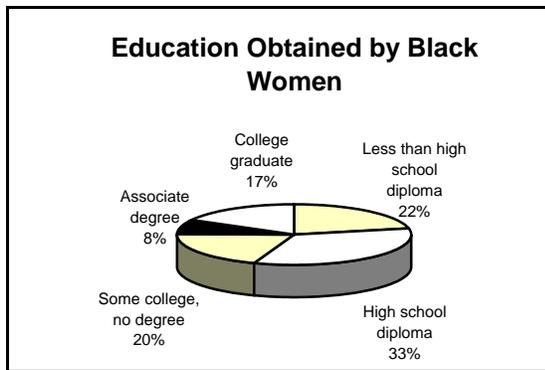


Job Description	(All) Women's Median Weekly Earnings
Admin. Support/Clerical	\$449
Sales	\$407
Service	\$316
All Occupations	\$491

(Bureau of Labor Statistics – full-time workers)

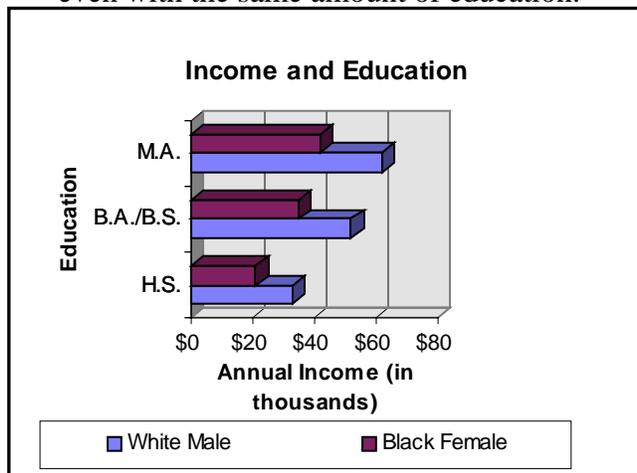
- The median weekly earnings for all women are \$491, a substantially greater amount than women in administrative support, sales, or service occupations are paid. Since 60% of black working women are in those occupations, black women are disproportionately affected by the low wages of these industries.
- Unions can help. In 2000, full-time working black women in unions made \$564 per week. Those who were non-union made \$408 per week.

Education



(Census Bureau -- 1999)

- Seventy-eight percent of black women have completed high school, while 17% have completed at least a bachelor's degree.
- Educational attainment, however, does not guarantee that the wage gap will disappear. Black women still make less even with the same amount of education.



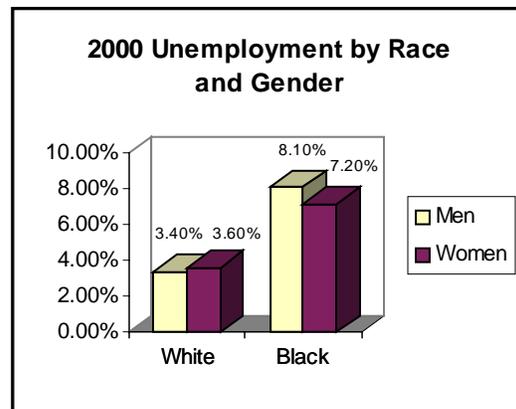
(Census Bureau --1999)

- Among full-time, year-round workers, black women with Bachelors' degrees make only \$1,545 more per year than white males who have only completed high school.

Family Life

- Black women account for 30% of all female-headed families in the U.S. They have a median income of \$18,244 annually, while families headed by white males (no wife present) have a median income of \$39,240. (Note: Income is more inclusive than earnings.)

Unemployment



(Bureau of Labor Statistics)

- The unemployment rate for black women in 2000 was twice that of white women or white men.

Unequal Pay for Equal Work

- Women, including African-Americans, continue to receive unequal pay for equal work despite laws prohibiting this wage discrimination.
- In the largest racial discrimination suit ever, Coca-Cola Company agreed to pay \$192 million to resolve a class action lawsuit brought by black employees. That figure includes compensatory damages, back pay, money for promotions, pay equity adjustments, money for programmatic reforms, and attorney's fees. The company also agreed to have an outside panel monitor the compliance of the settlement and oversee diversity efforts.

Implications

- This pattern of substantially lower lifetime earnings affects the quality of life for African-American women and their families, limits their opportunities for promotion, and contributes to decreased savings, pensions, and Social Security payments for African-American women in their senior years.