



NATIONAL COMMITTEE ON PAY EQUITY

1925 K Street, NW, Suite 402, Washington, DC 20006-1119 ♦ 202-223-8360 ♦ Fax 202-776-0537

Press Release – For Immediate Release

CHAIR

Michele Leber
American Library Association

TREASURER

Connie Cordovilla
American Federation of Teachers

BOARD OF DIRECTORS

AFL-CIO
A. Philip Randolph Institute
American Association of
University Women
American Federation of Government
Employees
American Federation of State,
County & Municipal Employees
American Federation of Teachers
American Library Association
Asian Pacific American Labor
Alliance
Business & Professional Women,
USA
Civil Service Employees
Association, Inc.
Coalition of Black Trade Unionists
Coalition of Labor Union Women
Communications Workers of
America
Dialogue on Diversity
Hadassah, The Women's
Zionist Organization of America
MANA: A National Latina
Organization
NAACP
National Association of
Commissions
for Women
National Capital Area Union Retirees
National Education Association
National Women's Law Center
Office & Professional Employees
International Union
United Auto Workers International
Union
United Food & Commercial Workers
International Union
Women's Sports Foundation
Women Work!
YWCA of the USA

Washington, D.C., When women earn only 77 cents for every dollar men earn, it's a concern for families and not just for women, according to the National Committee on Pay Equity (NCPE), a national coalition organization sponsoring Equal Pay Day on April 20. Member organizations of NCPE will observe Equal Pay Day with various events, from “unhappy hours” (originated by Business & Professional Women, USA) to selling Payday candy bars to men for \$1 and to women for 77 cents.

April 20 symbolizes how far into this year women must work, on average, to earn what men earned last year, and the event is held on Tuesday to symbolize how far into the work week women must work to earn what men earned in the previous week. The wage gap is based on median salary figures for full-time, year-round workers from the 2002 Current Population Survey.

To further highlight the wage gap, NCPE has produced a mock 23% off coupon for all females, available on its Web site at www.pay-equity.org. The wage gap is worse for most women of color – Latinas earned 56 cents, African American women 68 cents, and Asian American and Pacific Islander women 80 cents for every dollar men overall earned.

Families with an adult male and female wage earner thus take home about one and three-quarters salaries, and female heads of households are particularly hard hit. It is estimated that the average 25-year-old woman who works for 40 years will earn \$523,000 less than the average man. Lower lifetime earnings also mean lower Social Security and pensions, resulting in larger numbers of older women living in poverty.

Studies have shown that the higher the percentage of women in an occupation, the lower the salaries are. “When the NCPE was founded 25 years ago, women earned 60 cents for every dollar men earned,” according to Michele Leber, NCPE chair. “The gap could close more quickly if employers based wages on the skill, effort, responsibility, and working conditions of jobs and not on the gender and race of the workers in those jobs.” Two pieces of federal legislation – the Paycheck Fairness Act and the Fair Pay Act – have been introduced to close the wage gap.

Contact Michele Leber, 703-920-2010, fairpay@patriot.net