

Women's Equality Day

Women's Equality Day commemorates the adoption of the 19th Amendment to U.S. Constitution, which guaranteed women the right to vote. More than 90 years later, the fight for women's equal access and opportunity continues—especially in workplaces across the country.

- Women are paid only 77 cents for every dollar earned by a man (U.S. Census Bureau and Bureau of Labor Statistics, 2009).
- Women constitute half of the American workforce, but hold just 12 percent of science and engineering jobs in business and industry (Shriver Report, *A Woman's Nation Changes Everything*, 2009; Society of Women Engineers, 2009).
- Women business owners are more likely than white male business owners to have loan applications denied (White House Agenda on Women, 2010).
- Working women still bear primary responsibility for a child's health: Half of all working mothers miss work if their child is sick, compared to 30 percent of working fathers. And half of all working mothers who do stay home with sick children report that they do not get paid when they do so (Institute for Women's Policy Research, 2007).

Steps Toward Women's Equality: Economic Security and Job Stability

A broad coalition of women's, workers', health and family advocates urge Congress to pass common-sense legislation that promotes economic security and job stability for working women and their families:

Paycheck Fairness Act (Passed in the House/S 182)

- Provides women more tools to get fair pay in the workplace by making it harder for employers to hide pay discrimination, training women and girls about salary negotiation, supporting government collection of critical wage data and rewarding employers that have good pay practices.

Healthy Families Act (HR 2460/ S 1152)

- Allows workers to earn up to seven paid sick days a year, accrued at a rate of one hour of paid sick time for every 30 hours worked, to be used to recover from short-term illness, care for a sick family member, seek routine medical care, or obtain assistance related to domestic violence, sexual assault or stalking.
- Employers with policies that provide leave in the same amount for the same purposes would not have to change their policies. Exempts small businesses with fewer than 15 workers.

Family Leave Insurance Act (HR 1723/Senate version to be introduced)

- Guarantees workers up to 12 weeks of paid leave for time off to care for a new child or seriously ill family member. Lower-wage workers would receive a higher percentage of their income in wage replacement.
- Employers and workers would share the cost, each paying up to 0.2 percent of a worker's income into an insurance fund.

Local Jobs for America Act (HR 4812/ S 3500)

- Provides \$75 billion in federal funding to directly create and preserve one million jobs at the state and local levels, which are predominantly held by women.
- Includes funding for private sector on-the-job training, funding to hire and retain police and firefighters, and funding to hire and retain teachers.

For more information, please visit the National Partnership for Women & Families website at www.nationalpartnership.org.