

## April 10 is All Women’s Equal Pay Day\*

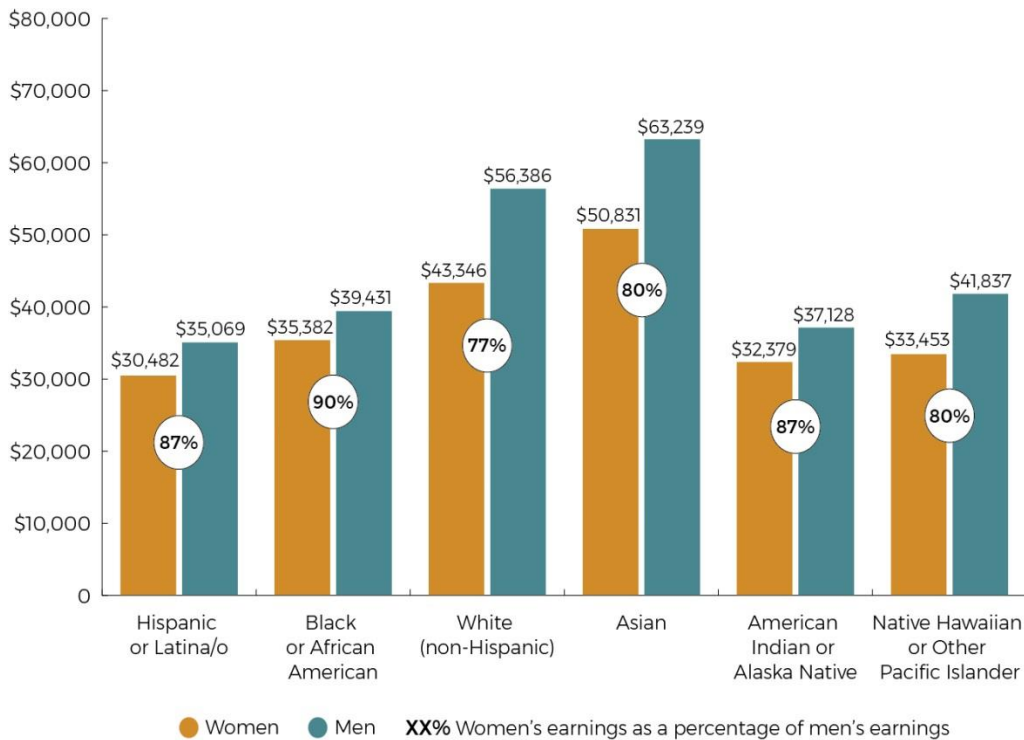
In 1996, the National Committee on Pay Equity (NCPE) launched the first “Equal Pay Day,” (originally recognized as “National Pay Inequity Awareness Day” and changed to Equal Pay Day in 1998) to symbolize how far into the new year women had to work to earn as much as men earned in the previous year. Typically held in April, Equal Pay Day continues to be a widely recognized public awareness day to illustrate the gap between men’s and women’s wages, with recent expansions to mark Equal Pay Days based on race and ethnicity.

### RACE/ETHNICITY

Among full-time workers in 2016, Hispanic or Latina, American Indian or Alaska Native (AIAN), black or African American, and Native Hawaiian or other Pacific Islander (NHPI) women had lower median annual earnings compared with non-Hispanic white and Asian women. But black, Hispanic, AIAN, and NHPI women experienced a smaller gender pay gap compared with men in the same racial/ethnic group than did white and Asian women.

#### \*Equal Pay Days based on race and ethnicity:

- February 22 - Asian American women’s Equal Pay Day
- April 17 -White women’s Equal Pay Day
- August 17 -Black women’s Equal Pay Day
- September 27 -Native American women’s Equal Pay Day
- November 1- Latinas’ Equal Pay Day



“The Simple Truth About Gender Pay Gap,” published by AAUW. <https://www.aauw.org/resource/the-simple-truth-ppt/>  
 Source: U.S. Census Bureau (2017a)

According to a recent report by the American Association of University Women, the national average earnings for women were \$41,554, compared to men whose average earnings were \$51,640. This is a 20% wage gap (2016). Such disparities exist across occupations and levels of education. As a rule, earnings increase as years of education increase for both men and women. However, while more education is a useful tool for increasing earnings, it is not effective against the gender pay gap. At every level of academic achievement, women's median earnings are less than men's median earnings, and in some cases, the gender pay gap is larger at higher levels of education. Education improves earnings for women of all races and ethnicities, but earnings are affected by race and ethnicity as well as gender. White women are paid more than black and Hispanic women at all education levels.

## **National Committee on Pay Equity: History and Impact**

### **ABOUT**

The National Committee on Pay Equity (NCPE), founded in 1979, is a coalition of women's and civil rights organizations; labor unions; religious, professional, legal, and educational associations, commissions on women, state and local pay equity coalitions and individuals working to eliminate sex- and race-based wage discrimination and to achieve pay equity.

### **HISTORY**

The history of the National Committee on Pay Equity is, in many ways, the history of the movement for equal pay in the United States. The Equal Pay Act of 1963 (an amendment to the Fair Labor Standards Act) made it illegal to pay men and women different wages for doing equal work—defined as requiring equal skill, effort, and responsibility performed under similar working conditions. Until the late 1970s, efforts to address pay equity targeted instances of unequal pay for sufficiently equal work—such as work done by a janitor and maid or nurse's aide and orderly, for instance—or aimed to attract more Women to higher paying male-dominated fields, such as construction. The National Committee on Pay Equity (NCPE) formed in 1979 to address pay equity through a different approach: valuing “women's work” as comparable with men's. ‘Comparable worth’ contends that pay should be equal for jobs with comparable skills, effort, and responsibility, not just for jobs that are the same. Founding members of NCPE recognized that few women worked in the exact same jobs as men due to pervasive gender segregation in the labor market. In other words, until jobs primarily done by women were valued comparably with those primarily done by men, NCPE members understood that women would still face significant pay inequality.

## New York State Data:

New York State women, who work full-time, year-round earn 88 cents on the dollar compared with similarly employed men.

Women in New York State aged 16 and older who work full-time, year-round have median annual earnings of \$47,500, which is 89.6 cents on the dollar compared with men who work full-time, year-round, see chart below.

Data are from the Institute for Women's Policy Research and 2016 American Community Survey.

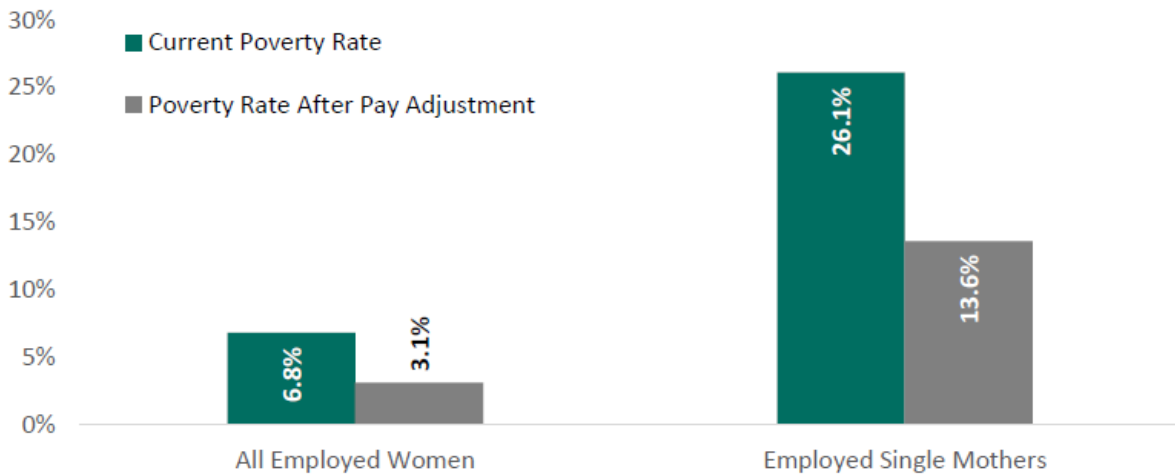
## Employment and Earnings

Statistic	Women	Men	Rank	Percent
What Workers Earn, 2016	\$47,500	\$53,000	6	
Gender Wage Ratio, 2016			2	89.6%
Labor Force Participation Rate, 2016	58.3%	67.9%	29	
Share of All Workers in Managerial and Professional Jobs, 2016	44.6%	36.0%	10	
What Workers Earn by Race and Ethnicity, 2012-2016				
White	\$50,838	\$62,558		
Hispanic	\$35,191	\$35,700		
Black	\$41,121	\$42,307		
Asian	\$51,895	\$51,384		
Native American	\$38,415	\$36,848		
Other Race	\$30,813	\$31,605		
Two or More Races	\$41,760	\$45,022		

## Trends and rankings on Key Indicators of the Economic Status of Women in New York

	2004 Report	New 2016 Data	Progress since 2004?	2016 Rankings and Grades	
				National Rank	Grade
<b>Employment &amp; Earnings Composite Rank</b>					
Women's Median Annual Earnings for Full-Time, Year-Round Workers	\$40,957	\$47,500	Yes	6	B+
Ratio of Women's to Men's Earnings	75.1%	89.6%	Yes	6	
Women's Labor Force Participation	56.6%	58.3%	Yes	29	
Percent of All Employed Women in Managerial/Professional Occupations	34.9%	44.6%	Yes	10	
<b>Poverty &amp; Opportunity Composite Rank</b>					
Percent of Nonelderly Women with Health Insurance	81.7%	93.3%	Yes	16	C
Percent of Women with a Bachelor's Degree or Higher	26.1%	36.6%	Yes	10	
Percent of Businesses Owned by Women	26.1%	36.1%	Yes	18	
Percent of Women Above Poverty	86.1%	82.4%	No	42	

### Impact of Equal Pay on Working Women's Poverty in New York, 2016: Current Values and Estimates if Working Women Earned the Same as Comparable Men



## Erie County Data

According to the Institute for Women's Policy Research, drawing from U.S. Census Bureau's American Community Survey data, women in New York State who work full-time, year-round have median annual earnings of \$47,500, which is 89.6 cents on the dollar compared with men who work full-time, year-round. In Erie County it is approximately 78 cents on the dollar compared with men; the median annual earnings for women are \$41,317; for men, \$53,266.

### 2016 American Community Survey 1-Year Estimates

	Erie County, New York		
	Total Estimate	Male Estimate	Female Estimate
Population 16 years and over with earnings	489,977	247,261	242,716
Meaning Earnings (dollars)	33,966	40,716	29,779
Full-time, year-round workers with earnings	303,544	164,864	138,680
\$1 to \$9,999 or less	1.50%	1.50%	1.50%
\$10,000 to \$14,999	2.60%	1.90%	3.40%
\$15,000 to \$24,999	9.80%	8.00%	12.00%
\$25,000 to \$34,999	15.80%	12.00%	20.40%
\$35,000 to \$49,999	21.30%	19.30%	23.80%
\$50,000 to \$64,999	18.20%	20.40%	15.60%
\$65,000 to \$74,999	8.10%	8.50%	7.70%
\$75,000 to \$99,999	11.10%	13.20%	8.60%
\$100,000 or more	11.50%	15.40%	6.90%
Median earnings (dollars)	(x)	53,266	41,317
Mean earnings (dollars)	60,429	68,782	50,499
<b>MEDIAN EARNINGS BY EDUCATIONAL ATTAINMENT</b>			
Population 25 years and over with earnings	40,426	47,707	33,920
Less than high school graduate	20,713	23,786	17,029
High school graduate (includes equivalency)	30,931	37,320	23,546
Some college or associate's degree	35,116	41,484	30,917
Bachelor's degree	49,949	58,771	40,596
Graduate or professional degree	65,234	76,876	56,673

## Sources:

This information was taken from annual data compiled by the AAUW and the Institute for Women's Policy Research. You can learn more about these statistics and numbers by AAUW by going to <https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>.

For more information about the wage gap on a state by state basis, you can visit the Institute for Women's Policy Research website at <https://statusofwomendata.org>

To learn about pay gap statistics in New York State, please visit the Economic Status of Women in New York factsheet: <https://statusofwomendata.org/wp-content/themes/witsfull/factsheets/economics/factsheet-new-york.pdf>

The following is a report on the History and Impact of the National Committee on Pay Equity: <https://www.pay-equity.org/PDFs/NCPE%20History%20and%20Impact.pdf>

The Global Gender Gap Report 2017. Retrieved from the World Economic Forum. [http://www3.weforum.org/docs/WEF\\_GGGR\\_2017.pdf](http://www3.weforum.org/docs/WEF_GGGR_2017.pdf)

**The following are articles presented by the AAUW which address pay equity and the gender wage gap:**

"The Path to a Pay Gap Starts Early for Black Women and Girls." July 24, 2017. <https://www.aauw.org/2017/07/24/pay-gap-black-women-and-girls/>

"U.S. Cities Reveal a Wide Range of Gender and Racial Pay Gaps: The Gender Pay Gap in 25 Major Cities " December 11, 2017  
<https://www.aauw.org/article/u-s-cities-reveal-a-wide-range-of-gender-and-racial-pay-gaps/>

"Starbucks commits to Equal Pay" by Kimberly Churches. March 21, 2018. <https://www.aauw.org/article/starbucks-commits-to-pay-equity/>