

The Paycheck Fairness Act (H.R. 7)

Equal Pay for Equal Work

More than five decades after the passage of the *Equal Pay Act of 1963*, a [woman still makes only 82 cents](#), on average, for every dollar earned by her male counterpart. That gap is a persistent reality for women in the workforce, particularly women of color. Compared to white men, Black women are paid [63 cents](#), Native Hawaiian and Pacific Islander women are paid [63 cents](#), American Indian or Alaska Native Women are paid [60 cents](#), and Hispanic women are [paid 55 cents](#).

Pay inequity not only affects women – it affects children, families, and our economy as a whole. Women are the [sole or co-breadwinner](#) in two-thirds of American families with children and providing equal pay to women would have a dramatic impact on their families.

If women were paid the same as men, the poverty rate for all working women [would be cut in half](#) and the poverty rate for working single mothers would [be cut by nearly half](#) (from 28.9 percent to 14.5 percent).

The wage gap also undermines women's financial security and limits their ability to save for retirement, contributing to more women living in poverty. Based on today's wage gap, a woman who works fulltime, year-round stands to lose over \$400,000 over a 40-year career. This woman would have to work almost [nine years longer than her male counterpart](#) to make up this lifetime wage gap.



Source: American Association of University Women (AAUW)

The gender pay gap occurs across almost [all occupations and industries](#).

The *Paycheck Fairness Act* is an important step toward ending gender-based wage discrimination and ensuring all women receive equal pay for equal work. Specifically, *The Paycheck Fairness Act* would:

- Require employers to prove that pay disparities exist for legitimate, job-related reasons and not based on gender;
- Ban retaliation against workers who discuss their wages;
- Limits how employers can use the salary history of prospective employees;
- Create a negotiation and skills training program;
- Remove obstacles in the *Equal Pay Act* to allow workers to participate in class action lawsuits that challenge systemic pay discrimination; and
- Improve the Department of Labor's (DOL) and the Equal Employment Opportunity Commission's (EEOC) tools for enforcing the *Equal Pay Act*.

The *Paycheck Fairness Act* is cosponsored by every House Democrat.