

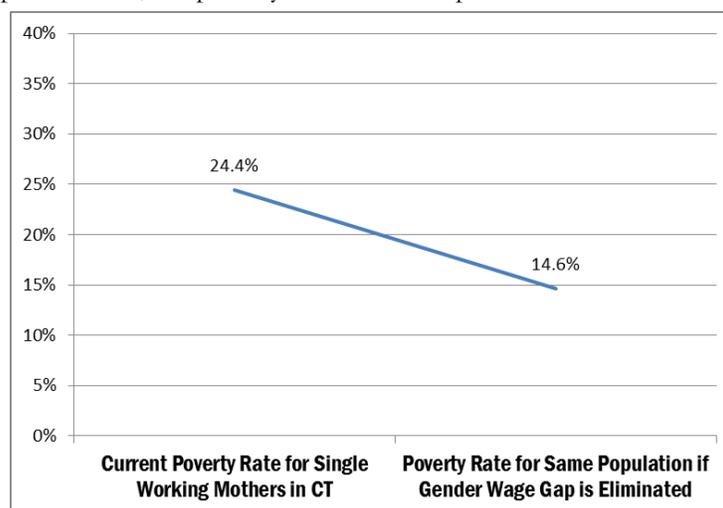


## Gender-Based Wage Gap in Connecticut

*Background:* The gender-based wage gap affects the current and future economic solvency of women and their families in dramatic ways. Even here in Connecticut, which consistently ranks in the top 10 of all U.S. states by many metrics of quality of life for women, wage inequality takes a high toll on financial stability, ability to build assets for retirement, access to education for the woman and her children, access to healthcare, and professional advancement.

The Commission on Women, Children and Seniors encourages the Legislature to consider the following information when drafting legislation that would affect the gender-based wage gap.

- Women's earnings are crucial to their families' economic well-being. Women are close to half of all employees in the United States, they are half of all workers with college degrees, and they are the co- or main breadwinners in close to two thirds of families with children, yet they persistently earn, on average, less than men.<sup>i</sup>
- Whether women work in occupations mainly done by women, mainly done by men, or fairly integrated between men and women, they earn, on average, less than men.<sup>ii</sup>
- If the status quo remains unchanged, the gender wage gap in Connecticut will not close until 2061. That means that without specific legislative intervention, the wage gap will only close at a rate of less than one cent per year.<sup>iii</sup>
- The current poverty rate for *all* working women in Connecticut is 5.5%. If working women earned the same as comparable men, the poverty rate would drop to 2.4%.<sup>iv</sup>
- The current poverty rate for *single* working mothers in Connecticut is 24.4%. If they earned the same as comparable men, the poverty rate would drop to 14.6%.<sup>v</sup>



- The gender wage gap is significantly worse for women of color. Among Connecticut's women who hold full-time, year-round jobs, African American women are paid 59 cents and Latinas are paid 48 cents for every dollar paid to white, non-Hispanic men.<sup>vi</sup>

<sup>i</sup> Information provided by the Institute for Women's Policy Research

<sup>ii</sup> Ibid

<sup>iii</sup> Ibid

<sup>iv</sup> Ibid

<sup>v</sup> Ibid

<sup>vi</sup> The National Partnership for Women and Families, Connecticut Women and the Wage Gap, April 2016