

WHAT IS EQUAL PAY DAY?

Equal Pay Day marks how far into the year a woman must work, on average, to earn as much as a man earned the previous year! [Read more...](#)

Because women earn less than men, they must work longer for the same amount of pay. The wage gap is even greater for most women of color. [Read more ...](#)

2020 marks the 56th year after the passage of the federal Equal Pay Law so it is surprising that the latest federal government data indicate women's median annual earnings for full-time work was 82 cents for every dollar men made. A small change from 80 cents in 2018. This means the gender wage gap for full-time/year-around workers is now 18 cents nationally.

Women, on average earn less than men in virtually every occupation for which there are sufficient earnings data for both men and women to calculate an earnings ratio. This is true even in female-dominated occupations. Women of color face an even larger wage gap.

As chronicled in the AAUW study *Graduating to a Pay Gap*, sex-based wage disparities start with a college-educated women's first job when compared to men with equivalent degrees. The gender gap not only continues during her career but shows an increase over time.

Since more women than ever before are the sole or primary source of household income, the wage gap is a serious issue for the economic security of families. It is time for the disparities to end by strengthening our laws nationally and in Michigan.