



The American Association of University  
Women of Florida

## Pay Equity and Proposed Florida Legislation 2020

### The Pay Gap is Real

- In 2018, median annual earnings in the U.S. for men working full time, year-round were \$55,291, compared to just \$45,097 for women, according to the most recent census data. **That means women were paid just 82% percent of men's earnings — a gap of 18 percent.**
- In 2018, median annual earnings for men in Florida were \$44,520 compared to \$37,821 for women — **an earnings ratio of just 85 percent--a gap of 15 percent, or 8th out of all states and the District of Columbia**
- Factors affecting the pay gap include occupational segregation ("pink collar" jobs pay less), motherhood penalty (mothers working full time are typically paid 69% as much as fathers), certain employment practices (see below), and direct discrimination.

### The Pay Gap is Important

- **It affects families:** half of American families include a woman earning at least 40% of the household income.
- **It worsens poverty in retirement:** AAUW-Florida sponsored research showed that the median Social Security income for Florida men in 2016 was slightly over \$16,200, while women had a median Social Security income of \$11,587. This is a 28.6% difference in income. Women were also more dependent on Social Security, which is set by income.
- The pay gap in the "professions" is even worse than in lower-paying occupations, which is related to the dearth of **female leadership**.

**The Helen Gordon Davis Fair Pay Protection Act (SB 90/HB 739)** provides important protections including:that effect

- **Pay Transparency: employers can't retaliate against employees who discuss wages.** It's illegal in Florida to pay women less for the same work, but often, salaries are secret. In government, where salaries are known by all, women make 87% of men's salary, but in private for-profit businesses, women make only 71%. **20 states have enacted this provision.**
- **Employers can't request salary history in hiring.** Women (and sometimes men!) take low-paying jobs early on, but salary should be based on what an employee contributes, not their prior salary. **14 states have enacted this provision.**

**The Florida Family Leave Act (SB 1194/HB 889)** would provide:

- Paid leave to bond with a minor child upon birth, adoption or foster care placement.
- Protection for parents against loss of job and health benefits.
- **These will improve pay equity because women will not have to resign and lose pay to care for a child.** When it becomes the norm for women to take paid family leave and then return to work, rather than quitting, they will be recognized as more reliable employees worthy of professional development.

For more information:

AAUW's The Simple Truth About the Gender Pay Gap: <http://bit.ly/2zqmnGd>