



The White House Summit on the United State of Women San Diego

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Workforce Characteristics of San Diego Women

- More than two-thirds of all San Diego women are in the labor force
- 50% of women worked full-time, year round
- Women averaged 35 hours per week, compared to 40 for men
- Women earned 87% of the men's wages – wage gap was greater for women of color
- 55% of San Diego families depend on earnings of working women
- 18% of San Diego families headed by single women

Source: U.S. Census Bureau, Selected Population Profile in the United States, 2015 American Community Survey, 1-Year Estimates

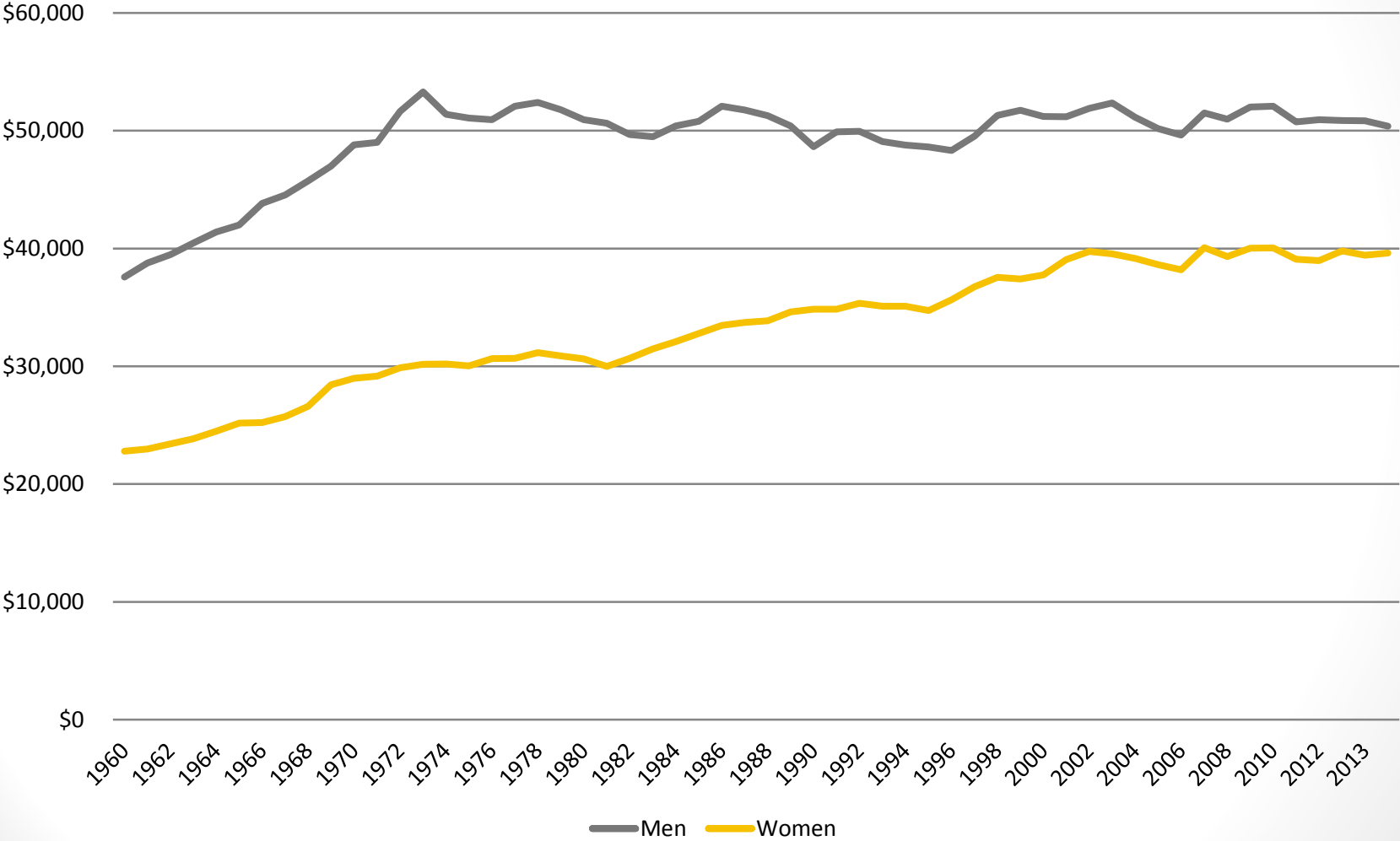
Black Women in the San Diego Labor Force: Highlights

- **62.1%:** Highest force participation rate among women
- **82%:** Wage gap for African American women
- More likely to work in government and management, professional and related occupations.
- **22% of** African American families were headed by a single working mother, $\frac{1}{4}$ of those families were in poverty.



Women Earn 80% of Men's Wages

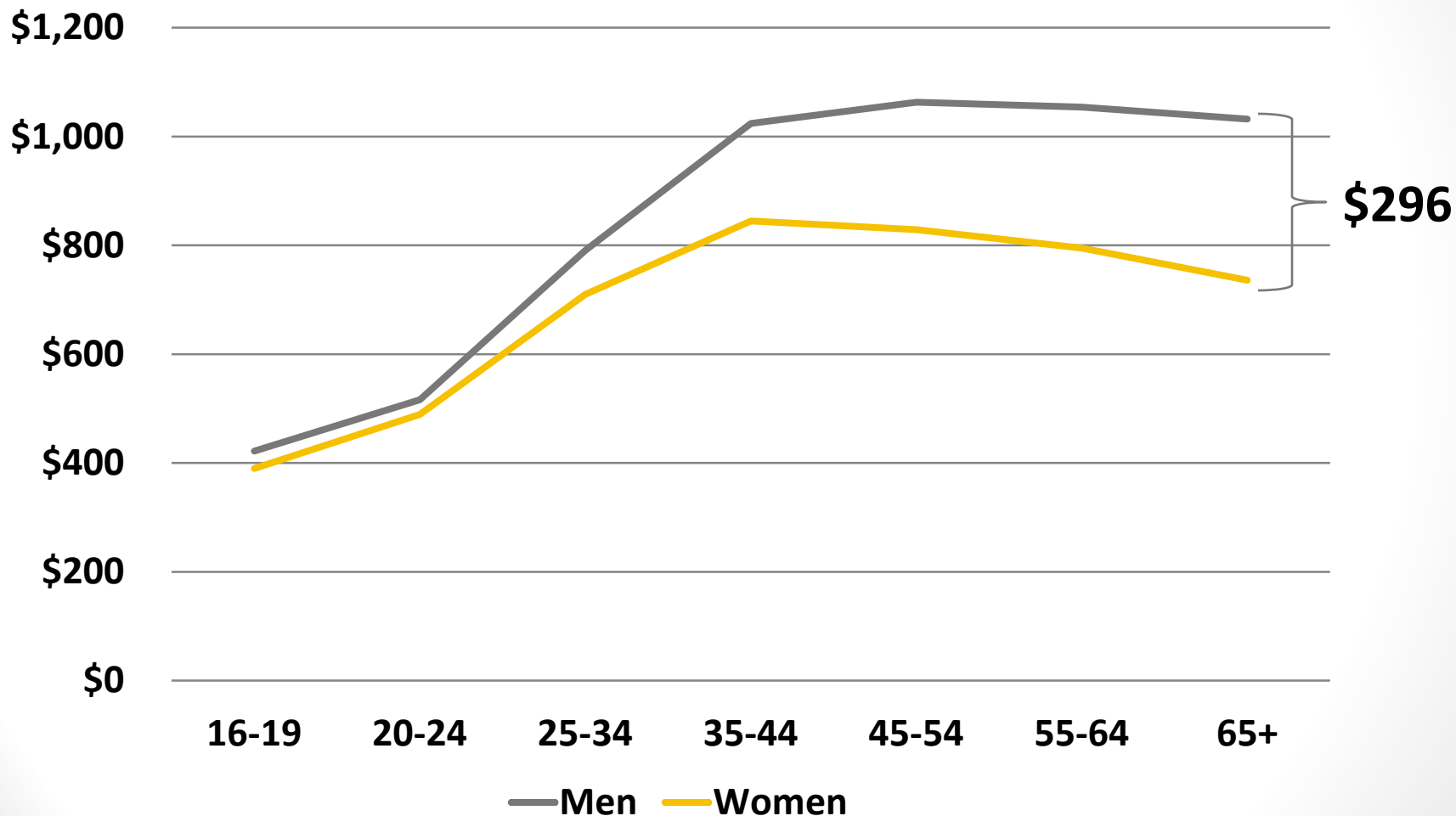
Annual Earnings of Full-Time Men and Women 1960-2015



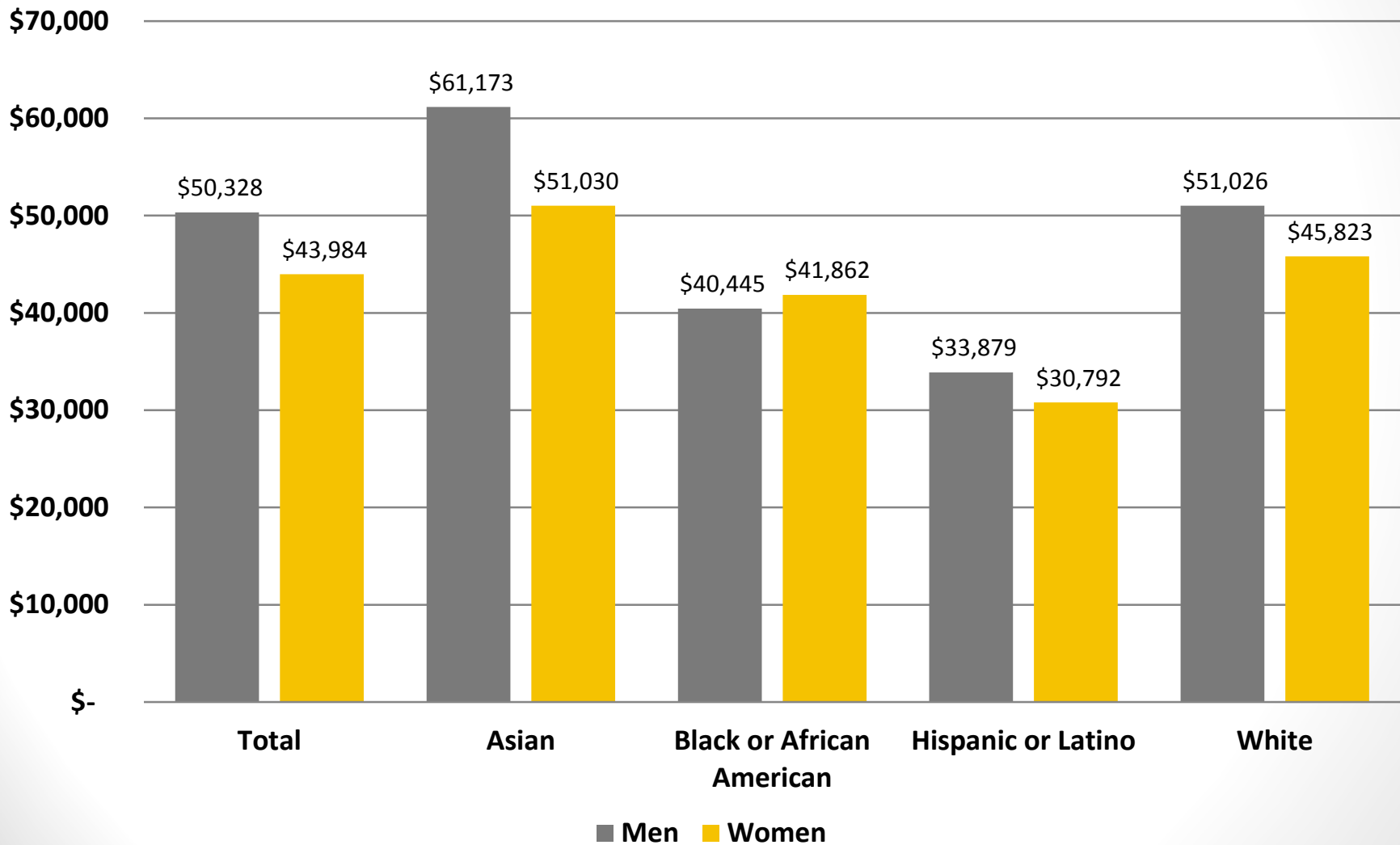
Factors that Contribute to the Wage Gap

- Educational and Occupational Segregation
- Experience and Hours of Work
- Private for Profit Sector vs. Nonprofit & Public Sector
- Impact of Family on Women's Careers
- Negotiation of Wages/Union representation
- Unconscious/Conscious bias

Median Weekly Earnings by Age, 2016



San Diego Median Earnings by Race and Sex, 2015



Source: U.S. Census Bureau, 2015 American Community Survey 1-Year Estimates, San Diego County

AAUW Gender Pay Gap by California Congressional District

The Fight

In 2014, U.S. women working full time earned only 82.3 percent of what men earned. The Equal Pay Act of 1963 was passed to ensure that women are paid the same as men for the same work. In 2014, U.S. women working full time earned only 82.3 percent of what men earned. The Equal Pay Act of 1963 was passed to ensure that women are paid the same as men for the same work.

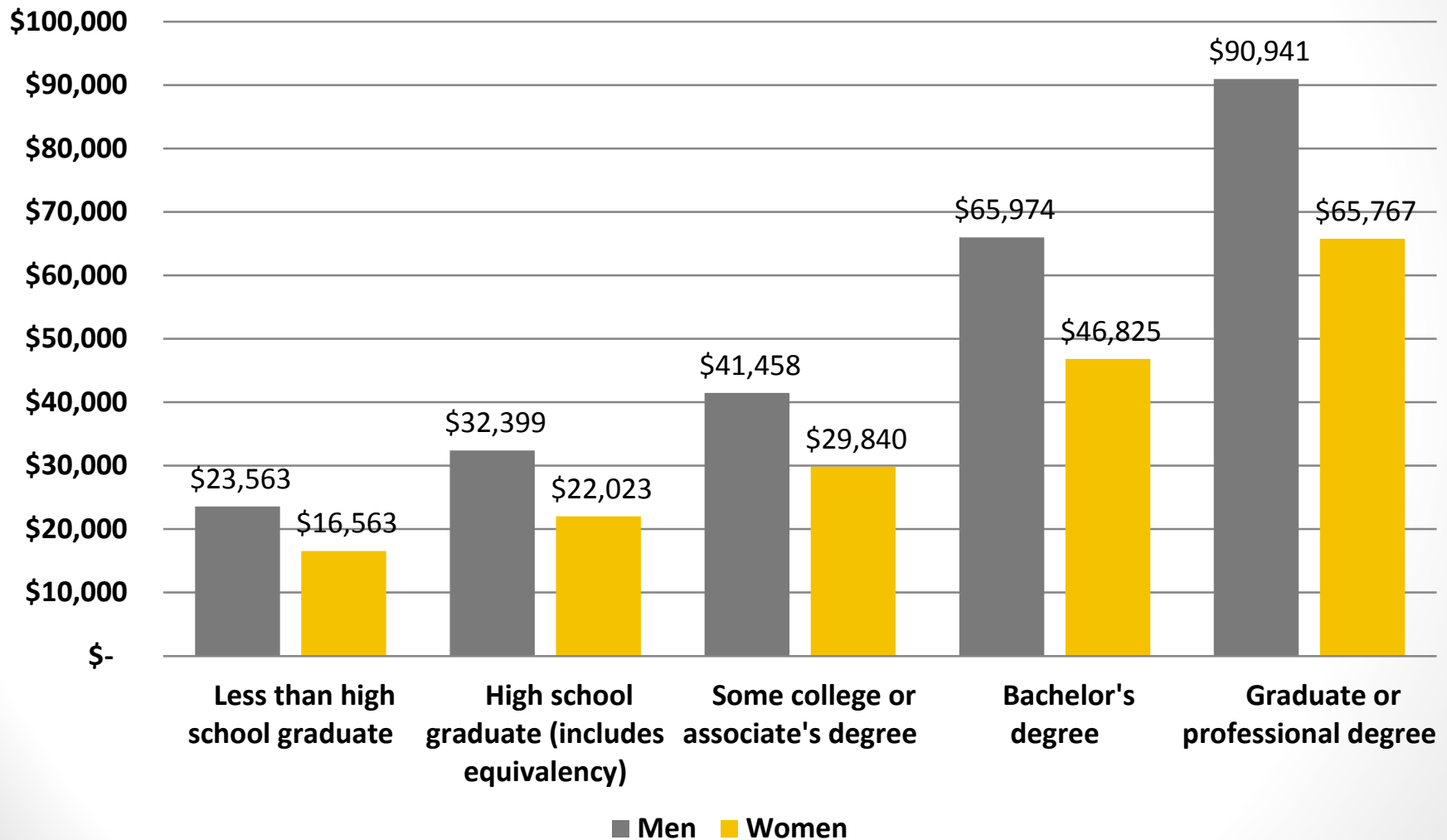
- Issue executive orders**
President Barack Obama has issued several executive orders protecting segments of the workforce.
- Issue regulations**
The Department of Labor has issued several regulations regarding equal pay for men and women, including:
 - Prohibit retaliation against women who report pay discrimination
 - Collect compensatory time for women
 - Require federal contractors to pay women the same as men
- Pass the Paycheck Fairness Act**
The Paycheck Fairness Act would close loopholes in the Equal Pay Act that allow employers to avoid paying women the same as men for the same work.

California: The Fight

Member of Congress*	District	Men	Women	Ratio**	Ranking in State***
LaMalfa (R)	CA-1	\$48,375	\$41,486	85.8%	41
Huffman (D)	CA-2	\$54,850	\$43,879	79.9%	41
Garamendi (D)	CA-3	\$50,215	\$43,879	87.3%	20
McClintock (R)	CA-4	\$65,606	\$43,879	83.9%	34
Thompson (D)	CA-5	\$52,167	\$47,432	90.9%	11
Matsui (D)	CA-6	\$43,676	\$41,486	95.0%	6
Bera (D)	CA-7	\$57,110	\$49,097	86.0%	25
Cook (R)	CA-8	\$42,899	\$36,978	86.2%	22
McNerney (D)	CA-9	\$50,355	\$41,646	82.7%	36
Derham (R)	CA-10	\$48,129	\$37,783	78.5%	42
DeSaulniers (D)	CA-11	\$62,349	\$52,487	84.2%	29
Pelosi (D)	CA-12	\$76,268	\$64,252	84.2%	29
Lee (D)	CA-13	\$57,076	\$50,519	88.5%	15
Speier (D)	CA-14	\$61,955	\$54,949	88.7%	14
Swalwell (D)	CA-15	\$70,589	\$55,150	78.1%	44
Costa (D)	CA-16	\$35,025	\$30,769	87.8%	18
Honda (D)	CA-17	\$91,194	\$59,969	65.8%	53
Edhoo (D)	CA-18	\$100,348	\$71,098	70.9%	51
Lofgren (D)	CA-19	\$55,793	\$47,602	85.3%	26
Farr (D)	CA-20	\$45,560	\$39,214	86.1%	24
Valadao (R)	CA-21	\$31,303	\$26,547	84.8%	28
Nunes (R)	CA-22	\$44,210	\$37,223	84.2%	29
McCarthy (R)	CA-23	\$52,688	\$41,045	77.9%	45
Capps (D)	CA-24	\$50,474	\$40,541	80.3%	38
Knight (R)	CA-25	\$59,621	\$45,546	76.4%	47
Brownley (D)	CA-26	\$52,200	\$41,831	80.1%	39
Chu (D)	CA-27	\$51,067	\$45,571	89.2%	13
Napolitano (D)	CA-32	\$40,397	\$33,704	83.4%	35
Lieu (D)	CA-33	\$100,120	\$68,464	68.4%	52
Becerra (D)	CA-34	\$26,369	\$27,275	103.4%	1
Torres (D)	CA-35	\$38,401	\$33,868	88.2%	17
Ruiz (D)	CA-36	\$38,587	\$32,470	84.1%	32
Bass (D)	CA-37	\$41,958	\$42,187	100.5%	2
Sanchez, Li. (D)	CA-38	\$43,590	\$37,102	85.1%	27
Royce (R)	CA-39	\$55,457	\$48,228	87.0%	21
Roybal-Allard (D)	CA-40	\$27,053	\$25,270	93.4%	7
Takano (D)	CA-41	\$41,114	\$32,198	78.3%	43
Calvert (R)	CA-42	\$58,918	\$42,087	71.4%	50
Waters (D)	CA-43	\$38,295	\$38,493	100.5%	3
Hahn (D)	CA-44	\$32,163	\$29,187	90.7%	12
Walters (R)	CA-45	\$76,402	\$55,445	72.6%	49
Sanchez, Lo. (D)	CA-46	\$32,138	\$31,228	97.2%	5
Lowenthal (D)	CA-47	\$49,434	\$42,601	86.2%	30
Rohrabacher (R)	CA-48	\$65,112	\$52,155	78.6%	39
Issa (R)	CA-49	\$56,010	\$44,773	79.9%	41
Hunter (R)	CA-50	\$50,246	\$43,879	87.3%	20
Vargas (D)	CA-51	\$35,683	\$29,937	83.9%	34
Peters (D)	CA-52	\$70,221	\$57,258	81.5%	37
Davis (D)	CA-53	\$51,828	\$45,854	88.5%	15

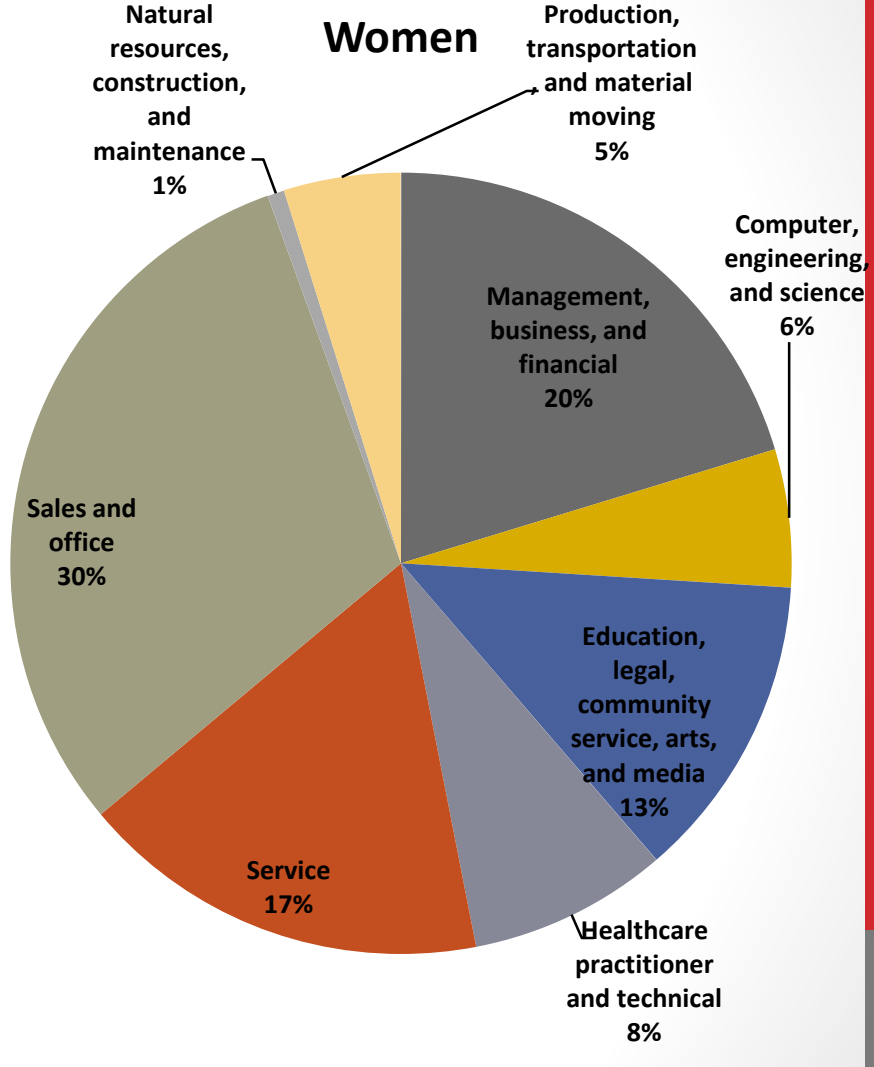
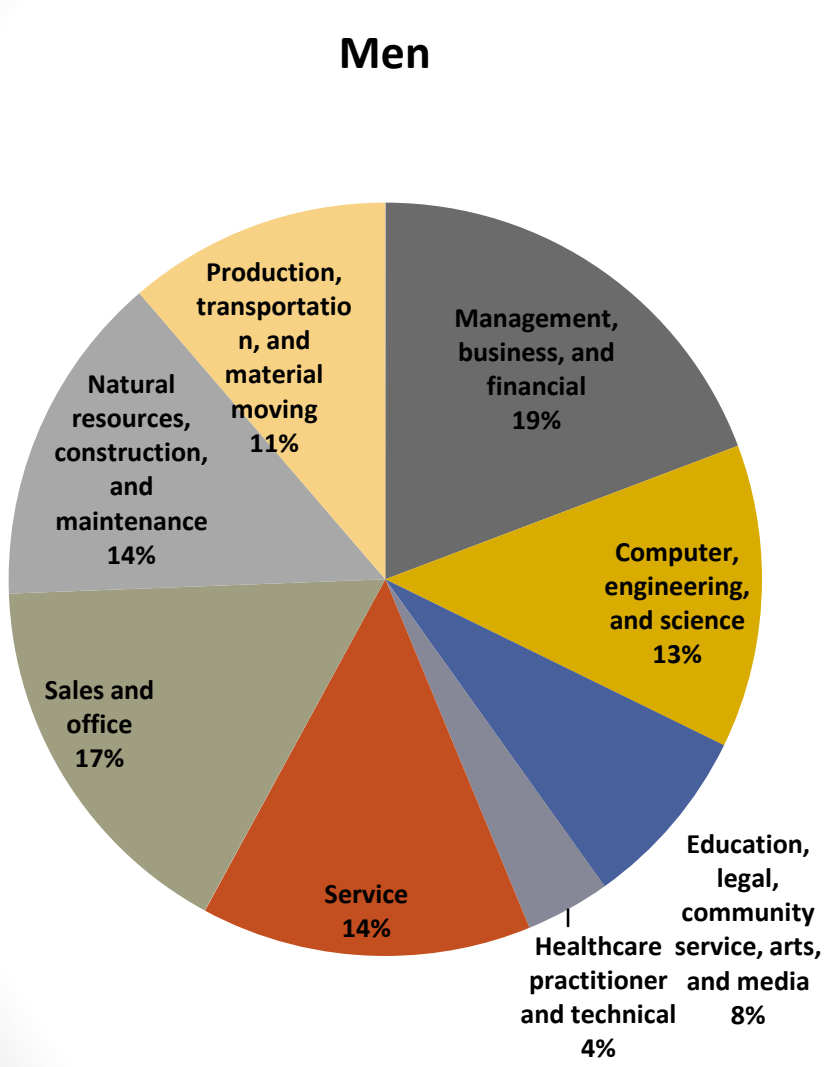
*The congressional districts represent the 114th Congress. **The pay gap figures are from 2014, the most recently available data. ***The congressional districts are ranked from smallest gap to largest.

Median Earnings by Educational Attainment and Sex, 2015

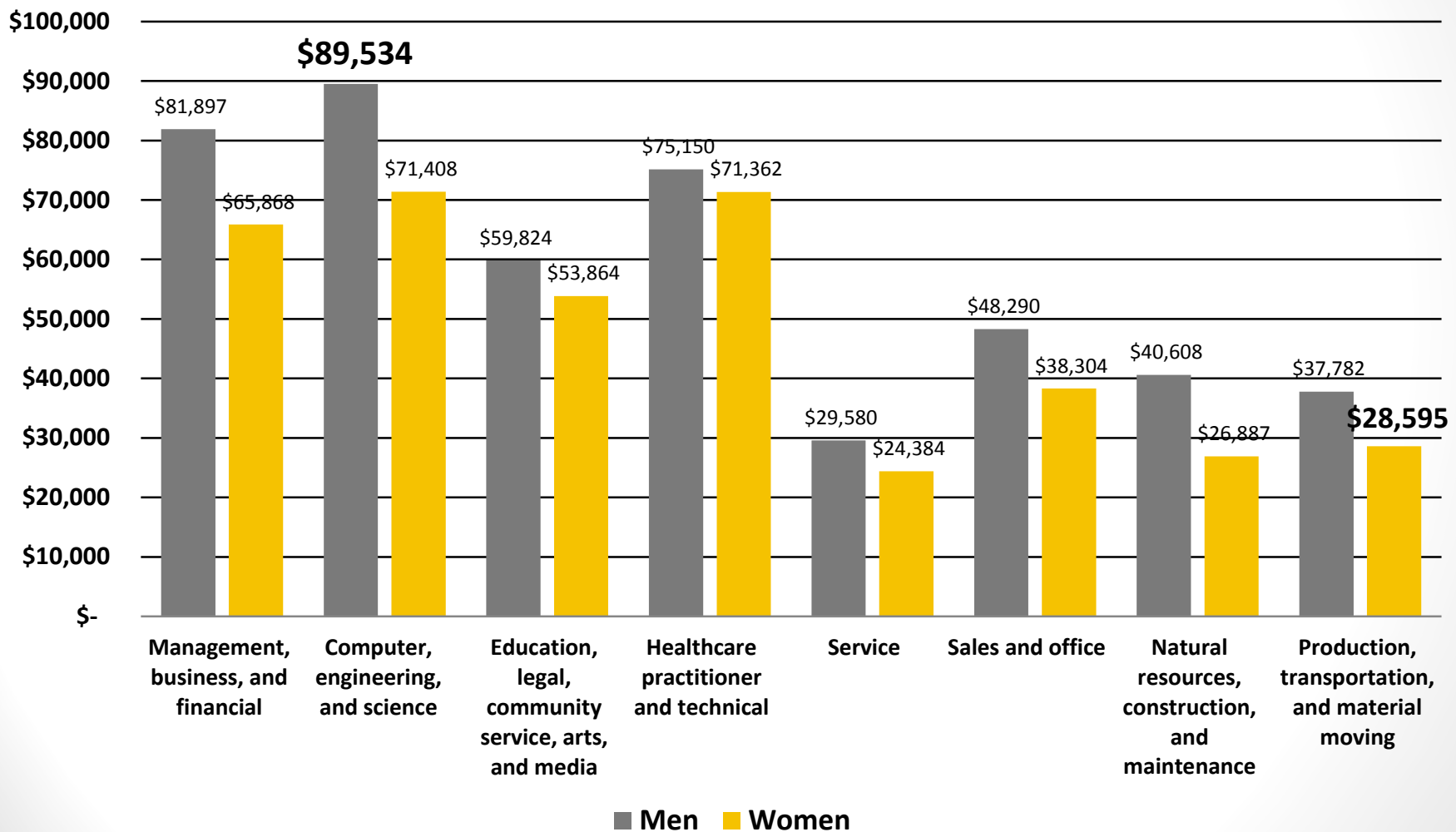


Source: U.S. Census Bureau, 2015 American Community Survey 1-Year Estimates, San Diego County

San Diego County Men's and Women's Occupational Distribution, 2015

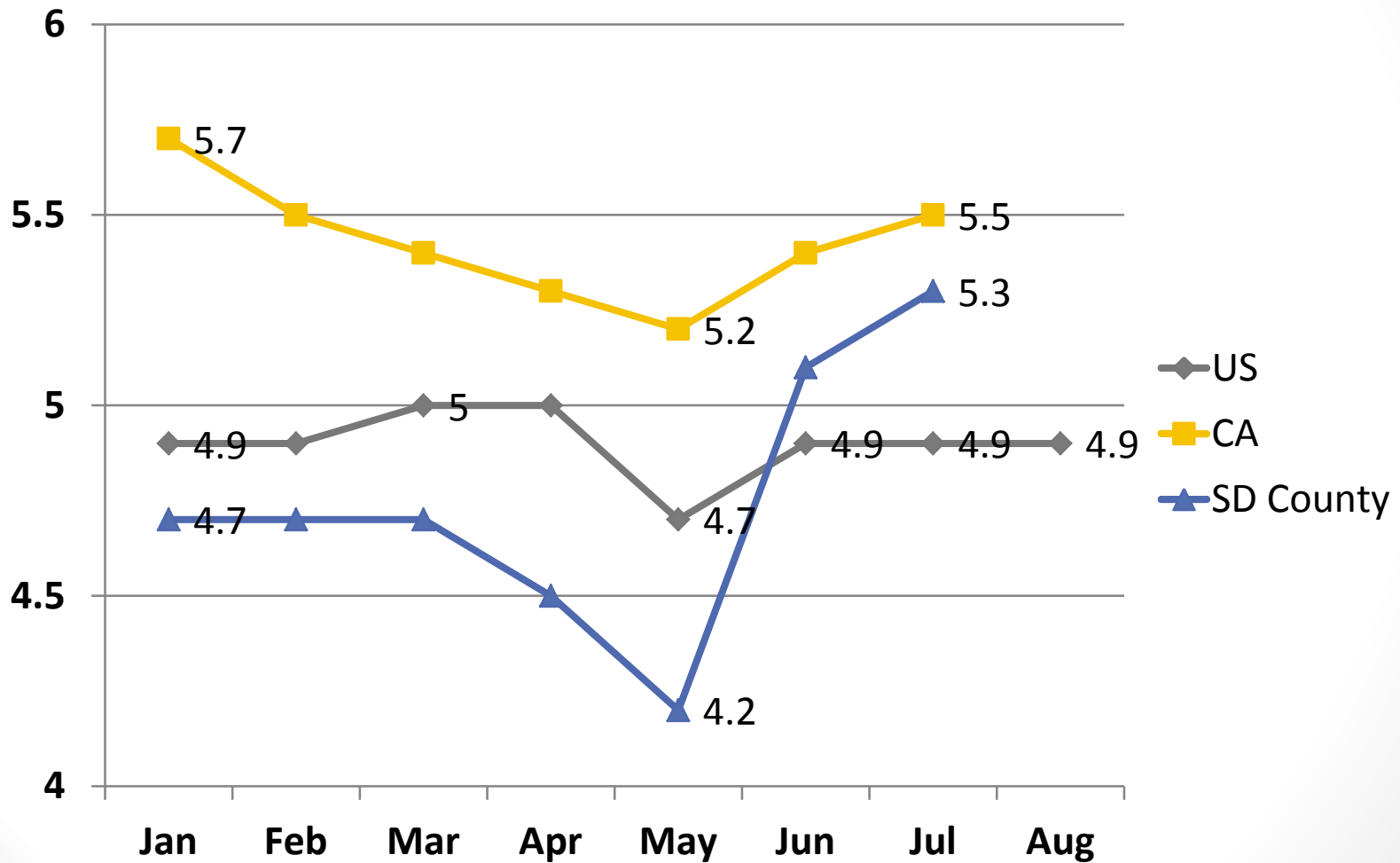


San Diego County Men's and Women's Median Earnings, 2015



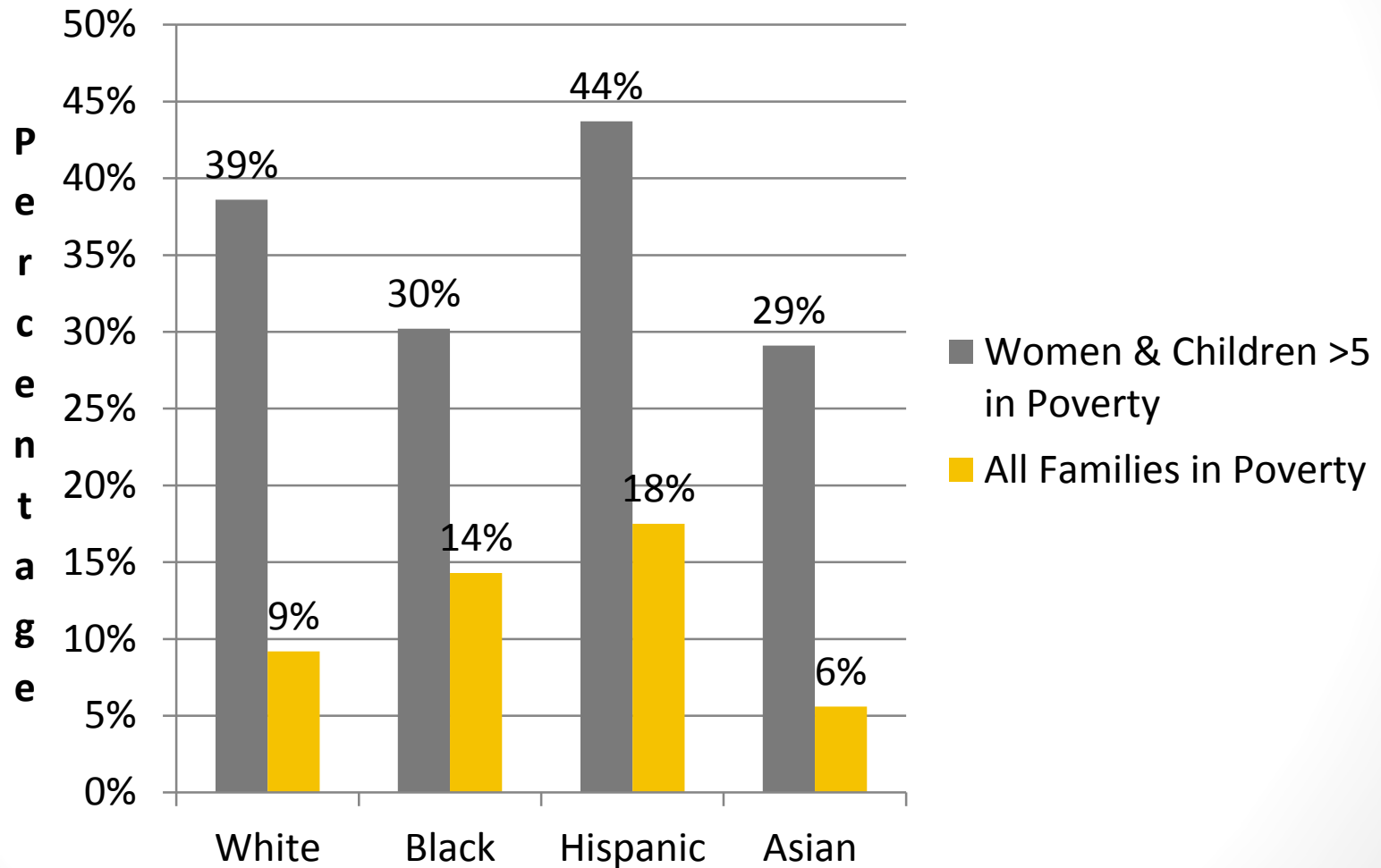
Source: U.S. Census Bureau, 2015 American Community Survey 1-Year Estimates, San Diego County

Unemployment Rate



Source: U.S. Bureau of Labor Statistics.

San Diego Families & Poverty



San Diego County Key Industries



INNOVATION:

- Clean-tech
- Information & Communications Technology
- Life Sciences
- Manufacturing
- Aerospace
- Cybersecurity
- Sports & Active Lifestyle

MILITARY:

- Maritime
- Defense

TOURISM:

- Conventions & Tourism

LOCAL:

- Healthcare

INTELLECT:

- Research Institutes
- Key Universities

Negotiation & Unionization

- **Women are less likely to negotiate starting salaries.**
Only **7%** of the female students attempted negotiation, compared to 57% of the male students.
- **Union representation makes a difference for women**
 - Women represented by unions earned **87.3%** of union men's earnings.
 - Women represented by unions earned **105.3%** of non-union men's earnings.
 - Women represented by unions earned **130.5%** of non-union women's earnings.

Women's Bureau Resources

A Woman's Guide to Equal Pay Rights



A Guide to Women's Equal Pay Rights



EQUAL PAY IS A FAMILY ISSUE.
Women make up nearly half of the U.S. labor force and are a growing number of breadwinners in their families. More women are also working in professions and fields that have been traditionally occupied by men. While women are not paid fairly, not only do they suffer, but so do their families.

While progress has been made, the pay gap affects all women and it lingers long into their lives. Over the course of her lifetime, the pay gap will cost a woman and her family thousands, and need payments and diminished Social Security benefits.

This guide is designed to help working women understand their rights under certain laws that govern equal pay and compensation.


KNOW YOUR RIGHTS
Women are legally entitled to equal employment opportunities, including the right to earn a paycheck that is the same as their male counterparts, and, in many cases, the right to discuss their pay with colleagues.

What are my equal pay and compensation rights under federal law?
 > Men and women must be paid equal wages if they perform substantially the same work under the Equal Pay Act, "Equal pay" refers to more than just your paycheck. Under the law, all employees in comparable employment with the same establishment or job require substantially equal skill, effort and responsibility, and are performed under similar working conditions. "Equal pay" includes: an equal salary, overtime pay, bonuses, stock options, profit sharing and bonus plans, life


"When women are not paid fairly, not only do they suffer, but so do their families."



An Employer's Guide to Equal Pay Rights



An Employer's Guide to Equal Pay



OUR NATION'S WORKFORCE INCLUDES MORE WOMEN THAN EVER BEFORE. With 43 million women, they compete almost half of the U.S. labor force and are a growing number of breadwinners in their families. More women are also working in professions and fields that have been traditionally occupied by men.

Despite continued progress toward gender equality in the workplace, there still exists a significant earnings gap between women and men. The gap is larger for minority women and women with disabilities.

The gender earnings gap persists even when variables such as experience, education, industry and hours worked are controlled. Many economists have concluded that some – or all – of the remaining gap may be due to pay discrimination based on sex. Equal pay

is not just a women's issue. American families, our communities and the entire economy suffer as a result of the continuing pay disparity.

"Despite continued progress toward gender equality in the workplace, there still exists a significant earnings gap between women and men."

This guide is designed to help employers understand the primary federal laws that govern equal pay and compensation, provide tips to monitor pay practices and identify resources to help ensure compliance with those laws.

MAJOR LAWS AFFECTING EQUAL PAY
There are five major federal laws addressing equal pay and compensation.

> Under the *Equal Pay Act*, all employees must be paid the same rate for performing substantially equal work. The law covers jobs that require

