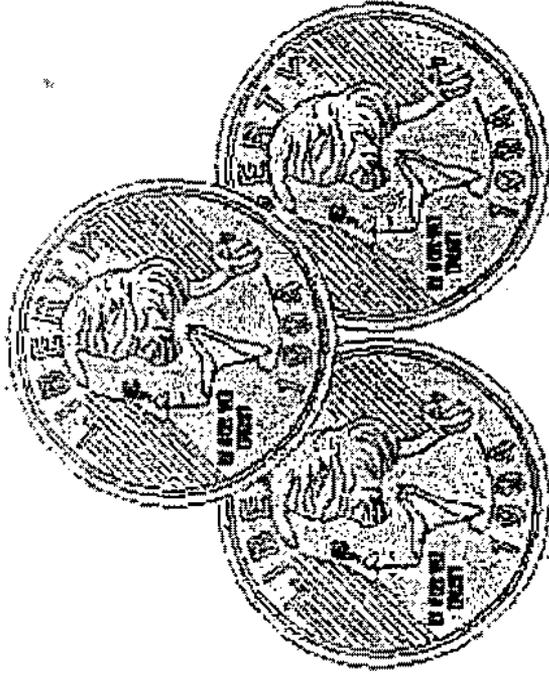


EQUAL PAY MATTERS



Alexis M. Herman
Secretary of Labor
April 1999

VISION

The Department of Labor is committed to promoting the dignity of all work by ensuring equal pay, ending pay discrimination and ensuring equal employment opportunities.

L 0537



THE CHALLENGE:

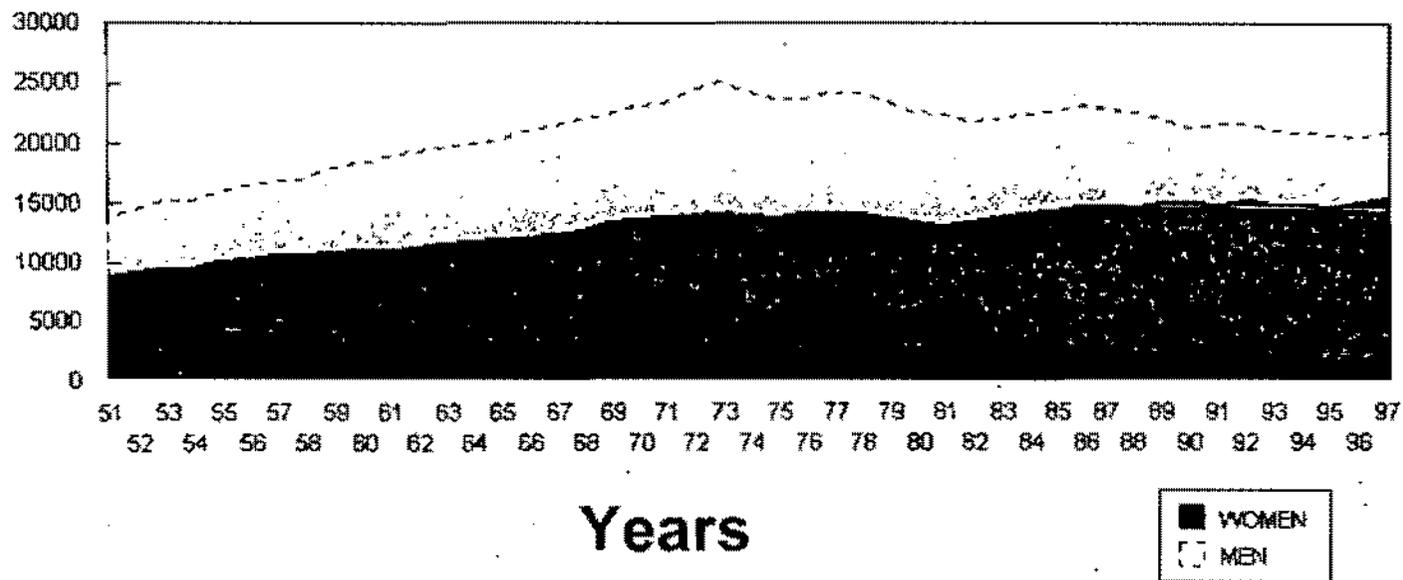
Focusing on the Pay Gap

In spite of great progress over the last several decades, women still do not receive the pay they deserve. On average, women who work full-time earn only about 75 cents for every dollar that a man earns. The gap is even larger for African American women who earn just 65 cents and Hispanic women who earn just 55 cents for each dollar that white men earn. There is also a corresponding gap in non-wage compensation, such as pensions.



Progress...But The Pay Gap Still Remains

Constant Dollars



L 0539

Source: Annual earnings for full-time year-round workers from the Current Population Survey adjusted for inflation using CPI-U 1982-84=100

The Pay Gap Between Women of Color* and White Men is Even Greater

1998 Median Weekly Earnings



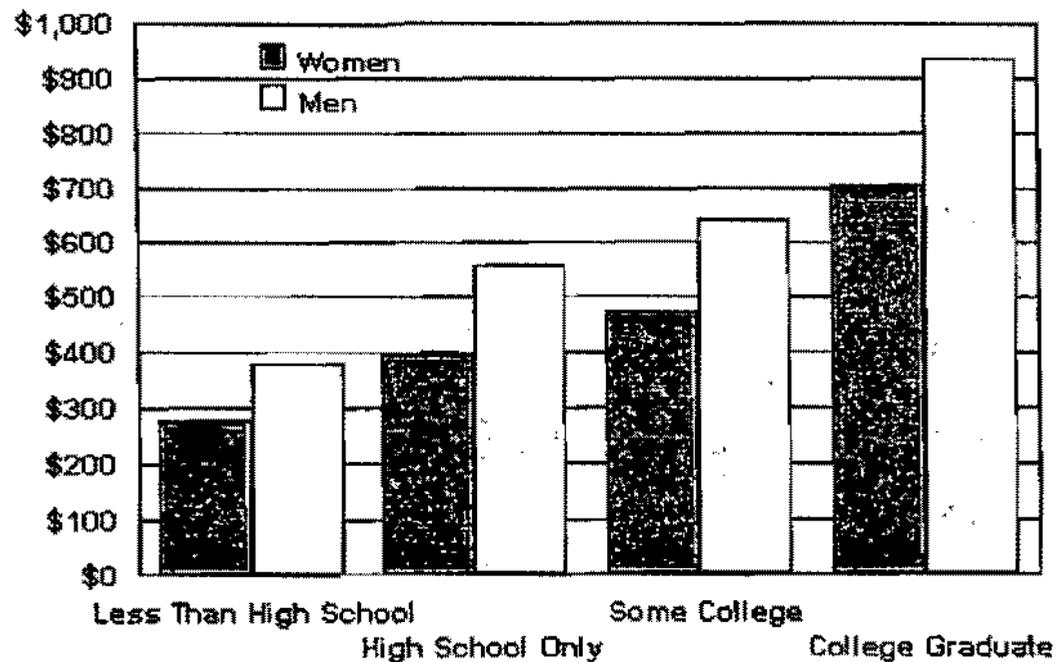
L 0540

* Separate breakdowns for other racial and ethnic categories are not available.

Source: BLS, includes data on full-time wage and salary workers 25 and over.

At All Levels of Educational Attainment Men Still Earn More Than Women

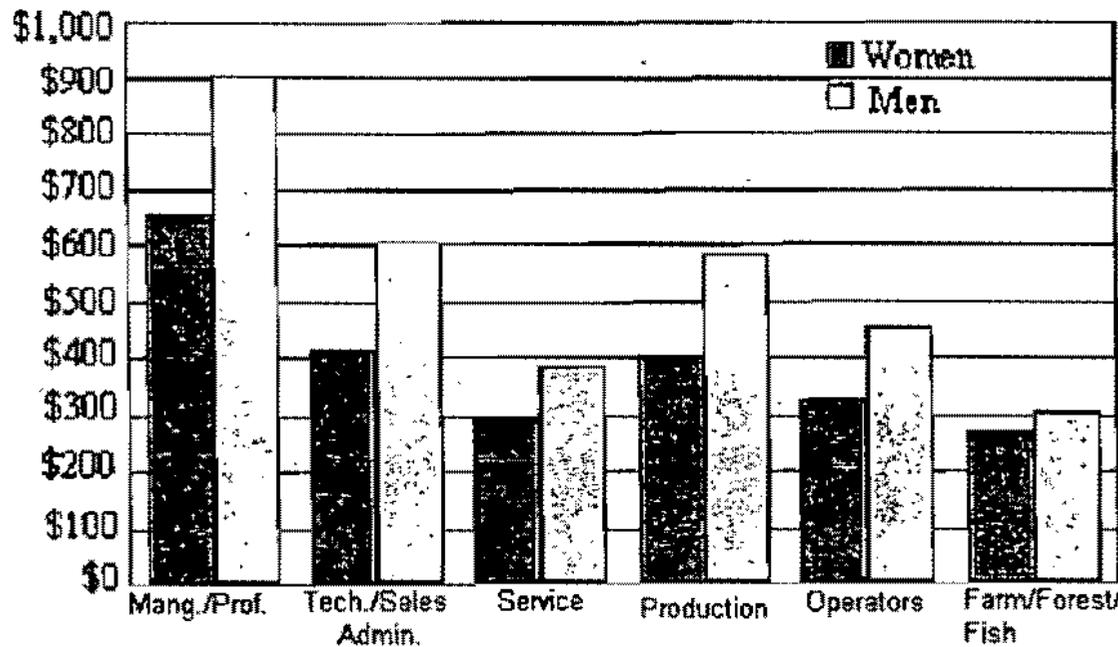
1998 Median Weekly Earning by Educational Attainment



Source: BLS, includes data on full-time wage and salary workers 25 and over.

In All Major Occupational Groups Men Still Earn More Than Women

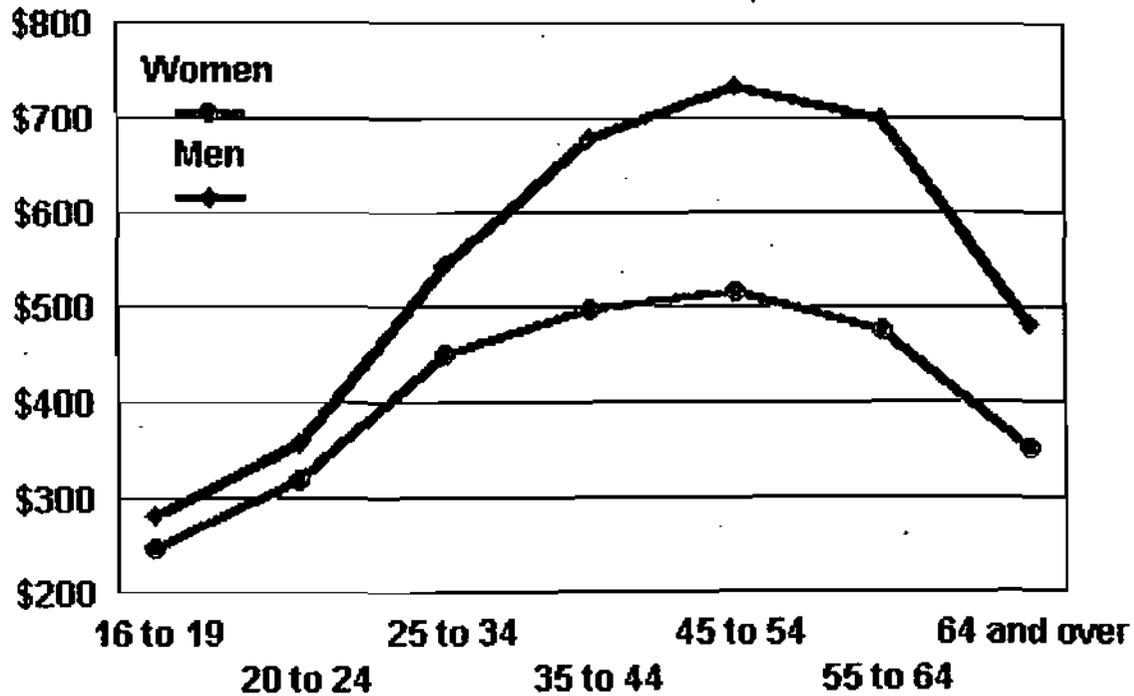
1998 Median Weekly Earnings by Occupation



1.0542

Source: DOL, Bureau of Labor Statistics, 1998 Annual Averages, Median Weekly Earnings for Workers Who Usually Work Full-Time

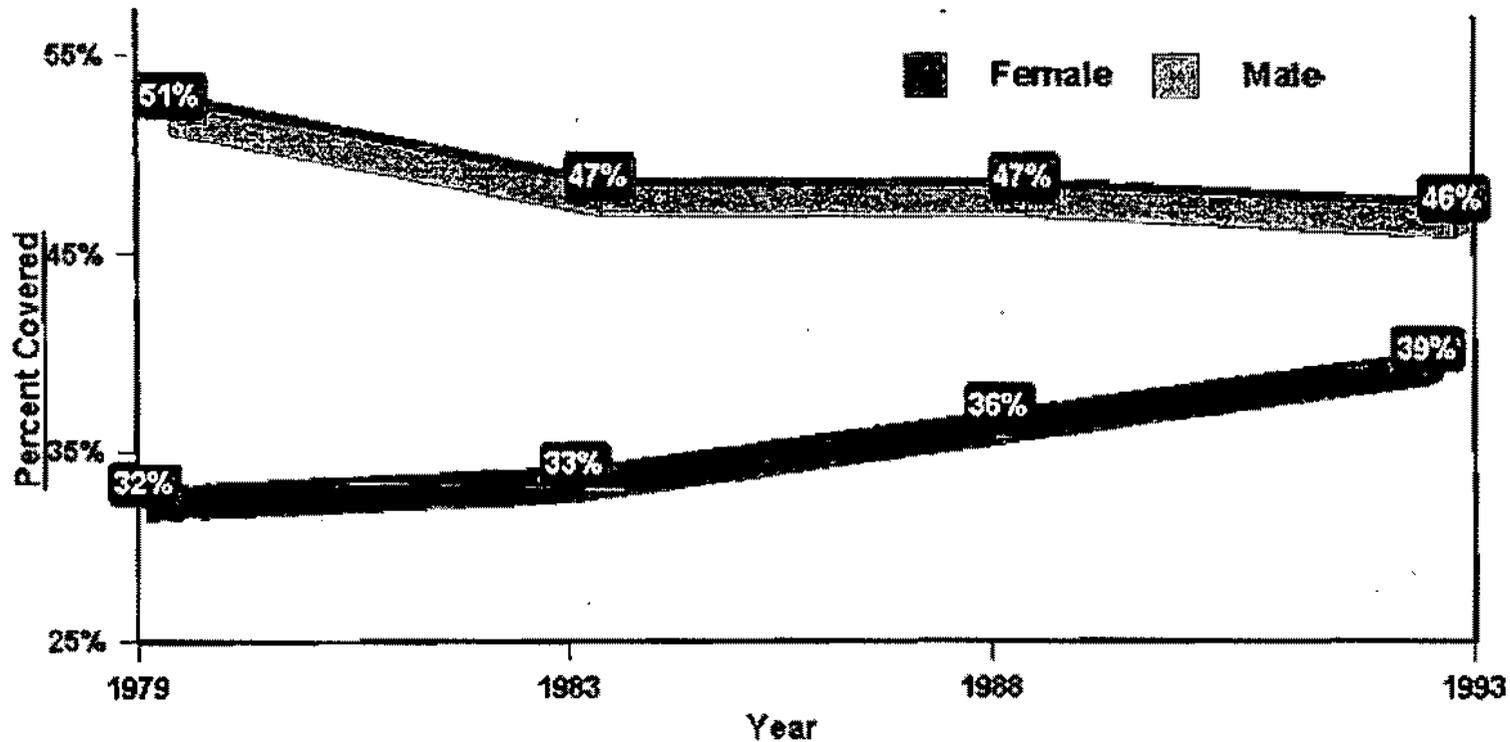
The Wage Gap Varies Considerably By Age



Source: BLS, Median Usual Weekly Earnings, 1998.

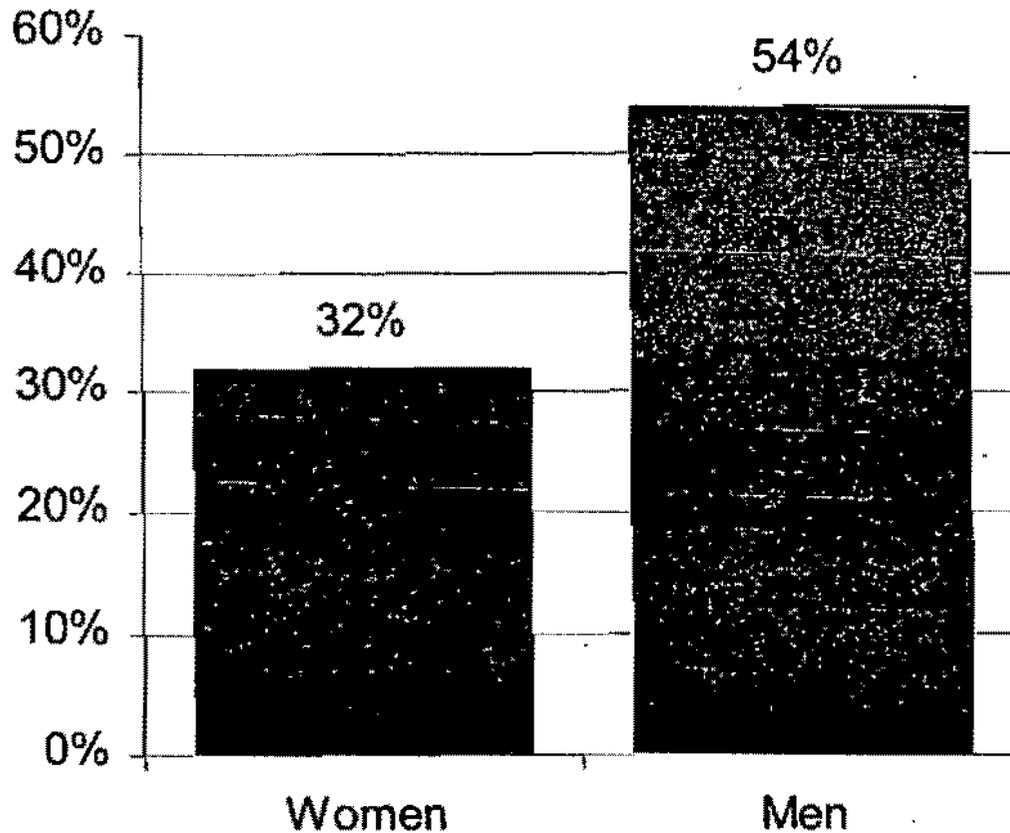
L 0543

Progress...But Gaps Also Remain in Pension Coverage



Source: Employee Benefits Supplement to the 1979, 1983, 1988 and 1993 Current Population Surveys.

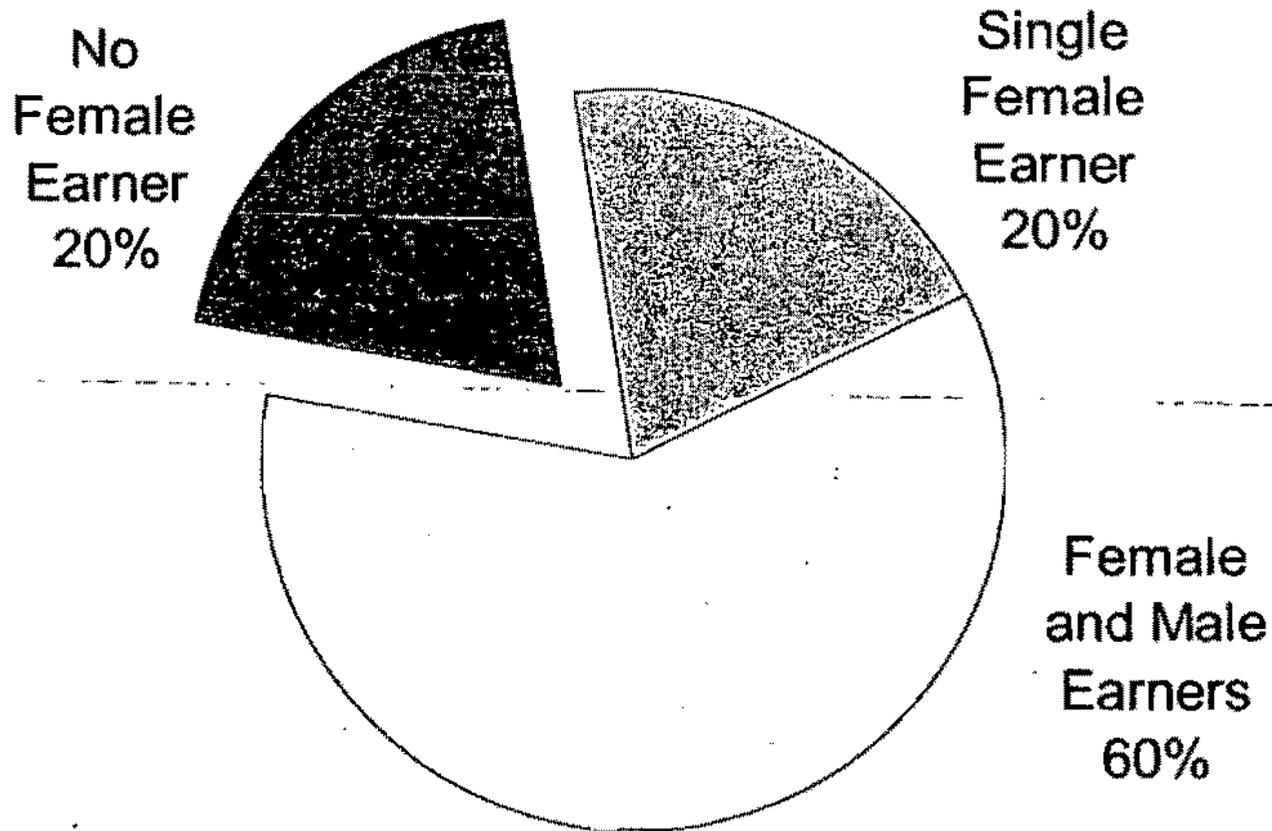
Percent of Workers Who Earn More than \$25,000 A Year



Source: Census Bureau, Total Money Earnings in 1997 for those 15 years and older, including both full- and part-time workers.

Women's Earnings Are A Significant Source of Family Income

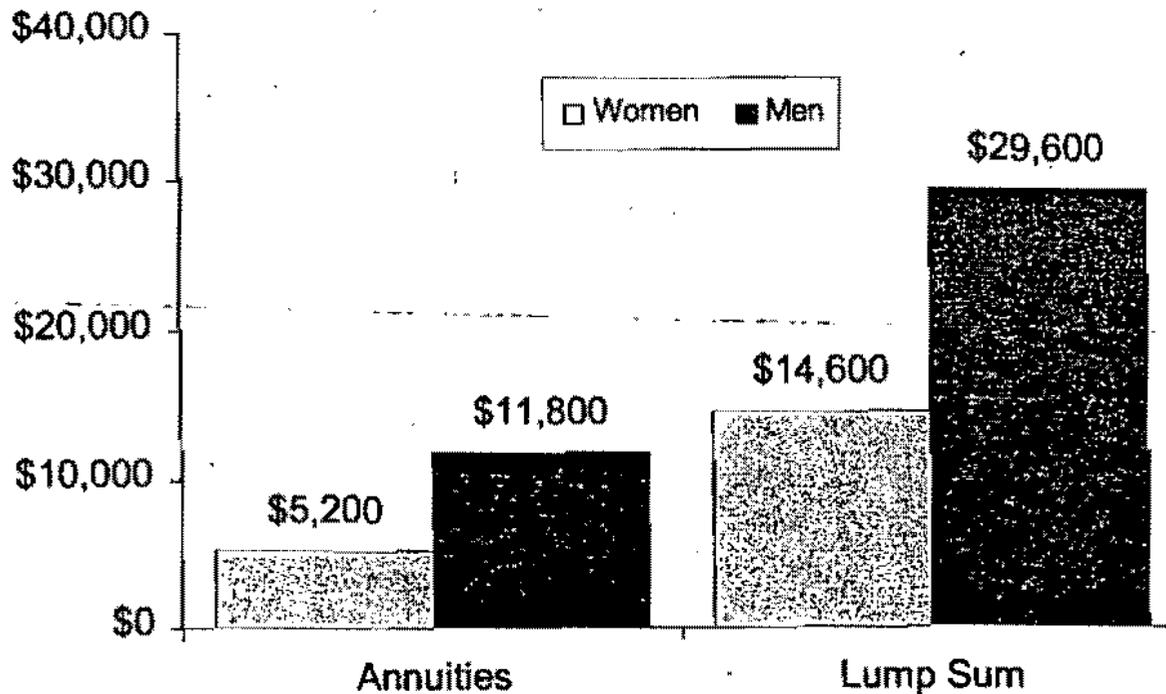
Percent of Families In Which Women Are A Source of Family Earnings



Source: Census Bureau, Money Income in the United States, 1997.

Women's Benefits Are Lower Than Men's

Value of Benefits - Retirees 55 and Over

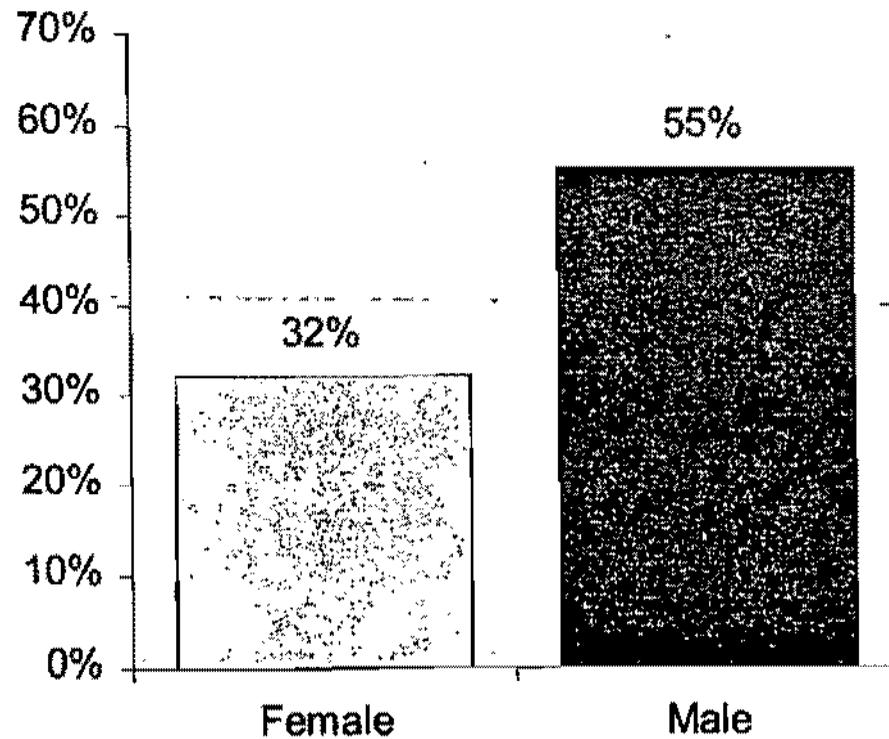


L 0547

Source: Retiree Benefits Supplement to the September 1994 Current Population Survey.

Fewer Women Receive Pensions

Receipt of Benefits - Retirees 55 and Over

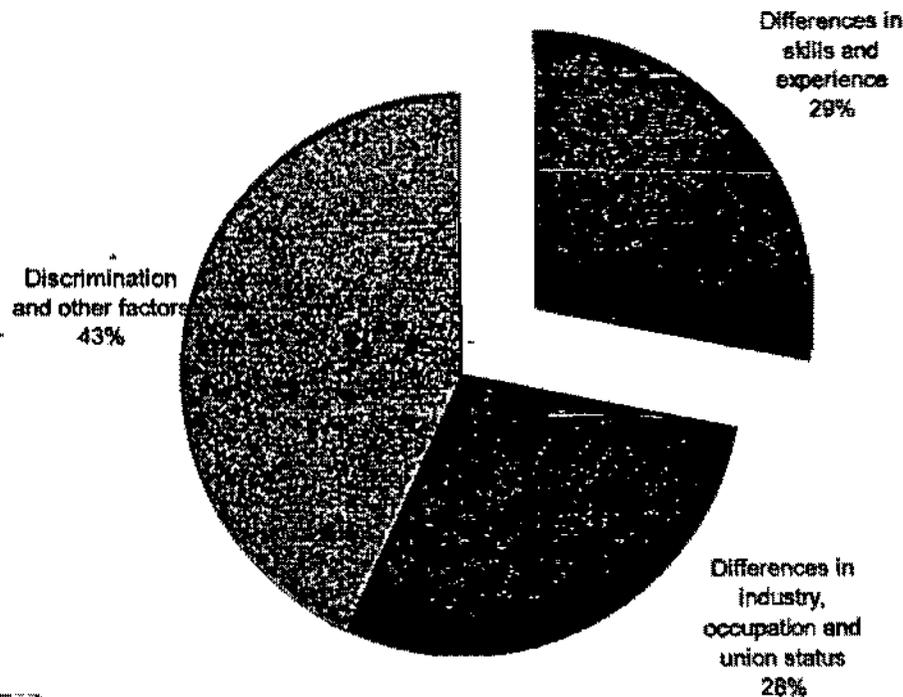


L 0548

Source: Retiree Benefits Supplement to the September 1994 Current Population Survey.

Skills and Experience

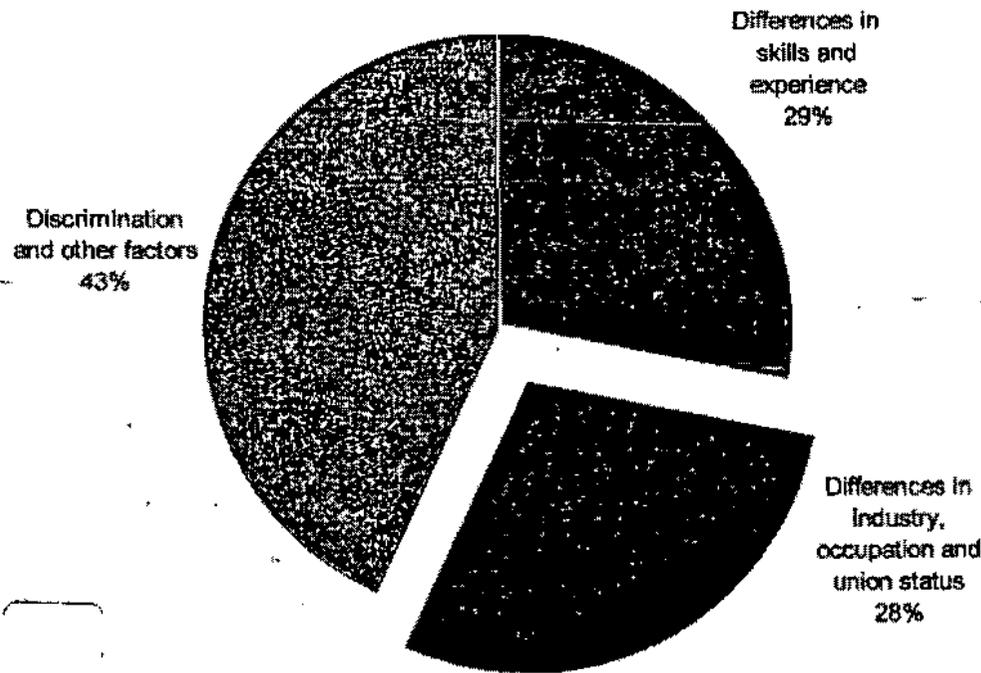
Skills and Experience



- Differences in educational attainment between women and men are small and thus explain little of the pay gap.
- Most of the difference in skills between women and men in the labor market is accounted for by the differences between them in years of *labor market experience*.
- The lower levels of experience of female workers largely reflect the fact that many women withdraw from the labor force for some periods of time, primarily for family responsibilities such as child-rearing.
- When considering *all* age groups in the labor force, the lost work experience of mothers accounts for only part of their lower wages and less than one-third of the overall male-female pay gap.

Industry, Occupation and Union Status

Industry, Occupation, and Union Status



- Women in the labor force are less likely than men to work in managerial or blue-collar **occupations** and more likely to work in lower-paying sales, clerical, and service occupations. Occupational segregation in the workplace persists.
- Women are less likely to work in the higher-paying construction and manufacturing **industries** and more likely to work in retail trade and services.
- Women employees are less likely to be **union** members than are men.
- While some of these differences in the job characteristics of female and male workers represent the occupational **choices** made by women, they also reflect discriminatory **barriers** that women face in gaining access to jobs traditionally held by men.

L 0550 7

THIS INITIATIVE WILL FOCUS ON THE FOLLOWING:

- **Pay Discrimination**

Part of the "other" factors

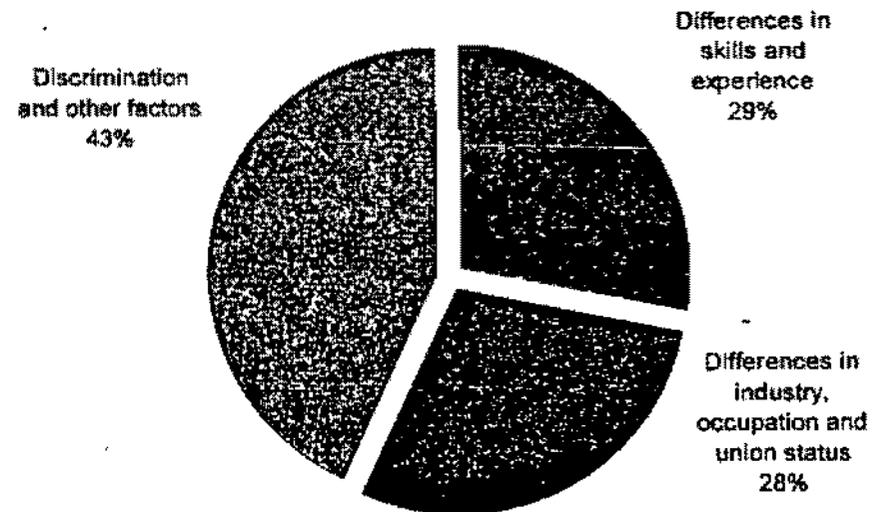
- **Occupational Segregation**

Part of the "industry, occupation and union status difference" factor

- **Pension Gap**

This initiative will also include efforts to address the pension gap, which is reflected in all of the contributing factors

Factors Contributing the Pay Gap*



* The reasons for the pension gap are found in all segments of the pie.

The "skills and experience" factor will be addressed indirectly through support for family friendly policies (e.g. child care support and FMLA).

L 0551

GUIDING PRINCIPLES

- Although for this initiative our focus is on gender, DOL enforcement, education and partnership efforts are designed to ensure equal employment opportunities for women and men, and prevent discrimination because of race, color, religion, national origin, disability or veteran status.
- In confronting the pay gap, DOL will work to end pay discrimination, eliminate occupational segregation and promote pension equity.



GUIDING PRINCIPLES

- This initiative utilizes three powerful tools at DOL's disposal: **ENFORCEMENT, EDUCATION** and **PARTNERSHIP**.
 - * **ENFORCEMENT** efforts to prevent pay discrimination and promote equal employment opportunities should serve to identify, remedy and deter violations of the law. Highlighting the resolution of important pay discrimination cases serves a particularly important deterrent function. All enforcement efforts must be effective and fair.
 - * **EDUCATION** efforts focusing on pay discrimination and occupational segregation should change employer behavior, including increased voluntary compliance, and increase workers' understanding of their equal employment opportunity rights. Successful educational efforts also will lead to an understanding of the pay and benefits gaps and why they must be narrowed.
 - * **PARTNERSHIPS** to narrow the wage gap, reduce occupational segregation and promote pension equity should enhance public awareness.

PLAN OF ACTION

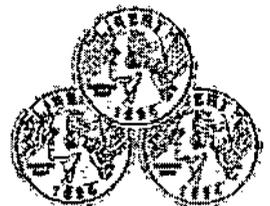
A THREE-PRONGED STRATEGY TO PREVENT PAY
DISCRIMINATION, ELIMINATE OCCUPATIONAL SEGREGATION
AND PROMOTE PENSION EQUITY

I. ENFORCEMENT

II. EDUCATION

III. PARTNERSHIPS

L 0554



ENFORCEMENT STRATEGY

I. ENFORCEMENT STRATEGY

Effective and fair enforcement prevents pay discrimination and encourages equal employment opportunities. Such a strategy promotes compliance efforts and identifies, remedies and deters violations of the law.

We have identified two critical elements needed for success:

- ⇒ targeted contractor selection to maximize the effectiveness of compliance reviews
- ⇒ a model investigative and litigation program that pursues the best and strongest pay discrimination cases. Such a program:
 - ◆ requires development of clearly defined guidelines for pay litigation;
 - ◆ depends on early coordination among appropriate agencies including OFCCP, SOL and OSEC, for public dissemination of important case developments;
 - ◆ should lead to increase in the number of pay discrimination actions;
 - ◆ requires commitment to timely and consistent investigations and litigation; and
 - ◆ presumes availability of adequate resources.

Although successful enforcement efforts mainly impact pay discrimination and occupational segregation, it is important to note that DOL case resolutions often provide retroactive seniority, salary adjustments and other relief that affect pensions.

NEW ENFORCEMENT ACTIONS FOR 1999

- ✓ Support OFCCP's access to wage data
- ✓ Consider options for improved contractor selection review system
- ✓ Implement model enforcement (investigative and litigation) program
- ✓ Increase number of glass ceiling reviews by 10% (4 more over last year)
- ✓ Emphasize pay issues in all other OFCCP focused reviews
- ✓ Increase pay-related enforcement actions
- ✓ Provide additional resources for compliance and litigation support

L 0556

II. EDUCATION STRATEGY

Successful education efforts focusing on pay discrimination and occupational segregation (which both influence the pension gap) can have a broad impact by both changing employer behavior and increasing workers' understanding of their equal employment opportunity rights.

This will be accomplished by:

- Explaining the purpose and requirements of the law through published materials, speeches, workshops and conferences
- Illustrating the benefits of the law to employers, workers and their families particularly by highlighting best practices
- Encouraging voluntary compliance, particularly through employer self-audits
 - ◆ Employer self-audits allow early identification and correction of pay inequity
 - ◆ Technical assistance efforts are also critical to this effort
- Raising public awareness of the reasons for the pay and benefits gaps and ways to narrow them
 - ◆ We will utilize publications, research results and public education campaigns to raise public awareness
 - ◆ Coordination with the White House and Congress is integral to public awareness efforts

NEW EDUCATION ACTIONS FOR 1999

- ✓ Publish new print and internet materials
- ✓ Launch OFCCP Technical Assistance Campaign
- ✓ Hold Women in Construction Summit
- ✓ Release and track pay gap research
- ✓ Expand pension education outreach to women and small employers
- ✓ Highlight pension-related relief in DOL pay case resolutions
- ✓ Support Administration and Congressional efforts regarding the President's FY 2000 Equal Pay budget initiative and the Daschle-DeLauro (Paycheck Fairness Act) and pension reform legislation

L 0558

III. PARTNERSHIP STRATEGY

Partnerships leverage limited resources by engaging external organizations to enhance public awareness.

Partnerships will engage women's and civil rights' organizations, unions, employers and other federal agencies in efforts to narrow the wage gap (and prevent pay discrimination), reduce occupational segregation and promote pension equity.

NEW DOL PARTNERS FOR 1999

New Partnerships

- ✓ Partner with DOT, HUD and GSA on MOU to strengthen mega-projects program and promote non-traditional jobs for women in construction
- ✓ Co-host with EEOC regional equal pay events
- ✓ Join NASA and WREI in promoting women and girls in the sciences
- ✓ Engage large employer groups such as U.S. Chamber of Commerce to develop and promote pension education for small employers and women
- ✓ Work with small employers to highlight importance of establishing pension plans
- ✓ Partner with SBA and CFPB to expand pension education outreach to women and small employers

NEW DOL PARTNERS FOR 1999

Expanded Partnerships

- ✓ Join with NILG to promote best pay practices and emphasize self-auditing efforts
- ✓ Increase focus on Mega-projects to raise awareness of non-traditional jobs (construction)
- ✓ Proceed with EEOC to implement two MOUs
- ✓ Partner with key women's organizations to focus on WIA and One Stop Centers
- ✓ Engage NAWBO to promote women's pension education
- ✓ Partner with state treasurers, SEC, ASEC and consumer groups to expand pension education outreach to women and small employers

L 0561

IMPLEMENTATION PROCESS

APRIL

Enforcement

Develop plan for early coordination among key DOL components for effective dissemination of important pay cases

Education

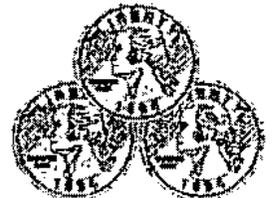
SECRETARY participated in White House Roundtable on Equal Pay with the President and First Lady-4/7/99

- o **Commemorated Equal Pay Day and supported Administration's equal pay initiatives and the Paycheck Fairness Act**
- o **Amplified equal pay and pension gap issues**
- o **Participated in press amplification including regional press conference call**

WB launched a new educational series to profile non-traditional occupations on its website. Each future installment will feature a personal interview with a woman holding a non-traditional job with links to information in the Occupational Outlook Handbook and resources for further information-4/7/99

WB hosted its first joint educational workshop/event with EEOC on pay discrimination in Philadelphia, PA-4/13/99 [Model for future regional events]

OFCCP participated in the American Association for Affirmative Action's 25th Annual National Conference to discuss recently approved DOL-EEOC MOUs-4/14-4/17/99 (Birmingham, ALA)



IMPLEMENTATION PROCESS

APRIL

OFCCP On Wheels: Ongoing Customer-Service Outreach Meetings with new focus on pay issues. [Model for future regional events]

- o Memphis, TN-4/19-4/20/99
- o Denver, CO-TBD

SECRETARY met with Leadership Conference on Civil Rights, a coalition of women's and civil rights' organizations that focuses on working women's issues. The discussion included a review of relevant DOL activities including those related to equal pay and FMLA-4/26/99

ESA met with Hawaii's State Committee on the Status of Women (and local ILGs) and discussed pay discrimination-4/26/99

EVE awards selection committee members meet to consider best pay practices in 1999 selection criteria, Washington, DC-Week of 4/26/99

BLS completes study on the pay gap

Partnerships

SECRETARY signed two DOL-EEOC MOUs (4/7/99) which became effective when published in the Federal Register on 4/12/99

OFCCP met with the ILG in Memphis, TN-4/19-4/20/99

IMPLEMENTATION PROCESS

MAY

Enforcement

Finalize new model enforcement (investigative and litigation) program and prepare to announce at next large pay case announcement. This includes completion and dissemination of clearly defined guidelines for pay litigation.

Complete review of options for improved targeting system for contractor selection review

Resolution of Paperwork Reduction Act Issue-5/31/99

Education

SECRETARY delivers keynote address at 2nd annual "Working Women 500" event sponsored by *Working Women* magazine for the top 500 women-owned businesses. Opportunity to release BLS pay gap study and make possible pay case announcement, DC-5/10/99

OFCCP On Wheels: Ongoing Customer-Service Outreach Meetings with new focus on pay issues.

o Charlotte, NC-5/6/99

o Miami, FL-5/12/99

o Tulsa, OK-5/13/99

✓ o Los Angeles-5/13/99

OFCCP Town Hall Meeting in Detroit, MI to highlight equal pay issues. OCIA to notify interested members of Congress of these meetings and coordinate their possible involvement.

IMPLEMENTATION PROCESS

MAY

SECRETARY delivers commencement address with a message on Equal Pay. Possible sites include:

- o Shaw University, NC-5/8/99
- o Bowie State University, MD-5/29/99
- o Northern Virginia Community College, VA-5/14/99

WB addresses NCWO meeting on equal pay and proposes partnership opportunities, Washington, DC-5/18/99

PL begins interagency discussions (BLS, CHECO, OFCCP, WB) on establishing monthly data updates focusing on the pay gap. These short data releases could be coordinated with the Secretary's messages on "Numbers Day."

Begin discussions with OSBP (Contact: Elaine Morelle) to assist initiative with employer compliance assistance efforts and employers' feedback on such efforts

Partnerships

OFCCP to participate in NILG Executive Committee Meeting to encourage employers to utilize self-audit tools and promote non-traditional jobs, Washington, DC-5/20/99

SECRETARY announces a partnership with U.S. Chamber of Commerce and SBA to distribute a jointly developed video that encourages small businesses to establish pension plans for their employees. OCIA will notify interested members of Congress of the video for use in their communication with business leaders/chambers in their states or districts. PL and WB will amplify message on pension plan participation to business community, women's organizations and others

IMPLEMENTATION PROCESS

MAY

WB begins discussions with NASA and WREI on two partnerships: 1) to encourage girls to study math and sciences and enter non-traditional jobs; and 2) to educate targeted federal agencies about the importance of considering women for scientific positions

WB begins discussions with women's and civil rights' organizations to disseminate new educational publications and materials

JUNE

Enforcement

Education

DOL participates in event commemorating the 36th anniversary of the signing of the Equal Pay Act. OCIA will provide information to Congress and encourage events/floor statements/columns commemorating the Act-6/10/99

OFCCP on Wheels: Ongoing Customer-Service Outreach Meetings with new focus on pay issues.

- o Orlando, FL-6/17/99
- o Jackson, MI-6/27/99
- o Nashville, TN-6/30/99

Chattanooga

IMPLEMENTATION PROCESS

JUNE

Finalize site for first SECRETARIAL visit to a mega-project to highlight DOL efforts in increasing opportunities for women and others in the non-traditional jobs such as construction. OCIA will coordinate congressional involvement in appropriate portions of the day. PL will amplify message of non-traditional occupations through roundtable discussion and other avenues. Identified possible sites include:

- o Los Angeles, CA (LA Metro Rail Segment III)
- o Oakland, CA (Cypress Freeway or Pinion Pines Power)
- o Dallas, TX (Dallas I-15 Highway Expansion)
- ✓ o New Haven, CT (Tomlinson Bridge)
- o Louisville, KY (Louisville International Airport)
- o Memphis, TN (Memphis International Airport)

SECRETARY focuses on Equal Pay during her keynote address to AAUW's national meeting-6/22/99

DOL participates in the annual meeting of General Federation of Women's Clubs in San Francisco, CA

Partnerships

SECRETARY releases with the Certified Financial Planners Board, a new consumer booklet on basic financial information and highlights considerations for women in light of the benefits gap-6/10/99

- o Coincides with the one-year anniversary of the SAVER Summit
- o Coincides with the 36th anniversary of the signing of the Equal Pay Act

DOL co-sponsors the Jobs Plus Leadership Conference with HUD and Rockefeller Foundation. Opportunity to focus on the benefits gap and non-traditional occupations.

IMPLEMENTATION PROCESS

JUNE

WB and ETA host their "Train the Trainer" Session for WB Regional Administrators to educate them on developing new One-Stop Centers at the local level to best serve women seeking non-traditional careers. Subsequent trainings will involve WB staff training local groups of women's advocates.

JULY

Enforcement

Education

DOL participates in BPW Annual Meeting to highlight the equal pay message for women and employers
Rochester, NY-7/14-7/18/99

SECRETARY addresses the National Association of Negro Business and Professional Women's Clubs and includes her equal pay message-7/25/99

WB publishes two new educational tools on the pay gap:

- o The Earnings Difference Fact Sheet
- o The Pay Discrimination Brochure that highlights OFCCP, PWBA and EEOC

WB releases report, "Lessons Learned from WANTO grantee programs" highlighting opportunities for non-traditional jobs

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IMPLEMENTATION PROCESS

JULY

OFCCP Town Hall Meeting in New Orleans, LA will highlight equal pay issues. OCIA to notify interested members of Congress of these meetings and coordinate their possible involvement-7/27 or 7/28/99

OFCCP Keynote Address/Workshop before the NCNW of Greater New Orleans will highlight equal pay issues-7/27 or 7/28/99

DCR hosts, with possible SECRETARIAL participation, the 10th annual National Equal Opportunity Training Conference, Washington, D.C. Opportunity to outline DOL's equal pay initiative before the 400 expected attendees-7/28-7/30/99

DOL participates in the National Partnership for Women's and Families' National Conference

Partnerships

BAT announces 10 Child Care Employer Apprenticeship Program state grantees. These 18-month awards range from \$175,000 to \$350,000.

WB and ETA announce 1999 WANTO grantees

* **IN CONCERT WITH QUARTERLY REPORTING, PREPARE AND REVIEW STATUS REPORT ON ALL ON-GOING ACTIVITIES**

L 0569

IMPLEMENTATION PROCESS

AUGUST

Enforcement

Education

WB participates in the annual meeting of American Women in Radio and Television and delivers an equal pay message, Chicago, IL-8/18-8/21/99

PWBA releases two new PSAs and op-ed piece for Secretary's signature on women and pensions

DOL unveils integrated internet pay icon for pay information and self-audit tips including a new employer self-audit tool

OCIA will provide equal pay and pension information to interested members of Congress for use in meetings with business/chambers/advocacy groups during the August recess

DOL begins to explore opportunities for Secretary to engage industry leaders/CEOs on the issue of equal pay. Possible venues include annual meetings of groups such as BRT, American Business Conference, National Business Summit Corporate speakers' series Roundtables (e.g., Sheila Jackson Lee and oil companies in her district)

IMPLEMENTATION PROCESS

AUGUST

Partnerships

DOL participates in the NILG National Meeting, Seattle, WA. This meeting of 400 federal contractors is an opportunity to meet with progressive companies, energize the partnership, encourage non-traditional employment and unveil the new employer self-audit tool-8/19-8/21/99

SEPTEMBER

Enforcement

Education

WB, OFCCP and EEOC host two more joint educational workshops/events on pay discrimination

- o Atlanta, GA (tentative)
- o Chicago, IL (tentative)

DOL commemorates 25th anniversary of the signing of ERISA by emphasizing the benefits gap. OCIA will arrange similar congressional recognition. PWBA, PL and WB will amplify the benefits gap message to key constituencies

SECRETARY includes a message on equal pay in her annual Labor Day Speech. OCIA will provide equal pay information to interested members of Congress for similar Labor Day remarks/events/press releases. WB, PWBA and PL will amplify the equal pay message to key constituencies.

IMPLEMENTATION PROCESS

SEPTEMBER

Partnerships

Everywoman's Money Conferences: Co-sponsored by PWBA and National Association of State Treasurers in a variety of states to educate women about money matters including the pension gap. WB, OCIA and PL will amplify the pension gap message to key constituencies:

- o Idaho (PWBA and Idaho State Treasurer)
- o **SECRETARY addresses conference in Vermont (PWBA and Vermont State Treasurer)**
[Model for future regional events]

WB regional offices establish partnerships with local women's groups to conduct regional training sessions on the opportunities for non-traditional career information for women offered through the new One-Stop Centers (follow-up to the "Train the Trainer" session hosted by WB and ETA. OCIA and PL assist with constituency outreach.

WB finalizes partnership with women's and civil rights' organizations to disseminate new educational publications and materials

WB sponsors Business to Business Mentoring Initiative on Child Care progress event

*** IN CONCERT WITH QUARTERLY REPORTING, PREPARE AND REVIEW STATUS REPORT ON ALL ON-GOING ACTIVITIES**

IMPLEMENTATION PROCESS

OCTOBER

Enforcement

OFCCP conducts 40 glass ceiling reviews (a 10% increase over last year)

Education

SECRETARY participates in 1999 EVE Awards Ceremony to emphasize best practices in the area of pay. OCIA will coordinate recognition of winner by appropriate members of Congress-10/21/99

WB publishes "Women's Work Isn't What It Used To Be" which highlights the importance of women's incomes to their families and non-traditional occupations

DCR releases its annual report highlighting DOL as a model employer

Partnerships

OFCCP hosts EVE Awards workshops to emphasize best practices-10/20/99

Everywoman's Money Conference in West Virginia (PWBA and West Virginia State Treasurer). WB, OCIA and PL will amplify the pension gap message to key constituencies

IMPLEMENTATION PROCESS

NOVEMBER

Enforcement

Education

WB, OFCCP and EEOC host two more joint educational workshops/events on pay discrimination

SECRETARY delivers the keynote address at the annual meeting of the National Committee on Pay Equity. Opportunity for WB to disseminate written materials to women's leaders, civil rights leaders and union leaders at the annual meeting.

DECEMBER

Enforcement

Education

SECRETARY participates in the OFCCP-sponsored Women in Construction Summit. Could announce OFCCP, GSA, DOT and HUD MOU. WB, BAT, OCIA and PL coordinate with OFCCP to elevate message on non-traditional jobs for women.

WB publishes a new career guide that helps women understand how to advocate for themselves in the workplace

DOL begins to explore opportunities and available resources for promoting non-traditional occupations to girls

IMPLEMENTATION PROCESS

DECEMBER

OFCCP completes technical assistance manual that includes chapter on pay discrimination

OCIA will provide relevant OFCCP/WB materials to interested members of Congress for them to launch "Women's New Year Resolution" campaigns in their states/districts to encourage women to use the opportunity of the new year (and a new millennium) to assess their current situation and determine whether they are receiving equal pay and benefits. PL will coordinate with OCIA to amplify the message.

OFCCP releases new glass ceiling report. (WB and CHECO provide technical assistance.)

OFCCP activates e-laws that provide guidance on pay issues under Executive Order 11246

Partnerships

OFCCP announces approval of MOU with GSA, DOT and HUD that finalizes protocols to increase women's participation in construction

WB finalizes NASA and WREI partnerships: 1) to encourage girls to study math and sciences and enter non-traditional jobs; and 2) to educate targeted federal agencies about the importance of considering women for scientific positions. PL provides outreach to other relevant girls' organizations and OCIA amplifies partnership to Congress.

WB announces a new partnership with NCWO to disseminate its new career guide

IMPLEMENTATION PROCESS

ON-GOING ACTIVITIES

Support OFCCP's access to wage data

Support of Administration's pay equity appropriations requests

Emphasis on pay issues in all OFCCP focused reviews

Increase pay-related enforcement actions

Announcement of significant pay case developments and resolutions

Highlighting pension-related relief in DOL pay case resolutions

Tracking of pay gap research including BLS releases

Support of Congressional efforts regarding Daschle-DeLauro and pension reform legislation

Monitor media coverage of equal pay issue and respond appropriately

Implementation of the two DOL-EEOC MOUs

Expansion of pension education outreach to women and small employers

L 0576

THE SECRETARY OF LABOR'S ROLE

- I. **We envision you serving as a catalyst for change on the equal pay issue by:**
 - **Highlighting important pay discrimination cases-**This underscores and further legitimizes DOL enforcement efforts.
 - **Enhancing public awareness-**You can use effectively your “bully pulpit” to educate and raise the public’s awareness of the equal pay issue and why it matters; empower the public to change; and explain your initiatives to address the issue.
 - **Building strategic partnerships-**You can engage new partners and energize old ones in our efforts.



THE SECRETARY OF LABOR'S ROLE

II. We recommend these events for Secretarial participation as key parts of the Equal Pay Initiative:

1. SECRETARY delivers keynote address at 2nd annual "Working Women 500" event sponsored by *Working Women* magazine for the top 500 women-owned businesses. (May)
IMPACT: EDUCATION/ENFORCEMENT
2. SECRETARY visits a mega-project site to highlight DOL efforts in increasing opportunities for women and others in the non-traditional jobs such as construction. (June or first available month)
IMPACT: PARTNERSHIPS/EDUCATION
3. SECRETARY delivers the keynote address to AAUW's national meeting and focuses on equal pay. (June)
IMPACT: EDUCATION
4. SECRETARY addresses Vermont's "Everywoman's Money Conference" co-sponsored by PWBA and National Association of State Treasurers to educate women about money matters including the pension gap. (September)
IMPACT: PARTNERSHIPS/EDUCATION
5. SECRETARY participates in 1999 EVE Awards ceremony to emphasize best practices in the area of pay. (October)
IMPACT: EDUCATION/PARTNERSHIPS
6. SECRETARY delivers the keynote address at the annual meeting of the National Committee on Pay Equity. (November)
IMPACT: EDUCATION
7. SECRETARY participates in the OFCCP-sponsored Women in Construction Summit. (December)
IMPACT: EDUCATION/PARTNERSHIPS

L 0578

THE SECRETARY OF LABOR'S ROLE

III. In addition, listed below are some events which offer the opportunity to include an equal pay message:

1. SECRETARY delivers a commencement address with a message on equal pay. (May)
IMPACT: EDUCATION
2. SECRETARY announces a partnership with U.S. Chamber of Commerce and SBA to distribute a jointly developed video that encourages small businesses to establish pension plans for their employees. (May)
IMPACT: PARTNERSHIPS/EDUCATION
3. SECRETARY releases with the Certified Financial Planners Board, a new consumer booklet on basic financial information and highlights considerations for women in light of the benefits gap. (June)
IMPACT: PARTNERSHIPS/EDUCATION
4. SECRETARY addresses the National Association of Negro Business and Professional Women's Clubs and includes her equal pay message. (July)
IMPACT: EDUCATION
5. SECRETARY addresses DCR's 10th annual National Equal Opportunity Training Conference which attracts approximately 400 attendees.
IMPACT: ENFORCEMENT/EDUCATION

THE SECRETARY OF LABOR'S ROLE

6. SECRETARY includes a message on equal pay in her annual Labor Day Speech. (September)
IMPACT: EDUCATION

IV. On an ongoing basis, the Equal Pay Team will track important pay cases and where appropriate request Secretarial assistance in highlighting these developments. This will strengthen and legitimize DOL enforcement efforts.

EQUAL PAY TEAM

TEAM MEMBERS

Principal: Bernard E. Anderson

Team Manager: T. Michael Kerr

Team Coordinators: Cheryl Dorsey
Yvonne Sims

Delores Crockett (WB)

Harry Holzer (CHECO)

Shirley J. Wilcher (OFCCP)

Peggy A. Lewis (OPA)

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Lisa Osborne Ross (OPL)

Barbara Bingham (OASP)

Gale Black (OFCCP)

Sylvia Gaudette (OCIA)

Earl Gohl (OCIA)

Debra Golding (PWBA)

Sharon Hanley (ExecSec)

Kelly Jenkins-Pultz (WB)

Elizabeth Toohey (DepSec)



OUTCOMES

THIS SUCCESSFUL INITIATIVE WILL:

- Shape the "equal pay" debate by showing that the pay (and benefits) gap is real and it matters
- Strengthen and legitimize DOL enforcement efforts
- Empower the public to change

IN MEASURING OUR SUCCESS WE WILL TRACK BOTH SHORT- AND LONG-TERM OUTCOMES:

Short-term Outcomes for 1999-2000

- A more effective system for selecting contractors for review.
(ENFORCEMENT)
- The new model investigative and litigation enforcement program is implemented.
(ENFORCEMENT)
- Glass ceiling reviews increase by 10 percent and OFCCP emphasizes pay issues in all other OFCCP focused reviews. (ENFORCEMENT)



OUTCOMES

- Additional resources for compliance and litigation support are provided. **(ENFORCEMENT)**
- Funding for the Administration's Equal Pay Initiative is secured. **(EDUCATION)**
- Contractor self-audits increase. **(EDUCATION)**
OFCCP can monitor such an increase, in part, by tracking the number of "hits" to its employer self-audit website.
- The public, especially contractors, has an increased understanding of the requirements and benefits of the law. **(EDUCATION/PARTNERSHIPS)**
Given the inherent measurement problems, determining whether this outcome has been achieved will require indirect measurements based largely on an assessment of press coverage and public statements.
- The participation of women in non-traditional jobs increases. **(EDUCATION/PARTNERSHIPS)**
In the near term, measurement will be based on the number of women who participate in the WANTO grantee programs. Over time, measurement will also include the participation rate of women in construction jobs on "mega-projects."
- The number of partnerships formed to narrow the wage gap, eliminate occupational segregation and promote pension equity increases. **(PARTNERSHIPS)**

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OUTCOMES

Long-term Outcomes

- The pay gap between working women and men continues to narrow.
In attempting to monitor pay discrimination, determining whether intervention efforts to decrease it are successful will require indirect measurements such as tracking the wage gap.
- Occupational segregation is reduced and women's employment opportunities are enhanced.
- A higher percentage of working women will be covered by and receive higher benefits from pension plans.

APPENDIX



Supplement to The Challenge

Background on Equal Pay and Pay Equity Terms

Talking Points: The Pay Gap Still Exists

Chart: How Far to the Top? Average Salary Ranking for Highest Paid Employees by Race & Gender

Chart: College Educated Women Earn Wages That Are Just 12 to 20 Percent Higher Than High School Educated White Men

Fact Sheet: Women earn less than men in 97 percent of all jobs for which detailed information by gender is available

Supplement to Results of the Pay Gap

Chart: Women Work in Industries with Lower Pension Coverage such as Services and Retail

Fact Sheet: Women and Pensions



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APPENDIX

Supplement to Contributing Factors

Fact Sheet: Gender Differences in Education and Work Experience

Resources for Further Information on the Pay Gap

Supplement to the Strategy/Plan of Action

Current OFCCP Efforts and Highlights

OFCCP Definitions

Highlights of some of the OFCCP pay cases

OFCCP Mega-Projects Sites

Current WB Efforts and Highlights

WB Non-traditional Occupations website

Comparison of Fair Pay Legislative Proposals and Current Law

Background on Equal Pay and Pay Equity Terms

TERM	MEANING
1. EQUAL PAY FOR EQUAL WORK:	<p>This term is most often used to describe men and women who work in the same job, but it also includes those with slightly different job titles if the job descriptions are essentially the same, for instance janitors and cleaners whose duties are not substantially different. Exceptions to the Equal Pay Act are for pay based on seniority, merit, quality or quantity of work, or any other factor other than sex of the worker.</p> <p><i>Example: Two engineers work for the ACME Building Company - both have the same level of education, experience and performance, but the man is paid \$9,000 per year more than the woman. She may have a valid equal pay claim.</i></p>
2. PAY DISCRIMINATION WAGE DISCRIMINATION	<p>This term is broader than the Equal Pay Act. Men and women do not have to hold the same job to challenge pay practices under Executive Order 11246 and Title VII, yet the skill, effort, responsibility and working conditions of their jobs needs to be very similar to win a claim of wage discrimination.</p> <p><i>Example: A woman works as a Human Resources Manager in a hospital that holds a federal contract, and her male colleague is a Finance Manager, both have matching levels of education, experience, performance and manage the same size budget and staff and both report to the CEO of the hospital, but she is paid \$7,000 less per year. After a DOL Glass Ceiling/Corporate Management Review, she is awarded back pay and salary adjustment to match his pay.</i></p>
3. EQUAL EMPLOYMENT OPPORTUNITY	<p>This broad phrase is rooted in Title VII of the Civil Rights Act and means that employers may not discriminate on the basis of sex, race, color, religion, national origin, or disability in employment. Protection is offered in the areas of hiring, training, lay-offs, job mobility and promotion, including "glass-ceiling" cases, and compensation. Executive Order 11246 prohibits employment discrimination by federal contractors and promotes equal employment opportunity by federal contractors. Economic analysis of the pay gap shows that it is caused by a number of factors that are prohibited by Title VII, including bias in hiring by the most prestigious firms, denial of promotions for women, denial of training and apprenticeship programs for nontraditional occupations, stereotyping of women and steering them into lower paying positions, and bias in compensation programs, which results in lower pay and benefits for women, even when there seems to be no rational reason for the pay difference.</p> <p><i>Example: A female government relations specialist applied for and was denied a promotion heading the government relations department. A man with less experience was hired. She sued and has a case pending before the Supreme Court.</i></p>
4. COMPARABLE WORTH:	<p>This term refers to a methodology for raising the wages of traditional women's occupations through a job evaluation program that compares completely different occupations within a single employer's workforce. Jobs are identified as either "traditional women's jobs" (generally 70% or more of the workers are women) or "men's jobs" (generally women make up 25% or less of all incumbents). Then the women's jobs and men's jobs are scored on various levels of skill, effort, responsibility and working conditions. Jobs that score the same number of points are assumed to be of "comparable worth" even if the job titles or content are different. Twenty-four state governments have done some type of job evaluation study of their own workforce and nearly all have found that the traditional women's jobs paid significantly less than the men's jobs that were of "comparable worth." "Comparable worth" is often used interchangeably with pay equity, while many U.N. documents and other nations (e.g., Great Britain) use the term "equal pay for work of equal value." In Senator Harkin's and Congresswoman Norton's bills (introduced in the 105th Congress), the "comparable worth" concept is defined as "equal pay for work in equivalent jobs." Opponents of the concept use the term disparagingly and dismiss the concept as unworkable and unnecessary. Advocates use the term as a positive remedy for solving the wage gap, particularly low pay for women who are segregated in traditional women's occupations.</p> <p><i>Example: The State of Minnesota did a comparable worth study of its own workforce and found that women employed in traditional women's jobs were paid on average 20 percent less than men who worked in traditional men's jobs. For instance, male delivery van drivers were found to be comparable in skill to female clerk typists, but the men were paid \$3,200 more per year. The union negotiated pay increases for the women's jobs which brought an average pay increase of \$200 per month to the women.</i></p>

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TALKING POINTS: THE PAY GAP STILL EXISTS

Despite some progress in recent years, women in the United States workforce continue to earn less than men - in fact, women earn about 75 cents for each dollar earned by men.

According to a recent review by the Council of Economic Advisers, part of this "gender gap" in earnings can be explained by the lower experience of women workers, because of their childbearing and family responsibilities; and part can be explained by the different kinds of jobs in which men and women work. But even after adjusting for these differences, women still earn less than men. The research strongly suggests that discrimination against women in the labor market persists.

This notion has been disputed by some. For instance, a recent study published by the American Enterprise Institute implied that discrimination against women had become a thing of the past, because very young women with no children had essentially achieved parity with their male counterparts.

That would be fine if women never aged and never had children. But they do - and when they do, their labor market status generally worsens. For instance:

- The gap in pay between older men and women is greater than it is among the young. For instance, women aged 16-24 earn 91% as much as their males counterparts; those aged 25-54 earn 75% as much; and those aged 55 and older earn just 69%. Gaps in labor market experience do not fully account for the widening of the gap as women age.
- Mothers earn lower wages than women without children and substantially less than fathers. But, here again, much of this gap remains even after adjusting for differences in workforce experience between the different groups.
- *By age 30, women have just 8 fewer months of work experience on average than men, and yet they earn roughly 20% less than men.*

All of these data suggest that the lower wages of women are *not* fully explained by their own occupational and motherhood choices, and that discrimination persists. We must therefore strengthen our policies to reduce discrimination in the workforce - through strict enforcement of our Equal Opportunity laws, and through education and outreach efforts. Policies that help mothers in the workforce, such as financial support for childcare and extended Family and Medical Leave, are also important.

HOW FAR TO THE TOP?

Average Salary Ranking for Highest Paid Employees, by Race & Gender*

On average, White Men were the highest paid through the 19th highest paid employees in the companies reviewed, while



White Men 1st-19th highest paid employees



Hispanic Men were the 76th highest paid employees

White Women were the 20th highest paid employees

African American Men were the 84th highest paid employees

Asian Men were the 81st highest paid employees

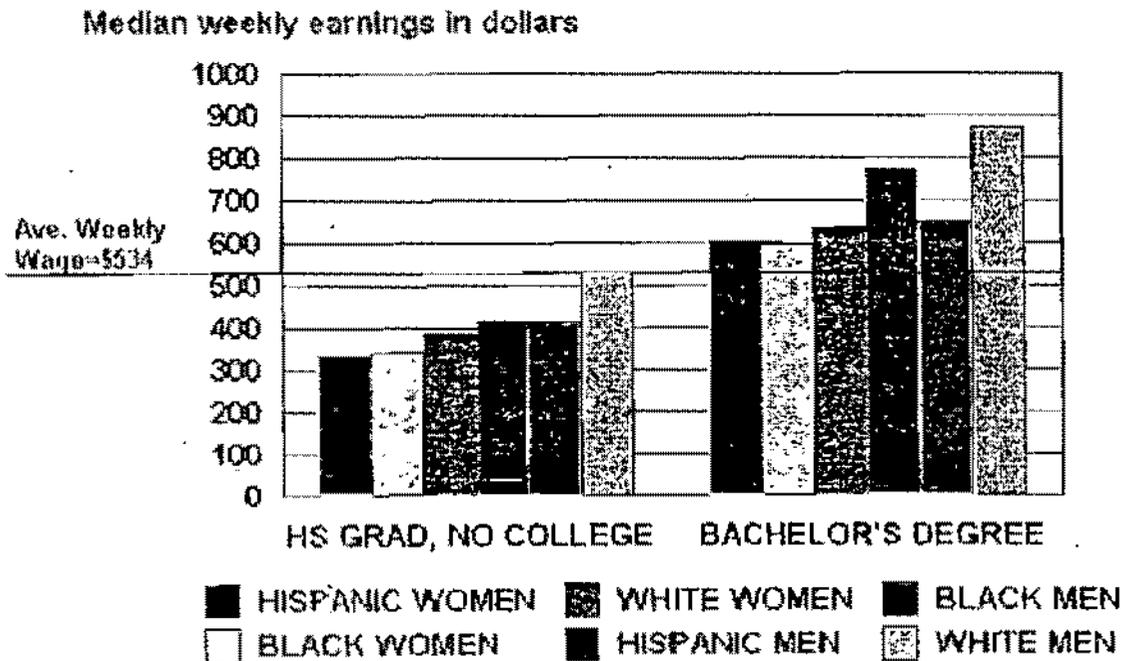
Asian Women were the 179th highest paid employees

Hispanic Women were the 224th highest paid employees

African American Women were the 140th highest paid employees

Data based on information obtained by the Department of Labor from its glass ceiling surveys conducted in 1993 and 1996 by the Office of Federal Contract Compliance Programs. The chart shows that on average the highest paid woman was the 20th highest paid person in the company. Median size of corporate work force reviewed 14,000.
Source: *The Glass Ceiling Initiative*, Arc
Women Goals in the 90s, U.S. Dept. of Labor, June 1997, pages 1-13

College Educated Women Earn Wages That Are Just 12 to 20 Percent Higher Than High School Educated White Men



Source: DOL, Bureau of Labor Statistics, 1998 Annual Averages, Median Weekly Earnings for Workers Who Usually Work Full-Time.

Women earn less than men in 97 percent of all jobs for which detailed information by gender is available.

In 1998, women earned 76.4 percent of men's weekly pay.

The wage gap ranged by occupation, but women earned less than men in 97 percent of all jobs for which detailed information by gender was available.

There were 115 occupations, out of a total of 171, where the pay gap between women's and men's earnings ranged from the average 24 percent gap to a 5 percent pay gap.

There were 47 occupations, out of a total of 171, where the pay gap between women's and men's earnings was greater than the average 24 percent pay gap.

There were only 9 out of 171 different occupations where women earned 95 percent or more of men's pay. They were:

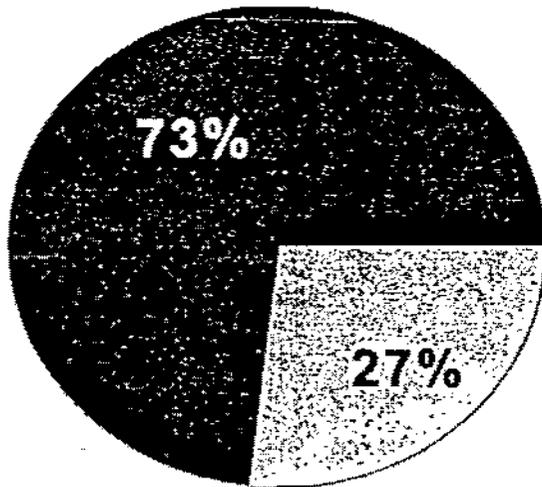
Occupation	Women's Earnings as a Percent of Men's
Legal Assistant	103.6%
Miscellaneous Food Preparation	102.3%
Therapists	99.4%
Records Processing (except financial)	99.3%
Waiters and waitresses assistants	98.9%
Order clerks	98.9%
Freight stock and material handlers	97.2%
Stock handlers and baggers	95.7%
Counselors/educational and vocational	95.0%

Source: DOL, Bureau of Labor Statistics, Table 5. Median weekly earnings of wage and salary workers who usually work full time by detailed (3-digit census code) occupation and sex, 1998 annual averages.

WOMEN WORK IN INDUSTRIES WITH LOWER PENSION COVERAGE SUCH AS SERVICES AND RETAIL

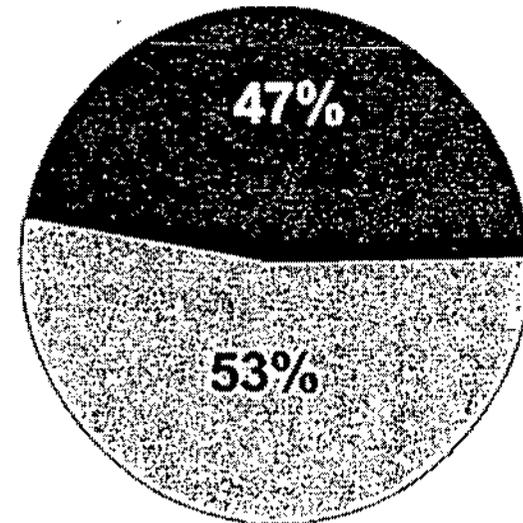
Highest Covered Industries

- Mining
- Durable Manufacturing
- Communication



Lowest Covered Industries

- Services
- Retail
- Construction



□ Female ■ Male

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Women and Pensions

U.S. Department of Labor

October 1998

Wages are directly correlated to pension coverage. As a result, American women, who traditionally earn lower wages, are less likely to be covered by an employment-based pension plan. When they are covered, women historically have received lower pension benefits. Since women tend to live longer they will require more income during their retired years than men. Consequently, while all workers need to save more for retirement, women should pay particular attention to retirement savings.

- Pension coverage of women continue to be less than that of men.
 - ◆ Forty-six percent of male and 39 percent of female private wage and salary workers are covered by a pension plan.
 - ◆ Fifty-five percent of male and 32 percent of female retirees age 55 and over received pension benefits in 1994.
 - ◆ In 1993, the median pension benefit received by new female retirees was half that of men.
 - ◆ Thirty-one percent of male and 24 percent of female pension benefit recipients have ever received a cost of living adjustment.
- These differences in pension coverage and benefits are related to differing employment characteristics.
 - ◆ In 1991, the job tenure for workers age 55 to 64 was 15.5 years for males and 10.4 years for females.
 - ◆ Twenty-five million women work in the service and retail trade, where pension participation rates are the lowest among major industries.
 - ◆ Women are nearly 3 times more likely to be part time workers than men.
 - ◆ Women working full-time, full-year earned 72 percent as much as men in 1994.
 - ◆ Workers covered by union agreements are nearly twice as likely to have a pension; however, women are half as likely as men to be in these jobs.
 - ◆ Some 12 million women work for small firms that do not offer pensions.
 - ◆ Twenty-four million women work at jobs they have held less than five years; pension participation rates for workers with tenure of less than five years are 33 percent, while for workers with five or more years; rates exceed 50 percent.
 - ◆ Forty million women work in the private work force. About sixty percent of working women do not participate in their employer's pension plan.

- Women may have a greater need for pension benefits than men.
 - ◆ Women's average life expectancy at age 65 is 19 years, versus 15 years for men.
 - ◆ In 1992, 16 percent of elderly women had incomes below the poverty level compared to 8 percent of elderly men.

- Women manage their pension accounts differently than men.
 - ◆ Eighty-one percent of women and 78 percent of men who received lump sum distributions did not roll over all the money into an IRA or another retirement plan.
 - ◆ In 1993, 70 percent of male and 62 percent of female wage and salary workers participated in 401(k) plans when offered one.
 - ◆ In the 401(k)-type plan for federal workers, women invest more conservatively. Forty-five percent of men invest in the common stock fund, in comparison to only 28 percent of women.
 - ◆ Twenty-two million women work who are 35 years of age or older. For these women, pension participation rates fall 10 percentage points behind the rates of comparable men. In contrast, younger women and men participate in pension at approximately the same rate.
 - ◆ Women change jobs every 5.8 years, as compared to 7.6 years for men.

- There are some encouraging trends.
 - ◆ The coverage rate for full-time female workers is 48 percent, compared to 51 percent for males. The difference was far greater in 1972, when 38 percent of females and 54 percent of males were covered.
 - ◆ Many women are covered through their spouse. The pension coverage rate for married households was 73 percent in 1993, far higher than that for individuals.
 - ◆ Pension coverage among younger workers is slightly higher for women. Among full-time, private wage and salary workers younger than age 35, 40 percent of women and 39 percent of men are covered.
 - ◆ In firms with fewer than 25 workers, 20 percent of women working full-time, full-year and 17 percent of men are covered.
 - ◆ Women less than 25 years old have higher participation rates than men, and women who work full-time, full-year and earn at the lower end of the distribution of annual earnings have substantially higher pension participation rates.

Source: 1993 and 1994 Current Population Survey Data

GENDER DIFFERENCES IN EDUCATION AND WORK EXPERIENCE

- Men and women have virtually the same total years of educational attainment, though men are a bit more likely to have graduate degrees (about 8.5% vs. 7.0%).
- The gap in years of full-time work experience is a bit over 4 years. Since each year is worth roughly 2% in real earnings, the experience gap accounts for about eight percentage points of the wage gap, or roughly one-third of the total.
- By age 30, women have just 8 fewer months of work experience on average than men, and yet they earn roughly 20% less than men.
- Women who attend college are much less likely than men to major in engineering or computer sciences (15% vs. 2%) or in math/physical sciences (7% vs. 3%). They are much more likely to major in education or nursing (43% vs. 12%).
- The differences in majors can account for roughly one-fourth to one-half of the gender gap among college graduates, but differences in course work explain none of the gender gap among non-college graduates (who make up about three-fourths of all workers). Thus, differences in educational curricula account for a small part of the total pay gap.

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"Equal Pay" & Equal Employment Opportunity

Narrowing the Wage and Opportunity Gap for All Workers

The DOL Employment Standards Administration (ESA) Office of Federal Contract Compliance Programs (OFCCP) enforces Executive Order 11246 and other laws and regulations, which promote equal pay and equal employment opportunity in federal contractors' work places. In accordance with the laws and contract terms, federal contractors must not discriminate. They also must take affirmative action (good faith, pro-active efforts) to ensure that all individuals have employment opportunities, including women and minorities, individuals with disabilities, and certain veterans. OFCCP laws prevent pay discrimination because the laws and the federal contract require contractors to conduct a self-audit.

During Fiscal Year 1998, the Department of Labor:

- Reached agreements with 14 major corporations over pay discrimination issues. DOL obtained more than \$5.2 million in salary adjustments for 700 women and minority workers.
- Collected \$35 million for victims of employment discrimination, including at least \$5 million for victims of pay discrimination.
- Monitored 35 mega-projects (large construction projects that provide non-traditional employment opportunities for women and minorities).

On January 6, 1999, DOL announced a \$3.1 million glass ceiling settlement with a major contractor to resolve pay disparity issues.

To close the pay and opportunity gap, the Department:

- Conducts glass ceiling (corporate-wide federal contractor) reviews;
- Conducts other compliance evaluations to monitor contractor pay practices;
- Monitors 35 construction mega-projects. Mega-projects are multi-million dollar construction projects. These efforts enhance employment opportunities for women in Non-Traditional Jobs;
- Conducts 1,200 construction reviews;
- Highlights best practices (through the annual EEO awards);
- Provides technical assistance to employers and conducts Town Halls, seminars and other events to educate workers and employers; and
- Works in partnership with employers and other agencies to foster equal employment opportunity work sites.

DEFINITIONS

Glass Ceiling Review	A "glass ceiling review" is a corporate-wide DOL review of a federal contractor's EEO policies and practices. This nationwide review specifically focuses on the identification and removal of artificial barriers to the advancement of qualified women and minorities into mid and upper level management positions, including an examination of the sources (or feeder pools) for recruitment. DOL conducted 36 glass ceiling reviews in FY 1998.
Compliance Evaluation	A "compliance evaluation" is a DOL review of a federal contractor's EEO practices at the establishment (or facility) level. OFCCP conducts approximately 3,700 reviews of supply and service contractors and 1,200 reviews of construction contractors annually. In addition, OFCCP recently began conducting compliance checks, which are simpler, abbreviated reviews.
Mega-Project	A "mega-project" is any multi-million dollar construction project that is federally funded or assisted, lasts 2 years+ and is expected to have a major economic or employment impact on the community. DOL's experience has been that the participation rate for women and minorities increases dramatically when a partnership between government, unions, contractors and community groups is formed at the start of a mega-project.

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Highlights of some of the OFCCP pay cases:

Texaco, New York, NY will pay \$3.1 million to 186 women who worked at corporate offices across the country. As a result of a glass ceiling review, the OFCCP found that women in professional and executive positions were consistently paid less than their male counterparts in similar positions. This settlement includes \$2.2 million in back pay and interest, \$816,000 in raises already given and another \$84,000 in salary increases. (Jan 6, 1999)

CoreStates Financial Institution, Philadelphia, PA entered into an agreement with OFCCP to pay \$1.5 million dollars to women and minorities to address past practices of pay discrimination. The agreement calls for \$1,150,434 in back pay, and \$334,115 in salary adjustments to be awarded to 76 women and 66 minorities. OFCCP concluded that CoreStates did not apply its compensation policies and procedures uniformly, thus, leading to a pattern of discriminatory treatment. (April 17, 1998)

Allison Engine Company, Indianapolis, IN agreed to pay \$499,999 in back pay and salary increases to 54 female professionals and managers who were believed to be victims of pay inequities at its corporate headquarters in Indianapolis. (March 19, 1998)

R.R. Donnelley & Sons, Chicago, IL will pay \$425,000 to resolve wage disparities within its professional and management staff. As a result of a corporate management review, OFCCP found inconsistencies in wages among men and women. The company agreed to pay \$252,832 in back pay and salary adjustments to the 29 women and minorities, as well as analyze its compensation systems in 1998 and 1999, at a cost of \$57,418. (Sept. 30, 1998)

U.S. Airways Corporation, Arlington, VA agreed to pay nearly \$400,000 to 30 women in management and professional positions. The agreement follows a glass ceiling review that revealed pay discrepancy between men and women in executive level positions. The OFCCP specifies that U.S. Airways will pay \$306,066 in back pay to 30 women and an additional \$83,984 in base salary adjustments to 26 of the women. (December 2, 1998)

I-Net, Bethesda, MD agreed to pay \$400,000 in back wages to resolve allegations of equal pay against women, of whom 27 are minorities. OFCCP found that the women were paid less than their male counterparts within the same grade levels despite the fact that there was no difference in qualifications or seniority. (January 21, 1998)

Fairfax Hospital, Fairfax, VA agreed to pay \$425,586 in back pay to 52 women employed in the top six grades of the hospital's personnel structure. In addition, 44 of the women who are still employed by Fairfax received \$178,357 in salary increases. (1993)

MEGA PROJECTS SITES

OFCCP recommends these mega projects for a possible Secretarial visit to highlight DOL's Equal Pay efforts, especially with regard to the non-traditional employment of women. Historically, women represent less than 3% of the workforce in the construction trades occupations. On mega projects, the participation rate for women increases substantially.

REGION	PROJECT	FEMALE GOAL	FEMALE UTILIZATION	DOLLAR AMOUNT	START DATE	STATUS (COMPLETION)
New York	Tomlinson Bridge New Haven, CT	6.9%	6.2%	\$88 MIL.	3/16/94	11/2/02
Atlanta	Louisville Int'l. Apt. Louisville, KY	6.9%	6.0%	\$530 MIL.	Mar-91	Jan-98
	Memphis Int'l. Apt. Memphis, TN	6.9%	10.6%	\$177 MIL.	Sep-93	Jun-98
Dallas	I-15 Highway Expan. Dallas, TX	6.9%	9.9%	\$1.4 BIL.	Apr-97	2001.00
San Fran.	Cypress Freeway Oakland, CA	6.9%	6.5%	\$400 MIL.	Jan-94	97%
	LA Metro Rail Seg III Los Angeles, CA	6.9%	7.0%	\$2 BIL.	Jun-94	38.60%
	Pinion Pines Power Oakland, CA	6.9%	13.0%	\$270 MIL.	Sep-92	99%

The Department's Office of Federal Contract Compliance Programs (OFCCP) will continue to monitor and highlight approximately 35 mega projects nationwide. Mega projects are defined as multi-million dollar federally funded or federally assisted construction projects, that have a significant economic impact on the community, last for two or more years, and provide significant employment opportunities throughout the duration of the projects. These mega projects bring together government, union, community groups and federal contractors to bring women and minorities into non-traditional jobs. OFCCP's mega projects were recognized as one of the President's "promising practices" for Building One America.

Current Education Efforts by the Women's Bureau

Developed new Internet tools to help employers and women narrow the gender wage gap. The *"Equal Pay Self Audit for Employers,"* guides employers on voluntary steps to ensure that they provide equal pay. The *"Equal Pay Checklist for Working Women"* gives women a useful framework for furthering their opportunities and improving their earning power. Both were announced by Vice President Gore at a **White House Equal Pay Day** event in April 1998. The Bureau also coordinated the release of other DOL resources for Equal Pay Day, drafted the Presidential Equal Pay Day Proclamation and helped organize the White House event. In addition, the Bureau's regional staff held five public education events across the country to commemorate Equal Pay Day, 1998.

Raised public awareness of unequal pay for women by preparing and publishing *"Equal Pay: A Thirty-Five Year Perspective."* This report, which was released by President Clinton at a White House event in June 1998, provides a historical analysis of the economic trends affecting women workers from the years leading up to Equal Pay Act passage through the present.

Established the Fair Pay Clearinghouse in 1996, which provides information about state and local pay equity efforts; women's earnings by occupation; resources for national, state and local organizations and two informational publications, *"Worth More than We Earn: Fair Pay for Working Women,"* and *"What Works: Fair Pay for Working Women."*

Promoted nontraditional employment for women through the Women in Apprenticeship and Nontraditional Occupations (WANTO) grant program. WANTO – which is co-administered by the Women's Bureau and the Bureau of Apprenticeship and Training – funds annual technical assistance grants to community-based organizations that help employers and labor unions increase the participation of women in apprenticeship and nontraditional occupations. To date, 19 community-based organizations have conducted 24 WANTO projects. That number includes 8 new grantees for FY1998. More than 2,500 employers and labor unions have received direct technical assistance, while many more women have moved into apprenticeship and other nontraditional employment because of WANTO activities.

Supported the fourth and final year of **Nontraditional Employment for Women (NEW)** grants authorized under the Job Training Partnership Act (JTPA). This funding has helped train and place more than 2,600 women over the 4 years of the program.

In 1998, the Women's Bureau's educational efforts to promote better pay and benefits, economic security for women workers and their families, and a greater balance between work and family resulted in sponsorship of 179 conferences and workshops which reached 53,469 customers. Women's Bureau staff also participated in 1,204 special meetings with representatives of Federal, State and local governments; members of the private sector community; women's organizations and community groups.

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Current Partnership Efforts of the Women's Bureau

The Women's Bureau has used partnerships as a way to engage other government agencies, nonprofit organizations, educational institutions and employers in efforts to promote nontraditional careers for women. Nine formalized partnerships were utilized in 1998 to further our educational outreach efforts on the following projects:

- Established a Memorandum of Agreement with the General Services Administration (GSA) to increase opportunities for women workers and contractors on GSA construction projects in Region V (Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin). Through this agreement, the Women's Bureau has monitored the workforce participation of women on the Cleveland, Ohio and Hammond, Indiana courthouse projects. The Bureau and GSA have also cooperated on a Business Procurement Outreach Conference and a roundtable discussion about the Cleveland, Ohio courthouse project. The conference drew 120 participants, mainly women. The roundtable discussion resulted in a GSA partnership with the Hard Hatted Women of Cleveland to promote the participation of women and minorities.
- Informed a group of 350 eleventh grade girls (from 5 high schools and 3 continuation schools in San Bernadino County, California) about nontraditional employment opportunities for women. Followed up on this Regional Occupational Program event by providing each school with a computer program on women in nontraditional jobs.
- Provided job opportunities by co-sponsoring "Opportunity Day 98 - Career Fair and Job Information" at Wes Watkins Area Vo-Tech in Wetumka, Oklahoma. Approximately 30 area companies presented information on jobs and careers to 355 job seekers (ranging from students to senior citizens). One hundred of the attendees submitted job applications, 19 received interviews and 3 found positions.
- Provided significant technical assistance in the development of a new organization called the Rhode Island Women in Nontraditional Careers (RIWIN). The Bureau then assisted RIWIN and the Rhode Island Institute for Labor Studies and Research in producing a 42-page resource guide entitled "Nontraditional Careers for Women: A Resource Guide for Rhode Island Women and Career Counselors." The guide has been distributed to public schools and colleges as well as to the Rhode Island State Department of Labor. It was distributed at the May 1998 "Career Awareness Fair for Women" in Providence, which the Women's Bureau co-sponsored.

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Provided employment information through the "Steps for Success - College and Career Conference," which the Bureau co-sponsored with the Hispanic Women's Network and Mountain View College. This May 1998 conference offered workshops and information on nontraditional careers, resume writing, public speaking, financial aid and scholarship opportunities, single parent issues, child support and custody legal issues, child care and other topics.

- Called together government, labor and private sector leaders to develop a new service organization for women in nontraditional occupations. This initiative – on which the Bureau is partnering with the Long Island Women's Council for Equal Education, Training and Employment and with Non-Traditional Employment for Women (NEW) – should improve nontraditional outreach, training, placement and support services for the women of Nassau and Suffolk Counties, New York.
- Assisted the YWCA of Greater Memphis in conducting the first ever regional tradeswomen's conference. The "Industry and Tradeswomen: Building Our Future Together" conference drew 130 participants from every state in Region IV except Mississippi (Alabama, Florida, Georgia, Kentucky, North Carolina, South Carolina and Tennessee).
- Promoted continued recruitment of and support for tradeswomen through the TEA-21 Act, formerly know as the Intermodal Surface Transportation Efficiency Act (ISTEA). The Women's Bureau, which has a long history of involvement with ISTEA, participated on the Labor Department's Reauthorization Task Force to secure employee protections in the transportation industry. The Task Force worked hard to ensure that States would continue to have the option to use ½ of 1 percent of highway and bridge funding for outreach and supportive services to help women and minorities enter and remain in the transportation industry.
- Joined with the Oregon Tradeswomen's Network and Oregon Construction Workforce Alliance to improve opportunities for women in the construction trades. This partnership succeeded in bring together more than 20 stakeholders and 58 participating organizations involved in construction trades in the greater Portland area. Twenty key organizations signed a Memorandum of Agreement to increase and improve access, recruitment, training, graduation and retention of women and minorities in construction trade careers through State-approved apprenticeship programs.



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National Women Veterans Art Design Search

U.S. Corporations lose \$3 billion a year because of child care issues.

Many businesses recognize this and support child care. However, many more employers have not offered child care assistance in part because they lack good information on how to effectively establish such programs. The Department of Labor's Business-to-Business Mentoring Initiative on Child Care is a program which demonstrates the value of employers investing in family-friendly policies for their workers and the benefits it brings to their business' bottom line.

It is a priority of the Women's Bureau to encourage women to consider opportunities in high-wage, high-opportunity jobs, many of which are in traditionally "male" fields. Every month - starting now - we will be using this space to highlight a promising nontraditional occupation for women. We will provide information from the 1998-99 Occupational Outlook Handbook on the nature of the work, working conditions, training requirements, earnings and job outlook and interview a woman currently working in the field. Check out this month's feature on opportunities in truck driving and our interview with veteran driver Dottie Bryant.

Asian American and Pacific Islanders comprise a growing portion of the population in the United States. In "Facts About Asian American and Pacific Islander Women," we take a brief look at the economic status of these women. Data on their population, labor force participation, occupations, income and earnings, educational attainment, and marital status are presented.

To help the Women's Bureau improve our service to the public, please submit your comments concerning:

- (1) the type(s) of information you received from the Women's Bureau;
- (2) the quality of the information received—very good, good, satisfactory, poor, or very poor;
- (3) the value and usefulness of the information received; and
- (4) whether the materials were used for a meeting, conference, workshop, company use, or private use, to Trinice Clayborne, Management Analyst, Women's Bureau.

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April 05, 1999

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DOTTIE BRYANT - TRUCK DRIVER

Dottie Bryant, a truck driver for Safeway Grocery Stores, has been driving professionally for the last 29 years. She did not start out in the field. Her first job out of high school was as a clerk/typist for a life insurance company. Dottie says she didn't mind the work, and "it paid ok for a woman's job." But when she moved to Calvert County, Maryland and her family grew, Dottie began looking for a job that would supplement her income while allowing her to be a full-time mom. She found a position driving a school bus, and kept it for nine years.

The contractor for whom Dottie worked also owned trucks. When a friend of the family offered to share his truck driving skills with her, she jumped at the opportunity, "and I have flat-out loved it from that day." Dottie likes the freedom truck driving allows her and the satisfaction and pride the job brings. "If I'm not out hauling groceries, people aren't getting groceries to buy. The nation stops without the truck drivers." Often, Safeway lets its workers participate in career days at schools. "One student asked me -- if you could pick any job you wanted, what would you do? Well I told that child I'd do what I'm doing. It's a pretty neat job."

Dottie appreciates the camaraderie among truck drivers. She also appreciates the pay. "I got a great pay raise when I went from buses to trucks and an even bigger one when I joined the union." Some people might complain about the distance and the hours. But not Dottie. "When you go into this work you know what you're in for. And hey, it's probably the only job out there where you can have breakfast in Maryland, lunch in South Carolina and dinner somewhere else."

Dottie passed her love for driving on to her daughter Kim, who completed a community college course in professional truck driving and -- just five weeks later -- landed a job in the field. "Now she's driving for Safeway too and she loves it." Dottie sees herself on the road for a long time. When I retire, I'll climb down off a truck."

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COMPARISON OF FAIR PAY LEGISLATIVE PROPOSALS AND CURRENT LAW

ISSUE	CURRENT LAW: EQUAL PAY ACT	HARKIN AS PROPOSED IN 105 TH CONGRESS	LEADERSHIP AS PROPOSED IN 106 TH CONGRESS (Daschle/DeLauro Bill)	CURRENT LAW: TITLE VII	CURRENT LAW: E.O. 11246
COVERAGE	Requires equal pay for men and women in an establishment for jobs that require equal skill, effort and responsibility.	Amends EPA to require employers to pay workers in occupations dominated by a protected class the same as workers who have "equivalent jobs" that is dominated by employees of the "opposite" group. Equivalent is defined as jobs that may be dissimilar but requirements for the job are equivalent in terms of skill, effort and responsibility.	Does not address the coverage issue	Prohibits employment discrimination based on sex, race, national origin, color, religion. In response to charges filed by or on behalf of individuals	Prohibits Federal contractors from employment discrimination based on sex, race, national origin, color, religion.
DEFENSES	EPA provides four defenses including a defense sometimes referred to as "for any other factor other than sex."	The defenses permitted are limited to 3 of the 4 defenses listed in EPA.	Narrows the EPA's "for any other factor other than sex" defense by referring to factors such as education, training or experience.	All defenses carried over from EPA.	None specified.
REMEDIES	Back pay and liquidated damages.	Continues the existing scheme and adds expert fees as a part of plaintiff costs in class action cases.	Provides for full punitive and compensatory damages in addition to liquidated damages.	Punitive and compensatory damages limited to \$300,000.	Back wages, front pay, pension adjustments.

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ISSUE	CURRENT LAW	HARKIN	LEADERSHIP	TITLE VII	E.O. 11246
RECORD KEEPING	EEOC utilizes existing Fair Labor Standards Act provisions.	Permits the EEOC to establish record keeping and reporting requirements for wage data. In addition, EEOC would have the right to inspect the records of employers.	Requires EEOC to complete a survey of currently available data. EEOC must also collect (in the most efficient manner) employers' pay information and issue a regulation, within 18 months, to collect pay data by race, sex and national origin.	EEO-1; AA plans; personnel and other relevant records are maintained and available for 2 years.	EEO-1; AA plans; personnel and other relevant records are maintained and available for 2 years.
NON-RETALIATION PROVISION			Prohibits employers from punishing employees for sharing salary information with co-workers.	Prohibit retaliation against any who files a charge or participates in a charge including employees or applicants.	No Specific Provision.
TECHNICAL ASSISTANCE	NO PROVISION	Authorizes the Secretary to issue voluntary guidelines so that employers can evaluate job categories using objective criteria.		EEOC provides Technical Assistance to businesses.	OFCCP provides Technical Assistance to contractors and encourage contractors to take pro-active steps to prevent discrimination.
RESEARCH AND EDUCATION	NO PROVISION	Authorizes research and education activities on pay issue. The Secretary is to report to Congress on the implementation of the new comparable worth provisions	Provides for increased training of EEOC employees regarding wage discrimination claims; research on pay discrimination; and the establishment of an award to recognize employers who eliminate pay disparities.	EEOC has educational events.	OFCCP has educational events and the EVE recognition program.
LEAD ENFORCEMENT AGENCY	EEOC	EEOC	EEOC	EEOC	OFCCP