

The Long and Winding Road to Equal Pay



Slower Progress and Substantial Differences Among States Mark the 1990s

Highlights for Working Women in Pennsylvania

- Working women in Pennsylvania are not as far along the road to equal pay as women in many states; in 2000, Pennsylvania's working women earned 73.8 percent as much per hour as men, while nationwide women earned 77.6 percent as much per hour as men. Pennsylvania ranked 43rd among all states in equal pay.
- The rate of progress in closing Pennsylvania's hourly wage gap was slower than average in the 1990s. Pennsylvania ranked 45th among all states in progress in closing the hourly wage gap.
- Slow wage growth for men contributed to the closing of the gap—wages for men in Pennsylvania grew by only 6.7 percent over the decade, compared with 9.8 percent wage growth for women.
- At the current rate of change, working women in Pennsylvania—as well as working women nationwide—won't have equal pay until after 2050.

One of a series of fact sheets on Equal Pay produced by the AFL-CIO Civil, Human & Women's Rights Department and Public Policy Department. If you would like more information on the AFL-CIO Working Women's Program, please contact Rachna Choudhry at 202-508-6904 or via e-mail at rchoudhr@afcio.org. Also, please visit the AFL-CIO Working Women website at www.afcio.org/women.