

**National Federation of Democratic Women
Resolution on Pay Equity Needed for 2018**

Whereas, according to the Institute for Women’s Policy Research (IWRP), “women, on average, earn less than men in nearly every single occupation for which there is sufficient earnings data for both men and women to calculate an earnings ratio. In middle-skill occupations, workers in jobs mainly done by women earn only **66 percent of workers** in jobs mainly done by men. IWPR’s report on sex and race discrimination in the workplace shows that outright discrimination in pay, hiring, or promotions continues to be a significant feature of working life.”

Whereas, the IWRP research tracks the gender wage gap over time in a series of fact sheets updated twice per year. According to that research, “if change continues at the same slow pace as it has done for the past fifty years, it will take 41 years—or until 2059—for women to finally reach pay parity. For women of color, the rate of change is even slower: Hispanic women will have to wait until 2233 and Black women until 2124:” and

Whereas, over a lifetime, a woman can earn as much as \$1 million less than a man simply because she is a woman. Eleven million older women and only four million older men make do with less than \$8,300 a year, the federal definition of poverty.

Therefore, be it resolved, that the National Federation of Democratic Women shall be a staunch advocate for equal pay for equal work.

Submitted by the NFDW Legislative Committee on April 30, 2018

Adopted by the NFDW Membership at the 47th Annual Convention on June 16, 2018