

The Gender Pay Gap: Maryland

Updated September 2013



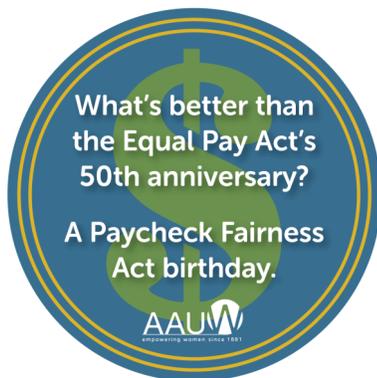
According to the most recent statistics from the U.S. Census Bureau, the median earnings for U.S. women working full time, year-round were just 77 percent of U.S. men's median earnings—a gap of 23 percent. Progress to close the gap has stalled during the last decade and the gap is even larger for women of color. This pay gap begins early in women's careers. According to AAUW's research report *Graduating to a Pay Gap*, women only one year out of college, working full time, were paid on average just 82 percent of what their male counterparts were paid. After controlling for hours worked, occupation, college major, employment sector, and other factors associated with pay, the gap shrinks but does not disappear. About one-third of the gap cannot be explained by these factors commonly understood to affect earnings.

Fifty years after passage of the Equal Pay Act, it's clear the pay gap is unlikely to go away on its own. That's why the American Association of University Women and its more than 165,000 members and supporters are leading a nationwide campaign to close the pay gap and end pay discrimination. Go to FightForFairPay.org for more information.

Median earnings for men in Maryland were \$57,447 compared to women's median earnings of \$49,000 — an earnings ratio of just 85 percent.

Member of Congress	District	Men	Women	Earnings Ratio	Ranking in State
Harris (R)	MD-1	\$53,213	\$43,858	82%	4
Ruppersberger (D)	MD-2	\$52,895	\$42,742	81%	5
Sarbanes (D)	MD-3	\$60,929	\$49,473	81%	5
Edwards (D)	MD-4	\$50,775	\$49,487	97%	1
Hoyer (D)	MD-5	\$60,644	\$54,371	90%	2
Delaney (D)	MD-6	\$58,954	\$47,904	81%	5
Cummings (D)	MD-7	\$54,689	\$45,235	83%	3
Van Hollen (D)	MD-8	\$71,312	\$57,102	80%	8

Please note that the pay gap figures above are from 2012, the most recently available data. Also note that the above congressional districts represent the 113th Congress.



AAUW. (2013). *The Simple Truth about the Gender Pay Gap*. www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/. The pay gap is the difference in men's and women's typical earnings, usually reported as either the earnings ratio between men and women or as an actual pay gap. The median value is the middle value, with equal numbers of full-time workers earning more and earning less. In 2012, median annual earnings in the U.S. for women and men working full time, year-round were \$37,791 and \$49,398, respectively.

The Fight for Pay Equity: A Road Map

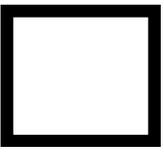
With a record number of women in the workforce and two-thirds of women functioning as primary or co-bread winners for their families, equal pay for women is critical to families' economic security.¹ **Yet in 2011, women working full-time, year round, were still paid 77 cents on average for every dollar paid to men.**² Even after controlling for factors known to affect earnings, such as occupation, college major, and hours worked, a 7 percent pay gap persists between male and female college graduates just one year after graduation.³ Both legislative and executive action is needed to enable women to bring home the pay they have rightfully earned.



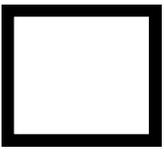
Pass the Lilly Ledbetter Fair Pay Act. Passing this bill was a crucial victory in 2009, and it was the first bill President Obama signed into law. It helped regain ground lost due to a horrible Supreme Court decision. While the Ledbetter Act reinstated employees' ability to have their day in court, we need further action to give employees and employers the tools they need to close the pay gap.



Rescind Harmful Bush-era Regulations. In February 2013, the Office of Federal Contract Compliance Programs announced that it would rescind Bush-era policies that have, for nearly seven years, hampered its efforts to combat pay discrimination. They also provided new guidance to explain how the agency will investigate such discrimination going forward.



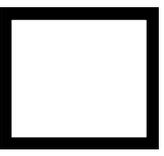
Pass the Paycheck Fairness Act (S. 84/H.R. 377), a much-needed update to close loopholes in the Equal Pay Act of 1963. It would protect employees from retaliation if they share their wages or ask about employers' wage practices, and implement stronger deterrents to prevent discrimination in the first place.



President Obama should issue an executive order prohibiting federal contractors from punishing or even firing workers who talk about their salary with their co-workers. This executive order would address one piece of the Paycheck Fairness Act—protecting nearly a quarter of the federal civilian workforce despite congressional gridlock. This is a step the White House can take as we work to pass the Paycheck Fairness Act.



The executive branch should collect wage data from employers including the race, sex, and national origin of employees. The Department of Labor and Equal Employment Opportunity Commission (EEOC) are developing specific and complementary tools to collect this information and support enforcement. These tools should be finalized and released promptly.



Pass the Fair Pay Act (S. 168/H.R. 438) to require employers to provide equal pay for work of equal value. While the Paycheck Fairness Act would ensure women are not paid less than men who hold the same job, the Fair Pay Act would require employers to provide equal pay for jobs that are *comparable* but not identical—such as jobs requiring comparable education, skills, responsibilities and working conditions. This bill is critical to addressing gender-based job segregation that lowers women's wages.

We've already checked off two steps, and we won't stop until all workers have fair pay!

To learn more, contact AAUW Public Policy and Government Relations staff at 202.785.7793 or advocacy@aauw.org.

¹ Pew Research Center. (January 19 2010). *New Economics of Marriage: The Rise of Wives*. <http://pewresearch.org/pubs/1466/economics-marriage-rise-of-wives>.

² AAUW. (2013). *The Simple Truth about the Gender Pay Gap*. www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/.

³ AAUW (2013). *Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation*. www.aauw.org/research/graduating-to-a-pay-gap/.