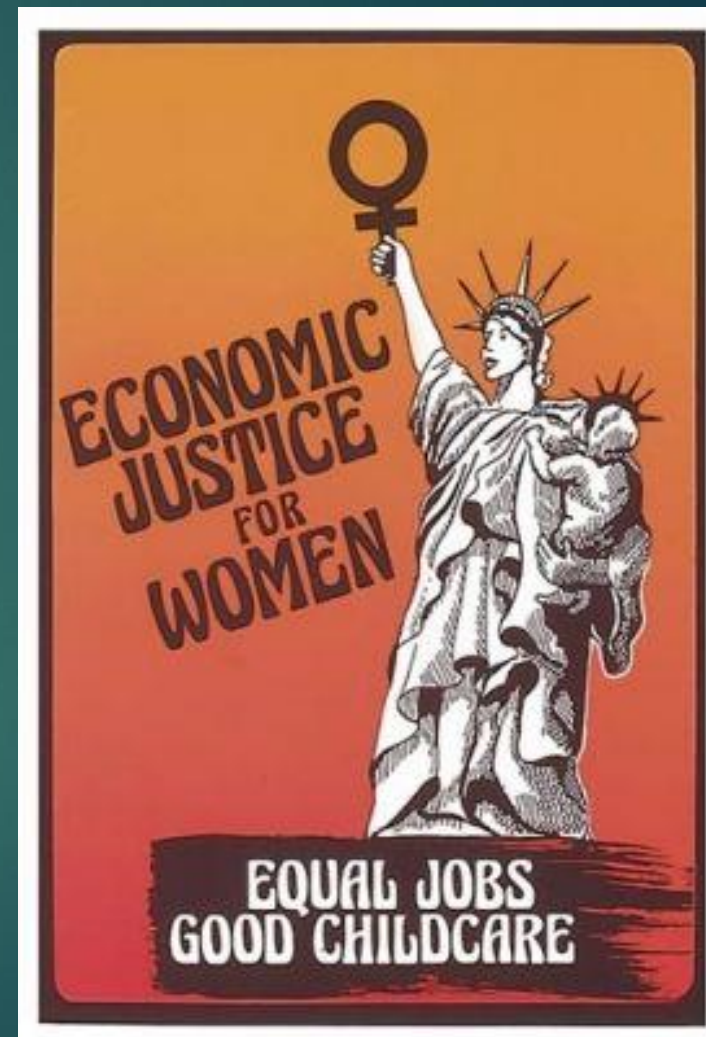


Economic Justice for Women

Maryland Commission for Women
41st Annual Women's Legislative Briefing
Sunday, January 31, 2021

Presenter: Delegate Pam Queen





*“WE SOUGHT JUSTICE
BECAUSE **EQUAL PAY**
FOR EQUAL WORK IS
AN **AMERICAN**
VALUE.”* -- LILY LEDBETTER

Equal Pay is about Owning the Best Umbrella

I DIDN'T INVENT THE
RAINY DAY. I JUST
OWN THE BEST
UMBRELLA.

JIMMY FALLON



Because of the gender pay gap women
have less money for a rainy day.



Women's wages as a percentage of
white, non-Hispanic men's wages.

Help AAUW close the gap.

Source: AAUW, *The Simple Truth about the Gender Pay Gap* (2020)



Work-Life Balance

In Maryland,

- 51.6% of population are women and girls
- Women are 49% of Workforce
- 76% of Maryland Children have all parents working



Cost of Childcare

Child care costs twice as much as college tuition.

ACCREDITED
CHILD CARE CENTER

\$18,597



STATE
UNIVERSITY **\$9,163**



1 year cost comparison in Maryland



Little Kids, Big Costs

Average Annual Childcare Costs For An Infant And A Toddler

Alaska	\$21,105	Louisiana	\$9,728	Oklahoma	\$13,673
Alabama	\$10,262	Massachusetts	\$29,426	Oregon	\$18,893
Arkansas	\$10,649	Maryland	\$21,261	Pennsylvania	\$18,334
Arizona	\$16,174	Maine	\$15,981	Rhode Island	\$21,389
California	\$20,200	Michigan	\$15,750	South Carolina	\$10,747
Colorado	\$22,422	Minnesota	\$21,502	South Dakota	\$15,220
Connecticut	\$23,790	Missouri	\$13,208	Tennessee	\$13,856
District of Columbia	\$35,782	Mississippi	\$7,981	Texas	\$13,851
Delaware	\$16,829	Montana	\$15,709	Utah	\$17,393
Florida	\$15,073	North Carolina	\$15,567	Virginia	\$19,968
Georgia	\$13,118	North Dakota	\$15,114	Vermont	\$18,738
Hawaii	\$19,350	Nebraska	\$15,510	Washington	\$21,483
Iowa	\$16,000	New Hampshire	\$19,968	Wisconsin	\$19,972
Idaho	\$12,842	New Jersey	\$20,249	West Virginia	\$13,910
Illinois	\$19,787	New Mexico	\$15,476	Wyoming	\$17,160
Indiana	\$17,074	Nevada	\$17,844		
Kansas	\$16,800	New York	\$24,102		
Kentucky	\$12,282	Ohio	\$15,882		

“Pink Tax”

48%

Women's shampoo costs up to 48% more than men's shampoo which is the same except for the scent.



Girls toys cost up to 13% more than comparable boys toys - ex: a popular retailer charged \$14.99 for a blue boys helmet and \$27.99 for a pink girls helmet.

13%



7%

Overall, women on average pay 7% more than men do for similar products.



Most recent data reports that the Pink Tax costs the average woman **\$1,351** a year.



5 years

18 years

30 years

50 years

100 years

\$6,755

\$24,318

\$40,530

\$67,550

\$135,100

Women's Products



\$10.00 Each



\$5.29



\$29.99



\$12.99

Men's Products



\$5.99



\$4.99



\$17.99



\$9.99

Legislation

- ❑ Wage History, Diversity in Leadership, Transparency
- ❑ Childcare Subsidies, Childcare Tax Credits
- ❑ Education Debt, Paid Family Leave, Medical Debt
- ❑ Workforce Development, Training, and Certification

<http://mgaleg.maryland.gov/mgawebsite>