

## The Long and Winding Road to Equal Pay



### *Slower Progress and Substantial Differences Among States Mark the 1990s*

#### Highlights for Working Women in California

- Working women in California are farther along the road to equal pay than women in many states; in 2000, California's working women earned 82.5 percent as much per hour as men, while nationwide women earned only 77.6 percent as much per hour as men. California ranked fifth among all states in equal pay.
- The rate of progress in closing California's hourly wage gap was slower than average in the 1990s. California ranked 39th among all states in progress in closing the hourly wage gap.
- Negative wage growth for men contributed to the closing of the gap—wages for men in California declined by 1.6 percent over the decade, compared with 3 percent wage growth for women.
- At the current rate of change, working women in California won't have equal pay until 2044. Nationwide, women won't achieve equal pay until after 2050.

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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@aflcio.org](mailto:rchoudhr@aflcio.org). Also, please visit the AFL-CIO Working Women website at [www.aflcio.org/women](http://www.aflcio.org/women).