The Gender Pay Gap: California

Updated September 2014

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 78 percent of U.S. men's median earnings—a gap of 22 percent. Progress to close the gap has stalled during the last decade and the gap is even larger for women of color and for moms. 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 7 percent of the gap cannot be explained by these factors commonly understood to affect earnings.

More than 50 years after passage of the Equal Pay Act of 1963, 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 170,000 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 California were $50,268 compared to women's median earnings of $42,199 — an earnings ratio of just 84 percent.

Member of Congress*	District	Men	Women	Earnings Ratio**	Ranking in State ***	Member of Congress	District	Men	Women	Earnings Ratio	Ranking in State
LaMalfa (R)	CA-1	49,533	35,631	72%	49	Schiff (D)	CA-28	51,902	44,638	86%	19
Huffman (D)	CA-2	60,686	48,484	80%	37	Cardenas (D)	CA-29	32,491	30,896	95%	8
Garamendi (D)	CA-3	48,607	40,599	84%	29	Sherman (D)	CA-30	52,152	47,132	90%	14
McClintock (R)	CA-4	61,129	47,430	78%	43	Miller, Ga. (R)	CA-31	46,365	37,611	81%	35
Thompson (D)	CA-5	51,769	48,268	93%	11	Napolitano (D)	CA-32	39,965	34,664	87%	17
Matsui (D)	CA-6	42,005	40,378	96%	7	Waxman (D)	CA-33	89,618	64,541	72%	49
Bera (D)	CA-7	55,422	47,802	86%	19	Becerra (D)	CA-34	25,234	26,275	104%	1
Cook (R)	CA-8	45,092	38,521	85%	26	Negrete McLeod (D)	CA-35	37,943	31,828	84%	29
McNerney (D)	CA-9	46,915	40,436	86%	19	Ruiz (D)	CA-36	38,809	32,766	84%	29
Denham (R)	CA-10	49,935	39,212	79%	41	Bass (D)	CA-37	41,371	41,230	100%	3
Miller, Ge. (D)	CA-11	68,547	52,384	76%	45	Sanchez, Li. (D)	CA-38	42,472	35,943	85%	26
Pelosi (D)	CA-12	75,069	61,073	81%	35	Royce (R)	CA-39	54,243	46,428	86%	19
Lee (D)	CA-13	53,673	54,539	102%	2	Roybal-Allard (D)	CA-40	26,950	24,924	92%	12
Speier (D)	CA-14	62,213	52,469	84%	29	Takano (D)	CA-41	40,811	32,232	79%	41
Swalwell (D)	CA-15	70,608	51,663	73%	48	Calvert (R)	CA-42	55,428	42,320	76%	45
Costa (D)	CA-16	36,052	31,966	89%	16	Waters (D)	CA-43	40,177	37,582	94%	10
Honda (D)	CA-17	90,779	62,231	69%	53	Hahn (D)	CA-44	31,364	30,839	98%	5
Eshoo (D)	CA-18	101,018	71,042	70%	52	Campbell (R)	CA-45	77,754	57,175	74%	47
Lofgren (D)	CA-19	54,973	47,166	86%	19	Sanchez, Lo. (D)	CA-46	31,931	31,333	98%	5
Farr (D)	CA-20	41,536	41,235	99%	4	Lowenthal (D)	CA-47	48,453	42,252	87%	17
Valadao (R)	CA-21	32,348	26,929	83%	33	Rohrabacher (R)	CA-48	66,311	51,018	77%	44
Nunes (R)	CA-22	42,296	40,105	95%	8	Issa (R)	CA-49	51,511	47,045	91%	13
McCarthy (R)	CA-23	51,709	36,771	71%	51	Hunter (R)	CA-50	47,163	40,238	85%	26
Capps (D)	CA-24	48,298	38,499	80%	37	Vargas (D)	CA-51	35,031	30,144	86%	19
McKeon (R)	CA-25	57,020	45,414	80%	37	Peters (D)	CA-52	67,327	53,984	80%	37
Brownley (D)	CA-26	51,219	42,359	83%	33	Davis (D)	CA-53	48,737	41,764	86%	19
Chu (D)	CA-27	52,347	46,943	90%	14						

**The congressional districts represent the 113th Congress. **The pay gap figures are from 2013, the most recently available data. ***The congressional districts are ranked from smallest gap to largest.*

AAUW. (2014). *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 2013, median annual earnings in the U.S. for women and men working full time, year–round were $39,157 and $50,033, respectively.

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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 2013, women working full-time, year round, were still paid 78 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.

- [x] **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.

- [x] **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.

- [x] **Issue an executive order prohibiting retaliation** against federal contractors who talk about their salary with their co-workers. President Obama signed this order on Equal Pay Day (April 8, 2014) This executive order addresses one piece of the Paycheck Fairness Act—protecting nearly a quarter of the federal civilian workforce despite congressional gridlock.

- [x] **The executive branch will collect wage data from employers** including the race, sex, and national origin of federal contractors. The Department of Labor and Equal Employment Opportunity Commission (EEOC) will develop the necessary tools to collect this information and support enforcement. President Obama signed this order on Equal Pay Day (April 8, 2014).

- [ ] **Pass the Paycheck Fairness Act (S. 84/2199 and H.R. 377),** a much-needed update to close loopholes in the Equal Pay Act of 1963. It would create incentives for employers to follow the law, empower women to negotiate for equal pay, and strengthen federal outreach and enforcement efforts. The bill would deter discrimination by strengthening penalties for equal pay violations and prohibiting retaliation against workers who inquire about employers' wage practices or disclose their own wages.

- [ ] **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 four 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.

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[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. (2014). *The Simple Truth about the Gender Pay Gap.* www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/.

[3] AAUW (2012). *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/.