The Fight for Pay Equity: A Federal Road Map
Updated March 2018

In 2016, median annual earnings in the U.S. for men working full time, year-round were $51,640, compared to just $41,554 for women. That means women were paid just 80 percent of men’s earnings — a gap of 20 percent. The gap narrowed over the past half-century, but progress has stalled in recent years. Yet, the Equal Pay Act has not been updated since 1963. Immediate legislative and executive actions are needed to enable women to bring home the pay they have rightfully earned.

Pass federal bills advancing pay equity. Congress must take action to close the gender pay gap by passing legislation that will enable all women to take home a fair paycheck.

- The Pay Equity for All Act would prohibit employers from asking about salary history before making a job offer.
- The Fair Pay Act would require employers to provide equal pay for work of equivalent value.

Implement and enforce agency actions. Agencies must take action to help identify and close the gender pay gap by implementing meaningful executive branch actions.

- Prohibit retaliation against employees of federal contractors who discuss or disclose salaries.
- Collect summary pay data by gender, race and ethnicity through the EEO-1 form.
- Ensure more salaried employees receive appropriate overtime pay.

Hawaii: Tell your member of Congress you want fair pay!

<table>
<thead>
<tr>
<th>Member of Congress*</th>
<th>District</th>
<th>Men</th>
<th>Women</th>
<th>Earnings Ratio**</th>
<th>Ranking in State***</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hanabusa (D)</td>
<td>HI-01</td>
<td>$51,589</td>
<td>$42,558</td>
<td>82.5%</td>
<td>2</td>
</tr>
<tr>
<td>Gabbard (D)</td>
<td>HI-02</td>
<td>$45,981</td>
<td>$40,060</td>
<td>87.1%</td>
<td>1</td>
</tr>
</tbody>
</table>

*The above congressional districts represent the 115th Congress.
**The pay gap figures are from 2016, the most recently available data.
***The congressional districts are ranked from smallest gap to largest.
The Fight for Pay Equity: A State Road Map for Hawaii

In 2016, median annual earnings for men in Hawaii were $49,373 compared to $41,224 for women — an earnings ratio of just 83 percent, or 10th out of all states and the District of Columbia. The gap is worse for most women of color and moms. As efforts stall at the federal level, states can enact legislation to help women and families at the local level.

To learn more, check out AAUW’s helpful resources at www.aauw.org/fairpay.