PAY HER
EQUALLY

Delaware Equal Pay
Fact Sheet
Nationally, women earn 82% of men’s median earnings.¹ The wage gap for all #DelawareWomen is narrower; in the First State, women can expect to be paid 85% of men’s median earnings.² However, we know that this gap isn’t the same for ALL women. Women of color face a significantly larger pay gap, as compared to their white female counterparts.³

**THE WAGE GAP**

Delaware women make just...

- Hispanic women $0.59
- Black women $0.68
- White women $0.84

For every one dollar a white man makes.

**DELWARE LAWS COMBATTING THE WAGE GAP**

Over the last few years, Delaware has taken meaningful steps to reduce the gender wage gap by:

- Prohibiting employers from inquiring into an applicant’s compensation history (HS 1 for HB 1, 149th General Assembly).
- Requiring that employers receiving contracts from the State shall certify in that contract that, in addition to already mandated fair business practices, the contractor shall ensure that its employees receive equal pay for equal work without regard to sex (HB 3, 148th General Assembly).
- Banning wage secrecy by prohibiting employers from preventing employees from disclosing his or her wages (HB 314, 148th General Assembly).
- Expressly prohibiting employers from taking adverse employment action against an individual based on his or her reproductive health care decisions (HB 316, 148th General Assembly).
- Prohibiting discrimination in employment based upon an individual’s caregiving responsibilities, and ensuring that Delaware workers with responsibilities for child care, elder care, or both, receive equal employment opportunities and are protected from discrimination in the workplace (HB 317, 148th General Assembly).
- Increasing the minimum wage in Delaware to $9.25 by October 2019 (SB 170, 149th General Assembly).
- Providing 12 weeks of paid parental leave for eligible state employees, mothers and fathers (HB 3, 149th General Assembly).

**SALARY NEGOTIATION WORKSHOPS**

In spring 2021, the Office of Women’s Advancement & Advocacy (OWAA) will hold two salary negotiation workshops. These free workshops will help participants to gain the skills and confidence they need to successfully negotiate their salary and benefits packages. For more information, visit de.gov/women for more details.

¹ U.S. Census Bureau, American Community Survey (ACS) 2015-2019 5-year estimate
² Ibid
³ Ibid