



PAY HER

EQUALLY

Delaware Equal Pay
Fact Sheet
2022



DELAWARE PAY EQUITY



Nationally, women earn 82% of men's median earnings.¹ The wage gap for all [#DelawareWomen](#) is slightly narrower; in the First State, women can expect to be paid 83% 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



** Due to pandemic-related disruptions in data collection, the Census Bureau will not release its standard 1-year estimates for the 2020 American Community Survey, and therefore the data in this fact sheet uses 2019 1-year estimates.

DELAWARE 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 \$15.00 by January 2025 (SB 15, 151st General Assembly).
- ✓ Providing 12 weeks of paid parental leave for eligible state employees, mothers, and fathers (HB 3, 149th General Assembly).

THE DELAWARE HEALTHY FAMILIES ACT CAN HELP ADDRESS THE WAGE GAP

Legislation introduced during the 151st Delaware Assembly **could have far-reaching impacts on the gender wage gap in Delaware.**

- ✓ The Healthy Delaware Families Act would create a statewide paid family and medical leave insurance program. Delaware employees can access up to 12 weeks of paid family and medical leave through the State's paid leave trust fund for a qualifying event, including for the following: (1) To address a worker's own serious health

condition. (2) To care for a family member with a serious health condition. (3) To bond and care for a new child. (4) To address the impact of a family member's military deployment (SS 2 for SB 1, 151st General Assembly).

- ✓ A statewide paid family and medical leave program could help to address the wage gap in several ways:
 - Given that women are more likely to be caregivers, their participation in the labor force is directly related to the demands of raising children or caring for aging parents. These demands can create cumulative long-term impacts including women being more likely to live in poverty and having fewer assets and savings at retirement.⁴ A paid family and medical leave program can help provide women and families with more choices to manage caregiving demands and allow women to stay in the workforce, thereby stabilizing their economic security now and in the future.
 - Research shows that women who utilize paid family and medical leave after having a baby are 54% more likely to report an increase in wages AND are more likely to stay in the labor force.⁵
 - When fathers take leave after the birth of a baby, it allows women to return to the workforce and has positive long-term impacts on the balancing of caregiving demands.⁶
 - During the pandemic, scores of women left the workforce to address caregiving demands, decreasing their participation rate in the labor force to historic lows, especially women in lower-wage jobs.⁷ A paid family and medical leave program offers Delaware families financial support and helps stabilize labor participation.

SALARY NEGOTIATION WORKSHOPS

In April 2022, the Office of Women’s Advancement & Advocacy (OWAA) will hold several salary negotiation workshops. These free, online 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) 2019 1-year estimate, Table S2001

² U.S. Census Bureau, American Community Survey (ACS) 2019 1-year estimate, Table S0201

³ Ibid

⁴ National Partnership for Women & Families. “Paid Leave Will Help Close the Gender Wage Gap” (2021). Retrieved March 2022: <https://www.nationalpartnership.org/our-work/resources/economic-justice/fair-pay/paid-leave-will-help-close-gender-wage-gap.pdf>

⁵ Ibid.

⁶ Ibid.

⁷ U.S. Department of Labor. “5 Facts About the State of the Gender Pay Gap” (March 2021) Retrieved March 2022: <https://blog.dol.gov/2021/03/19/5-facts-about-the-state-of-the-gender-pay-gap>

** Due to pandemic-related disruptions in data collection, the Census Bureau will not release its standard 1-year estimates for the 2020 American Community Survey and therefore the data in this fact sheet uses 2019 1-year estimates.