

DELAWARE PAY EQUITY

Equal Pay Day March 12, 2024



**WOMEN'S
ADVANCEMENT
& ADVOCACY**

Nationally and in Delaware, across private and public sectors, women in general earn roughly 82% of men's median earnings. Delaware women working a full-time, year-round job can expect to be paid roughly \$51,912 annually compared to the \$63,310 earned by their male counterparts. We also recognize this gap isn't the same for ALL women. Women of color face a significantly larger pay gap than their white female counterparts.

Delaware's wage gap results in the following:

Hispanic women earning \$0.61

Black women earning \$0.61

White women earning \$0.81

for every \$1.00 earned by White men



Source: American Community Survey 2022 One-Year Estimates Table S0201

DELAWARE LAWS COMBATTING THE WAGE GAP

While there is more work to be done, Delaware has taken meaningful steps to reduce the gender wage gap in our state. We hope to build on this progress and continue to shrink the gap. Previous efforts include:

- ✓ 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 their wages (HB 314, 148th General Assembly).
- ✓ Expressly prohibiting employers from taking adverse employment action against an individual based on their reproductive health care decisions (HB 316, 148th General Assembly).
- ✓ Prohibiting discrimination in employment based upon an individual's caregiving responsibilities and assuring 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 creation of a statewide paid family and medical leave insurance program (SS 2 for SB 1 w/ HA 1, 151st General Assembly).
- ✓ Requiring the Delaware Department of Human Resources (DHR) to conduct a salary analysis for every new hire or promotion in order to ensure that employees are being paid equitably as well as including race and gender in that analysis to address any gross inequities. (SCR 43, 151st General Assembly).

SALARY NEGOTIATION WORKSHOPS

In April 2024, the Office of Women's Advancement & Advocacy (OWAA) is offering four opportunities to attend a one-hour salary negotiation workshop. These free online workshops will help participants gain the skills and confidence they need to negotiate their salary and benefits packages successfully. Sessions will be repeated on April 18th, 19th, 25th and 26th. The workshop is free but space is limited. To find more details and register, visit de.gov/women.