

DELAWARE PAY EQUITY



Equal Pay Day March 25, 2025

Women in Delaware—and across the nation—are still being paid significantly less than men. Right here in Delaware, women working full-time, year-round earn only 87 cents for every dollar paid to men, resulting in an annual wage of just \$54,740 compared to men earning \$62,740. However, when compared to White men, women of color face a notably larger pay gap. March 25, 2025, represents how far into the year women must work to earn what men earned the previous year. For Black women, that date isn't until July 27, 2025, and for Hispanic women not until October 3, 2025.

Delaware's Wage Gap Results:

Hispanic women earn \$0.51

Black women earn \$0.72

White women earn \$0.81

for every \$1.00 earned by White men

Source: American Community Survey 2023 One-Year Estimates Table #S0201

.....

The wage gap in Delaware cannot be solely explained by differences in one's education, their occupation, or even if they've spent time out of the labor force. Cultural gender roles can often influence the educational and ultimately career path that one chooses, at times limiting their opportunities. Women also continue to contend with biases and discriminatory practices that exacerbate these disparities, particularly in male-dominated industries. 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.

DELAWARE LAWS COMBATting THE WAGE GAP

- 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, 2015).
- Banning wage secrecy by prohibiting employers from preventing employees from disclosing their wages (HB 314, 148th General Assembly, 2016).
- Prohibiting employers from taking adverse employment action against an individual based on their reproductive health care decisions (HB 316, 148th General Assembly, 2016).
- 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, 2016).
- Prohibiting employers from inquiring into an applicant's compensation history (HS 1 for HB 1, 149th General Assembly, 2017).
- Increasing the minimum wage in Delaware to \$15.00 by January 2025 (SB 15, 151st General Assembly, 2021).
- Providing 12 weeks of paid parental leave for eligible state employees, mothers, and fathers (HB 3, 149th General Assembly, 2017).
- 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. (SCR 43, 151st General Assembly, 2021).
- Providing a statewide paid family and medical leave insurance program (SS 2 for SB 1 w/ HA 1, 151st General Assembly, 2022).