



New Report: 60 Years After the Equal Pay Act, Women in All Fields Still Make Less than Men

- *The [report](#) was developed by Women Creating Change and the Center for New York City Affairs at The New School* -

FOR IMMEDIATE RELEASE Nov. 1, 2023

Contact: Sophie Crumpacker, sophie@anatgerstein.com, 347-361-7128

(New York, N.Y.) – Today, Women Creating Change (WCC), in partnership with the New School’s Center for New York City Affairs, released a sobering report: 60 years after passage of the federal Equal Pay Act, women of all ages and in all fields still earn less than men, and crucially, progress closing that gap has slowed over the past 25 years, including in New York City.

The comprehensive 20-page report, authored by L.K. Moe of the Center for New York City Affairs, found that as of 2022, the typical (median) New York City woman earned 90 cents for every dollar her male counterpart earned, and while the ratio has fluctuated some over time, it is slightly less than the 92 cents received in 1997.

While this phenomenon affects all women in New York City, it disproportionately impacts women of color. In New York City in 2022, compared to a white man’s earnings, white women earned 86 cents, Asian women earned 72 cents, Black women earned just 57 cents, and Hispanic/Latina women earned 54 cents.

“In New York City, the economic hub of the nation, this pay disparity is deeply concerning,” said **Sharon Sewell-Fairman, President and CEO of Women Creating Change (formerly the Women’s City Club of New York)**. “I want to thank the New School Center for New York City Affairs for its partnership in producing this robust report. Equipped with this data, we can enable women and gender expansive individuals to not only advocate for themselves but to collectively foster stronger communities, improve their quality of life, and fortify our democracy.”

“There are many factors driving this persistent pay gap,” **L.K. Moe, Associate Director for Economic and Fiscal Policy at the Center for New York City Affairs** said, “including

discrimination, higher care burdens at home, and the higher likelihood that mothers will leave the workforce to care for young children. But, in this report we show that the growth of women-dominated, low-paid work like home health aides, child care, and other human services work, is a big part of New York City's stalled progress."

The report explores the factors driving this pay gap, including discrimination, either outright or as a result of social norms. Women are disproportionately represented in lower-paid sectors with less flexibility and greater scheduling demands, such as home health aides, child care, and other human services work, positions that have been increasing in recent years.

However, the pay gap doesn't discriminate based on income or educational levels. It affects women across the spectrum, including those with higher education and income levels. Discrepancies in pay are pervasive across numerous occupations for which there is sufficient earnings data – from accountants and auditors to wholesale buyers and writers. Even in fields traditionally considered "women's work" such as nursing and education, women are often undervalued and underpaid, consistently earning less than their male counterparts.

Nationally, women earn 87 cents for every dollar earned by a man. Although that represents progress since the Equal Pay Act was passed in 1963, when women earned just 59 cents for every dollar earned by a man, their current relative pay has risen only very gradually from 81 cents in 1992.

The consequences of the wage gap extend far beyond financial spheres, forcing women to work longer hours and, in turn, prioritizing work over other aspects of life, hindering their full civic engagement. This report is the first in a series that will examine economic barriers to women's full participation in civic affairs to ultimately enhance their lives and those of their families.

The report outlines several key policy recommendations in order to mediate the pay inequity illustrated throughout the report, specifically:

- **Address human services pay inequities** affecting predominantly women of color in the nonprofit human services workforce at the City and State level in line with the #JustPay campaign.
- **Raise the pay of childcare workers** who are among the lowest-paid workers and are overwhelmingly women and predominantly women of color.
- **Restore minimum wage purchasing power** by restoring the purchasing power of the State minimum wage to its 2019 level and indexing the minimum wage to match increases in labor productivity and cost of living.
- **Enhance tax credits** benefiting low-income families.
- **Raise unemployment insurance benefits** for low- and moderate-income workers and take actions to improve accessibility to benefits.
- **Make voting easier** in order to support greater civic participation by women.

Read the full report [here](#).

About Women Creating Change:

Founded in 1915, Women Creating Change (formerly Women’s City Club of New York) is a nonprofit, non-partisan, activist organization committed to advancing women’s rights and shaping the future of New York City. Today, Women Creating Change is a diverse community that collaborates with stakeholders and organizations, with a focus on historically disenfranchised women. Our mission is to develop and strengthen the skills and resources needed for women to effectively identify and advocate for the issues that matter most to them and to New York’s most diverse communities. Our vision is a more just and equitable New York City where all women are civically engaged.

About The Center for New York City Affairs at The New School:

The Center for New York City Affairs at The New School is an applied policy research organization that works where people’s lives intersect with government and community organizations to illuminate the impact of public policy on the lives of individuals and communities. Our research focuses on rigorous analysis, practical solutions, and provides real-time feedback for policymakers, providers, and communities.