

## **NEWS:**

# **Legislators Support Equal Pay for Women**

**APRIL 7, 2017** – Equal Pay Day was observed in Delaware and the rest of the U.S. on Tuesday.

The annual symbolic event is intended to highlight the pay gap between men and women in the workforce and is held on the date to which the average woman has to work to earn what a man did the previous year. This year, that day fell on April 4th.



According to the U.S. Census Bureau, Delaware women working full-time in 2015 earned about 88.5-percent of what full-time male workers earned.

The nature and cause of the gender pay gap is disputed and the subject of debate. A 2014 report by Rachel Greszler and James Sherk -- [Equal Pay for Equal Work: Examining the Gender Gap](#) -- noted: "Education, choice of industry and occupation, hours worked, experience, and career interruptions all affect the productivity and compensation of workers, whether male or female."

In a related development, [House Bill 1](#), introduced Tuesday, proposes a change aimed at improving the earning potential of female job applicants.

Sponsored by a bipartisan coalition of 30 of the General Assembly's 62 legislators, the bill would prohibit employers from inquiring into a prospective employee's compensation history. Under the proposal, an applicant could still voluntarily disclose the information.

The bill would also permit discussion of compensation expectations between the parties, so long as the employer did not seek a compensation history in the course of those talks.

Supporters of the bill believe it will protect female job seekers from getting lower compensation offers than they otherwise might have received. The legislation is pending action in the House Labor Committee.