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The reality is that work isn't working for the majority of American women.

Millions of women, despite working full-time year-round, earn too little to support themselves and their families and lack basic benefits such as paid sick leave. Low-wage work impoverishes families and limits access to education, health care and opportunities to succeed. This is a problem for families, communities and the nation. We all pay the costs of low-wage work.

FACT: **Nearly 15 million women in the U.S., a *third* of all working women, earn less than \$25,000 a year despite working in *full-time, year-round* jobs.**

FACT: **Low wage workers are nearly 30 million Americans, heading families that include 20 million children.**

- One in four working families earns too little to meet basic needs.
- 60% of low-wage workers are women.
- Includes individuals in vital jobs that we depend on such as security guards, education assistants, child-care workers, waitresses, cashiers, home health aides, and housekeepers.
- Nearly one-third of the female workforce works in low-wage employment compared to one-fifth of the male workforce.
- Over 20% of white workers, 30% of African-American workers, and 40% of Latino workers are members of the low-wage workforce.

- One-fifth of all jobs cannot support a family of four above the poverty level.

FACT: Low-wage jobs lack basic benefits and the number of Americans employed in these jobs is growing.

- One in four workers - 30 million Americans -- earns less than \$8.70 an hour (\$16,704 per year), in jobs that provide few basic benefits such as health care, sick pay, disability pay, and paid vacation.
- Only one in three workers has paid sick time to care for their children.
- 77% of the lowest paid workers have no paid sick leave at all.
- Low-wage jobs are expanding in the U.S. economy. Five of the top ten occupations expected to have the largest real job growth between 2004-2014 pay \$20,180 or less per year.

FACT: Women's incomes are necessary to support families

- 62% of working women earn half or more of their family's income
- 77% of all mothers with school age children (6-17) work

FACT: Businesses will profit by improving employment policies such as paid sick leave

- Having paid sick leave reduces voluntary job mobility. Workers choose to stay in their current job to retain this valued employment benefit.
Cooper and Monheit, "Does employment-related health insurance inhibit job mobility?" 1993
- Improved employee satisfaction directly affects customer satisfaction. At one large retail chain, a 4% increase in both translated to more than \$200 million in additional revenues.
"Employee-Customer-Profit Chain at Sears", HBR, 1998

- Coming to work sick (presenteeism) costs the national economy \$180 billion annually in lost productivity.
National Partnership for Women and Families – Why Paid Sick Days Make Good Business Sense 2005
- The productivity cost of replacing employees can cost 1 to 2.5 times the salary of the job opening.
Gregory P Smith, "The Coming Storm: Part 1" 2006

**The solution is a transformation in public will,
government policies and workplace practices.**

All women must earn enough to be economically self-sufficient, without having to choose between caring for their families and keeping their jobs. Working Women for Change, an initiative of Women Employed, brings together corporate and civic leaders to address this challenge to women's economic advancement.

For further information on Women Employed or Working Women for Change, please visit www.womenemployed.org.