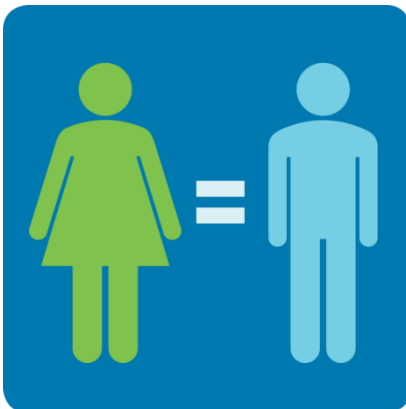
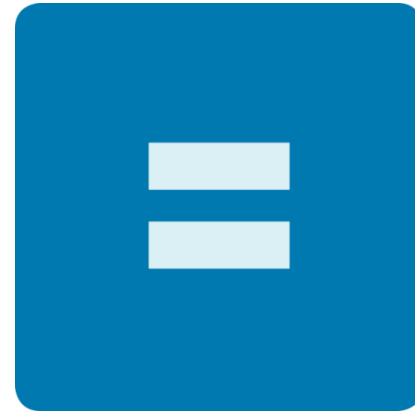


Oregon Council
on Civil Rights

Formal Recommendations
JANUARY 2014



presented to

Brad Avakian,
Commissioner

Oregon Bureau of
Labor and Industries

An overview of this presentation:



BACKGROUND:

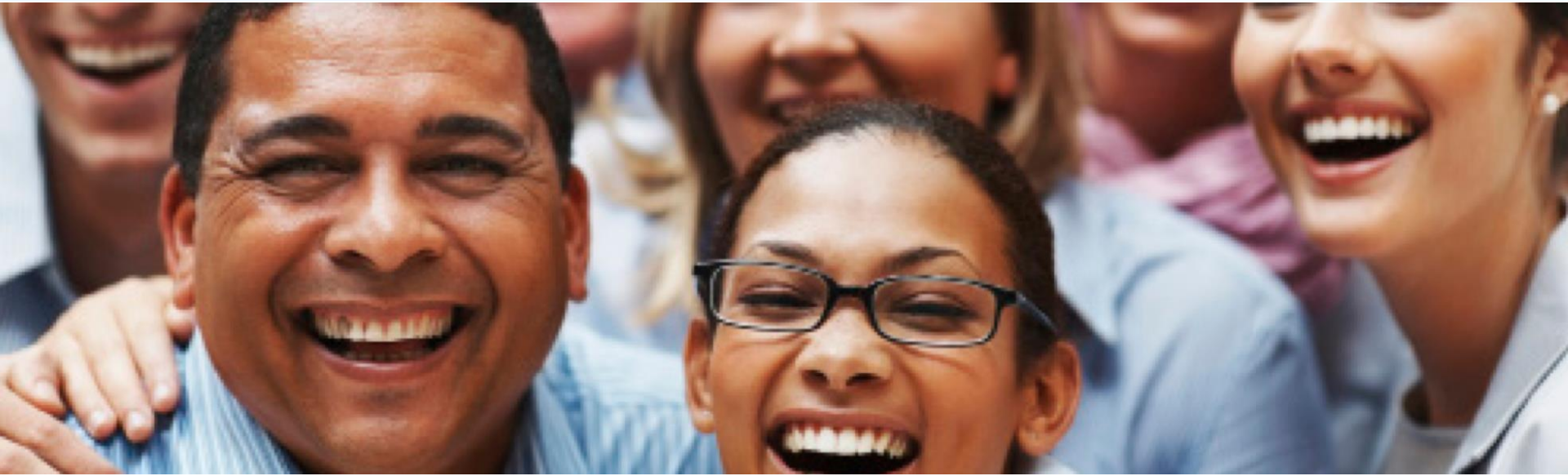
- ✓ UNDERSTANDING THE WAGE GAP
- ✓ CAUSES AND OUTCOMES
- ✓ IMPORTANCE OF REDUCING WAGE GA

RECOMMENDATIONS:

- ✓ OUTREACH AND AWARENESS
- ✓ EDUCATION & TRAINING
- ✓ EMPLOYER INCENTIVES
- ✓ LEGISLATION AND MONITORING

QUESTIONS?

How did we get here?



Closing the wage gap is a BOLI priority.

Labor Commissioner Brad Avakian directed the Oregon Council on Civil Rights to conduct research and bring policy recommendations to serve as the basis for a BOLI action plan to eliminate pay inequality in Oregon.

Legislation in 2013 called for this report.

In June 2013, Senator Chris Edwards and the Oregon Legislature passed Senate Bill 744, directing the Oregon Council on Civil Rights to further study wage inequality in Oregon and to provide recommendations for closing gender and race-based wage gaps.

Pay Inequality in Oregon is the culmination of the council's research and recommendations.

Existing equal pay laws aren't enough



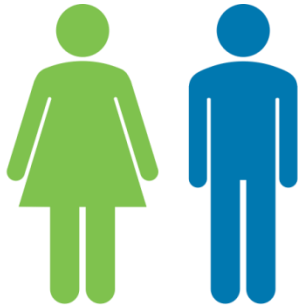
Oregon Equal Pay Act

The Oregon Equal Pay Act, passed in 1955, prohibits employers from paying wages to any employee at a rate less than that at which the employer pays wages to employees of the opposite sex for work of comparable character, the performance of which requires comparable skills.

Unlawful Discrimination in Employment Act

Unlawful Discrimination in Employment Act, Public Accommodations and Real Property Transactions Act: prohibits discrimination because of sex in compensation or in terms, conditions, or privileges of employment.

Understanding the gap



**(UN)EQUAL PAY
IS REAL**

Nationally, women earn only 77 cents for every dollar men earn, and minority women experience an even greater gap in earnings.

WHAT IS PAY equality?

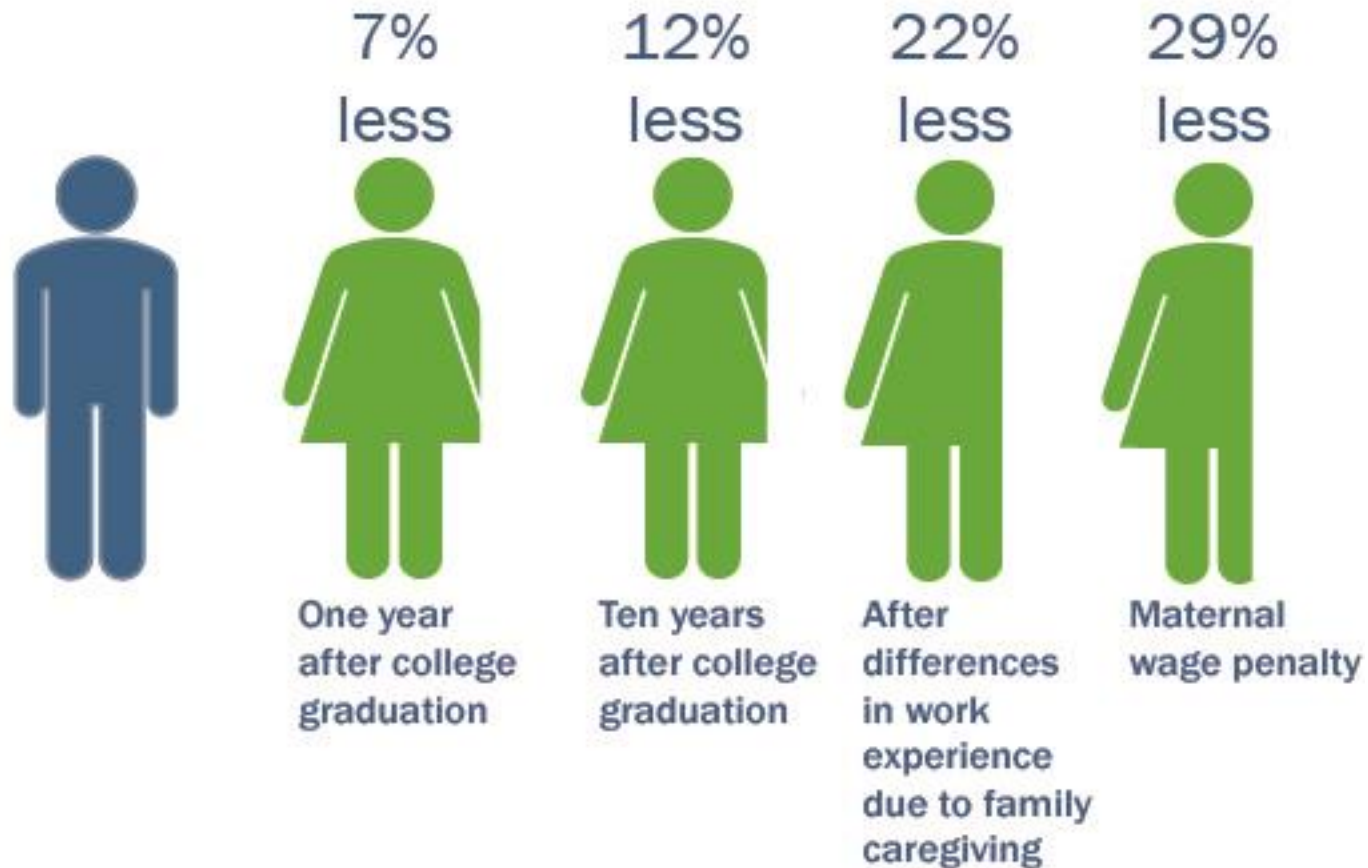
Equal pay for equal work

paying the same wages to men and women performing the same work.

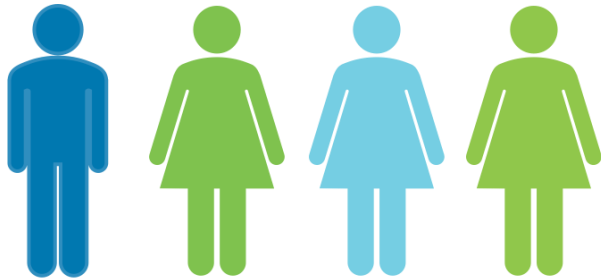
Equal pay for comparable work

paying the same wages to men and women performing work of comparable value.

Typical wage gaps women face over time:



How big is the problem?



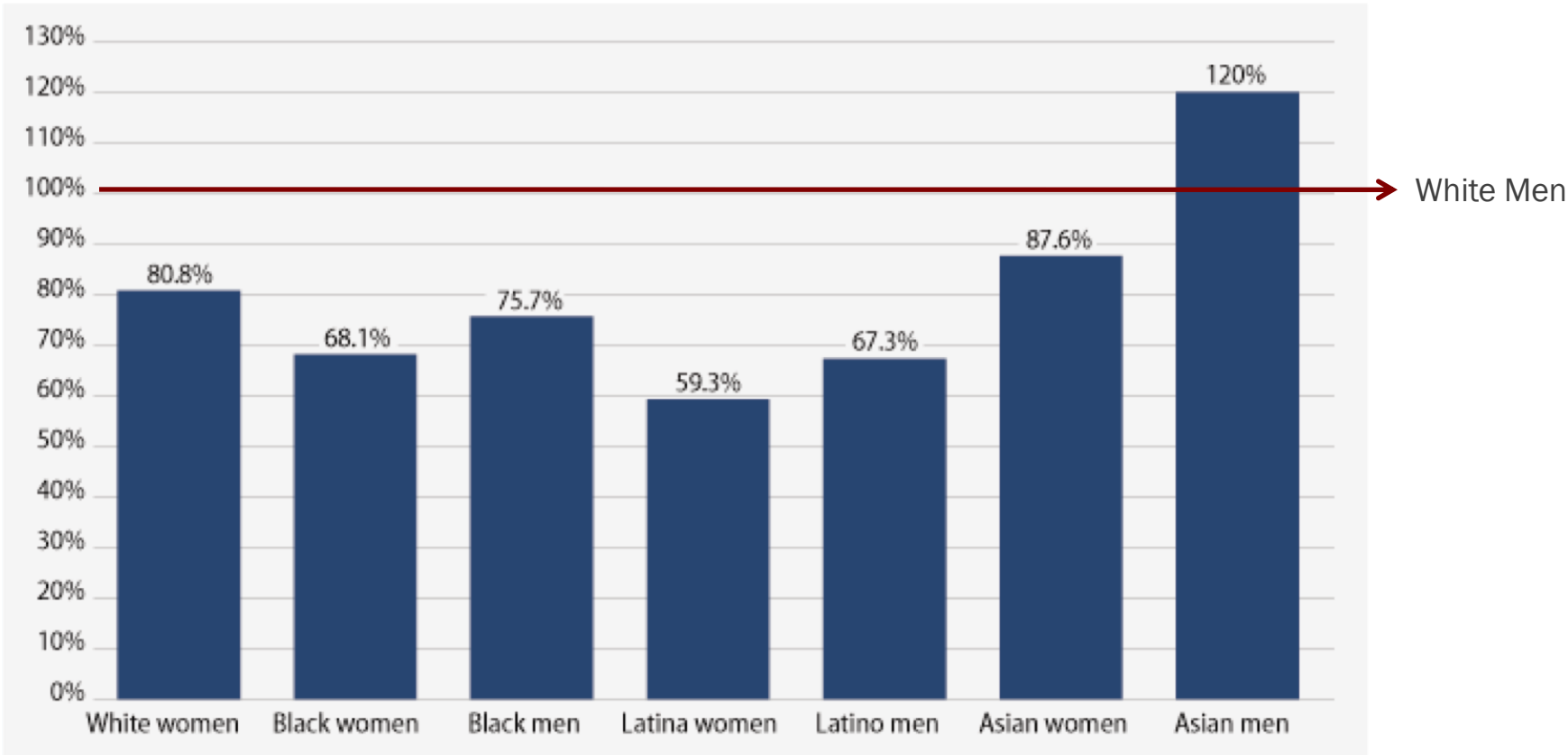
THE GENDER PAY gap affects

SHORT-TERM EARNINGS
LONG-TERM SAVINGS
RETIREMENT BENEFITS
HOUSING SECURITY
& EDUCATIONAL OPPORTUNITIES

- A national gap persists
- An Oregon problem
- Sector-specific disparities
- The Motherhood Penalty
- Gaps compound over a lifetime

How big is the problem?

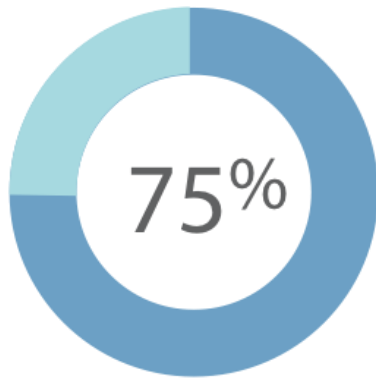
FIGURE 1. PAY OF WOMEN AND MEN OF COLOR RELATIVE TO WHITE MEN
RATIO OF MEDIAN EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS, 2012



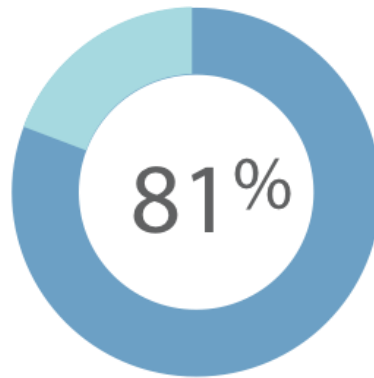
Source: Boushey & Farrel, 2013

Occupations are gendered

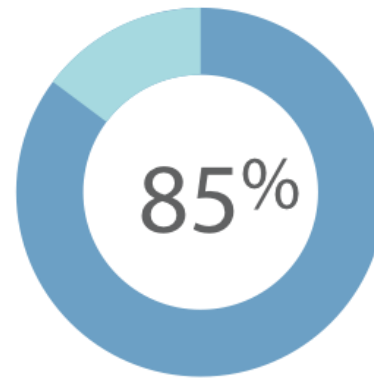
In Oregon, men occupy a majority share of positions in three out of the four highest paying occupations.



COMPUTER/
MATHEMATICAL

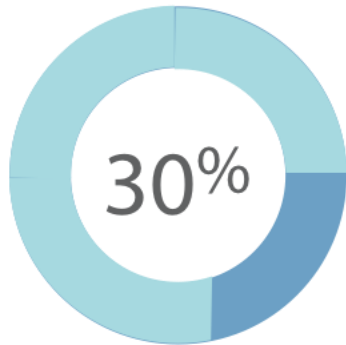


LAW ENFORCEMENT OFFICERS/
SUPERVISORS



ARCHITECTURE/
ENGINEERING

Disparity Snapshot:



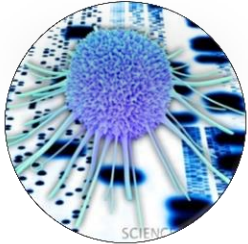
HEALTH
DIAGNOSING &
TREATMENT
PRACTITIONERS

In health diagnosing and treating practitioner positions—the only high-earning category in which women hold a majority of positions at 70 percent, women earn only **64 cents to every dollar** of their male counterparts.

What causes pay inequality?



Workplace Policies & Practices



Education Outcomes



Work-life Conflict



Caregiving is Undervalued in the U.S.

Why is eliminating the wage gap so important?



Breadwinners: 2/3 of working women are the primary or co-breadwinner of their families.

Buying power: The business case for closing the pay gap is strong: when workers have more \$ they spend more to boost the local economy.

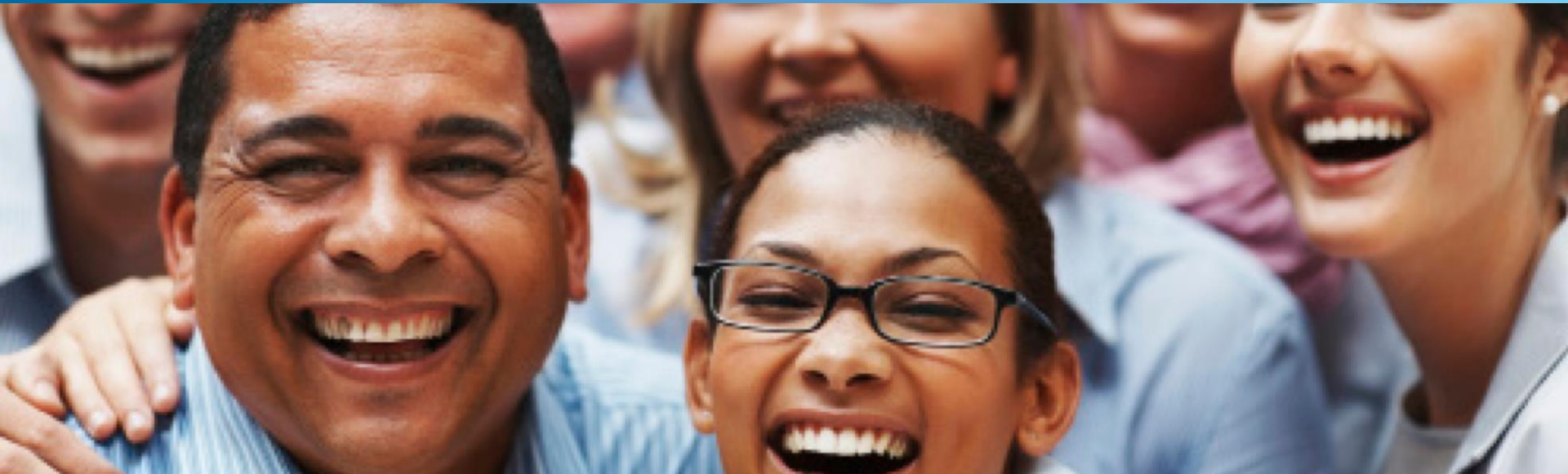
Helping to Eradicate Poverty: According to IWPR, providing equal pay would cut the poverty rate for working women in half, from 8.1% to 3.9%.

Recommendations:

1. OUTREACH & AWARENESS
2. EDUCATION & TRAINING
3. EMPLOYER INCENTIVES
4. LEGISLATION & MONITORING



Partnerships, Education and Technical Assistance



Partner with employers

BOLI should look to highlight employers leading on pay equity within their sectors. The effort could include developing award programs – including potential media partnerships – to recognize areas of excellence.

Public Service Announcements

A low-cost, high-impact PSA campaign could include production and distribution of targeted videos and other content that Oregonians would want to share with their friends and family. Campaigns could work to increase awareness of existing protections or economic opportunities for women in well-paying Oregon careers.

Technical Assistance for Employers

BOLI's *Technical Assistance for Employers* program receives nearly 20,000 calls a year from Oregon employers. The program should consider further incorporating information on pay equality laws, company strategies and principles in its trainings and materials.

Diversify Career & Technical Education



Expand hands-on learning

Career and technical education programs should be expanded to provide more women and minority students opportunities to explore hands-on learning through shop classes and vocational skills training that lead to higher-paying jobs.

Build a pipeline of skilled workers

By directly engaging women and minority students in vocational programs, Oregon can diversify its highest-paid industries and create opportunities for these students.

Expand Opportunities in Male-dominated Fields & Majors



Supportive services for women and people of color

BOLI and legislative leaders should provide support for apprentices seeking careers in well-paying construction jobs, including funding programs that address and remove barriers to participation in these traditionally male-dominated fields.

Create more educational opportunities for women in STEM fields

Schools—from local public K-12 school systems to Oregon colleges and universities—should support education-to-career pipeline for women and people of color in traditionally male-dominated majors, including science, technology, engineering and mathematics (STEM).

Practices that help keep women in good jobs



Workplace flexibility



On-site child care



Protection for Survivors of Intimate Partner
Violence

Hiring, Promotion and Evaluation



Hiring, promotion and pay equity audits



Joint Evaluations

Expand Leave Time



Paid family & medical leave



Paid sick time



Time off to participate in school activities

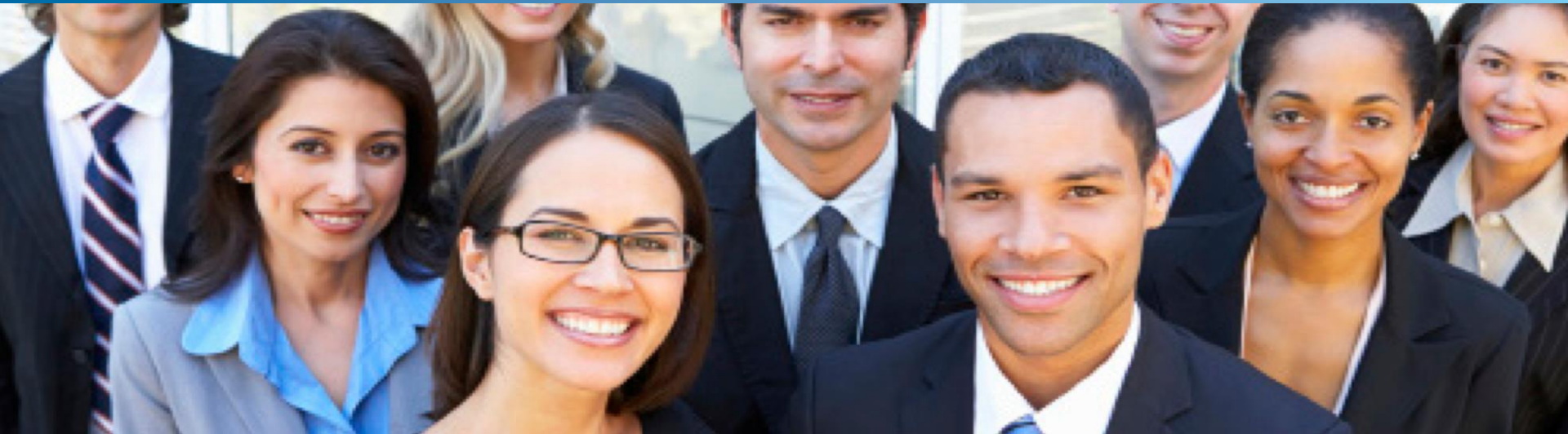
Expand Employment-Related Daycare Assistance



Oregon is the least affordable state when it comes to child care. The annual cost of child care for single-parent families is 61.6% of annual income, and 18.6% for two-parent families. To mitigate the rising costs of child care and the impact on women's earnings and family economic security, Oregon should:

- ✓ Restore funding for Employment Related Day Care Program (ERDC) to provide subsidies to all those currently eligible.
- ✓ Expand ERDC eligibility to 250% of the Federal Poverty Level, a more inclusive and realistic level that accurately reflects a family's ability to afford child care.

An Oregon Paycheck Fairness Act



Oregon can close loopholes in the state's Equal Pay Act by adopting a Paycheck Fairness Act through state legislation:

- Better enforcement of existing protections;
- Negotiation skills training for girls and women;
- Prohibiting retaliation against employees who discuss wage information; and
- Providing technical assistance to small businesses.

A Right to Request Flexibility



An Oregon Working Families Flexibility Act – similar to federal efforts and existing laws in San Francisco and England – could foster greater employee flexibility at work and protect employees from retaliation stemming from inquiries about flex work requests.

An Oregon Fair Pay Act



Current proposed federal legislation, the Fair Pay Act, would require employers to provide equal pay for jobs that are comparable in skill, education, responsibilities, and working conditions, but not identical—a critical step toward addressing gender-based job segregation that lowers women’s wages.

Oregon should consider a comparable approach to address structural disparities within similar positions.

Improved Data Collection



Accurate, thorough tracking of discrimination claims and comprehensive wage data is essential to understanding the nature of pay disparities and can be leveraged to demonstrate progress and success, as well as areas for improvement.

Oregon should collect pay data about the gender, race, and national origin of employees to better enforce existing pay discrimination protections.

Questions?

