



**Statement of Carolyn Maloney, Chair
Joint Economic Committee Hearing
September 28, 2010**

“Good morning. Today’s hearing on the gender gap among managers is part of the Joint Economic Committee’s in-depth look at women in the workforce.

Women’s work is crucial for family economic well-being, particularly in these rough economic times. Women comprise nearly half of the workforce.

And families are increasingly dependent on working wives’ incomes, with working wives now contributing 36 percent of household income compared to 29 percent in 1983.

Because of this, gains in women’s earning power – or the absence of progress on that front – is an economic security issue for families. Women earn just 77 cents on the dollar as compared to men – for doing the same work. That figure hasn’t budged in nearly ten years.

The report released today by the GAO provides additional evidence of the persistence of the gender gap at the highest echelons of industry.

The GAO finds a striking pay gap between male and female managers.

In 2007, female managers were paid 81 cents for every dollar earned by their male manager peers, even after accounting for measurable differences like age, education, and industry. The pay gap for women in management shrank by just 2 cents from 2000 to 2007. In short, and in no uncertain terms: we’ve stalled out.

No matter how you slice the data, the pay gap between male and female managers persists. Even among childless managers, women earn just 83 cents for every dollar earned by their male peers.

Both the GAO and Catalyst also find that we have made very little progress in breaking the glass ceiling for women in management.

Women’s representation in management professions in 2007 was essentially unchanged from 2000.

And motherhood continues to be a penalty for women. A previous GAO report showed that fathers enjoy a bonus, while mothers pay a penalty for their decisions to have children. I like to call this the “Mom Bomb.”

Today’s GAO report shows that Management Moms earn just 79 cents for every dollar earned by Management Dads – a figure that hasn’t budged since 2000. In all but one industry, fathers are more likely than mothers to be managers.

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When working women have kids they know it will change their lives, but they are stunned at how much it changes their paycheck. While women's earnings are a critical element to families' economic security, this is particularly true for families where the wife is a manager. Across all industries, married female managers are just like male managers in one key regard: they are their families' majority breadwinners.

But married male managers' paychecks represent about 75 percent of their families' total earnings, as compared to the 55 percent of total family earnings represented by married female manager's paychecks.

The impact of the wage gap is particularly painful in our current economic downturn as families struggle to make ends meet in the face of stagnant wages and job losses.

In order to further our understanding of the gender pay gap across the economic spectrum, I am pleased to announce today that I will be requesting a new report from GAO investigating gender pay and representation issues among lower-wage workers. The GAO research team provides a great service to our nation with their impartial, data-driven analysis of pressing economic problems, and I look forward to learning more from them when this report is issued next year.

Women are more productive and better educated than they've ever been, but their pay hasn't yet caught up.

Women continue to bump up against everything from subtle biases to egregious acts of discrimination relating to gender stereotypes about hiring, pay raises, promotions, pregnancy and care-giving responsibilities.

The first piece of legislation that President Obama signed into law – the Lilly Ledbetter Act -- was an important start, but additional legislation is necessary to close the loopholes in the Equal Pay Act that allow discrimination to persist.

I am proud to be a co-sponsor of the Paycheck Fairness Act, which passed the House earlier this session, and I hope that the Senate will take action soon.

Better work-life balance policies would allow both mothers and fathers to continue to support their families and develop their careers.

By ensuring that women aren't forced to start all over again in new jobs, paid leave policies can help keep women on an upward trajectory in their careers, protecting their earnings.

The Working Families Flexibility Act, which I have sponsored, would do just that. I'm very pleased to announce that just last week Senator Casey introduced a version of that bill in the Senate.

I would like to thank today's panel of experts and I look forward to the testimony today."

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