

2014

Louisiana Fair Pay Task Force Report

Pursuant to HCR No. 145

2013 Regular Legislative Session

Louisiana Fair Pay Task Force
State of Louisiana
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TABLE OF CONTENTS

Executive Summary	2
Louisiana Fair Pay Task Force Full Report	7
1. Study the extent of wage disparities between men and women in the workforce including certain public sector employment	8
2. Study the factors that cause, or tend to cause, wage disparities, including segregation between men and women across and within certain occupations and professions, such as the payment of lower wages for female dominated occupations, child-rearing responsibilities, education, and training.	11
3. Study the consequences of such disparities on the economy of our state and on women and families. ...	21
4. Collect data that provide statistics on wages of women and men categorized by ethnic group, from each (state) department.	25
5. Develop actions including policy recommendations and legislation that are likely to lead to the prevention and elimination of wage disparities between the sexes.	30
APPENDIX A – House Concurrent Resolution 145	32
APPENDIX B – Task Force Members	34
APPENDIX C – Summaries of Actions of Selected States That Have Taken Steps to Establish Fair Pay	35
APPENDIX D – Major Events in Fair Pay History in the United States	38
APPENDIX E – History of Equal Pay in Louisiana	41
APPENDIX F – Louisiana Women Workers 2012	42
APPENDIX G – Glossary and Tables from State Civil Service	46
APPENDIX G-1: EEO Categories as of February 1, 2005	46
APPENDIX G-2: State Agencies Within Major Departments	48
APPENDIX G-3: Classified Full Time, Regular Employees - By Major 20 Departments	51
APPENDIX G-4: Unclassified Full Time, Regular Employees - By Major 20 Departments	59
APPENDIX G-5: Classified Regular, Full-Time Employees - By Major 20 Departments	67
APPENDIX G-6: Unclassified Regular, Full-Time Employees - By Major 20 Departments	70
APPENDIX H – Resources	73
APPENDIX I – Endnotes	80

Executive Summary

In 2013, the Louisiana Legislature passed House Concurrent Resolution (HCR) 145 (Appendix A) by State Representative and Speaker Pro Tempore Walt Leger III. It created the Louisiana Fair Pay Task Force (Appendix B) to study wage disparities between men and women and make recommendations for policy change and legislation to prevent and eliminate these disparities. The Resolution outlined five deliverables to be included in the report. This is an Executive Summary of the Full Report.

1. Study the extent of wage disparities between men and women in the workforce including certain public sector employment

The Extent of the Gender Wage Gap in the United States and Louisiana

As of 2012, according to the U. S. Census Bureau's American Community Survey (ACS), women in the United States on average earned 77 cents for every dollar earned by men for full-time year-round work.¹ This pay gap of 23 cents on the dollar equates to women earning an average of \$11,600 less each year and \$464,300 less over a 40 year career than their male counterparts.² In addition, African American women earned 64 cents and Hispanic women earned 54 cents on average for every dollar earned by white men.³

The pay gap for Louisiana women is even greater. For the fourth consecutive year, the gender pay gap in Louisiana is the second largest in the United States. In 2012, women earned on average 67 cents for every dollar earned by men.⁴ This was a decline from 2011 when Louisiana women earned 69 cents for every dollar earned by men.⁵ This pay gap of 33 cents on the dollar equates to women earning \$15,600 less annually and \$626,500 less over 40 years than their male counterparts.⁶ African American women earned 49 cents for every dollar and Hispanic women earned 57 cents for every dollar earned by white men for full-time, year-round work.⁷

Public Employment at the Federal, State and Local Level

Women working in the public sector at all levels of government have a smaller gender pay gap than women working in the private for-profit sector. Yet earnings of women in the public sector continue to be less than the public sector earnings of men. In 2012 in the United States, for full-time year-round work, women earned 75.8 cents for every dollar earned by U. S. men in the private for-profit sector. By comparison, in the public sector for full-time, year-round work women earned 89.5, 82.4 and 84.1 cents for every dollar earned by U. S. men at the federal, state and local government levels respectively.⁸

In Louisiana, there is an even greater disparity between the wages earned by women in the public and private sectors than for women nationally. In 2012, Louisiana women in the private for-profit sector earned 62.1 percent of wages earned by Louisiana men in the private for-profit sector. Women in public sector employment earned 75.0, 84.1, and 82.6 cents for every dollar earned by men in federal, state and local jobs respectively. In Louisiana, women average 18 cents more per dollar in a state government job compared to a private for-profit job.⁹ The existence of a merit system for most public employment and the transparency of wages and of steps in promotion are the major equalization factors in government employment. The gaps that still exist need further analysis, but may be attributed to the persistence of job segregation with women more likely to work in the lower paying job classes than men.

2. Study the factors that cause, or tend to cause, wage disparities, including segregation between men and women across and within certain occupations and professions, such as the payment of lower wages for female dominated occupations, child-rearing responsibilities, education, and training.

This report focuses on three main factors that have led to gender wage disparities:

Job Segregation in the Workforce:

- Women are the minority in Louisiana's high-demand, higher-paying industries, particularly in science, technology, engineering, and math (STEM) fields, and in skilled craft occupations.¹⁰
- Women are over-represented in lower-paying industries, like education, healthcare support service and administrative support.¹¹
- Women make less on average than men even in the fields they dominate, and hold fewer of the more lucrative supervisory/managerial positions.¹²
- In the United States, about 66 percent of people earning minimum wage or less are women.¹³ In Louisiana, 70 percent of people earning minimum wage or less are women.¹⁴ A minimum wage salary for full-time, year-round work pays \$4,000 below the poverty level for a mother with two children.¹⁵

Childcare and Family Responsibilities:

- Women continue to be responsible for the majority of caregiving responsibilities for children and elderly parents, as well as other family needs.¹⁶
- High childcare costs may force women who make low or minimum wage out of the work force.
- Even with childcare, the additional responsibilities of caregiving before and after a normal work day, or when children are sick at home, make it more difficult for women to be hired, earn salaries comparable to men, stay in the work force and rise into higher paying positions.¹⁷

Gender Discrimination:

- Unequal pay for equal or equivalent work that cannot be explained by education, experience or job characteristics is the third major contributor to the gender wage gap in Louisiana.
- Education and occupational achievements do not guarantee fair pay.¹⁸
- Pay disparity is compounded by pay secrecy policies¹⁹ and retaliation fears²⁰ in the private sector.

3. Study the consequences of such disparities on the economy of our state and on women and families.

Louisiana has the second largest pay gap in the country. The consequences of the wage disparities in Louisiana are wide-ranging.

- Wage disparities faced by women in Louisiana result in significant personal financial losses – lower lifetime earnings, lost opportunities to gain work experience and earn promotions, less capacity to acquire assets, lower Social Security benefits and lost retirement savings.
- Louisiana women and their families have less financial security and need to rely more on government help from programs such as Medicaid (including LA CHIP, the widely used children's health insurance program), housing assistance, SNAP benefits (food stamps), childcare subsidies and Women, Infants & Children (WIC) to survive.

- Government loses two fold by bearing the cost of assisting with the needs of low income families, and losing tax revenue that would be generated by higher wages.
- Businesses lose in several ways as well. Since women comprise 50 percent of the workforce, “[t]he U. S. economy would have produced additional income of \$447.6 billion if women received equal pay; this represents 2.9 percent of the 2012 gross domestic product (GDP).”²¹ Actual or perceived unfairness and secrecy in a workplace results in lower employee retention and productivity. Women-owned and other businesses that pay fair wages and give more generous benefits are at a competitive disadvantage.²²

4. Collect data that provide statistics on wages of women and men categorized by ethnic group, from each (state) department.

An overview of the data from each state department shows women employed in Louisiana state government have a smaller pay gap than the women’s overall national pay gap. The Louisiana Department of State Civil Service provided separate reports for classified and unclassified employees by the eight Equal Employment Opportunity (EEO) codes, as defined in Appendix G-1, which provide distinction as to the type and level of work performed by employees. The data provided can serve as a preliminary tool to determine what further analysis is needed to determine if gender pay inequities may exist. Reports were also provided by ethnicity for each major department to meet the requirements of HCR 145.

Classified Employees

Louisiana State Civil Service operates on a merit system, which ensures that the selection and advancement of classified employees is determined solely on the basis of relative ability, knowledge, and skills after a fair and open competition, which assures that all receive equal opportunity. Equal pay should be provided for work of equal value, and all employees and applicants for employment should receive fair and equitable treatment in all aspects of personnel management without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, or handicapping condition.

- Incumbents
As of October 25, 2013, there are 38,497 full-time, regular employees in the classified service. Statewide, classified employees are comprised of approximately 60 percent females and 40 percent males.
- Average Salary
In order to assess potential gender pay gaps, a ratio was calculated by comparing the average salaries of female to male incumbents in a given EEO Code, by Major Agency. Note that the EEO Codes for classified job titles are assigned by the Department of State Civil Service, therefore providing consistency across state agencies. Women in the classified service earn, on average, 94 cents for every dollar earned by men for full-time, year round work.
- Job Distribution
Job distribution, for the purposes of this report, is considered to be the differences in the amount of people of each gender present across an EEO Code. Statewide, Skilled Craft jobs have the highest percentage of male incumbents (94.11 percent) and Administrative Support (clerical) jobs have the highest percentage of female incumbents (95.12 percent).

- Ethnicity
As defined by federal reporting requirements, ethnicity is grouped by “Hispanic/Latino” and “Not Hispanic/Latino” categories. State Civil Service collects ethnicity data that is self-reported by employees. This report does not include employees that have an ethnicity of “Uncoded” or “Declined to State.”

Unclassified Employees

Unclassified employees are not bound by State Civil Service rules governing recruitment, selection, or pay and are similar to “at-will” employees in the private sector.

- Incumbents
As of November 1, 2013, there are 20,107 full-time, regular employees in the unclassified service. Statewide, unclassified employees are comprised of approximately 47 percent females and 53 percent males.
- Average Salary
In order to assess potential gender pay gaps, a ratio was calculated by comparing the average salaries of female to male incumbents in a given EEO Code, by Major Agency. Note that the EEO Codes for unclassified job titles are determined by individual agencies, resulting in an inability to sure consistency across state agencies. Women in the unclassified service earn, on average, 85 cents for every dollar earned by men for full-time, year round work.
- Job Distribution
Job distribution, for the purposes of this report, is considered to be the differences in the amount of people of each gender present across an EEO Code. Statewide, Protective Service jobs have the highest percentage of male incumbents (88.00 percent) and Administrative Support (clerical) jobs have the highest percentage of female incumbents (89.55 percent).
- Ethnicity
As defined by federal reporting requirements, ethnicity is grouped by “Hispanic/Latino” and “Not Hispanic/Latino” categories. State Civil Service collects ethnicity data that is self-reported by employees. This report does not include employees that have an ethnicity of “Uncoded” or “Declined to State.”

5. Develop actions including policy recommendations and legislation that are likely to lead to the prevention and elimination of wage disparities between the sexes.

I. Create an ongoing Commission on Fair Pay to continue the work begun by this Task Force.

The Commission’s tasks should include but not be limited to the following:

- Improve enforcement of existing law and policy.
- Analyze imposing a requirement on state contractors and bidders to commit to and report on compliance with fair pay laws and regulations. This would include development of a report form that tracks pay by occupational categories, gender, race and ethnicity.
- Analyze lifting the wages of low paid jobs, which are disproportionately held by women.

- Evaluate the wage gap in private sector employment and propose ways to lower it through education of workers and businesses about the law and the development of a self-audit tool for businesses in Louisiana.
- Develop methods to encourage employers to implement family friendly workplace policies and provide affordable daycare.
- Continue to explore best practices across the country to close the gender wage gap in Louisiana.

II. Develop legislation to address statutory inconsistencies in employment discrimination law.

- A. Correct passages in the recently passed Equal Pay Act 374 for state public sector employment –
 - Give the Louisiana Commission on Human Rights (LCHR) specific enforcement and/or investigatory powers to enforce equal pay by linking the relevant statutes.
 - Resolve any concern that both the LCHR and the federal Equal Employment Opportunity Commission (EEOC) have jurisdiction to handle complaints of gender pay discrimination. The law should recognize both the LCHR and the EEOC as it does in La R.S. 23:303 (D).
- B. Correct the omission of retaliation protection in the 1997 consolidated discrimination statute by linking the relevant statutes.

III. Re-Evaluate State Public Sector Pay.

- A. In order to implement Act 374 of the 2013 Legislative Session, to follow recommendations made by this Task Force relative to fair pay in the state public sector, and to set an example of best practices for the private sector, State Civil Service should reevaluate job categories and pay grades for comparable worth to root out unintentional discrimination caused by job segregation or any other potential cause of gender discrimination. Any necessary pay adjustments can then be made over time to spread out the budgetary effects and prevent lowering anyone's pay to achieve equity.
- B. Pursue the development of a classification and pay structure for the unclassified service to reduce the wage gap.

IV. Plan Training and Recruitment of Women for High-Demand, High-Wage Careers.

State Agencies should develop a plan designed to improve women's access to high-wage, high-demand careers. The Louisiana Workforce Commission should assist with the plan development. Plan initiatives would include developing systems to provide additional information, education and outreach to women. These workforce initiatives should provide women with awareness, encouragement and options to pursue careers in non-traditional sectors like STEM and craft jobs.

Louisiana Fair Pay Task Force Full Report

Pursuant to HCR No. 145 Regular Legislative Session 2013

In 2013, the Louisiana Legislature passed House Concurrent Resolution (HCR) 145 by State Representative and Speaker Pro Tempore Walt Leger III. It created the Louisiana Fair Pay Task Force to study wage disparities between men and women and make recommendations for policy change and legislation to prevent and eliminate these disparities. The Resolution outlined five deliverables to be included in the report:

- 1. Study the extent of wage disparities between men and women in the workforce including certain public sector employment.*
- 2. Study the factors that cause, or tend to cause, wage disparities, including segregation between men and women across and within certain occupations and professions, such as the payment of lower wages for female dominated occupations, child-rearing responsibilities, education, and training.*
- 3. Study the consequences of such disparities on the economy of our state and on women and families.*
- 4. Collect data that provide statistics on wages of women and men categorized by ethnic group, from each (state) department.*
- 5. Develop actions including policy recommendations and legislation that are likely to lead to the prevention and elimination of wage disparities between the sexes.*

Appendix A provides the full text of HCR 145 and Appendix B lists the members of the Louisiana Fair Pay Task Force. What follows is a detailed analysis the task force conducted on the causes and effects of the gender wage gap in Louisiana, and practical recommendations for policy changes that can help decrease the gap.

1. Study the extent of wage disparities between men and women in the workforce including certain public sector employment

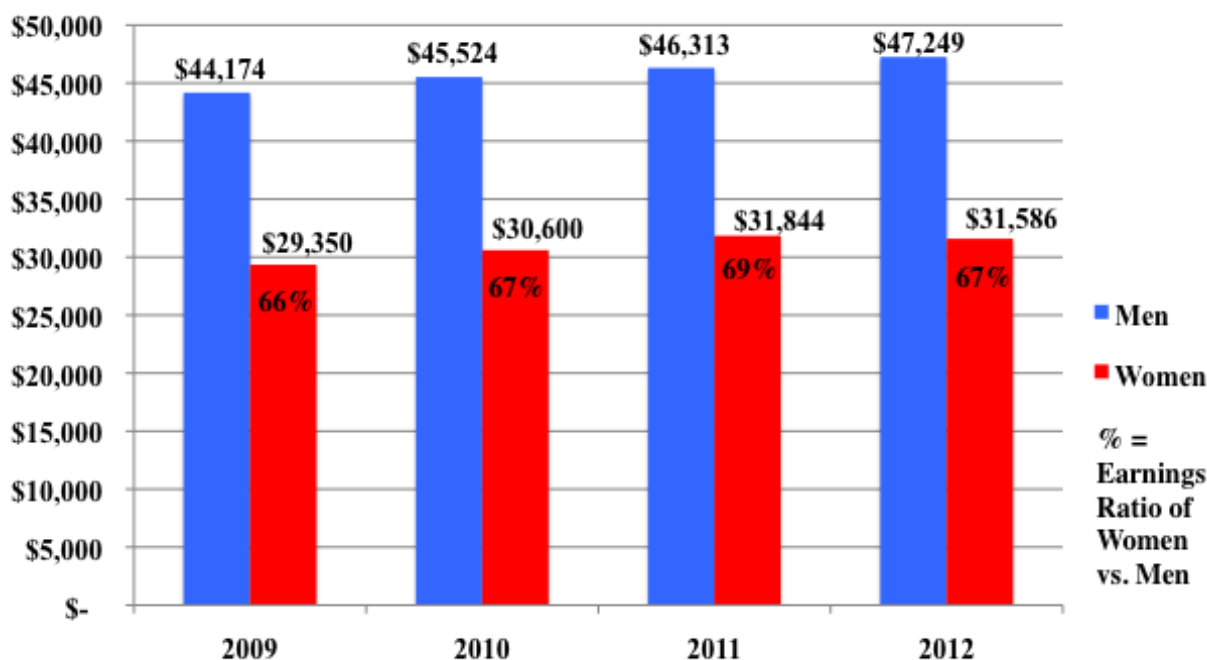
THE EXTENT OF THE GENDER WAGE GAP IN THE UNITED STATES AND LOUISIANA

As of 2012, according to the U. S. Census Bureau's American Community Survey (ACS), women in the United States on average earned 77 cents for every dollar earned by men for full-time year-round work.²³ This pay gap of 23 cents on the dollar equates to women earning an average of \$11,600 less each year and \$464,300 less over a 40 year career than their male counterparts.²⁴ In addition, African American women earned 64 cents and Hispanic women earned 54 cents on average for every dollar earned by white men.²⁵

Figure 1

Louisiana Median Annual Earnings of Men and Women, for Full-time, Year-round Workers, Age 16 and Older -- 4-Year Review

Louisiana ranked 50th, for 4 consecutive years, in state rankings for the earnings ratio between men and women (ranking includes 50 states plus Washington, DC)



Source: U.S. Census Bureau, 2009-2012 American Community Survey, 1-Year Estimates

The pay gap for Louisiana women is even greater. For the fourth consecutive year, Louisiana women's pay gap is the second largest in the United States. In 2012, women earned on average 67 cents for every dollar earned by men.²⁶ This was a decline from 2011 when Louisiana women earned 69 cents for every dollar earned by men²⁷ (Figure 1). This pay gap of 33 cents on the dollar equates to women earning \$15,600 less annually and \$626,500 less over 40 years than their male counterparts.²⁸ African American women earned 49 cents for every dollar and Hispanic women earned 57 cents for every dollar earned by white men for full-time, year-round work²⁹ (Figure 2).

Figure 2

**Median Annual Earnings by Race/Ethnicity of Louisiana
Women and Men and Women's Earnings as a Percentage of
Men's: 2012**

Race/ethnicity	LA Men	LA Women	Women's earnings as % men's earnings	Women's earnings as % of white men's
All full-time, year-round workers	\$47,249	\$31,586	66.9%	60.4%
White	52,282	35,291	67.5	67.5
Black or African American	32,409	25,736	79.4	49.2
Asian American	42,153	32,086	76.1	61.4
Hispanic or Latino	32,464	29,609	91.2	56.6

Compiled by Beth Willinger, PhD, with calculations based on data from the 2012 U.S. Census Bureau, American Community Survey, 1 year estimates. Tables: B20017A, B, D, and I. Earnings in 2012 inflation-adjusted dollars.

PUBLIC EMPLOYMENT AT THE FEDERAL, STATE AND LOCAL LEVEL

Women working in the public sector at all levels of government have a smaller gender pay gap than women working in the private for-profit sector. Yet earnings of women in the public sector continue to be less than the public sector earnings of men. In 2012 in the U. S., for full-time year-round work, women earned 75.8 cents for every dollar earned by men in the private for-profit sector. By comparison, in the public sector for full-time, year-round work women earned 89.5, 82.4 and 84.1 cents for every dollar earned by U. S. men at the federal, state and local government levels respectively.³⁰

In Louisiana, there is an even greater disparity between the wages earned by women in the public and private sectors than for women nationally. In 2012, Louisiana women in the private for-profit sector earned 62.1 percent of wages earned by Louisiana men in the private for-profit sector. Women in public sector employment earned 75.0, 84.1, and 82.6 cents for every dollar earned by men in federal, state and local jobs respectively (Figure 3). In Louisiana, women average 18 cents more per dollar in a state government job compared to a private for-profit job. The existence of a merit system for most public employment and the transparency of wages and of steps in promotion are the major equalization factors in government employment. The gaps that still exist need further analysis, but may be attributed to the persistence of job segregation with women more likely to work in the lower paying job classes than men and men more likely to be hired to higher paying jobs.

The male/female earnings ratio in the private *not-for-profit* sphere must be analyzed separately. Though the earnings ratio in non-profits in Louisiana approaches those of state and local government, other factors come into play. Women make up a disproportionate share of the not-for-profit workforce (63 percent³¹); overall pay is lower for both men and women than in the private for-profit sector; and women still earn less than men (Figure 3).

Figure 3

Class of Worker of Louisiana Women and Men by Median Annual Earnings for Full-Time, Year Round Workers and Women's Earnings as a Percentage of Men's Earnings: 2012			
Workers	LA Men's Earnings	LA Women's Earnings	Women's earnings as a % of men's
Private for-profit wage and salary	\$48,846	\$30,320	62.1
Private not-for-profit wage and salary	44,656	35,907	80.4
Local government	41,358	34,143	82.6
State government	48,745	40,982	84.1
Federal government	60,922	45,694	75.0

Compiled by Beth Willinger, PhD, with calculations based on data from the 2012 U.S. Census Bureau, American Community Survey, 1 year estimates. Table: S2409

See Appendix C for extended information on nine different states' efforts to close the gender wage gap, Appendix D for a list of major events in fair pay history in the U.S., and Appendix E for a history of equal pay in Louisiana.

2. Study the factors that cause, or tend to cause, wage disparities, including segregation between men and women across and within certain occupations and professions, such as the payment of lower wages for female dominated occupations, child-rearing responsibilities, education, and training.

FACTORS OF GENDER WAGE DISPARITIES

Of the many factors that contribute to gender wage disparities, three key factors are examined more closely in this report:

- Job Segregation – the concentration of men in higher paying industries and jobs and of women in lower paying industries and jobs³²
- Childcare and Family Responsibilities – these responsibilities are shouldered disproportionately by women
- Discrimination – lower wages paid to women unaccounted for by occupation, education or experience

1. Job Segregation in the Workforce:

- Women are the minority in Louisiana’s high-demand, higher-paying industries, particularly in science, technology, engineering, and math (STEM) fields, and in skilled craft occupations (Figure 7).
- Women are over-represented in lower-paying industries, like education, healthcare support service and administrative support (Figure 6).
- Women make less on average than men even in the fields they dominate, and hold fewer of the more lucrative supervisory/managerial positions.³³
- In the U. S., 66 percent of people earning minimum wage or less are women.³⁴ In Louisiana, 70 percent of people earning minimum wage or less are women.³⁵ A minimum wage salary for full-time, year-round work pays \$4,000 below the poverty level for a mother with two children.³⁶

Job segregation between men and women in high and low paying jobs is a major cause of wage disparities. Nationally, according to the Colorado Pay Equity Commission report, job segregation was found to be the “single most important cause...of the pay gap....”³⁷

As Figure 4 shows, in 2012, men predominated in twenty-three of the twenty-five occupations with the highest median weekly earnings in the United States. In eleven categories they held 80 to 90 percent of the jobs. Women were the majority in only two of these high earning jobs, by a small margin (54 percent) in the case of “pharmacists” and by a higher margin (86 percent) in the case of “nurse practitioner,” an occupation historically associated with women.

Figure 4**25 OCCUPATIONS WITH THE HIGHEST MEDIAN WEEKLY EARNINGS**

Occupation	Median Weekly Earnings	Percentage of Women in Occupation
Aircraft pilots and flight engineers	\$1,440	4%
Mechanical engineers	\$1,434	5%
Computer network architects	\$1,548	8%
Aerospace engineers	\$1,645	9%
Electrical and electronics engineers	\$1,550	9%
Architectural and engineering managers	\$2,122	11%
Engineers, all other	\$1,439	13%
Information security analysts	\$1,592	15%
Computer hardware engineers	\$1,548	15%
Chemical engineers	\$1,509	18%
Industrial engineers, including health and safety	\$1,393	19%
Software developers, applications and systems software	\$1,591	20%
Computer and information systems managers	\$1,672	27%
Chief executives	\$2,060	27%
Computer systems analysts	\$1,406	31%
Lawyers	\$1,909	31%
Physicians and surgeons	\$1,887	34%
Physical scientists, all other	\$1,456	35%
Database administrators	\$1,376	37%
Financial analysts	\$1,487	37%
Judges, magistrates, and other judicial workers	\$1,637	39%
Management analysts	\$1,452	40%
Marketing and sales managers	\$1,396	45%
Pharmacists	\$1,877	54%
Nurse practitioners	\$1,610	86%
Average share of women among 25 highest-wage occupations		27%

Source: Bureau of Labor Statistics, Current Population Survey, 2012 Annual Averages, Tables 11 and 39. Median weekly earnings figure is for full-time workers, share of women figure is for all workers.

Source of Chart: National Women's Law Center, *50 Years and Counting: The Unfinished Business of Achieving Fair Pay* 6 (2013)

The under-representation of women in high-wage jobs cannot be explained by occupational choice alone. The National Women's Law Center cites multiple barriers to non-traditional employment.³⁸

Job segregation found in the workplace begins with education. Women make up over 70 percent of secondary level and over 80 percent of post-secondary level students in "Human Services" career and technical education (CTE) programs which lead to jobs like childcare workers, cosmetologists, and nursing home workers. In comparison, women make up less than 15 percent of the students in "Architecture and Construction" CTE programs, which lead to careers in traditionally male-dominated higher-pay jobs.³⁹

In 2013, women graduated from Louisiana public universities with significantly fewer degrees in engineering, mathematics, physics, and computer science. The only STEM majors with relative parity were biology, chemistry and agricultural science.⁴⁰

Figure 5

Louisiana STEM Degree Graduates 2013	Percent Female	Percent Male
Engineering	14.1%	85.9%
Mathematics	39.4%	60.6%
Physics	12.0%	88.0%
Computer Science	23.2%	76.8%
Biology	56.7%	43.3%
Chemistry	49.7%	50.3%
Agricultural Science	49.4%	50.6%

Many of the jobs where women are concentrated are lower paid because they have been historically undervalued and under paid as “women’s work”⁴¹ or “pink-collar jobs.”⁴² Outdated stereotypes may also affect employers’ pay decisions. “The stereotype that families do not rely on women’s income and that women do not need higher pay often underlies employer decisions to pay men more than women and to offer career-track, family supporting jobs to men only.”⁴³ As of 2010, however, women are primary breadwinners in 41 percent of families with children and co-breadwinners in another 23 percent of families.⁴⁴

Though both men and women face lower pay when they work in female-dominated job categories,⁴⁵ men tend to make more than women in these jobs as well. Figure 6 provides earnings data for five Louisiana jobs categories that are considered traditional women’s jobs or *non*-traditional for men – i.e. education, healthcare support services and personal care services. In each category, men still out-earn women with gaps of 17 to 35 percent in median annual earnings (Figure 6).

Figure 6

Select Non-Traditional Occupations for Louisiana Men with Median Annual Earnings for Louisiana Women and Men and Women’s Earnings as a Percentage of Men’s: 2012				
Occupations	Percent Female	Median earnings LA men	Median earnings LA women	Earning s ratio
Education, training, and library	76.5%	\$49,540	\$40,874	82.5%
Health technologists and technicians	82.8	47,544	32,921	69.2
Healthcare support services	88.4	29,367	20,943	71.3
Personal care and service	79.2	27,332	17,750	64.9
Office and administrative support	77.2	39,687	29,957	75.5

Compiled by Beth Villinger, PhD, with calculations based on data from the 2012 U.S. Census Bureau, American Community Survey, 1 year estimates. Table: S2402. Earnings in 2012 inflation-adjusted dollars.

As Figure 7 shows, small numbers of women work in traditionally male-dominated occupations in Louisiana, and the wage gap between male and female employees is substantial in most industries.

Figure 7

Select Non-Traditional Occupations for Louisiana Women with Median Annual Earnings for Louisiana Women and Men and Women's Earnings as a Percentage of Men's: 2012				
Occupations	Percent Male	Median earnings LA men	Median earnings LA women	Earnings ratio
Computer and mathematical	69.6%	\$61,435	\$60,537	98.5%
Architecture and engineering	83.9	77,293	60,555	78.3
Law enforcement including supervisors	77.6	45,145	35,187	77.9
Construction and extraction	97.7	41,162	27,380	66.5
Installation, maintenance, and repair	97.3	41,775	41,553	99.5
Production	84.9	51,194	22,211	43.4
Transportation	89.3	41,836	24,697	59.0
Material moving	91.6	30,559	25,162	82.3

Compiled by Beth Willinger, PhD, with calculations based on data from the 2012 U.S. Census Bureau, American Community Survey, 1 year estimates. Table: S2402. Earnings in 2012 inflation-adjusted dollars.

Minimum wage

The minimum wage is a contributing factor to the pay gap and to the high numbers of women and children living in poverty. Nationwide, women make up 66 percent of all workers earning minimum wage or less, and 61 percent of full-time minimum wage workers.⁴⁶ Based on the federal limit, a full-time minimum wage salary pays \$4,000 less than the poverty rate for a mother with two children.⁴⁷ The current rate of \$7.25 an hour is set by federal law and has been raised only three times in thirty years. The rate is not indexed to inflation. If the rate had been indexed, the rate would be over \$10.70 an hour today. The tipped minimum wage currently set at \$2.13 an hour has not gone up in 20 years. Women of color are more disproportionately employed in minimum wage jobs than women in general – contributing to a greater wage gap particularly as compared to white men.⁴⁸

Louisiana's minimum wage is tied to the federal minimum wage of \$7.25 an hour and the tipped minimum cash wage of \$2.13 an hour. Eight of the ten states that have the highest gender wage gaps, including Louisiana, have also kept their minimum wage at the federal minimum.⁴⁹ In contrast, seven of the ten states with the lowest wage gaps have legislated minimum wage requirements above the federal minimum.⁵⁰

A recent study of basic economic security in Louisiana for 2012 measured the monthly income a worker would need to earn to meet the basic needs and assets for economic security and analyzed how much individuals and families in Louisiana would need to earn to be economically self-sufficient and not require governmental assistance. The research factored in several aspects of the larger picture of basic economic security, including basic needs, savings and employment-based benefits, and based the results

on various factors such as the number of adults (single or dual-parent household), age and number of children, and whether or not the worker receives employment-based benefits. Employment-based benefits included unemployment insurance and employment-based health insurance and retirement plans. The study found that a working individual in Louisiana on average would need to earn \$2,298 a month (or \$13.06/hour and \$27,576 annually) to have economic security with benefits; that figure jumps to \$2,672 (or \$15.18/hour and \$32,064 annually) for workers who do not receive employment-based benefits. When a single parent has a school-aged child, for example, the monthly income needed jumps to \$3,235 for a job with benefits and \$3,678 for a job without benefits.⁵¹

In Louisiana, a woman working full-time at the minimum wage earns \$15,080 a year – less than \$1,300 per month – far below what would provide economic security for the woman alone or a family dependent on that salary. In 2012, the share of low-income working families headed by working mothers ranged from 21 percent in Utah to 53 percent in Louisiana.⁵²

2. Childcare and Family Responsibilities:

- Women continue to be responsible for the majority of caregiving responsibilities for children and elderly parents, as well as other family needs.⁵³
- High childcare costs may force women who make low or minimum wage out of the work force.
- Even with childcare, the additional responsibilities of caregiving before and after a normal work day, or when children are sick at home, make it more difficult for women to be hired, earn salaries comparable to men, stay in the work force and rise into higher paying positions.⁵⁴

Childcare

In addition to being the sole or joint breadwinners in almost two-thirds of families with children,⁵⁵ and comprising about half of all workers on U.S. payrolls,⁵⁶ women still bear disproportionate responsibility for caregiving at home. If women are employed full-time, these additional responsibilities can cause stressful and costly interruptions in the work week. Workplace policies that lack provisions for paid leave, paid sick days and flexible hours make these responsibilities even more costly. Only 60 percent of workers are eligible for the Family and Medical Leave Act, which offers job protection and unpaid leave. Many cannot afford to take advantage of it.⁵⁷ Paid sick leave is unavailable to over 80 percent of low wage workers.⁵⁸ If full-time care is required for a child or family member, it may cause a break in employment that could cut into career lifetime earnings, retirement and Social Security benefits, experience on the job, and promotions. There is also a perception on the part of some employers that these responsibilities will get in the way of women's employment performance. Whether that is the case or not, women who are mothers may be passed over for hiring, be paid less, or be seen as less competent or loyal than non-mothers based on this perception – a phenomenon called the “motherhood penalty.”⁵⁹

Cost, Quality and Availability of Childcare in Louisiana

The cost, quality and availability of childcare in Louisiana impacts families at most income levels. For 2012, the average cost of childcare in Louisiana for one infant was between \$4,766 (family childcare homes) and \$5,574 (childcare centers) annually, although many families spend significantly more.⁶⁰ Comparing a full-time minimum-wage salary with average childcare and housing costs puts them in perspective. (Figure 8)

Figure 8

ANNUAL COST COMPARISONS IN LOUISIANA – 2012

Full-Time Minimum-Wage Salary (40 hr/wk for 52 wks)	\$15,080
Infant Childcare - Family Home Setting	\$4,766
Infant Childcare – Childcare Center	\$5,574
In-State College Tuition ⁶¹	\$5,812
Median Annual Rent Payments ⁶²	\$8,048
Median Annual Mortgage Payments ⁶³	\$14,304

Because of the high costs of childcare and the difficulty parents have accessing quality care, families in Louisiana must sometimes consider if having a parent leave the workforce to care for children is more economically expedient. This is especially true for women workers, who disproportionately work in lower-income jobs and industries.

Only 25 percent of Louisiana female-headed households receive child support to help pay for childcare.⁶⁴ Childcare assistance through the Childcare Assistance Program (CCAP) of the Louisiana Department of Children and Family Services (DCFS) is available for parents with a child under 13, or a disabled child under 18, if the parent is working or going to school or job training for at least 30 hours per week. In fiscal year 2012-13, a total of 189,108 cases received funding under CCAP. All eligible families who applied for CCAP during that time period were served; DCFA has not utilized a waiting list since 2010. In order to qualify, families may not earn more than about \$33,000, 55 percent of the state's median income (SMI), which was \$66,109 for 2012.

Elder-Care Costs and Louisiana Women

Family caregivers who enable older friends and family members to continue to live at home are providing valuable support services that may contribute to the wage gap. The American Association of Retired Persons (AARP) report “Valuing the Invaluable: 2011 Update: The Growing Contributions and Costs of Family Caregiving,” examined the costs, state-by-state, of family caregivers. In the U.S., family caregivers are predominantly women according to the report:

“...the ‘average’ U.S. caregiver is a 49-year-old woman who works outside the home and spends nearly 20 hours per week providing unpaid care to her mother for nearly five years. Almost two-thirds of family caregivers are female (65 percent). More than eight in ten are caring for a relative or friend age 50 or older.”⁶⁵

Family caregiving can lead to lost work days, economic stress, and additional health concerns and costs for the caregiver. “A recent analysis estimates that the lifetime income-related losses sustained by family caregivers age 50 and over who leave the workforce to care for a parent are about \$115,900 in wages, \$137,980 in Social Security benefits, and conservatively \$50,000 in pension benefits. These estimates range from a total of \$283,716 for men to \$324,044 for women, or \$303,880 on average, in lost income and benefits over a caregiver's lifetime.”⁶⁶

Providing this type of care in Louisiana puts a particular burden on women in the state. A coalition of organizations including the AARP created a scorecard on long-term services and supports for older adults, people with disabilities and family caregivers. In the state rankings, Louisiana ranked 36th in its support of family caregivers in 2011.⁶⁷

In 2009, Louisiana ranked 50th for the number of private long-term care insurance policies in effect per 1,000 persons age 40.⁶⁸ This low ranking suggests that relatively few older Louisianans are able to afford to fully prepare for the costs of their care as they age, and that a higher number of women are engaged in care for the aging, contributing to an economic disadvantage for the disproportionate number of women family caregivers in the state.

3. Gender Discrimination:

- ‘Gender discrimination’ is defined for the purpose of this report as unequal pay for equal or equivalent work that cannot be explained by education, experience or job characteristics. It is the third major contributor to the gender wage gap in Louisiana.
- Education and occupational achievements do not guarantee fair pay.⁶⁹
- Pay disparity is compounded by pay secrecy policies⁷⁰ and retaliation fears⁷¹ in the private sector.

Gender discrimination is a third key factor in the wage gap experienced by women. “Decades of research shows a gender gap in pay even after factors such as the type of work performed and qualifications (education and experience) are taken into account. These studies consistently conclude that discrimination likely explains at least some of the remaining difference.”⁷² Estimates vary of the size of the gap attributable to discrimination. In 2007, Blau and Kahn found that through the late 1990s, about 40 percent of the wage gap might be attributable to discrimination.”⁷³ Others attribute smaller but still significant amounts to this factor.

As Margot Dorfman, CEO of the U.S. Women’s Chamber of Commerce testified to Congress in 2008, “this unexplained gap is likely due to sex discrimination...” and can only be addressed “if women are armed with the tools necessary to challenge” it.⁷⁴ These tools include the right to “ask about employer’s wage practices without fear of retaliation.”⁷⁵ The size and persistence of the pay gap is compounded by pay secrecy policies and retaliation fears primarily in the private sector.

Educational and Occupational Achievements do not guarantee fair pay

As Figure 9 shows, in a wide range of major occupational categories in Louisiana, women earned 60 – 70 percent of what men earned in those same occupational categories. The gap exists in occupations whether they are predominantly male or female dominated occupations.

Figure 9

Occupation of Louisiana Women and Men by Median Annual Earnings for Full-Time, Year Round Workers and Women's Earnings as a Percentage of Men's Earnings: 2012			
5 Major Occupational Categories	LA Men's Earnings	LA Women's Earnings	Women's earnings as a % of men's
Management, business, science, and arts	\$67,705	\$45,203	66.8
Service	30,613	18,914	61.8
Sales and office	45,029	29,097	64.6
Natural resources, construction, and maintenance	41,108	26,443	64.3
Production, transportation, and material moving	45,409	23,504	51.8

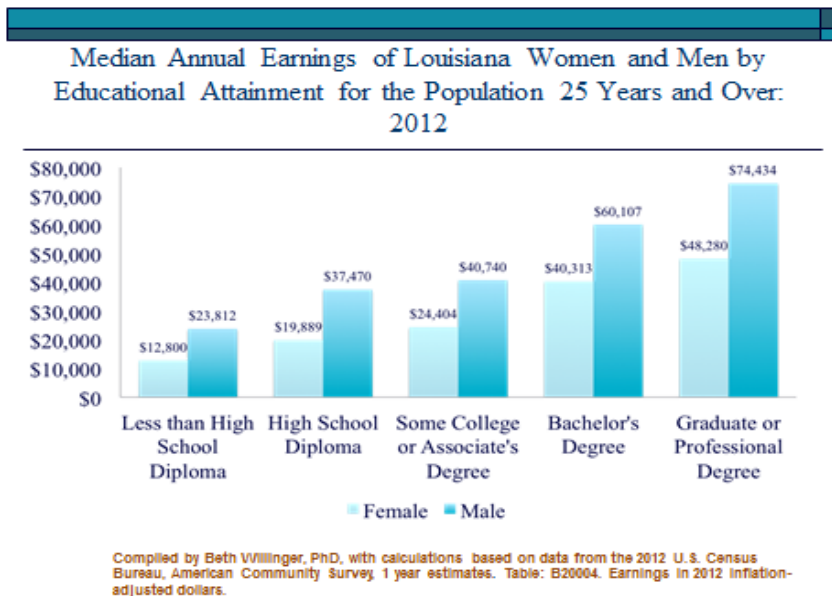
Compiled by Beth Willinger, PhD, with calculations based on data from the 2012 U.S. Census Bureau, American Community Survey, 1 year estimates. Table: S2402. Earnings in 2012 inflation-adjusted dollars.

Studies show that women are paid less than men at every educational level. The American Association of University Women (AAUW) issued a report called “Graduating to a Pay Gap” that documented a wage gap appearing as early as the first year out of college when women earn 82 percent compared to men at the same point in their careers.⁷⁶

An earlier study by AAUW showed the gap widening in subsequent years after graduation with a much larger difference among older than younger workers.⁷⁷ As with median income overall, the gaps were larger for African American and Hispanic women compared to white women.⁷⁸

In Louisiana, educational achievement is somewhat greater for women than men 25 years and older at all levels – high school diploma, some college, bachelor’s degree and graduate or professional degree (Figure 10). However, that education has not led to commensurately higher pay. Women attaining education levels ranging from some college up to a graduate or professional degree earned 60 to 70 percent of men’s wages in 2012. But the gap was particularly large for women with a high school diploma or less – they earned approximately half of what men earned with comparable education.⁷⁹

Figure 10



Discrimination is a factor affecting the higher pay for traditionally male jobs (whether held by men or women) when education, skill, experience, responsibility and value to an organization might be equivalent. An example of this was cited in a Maine Labor Brief from 2004. The predominantly female school bus drivers were making \$11.66 per hour, 30 percent less than mostly male public transit drivers who made \$16.72 an hour.⁸⁰

Pay Secrecy and Retaliation

Pay secrecy and the fear of retaliation for asking about pay practices in a workplace complicate a worker's ability to recognize and report discriminatory treatment.⁸¹ Workers fear being fired, moved to less satisfying work or subjected to other forms of retaliation for discussing or sharing information about wages. The Supreme Court acknowledged the reality of this factor in its opinion in *Crawford v Nashville*... stating "[f]ear of retaliation is the leading reason why people stay silent instead of voicing their concerns about bias and discrimination."⁸² Over 61 percent of private sector workers who were surveyed for a report conducted by the Institute for Women's Policy Research (IWPR) in 2011 said discussing their wages was either prohibited or discouraged in their workplace.⁸³

The National Labor Relations Act (NLRA) protects some wage discussions, but the focus of the law is on "workers collectively and their rights as a group" and less on "the rights of individual employees."⁸⁴ The protections that would be needed for a woman to discover and oppose gender pay discrimination are limited by "a number of loopholes that have led employers to commonly adopt pay secrecy policies, including those that are punitive."⁸⁵

Additionally, the NLRA "protects a fairly narrow group of employees."⁸⁶ Supervisors and managers are not protected, and various courts have ruled that "university faculty, nurses, bus line dispatchers" among others are "supervisors."⁸⁷

The Lilly Ledbetter case is the prime example of the limits of the NLRA and the need to lift pay secrecy and fear of retaliation. Employer prohibitions on disclosing pay and the fear of retaliation prevented Ledbetter, who was a supervisor, from learning that she had been the victim of discriminatory pay for 20 years.⁸⁸ Under the Supreme Court interpretation of the Equal Pay Law, the prescriptive period had expired before Ledbetter brought suit, and she was denied any compensation. The Lilly Ledbetter Fair Pay Act of 2009 extended the time frame for bringing pay discrimination complaints, but did not change other underlying factors that led to the decades of pay discrimination she experienced. These factors still need to be addressed.

Many states have instituted laws prohibiting retaliation against workers for asking questions or making allegations about possible discrimination. In 1988, the Louisiana Human Rights Act (LHRA) – Act 866 – instituted provisions against retaliation in employment discrimination cases in Section 51:2256. However, in 1997 when employment discrimination laws were consolidated, the retaliation provision which had previously applied to gender-based employment discrimination among other types of discrimination no longer did so.⁸⁹

Statistical Data

Having specific data on earnings is important to achieving fair pay, particularly in the private sector. Collecting employment data from businesses is important for several key reasons. Data collection:

- 1) lifts the cloak of secrecy and can aid women in discovering that they are being discriminated against
- 2) can help direct limited state enforcement resources toward the biggest sources of the problem to more efficiently achieve compliance, and
- 3) when used by employers for self-evaluation, it can give them greater certainty that they are in compliance with the law.

The reports of several states researched by this task force noted the need for better data. The Minnesota report explained their focus was put on public employment first since the data was more readily available.⁹⁰ One of the recommendations in the Maryland report was to “Develop and Implement a Consistent and Comprehensive Data Collection System.” They felt hampered in efforts to fully explore the issues without Maryland specific data.⁹¹ New Mexico and Vermont require data collection from state contractors as an enforcement tool.⁹²

Collecting data need not be a burdensome task on employers. For example, New Mexico has a requirement that companies doing business with the state report on pay equity. The state developed report forms for employers that use occupational categories used by the federal Equal Employment Opportunity Commission (EEOC) and include gender as a factor. According to a Fact Sheet written by the Chair of the New Mexico Governor’s Fair and Equal Pay Taskforce in 2009-10, the 3200 firms that must submit the reports have not reported difficulties in complying with the requirement.⁹³

3. Study the consequences of such disparities on the economy of our state and on women and families.

CONSEQUENCES OF WAGE DISPARITIES ON LOUISIANA WOMEN AND FAMILIES

Louisiana has the second largest pay gap in the country. The consequences of the wage disparities in Louisiana are wide-ranging.

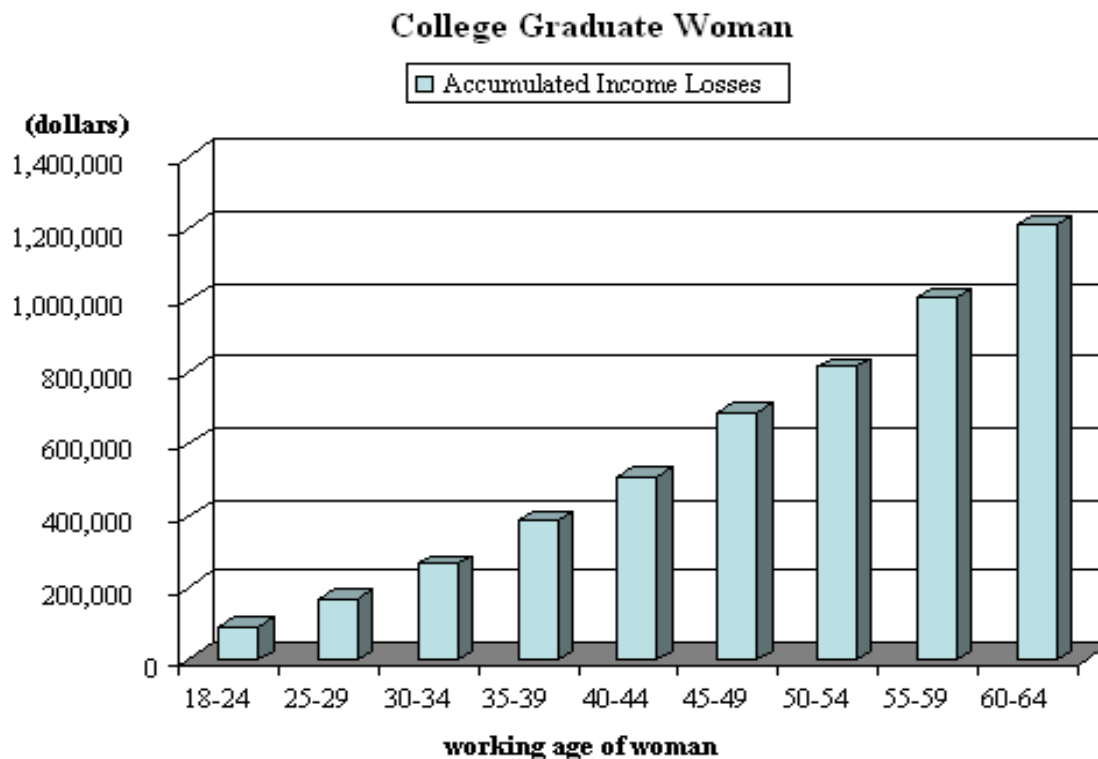
- Wage disparities faced by women in Louisiana result in significant personal financial losses – lower lifetime earnings, lost opportunities to gain work experience and earn promotions, less capacity to acquire assets, lower Social Security benefits and lost retirement savings.
- Louisiana women and their families have less financial security and need to rely more on government help from programs such as Medicaid (including LA CHIP, the widely used children’s health insurance program), housing assistance, SNAP benefits (food stamps), childcare subsidies and Women, Infants & Children (WIC) to survive.
- Government loses two fold by bearing the cost of assisting with the needs of low income families, and losing tax revenue that would be generated by higher wages.
- Businesses lose in several ways as well. Since women comprise 50 percent of the workforce, “[t]he U. S. economy would have produced additional income of \$447.6 billion if women received equal pay; this represents 2.9 percent of the 2012 gross domestic product (GDP).”⁹⁴ Actual or perceived unfairness and secrecy in a workplace results in lower employee retention and productivity. Women-owned and other businesses that pay fair wages and give more generous benefits are at a competitive disadvantage.⁹⁵

Women Lose Out and Families Suffer

Women make up an ever-increasing proportion of the Louisiana workforce. In 2012, 56.9 percent of Louisiana women 16 years and older participated in the workforce,⁹⁶ up from 34.7 percent in 1970.⁹⁷ Of those, nearly 60 percent were employed full-time.⁹⁸ Large numbers of these women workers support themselves or are breadwinners for their families.

Gender wage disparities result in immediate and long-term financial losses. Income deficits are compounding in the same way as income interest – just reversed (Figure 11). Lifetime earnings are lower, thus reducing Social Security and retirement benefits. It is harder to afford rent or to save up for a down payment on a home. It is more difficult to put aside money for capital to start a business. Because women have a hard time accessing capital, the primary source of funding that women use to start businesses or provide collateral for a small loan is personal savings.⁹⁹ Their children are deprived of access to resources that could pay for cultural enrichment or college (or offset the amount that must be borrowed) and that could provide them with future economic security and opportunity enjoyed by inheritors of wealth.

Figure 11



- A U.S. woman loses approximately **\$1 million** over her working lifetime, compared to her male counterpart.
- A U.S. high school woman graduate loses approximately **\$700,000** over her working lifetime, compared to her male counterpart.
- A U.S. college woman graduate loses approximately **\$1.2 million** over her working lifetime, compared to her male counterpart, getting the same degree at the same time.

Source: WAGE Project, Inc., www.wageproject.org

The wage gap has a particularly acute impact on low income families which are more frequently headed by women. The loss of earnings that would pay for basic needs like food, housing, utilities, and health care causes stress on the entire family and has other long term consequences as well. If accredited day care is unaffordable, children can miss the educational and socialization benefits it could provide, and the mother is challenged to find appropriate care for her children so she can stay in the workforce and be a productive employee.

Poverty in Louisiana

The gap in wages that women earn compared to men leads to a gap in poverty rates as well. In the last 20 years, the percentage of women in poverty has been consistently higher than the percentage of men in poverty. Nationally, the “persistent gap” in poverty by gender has been growing, with males (men and boys) at 13.6 percent and females (women and girls) at 16.3 percent in 2012.¹⁰⁰ The rates for women and men over 18 were 14.5 percent and 11.0 percent respectively.¹⁰¹ The Colorado report found studies leading to the statement that “If wages in female dominated occupations were adjusted for comparable worth, female poverty rates would drop by 50 percent.”¹⁰²

Based on 2012 figures, Louisiana had the third highest overall poverty rate in the country at 20 percent – a figure that has remained virtually stagnant since 2000.¹⁰³ Almost one third, 28 percent, of Louisiana’s children live in poverty.¹⁰⁴ When the statistics are broken down by gender, the poverty rate for women and girls in 2012 was 22.2 percent and for men and boys it was 17.5 percent.¹⁰⁵ That places Louisiana as the second highest state for women in poverty.¹⁰⁶ “Of those in poverty in Louisiana, poverty is most prevalent among female-headed families with children under 18 years of age (49 percent).”¹⁰⁷ The poverty rates are higher for minority women and girls in Louisiana. Thirty-six percent of African American, 27 percent of Hispanic and 25.6 percent of Asian American women and girls in Louisiana live below the poverty line compared to 14.3 percent of white women and girls.¹⁰⁸

Public Costs of Low Wage Jobs and the Pay Gap

Unfair wages cost all tax payers. Unfair wages force women and the families that depend on their earnings to rely disproportionately on government assistance to stay afloat. A recent report conducted by the University of California-Berkeley Labor Center looked at the fast food industry, known to pay low wages and employ many people at less than full-time work. The report estimated that the costs shifted to public assistance programs just in that one industry totaled about \$7 billion.¹⁰⁹ Since women are disproportionately employed in minimum wage and low wage jobs, this study provides insight into the cost shifting that may result from gender-based pay discrimination. Federal, state and local governments must bear the burden shifted from private and public employers to government programs for food aid, health care, subsidized housing, childcare and other needs.

All levels of government also lose out in revenue that would be collected if women in lower income brackets were paid more. “The U. S. economy would have produced income of \$447.6 billion if women received equal pay; this represents 2.9 percent of the 2012 gross domestic product (GDP).¹¹⁰ This is a national figure but illustrates the boost to the economy that could be calculated at the state level as well. Several states studying fair pay and the persistence of the gender wage gap have been analyzing the various ways it damages their state’s economy and finances.

For example, Colorado’s 2008 report on pay equity found that “closing the pay gap...could potentially move 86 percent of women earning below Federal Poverty Line (FPL) above it...” and “...potentially move 50 percent of women earning below the self-sufficiency level of 250 percent FPL to self-sufficiency.” It would also remove an estimated 14,000 children from Colorado’s CHP+ health plan saving \$7 million annually, and move 15,000 children off the Medicaid program saving \$4.4 million annually.¹¹¹

New Mexico’s 2009 Task Force was presented with material on the hidden public costs of low wage jobs (rather than the wage gap per se) based on methodology developed by the State of New York and the State of California. According to the report by New Mexico’s former Secretary of the Department of Workforce Solutions, “the hidden public cost of low wage jobs in New Mexico is estimated at \$533 - \$572 million per year.¹¹² The Institute for Women’s Policy Research (IWPR) performed an analysis of New Mexico’s pay equity initiatives, particularly implementation of pay equity in state contracting. It concluded that “[c]losing pay gaps lowers the burden on public services such as Medicaid, subsidized child care and food stamp programs. It is good for a state’s tax base and will result in a healthier economy overall.”¹¹³

Connecticut’s 2013 report on the gender wage gap noted that racial and gender income gaps were contributing to a decline in its workforce’s per capita income. The report stated concerns about

“(s)ervices that support retirees, such as pensions and healthcare, [that] will increasingly rely on taxes from this declining workforce income.”¹¹⁴

Given Louisiana’s significant wage gap and the high number of women and families living in poverty, one can project that the costs to state government and the taxpayers from low wages are substantial.

Businesses Hurt by the Wage Gap

There are a number of ways that businesses suffer due to the wage gap and would benefit from efforts to close it. Higher wages for the increasing number of households relying on female breadwinners would add billions of dollars to the economy of the country.¹¹⁵ Higher wages for women, particularly in workplaces that support work-family balance and have a culture of fairness, would also lead to increased employee satisfaction and economic security, improving employee productivity and retention.¹¹⁶ Also, those employers who already pay women equitably would no longer be undercut by those who don’t. This could benefit women-owned businesses in particular. U.S. Women’s Chamber of Commerce CEO Margot Dorfman has written that studies show women-owned businesses frequently provide fairer pay and stronger employee benefits than their male counterparts.¹¹⁷

4. Collect data that provide statistics on wages of women and men categorized by ethnic group, from each (state) department.

STATE CIVIL SERVICE WAGE DATA

The Louisiana Department of State Civil Service provided separate reports for classified and unclassified employees. The reports are based on the eight Equal Employment Opportunity (EEO) codes, as defined in Appendix G-1, which provide distinction as to the type and level of work performed by employees. The data that is provided will serve as a tool to determine what further analysis is needed to determine if gender pay inequities may exist.

Jobs within the same EEO code generally require similar skill, effort, responsibility, and are performed under similar working conditions. Although this report does not take into consideration factors such as length of service or qualifications of employees, it should provide preliminary information on each major agency to begin an analysis of gender pay issues.

An overview of the data shows women employed in Louisiana state government have a smaller pay gap than the women's overall national pay gap. Women in the classified service earn, on average, 94 cents for every dollar earned by men for full-time, year round work and women in the unclassified service earn 85 cents for every dollar earned by men for full-time, year round work. Data provided for the Louisiana State classified and unclassified service comprises all agencies of the state, including healthcare and higher education, and is based on a straight, non-weighted average across all EEO codes. As details were not provided as to how the National and Louisiana averages were calculated, the figures shown below are the best available comparison.

Figure 12

Overview of Average Wage Gap between Female and Male Earnings

	Women's Earnings per Dollar Earned by Men
National Average (2012) ¹	77 cents
Louisiana Average (2012) ²	67 cents
La. Classified Employees (2013)*	94 cents
La. Unclassified Employees (2013)*	85 cents

** Data obtained from Louisiana State Civil Service employee database as of October 25, 2013, and includes all agencies of the state, healthcare and higher education, and is based on a straight, non-weighted average across all EEO codes.*

Classified Employees

Louisiana State Civil Service operates on a merit system. The U.S. Merit Systems Protection Board (<http://www.mspb.gov/meritsystemsprinciples.htm>) states the following about merit systems:

Recruitment should be from qualified individuals from appropriate sources in an endeavor to achieve a work force from all segments of society, and selection and advancement should be determined solely on the basis of relative ability, knowledge

and skills, after fair and open competition which assures that all receive equal opportunity.

All employees and applicants for employment should receive fair and equitable treatment in all aspects of personnel management without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, or handicapping condition, and with proper regard for their privacy and constitutional rights.

Equal pay should be provided for work of equal value, with appropriate consideration of both national and local rates paid by employers in the private sector, and appropriate incentives and recognition should be provided for excellence in performance.

Incumbents – Classified Employees

Classified employees are comprised of approximately 60 percent females and 40 percent males. The breakdown by EEO category is shown below. Please note that the EEO Codes for classified job titles are assigned by State Civil Service, therefore providing consistency across agencies. Appendix G-3 provides details of the classified incumbent count by gender and EEO Code for the Major 20 Departments.

Figure 13

Classified Full Time, Regular Employees – Statewide

EEO Code	Total Incumbents	Number of Male Incumbents	% Male Incumbents in EEO Code	Number of Female Incumbents	% Female Incumbents in EEO Code
Officials and Administrators	3049	1461	47.92%	1588	52.08%
Professionals	14038	4280	30.49%	9758	69.51%
Technicians	2395	1295	54.07%	1100	45.93%
Protective Service Workers	4723	2999	63.50%	1724	36.50%
Paraprofessionals	3498	613	17.52%	2885	82.48%
Administrative Support	5061	247	4.88%	4814	95.12%
Skilled Craft Worker	3838	3612	94.11%	226	5.89%
Service-Maintenance	1895	817	43.11%	1078	56.89%
ALL EEO CODES	38497	15324	39.81%	23173	60.19%

Data shown above obtained from the Louisiana State Civil Service employee database as of October 25, 2013, and includes all agencies of the state, healthcare and higher education.

Average Salary – Classified Employees

Average salary is defined as the average annual salary for all regular, full-time classified employees. In order to assess potential gender pay gaps, a ratio was calculated by comparing the average salaries of female to male incumbents in a given EEO Code, by Major Agency. Data for the Louisiana State

classified service as shown below comprises all agencies of the state, including healthcare and higher education, and is based on straight, non-weighted averages. Appendix G-3 provides details of the classified average salaries by gender and EEO Code for the Major 20 Departments.

Figure 14

Classified Full Time, Regular Employees – Average Salary, Statewide

EEO Code	Number of Male Incumbents	Number of Female Incumbents	Average Male Annual Salary	Average Female Annual Salary	Average Female Annual Salary as a % of Male
Officials and Administrators	1461	1588	\$73,494.05	\$71,465.82	97.24%
Professionals	4280	9758	\$54,577.93	\$49,209.23	90.16%
Technicians	1295	1100	\$39,779.11	\$35,707.91	89.77%
Protective Service Workers	2999	1724	\$36,504.15	\$33,045.91	90.53%
Paraprofessionals	613	2885	\$33,228.43	\$32,883.41	98.96%
Administrative Support	247	4814	\$29,700.75	\$32,295.78	108.74%
Skilled Craft Worker	3612	226	\$34,350.94	\$33,125.32	96.43%
Service-Maintenance	817	1078	\$26,154.50	\$21,704.28	82.98%
ALL EEO CODES	15324	23173	\$40,973.73	\$38,679.71	94.40%

Data shown above obtained from the Louisiana State Civil Service employee database as of October 25, 2013, and includes all agencies of the state, healthcare and higher education. Figures are based on straight, non-weighted averages.

Job Distribution – Classified Employees

Job distribution, for the purposes of this report, is considered to be the differences in the amount of people of each gender present across an EEO Code. Statewide, Skilled Craft jobs have the highest percentage of male incumbents (94.11 percent) and Administrative Support (clerical) jobs have the highest percentage of female incumbents (95.12 percent).

Appendix G-3 reports the number of classified incumbents and their average salaries by gender and EEO code for the Major 20 Departments. The agencies included within each major department can be found in Appendix G-2.

Ethnicity – Classified Employees

As required by HCR 145, statistics on wages of women and of men categorized by Ethnicity and Major Department can be found in Appendix G-5. This report does not include employees that have an ethnicity of “Uncoded” or “Declined to State.” The agencies included within each major department can be found in Appendix G-2.

As defined by federal reporting requirements, ethnicity is grouped by “Hispanic/Latino” and “Not Hispanic/Latino” categories. State Civil Service collects ethnicity data that is self-reported by employees. The Hispanic/Latino ethnicity includes persons who identified themselves as being Spanish, Hispanic, or Latino. Persons of Hispanic or Latino ethnicity may be of any race. The Not

Hispanic/Latino ethnicity includes persons who identified themselves as not being Spanish, Hispanic, or Latino.

Unclassified Employees

Unclassified employees are not bound by State Civil Service rules governing recruitment, selection, or pay and are similar to “at-will” employees in the private sector. Salaries of unclassified state employees are public record which provides transparency to the general public.

Incumbents – Unclassified Employees

Unclassified employees are comprised of approximately 47 percent females and 53 percent males. The breakdown by EEO category is shown below. Please note that EEO Codes for unclassified positions are assigned at the agency level resulting in an inability to ensure consistency across state agencies. Appendix G-4 provides details of the unclassified incumbent count by gender and EEO Code for the Major 20 Departments.

Figure 15

Unclassified Full Time, Regular Employees – Statewide

EEO Code	Total Incumbents	Number of Male Incumbents	% Male Incumbents in EEO Code	Number of Female Incumbents	% Female Incumbents in EEO Code
Officials and Administrators	3062	1577	51.50%	1485	48.50%
Professionals	14084	6739	47.85%	7345	52.15%
Technicians	189	117	61.90%	72	38.10%
Protective Service Workers	125	110	88.00%	15	12.00%
Paraprofessionals	2189	767	35.04%	1422	64.96%
Administrative Support	287	30	10.45%	257	89.55%
Skilled Craft Worker	119	79	66.39%	40	33.61%
Service-Maintenance	52	32	61.54%	20	38.46%
ALL EEO CODES	20107	9451	47.00%	10656	53.00%

Data shown above obtained from the Louisiana State Civil Service employee database as of November 1, 2013, and includes all agencies of the state, including healthcare and higher education.

Average Salary – Unclassified Employees

Average salary is defined as the average annual salary for all regular, full-time unclassified employees. In order to assess potential gender pay gaps, a ratio was calculated by comparing the average salaries of female to male incumbents in a given EEO Code, by Major Agency. Data for the Louisiana State unclassified service as shown below comprises all agencies of the state, including healthcare and higher education, and is calculated based on straight, non-weighted averages. Appendix G-4 provides details of the unclassified average salaries by gender and EEO Code for the Major 20 Departments.

Figure 16

Unclassified Full Time, Regular Employees – Average Salary, Statewide

EEO Code	Number of Male Incumbents	Number of Female Incumbents	Average Male Annual Salary	Average Female Annual Salary	Average Female Annual Salary as a % of Male
Officials and Administrators	1577	1485	\$101,592.73	\$78,718.26	77.48%
Professionals	6739	7345	\$70,887.54	\$59,995.73	84.64%
Technicians	117	72	\$44,086.34	\$38,496.37	87.32%
Protective Service Workers	110	15	\$37,535.82	\$37,417.84	99.69%
Paraprofessionals	767	1422	\$55,310.71	\$48,400.44	87.51%
Administrative Support	30	257	\$52,207.06	\$39,646.95	75.94%
Skilled Craft Worker	79	40	\$39,914.62	\$34,085.99	85.40%
Service-Maintenance	32	20	\$37,603.18	\$36,503.67	97.08%
ALL EEO CODES	9451	10656	\$54,892.25	\$46,658.16	85.00%

Data shown above obtained from the Louisiana State Civil Service employee database as of November 1, 2013, and includes all agencies of the state, healthcare and higher education, and is calculated based on straight, non-weighted averages.

Job Distribution – Unclassified Employees

Job distribution, for the purposes of this report, is considered to be the differences in the amount of people of each gender present across an EEO Code. Statewide, Protective Service jobs have the highest percentage of male incumbents (88.00 percent) and Administrative Support (clerical) jobs have the highest percentage of female incumbents (89.55 percent).

Appendix G-4 reports the number of unclassified incumbents and their average salaries by gender and EEO code for the Major 20 Departments. The agencies included within each major department can be found in Appendix G-2.

Ethnicity – Unclassified Employees

As required by HCR 145, statistics on wages of women and of men categorized by Ethnicity and Department can be found in Appendix G-6. This report does not include employees that have an ethnicity of “Uncoded” or “Declined to State.” The agencies included within each major department can be found in Appendix G-2.

As defined by federal reporting requirements, ethnicity is grouped by “Hispanic/Latino” and “Not Hispanic/Latino” categories. State Civil Service collects ethnicity data that is self-reported by employees. The Hispanic/Latino ethnicity includes persons who identified themselves as being Spanish, Hispanic, or Latino. Persons of Hispanic or Latino ethnicity may be of any race. The Not Hispanic/Latino ethnicity includes persons who identified themselves as not being Spanish, Hispanic, or Latino.

5. Develop actions including policy recommendations and legislation that are likely to lead to the prevention and elimination of wage disparities between the sexes.

RECOMMENDATIONS OF THE FAIR PAY TASK FORCE

I. Create an ongoing Commission on Fair Pay to continue the work begun by this Task Force.

The Commission's tasks should include but not be limited to the following:

- Improve enforcement of existing law and policy.
- Analyze imposing a requirement on state contractors and bidders to commit to and report on compliance with fair pay laws and regulations. This would include development of a report form that tracks pay by occupational categories, gender, race and ethnicity.
- Analyze lifting the wages of low paid jobs, which are disproportionately held by women.
- Evaluate the wage gap in private sector employment and propose ways to lower it through education of workers and businesses about the law and the development of a self-audit tool for businesses in Louisiana.
- Develop methods to encourage employers to implement family friendly workplace policies and provide affordable daycare.
- Continue to explore best practices across the country to close the gender wage gap in Louisiana.

II. Develop legislation to address statutory inconsistencies in employment discrimination law.

A. Correct passages in the recently passed Equal Pay Act 374 for state public sector employment –

- Give the Louisiana Commission on Human Rights (LCHR) specific enforcement and/or investigatory powers to enforce equal pay by linking the relevant statutes.
- Resolve any concern that both the LCHR and the federal Equal Employment Opportunity Commission (EEOC) have jurisdiction to handle complaints of gender pay discrimination. The law should recognize both the LCHR and the EEOC as it does in La R.S. 23:303 (D).

B. Correct the omission of retaliation protection in the 1997 consolidated discrimination statute by linking the relevant statutes.

III. Re-Evaluate State Public Sector Pay.

A. In order to implement Act 374 of the 2013 Legislative Session, to follow recommendations made by this Task Force relative to fair pay in the state public sector, and to set an example of best practices for the private sector, State Civil Service should reevaluate job categories and pay grades for comparable worth to root out unintentional discrimination caused by job segregation or any other potential cause of gender discrimination. Any necessary pay adjustments can then be made over time to spread out the budgetary effects and prevent lowering anyone's pay to achieve equity.

- B. Pursue the development of a classification and pay structure for the unclassified service to reduce the wage gap.

IV. Plan Training and Recruitment of Women for High-Demand, High-Wage Careers.

State Agencies should develop a plan designed to improve women's access to high-wage, high-demand careers. The Louisiana Workforce Commission should assist with the plan development. Plan initiatives would include developing systems to provide additional information, education and outreach to women. These workforce initiatives should provide women with awareness, encouragement and options to pursue careers in non-traditional sectors like STEM and craft jobs.

APPENDIX A – House Concurrent Resolution 145

Regular Session, 2013
HOUSE CONCURRENT RESOLUTION NO. 145
BY REPRESENTATIVE LEGER

A CONCURRENT RESOLUTION

To create a Louisiana Fair Pay Task Force to study wage disparities between men and women and make recommendations for policy change and legislation to prevent and eliminate these disparities.

WHEREAS, 2013 marks the fiftieth anniversary of the federal Equal Pay Act, which was passed in 1963 to prohibit wage discrimination based on sex; and

WHEREAS, 2013 marks the sixteenth anniversary of the 1997 passage of R.S. 23:332, which made it unlawful for an employer to:

(1) Intentionally fail or refuse to hire or to discharge any individual, or otherwise to intentionally discriminate against any individual with respect to his compensation, or his terms, conditions, or privileges of employment, because of the individual's race, color, religion, sex, or national origin; and

(2) Intentionally limit, segregate, or classify his employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of the individual's race, color, religion, sex, or national origin; and

WHEREAS, the wages paid to Louisiana women, on average, are significantly lower than the wages paid to Louisiana men; and

WHEREAS, the earnings gap between Louisiana women and men has placed Louisiana among the states with the greatest disparity in wages; and

WHEREAS, the wage disparities between women and men are deeply rooted in our legal system, employment practices, and cultural history; and

WHEREAS, though equivalent to the work of men in terms of skill, effort, and responsibility, the work performed by women has been historically undervalued; and

WHEREAS, pay disparities among workers increase the potential for absenteeism, grievances, strikes, and turnover; and

WHEREAS, Louisiana families depend on the wages of women for food, clothing, shelter, and education; and

WHEREAS, the great state of Louisiana seeks to employ all persons to their full potential.

THEREFORE, BE IT RESOLVED that the Legislature of Louisiana hereby creates the Louisiana Fair Pay Task Force to study and make recommendations relating to fair pay issues in the state of Louisiana. The task force shall be created no later than August 1, 2013, and shall gather information from sources, including but not limited to the federal census, the Louisiana Workforce Commission, the agencies in this state submitting reports pursuant to House Concurrent Resolution No. 174 of the 2012 Regular Session of the Legislature, namely, the Department of Children and Family Services, the Department of Health and Hospitals, the Department of Economic Development, the Department of Education, the division of administration, the Louisiana State University Health Sciences Center-Health Care Services Division, and from other agencies in this state and other academic and statistical sources to:

(1) Study the extent of wage disparities between men and women in the workforce including certain public sector employment.

(2) Study the factors that cause, or tend to cause, wage disparities, including segregation between men and women across and within certain occupations and professions, such as the payment of lower wages for female dominated occupations, child-rearing responsibilities, education, and training.

(3) Study the consequences of such disparities on the economy of our state and on families.

(4) Collect data that provide statistics on wages of women and of men categorized by ethnic group, from each department.

(5) Develop actions including policy recommendations and legislation that are likely to lead to the prevention and elimination of wage disparities between the sexes.

BE IT FURTHER RESOLVED that the task force shall consist of the following members:

(1) The executive director of the Louisiana Legislative Women's Caucus or her designee.

(2) The executive director of the office on women's policy, Department of Children and Family Services.

(3) The Louisiana state coordinator of United 4 Equality or his designee.

(4) One member appointed by the executive director of the Louisiana Commission on Human Rights.

(5) One member appointed by the Louisiana Association of Business and Industry.

(6) One member appointed by the Louisiana AFL-CIO.

(7) One member appointed by the director of the Louisiana State Civil Service.

BE IT FURTHER RESOLVED that a chairperson be elected from the membership.

BE IT FURTHER RESOLVED that the members of the task force shall receive no compensation, including per diem, for their services, and shall serve at no expense to the state.

BE IT FURTHER RESOLVED that the Louisiana Workforce Commission shall provide the necessary support and staff for the task force to be able to conduct a thorough study.

BE IT FURTHER RESOLVED the task force shall have access to all relevant available data from all agencies within the state of Louisiana.

BE IT FURTHER RESOLVED that the task force shall make an interim report by December 31, 2013, and make a final report to the House and Senate committees on labor and industrial relations, the Senate Committee on Finance, the House Committee on Appropriations, the Louisiana Legislative Women's Caucus, and to the governor, no later than March 1, 2014.

BE IT FURTHER RESOLVED the report shall include the findings and recommendations of the task force, including proposed policy changes and legislation to eliminate and prevent wage disparities between men and women in the workforce of Louisiana.

BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the secretary of the Department of Children and Family Services, the secretary of the Department of Health and Hospitals, the secretary of the Department of Economic Development, the state superintendent of the Department of Education, the commissioner of the division of administration, the chief executive officer of the Louisiana State University Health Sciences Center-Health Care Services Division, the executive director of the Louisiana Workforce Commission, the director of the Louisiana State Civil Service, the president of the Louisiana AFL-CIO, the president of the Louisiana Association of Business and Industry, the executive director of the Louisiana Commission on Human Rights, and the Louisiana state coordinator of United 4 Equality.

SPEAKER OF THE HOUSE OF REPRESENTATIVES

PRESIDENT OF THE SENATE

APPENDIX B – Task Force Members

Task Force Members and Delegates

Louisiana Legislative Women’s Caucus

Honorable Karen St. Germain*

Honorable Helena Moreno

Trin Johnson

Office on Women’s Policy, Department of Children and Family Services

Cordelia Heaney*

United 4 Equality

Camille Moran*

Deborah Freda

Julie Schwam Harris

Louisiana Commission on Human Rights

Loyce Pierce Wright*

Jamiel Peterson

Louisiana Association of Business & Industry

Jim Patterson*

Renee Amar

Louisiana AFL-CIO

Julie Cherry*

Louisiana State Civil Service

Shannon Templet*, Chairperson

Janelle Haynesworth

Brandy Bolton

Task Force Support and Staff

Louisiana Workforce Commission

Latika Bharadwaj

Stesha Rampersad

*appointed members

APPENDIX C – Summaries of Actions of Selected States That Have Taken Steps to Establish Fair Pay

Since the 1980s, many states have taken pro-active steps parallel to or beyond federal law to reduce the gender wage gap. This Task Force looked to states with lower gender wage gaps for best practices. Several states with significantly smaller gaps had completed fair pay studies and had passed legislation to improve women’s earnings ratios. Below are brief summaries of their actions on the issue:

California ranked sixth in 2012 with an earnings ratio of 83.7 percent.¹ It has an equal pay act² and is one of the six states that also has specific provisions to protect disclosure and prevent pay secrecy.³

Colorado ranked sixteenth in 2012 with an earnings ratio of 80.0 percent. It has a law requiring pay equality and is one of the six states that have passed a specific wage transparency act to protect disclosure.⁴ The Colorado Pay Equity Commission did a full study on closing the gender, race and ethnicity pay gap in 2007 that reinforced the business and public interest cases for pay equity. The study has detailed calculations of state savings from public programs if the gap were closed. It also noted that the two entities charged with enforcement did not have adequate funding or staff to do it effectively. The commission made fourteen recommendations to narrow the pay gap. Three recommendations of the Commission involved establishing the state itself as a “model of pay equity.”⁵ A key accomplishment of the study was the subsequent passage of legislation in 2010 to establish a permanent Pay Equity Commission to continue working on the issue.⁶

Connecticut ranked twenty-fourth in 2012 with an earnings ratio of 78.4 percent. In 2009 it passed “An Act Concerning Penalties for Violations of Certain Personnel File Statutes and Equal Pay for Equal Work.” Among other things, the law prohibits pay discrimination on the basis of sex, extends the period to make a claim of discrimination from one year to two years following a violation and expands the whistleblower protections to include those who testify or assist in a gender wage proceeding. In 2011 Connecticut was the first state in the nation to mandate the accrual of paid sick leave in companies with 50 or more employees. For those workers covered, including many service and other low-wage workers, one hour will accrue for every 40 hours worked per year. This will be of particular importance to women who are disproportionately represented in those types of jobs and who have a larger share of the responsibility for caregiving.⁷

Maine ranked ninth in 2012 with an earnings ratio of 82.9 percent. Maine traces its equal pay law back to 1949, before the federal Equal Pay Act. It prohibited employers from paying male and female workers different “salary or wage rates” for “equal work.”⁸ As early as 1965, its law was revised to include “comparable work” – “jobs which have comparable requirements relating to skill, effort and responsibility.” A 1997 report by the Commission to Study Poverty among Working Parents made

¹ All rankings are from the National Women’s Law Center (NWLC) *Wage Gap: State Rankings 2012*, (September 2013), <http://www.nwlc.org/resource/wage-gap-state-rankings-2012>

² California Labor Code §1197.5

³ California Labor Code §232 & 232.5

⁴ *Wage Transparency Act* passed April 2008: Colo. Rev. Stat. § 24:34:402.

⁵ *Fulfilling the Promise: Closing the Pay Gap for Women and Minorities in Colorado*, Pay Equity Commission, Donald J. Mares, Executive Director, Colorado Department of Labor, (March 2008), p 18-19, <http://www.coworkforce.com/PayEquityReport.pdf>

⁶ *Pay Equity Commission* passed 2010: Colo. Rev. Stat. § 8-5-106.

⁷ *Report to the Governor - The Gender Wage Gap in Connecticut: Findings and Recommendations*, (November 7, 2013), http://www.governor.ct.gov/malloy/lib/malloy/2013.11.19_gender_wage_gap_in_ct.pdf

⁸ *Women’s Wages in 2004*, Maine Dept of Labor Issue Brief, (2004), https://www.maine.gov/labor/labor_laws/publications/payequityreport.pdf

recommendations for implementation and enforcement and developed a self-evaluation tool for employers to use to prevent pay discrimination.⁹ It is one of the six states that have passed specific legislation to prevent pay secrecy from hampering enforcement of pay equity.¹⁰

Maryland ranked second in 2012 with an earnings ratio of 85.3 percent and passed its Maryland Equal Pay for Equal Work Act in 1964. Its geographic location adjacent to Washington, D.C. which ranks first in the ratio of women's earnings to men, illustrates the positive effect of large numbers of better paid federal female employees in both areas, although a significant gap still persists. A state authorized Equal Pay Commission was assisted by the Institute for Women's Policy Research (IWPR) to conduct a study on wage disparities, and produced an extensive report in September 2006. The findings recognized that much further study and work with better data would be needed to reduce the wage gap, particularly in the private sector, and made key recommendations based on those findings. These included creating an "On Going Commission," assigning an effective Equal Pay Authority to a State Agency, and improving data collection systems and requirements.¹¹

Minnesota ranked seventeenth in 2012 with an earnings ratio of 79.8 percent and has been working on pay equity proactively since the early 1980's. It was the first state to pass a pay equity law in 1982 that covered state government employees, and in 1984 extended the law to all government employees including city, county and school district workers.¹² Its law and policies emphasize that job evaluation practices must include "gender-neutral criteria to set wages" and must work to correct "the historical practice of paying less for work performed by women."¹³ It has used legislation to focus particularly on state employment where data is more available and the state can serve as a model for the private sector. The implementation of its pay equity laws in public employment was accomplished over a period of years to spread the budgetary impact. The state now requires departments to self-audit periodically and make minor adjustments as needed.¹⁴

New Mexico ranked fifteenth in 2012 with an earnings ratio of 80.3 percent. The state has conducted several official studies on the issue of fair pay. In 2003, the Legislature created a taskforce that studied gender and ethnic wage disparities. Under an Executive Order from Governor Bill Richardson in 2009, a Task Force on Fair and Equal Pay studied pay equity in the classified workforce and developed recommendations for a system requiring state contractors to attest to having fair pay policies and practices in place.¹⁵ A subsequent Executive Order required all state contractors with 10 or more employees to submit gender pay equity reports as a condition of receiving contracts. According to a report by the National Women's Law Center, approximately 3,200 employers are subject to the requirements, which have "become a regular part of the contracting process and New Mexico employers have not reported difficulties complying with the law."¹⁶ Current Governor Susana Martinez signed the

⁹ *Women's Wages in 2004*, Maine Dept of Labor Issue Brief, (2004),

https://www.maine.gov/labor/labor_laws/publications/payequityreport.pdf

¹⁰ Maine Revised Statutes Title 26 Section 628

¹¹ *Maryland – Report of the Equal Pay Commission*, Governor's Equal Pay Commission, (Sept 28, 2006), p 15

<https://www.dllr.state.md.us/labor/equalpay/>

¹² *Pay Equity: The Minnesota Experience, Fifth Edition*, Bonnie Watkins, Legislative Commission on the Economic Status of Women, (April-May 1994), p 4 <http://www.commissions.leg.state.mn.us/oesw/payequity/payequity.pdf>

¹³ *Pay Equity: The Minnesota Experience, Fifth Edition*, p 5

¹⁴ *Pay Equity: The Minnesota Experience, Fifth Edition*, p 4

¹⁵ *Fair and Equal Pay for All New Mexicans Initiative -Task Force Report to the Governor*, Martha Burk, Ph.D., Task Force Chair, Governor's Task Force on Fair and Equal Pay, (September 30, 2009)

<http://www.generalservices.state.nm.us/uploads/FileLinks/864df4748b2440569b3af8a95ce155d8/report093009.pdf>

¹⁶ National Women's Law Center (NWLC), *Fifty Years and Counting: The Unfinished Business of Achieving Fair Pay*, (2013), p 14, <http://www.nwlc.org/resource/50-years-counting-unfinished-business-achieving-fair-pay>

“Fair Pay for Women Act” in March 2013. The new law makes it easier for women to establish a wage disparity claim and provides an affirmative defense for employers who can claim they were acting in good faith.¹⁷

Oregon ranked twentieth in 2012 with an earnings ratio of 78.9 percent. In 1985 it completed its Task Force Report on State Compensation and Classification Equity¹⁸ and passed a pay equity bill designed to tackle job segregation in female-dominated state job classifications. In Oregon, though the earnings ratio of women is slightly higher than in the U. S. as a whole,¹⁹ the report issued in January 2014 by the Oregon Council on Civil Rights recognized the need to continue working on reducing the pay gap.²⁰

Vermont ranked fourth in 2012 with an earnings ratio of 84.9 percent. It outlawed pay discrimination based on sex in the Fair Employment Practices Act in 1963, the same year as the federal Equal Pay Act. It has updated its laws periodically, including an Equal Pay Act in 2002 and a Wage Disclosure Law in 2005 to allow employees to “disclose and discuss their wages without fear of discipline, discharge, or retaliation.”²¹ In 2013, Governor Peter Shumlin signed an equal pay bill to strengthen, clarify and expand existing provisions in state law. This 2013 bill includes protection for disclosure of wages, ways to ensure state government contractors are paying equal wages and establishment of a study committee to look at instituting a paid family leave law.²² Also in 2013, the *Dreves v. Hudson News* decision confirmed that under the Vermont equal pay statute, pay disparities must be justified by a bona fide, business-related reason, not just a factor not related to a business justification.²³

¹⁷ *New Mexico Fair Pay for Women Act is signed into law*, The Grant County Beat, (March 14, 2013)

<http://www.grantcountybeat.com/index.php/news/news-releases/9633-new-mexico-fair-pay-for-women-act-is-signed-into-law>

¹⁸ *Oregon - Final Report and Recommendations of the Task Force on State Compensation and Classification Equity*, (March 1985) available by request by contacting the Oregon Chief Human Resources Office at

<http://cms.oregon.egov.com/DAS/CHRO/Pages/classcomp.aspx>

¹⁹ National Women’s Law Center (NWLC), *Wage Gap: State Rankings 2012*

²⁰ *Pay Inequality in Oregon: Formal Recommendations*, Oregon Council on Civil Rights, presented to Brad Avakian, Oregon Bureau of Labor and Industries, (January 2014),

<http://www.oregon.gov/boli/docs/Pay%20Inequality%20Oregon%20012314-Final.pdf>

²¹ *Equal Pay: Your Rights and Obligations as a Vermont Employee or Employer*, brochure published by Vermont’s Commission on Women, Attorney General’s Office of Civil Rights, and Federation of Business and Professional Women, (Updated 6/12), http://women.vermont.gov/sites/women/files/pdf/Equal_Pay_Brochure.pdf

²² Act No. 31 (H.99) of the Vermont Legislature 2013

²³ *Equal Pay Act Case Decision*, Press Release of Vermont Commission on Women, Cary Brown, Executive Director, (June 13, 2013) <http://women.vermont.gov/sites/women/files/pdf/Equal%20Pay%20Case%20Press%20Release.pdf>

APPENDIX D – Major Events in Fair Pay History in the United States

1932 – The Economy Act of 1932 requires that preference in hiring be given to individuals not currently married to someone already employed by the federal government. It also provided that reductions in the workforce should begin with married couples in which both spouses were employed by the federal government. The effect was often to prohibit or discourage married women from holding a federal government position.²⁴

1935 – The National Recovery Administration (NRA) is established and charged with creating wage codes for federal government jobs. Over half of the wage codes set lower minimum wages for women than men in the same job.²⁵

1938 – Fair Labor Standards Act (FLSA) passes covering industries that employed about one-fifth of the labor force of the time. It banned oppressive child labor, set the minimum hourly wage at 25 cents and set the maximum workweek at 44 hours.²⁶

1942 – The National War Labor Board (NWLB) issues General Order 16 which allowed employers to “equalize the wage or salary rate paid to females with rates paid to males for comparable quality and quantity of work on the same or similar operations...” without the approval of the NWLB. It reinforced the principle of equal pay for equal work for the many women taking jobs in war industries during World War II that before (and after) the war were predominantly held by men.²⁷

1950s – Newspapers publish separate job listings for men and women. Jobs are categorized according to sex, with higher level jobs listed almost exclusively under “Help Wanted — Male.” In some cases, ads run identical jobs under male and female listings — but with separate and unequal pay scales.²⁸ Between 1950 and 1960, women with full-time jobs earn on average 59-64 cents for every dollar their male counterparts earn in the same job.²⁹ Equal pay bills are introduced in Congress by members of both major parties.³⁰

1963 – The Equal Pay Act passes, providing equal pay for women for equal work. The Act makes it illegal to pay women lower rates for the same job on the basis of their sex. Demonstrable differences in merit, seniority, the quality or quantity of work, or other considerations not related to sex can warrant different pay.

1964 – The Civil Rights Act passes. Title VII prohibits employment discrimination based on race, color, national origin, religion and sex.

²⁴ John Thomas McGuire, *The Most Unjust Piece of Legislation: Section 213 of the Economy Act of 1932 and Feminism During the New Deal*, 20 J. Pol’y & Hist. 516 (2008); Janet Z. Giele & Leslie F. Stebbins, *Women & Equality in the Workplace: A Reference Handbook*, p 119 (2003)

²⁵ Kathleen M. Keller, *Federalizing Social Welfare in A World of Gender Difference: A History of Women's Work in New Deal Policy*, 8 S. Cal. Rev. L. & Women's Stud. pp145, 157 (1999)

²⁶ Jonathan Grossman, *Fair Labor Standards Act of 1938: Maximum Struggle for a Minimum Wage*, DEP’T OF LABOR (June, 1978), <http://www.dol.gov/dol/aboutdol/history/flsa1938.htm>

²⁷ Elizabeth Waldman, *Labor Force Statistics from a Family Perspective*, Bureau of Labor Statistics 20 (1983), <http://stats.bls.gov/opub/mlr/1983/12/art2full.pdf>

²⁸ Nicholas Pedriana & Amanda Abraham, *Now You See Them, Now You Don't: The Legal Field and Newspaper Desegregation of Sex-Segregated Help Wanted Ads 1965-1975*, 31 Law & Social Inquiry 905 (2006)

²⁹ <http://www.infoplease.com/spot/equalpayact1.html>, accessed February 14, 2014

³⁰ National Committee on Pay Equity (NCPE), *History of the Struggle for Fair Pay*, written for NCPE by Connie Kopelov, last updated August 1999, <http://www.pay-equity.org/info-history.html>

1965 – Executive Order 11246 (amended by Executive Order 11375 to include “sex” as one of the protected categories) is promulgated by President Lyndon Johnson to require non-discriminatory practices in hiring and employment on the part of U.S. government contractors. Those with over \$50,000 in contracts and over 50 employees have to implement affirmative action plans to employ a workforce that is representative of the population in the area.

1970 – In *Schultz v. Wheaton Glass Co.*, the U. S. Court of Appeals for the Third Circuit rules that jobs need not be “identical,” but only “substantially equal,” for women to be protected by the Equal Pay Act. An employer cannot change the job titles of female employees in order to pay them less than men.³¹

1972 – Title IX of the Education Amendments of 1972 passes banning sex discrimination in federally funded education programs and activities.

1974 – The Equal Credit Opportunity Act of 1974 passes to prohibit discrimination on the part of creditors to credit applicants on the basis of race, color, religion, national origin, sex, marital status, or age. Louisiana Congresswoman Lindy Boggs deserves credit for adding “sex” and “marital status” to the legislation in order to protect the economic rights of women.

1974 – In *Corning Glass Works v. Brennan* the U. S. Supreme Court rules that employers cannot justify paying female employees lower wages because that is what they were traditionally paid under the “going market rate.” A pay differential occurring “simply because men would not work at the low rates paid women” is unacceptable.³²

1978 – The Pregnancy Discrimination Act passes, amending Title VII of the Civil Rights Act to prohibit sex discrimination on the basis of pregnancy.

1981 – In *County of Washington v. Gunther*, the Supreme Court rules that Title VII of the Civil Rights Act applies even if jobs are not “identical”. Prison matrons earned only 70 percent of what male prison guards did, though their jobs scored almost the same job evaluation points. This landmark victory brought matrons up to 95 percent of what male guards earned.³³

1982 – Minnesota becomes the first state to pass pay equity in state government legislation.³⁴

1986 - 1987 – Ontario, Canada becomes the first jurisdiction in the world to pass pay equity legislation for both public and private sectors. Pay equity (gender and race) bills for federal employees are introduced in U. S. Congress.

1993 – The Family and Medical Leave Act (FMLA) entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

³¹ *Schultz v. Wheaton Glass Co.*, 421 F.2d 259 (1970)

³² *Corning Glass Works v. Brennan*, 417 U.S.188 (1974)

³³ *County of Washington v. Gunther*, 452 U.S.161 (1981)

³⁴ *Pay Equity: The Minnesota Experience- Report of the Legislative Commission on the Economic Status of Women*, (May 1994), p 4, <http://www.commissions.leg.state.mn.us/lcesw/payequity/payequity.htm>

1996 – President Bill Clinton declares the first annual “National Pay Inequity Awareness Day” (more commonly known as “Equal Pay Day”), and urges employers to ensure fair pay policies.³⁵

2009 – President Barack Obama signs the Lilly Ledbetter Fair Pay Act, which allows victims of wage discrimination to file a complaint with the government against their employers within 180 days of their last paycheck. Previously, victims were only allowed 180 days from the date of their first unequal paycheck. This Act is named after a former Goodyear employee who alleged that she was paid 15 – 40 percent less than her male counterparts, which was later proved to be accurate.

2010 – President Barack Obama creates the National Equal Pay Enforcement Taskforce which works to identify and address challenges to ending pay discrimination.

2013 – President Barack Obama publishes the federal government’s plan to identify and implement model pay practices in Presidential Memorandum “Advancing Pay Equality in the Federal Government and Learning from Successful Practices.”

2014 – President Barack Obama signed an Executive Order to set the minimum wage for workers under new federal contracts at \$10.10 per hour.

Today – Fifty years after the passage of the Equal Pay Act, the gender wage gap has closed nationwide by about half a penny per year – with the closing of the gap in some states, including Louisiana, occurring at a much slower rate. The wage gap did not substantially change from 1955 through the 1970s, when it lingered around 40 percent (women were earning about 60 percent of men’s wages). It began to decline in the 1980s and 1990s, and in 1994 the gap in the U. S. was 28 percent (women were earning 72 percent of men’s wages). But most of the reduction in the gap was due to the decline in men’s earnings, not to the increase in women’s earnings. At the current rate, parity between the sexes would not be reached until the year 2057.³⁶

The Fair Pay Act and the Paycheck Fairness Act are pending in both houses of Congress. Across the country, “all but five states have adopted some type of equal pay law, prohibiting differences in pay based on gender and requiring equal pay for equal work”³⁷ over the last 50 years.

³⁵ National Committee on Pay Equity (NCPE), *History of the Struggle for Fair Pay*, written for NCPE by Connie Kopelov, (last updated August 1999), <http://www.pay-equity.org/info-history.html>

³⁶ Institute for Women’s Policy Research (IWPR) *Quantifying Women’s Labor Market Experiences: How A Gender Lens Changes the Conversation about the Economy*, by Maxwell Matite, Ariane Hegewisch, and Youngmin Yi, IWPR #L004, (Updates June 2013), pp 2-3 <http://www.iwpr.org/publications/pubs/the-truth-in-the-data-how-quantifying-women2019s-labor-market-experiences-changes-the-conversation-about-the-economy>

³⁷ National Conference of State Legislatures (NCSL), *State Equal Pay Laws*, source - Westlaw 50-state statutory database searches, (February 2014), www.ncsl.org/research/labor-and-employment/equal-pay-laws.aspx

APPENDIX E – History of Equal Pay in Louisiana

In **1983**, the first state law prohibiting employment discrimination based on sex (among other categories) passed. (Act 709 – 1983)

In **1988**, The Louisiana Commission on Human Rights (LCHR) was established by Act 866 (Louisiana Commission on Human Rights Act – LCHRA) in the Regular Session of the Louisiana Legislature. It has been operating since 1993. The LCHR is a civil rights agency that is vested with authority to accept complaints regarding employment discrimination based on the complainant's race, creed, color, religion, sex, age, disability, or national origin in connection with employment, public accommodation, banking and lending practices, and claims under the Louisiana Equal Pay Act.³⁸ It is “the official entity mandated to process charges of discrimination, investigate alleged discriminatory acts, mediate disputes, and provide education and training related to discriminatory practices.”³⁹

In **1997**, the Louisiana Legislature passed Act 1409, the Louisiana Employment Discrimination Law (LEDL) that consolidated the state's employment discrimination laws into a new area of law. However, the provisions of the LCHRA to protect an employee from retaliation for allegations of discrimination based on race, color, sex, disability, national origin, pregnancy, childbirth and related medical conditions were omitted by the consolidation. Two categories, age and sickle cell trait discrimination, still had provisions to protect against retaliation.⁴⁰

In **2004** the Louisiana Legislature established the Louisiana Equal Pay Commission to study wage disparities between men and women and between minorities and non-minority workers (23:2021). The Commission terminated in 2006 and no record of its work has been found by the current Task Force.

In **2012**, the Louisiana Legislature passed SB 577 sponsored by State Senator Karen Carter Peterson to establish a Louisiana Equal Pay Task Force with the charge of studying wage disparities in the public sector. It was vetoed by Governor Bobby Jindal based on a Louisiana Workforce Commission fiscal note of \$300,000.

In **2013**, the Louisiana Legislature passed two instruments relative to the gender pay gap. Act 374, sponsored by State Senator Ed Murray as SB 153, was originally intended to prohibit gender-based pay discrimination in the public and private sectors. It was amended to cover only state employees. The Legislature also passed a study resolution, HCR 145, sponsored by State Representative and Speaker Pro Tempore Walt Leger III, to establish a Fair Pay Task Force. The Task Force is charged with studying all aspects of the problem and reporting back findings and recommendations to the Legislature in time for the 2014 legislative session.

This Task Force included representatives of government, the private sector, labor and advocacy entities involved or interested in the issue of fair and equitable pay for women (see attached Fair Pay Task Force Roster in Appendix B).

³⁸ La. R.S. 51:2231 et seq.

³⁹ La. R.S. 51:2231 et seq.

⁴⁰Gerald J. Huffman Jr., *The New Louisiana Employment Statutes: What Hath the Legislature Wrought*, Louisiana Law Review Vol. 58, Number 4, (Summer 1998)

APPENDIX F – Louisiana Women Workers 2012⁴¹

Compiled by Beth Willinger, PhD, October 2013

In 2012, the population of Louisiana reached an estimated 4,601,893 people, an increase of nearly 58,000 over a population of 4,544,228 in 2010, and up more than 132,917 from a population of 4,468,976 in 2000. Females continue to outnumber males and have consistently comprised approximately 51.1 % of the state's population (2,351,567 in 2012) (Table S0201).

- Of the 1.86 million women age 16 years and over in Louisiana, 56.9 percent were labor force participants working full- or part-time, or looking for work in 2012; 59.3 percent of women workers were employed full-time, year-round (Tables DP03, C24020).
- Women make up a steady number of the Louisiana work force. In 2012, women comprised 44.3 percent of the full-time, year-round Louisiana labor force, approximately the same as in 2011 (44.7%) and 2010 (45%) (Table S2402).
- Louisiana women working full-time, year-round in 2012 earned on average \$31,586— \$276 less than in 2011. The decrease in Louisiana women's earnings dropped Louisiana's ranking from 43rd to 46th lowest among the 50 states and the District of Columbia. Louisiana women's median annual earnings were greater than the earnings of women in only 5 other states (Table R2002).

Nationally, women's median annual earnings were \$37,412. The highest paid women workers were in the District of Columbia (\$60,116); the lowest paid were in Mississippi (\$30,287) (Table R2002).

In contrast, Louisiana men working year-round, full-time earned on average \$47,249 (up \$936 from 2011) ranking Louisiana men 22nd with average earnings greater than the earnings of men in 29 other states. Nationally, the median annual earnings for men in 2012 was \$47,473 (Table R2001).

- In 2012, Louisiana women working full-time, year-round earned just 66.9 cents for every dollar earned by a Louisiana man, a gender wage gap of 33 percent, and a 2 percent greater gap than in 2011 (Table R2001, R2002).

The great disparity in earnings between Louisiana women and men has consistently ranked Louisiana 49th or 50th among the 50 states and the District of Columbia. In 2012, Louisiana was again 50th with only Wyoming having a larger wage gap (a wage gap of 36.2 percent). Nationally, women made strides in closing the wage gap. The gender median earnings ratio for women nationally was 78.8 percent compared to 77 percent in 2011.

- Among the states' top earners, 3.2 percent (20,767) of women who worked full-time, year-round earned \$100,000 or more compared to 12.9 percent (105,185) of men (Table B20005).

⁴¹ All findings and calculations are based on data from the U.S. Census Bureau, 2012 American Community Survey, 1- year estimates unless otherwise noted. Data for 2012 was released in September 2013. All categorical titles, such as those used for occupations and race, are those used by the U.S. Census Bureau. Table references are in parenthesis.

- Among the state's poorest paid workers, 9.3 percent (59,127) of women who worked full-time, year-round had annual earnings less than \$12,500, compared to 4.8 percent (38,760) of Louisiana men (Table B20005).
- 22.2 percent of Louisiana women and girls experienced poverty in 2012, more than women and girls in every other state and the District of Columbia except Mississippi (26.7%). Nationally, the poverty rate for women and girls averaged 17.2 percent. Of those in poverty in Louisiana, poverty is the most prevalent among female-headed families with children under 18 years of age (49%) (Tables C17001, DP03; Center for American Progress).
- Poverty rates were highest in Louisiana for black women and girls at 36.1 percent, followed by Hispanic females at 27 percent, Asian females at 25.6 percent, and white females at 14.3 percent (Tables C17001 A,B,D,I).
- The 2012 average earnings and the gender wage gap for Louisiana women and men differed significantly by race and ethnicity. Women of all races and ethnicities earned less than men of the same race and ethnicity. The largest wage gap was between white women and men (32.5%); the narrowest was between Hispanic or Latino women and men (8.8%). However, when compared to white men, the largest earnings gap was between white men and black women with black women earning less than half the earnings of white men for an earnings ratio of just 50.8 percent (Tables B20017 A,B,D,I).

White, black, and Asian women experienced a decrease in average earnings between 2011 and 2012; Latinas were the only workers to register an increase in average earnings.

In 2012, white women earned on average \$35,291 compared to \$52,282 for white men for a gender earnings ratio for full-time, year-round work of 67.5.

Black or African American women earned on average \$25,736 compared to \$32,409 for black or African American men for a gender earnings ratio for full-time, year-round work of 79.4.

Asian American women earned on average \$32,086 compared to \$42,153 for Asian American men for a gender earnings ratio for full-time, year-round work of 76.1.

Hispanic or Latina women earned on average \$29,609 compared to \$32,464 for Hispanic or Latino men for a gender earnings ratio for full-time, year-round work of 91.2.

- Louisiana women and men are not paid equitably for their occupational achievements. In 2012, average earnings for women and men in the five major occupational categories showed the largest wage gap to be between women and men employed in Production, transportation, and material moving occupations with women earning just 51.8 cents for every dollar earned by men in those occupations. Median annual earnings for women employed in Service occupations and Natural resources experienced a decrease in average earnings and a widening of the wage gap between 2011 and 2012 (Table S2402).

For full-time, year- round employment in 2012:

Women in Management, business, science, and arts occupations earned on average \$45,203 compared to an average of \$67,705 for their male counterparts (earnings ratio 66.8);

Women in Service occupations earned \$18,914 compared to \$30,613 for men in Service occupations (earnings ratio 61.8);

Women in Sales and office occupations earned \$29,097 compared to \$45,029 for men in Sales and office occupations (earnings ratio 64.6);

Women in Natural resources, construction, and maintenance occupations earned \$26,443 compared to \$41,108 for their male counterparts (earnings ratio 64.3);

Women in Production, transportation, and material moving occupations earned \$23,504 compared to \$45,409 for men in the same occupations (earnings ratio 51.8).

- Among women employed full-time, year-round, 42.3 percent worked in Management, business, science and arts occupations; 32.9 percent worked in Sales and office occupations; 20.2 percent worked in Service occupations; 3.6 percent in Production, transportation, and material moving occupations; and 1 percent in Natural resources, construction, and maintenance occupations (Table C24020).
- The largest percentage of employed white and Asian women worked in Management, business, science, and arts occupations (41.1 percent and 37.1 percent respectively); the largest percentage of employed black women worked in Service occupations (37.1%); while Hispanic women workers were about equally divided between Management and Service occupations (34.1 and 34.3 percent respectively) [Includes both part-time and full-time workers] (Tables 24010 A,B,D,I).
- The five leading occupations of women employed full-time, year-round in 2012 and their average annual earnings compared to the average annual earnings of men:

<i>Occupation</i>	<i>Total Employed</i>	<i>Annual Earnings</i>	
		<i>Women</i>	<i>Men</i>
Office and Administrative support	143,510	\$29,957	\$39,687
Education, legal, community service, arts, media	92,056	41,167	50,764
Management, business, and financial	89,743	45,984	70,844
Healthcare practitioners and technical	69,359	50,293	83,990
Sales and related	63,375	26,711	46,841

- Women’s median earnings are lower than men’s in all but one of the twenty-five intermediate occupational groups reported by the American Community Survey 2012. Women employed full-time, year-round in Arts, design, entertainment, sports, and media occupations earned on average \$287 more than men: \$38,125 for women compared to \$37,838 for men (Table S2402).
- As a class of workers, women made up (Table S2409): o 65 percent of all private not-for-profit wage and salary workers;

- 40.3 percent of private for-profit company employees;
 - 64.5 percent of state government workers;
 - 55.8 percent of local government workers;
 - 43.4 percent of Federal government workers;
 - 28 percent of workers self-employed in their own not-incorporated business; and
 - 23.2 percent of workers self-employed in their own incorporated business.
- As a class of workers, women working in the Federal government earned the highest wages with average annual earnings of \$45,694; while women who were self-employed in their own not-incorporated business earned the least with earnings of \$24,166 (Table S2409).
 - In 2012, the Louisiana unemployment rate was 8.8 percent compared to 9.4 percent nationally. The unemployment rate for Louisiana women and men 16 years and over participating in the Louisiana labor force was roughly the same. Black or African American women experienced the highest rate of unemployment at 13.5 percent followed by Hispanic or Latina women at 9.8 percent, then white women at 6.4 percent. Asian women again had the lowest rate of unemployment at 3.7 percent (Tables C23001, C23002 A,B,D,I).
 - Educational attainment is somewhat greater for Louisiana women than men 25 years old and over. 84.7 percent of Louisiana women have a high school education or higher, 15 percent of whom have attained a bachelor's degree and 7.8 percent a graduate or professional degree. For Louisiana men, 81.2 have a high school education or higher with 13.7 attaining a bachelor's degree and 7.3 percent attaining a graduate or professional degree (Table C15002).
 - Louisiana women and men are not paid equitably for their educational attainment. Women who had not graduated high school earned \$12,800, while men with the same education earned nearly twice as much with average earnings of \$23,812 for a gender earnings ratio of 53.8 (Table B20004).

Women who graduated high school (includes equivalency) earned \$19,889 on average. Their earnings were \$17,581 less than the average earnings of male high school graduates (\$37,470) for a median gender earnings ratio of 53.1 percent.

Women with some college or an associates degree earned \$24,404. Their earnings were \$13,066 less than the earnings of males with just a high school diploma, and \$16,336 less than men with a comparable education (\$40,740) for a gender earnings ratio of 60 percent.

Women with a bachelor's degree earned \$40,313, nearly \$20,000 less than men with a bachelor's degree (\$60,107) for a gender earnings ratio of 67.1 percent.

Women with a graduate or professional degree earned \$48,280, \$26,154 less than men with a graduate or professional degree (\$72,434) for a gender earnings ratio of 66.7 percent.

APPENDIX G – Glossary and Tables from State Civil Service

APPENDIX G-1: EEO Categories as of February 1, 2005

OA Officials and Administrators

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock; transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

PR Professionals

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, and kindred workers.

Note: Effective February 1, 2005, this designation is intended for jobs either requiring a degree as the primary minimum qualification or supervisory or managerial jobs as described below. Jobs not requiring a four year degree as the prime qualifying field, but that are generally accepted as professional (e.g., Registered Nurse) will be reviewed jointly by the staff of our Compensation and Staffing Divisions to determine whether to code as professional.

TE Technicians

Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.

PS Protective Service Workers

Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

PA Paraprofessionals

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or expertise normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a “New Careers” concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

OC Administrative Support (Including Clerical and Sales)

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and paperwork required in an office. Includes bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

SC Skilled Craft Workers

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

SM Service-Maintenance

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers.

APPENDIX G-2: State Agencies Within Major Departments

Major Department	Personnel Area
CIVIL SERVICE AGENCIES	CS-State Civil Service
CIVIL SERVICE AGENCIES	CS-Div of Administrative Law
CIVIL SERVICE AGENCIES	CS-Ethics Administration
CIVIL SERVICE AGENCIES	CS-Municipal Fire Police
DEPARTMENT OF AGRICULTURE	DAF-Agriculture & Forestry
DEPARTMENT OF CHILDREN & FAMILY SERVICES	DCFS-Off of Children & Family Services
DEPARTMENT OF CORRECTIONS	DOC-La State Penitentiary
DEPARTMENT OF CORRECTIONS	DOC-Adult Probation and Parole
DEPARTMENT OF CORRECTIONS	DOC-Elayn Hunt Correction Ctr
DEPARTMENT OF CORRECTIONS	DOC-Dixon Correctional Inst
DEPARTMENT OF CORRECTIONS	DOC-David Wade Correction Ctr
DEPARTMENT OF CORRECTIONS	DOC-Avoyelles Correctional Ctr
DEPARTMENT OF CORRECTIONS	DOC-Rayburn Correctional Ctr
DEPARTMENT OF CORRECTIONS	DOC-La Correctional Inst Women
DEPARTMENT OF CORRECTIONS	DOC-Administration
DEPARTMENT OF CORRECTIONS	DOC-Prison Enterprises
DEPARTMENT OF ECONOMIC DEVELOPMENT	DED-Off of Business Development
DEPARTMENT OF ECONOMIC DEVELOPMENT	DED-Off of the Secretary
DEPARTMENT OF EDUCATION	DOE-State Activities
DEPARTMENT OF EDUCATION	DOE-Special School Districts
DEPARTMENT OF EDUCATION	SSC-Bd Elem & Secondary Edu
DEPARTMENT OF ENVIRONMENTAL QUALITY	DEQ-Environmental Compliance
DEPARTMENT OF ENVIRONMENTAL QUALITY	DEQ-Environmental Services
DEPARTMENT OF ENVIRONMENTAL QUALITY	DEQ-Office of the Secretary
DEPARTMENT OF ENVIRONMENTAL QUALITY	DEQ-Off of Mgt & Finance
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Off for Citizen w/ Dev Dis
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Off of Behavioral Health
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Office of Public Health
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Medical Vendor Admin
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Office of Secretary
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Aging and Adult Services
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Capital Area Human Svc Dst
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-FI Parishes Human Srv Auth
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Metropolitan Human Svc Dst
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-S Ctrl LA Human Ser Auth
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Jeff Parish Human Srv Auth
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Acadiana Area Hman Svc Dst
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-NE Delta Human Svc Auth
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-NW LA Hum Svcs District
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Central LA Hum Svc Dist

DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Imperial Calc Hum Svc Auth
DEPARTMENT OF HEALTH AND HOSPITALS	Med Examrs La St Bd /DHH
DEPARTMENT OF HEALTH AND HOSPITALS	Nursing La St Bd /DHH
DEPARTMENT OF HEALTH AND HOSPITALS	Pharmacy La Bd Of /DHH
DEPARTMENT OF HEALTH AND HOSPITALS	Prac Nurse Exam La St Bd /DHH
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-Developml Disabilities Cn
DEPARTMENT OF HEALTH AND HOSPITALS	DHH-LA Emergency Response Net
DEPARTMENT OF HEALTH AND HOSPITALS	Dentistry La St Bd /DHH
DEPARTMENT OF HEALTH AND HOSPITALS	Nursing Hm Admin La Bd /DHH
DEPARTMENT OF HEALTH AND HOSPITALS	Embalm&Funrl Dir La St Bd /DHH
DEPARTMENT OF HEALTH AND HOSPITALS	Radiology La St Bd /DHH
DEPARTMENT OF INSURANCE	DOI-Commissioner of Insurance
DEPARTMENT OF NATURAL RESOURCES	DNR-Office of Conservation
DEPARTMENT OF NATURAL RESOURCES	DNR-Office of the Secretary
DEPARTMENT OF NATURAL RESOURCES	DNR-Off of Mineral Resources
DEPARTMENT OF NATURAL RESOURCES	DNR-Off of Coastal Restoration
DEPARTMENT OF PUBLIC SAFETY	DPS-Office of State Police
DEPARTMENT OF PUBLIC SAFETY	DPS-Office of Motor Vehicles
DEPARTMENT OF PUBLIC SAFETY	DPS-Office of Mgt and Finance
DEPARTMENT OF PUBLIC SAFETY	DPS-Off of State Fire Marshall
DEPARTMENT OF PUBLIC SAFETY	DPS-Donald Thibodaux Trng Acad
DEPARTMENT OF PUBLIC SAFETY	DPS-La Highway Safety Comm
DEPARTMENT OF PUBLIC SAFETY	DPS-Liquified Petrol Gas Comm
DEPARTMENT OF PUBLIC SAFETY	DPS-Office of Legal Affair
DEPARTMENT OF PUBLIC SAFETY	Private Security Examiners
DEPARTMENT OF PUBLIC SAFETY	DPS-La Gaming Control Board
DEPARTMENT OF PUBLIC SAFETY	Private Investigator Examiners
DEPARTMENT OF REVENUE AND TAXATION	DOR-Office of Revenue
DEPARTMENT OF REVENUE AND TAXATION	Tax Free Shopping Commission
DEPARTMENT OF STATE	DOS-Secretary of State
DEPARTMENT OF TREASURY	STO-State Treasurer
DEPARTMENT OF WILDLIFE AND FISHERIES	WLF-Off of Secretary
DEPARTMENT OF WILDLIFE AND FISHERIES	WLF-Office of Fisheries
DEPARTMENT OF WILDLIFE AND FISHERIES	WLF-Office of Wildlife
DEPARTMENT OF WILDLIFE AND FISHERIES	WLF-Off of Mgt & Finance
DEPT OF CULTURE, RECREATION AND TOURISM	CRT-Office of State Parks
DEPT OF CULTURE, RECREATION AND TOURISM	CRT-Off of State Museum
DEPT OF CULTURE, RECREATION AND TOURISM	CRT-Off of Tourism
DEPT OF CULTURE, RECREATION AND TOURISM	CRT-Off of the State Library
DEPT OF CULTURE, RECREATION AND TOURISM	CRT-Off of the Secretary
DEPT OF CULTURE, RECREATION AND TOURISM	CRT-Off of Cultural Dev
DEPT OF CULTURE, RECREATION AND TOURISM	New Orleans City Park
DEPT OF TRANSPORTATION AND DEVELOPMENT	DOTD-Engineering & Operations

DEPT OF TRANSPORTATION AND DEVELOPMENT	DOTD-Administration
DEPT OF TRANSPORTATION AND DEVELOPMENT	Bd of Reg Prof Eng & Land Surv
EXECUTIVE DEPARTMENT	Gov-Div of Administration
EXECUTIVE DEPARTMENT	GOV-Coast Prot & Restor Auth
EXECUTIVE DEPARTMENT	GOV-Office of Financial Instit
EXECUTIVE DEPARTMENT	Louisiana Housing Corporation
EXECUTIVE DEPARTMENT	DOA-Office of Group Benefits
EXECUTIVE DEPARTMENT	DOA-Off Telecommunication Mgt
EXECUTIVE DEPARTMENT	Contractor Lic Bd La St /Gov
EXECUTIVE DEPARTMENT	La Patients Compensation Fund
EXECUTIVE DEPARTMENT	Gov-La Comm Law Enforce Adm CJ
EXECUTIVE DEPARTMENT	DOA-Office of Risk Management
EXECUTIVE DEPARTMENT	DOA-La Property Assist Agency
EXECUTIVE DEPARTMENT	Gov-Mental Health Advocacy Ser
EXECUTIVE DEPARTMENT	DOA-Louisiana Tax Commission
EXECUTIVE DEPARTMENT	State Board of Cosmetology
EXECUTIVE DEPARTMENT	DOA-Administrative Services
EXECUTIVE DEPARTMENT	Gov-Office of Elderly Affairs
EXECUTIVE DEPARTMENT	Real Estate Comm La /Gov
EXECUTIVE DEPARTMENT	GOV-La St Racing Commission
EXECUTIVE DEPARTMENT	Motor Vehicle Comm La /Gov
EXECUTIVE DEPARTMENT	Gov-Office of Inspector Gen
EXECUTIVE DEPARTMENT	Used Mtr Veh&Parts Comm /Gov
EXECUTIVE DEPARTMENT	DOA-Fed Property Assistance
EXECUTIVE DEPARTMENT	Gov-LA Public Defender Board
EXECUTIVE DEPARTMENT	CPAs La St Bd /Gov
EXECUTIVE DEPARTMENT	Gov-Board of Tax Appeals
EXECUTIVE DEPARTMENT	DOA-Off of Aircraft Services
EXECUTIVE DEPARTMENT	Gov-Dept of Military Affairs
EXECUTIVE DEPARTMENT	Real Est Appr Bd Cert La /Gov
EXECUTIVE DEPARTMENT	Arch Examrs La St Bd /Gov
LOUISIANA WORKFORCE COMMISSION	LWC-Workforce Support & Training
LOUISIANA WORKFORCE COMMISSION	Barber Examiners Board /DOL
LOUISIANA WORKFORCE COMMISSION	Plumbing La St Bd /LWC
PUBLIC SERVICE COMMISSION	PSC-Public Service Commission
VETERANS AFFAIRS	DVA-NE La War Veterans Home
VETERANS AFFAIRS	DVA-NW La War Veterans Home
VETERANS AFFAIRS	DVA-SW La War Veterans Home
VETERANS AFFAIRS	DVA-SE La War Veterans Home
VETERANS AFFAIRS	DVA-La War Veterans Home
VETERANS AFFAIRS	DVA-Dept of Veterans Affairs

APPENDIX G-3: Classified Full Time, Regular Employees - By Major 20 Departments

Data as of 10-25-2013

Note: Does not include factors that may affect pay such as job level, qualifications/experience, or years of service.

Major Dept	EEOCD	Total Incumbents (Incs)	Number of Male Incs	Number of Female Incs	% of Male Incs	% of Female Incs	Average Male Annual Salary	Average Female Annual Salary	Average Female Annual Salary as a % of Male
CIVIL SERVICE AGENCIES	OA	40	11	29	27.50%	72.50%	\$92,454.96	\$86,720.66	93.80%
CIVIL SERVICE AGENCIES	PR	126	41	85	32.54%	67.46%	\$60,890.15	\$57,856.03	95.02%
CIVIL SERVICE AGENCIES	TE	0	0	0					
CIVIL SERVICE AGENCIES	PS	0	0	0					
CIVIL SERVICE AGENCIES	PA	2	0	2	0.00%	100.00%		\$39,312.00	
CIVIL SERVICE AGENCIES	OC	30	1	29	3.33%	96.67%	\$26,936.00	\$34,453.71	127.91%
CIVIL SERVICE AGENCIES	SC	0	0	0					
CIVIL SERVICE AGENCIES	SM	0	0	0					
ALL EEO CODES		198	53	145	26.77%	73.23%	\$60,093.70	\$54,585.60	90.83%
DEPARTMENT OF AGRICULTURE	OA	57	39	18	68.42%	31.58%	\$70,409.07	\$68,503.64	97.29%
DEPARTMENT OF AGRICULTURE	PR	224	158	66	70.54%	29.46%	\$49,106.30	\$47,765.42	97.27%
DEPARTMENT OF AGRICULTURE	TE	0	0	0					
DEPARTMENT OF AGRICULTURE	PS	104	99	5	95.19%	4.81%	\$34,116.83	\$38,430.08	112.64%
DEPARTMENT OF AGRICULTURE	PA	6	0	6	0.00%	100.00%		\$43,770.13	
DEPARTMENT OF AGRICULTURE	OC	54	5	49	9.26%	90.74%	\$28,995.20	\$38,924.02	134.24%
DEPARTMENT OF AGRICULTURE	SC	0	0	0					
DEPARTMENT OF AGRICULTURE	SM	3	3	0	100.00%	0.00%	\$36,608.00		
ALL EEO CODES		448	304	144	67.86%	32.14%	\$43,847.08	\$47,478.66	108.28%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	OA	136	22	114	16.18%	83.82%	\$77,780.65	\$78,026.46	100.32%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	PR	2803	370	2433	13.20%	86.80%	\$49,416.44	\$44,898.83	90.86%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	TE	13	9	4	69.23%	30.77%	\$39,868.98	\$38,786.80	97.29%
DEPARTMENT OF CHILDREN & FAMILY	PS	0	0	0					

SERVICES									
DEPARTMENT OF CHILDREN & FAMILY SERVICES	PA	75	6	69	8.00%	92.00%	\$26,145.60	\$25,085.40	95.95%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	OC	426	6	420	1.41%	98.59%	\$32,645.60	\$32,120.58	98.39%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	SC	0	0	0					
DEPARTMENT OF CHILDREN & FAMILY SERVICES	SM	0	0	0					
ALL EEO CODES		3453	413	3040	11.96%	88.04%	\$45,171.45	\$43,783.61	96.93%
DEPARTMENT OF CORRECTIONS	OA	406	280	126	68.97%	31.03%	\$71,368.46	\$70,516.18	98.81%
DEPARTMENT OF CORRECTIONS	PR	1034	480	554	46.42%	53.58%	\$54,856.88	\$47,074.15	85.81%
DEPARTMENT OF CORRECTIONS	TE	146	45	101	30.82%	69.18%	\$38,379.92	\$37,161.19	96.82%
DEPARTMENT OF CORRECTIONS	PS	2855	1599	1256	56.01%	43.99%	\$37,276.56	\$34,584.13	92.78%
DEPARTMENT OF CORRECTIONS	PA	35	3	32	8.57%	91.43%	\$33,813.87	\$34,863.40	103.10%
DEPARTMENT OF CORRECTIONS	OC	180	2	178	1.11%	98.89%	\$24,533.60	\$30,824.84	125.64%
DEPARTMENT OF CORRECTIONS	SC	67	66	1	98.51%	1.49%	\$44,363.82	\$50,211.20	113.18%
DEPARTMENT OF CORRECTIONS	SM	9	8	1	88.89%	11.11%	\$54,365.26	\$33,987.20	62.52%
ALL EEO CODES		4732	2483	2249	52.47%	47.53%	\$44,869.79	\$42,402.79	94.50%
DEPARTMENT OF ECONOMIC DEVELOPMENT	OA	11	4	7	36.36%	63.64%	\$76,291.50	\$86,534.93	113.43%
DEPARTMENT OF ECONOMIC DEVELOPMENT	PR	36	14	22	38.89%	61.11%	\$61,060.70	\$52,094.95	85.32%
DEPARTMENT OF ECONOMIC DEVELOPMENT	TE	0	0	0					
DEPARTMENT OF ECONOMIC DEVELOPMENT	PS	0	0	0					
DEPARTMENT OF ECONOMIC DEVELOPMENT	PA	0	0	0					
DEPARTMENT OF ECONOMIC DEVELOPMENT	OC	15	0	15	0.00%	100.00%		\$41,630.11	
DEPARTMENT OF ECONOMIC DEVELOPMENT	SC	0	0	0					
DEPARTMENT OF ECONOMIC DEVELOPMENT	SM	0	0	0					

ALL EEO CODES		62	18	44	29.03%	70.97%	\$68,676.10	\$60,086.67	87.49%
DEPARTMENT OF EDUCATION	OA	34	10	24	29.41%	70.59%	\$79,300.00	\$74,031.57	93.36%
DEPARTMENT OF EDUCATION	PR	277	48	229	17.33%	82.67%	\$73,653.13	\$60,198.26	81.73%
DEPARTMENT OF EDUCATION	TE	0	0	0					
DEPARTMENT OF EDUCATION	PS	0	0	0					
DEPARTMENT OF EDUCATION	PA	4	0	4	0.00%	100.00%		\$37,549.20	
DEPARTMENT OF EDUCATION	OC	19	1	18	5.26%	94.74%	\$23,982.40	\$42,517.68	177.29%
DEPARTMENT OF EDUCATION	SC	2	2	0	100.00%	0.00%	\$31,709.60		
DEPARTMENT OF EDUCATION	SM	0	0	0					
ALL EEO CODES		336	61	275	18.15%	81.85%	\$52,161.28	\$53,574.17	102.71%
DEPARTMENT OF ENVIRONMENTAL QUALITY	OA	46	25	21	54.35%	45.65%	\$85,946.43	\$72,333.91	84.16%
DEPARTMENT OF ENVIRONMENTAL QUALITY	PR	550	293	257	53.27%	46.73%	\$56,783.91	\$51,008.67	89.83%
DEPARTMENT OF ENVIRONMENTAL QUALITY	TE	1	0	1	0.00%	100.00%		\$36,628.80	
DEPARTMENT OF ENVIRONMENTAL QUALITY	PS	2	2	0	100.00%	0.00%	\$70,720.00		
DEPARTMENT OF ENVIRONMENTAL QUALITY	PA	7	1	6	14.29%	85.71%	\$43,680.00	\$48,016.80	109.93%
DEPARTMENT OF ENVIRONMENTAL QUALITY	OC	41	2	39	4.88%	95.12%	\$28,662.40	\$37,750.67	131.71%
DEPARTMENT OF ENVIRONMENTAL QUALITY	SC	0	0	0					
DEPARTMENT OF ENVIRONMENTAL QUALITY	SM	0	0	0					
ALL EEO CODES		647	323	324	49.92%	50.08%	\$57,158.55	\$49,147.77	85.98%
DEPARTMENT OF HEALTH AND HOSPITALS	OA	727	202	525	27.79%	72.21%	\$86,391.95	\$74,876.45	86.67%
DEPARTMENT OF HEALTH AND HOSPITALS	PR	3220	617	2603	19.16%	80.84%	\$59,777.08	\$52,111.96	87.18%
DEPARTMENT OF HEALTH AND HOSPITALS	TE	159	26	133	16.35%	83.65%	\$39,487.20	\$37,356.25	94.60%
DEPARTMENT OF HEALTH AND HOSPITALS	PS	356	247	109	69.38%	30.62%	\$34,245.12	\$30,498.12	89.06%

DEPARTMENT OF HEALTH AND HOSPITALS	PA	1184	220	964	18.58%	81.42%	\$33,317.80	\$31,281.58	93.89%
DEPARTMENT OF HEALTH AND HOSPITALS	OC	724	42	682	5.80%	94.20%	\$30,562.02	\$32,020.16	104.77%
DEPARTMENT OF HEALTH AND HOSPITALS	SC	116	110	6	94.83%	5.17%	\$35,484.87	\$30,505.51	85.97%
DEPARTMENT OF HEALTH AND HOSPITALS	SM	98	35	63	35.71%	64.29%	\$26,176.51	\$23,481.02	89.70%
ALL EEO CODES		6584	1499	5085	22.77%	77.23%	\$43,180.32	\$39,016.38	90.36%
DEPARTMENT OF INSURANCE	OA	30	12	18	40.00%	60.00%	\$80,918.24	\$76,896.40	95.03%
DEPARTMENT OF INSURANCE	PR	143	52	91	36.36%	63.64%	\$52,651.41	\$52,587.89	99.88%
DEPARTMENT OF INSURANCE	TE	0	0	0					
DEPARTMENT OF INSURANCE	PS	0	0	0					
DEPARTMENT OF INSURANCE	PA	27	0	27	0.00%	100.00%		\$36,083.00	
DEPARTMENT OF INSURANCE	OC	15	3	12	20.00%	80.00%	\$31,777.37	\$39,536.12	124.42%
DEPARTMENT OF INSURANCE	SC	0	0	0					
DEPARTMENT OF INSURANCE	SM	0	0	0					
ALL EEO CODES		215	67	148	31.16%	68.84%	\$55,115.67	\$51,275.85	93.03%
DEPARTMENT OF NATURAL RESOURCES	OA	51	28	23	54.90%	45.10%	\$92,659.57	\$71,777.23	77.46%
DEPARTMENT OF NATURAL RESOURCES	PR	286	169	117	59.09%	40.91%	\$60,318.11	\$50,516.46	83.75%
DEPARTMENT OF NATURAL RESOURCES	TE	0	0	0					
DEPARTMENT OF NATURAL RESOURCES	PS	0	0	0					
DEPARTMENT OF NATURAL RESOURCES	PA	1	0	1	0.00%	100.00%		\$44,782.40	
DEPARTMENT OF NATURAL RESOURCES	OC	17	0	17	0.00%	100.00%		\$45,733.22	
DEPARTMENT OF NATURAL RESOURCES	SC	0	0	0					
DEPARTMENT OF NATURAL RESOURCES	SM	0	0	0					
ALL EEO CODES		355	197	158	55.49%	44.51%	\$76,488.84	\$53,202.33	69.56%

DEPARTMENT OF PUBLIC SAFETY	OA	149	39	110	26.17%	73.83%	\$71,794.00	\$81,117.86	112.99%
DEPARTMENT OF PUBLIC SAFETY	PR	375	162	213	43.20%	56.80%	\$65,025.55	\$53,070.04	81.61%
DEPARTMENT OF PUBLIC SAFETY	TE	175	45	130	25.71%	74.29%	\$40,981.72	\$36,085.16	88.05%
DEPARTMENT OF PUBLIC SAFETY	PS	262	232	30	88.55%	11.45%	\$48,752.96	\$50,662.44	103.92%
DEPARTMENT OF PUBLIC SAFETY	PA	409	44	365	10.76%	89.24%	\$45,144.12	\$38,674.41	85.67%
DEPARTMENT OF PUBLIC SAFETY	OC	139	4	135	2.88%	97.12%	\$38,376.00	\$33,957.68	88.49%
DEPARTMENT OF PUBLIC SAFETY	SC	25	25	0	100.00%	0.00%	\$46,325.60		
DEPARTMENT OF PUBLIC SAFETY	SM	5	2	3	40.00%	60.00%	\$28,496.00	\$32,212.27	113.04%
ALL EEO CODES		1539	553	986	35.93%	64.07%	\$48,111.99	\$46,539.98	96.73%
DEPARTMENT OF REVENUE AND TAXATION	OA	46	19	27	41.30%	58.70%	\$87,904.08	\$78,633.06	89.45%
DEPARTMENT OF REVENUE AND TAXATION	PR	406	115	291	28.33%	71.67%	\$54,121.51	\$46,455.08	85.83%
DEPARTMENT OF REVENUE AND TAXATION	TE	12	5	7	41.67%	58.33%	\$28,150.72	\$33,095.77	117.57%
DEPARTMENT OF REVENUE AND TAXATION	PS	18	15	3	83.33%	16.67%	\$49,976.44	\$42,737.07	85.51%
DEPARTMENT OF REVENUE AND TAXATION	PA	93	6	87	6.45%	93.55%	\$31,359.47	\$28,022.43	89.36%
DEPARTMENT OF REVENUE AND TAXATION	OC	75	5	70	6.67%	93.33%	\$24,190.40	\$27,924.96	115.44%
DEPARTMENT OF REVENUE AND TAXATION	SC	0	0	0					
DEPARTMENT OF REVENUE AND TAXATION	SM	0	0	0					
ALL EEO CODES		650	165	485	25.38%	74.62%	\$45,950.44	\$42,811.39	93.17%
DEPARTMENT OF STATE	OA	50	26	24	52.00%	48.00%	\$69,221.60	\$73,292.27	105.88%
DEPARTMENT OF STATE	PR	150	46	104	30.67%	69.33%	\$56,208.83	\$46,251.40	82.28%
DEPARTMENT OF STATE	TE	59	43	16	72.88%	27.12%	\$39,738.64	\$37,377.60	94.06%
DEPARTMENT OF STATE	PS	7	6	1	85.71%	14.29%	\$32,264.27	\$38,896.00	120.55%
DEPARTMENT OF STATE	PA	2	0	2	0.00%	100.00%		\$41,433.60	
DEPARTMENT OF STATE	OC	64	6	58	9.38%	90.63%	\$29,199.73	\$21,722.64	74.39%
DEPARTMENT OF STATE	SC	6	6	0	100.00%	0.00%	\$38,313.60		
DEPARTMENT OF STATE	SM	1	0	1	0.00%	100.00%		\$20,321.60	

ALL EEO CODES		339	133	206	39.23%	60.77%	\$44,157.78	\$39,899.30	90.36%
DEPARTMENT OF TREASURY	OA	11	1	10	9.09%	90.91%	\$66,934.40	\$82,786.39	123.68%
DEPARTMENT OF TREASURY	PR	24	4	20	16.67%	83.33%	\$65,169.13	\$53,939.85	82.77%
DEPARTMENT OF TREASURY	TE	0	0	0					
DEPARTMENT OF TREASURY	PS	0	0	0					
DEPARTMENT OF TREASURY	PA	4	0	4	0.00%	100.00%		\$38,823.20	
DEPARTMENT OF TREASURY	OC	4	0	4	0.00%	100.00%		\$37,330.80	
DEPARTMENT OF TREASURY	SC	0	0	0					
DEPARTMENT OF TREASURY	SM	0	0	0					
ALL EEO CODES		43	5	38	11.63%	88.37%	\$66,051.77	\$53,220.06	80.57%
DEPARTMENT OF WILDLIFE AND FISHERIES	OA	96	77	19	80.21%	19.79%	\$79,950.15	\$72,704.17	90.94%
DEPARTMENT OF WILDLIFE AND FISHERIES	PR	244	154	90	63.11%	36.89%	\$56,691.74	\$45,100.82	79.55%
DEPARTMENT OF WILDLIFE AND FISHERIES	TE	6	0	6	0.00%	100.00%		\$44,231.20	
DEPARTMENT OF WILDLIFE AND FISHERIES	PS	174	174	0	100.00%	0.00%	\$54,737.95		
DEPARTMENT OF WILDLIFE AND FISHERIES	PA	102	96	6	94.12%	5.88%	\$36,320.03	\$36,894.00	101.58%
DEPARTMENT OF WILDLIFE AND FISHERIES	OC	30	1	29	3.33%	96.67%	\$30,056.00	\$35,919.50	119.51%
DEPARTMENT OF WILDLIFE AND FISHERIES	SC	19	19	0	100.00%	0.00%	\$49,252.67		
DEPARTMENT OF WILDLIFE AND FISHERIES	SM	0	0	0					
ALL EEO CODES		671	521	150	77.65%	22.35%	\$51,168.09	\$46,969.94	91.80%
DEPT OF CULTURE, RECREATION AND TOURISM	OA	97	57	40	58.76%	41.24%	\$67,720.63	\$60,709.94	89.65%
DEPT OF CULTURE, RECREATION AND TOURISM	PR	154	67	87	43.51%	56.49%	\$49,485.01	\$44,015.26	88.95%
DEPT OF CULTURE, RECREATION AND TOURISM	TE	46	11	35	23.91%	76.09%	\$39,083.13	\$23,613.03	60.42%
DEPT OF CULTURE, RECREATION AND TOURISM	PS	58	48	10	82.76%	17.24%	\$35,803.34	\$30,010.07	83.82%

DEPT OF CULTURE, RECREATION AND TOURISM	PA	18	5	13	27.78%	72.22%	\$34,053.76	\$35,000.33	102.78%
DEPT OF CULTURE, RECREATION AND TOURISM	OC	67	8	59	11.94%	88.06%	\$25,775.36	\$33,841.75	131.29%
DEPT OF CULTURE, RECREATION AND TOURISM	SC	103	99	4	96.12%	3.88%	\$32,475.81	\$28,581.80	88.01%
DEPT OF CULTURE, RECREATION AND TOURISM	SM	63	19	44	30.16%	69.84%	\$27,069.87	\$22,822.05	84.31%
ALL EEO CODES		606	314	292	51.82%	48.18%	\$38,933.36	\$34,824.28	89.45%
DEPT OF TRANSPORTATION AND DEVELOPMENT	OA	303	221	82	72.94%	27.06%	\$90,652.43	\$76,723.16	84.63%
DEPT OF TRANSPORTATION AND DEVELOPMENT	PR	719	443	276	61.61%	38.39%	\$57,528.15	\$55,957.25	97.27%
DEPT OF TRANSPORTATION AND DEVELOPMENT	TE	1110	906	204	81.62%	18.38%	\$44,357.97	\$38,523.63	86.85%
DEPT OF TRANSPORTATION AND DEVELOPMENT	PS	7	4	3	57.14%	42.86%	\$23,441.60	\$19,607.47	83.64%
DEPT OF TRANSPORTATION AND DEVELOPMENT	PA	52	5	47	9.62%	90.38%	\$41,852.20	\$42,561.37	101.69%
DEPT OF TRANSPORTATION AND DEVELOPMENT	OC	273	23	250	8.42%	91.58%	\$29,606.20	\$36,031.37	121.70%
DEPT OF TRANSPORTATION AND DEVELOPMENT	SC	1730	1572	158	90.87%	9.13%	\$37,019.95	\$34,951.33	94.41%
DEPT OF TRANSPORTATION AND DEVELOPMENT	SM	88	49	39	55.68%	44.32%	\$26,653.71	\$25,452.80	95.49%
ALL EEO CODES		4282	3223	1059	75.27%	24.73%	\$43,889.03	\$41,226.05	93.93%
EXECUTIVE DEPARTMENT	OA	282	136	146	48.23%	51.77%	\$79,235.51	\$75,300.21	95.03%
EXECUTIVE DEPARTMENT	PR	959	390	569	40.67%	59.33%	\$53,720.81	\$48,736.57	90.72%
EXECUTIVE DEPARTMENT	TE	37	25	12	67.57%	32.43%	\$47,728.34	\$43,085.66	90.27%
EXECUTIVE DEPARTMENT	PS	10	7	3	70.00%	30.00%	\$45,222.82	\$58,424.51	129.19%
EXECUTIVE DEPARTMENT	PA	21	3	18	14.29%	85.71%	\$46,881.03	\$38,413.42	81.94%
EXECUTIVE DEPARTMENT	OC	185	8	177	4.32%	95.68%	\$30,317.30	\$33,863.23	111.70%
EXECUTIVE DEPARTMENT	SC	71	68	3	95.77%	4.23%	\$43,698.38	\$45,087.47	103.18%
EXECUTIVE DEPARTMENT	SM	19	18	1	94.74%	5.26%	\$29,621.06	\$32,198.40	108.70%
ALL EEO CODES		1584	655	929	41.35%	58.65%	\$47,053.16	\$46,888.68	99.65%

LOUISIANA WORKFORCE COMMISSION	OA	85	38	47	44.71%	55.29%	\$75,953.39	\$71,123.61	93.64%
LOUISIANA WORKFORCE COMMISSION	PR	623	180	443	28.89%	71.11%	\$47,227.09	\$48,168.62	101.99%
LOUISIANA WORKFORCE COMMISSION	TE	15	6	9	40.00%	60.00%	\$33,799.35	\$40,680.18	120.36%
LOUISIANA WORKFORCE COMMISSION	PS	1	0	1	0.00%	100.00%		\$22,838.40	
LOUISIANA WORKFORCE COMMISSION	PA	63	0	63	0.00%	100.00%		\$31,425.83	
LOUISIANA WORKFORCE COMMISSION	OC	136	7	129	5.15%	94.85%	\$25,164.53	\$27,173.42	107.98%
LOUISIANA WORKFORCE COMMISSION	SC	5	5	0	100.00%	0.00%	\$32,913.92		
LOUISIANA WORKFORCE COMMISSION	SM	1	0	1	0.00%	100.00%		\$23,483.20	
ALL EEO CODES		929	236	693	25.40%	74.60%	\$43,011.66	\$37,841.89	87.98%
PUBLIC SERVICE COMMISSION	OA	8	4	4	50.00%	50.00%	\$90,719.20	\$86,268.00	95.09%
PUBLIC SERVICE COMMISSION	PR	48	15	33	31.25%	68.75%	\$51,412.75	\$49,529.53	96.34%
PUBLIC SERVICE COMMISSION	TE	0	0	0					
PUBLIC SERVICE COMMISSION	PS	0	0	0					
PUBLIC SERVICE COMMISSION	PA	1	0	1	0.00%	100.00%		\$36,046.40	
PUBLIC SERVICE COMMISSION	OC	15	0	15	0.00%	100.00%		\$30,382.30	
PUBLIC SERVICE COMMISSION	SC	0	0	0					
PUBLIC SERVICE COMMISSION	SM	0	0	0					
ALL EEO CODES		72	19	53	26.39%	73.61%	\$71,065.97	\$50,556.56	71.14%
VETERANS AFFAIRS	OA	44	25	19	56.82%	43.18%	\$65,959.96	\$66,806.71	101.28%
VETERANS AFFAIRS	PR	148	56	92	37.84%	62.16%	\$49,886.18	\$51,748.68	103.73%
VETERANS AFFAIRS	TE	126	11	115	8.73%	91.27%	\$35,496.50	\$36,027.95	101.50%
VETERANS AFFAIRS	PS	0	0	0					
VETERANS AFFAIRS	PA	280	23	257	8.21%	91.79%	\$22,238.70	\$22,191.47	99.79%
VETERANS AFFAIRS	OC	44	4	40	9.09%	90.91%	\$28,814.93	\$29,584.90	102.67%
VETERANS AFFAIRS	SC	24	22	2	91.67%	8.33%	\$29,358.04	\$23,368.80	79.60%
VETERANS AFFAIRS	SM	120	31	89	25.83%	74.17%	\$21,028.06	\$18,914.47	89.95%
ALL EEO CODES		786	172	614	21.88%	78.12%	\$36,111.77	\$35,520.43	98.36%
STATEWIDE TOTALS FOR MAJOR 20 DEPTS									
		28531	11414	17117	40.01%	59.99%	\$47,689.40	\$44,571.60	93.46%

APPENDIX G-4: Unclassified Full Time, Regular Employees - By Major 20 Departments

Data as of 11-1-2013

Note: Does not include factors that may affect pay such as job level, qualifications/experience, or years of service.

Major Dept	EEOCD	Total Incumbents (Incs)	Number of Male Incs	Number of Female Incs	% of Male Incs	% of Female Incs	Average Male Annual Salary	Average Female Annual Salary	Average Female Annual Salary as a % of Male
CIVIL SERVICE AGENCIES	OA	2	0	2	0.00%	100.00%		\$95,878.64	
CIVIL SERVICE AGENCIES	PR	2	0	2	0.00%	100.00%		\$75,995.92	
CIVIL SERVICE AGENCIES	TE	0	0	0					
CIVIL SERVICE AGENCIES	PS	0	0	0					
CIVIL SERVICE AGENCIES	PA	0	0	0					
CIVIL SERVICE AGENCIES	OC	0	0	0					
CIVIL SERVICE AGENCIES	SC	0	0	0					
CIVIL SERVICE AGENCIES	SM	0	0	0					
ALL EEO CODES		4	0	4	0.00%	100.00%		\$85,937.28	
DEPARTMENT OF AGRICULTURE	OA	17	13	4	76.47%	23.53%	\$102,709.20	\$71,252.42	69.37%
DEPARTMENT OF AGRICULTURE	PR	21	13	8	61.90%	38.10%	\$64,948.27	\$72,437.30	111.53%
DEPARTMENT OF AGRICULTURE	TE	0	0	0					
DEPARTMENT OF AGRICULTURE	PS	0	0	0					
DEPARTMENT OF AGRICULTURE	PA	4	3	1	75.00%	25.00%	\$74,170.85	\$108,000.10	145.61%
DEPARTMENT OF AGRICULTURE	OC	5	0	5	0.00%	100.00%			
DEPARTMENT OF AGRICULTURE	SC	0	0	0					
DEPARTMENT OF AGRICULTURE	SM	0	0	0					
ALL EEO CODES		47	29	18	61.70%	38.30%	\$80,609.44	\$83,896.61	104.08%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	OA	4	1	3	25.00%	75.00%	\$110,411.08	\$116,939.07	105.91%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	PR	4	3	1	75.00%	25.00%	\$94,820.27	\$83,803.20	88.38%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	TE	0	0	0					
DEPARTMENT OF CHILDREN & FAMILY SERVICES	PS	0	0	0					

SERVICES									
DEPARTMENT OF CHILDREN & FAMILY SERVICES	PA	2	0	2	0.00%	100.00%		\$93,776.80	
DEPARTMENT OF CHILDREN & FAMILY SERVICES	OC	1	1	0	100.00%	0.00%	\$103,480.00		
DEPARTMENT OF CHILDREN & FAMILY SERVICES	SC	0	0	0					
DEPARTMENT OF CHILDREN & FAMILY SERVICES	SM	0	0	0					
ALL EEO CODES		11	5	6	45.45%	54.55%	\$102,903.78	\$98,173.02	95.40%
DEPARTMENT OF CORRECTIONS	OA	18	12	6	66.67%	33.33%	\$149,027.34	\$123,723.77	83.02%
DEPARTMENT OF CORRECTIONS	PR	32	21	11	65.63%	34.38%	\$102,927.34	\$67,274.55	65.36%
DEPARTMENT OF CORRECTIONS	TE	0	0	0					
DEPARTMENT OF CORRECTIONS	PS	0	0	0					
DEPARTMENT OF CORRECTIONS	PA	3	2	1	66.67%	33.33%	\$89,741.60	\$36,558.08	40.74%
DEPARTMENT OF CORRECTIONS	OC	1	0	1	0.00%	100.00%			
DEPARTMENT OF CORRECTIONS	SC	0	0	0					
DEPARTMENT OF CORRECTIONS	SM	0	0	0					
ALL EEO CODES		54	35	19	64.81%	35.19%	\$113,898.76	\$75,852.13	66.60%
DEPARTMENT OF ECONOMIC DEVELOPMENT	OA	45	37	8	82.22%	17.78%	\$183,389.19	\$97,787.94	53.32%
DEPARTMENT OF ECONOMIC DEVELOPMENT	PR	1	0	1	0.00%	100.00%		\$137,499.96	
DEPARTMENT OF ECONOMIC DEVELOPMENT	TE	0	0	0					
DEPARTMENT OF ECONOMIC DEVELOPMENT	PS	0	0	0					
DEPARTMENT OF ECONOMIC DEVELOPMENT	PA	2	0	2	0.00%	100.00%		\$75,499.97	
DEPARTMENT OF ECONOMIC DEVELOPMENT	OC	1	1	0	100.00%	0.00%	\$72,508.80		
DEPARTMENT OF ECONOMIC DEVELOPMENT	SC	0	0	0					
DEPARTMENT OF ECONOMIC DEVELOPMENT	SM	0	0	0					

ALL EEO CODES		49	38	11	77.55%	22.45%	\$127,949.00	\$103,595.96	80.97%
DEPARTMENT OF EDUCATION	OA	40	18	22	45.00%	55.00%	\$124,967.44	\$98,807.61	79.07%
DEPARTMENT OF EDUCATION	PR	438	114	324	26.03%	73.97%	\$69,653.92	\$71,555.12	102.73%
DEPARTMENT OF EDUCATION	TE	0	0	0					
DEPARTMENT OF EDUCATION	PS	9	7	2	77.78%	22.22%	\$57,245.96	\$49,831.47	87.05%
DEPARTMENT OF EDUCATION	PA	88	22	66	25.00%	75.00%	\$37,925.66	\$44,659.45	117.76%
DEPARTMENT OF EDUCATION	OC	30	6	24	20.00%	80.00%	\$72,417.13	\$44,400.66	61.31%
DEPARTMENT OF EDUCATION	SC	0	0	0					
DEPARTMENT OF EDUCATION	SM	4	2	2	50.00%	50.00%	\$92,499.94	\$92,499.94	100.00%
ALL EEO CODES		609	169	440	27.75%	72.25%	\$75,785.01	\$66,959.04	88.35%
DEPARTMENT OF ENVIRONMENTAL QUALITY	OA	5	3	2	60.00%	40.00%	\$101,000.12	\$119,598.44	118.41%
DEPARTMENT OF ENVIRONMENTAL QUALITY	PR	0	0	0					
DEPARTMENT OF ENVIRONMENTAL QUALITY	TE	0	0	0					
DEPARTMENT OF ENVIRONMENTAL QUALITY	PS	0	0	0					
DEPARTMENT OF ENVIRONMENTAL QUALITY	PA	1	0	1	0.00%	100.00%		\$55,785.60	
DEPARTMENT OF ENVIRONMENTAL QUALITY	OC	0	0	0					
DEPARTMENT OF ENVIRONMENTAL QUALITY	SC	0	0	0					
DEPARTMENT OF ENVIRONMENTAL QUALITY	SM	0	0	0					
ALL EEO CODES		6	3	3	50.00%	50.00%	\$101,000.12	\$87,692.02	86.82%
DEPARTMENT OF HEALTH AND HOSPITALS	OA	64	23	41	35.94%	64.06%	\$123,056.36	\$113,806.45	92.48%
DEPARTMENT OF HEALTH AND HOSPITALS	PR	67	36	31	53.73%	46.27%	\$158,912.78	\$130,246.25	81.96%
DEPARTMENT OF HEALTH AND HOSPITALS	TE	1	1	0	100.00%	0.00%	\$51,360.56		
DEPARTMENT OF HEALTH AND HOSPITALS	PS	0	0	0					

DEPARTMENT OF HEALTH AND HOSPITALS	PA	6	0	6	0.00%	100.00%		\$68,226.28	
DEPARTMENT OF HEALTH AND HOSPITALS	OC	13	0	13	0.00%	100.00%		\$39,026.54	
DEPARTMENT OF HEALTH AND HOSPITALS	SC	0	0	0					
DEPARTMENT OF HEALTH AND HOSPITALS	SM	0	0	0					
ALL EEO CODES		151	60	91	39.74%	60.26%	\$111,109.90	\$87,826.38	79.04%
DEPARTMENT OF INSURANCE	OA	11	6	5	54.55%	45.45%	\$122,345.55	\$88,857.02	72.63%
DEPARTMENT OF INSURANCE	PR	15	10	5	66.67%	33.33%	\$109,745.88	\$87,017.03	79.29%
DEPARTMENT OF INSURANCE	TE	0	0	0					
DEPARTMENT OF INSURANCE	PS	0	0	0					
DEPARTMENT OF INSURANCE	PA	0	0	0					
DEPARTMENT OF INSURANCE	OC	1	0	1	0.00%	100.00%		\$62,400.00	
DEPARTMENT OF INSURANCE	SC	0	0	0					
DEPARTMENT OF INSURANCE	SM	0	0	0					
ALL EEO CODES		27	16	11	59.26%	40.74%	\$116,045.71	\$79,424.68	68.44%
DEPARTMENT OF NATURAL RESOURCES	OA	5	4	1	80.00%	20.00%	\$111,728.31	\$110,073.60	98.52%
DEPARTMENT OF NATURAL RESOURCES	PR	2	2	0	100.00%	0.00%	\$87,001.46		
DEPARTMENT OF NATURAL RESOURCES	TE	0	0	0					
DEPARTMENT OF NATURAL RESOURCES	PS	0	0	0					
DEPARTMENT OF NATURAL RESOURCES	PA	0	0	0					
DEPARTMENT OF NATURAL RESOURCES	OC	0	0	0					
DEPARTMENT OF NATURAL RESOURCES	SC	0	0	0					
DEPARTMENT OF NATURAL RESOURCES	SM	0	0	0					
ALL EEO CODES		7	6	1	85.71%	14.29%	\$99,364.88	\$110,073.60	110.78%

DEPARTMENT OF PUBLIC SAFETY	OA	13	10	3	76.92%	23.08%	\$98,036.66	\$94,104.40	95.99%
DEPARTMENT OF PUBLIC SAFETY	PR	6	3	3	50.00%	50.00%	\$85,684.30	\$71,994.00	84.02%
DEPARTMENT OF PUBLIC SAFETY	TE	0	0	0					
DEPARTMENT OF PUBLIC SAFETY	PS	0	0	0					
DEPARTMENT OF PUBLIC SAFETY	PA	2	1	1	50.00%	50.00%	\$67,225.60	\$90,854.40	135.15%
DEPARTMENT OF PUBLIC SAFETY	OC	3	1	2	33.33%	66.67%	\$39,416.00	\$37,117.60	94.17%
DEPARTMENT OF PUBLIC SAFETY	SC	0	0	0					
DEPARTMENT OF PUBLIC SAFETY	SM	0	0	0					
ALL EEO CODES		24	15	9	62.50%	37.50%	\$72,590.64	\$73,517.60	101.28%
DEPARTMENT OF REVENUE AND TAXATION	OA	7	5	2	71.43%	28.57%	\$132,913.17	\$107,848.00	81.14%
DEPARTMENT OF REVENUE AND TAXATION	PR	4	3	1	75.00%	25.00%	\$87,432.80	\$59,696.00	68.28%
DEPARTMENT OF REVENUE AND TAXATION	TE	0	0	0					
DEPARTMENT OF REVENUE AND TAXATION	PS	0	0	0					
DEPARTMENT OF REVENUE AND TAXATION	PA	1	0	1	0.00%	100.00%		\$57,220.80	
DEPARTMENT OF REVENUE AND TAXATION	OC	0	0	0					
DEPARTMENT OF REVENUE AND TAXATION	SC	0	0	0					
DEPARTMENT OF REVENUE AND TAXATION	SM	0	0	0					
ALL EEO CODES		12	8	4	66.67%	33.33%	\$110,172.99	\$74,921.60	68.00%
DEPARTMENT OF STATE	OA	73	11	62	15.07%	84.93%	\$86,787.29	\$69,055.71	79.57%
DEPARTMENT OF STATE	PR	68	15	53	22.06%	77.94%	\$68,623.85	\$57,757.44	84.17%
DEPARTMENT OF STATE	TE	0	0	0					
DEPARTMENT OF STATE	PS	0	0	0					
DEPARTMENT OF STATE	PA	32	2	30	6.25%	93.75%	\$30,736.42	\$60,224.39	195.94%
DEPARTMENT OF STATE	OC	1	0	1	0.00%	100.00%		\$99,499.92	
DEPARTMENT OF STATE	SC	0	0	0					
DEPARTMENT OF STATE	SM	0	0	0					

ALL EEO CODES		174	28	146	16.09%	83.91%	\$62,049.18	\$71,634.36	115.45%
DEPARTMENT OF TREASURY	OA	3	3	0	100.00%	0.00%	\$125,833.33		
DEPARTMENT OF TREASURY	PR	2	2	0	100.00%	0.00%	\$149,999.98		
DEPARTMENT OF TREASURY	TE	0	0	0					
DEPARTMENT OF TREASURY	PS	0	0	0					
DEPARTMENT OF TREASURY	PA	2	1	1	50.00%	50.00%	\$112,499.92	\$112,499.92	100.00%
DEPARTMENT OF TREASURY	OC	0	0	0					
DEPARTMENT OF TREASURY	SC	0	0	0					
DEPARTMENT OF TREASURY	SM	0	0	0					
ALL EEO CODES		7	6	1	85.71%	14.29%	\$129,444.41	\$112,499.92	86.91%
DEPARTMENT OF WILDLIFE AND FISHERIES	OA	4	4	0	100.00%	0.00%	\$101,869.95		
DEPARTMENT OF WILDLIFE AND FISHERIES	PR	2	1	1	50.00%	50.00%	\$105,040.00	\$60,132.80	57.25%
DEPARTMENT OF WILDLIFE AND FISHERIES	TE	0	0	0					
DEPARTMENT OF WILDLIFE AND FISHERIES	PS	0	0	0					
DEPARTMENT OF WILDLIFE AND FISHERIES	PA	1	0	1	0.00%	100.00%		\$72,800.00	
DEPARTMENT OF WILDLIFE AND FISHERIES	OC	0	0	0					
DEPARTMENT OF WILDLIFE AND FISHERIES	SC	1	1	0	100.00%	0.00%	\$64,937.60		
DEPARTMENT OF WILDLIFE AND FISHERIES	SM	0	0	0					
ALL EEO CODES		8	6	2	75.00%	25.00%	\$90,615.85	\$66,466.40	73.35%
DEPT OF CULTURE, RECREATION AND TOURISM	OA	34	18	16	52.94%	47.06%	\$79,019.98	\$76,724.96	97.10%
DEPT OF CULTURE, RECREATION AND TOURISM	PR	38	19	19	50.00%	50.00%	\$58,291.26	\$48,519.40	83.24%
DEPT OF CULTURE, RECREATION AND TOURISM	TE	0	0	0					
DEPT OF CULTURE, RECREATION AND TOURISM	PS	0	0	0					

DEPT OF CULTURE, RECREATION AND TOURISM	PA	6	4	2	66.67%	33.33%	\$38,911.60	\$36,816.00	94.61%
DEPT OF CULTURE, RECREATION AND TOURISM	OC	7	2	5	28.57%	71.43%	\$30,815.20	\$29,716.27	96.43%
DEPT OF CULTURE, RECREATION AND TOURISM	SC	7	7	0	100.00%	0.00%	\$35,452.65		
DEPT OF CULTURE, RECREATION AND TOURISM	SM	28	18	10	64.29%	35.71%	\$30,215.80	\$28,369.45	93.89%
ALL EEO CODES		120	68	52	56.67%	43.33%	\$45,451.08	\$44,029.22	96.87%
DEPT OF TRANSPORTATION AND DEVELOPMENT	OA	8	7	1	87.50%	12.50%	\$108,317.26	\$169,999.96	156.95%
DEPT OF TRANSPORTATION AND DEVELOPMENT	PR	6	5	1	83.33%	16.67%	\$83,254.60	\$115,440.00	138.66%
DEPT OF TRANSPORTATION AND DEVELOPMENT	TE	0	0	0					
DEPT OF TRANSPORTATION AND DEVELOPMENT	PS	0	0	0					
DEPT OF TRANSPORTATION AND DEVELOPMENT	PA	5	2	3	40.00%	60.00%	\$96,512.00	\$66,601.60	69.01%
DEPT OF TRANSPORTATION AND DEVELOPMENT	OC	2	0	2	0.00%	100.00%		\$66,643.20	
DEPT OF TRANSPORTATION AND DEVELOPMENT	SC	0	0	0					
DEPT OF TRANSPORTATION AND DEVELOPMENT	SM	0	0	0					
ALL EEO CODES		21	14	7	66.67%	33.33%	\$96,027.95	\$104,671.19	109.00%
EXECUTIVE DEPARTMENT	OA	140	94	46	67.14%	32.86%	\$99,743.83	\$70,598.66	70.78%
EXECUTIVE DEPARTMENT	PR	374	164	210	43.85%	56.15%	\$70,386.12	\$61,002.28	86.67%
EXECUTIVE DEPARTMENT	TE	50	38	12	76.00%	24.00%	\$58,686.64	\$33,839.35	57.66%
EXECUTIVE DEPARTMENT	PS	110	97	13	88.18%	11.82%	\$24,874.37	\$25,004.20	100.52%
EXECUTIVE DEPARTMENT	PA	211	127	84	60.19%	39.81%	\$56,406.02	\$47,880.17	84.88%
EXECUTIVE DEPARTMENT	OC	45	7	38	15.56%	84.44%	\$34,112.00	\$37,836.95	110.92%
EXECUTIVE DEPARTMENT	SC	72	45	27	62.50%	37.50%	\$38,275.34	\$24,370.11	63.67%
EXECUTIVE DEPARTMENT	SM	13	6	7	46.15%	53.85%	\$36,233.60	\$24,850.54	68.58%
ALL EEO CODES		1015	578	437	56.95%	43.05%	\$52,339.74	\$40,672.78	77.71%

LOUISIANA WORKFORCE COMMISSION	OA	9	6	3	66.67%	33.33%	\$131,576.09	\$84,589.91	64.29%
LOUISIANA WORKFORCE COMMISSION	PR	1	1	0	100.00%	0.00%	\$90,000.04		
LOUISIANA WORKFORCE COMMISSION	TE	0	0	0					
LOUISIANA WORKFORCE COMMISSION	PS	0	0	0					
LOUISIANA WORKFORCE COMMISSION	PA	1	0	1	0.00%	100.00%		\$54,999.88	
LOUISIANA WORKFORCE COMMISSION	OC	1	0	1	0.00%	100.00%		\$35,692.80	
LOUISIANA WORKFORCE COMMISSION	SC	0	0	0					
LOUISIANA WORKFORCE COMMISSION	SM	0	0	0					
ALL EEO CODES		12	7	5	58.33%	41.67%	\$110,788.07	\$58,427.53	52.74%
PUBLIC SERVICE COMMISSION	OA	5	1	4	20.00%	80.00%	\$59,488.00	\$56,122.11	94.34%
PUBLIC SERVICE COMMISSION	PR	1	1	0	100.00%	0.00%	\$115,003.20		
PUBLIC SERVICE COMMISSION	TE	5	2	3	40.00%	60.00%	\$43,002.44	\$46,334.43	107.75%
PUBLIC SERVICE COMMISSION	PS	0	0	0					
PUBLIC SERVICE COMMISSION	PA	0	0	0					
PUBLIC SERVICE COMMISSION	OC	2	1	1	50.00%	50.00%	\$85,001.80	\$130,000.00	152.94%
PUBLIC SERVICE COMMISSION	SC	0	0	0					
PUBLIC SERVICE COMMISSION	SM	0	0	0					
ALL EEO CODES		13	5	8	38.46%	61.54%	\$75,623.86	\$77,485.51	102.46%
VETERANS AFFAIRS	OA	4	3	1	75.00%	25.00%	\$146,910.40	\$69,014.40	46.98%
VETERANS AFFAIRS	PR	2	2	0	100.00%	0.00%	\$68,536.00		
VETERANS AFFAIRS	TE	0	0	0					
VETERANS AFFAIRS	PS	0	0	0					
VETERANS AFFAIRS	PA	0	0	0					
VETERANS AFFAIRS	OC	1	0	1	0.00%	100.00%		\$71,073.60	
VETERANS AFFAIRS	SC	0	0	0					
VETERANS AFFAIRS	SM	0	0	0					
ALL EEO CODES		7	5	2	71.43%	28.57%	\$107,723.20	\$70,044.00	65.02%
STATEWIDE TOTALS FOR MAJOR 20 DEPTS									
		2378	1101	1277	46.30%	53.70%	\$85,293.20	\$73,856.01	86.59%

APPENDIX G-5: Classified Regular, Full-Time Employees - By Major 20 Departments

Data as of 1-24-14

Note: Does not include factors that may affect pay such as job level, qualifications/experience, or years of service.

Major Dept	Ethnicity	FT REGULAR CLASSIFIED EMPLOYEES						
		Number of Male Incs	% Male Incs	Number of Female Incs	% Female Incs	Average Male Annual Salary	Average Female Annual Salary	Female Average Annual Salary as a % of Male
CIVIL SERVICE AGENCIES	Hispanic/Latino	2	50.00%	2	50.00%	67,142.40	34,528.00	51.43%
CIVIL SERVICE AGENCIES	Not Hispanic/Latino	49	28.82%	121	71.18%	72,139.07	59,037.10	81.84%
DEPARTMENT OF AGRICULTURE	Hispanic/Latino	2	66.67%	1	33.33%	34,777.60	32,448.00	93.30%
DEPARTMENT OF AGRICULTURE	Not Hispanic/Latino	340	72.03%	132	27.97%	45,552.64	46,776.46	102.69%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	Hispanic/Latino	2	9.52%	19	90.48%	41,389.40	38,273.51	92.47%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	Not Hispanic/Latino	397	12.10%	2,883	87.90%	49,871.96	43,916.60	88.06%
DEPARTMENT OF CORRECTIONS	Hispanic/Latino	13	52.00%	12	48.00%	38,052.80	40,167.40	105.56%
DEPARTMENT OF CORRECTIONS	Not Hispanic/Latino	2,398	52.85%	2,139	47.15%	43,490.66	39,032.83	89.75%
DEPARTMENT OF ECONOMIC DEVELOPMENT	Hispanic/Latino	0	0.00%	1	100.00%		44,500.04	
DEPARTMENT OF ECONOMIC DEVELOPMENT	Not Hispanic/Latino	15	27.27%	40	72.73%	62,475.71	54,834.45	87.77%
DEPARTMENT OF EDUCATION	Hispanic/Latino	1	50.00%	1	50.00%	65,998.40	77,272.00	117.08%
DEPARTMENT OF EDUCATION	Not Hispanic/Latino	57	17.59%	267	82.41%	64,266.34	63,162.43	98.28%
DEPARTMENT OF ENVIRONMENTAL QUALITY	Hispanic/Latino	8	57.14%	6	42.86%	54,740.40	57,986.93	105.93%
DEPARTMENT OF ENVIRONMENTAL QUALITY	Not Hispanic/Latino	314	49.37%	322	50.63%	59,345.15	49,135.94	82.80%
DEPARTMENT OF HEALTH AND HOSPITALS	Hispanic/Latino	17	26.56%	47	73.44%	54,753.22	46,249.73	84.47%
DEPARTMENT OF HEALTH AND HOSPITALS	Not Hispanic/Latino	1,329	22.40%	4,603	77.60%	48,796.37	46,405.06	95.10%
DEPARTMENT OF INSURANCE	Hispanic/Latino	1	100.00%	0	0.00%	39,999.96		0.00%
DEPARTMENT OF INSURANCE	Not Hispanic/Latino	49	29.52%	117	70.48%	57,872.54	52,730.76	91.12%
DEPARTMENT OF JUSTICE	Hispanic/Latino	0		0				
DEPARTMENT OF JUSTICE	Not Hispanic/Latino	0		0				
DEPARTMENT OF NATURAL RESOURCES	Hispanic/Latino	3	42.86%	4	57.14%	68,898.27	54,718.30	79.42%
DEPARTMENT OF NATURAL RESOURCES	Not Hispanic/Latino	195	55.24%	158	44.76%	62,470.41	52,599.89	84.20%

DEPARTMENT OF PUBLIC SAFETY	Hispanic/Latino	21	67.74%	10	32.26%	52,767.16	32,138.08	60.91%
DEPARTMENT OF PUBLIC SAFETY	Not Hispanic/Latino	1,381	60.20%	913	39.80%	55,967.34	43,231.31	77.24%
DEPARTMENT OF REVENUE AND TAXATION	Hispanic/Latino	5	55.56%	4	44.44%	47,037.12	35,415.90	75.29%
DEPARTMENT OF REVENUE AND TAXATION	Not Hispanic/Latino	139	24.56%	427	75.44%	58,949.40	46,215.28	78.40%
DEPARTMENT OF STATE	Hispanic/Latino	3	50.00%	3	50.00%	43,901.87	35,540.27	80.95%
DEPARTMENT OF STATE	Not Hispanic/Latino	118	38.69%	187	61.31%	52,514.71	42,536.33	81.00%
DEPARTMENT OF TREASURY	Hispanic/Latino	0	0.00%	1	100.00%		38,812.80	
DEPARTMENT OF TREASURY	Not Hispanic/Latino	4	10.26%	35	89.74%	61,929.53	58,772.42	94.90%
DEPARTMENT OF WILDLIFE AND FISHERIES	Hispanic/Latino	6	66.67%	3	33.33%	50,176.53	34,424.00	68.61%
DEPARTMENT OF WILDLIFE AND FISHERIES	Not Hispanic/Latino	522	77.45%	152	22.55%	55,065.11	46,443.39	84.34%
DEPT OF CULTURE, RECREATION AND TOURISM	Hispanic/Latino	9	69.23%	4	30.77%	39,939.70	28,405.00	71.12%
DEPT OF CULTURE, RECREATION AND TOURISM	Not Hispanic/Latino	253	52.27%	231	47.73%	39,794.11	36,143.87	90.83%
DEPT OF TRANSPORTATION AND DEVELOPMENT	Hispanic/Latino	29	67.44%	14	32.56%	46,287.50	44,618.51	96.39%
DEPT OF TRANSPORTATION AND DEVELOPMENT	Not Hispanic/Latino	3,160	75.42%	1,030	24.58%	46,140.07	44,353.29	96.13%
EDUCATION - OTHER	Hispanic/Latino	1	50.00%	1	50.00%	65,769.60	19,572.80	29.76%
EDUCATION - OTHER	Not Hispanic/Latino	106	33.76%	208	66.24%	42,258.80	32,746.22	77.49%
EXECUTIVE DEPARTMENT	Hispanic/Latino	8	61.54%	5	38.46%	66,796.60	47,554.26	71.19%
EXECUTIVE DEPARTMENT	Not Hispanic/Latino	588	40.95%	848	59.05%	64,416.02	55,410.49	86.02%
HIGHER EDUCATION	Hispanic/Latino	32	43.84%	41	56.16%	35,147.47	27,061.96	77.00%
HIGHER EDUCATION	Not Hispanic/Latino	1,976	34.47%	3,756	65.53%	33,769.74	30,966.45	91.70%
HOUSING AUTHORITIES	Hispanic/Latino	7	63.64%	4	36.36%	29,414.17	30,284.80	102.96%
HOUSING AUTHORITIES	Not Hispanic/Latino	273	55.15%	222	44.85%	32,904.98	33,237.75	101.01%
INDEPENDENT	Hispanic/Latino	0		0				
INDEPENDENT	Not Hispanic/Latino	0	0.00%	3	100.00%		32,313.67	
LEGISLATIVE AGENCIES	Hispanic/Latino	0		0				
LEGISLATIVE AGENCIES	Not Hispanic/Latino	0		0				
LOUISIANA HEALTH CARE SERVICES DIVISION	Hispanic/Latino	0	0.00%	5	100.00%		42,795.85	
LOUISIANA HEALTH CARE SERVICES DIVISION	Not Hispanic/Latino	108	16.46%	548	83.54%	40,546.78	38,068.25	93.89%
LOUISIANA WORKFORCE COMMISSION	Hispanic/Latino	5	41.67%	7	58.33%	62,994.88	46,449.37	73.74%
LOUISIANA WORKFORCE COMMISSION	Not Hispanic/Latino	225	25.22%	667	74.78%	51,194.42	45,176.06	88.24%
OFFICE OF JUVENILE JUSTICE	Hispanic/Latino	0	0.00%	3	100.00%		47,974.16	

OFFICE OF JUVENILE JUSTICE	Not Hispanic/Latino	293	39.59%	447	60.41%	46,683.11	44,225.60	94.74%
OFFICE OF THE LIEUTENANT GOVERNOR	Hispanic/Latino	0		0				
OFFICE OF THE LIEUTENANT GOVERNOR	Not Hispanic/Latino	0	0.00%	2	100.00%		55,140.80	
PORTS,LEVEE BOARDS,FRESH WATER DISTRICTS	Hispanic/Latino	10	71.43%	4	28.57%	46,560.80	53,934.40	115.84%
PORTS,LEVEE BOARDS,FRESH WATER DISTRICTS	Not Hispanic/Latino	489	78.37%	135	21.63%	45,517.95	46,356.69	101.84%
PUBLIC SERVICE COMMISSION	Hispanic/Latino	0	0.00%	1	100.00%		55,577.60	
PUBLIC SERVICE COMMISSION	Not Hispanic/Latino	19	26.76%	52	73.24%	59,545.47	46,433.13	77.98%
RETIREMENT SYSTEMS	Hispanic/Latino	2	50.00%	2	50.00%	52,832.00	51,656.80	97.78%
RETIREMENT SYSTEMS	Not Hispanic/Latino	81	30.57%	184	69.43%	66,447.91	55,360.27	83.31%
VETERANS AFFAIRS	Hispanic/Latino	2	20.00%	8	80.00%	28,620.80	23,722.40	82.89%
VETERANS AFFAIRS	Not Hispanic/Latino	156	22.54%	536	77.46%	35,211.72	31,072.74	88.25%

APPENDIX G-6: Unclassified Regular, Full-Time Employees - By Major 20 Departments

Data as of 1-24-14

Note: Does not include factors that may affect pay such as job level, qualifications/experience, or years of service.

Major Dept	Ethnicity	FT REGULAR UNCLASSIFIED EMPLOYEES						
		Number of Male Incs	% Male Incs	Number of Female Incs	% Female Incs	Average Male Annual Salary	Average Female Annual Salary	Female Average Annual Salary as a % of Male
CIVIL SERVICE AGENCIES	Hispanic/Latino	0		0				
CIVIL SERVICE AGENCIES	Not Hispanic/Latino	0	0.00%	4	100.00%		85,937.28	
DEPARTMENT OF AGRICULTURE	Hispanic/Latino	0		0				
DEPARTMENT OF AGRICULTURE	Not Hispanic/Latino	32	60.38%	21	39.62%	78,789.98	73,513.69	93.30%
DEPARTMENT OF CHILDREN & FAMILY SERVICES	Hispanic/Latino	0		0				
DEPARTMENT OF CHILDREN & FAMILY SERVICES	Not Hispanic/Latino	3	37.50%	5	62.50%	101,810.63	98,435.79	96.69%
DEPARTMENT OF CORRECTIONS	Hispanic/Latino	0		0				
DEPARTMENT OF CORRECTIONS	Not Hispanic/Latino	34	68.00%	16	32.00%	123,130.98	89,209.82	72.45%
DEPARTMENT OF ECONOMIC DEVELOPMENT	Hispanic/Latino	0		0				
DEPARTMENT OF ECONOMIC DEVELOPMENT	Not Hispanic/Latino	32	76.19%	10	23.81%	107,058.22	83,101.93	77.62%
DEPARTMENT OF EDUCATION	Hispanic/Latino	5	33.33%	10	66.67%	46,130.29	59,787.16	129.60%
DEPARTMENT OF EDUCATION	Not Hispanic/Latino	140	26.47%	389	73.53%	63,138.39	53,880.01	85.34%
DEPARTMENT OF ENVIRONMENTAL QUALITY	Hispanic/Latino	0		0				
DEPARTMENT OF ENVIRONMENTAL QUALITY	Not Hispanic/Latino	3	50.00%	3	50.00%	101,000.12	98,327.49	97.35%
DEPARTMENT OF HEALTH AND HOSPITALS	Hispanic/Latino	1	100.00%	0	0.00%	156,707.20		0.00%
DEPARTMENT OF HEALTH AND HOSPITALS	Not Hispanic/Latino	48	42.48%	65	57.52%	153,356.31	125,125.23	81.59%
DEPARTMENT OF INSURANCE	Hispanic/Latino	0	0.00%	1	100.00%		127,434.06	
DEPARTMENT OF INSURANCE	Not Hispanic/Latino	11	61.11%	7	38.89%	129,030.01	108,389.17	84.00%
DEPARTMENT OF JUSTICE	Hispanic/Latino	3	33.33%	6	66.67%	67,952.82	47,257.30	69.54%
DEPARTMENT OF JUSTICE	Not Hispanic/Latino	166	38.34%	267	61.66%	66,300.07	50,823.76	76.66%
DEPARTMENT OF NATURAL RESOURCES	Hispanic/Latino	0		0				
DEPARTMENT OF NATURAL RESOURCES	Not Hispanic/Latino	7	87.50%	1	12.50%	101,559.45	110,073.60	108.38%

DEPARTMENT OF PUBLIC SAFETY	Hispanic/Latino	0		0				
DEPARTMENT OF PUBLIC SAFETY	Not Hispanic/Latino	15	68.18%	7	31.82%	93,817.95	83,686.57	89.20%
DEPARTMENT OF REVENUE AND TAXATION	Hispanic/Latino	0		0				
DEPARTMENT OF REVENUE AND TAXATION	Not Hispanic/Latino	5	62.50%	3	37.50%	115,599.02	77,916.80	67.40%
DEPARTMENT OF STATE	Hispanic/Latino	0		0				
DEPARTMENT OF STATE	Not Hispanic/Latino	24	14.81%	138	85.19%	71,170.32	51,864.08	72.87%
DEPARTMENT OF TREASURY	Hispanic/Latino	1	100.00%	0	0.00%	112,499.92		0.00%
DEPARTMENT OF TREASURY	Not Hispanic/Latino	5	71.43%	2	28.57%	135,499.99	106,250.04	78.41%
DEPARTMENT OF WILDLIFE AND FISHERIES	Hispanic/Latino	0		0				
DEPARTMENT OF WILDLIFE AND FISHERIES	Not Hispanic/Latino	6	75.00%	2	25.00%	96,842.63	66,466.40	68.63%
DEPT OF CULTURE, RECREATION AND TOURISM	Hispanic/Latino	5	62.50%	3	37.50%	21,998.08	21,203.24	96.39%
DEPT OF CULTURE, RECREATION AND TOURISM	Not Hispanic/Latino	53	58.89%	37	41.11%	53,273.63	43,030.41	80.77%
DEPT OF TRANSPORTATION AND DEVELOPMENT	Hispanic/Latino	0		0				
DEPT OF TRANSPORTATION AND DEVELOPMENT	Not Hispanic/Latino	14	66.67%	7	33.33%	97,800.80	88,361.59	90.35%
EDUCATION - OTHER	Hispanic/Latino	2	33.33%	4	66.67%	55,472.04	61,721.14	111.27%
EDUCATION - OTHER	Not Hispanic/Latino	82	30.83%	184	69.17%	57,551.07	53,617.39	93.16%
EXECUTIVE DEPARTMENT	Hispanic/Latino	13	56.52%	10	43.48%	33,081.60	34,977.28	105.73%
EXECUTIVE DEPARTMENT	Not Hispanic/Latino	501	56.55%	385	43.45%	48,165.45	42,739.10	88.73%
HIGHER EDUCATION	Hispanic/Latino	183	51.12%	175	48.88%	73,839.56	55,506.49	75.17%
HIGHER EDUCATION	Not Hispanic/Latino	6,865	47.94%	7,456	52.06%	75,430.68	57,711.27	76.51%
HOUSING AUTHORITIES	Hispanic/Latino	0	0.00%	1	100.00%		48,755.20	
HOUSING AUTHORITIES	Not Hispanic/Latino	34	32.08%	72	67.92%	72,036.01	55,006.49	76.36%
INDEPENDENT	Hispanic/Latino	0		0				
INDEPENDENT	Not Hispanic/Latino	1	50.00%	1	50.00%	85,050.00	34,999.90	41.15%
LEGISLATIVE AGENCIES	Hispanic/Latino	0		0				
LEGISLATIVE AGENCIES	Not Hispanic/Latino	0	0.00%	2	100.00%		44,421.50	
LOUISIANA HEALTH CARE SERVICES DIVISION	Hispanic/Latino	4	66.67%	2	33.33%	138,983.07	78,878.60	56.75%
LOUISIANA HEALTH CARE SERVICES DIVISION	Not Hispanic/Latino	72	34.78%	135	65.22%	117,475.07	75,918.84	64.63%
LOUISIANA WORKFORCE COMMISSION	Hispanic/Latino	0		0				
LOUISIANA WORKFORCE COMMISSION	Not Hispanic/Latino	5	55.56%	4	44.44%	135,120.44	77,192.41	57.13%
OFFICE OF JUVENILE JUSTICE	Hispanic/Latino	0		0				

OFFICE OF JUVENILE JUSTICE	Not Hispanic/Latino	20	37.74%	33	62.26%	71,694.42	70,134.78	97.82%
OFFICE OF THE LIEUTENANT GOVERNOR	Hispanic/Latino	0		0				
OFFICE OF THE LIEUTENANT GOVERNOR	Not Hispanic/Latino	5	62.50%	3	37.50%	80,496.73	87,000.16	108.08%
PORTS,LEVEE BOARDS,FRESH WATER DISTRICTS	Hispanic/Latino	0	0.00%	1	100.00%		90,334.40	
PORTS,LEVEE BOARDS,FRESH WATER DISTRICTS	Not Hispanic/Latino	39	65.00%	21	35.00%	127,809.71	74,484.28	58.28%
PUBLIC SERVICE COMMISSION	Hispanic/Latino	0		0				
PUBLIC SERVICE COMMISSION	Not Hispanic/Latino	6	46.15%	7	53.85%	65,916.85	63,355.50	96.11%
RETIREMENT SYSTEMS	Hispanic/Latino	0		0				
RETIREMENT SYSTEMS	Not Hispanic/Latino	10	47.62%	11	52.38%	144,116.96	137,489.91	95.40%
VETERANS AFFAIRS	Hispanic/Latino	0		0				
VETERANS AFFAIRS	Not Hispanic/Latino	4	66.67%	2	33.33%	111,950.80	70,044.00	62.57%

APPENDIX H – Resources

State Reports/Documents on Fair Pay:

Colorado – *Fulfilling the Promise: Closing the Pay Gap for Women and Minorities in Colorado*, Pay Equity Commission, Donald J. Mares, Executive Director, Colorado Department of Labor & Employment, March 2008, <http://www.coworkforce.com/PayEquityReport.pdf>

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Equal Pay Act Case Decision, Press Release of Vermont Commission on Women, Cary Brown, Executive Director, (June 13, 2013) available at
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Organization Websites/ Documents:

American Association of Retired Persons (AARP), <http://www.aarp.org/>

- *Raising Expectations: A State Scorecard on Long-Term Services and Supports for Older Adults, People with Physical Disabilities, and Family Caregivers*, (AARP),
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- *Valuing the Invaluable: 2011 Update The Growing Contributions and Costs of Family Caregiving*, (AARP) Public Policy Institute, <http://assets.aarp.org/rgcenter/ppi/ltc/i51-care-giving.pdf>

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- *Fair Pay for Women Requires Increasing the Minimum Wage and Tipped Minimum Wage*, Julie Vogtman and Katherine Gallagher Robbins, NWLC, January 2014
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- *The Wage Gap is Stagnant in the Last Decade*, NWLC Fact Sheet, September 2013
- *Wage Gap: State Rankings 2012*, NWLC, September 2013
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- *Women and the Minimum Wage*, State by State, NWLC, January 2014

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APPENDIX I – Endnotes

¹ National Women’s Law Center (NWLC), *Wage Gap: State Rankings 2012*, (September 2013),

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(State wage gaps calculated by the NWLC are based on 2012 American Community Survey Data. National wage gap calculated by NWLC is based on 2013 Current Population Survey, Annual Social and Economic Supplement.

² Multiplied for annual and 40 times annual loss using numbers from National Women’s Law Center (NWLC), *Wage Gap: State Rankings 2012*, (September 2013) (State wage gaps calculated by the NWLC are based on 2012 American Community Survey Data. National wage gap calculated by NWLC is based on 2013 Current Population Survey, Annual Social and Economic Supplement.)

³ National Women’s Law Center (NWLC) *FAQ About the Wage Gap*, (Sept 2013)

http://www.nwlc.org/sites/default/files/pdfs/wage_gap_faqs_sept_2013.pdf

⁴ National Women’s Law Center (NWLC), *Wage Gap: State Rankings 2012* (September 2013)

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(State wage gaps calculated by the NWLC are based on 2012 American Community Survey Data. National wage gap calculated by NWLC is based on 2013 Current Population Survey, Annual Social and Economic Supplement.

⁵ National Women’s Law Center (NWLC), *Wage Gap: State Rankings 2011* (September 2012)

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⁷ Figure 2 - Louisiana Fair Pay Task Force Report – Full Report, *Median Annual Earnings by Race/Ethnicity of Louisiana Women and Men and Women’s Earnings as a Percentage of Men’s: 2012*, Table compiled by Beth Willinger, PhD, with calculations based on data from the 2012 U. S. Census Bureau, American Community Survey, 1 year estimates. Tables: B20017SA, B, D, and I. Earnings in 2012 inflation-adjusted dollars.

⁸ U.S. Census Bureau, American FactFinder, *Class of Worker by Sex and Median Earnings in the Past 12 months (in 2012 inflation-adjusted dollars) for the full-time year-round civilian employed population 16 years and over*, 2012 American Community Survey 1-Year Estimates, Table S2409

⁹ Figure 3 – Louisiana Fair Pay Task Force Report – Full Report, *Class of Worker of Louisiana Women and Men by Median Annual Earnings for Full-Time, Year Round Workers and Women’s Earnings as a Percentage of Men’s Earnings: 2012*, Table compiled by Beth Willinger, PhD, with calculations based on data from the 2012 U.S. Census Bureau, American Community Survey (ACS), 1 year estimates. Table S2409

¹⁰ Figure 7 – Louisiana Fair Pay Task Force Report – Full Report, *Select Non-Traditional Occupations for Louisiana Women with Median Annual Earnings for Louisiana Women and Men and Women’s Earnings as a Percentage of Men’s: 2012*, Table compiled by Beth Willinger, PhD, with calculations based on data from the 2012 U.S. Census Bureau, ACS, 1 year estimates. Table: S2402. Earnings in 2012 inflation adjusted dollars.

¹¹ Figure 6 – Louisiana Fair Pay Task Force Report – Full Report, *Select Non-Traditional Occupations for Louisiana Men with Median Annual Earnings for Louisiana Women and Men and Women’s Earnings as a Percentage of Men’s: 2012*, Table compiled by Beth Willinger, PhD, with calculations based on data from the 2012 U.S. Census Bureau, ACS, 1 year estimates. Table: S2402. Earnings in 2012 inflation adjusted dollars.

¹² Louisiana Women’s Policy and Research Commission Report to the Governor 2012, p 13,

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http://www.governor.ct.gov/malloy/lib/malloy/2013.11.19_gender_wage_gap_in_ct.pdf

¹¹⁵ Institute for Women’s Policy Research (IWPR), *How Equal Pay for Working Women would Reduce Poverty and Grow the American Economy*, Heidi Hartmann, Ph.D., Jeffrey Hayes, Ph D., and Jennifer Clark, IWPR #C411 - Briefing Paper (January 2014) (This briefing paper summarizes work prepared for use in The Shriver Report’s “A Women’s Nation Pushes Back from the Brink” (2014), a study by Maria Shriver in partnership with the Center for American Progress.)

¹¹⁶ *Fulfilling the Promise: Closing the Pay Gap for Women and Minorities in Colorado*, Pay Equity Commission, Donald J. Mares, Executive Director, Colorado Department of Labor & Employment, (March 2008), p 13,
<http://www.coworkforce.com/PayEquityReport.pdf> (refers to New Brunswick study)

¹¹⁷ Letter from Margot Dorfman, CEO, U.S. Women’s Chamber of Commerce to Members of the U. S. Senate, (June 4, 2012) <http://www.pay-equity.org/info-leg.html>