FEW REWARDS

AN AGENDA TO GIVE AMERICA'S WORKING POOR A RAISE

LOW-WAGE AMERICA: WORKING WOMEN

Over the last 40 years, compensation for the vast majority of workers in the US has either stagnated or declined, leaving more and more people in low-wage jobs that pay too little and offer too few benefits. Nationwide, 41.7 million people work in jobs that pay under $12 per hour, and 58.3 million work in jobs that pay under $15 per hour--about 31 percent and 44 percent of all workers, respectively.

The increase in low-wage jobs has been particularly damaging for working women. Across the country, 22.8 million women work in jobs that pay under $12 an hour: 35.2 percent of all working women. 13.1 million women are in jobs that pay under $15 an hour: roughly 49 percent of all working women.

Nationwide, women make up 54.8 and 53.9 percent of workers earning under $12 or $15 an hour respectively.

In 14 states, more than 40 percent of female workers earn under $12 an hour. In 29 states, more than 50 percent of working women earn under $15 an hour.

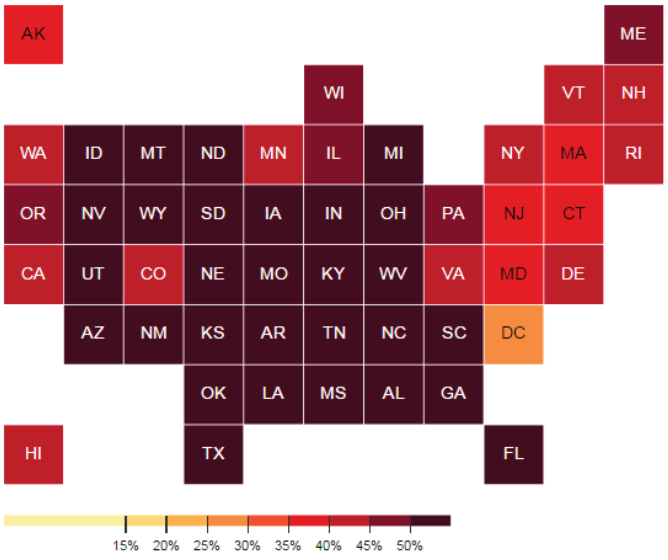
In addition, more than 51 million workers lack a single day of paid sick leave; most are low-wage workers, and working women are disproportionately affected. Four of five low-wage workers (80.6 percent) lack access to paid sick leave. Nationwide, 46 percent of private-sector workers in the US have no access to paid sick leave.

Ensuring that the economy works for everyone means making sure that people get properly paid for every hour they work. The Obama Administration recently updated the threshold under which salaried employees must be paid overtime for work in excess of 40 hours per week. This change will strengthen or expand protection for 6.4 million women. It is imperative for working women that the next President and Congress protect this expansion.

Finally, even with a steady job, many women still struggle to make ends meet. The Earned Income Tax Credit (EITC) provides a vital boost to their incomes, keeping millions out of poverty. However, many low-wage workers without children are ineligible to receive any benefits through the EITC. Recent proposals from House Speaker Paul Ryan and President Barack Obama would expand EITC eligibility to more childless adult workers. Doing so would benefit 6.1 million women.

After decades of decisions that have resulted in low-wage workers falling further behind, it's well past time for our elected officials to support solutions to make the economy work for everyone.

CONCENTRATIONS OF WORKING WOMEN EARNING UNDER $15 AN HOUR



AN AGENDA TO GIVE AMERICA'S WORKING POOR A RAISE

- Raise the federal minimum wage.
- Provide access to earned sick leave.
- Protect overtime pay for millions of workers.
- Expand the Earned Income Tax Credit (EITC).

A project from the Economic Policy Institute and Oxfam America. More information: www.oxfamamerica.org/lowwagemap

CONCENTRATIONS OF WORKING WOMEN BY STATE

RANK	STATE	EARNING UNDER $12/ HOUR	EARNING UNDER $12/ HOUR	EARNING UNDER $15/ HOUR	EARNING UNDER $15/ HOUR
NA	United States	22,811,252	35.2%	31,441,932	48.5%
1	Idaho	142,615	47.7%	187,235	62.6%
2	Arkansas	254,307	46.0%	334,513	60.5%
3	Montana	90,767	44.8%	120,594	59.6%
4	New Mexico	171,265	44.7%	221,087	57.7%
5	Mississippi	245,631	44.3%	329,654	59.4%
6	Louisiana	393,895	43.4%	526,147	57.9%
7	Alabama	394,011	43.3%	519,431	57.0%
8	West Virginia	143,420	43.2%	192,466	58.0%
9	Utah	238,189	42.7%	322,727	57.8%
10	Oklahoma	315,864	42.1%	434,967	58.0%
11	South Carolina	404,637	42.0%	540,959	56.2%
12	Kentucky	347,498	41.0%	470,572	55.5%
13	Tennessee	531,543	40.9%	722,704	55.6%
14	Texas	2,087,208	40.2%	2,748,009	52.9%
15	South Dakota	76,933	39.5%	112,768	57.8%
16	Kansas	236,577	39.4%	318,262	53.0%
17	Indiana	543,577	39.3%	755,220	54.6%
18	Missouri	501,865	39.3%	696,531	54.5%
19	Nebraska	169,283	38.9%	237,640	54.6%
20	Michigan	768,815	38.6%	1,045,037	52.5%
21	Wyoming	47,087	38.2%	64,891	52.7%
22	Florida	1,443,411	38.1%	2,017,874	53.3%
23	North Carolina	758,805	37.9%	1,074,013	53.7%
24	Georgia	751,755	37.8%	1,011,182	50.9%
25	Iowa	257,804	37.0%	364,558	52.3%
26	Ohio	912,555	36.9%	1,262,755	51.1%
27	Arizona	448,564	36.7%	613,728	50.3%
28	Wisconsin	465,749	35.2%	660,656	49.9%
29	Oregon	269,250	34.8%	375,908	48.6%
30	Nevada	186,848	33.9%	276,946	50.2%
31	Pennsylvania	921,480	33.5%	1,314,225	47.7%
32	Illinois	912,147	33.3%	1,271,927	46.4%
33	California	2,410,181	33.2%	3,233,579	44.6%
34	Maine	94,935	33.0%	141,822	49.3%
35	North Dakota	54,441	33.0%	85,751	51.9%
36	Virginia	574,333	31.6%	795,325	43.7%
37	Colorado	353,703	31.2%	495,506	43.7%
38	Washington	433,156	30.7%	609,181	43.1%
39	Minnesota	389,000	30.3%	552,033	43.0%
40	Delaware	62,273	29.8%	86,645	41.4%
41	New York	1,210,269	28.8%	1,684,317	40.0%
42	New Hampshire	89,106	28.3%	129,610	41.1%
43	Rhode Island	65,339	27.6%	101,071	42.7%
44	Hawaii	79,612	27.4%	125,131	43.1%
45	New Jersey	532,204	27.4%	738,319	38.0%
46	Vermont	38,402	27.2%	62,745	44.4%
47	Alaska	39,041	26.6%	55,474	37.7%
48	Connecticut	197,088	24.6%	288,627	36.0%
49	Massachusetts	388,229	24.6%	572,298	36.2%
50	Maryland	336,096	24.4%	492,165	35.7%
51	District of Columbia	30,489	17.8%	47,147	27.6%

OXFAM America

Economic Policy Institute