

trying to determine if they are being paid fairly. This is only right in workplaces receiving federal dollars.

Why an Executive Order Is Necessary

- Almost 50 years after the passage of the Equal Pay Act of 1963, women still, on average, make only 77 cents for every dollar earned by a man.³ The figures are even more dismal

- Such an executive order would ban federal contracting employers from discriminating or retaliating against employees because they asked about, discussed or disclosed wages.
- There are approximately 26 million workers employed by federal contractors, which is nearly 22 percent of the civilian workforce. While federal legislation is still needed to protect employees in all workplaces, this is an important first step that will reach over 20 percent of the civilian workforce.
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ENDNOTES:

¹ Crawford v. Metro. Gov't of Nashville & Davidson County, 555 U.S. 271, 279 (2009) (quoting Deborah L. Brake, *Ret li tion*, 90 MINN. L. REV. 18, 20 (2005)).

² See OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCCP), *F cts on Ex ecutive Order 11 46 — Affirm tive Action*, U.S. DEP'T OF LABOR, Jan. 4, 2002, <http://www.dol.gov/ofccp/regs/compliance/aa.htm>.

³ NAT'L WOMEN'S LAW CTR., FACT SHEET, CLOSING THE WAGE G