

## The Long and Winding Road to Equal Pay



### *Slower Progress and Substantial Differences Among States Mark the 1990s*

#### Highlights for Working Women in Arizona

- Working women in Arizona are farther along the road to equal pay than women in many states; in 2000, Arizona's working women earned 83.8 percent as much per hour as men, while nationwide women earned only 77.6 percent as much per hour as men. Arizona ranked second among all states in equal pay.
- The rate of progress in closing Arizona's hourly wage gap was better than average in the 1990s. Arizona ranked 16th among all states in progress in closing the hourly wage gap.
- Slow wage growth for men contributed to the closing of the gap—wages for men in Arizona grew by only 0.4 percent over the decade, compared with 9.1 percent wage growth for women.
- At the current rate of change, working women in Arizona won't have equal pay until 2023. Nationwide, women won't achieve equal pay until after 2050.

---

One of a series of fact sheets on Equal Pay produced by the AFL-CIO Civil, Human & Women's Rights Department and Public Policy Department. If you would like more information on the AFL-CIO Working Women's Program, please contact Rachna Choudhry at 202-508-6904 or via e-mail at [rchoudhr@aflcio.org](mailto:rchoudhr@aflcio.org). Also, please visit the AFL-CIO Working Women website at [www.aflcio.org/women](http://www.aflcio.org/women).