THE COST OF FAILURE

Calculating the costs of the gender gap in pay since the failure of the equal rights amendment. The Equal Rights Amendment was a proposed amendment to the **ERA** amendment fails

39.8%

Amendment is the continuing difference in pay between women and men, called the Gender Gap.² This graphic shows yearly earnings by women and gender gap in pay each year since 1982. It also identifies what the lost wages were and what that could have purchased year by year.

U.S. Constitution stating that civil rights may not be denied on the

basis of one's sex. The amendment failed to be ratified in 1982.1

One of the chief impacts of the failure of the Equal Rights

Women's Earning Gender Gap - in millions³ - Percent of pay difference² - Annual lost wages (millions)²

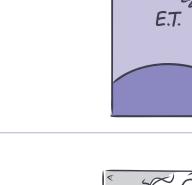
1982 Lost purchasing power - Lost wages divided by the cost of item

Difference in pay between women and men 2015

1982 38.3%

\$43.3M





\$113,079 1983 36.4%

\$114,668 1984 \$121,025

\$41.7m

36.3%

\$43.9m

5,988,401 **COPIES OF MADONNA'S FIRST ALBUM**

20.4%

1985 \$125,643

1986

35.4% \$44.4m

35.7%

34%

\$47.1m

28.4%

29.2%

28%

\$41.8m

28.6%

\$43.5m

26.2%

\$40.8m

27.7%

26.3%

\$46.4m

23.7%

\$41.9m

23.4%

\$40.9m

24.5%

\$43.1m

\$47m

17,608 **MACINTOSH COMPUTERS**

1,112,219

BEAN BAG LOUNGERS

CHEVROLET SPRINTS

DINNER FOR FOUR FOR

2,161,371

68,624,340

GROCERIES FOR A YEAR FOR

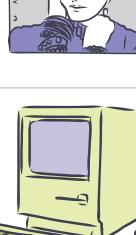
10,991,203

BOTTLES OF ASPIRIN

21,877

1,503

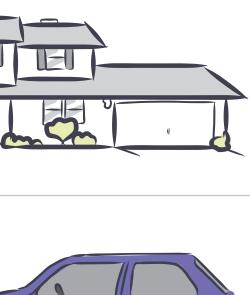
POUNDS OF BROCCOLI



\$46.3m \$129,957 1987

34.8% 6,701 \$46.8m

415 **NEW HOMES**



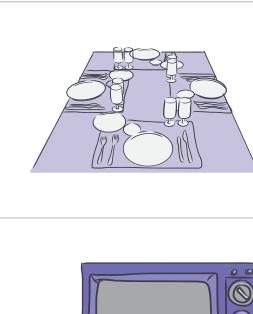
1988 \$138,582 1989

\$142,414

\$134,689

31.3% \$44.5m

165,708 **TELEVISIONS**

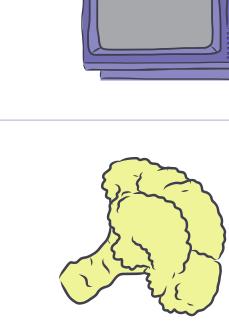


1990 \$144,981 1991

\$41.1m 30.1% \$43m

122,029 **OUNCES OF GOLD**

31,701



\$143,111 1992

\$145,805

\$148,092

\$149,509

\$42.5m 1993 28.5% \$42.2m

301,169 **CORDLESS PHONES**

SETS OF LEATHER FURNITURE

3,386,554

TANKS OF GASOLINE

2,611,537

THE SORCERER'S STONE

COPIES OF HARRY POTTER AND

BASIC CABLE FOR A YEAR FOR

FOUR YEARS OF PRIVATE COLLEGE FOR



1995 \$152,221 1996

\$156,096

\$165,170

1999

\$169,827

2000

\$176,458

2001

\$176,838

1997 25.8% \$41.6m \$161,452 1998 26.8% \$44.2m

> 125,566 77,090 **MONTHS OF RENT** 105,039

FIRST-GENERATION IPODS

8,699

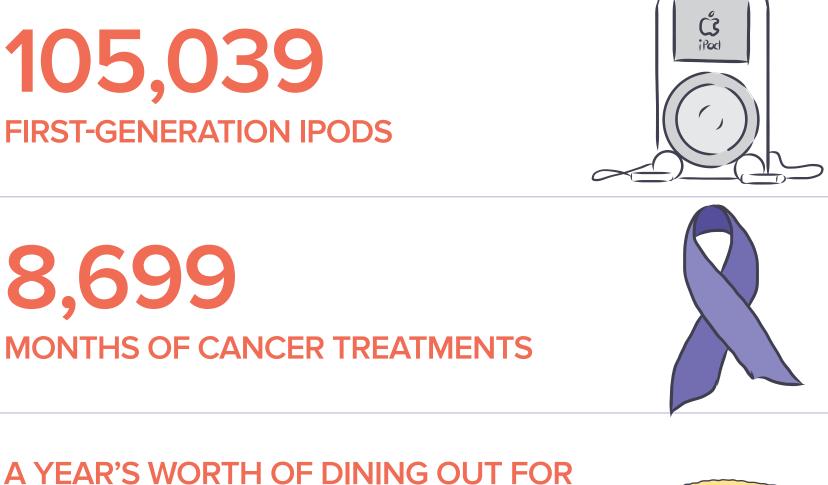
28,099

CLOTHING FOR A YEAR FOR

A YEAR'S WORTH OF TOYS FOR

A YEAR OF HEALTHCARE FOR

A YEAR OF CHILDCARE FOR



E E

2002 \$174,938 2003 \$176,281

\$176,864

\$180,587

2006

\$185,402

2004 \$41.3m 2005 23%

LAW SCHOOL FOR 23.4% 3,490 \$41.5m 115,375

\$42.8m 22,854

\$41.7m 74,590

\$43.2m 14,531

3,791

23.1%

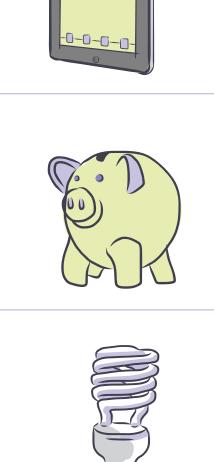


2007 \$188,156 2008 \$188,837

2009 \$178,858

23% \$41.1m 23.1% \$41m

82,348 **IPADS** 8,186 **FULLY-FUNDED TRADITIONAL IRAS**



0 0 0 0

2010 \$177,886 2011 \$177,958 2012

2013

\$185,082

2014

\$188,310

2015

\$193,341

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23% \$40.9m \$181,856

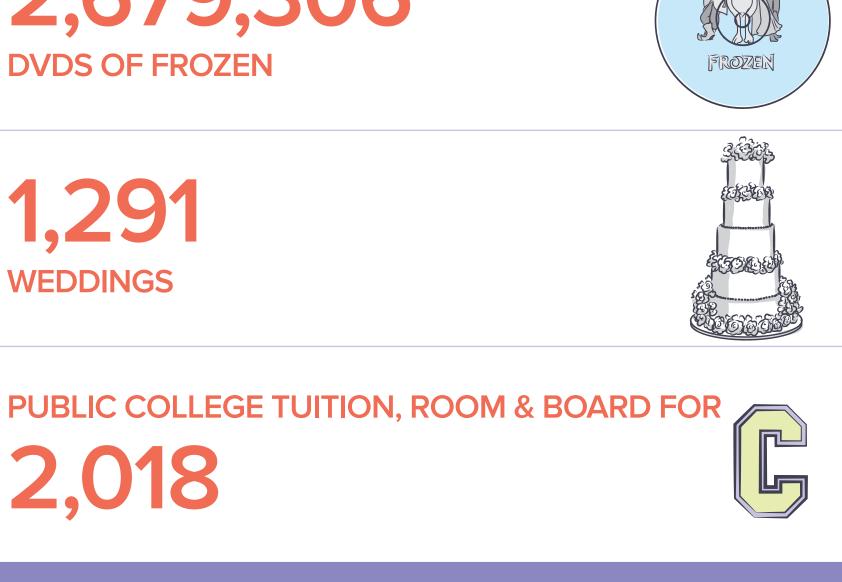
23.5% 21.7% \$40.1m

20.4%

21.4% 1,291 \$40.2m WEDDINGS

\$39.4m **2,018**

A YEAR OF UTILITIES FOR \$42.7m 18,719 2,679,306 **DVDS OF FROZEN**



Women's lost wages since the failure of the ERA amendment 455,000,000 ¹ www.equalrightsamendment.org/ ² www.iwpr.org/initiatives/pay-equity-and-discrimination/#publications www.bls.gov/opub/ted/2013/ted_20131104.htm