

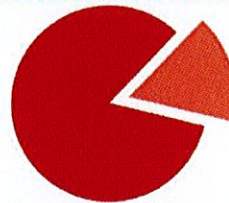
Illinois: Leading the Way to Close the Gender Wage Gap

HB 4163

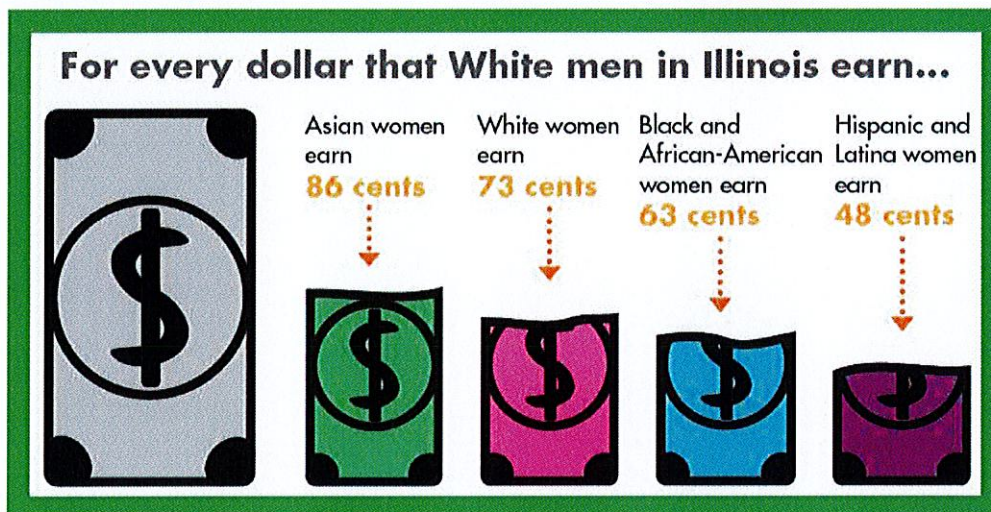
This bill will strengthen the Illinois Equal Pay Act to prevent employers from asking job applicants about their previous salary history.

Since women earn on average less than men, basing wages on a worker's previous pay only **perpetuates wage inequality.**

Women in Illinois make up almost half the workforce, but earn **79%** of what men earn.



21% missing in women's salaries.



(Data source: U.S. Census Bureau, 2011-2015 ACS, median earnings in 2015 inflation-adjusted dollars, for full-time, year-round adults.)

A salary offer should be based on the responsibilities of the job—not based on prior wages of an applicant.

- The growth of online salary research sites such as Payscale.com, Glassdoor.com, and Salary.com gives even the smallest employers instant access to the pay rate of jobs.
- An employer can ask applicants what their salary requirement is or post a salary range if the employer does not want to waste time interviewing an applicant who might have too high a salary requirement.

For more information:

Contact: Melissa Josephs, 312-631-9145, mjosephs@womenemployed.org; or
Wendy Pollack, 312-368-3303, wendypollack@povertylaw.org