

# IS IT GOOD TO BE A WOMAN IN NC?



Well, not for the 40% of NC working women who are sole providers for their families. Or for the 36% of women-headed households that are in poverty.



Black women in NC earn 64 cents to the dollar paid to men. It's 48 cents for Latinas and 85 cents for white women. Pay is lower regardless of a woman's level of education.



Women are not equal to men in the US Constitution and thus are less likely to win court cases involving gender or pregnancy discrimination at work.



NC women have higher rates of unemployment and part-time employment than men, and lower retirement or insurance benefits, so inequality continues into old age.



To add injury to inequality, one in four NC women experience sexual violence. The culture of rape and sexual harassment is pervasive, sometimes affecting police response to domestic violence and human trafficking.

***EQUAL RIGHTS AMENDMENT, U.S. CONSTITUTION: "EQUALITY OF RIGHTS UNDER THE LAW SHALL NOT BE DENIED OR ABRIDGED BY THE UNITED STATES OR BY ANY STATE ON ACCOUNT OF SEX."***

## **Let's Ratify the ERA in NC!**

(36 states have ratified - time to add NC)

Sources: Center for American Progress, "Fast Facts: Economic Security for North Carolina Families," 9/24/2015;; National Partnership for Women & Families, Fact Sheet: "NC Women and the Wage Gap," April 2016;; Institute for Women's Policy Research and the NC Council for Women, "The Status of Women in North Carolina," 2013;; UNC-CH Public Policy Dept., "Status of Women in North Carolina," 4/28/2016.