



Equal Pay for Equal Work Act

To establish the National Equal Pay Enforcement Task Force and address pay inequalities.

The Equal Pay for Equal Work Act would establish the National Equal Pay Enforcement Task Force, with members from the Equal Employment Opportunity Commission, the Department of Justice, the Department of Labor, and the Office of Personnel Management. The taskforce would investigate challenges related to pay inequity, advance recommendations to address those challenges, and create action plans to implement the recommendations.

Co-sponsors: Rep. Frederica Wilson (FL-24), Rep. Donald Beyer (VA-08), Rep. James McGovern (MA-02), Rep. Henry C. "Hank" Johnson Jr. (GA-04), Rep. André Carson (IN-07), Rep. Suzan DelBene (WA-01), Rep. Suzanne Bonamici (OR-01), Rep. Judy Chu (CA-28), Rep. Shontel Brown (OH-11), Rep. Ilhan Omar (MN-05), Rep. Jan Schakowsky (IL-09), and Rep. Eleanor Holmes Norton (DC)

Why does this matter?

Currently, the gender pay gap still persists between men and women and the federal government does not have the right mechanisms in place to address it. The Equal Pay for Equal Work Act will put together the heads of multiple agencies and commissions to do the necessary work of implementing the necessary policies to close the gap.

By the numbers:

- In 2024, women working full-time year-round made **80.9 cents per dollar earned by men.** (1)
- Black women made 64.6 cents per dollar earned by white men. (2)
- Latina women made 58 cents per dollar earned by white men. (3)
- White women made 76.9 cents per dollar earned by white men. (4)
- Asian women made 96.0 cents per dollar earned by white men. (5)

[1] <https://iwpr.org/wp-content/uploads/2025/09/National-Wage-Gap-Fact-Sheet-2025.pdf>

[2] <https://iwpr.org/wp-content/uploads/2025/09/National-Wage-Gap-Fact-Sheet-2025.pdf>

[3] <https://iwpr.org/wp-content/uploads/2025/09/National-Wage-Gap-Fact-Sheet-2025.pdf>

[4] <https://iwpr.org/wp-content/uploads/2025/09/National-Wage-Gap-Fact-Sheet-2025.pdf>

[5] <https://iwpr.org/wp-content/uploads/2025/09/National-Wage-Gap-Fact-Sheet-2025.pdf>