

## ECONOMIC SECURITY

### WAGE GAP

For every dollar earned by a white man, Hartford county women earn



Closing the gender wage gap would cut the poverty rate in half for working women and their families.

To correct the wage gap we need

- paid family leave
- enforcement of equal opportunity laws
- subsidized childcare
- salary transparency
- eliminating employer bias

### WEALTH GAP

The Wealth Gap is more important than the wage gap. It has long-term economic impact, and can result in the inability to handle small financial set-backs or emergency expenses or to save for home ownership or higher education.

National Data: Median Wealth for a Single Woman Vs. a Single Man



**60%** of single female households in Connecticut have less than 3 month's worth of expenses in savings

Reducing the wealth gap improves educational attainment, access to quality child and health care, financial independence, and improved workforce and business development to support economic growth.

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### WOMEN AND GIRLS LIVING IN POVERTY IN HARTFORD COUNTY

Median earnings for Single Female-headed households in Hartford County:

**\$39,000**



The Living Wage Calculation for Hartford County for a single adult with two children:

**\$70,079**



**55,552** women and girls live at or below the poverty line in Hartford County as of 2016

### HIGH COSTS OF CHILDCARE IN CONNECTICUT

Average cost of childcare in 2016 was **\$19,521 per year or 28% of the median household income**

Average costs of childcare are **MORE** than in-state **COLLEGE TUITION**

**Childcare reform** that caps families' childcare expenses at 10% of their income would expand Connecticut's economy by **\$3.03 billion**.

### PAID FAMILY LEAVE

Nationally, **only 14%** of workers have access to paid leave through their employer. **95%** of low-wage workers do not have access to paid leave through their employer.

National surveys show employers who provide paid leave **retain employees** at significantly higher levels and are better able to **recruit new employees**.

More than **70%** of companies offering paid leave reported improvements in **employee morale** and more than **60%** reported increases in **productivity**.