

WHY THE EQUAL RIGHTS AMENDMENT?



Public Life

- ▣ SNCC and SDS
 - Clerical
 - Serving food
 - Running errands
 - Few women in Congress or government
 - ▣ 1970: 16 out of 435
 - ▣ (2015: 88 out of 435)

Legal Discrimination

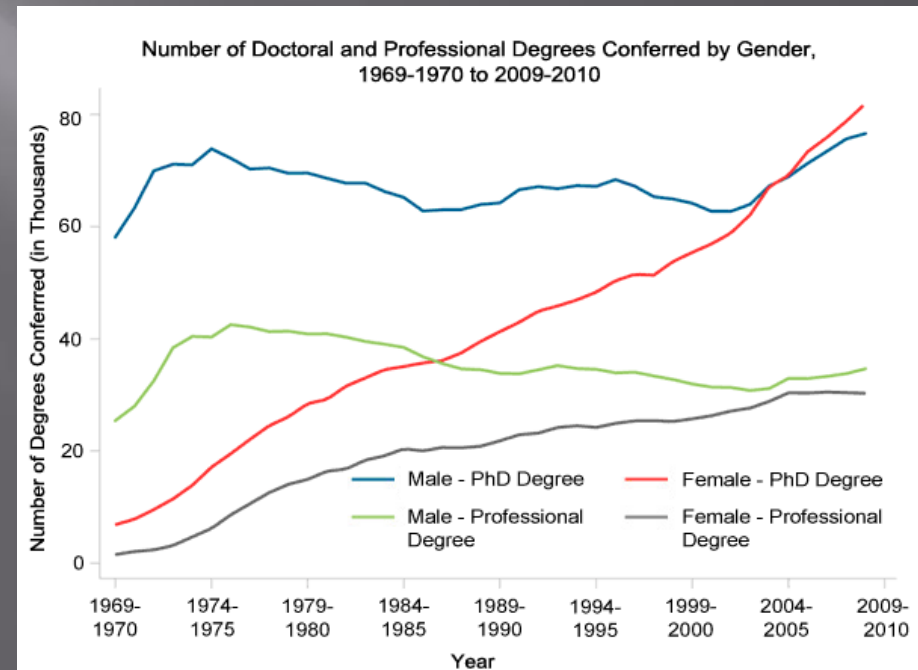
- ▣ Weight, height, attractiveness qualification
- ▣ Separate “help wanted” pages
- ▣ Legal to fire women over a “certain age”
- ▣ Legal to refuse to hire if married
- ▣ Different pay for same education and experience
- ▣ Insurance priced and sold differently
- ▣ Mortgages, and some other forms of bank loans not available

Equality not Superiority

- ❑ Men excluded from many aspects of parenting
- ❑ Men have sole economic responsibility for family, even if divorced
- ❑ Women have sole responsibility for household, even if they work
- ❑ Women to be protected from outside world
- ❑ Men have limited parental rights in divorce
- ❑ Couples have little in common
- ❑ Couples confide in friends more than spouses

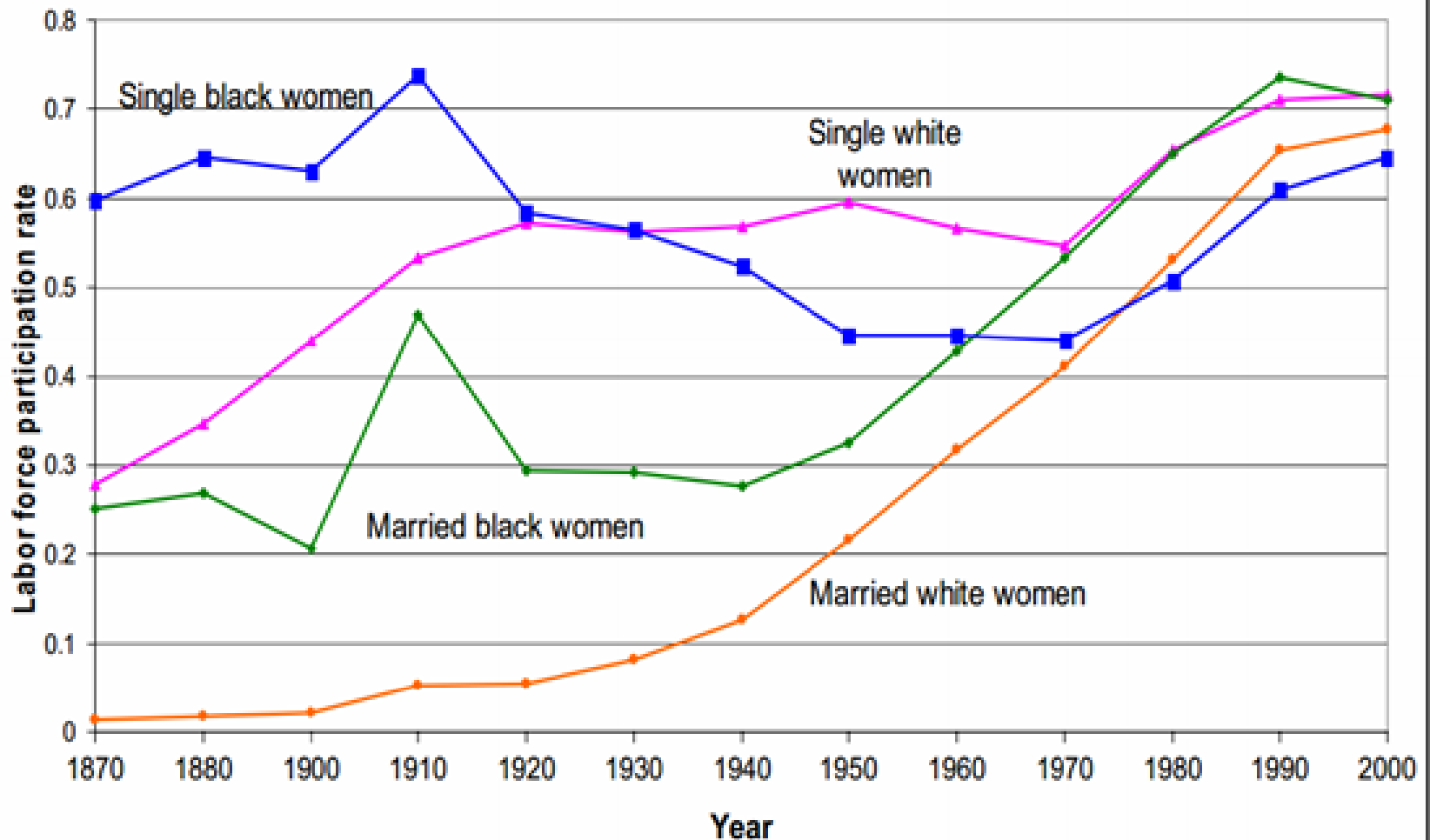
Working

- ▣ One in three women in workforce
- ▣ Professions off limits
 - Medicine -police
 - Law -fire departments
 - Engineering -construction
- ▣ Limited opportunities
 - Clerical
 - Domestic service
 - Retail sales
 - Social work
 - Teaching
 - nursing



Source: Authors' compilation based on Snyder and Dillow (2012).

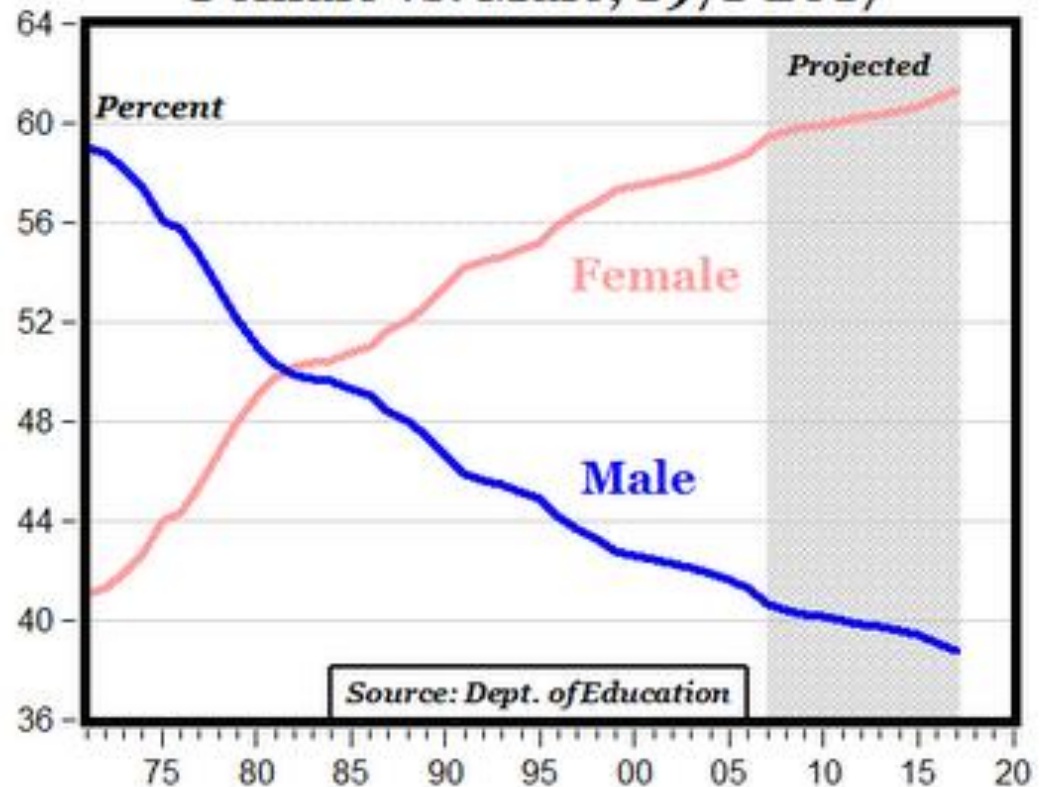
Women's labor force participation, 1870-2000



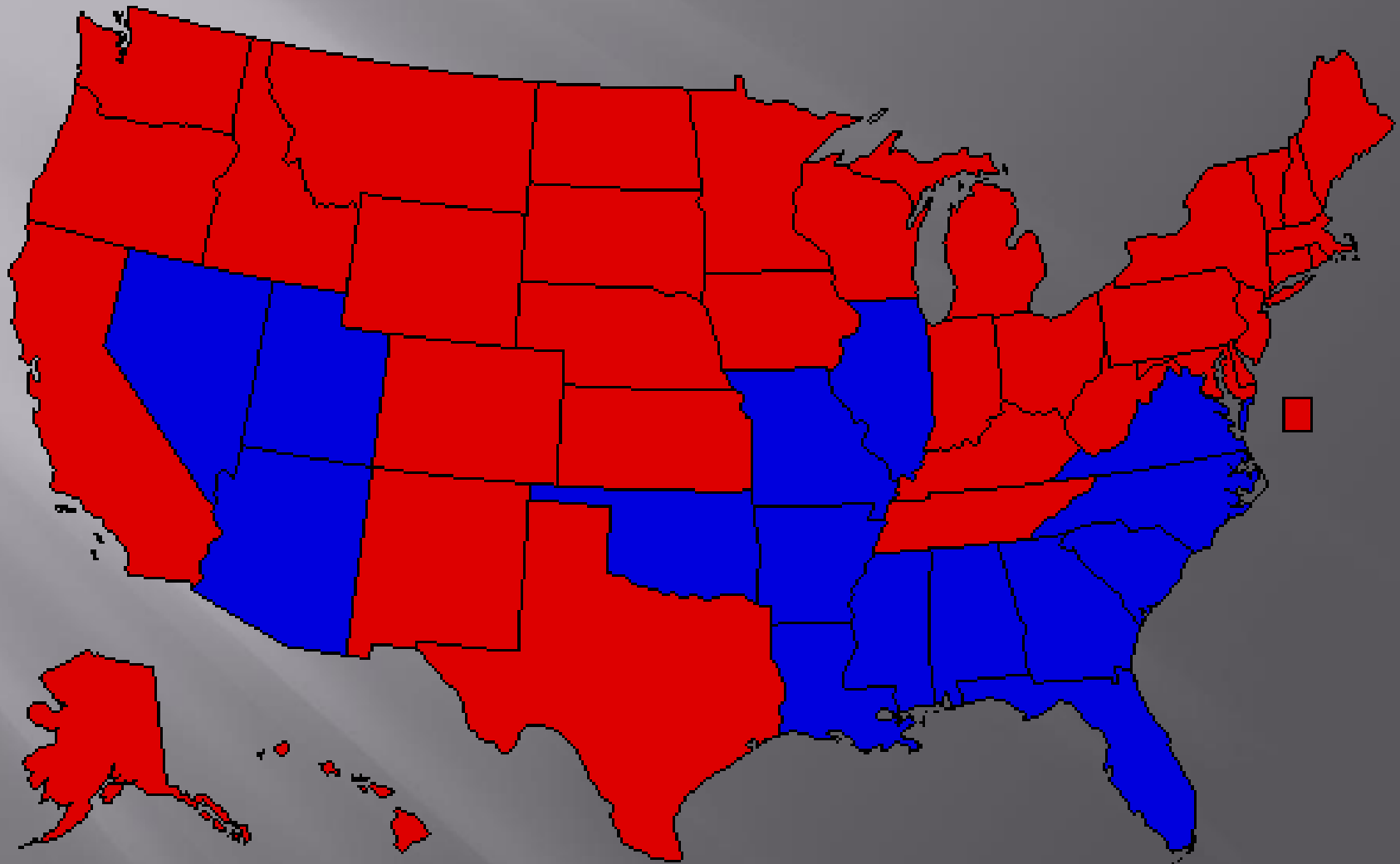
Independence

- ▣ Insurance
- ▣ Banking
- ▣ Education
- ▣ Politics

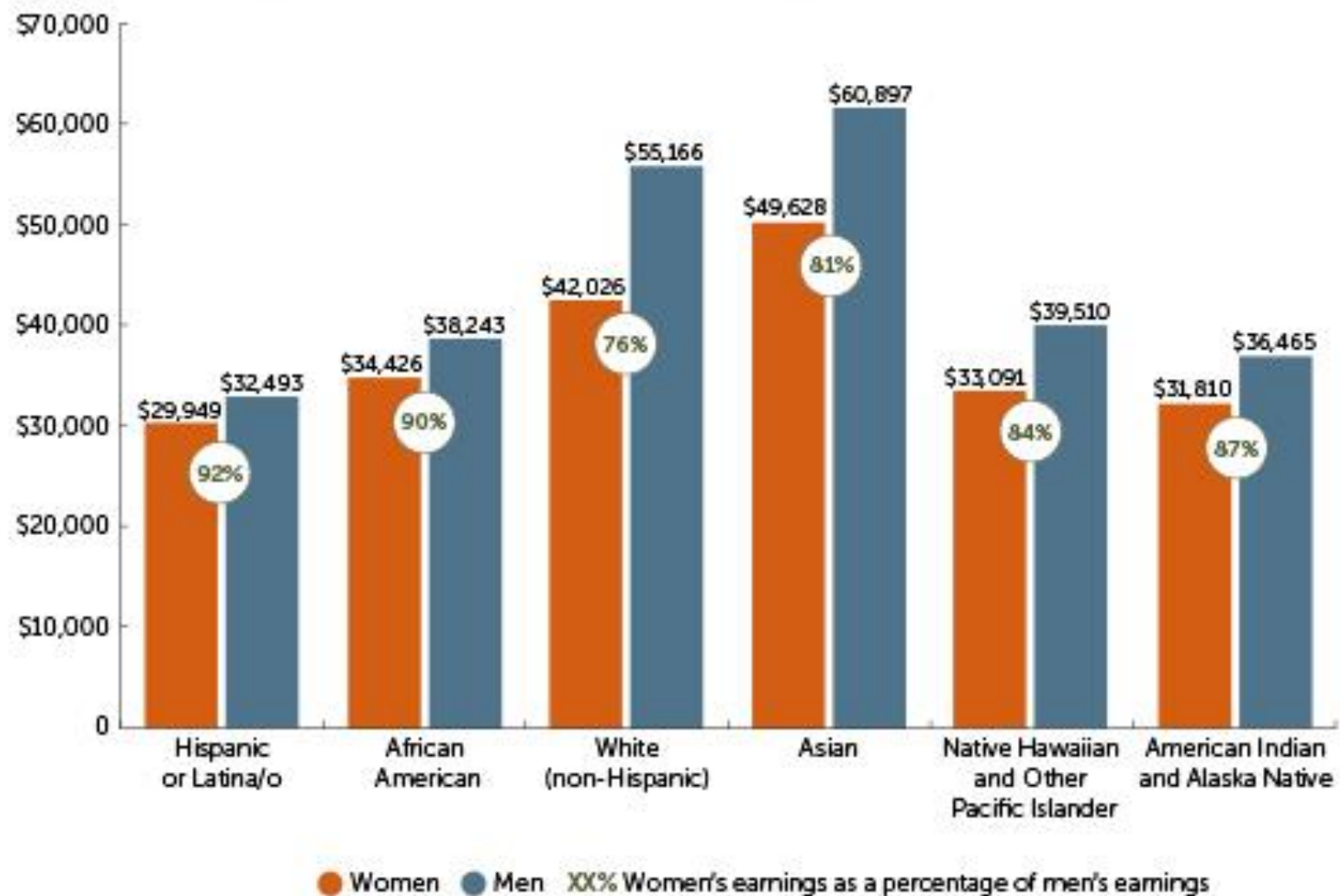
**Percent of All College Degrees Conferred
Female vs. Male, 1971-2017**



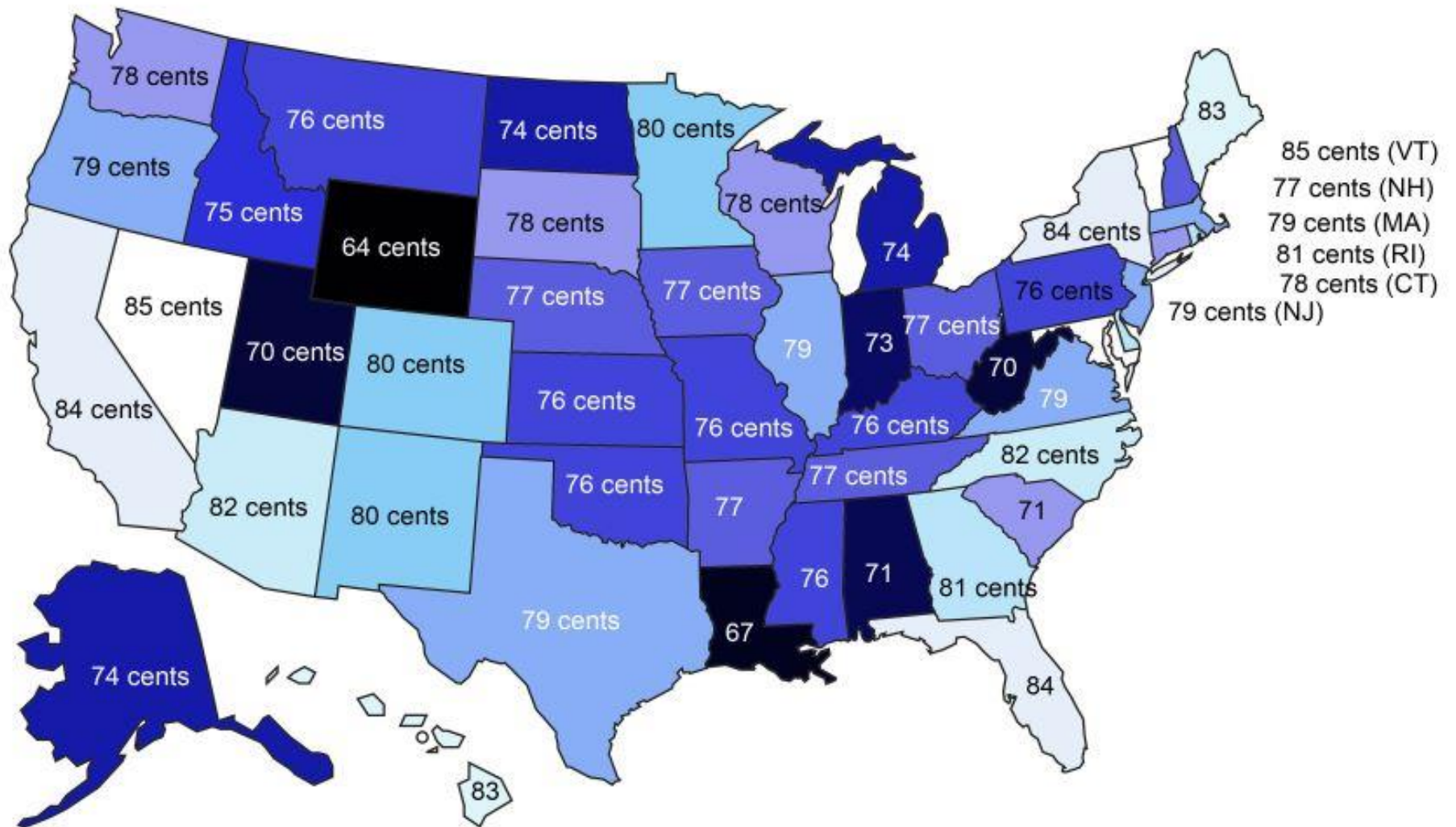
State that Ratified in red



Median Annual Earnings, by Race/Ethnicity and Gender, 2015



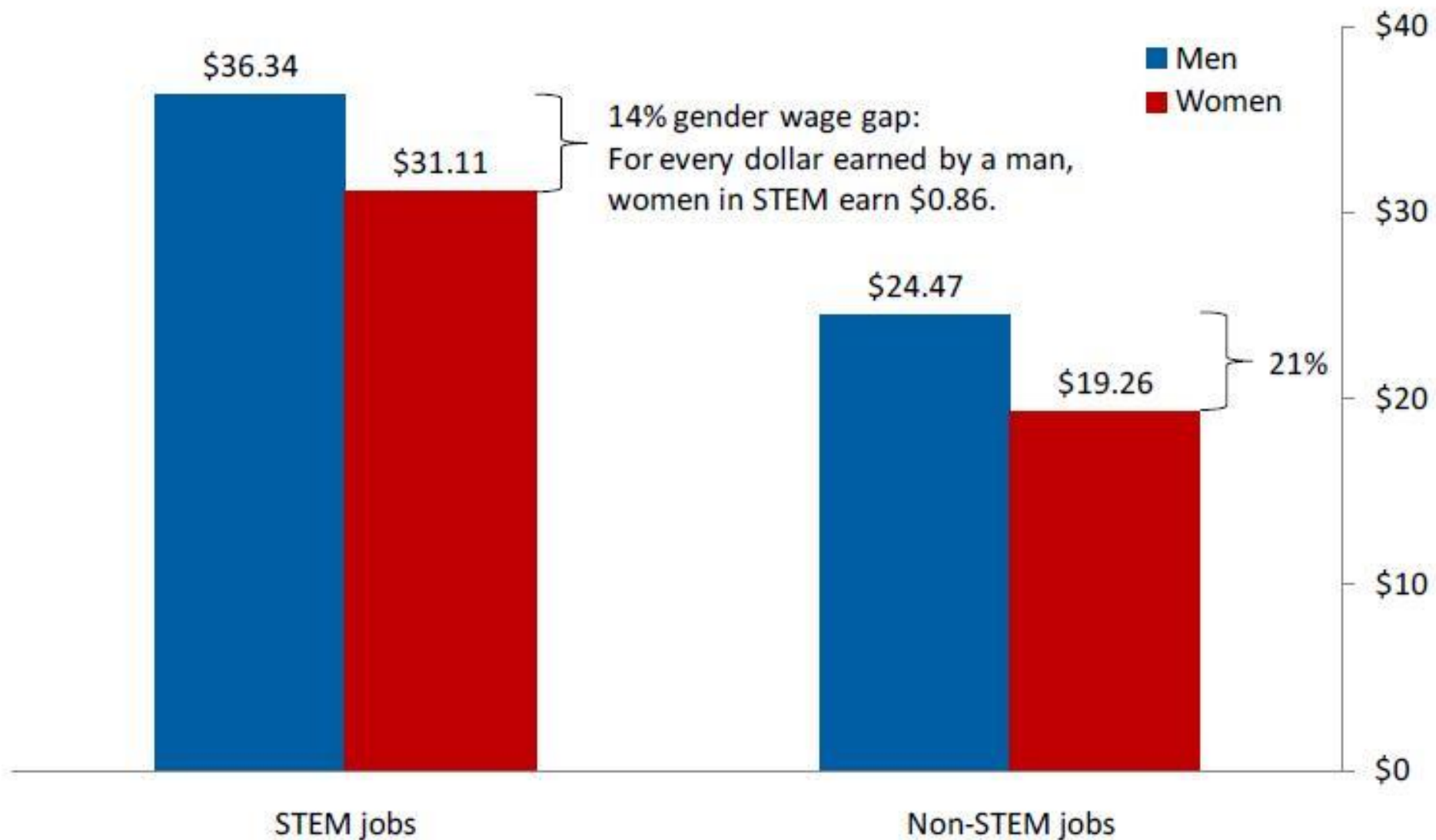
Source: U.S. Census Bureau, 2015 American Community Survey 1-Year Estimates



Gender Pay Gap: How Do Women's Earnings Stack Up?

For every dollar men earn, women take home cents. It's worst in Wyoming, best (surprise!) in the City of Sin. Here, by cents on the dollar, the gender pay gap of the 50 states in 2012.

Figure 3. Average Hourly Earnings by Gender and Occupation, 2009



Source: ESA calculations from American Community Survey public-use microdata.

Note: Estimates are for full-time year-round private wage and salary workers age 16 and over.