

Economic Impact of Pay Equity in Wyoming

Regardless of the reasons that the gender wage gap exists, closing the gap is **good for Wyoming's economic development** and will result in:

- An infusion of \$153 million in induced labor income
- An induced effect of an additional 604 jobs
- Approximately \$22.2 million in additional labor income
- Over \$80 million in output to the Wyoming economy
- Real estate (41.2 jobs) and full-service restaurants (36.6 jobs) would see the greatest increase in jobs
- Offices of physicians and the wholesale trade sectors would see the greatest increases in labor income, at approximately \$1.8 million and \$1.2 million, respectively.
- Increases to state and local taxes of more than \$5 million.

[Source: R&P Report on Wage & Benefit Disparities between Men & Women in Wyoming that was prepared for the Wyoming Legislature for HB0209 (2017)]

Wyoming receives a tremendous return on investment by saying yes to pay equity.

- HB0084 was fully vetted in two committees (Joint Labor, Joint Minerals) and businesses around the state had the opportunity to weigh in on the bill. Minority Floor Leader Connolly reports, "No businesses have registered any concerns. In fact, businesses have expressed positive support for these efforts."
- Shawn Reese, Executive Director of Wyoming Business Council testified in House Labor/Health that ENDOW already has particular requirements and that adding a gender wage audit is not considered to be an onerous or difficult addition.

Why is legislation so important?

Fair pay legislation provides women and businesses with the tools needed to ensure equal pay for equal work. These are concrete, straightforward, and achievable steps that will help reduce the gender wage gap and deter acts of gender based wage discrimination.

Wyoming's gender wage gap is considered so significant that the Federal government no longer allows the state primacy over wage gap claims; these claims are sent directly to the Federal EEOC office in Denver. For Wyoming to regain primacy requires greater attention to closing the gender wage gap.

Wages lost to the pay gap mean women and their families have less money to support themselves, save and invest for the future, and spend on goods and services. Families, businesses and the economy suffer as a result. Closing the wage gap and ensuring women are paid the same for substantively similar work will create jobs, tax revenue, and additional income across Wyoming.