

# Congress of the United States

## House of Representatives

COMMITTEE ON OVERSIGHT AND REFORM

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**Opening Statement**  
**Chairwoman Carolyn B. Maloney**  
**Committee on Oversight and Reform**  
**Roundtable – “Examining the Long-Term Impacts of the Gender Wage Gap on Moms”**  
**June 4, 2021**

Hello everyone.

I’m excited to welcome you all to this Committee on Oversight and Reform Roundtable on “Examining the Long-Term Impacts of the Gender Wage Gap on Moms.”

Today’s panel is at Hunter College in New York City. We are also livestreaming this conversation for the public, and Committee members have been invited to participate virtually.

As a mother myself, I have personally experienced the hardships and discrimination many women face in the workplace.

Things have improved since I had young children, but they haven’t changed enough! We must make more progress so that mothers are supported and fairly compensated for the incredible work they do.

Nearly two decades ago, I released a report with Representative John Dingell from the Government Accountability Office, or GAO. The report showed that in key industries, women managers were paid less than men managers and women were often under-represented in management.

We know these gaps still exist. Today, I am submitting a new request to GAO to examine persistent wage and leadership gaps and to look specifically at how women of color and women in different stages of their careers are affected by these disparities.

Today’s event is a sequel to an important hearing this Committee held on March 24th, which is Women’s Equal Pay Day.

As you know, Equal Pay Day is not a celebration. It’s a day to recognize how far we still have to go to close the gender wage gap in our country.

Today’s roundtable highlights “Moms’ Equal Pay Day.” That day marks how many extra days women with children must work to be paid the same amount as their male counterparts.

These women must work over five extra months, just to earn the same amount as a man.

On average, working women are still paid only 82 cents for every dollar paid to a man, and mothers are even further behind. Moms earn 70 cents for every dollar paid to fathers, and single mothers bring in just 54 cents for every dollar earned by married men.

The gender pay gap is even worse for many women of color. For example, Latina mothers are paid just 46 cents for every dollar paid to white fathers. Native American mothers and Black mothers are paid only 50 cents and 52 cents, respectively, for every dollar paid to white fathers.

The coronavirus pandemic has only made the wage gap for women with children worse. Women make up a majority of health care and social services workers, and have disproportionately shouldered the burden of essential work during the pandemic.

Nearly three million U.S. women have dropped out of the labor force in just the past year.

We need solutions to help mothers not only return to the workplace, but thrive in the workplace.

I am pleased that the House Education and Labor Committee took one important step just last week by adopting my Providing Urgent Maternal Protections for Nursing Mothers Act, or the PUMP Act. I remember how tough it is to be a new mom. This bill will ensure more working mothers are given the time and privacy they need to pump at work to keep themselves and their infants healthy.

Another crucial step is making sure the federal government is a model employer in supporting working mothers and families.

That's why I have long championed legislation to expand paid family and medical leave for federal employees. I had great success last Congress with passage of the Federal Employee Paid Leave Act, which provides federal employees up to 12 weeks of paid time off for parental leave.

Now, I'm leading the effort to enact comprehensive paid family and medical leave for federal employees. No one should be unable to care for their families because they can't afford to take the necessary time away from work.

Today we will also discuss the Biden-Harris Administration's support for working moms through the American Families Plan. That plan would make crucial investments in child care and paid leave, providing a major boost to economic well-being of women and families.

Finally, we will talk about reforms that promote an equitable and inclusive economic recovery for mothers across the U.S., so that our response to the pandemic leads not only to recovery, but to a more equitable future.

As Chairwoman of the Oversight Committee, I will continue to seek meaningful solutions to these problems. Until women's work is valued equally, our work is not yet done.

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