

JOIN AMERICA'S CAMPAIGN TO CHANGE WAL-MART

Wal-Mart and Gender Discrimination

Wal-Mart is the subject of the largest gender discrimination lawsuit in the history of America

- The lawsuit, *Dukes v. Wal-Mart*, claims the company discriminated against women by systematically denying them promotions and paying them less than men, and has expanded to include more than 2 million current and former female employees. It was certified on June 21, 2004 as the largest class action lawsuit ever. It is now being appealed by Wal-Mart.

Wal-Mart paid women less for the same work as men

- For the same job classification, women were paid nearly \$0.40 less per hour for hourly workers or nearly \$5,000 less per year for managers.¹

Wal-Mart promoted women less than men

- In 2001, while more than two-thirds of Wal-Mart's hourly workers were female, women held only one-third of managerial positions and constituted less than 15 percent of store managers. This is all despite women having had on average longer seniority and higher merit ratings than their male counterparts.²

Women are not treated fairly at Wal-Mart

- In 2001, for the same job classification, women earned from 5 percent to 15 percent less than men, even after taking into account factors such as seniority and performance.¹

Wal-Mart ignored internal warnings on gender discrimination

- Instead of taking action on warnings that Wal-Mart was not promoting women enough, Wal-Mart disbanded the diversity task force which made the recommendations.³



What YOU can do:

1. Sign up

Join America's Campaign to Change Wal-Mart today:
www.wakeupwalmart.com

2. Adopt your local Wal-Mart

Become a local volunteer and help build community coalitions around every Wal-Mart store in America.

3. Spread the word

Talk to your friends and family, and ask them to join the campaign to change Wal-Mart:
www.wakeupwalmart.com

1. "Statistical Analysis of Gender Patterns in Wal-Mart's Workforce", Dr. Richard Drogin 2003
2. Neil Buckley and Caroline Daniel, "Wal-Mart vs. the Workers: Labour Grievances Are Stacking Up Against the World's Biggest Company," Financial Times 11, 11/20/03
3. "Wal-Mart Didn't Act on Internal Sex-Bias Alert, Documents Show," Bloomberg, 7/15/05