

Wal-Mart on Women Fact Sheet

With approximately 700,000 women working for Wal-Mart, the company is the largest private sector employer of women in the United States. Here are some of the barriers women at Wal-Mart face:

- **Lower Pay.** Wal-Mart women workers earn less than men for the same work.
 - ◆ For the same job classification, women earn from 5% to 15% less than men, even after taking into account factors such as seniority and performance. This equates to nearly 40 cents less per hour for hourly workers or nearly \$5,000 per year for managers.
 - ◆ Wal-Mart's own workforce data reveals that women in every major job category have been paid on average less than men with the same seniority even though the female employees on average have higher performance ratings and less turnover than men.
 - ◆ Internal Wal-Mart documents acknowledge that it is "behind the rest of the world" in the promotion of women to management ranks (findings from the "Dukes v. Wal-Mart Discrimination Lawsuit").

- **Fewer Promotions.** Wal-Mart women are severely underrepresented as managers.
 - ◆ Women make up 72% of Wal-Mart's hourly workforce but account for only 33% of managers and only 15% of store managers despite women having on average longer seniority and higher merit ratings than their male counterparts.
 - ◆ Women are concentrated in the lowest paying jobs, comprising 92% of cashiers and 76% of sales associates (findings from the "Dukes v. Wal-Mart Discrimination Lawsuit").

- **Gender Discrimination.** Wal-Mart is currently being sued for gender discrimination in what would be the largest class action lawsuit in United States history.
 - ◆ The women charge that Wal-Mart, including its Sam's Club division, systematically discriminates against its female hourly and salaried employees across the nation by denying them promotions and equal pay.
 - ◆ The suit also argues that women are pushed into "female" departments and demoted if they complain about unequal treatment.
 - ◆ More than 1.5 million current and former employees are involved in the case.

- **Wal-Mart and Child Labor.** Wal-Mart has a track record of abusing child labor laws.
 - ◆ In January 2004, *The New York Times* reported on an internal Wal-Mart audit which found "extensive violations of child-labor laws and state regulations requiring time for breaks and meals."
 - ◆ One week of time records from 25,000 employees in July 2000 found 1,371 instances of minors working too late, during school hours, or for too many hours in a day. There were 60,767 missed breaks and 15,705 lost meal times.

- **Family Health Care.** Wal-Mart women and their families are often left without health insurance due to unavailable or unaffordable plans.
 - ◆ According to statements made by Wal-Mart, more than 45% of Wal-Mart's employees—500,000 people—are not covered by the company's health plan.
 - ◆ Wal-Mart further restricts the number of associates eligible for coverage by requiring full-time associates to work six months before becoming eligible to purchase Wal-Mart health insurance.
 - ◆ Part-time workers need to wait two years for health care insurance and are ineligible for family coverage.