



In 2013, our nation marked the 165th anniversary of the Seneca Falls Convention, the first women's rights convention that addressed the status of women in social, economic, and political life. The Declaration of Sentiments and Resolutions adopted at the convention recognized the potential of women's contributions to our nation, highlighted the moral urgency of securing equality for women, and demanded that women be granted the same rights and privileges afforded to men.

American women have made great strides since that historic gathering – but the fight for justice, for equal rights, for our values, is far from over. There is more work to do to provide women with the economic security and opportunities they deserve and their families need.

House Democrats proudly support ***When Women Succeed, America Succeeds: An Economic Agenda for Women and Families***, an agenda that stands on the shoulders of what was accomplished at Seneca Falls, what was achieved by the suffragettes, and what was advanced by activists in every generation, by addressing the economic challenges facing women and families in our time.

Today, women play an expanded role in America's workforce, in businesses small and large, and in our homes. Almost half of all workers are women, and 40 percent of working women are the primary breadwinners in their families. The success of our nation relies upon the economic security of women. Unfortunately, women - and specifically unmarried women - are the most economically insecure today. Too many women face financial pressures simply due to outdated policies that constrain opportunities for women's full participation in our economy. Too many women are faced with the lack of good-paying jobs, the rising costs of education and debt, and the daily challenge to put food on the table.

The Facts Are Staggering:

- Women continue to earn less than men. Women make only 77 cents for every dollar a man makes; a pay gap exists even the first year out of college and continues through a woman's life.
- Women account for nearly two-thirds of minimum wage workers.
- The poverty rate – 14.5 percent for women – remains the highest in two decades.
- Family and medical leave protections fail to cover nearly half of full-time employees.
- Women-owned businesses continue to lag behind men-owned businesses. The average revenue of women-owned businesses is only 27% of the average revenue of men-owned businesses.

Democrats have long led the way to address the health and economic security of women and families. With the passage of the Affordable Care Act, beginning this year, being a woman can no longer be treated as a pre-existing medical condition. We have always fought and will continue to fight to strengthen and protect Social Security and Medicare.

The Solution: *When Women Succeed, America Succeeds*

The *When Women Succeed, America Succeeds* economic agenda will enable women to achieve greater economic security, raise wages for women and their families, and allow working parents to support and care for their families.

It addresses the need to ensure that women get equal pay for equal work. It helps ensure work and family balance by allowing working parents to support their families and care for their children. It recognizes that expanding educational opportunities, increased job training, and investments in women entrepreneurs are essential for women's success in our economy.

Below are the policies included in this agenda in the areas of pay, work and family balance, and child care.

Pay

- Paycheck Fairness
- Increase Minimum Wage (including Tipped)
- Invest in Job Training and Education Opportunities
- Protect and Restore Employment Rights
- Support Women Entrepreneurs/Small Businesses
- Pregnant Workers Fairness
- Adequate Tools to Investigate Wage Discrimination

Work & Family Balance

- Paid Sick Leave
- Paid Family and Medical Leave
- Expanded Family and Medical Leave
- Federal Employees Paid Parental Leave

Child Care

- President Obama's Preschool and Early Head Start/Child Care Initiative
- Promote Affordable and High Quality Child Care
- Adequate Funding of Child Care Programs
- Adequate Training and Pay for Child Care Workers
- Expand Child Care Tax Credit
- Make Child Tax Credit Permanent and Indexed
- Increase Access to Child Support