



**Opening Statement of Rep. James Comer (R-KY), Republican Leader
Subcommittee on Civil Rights and Human Services Hearing:
“Paycheck Fairness Act (H.R. 7): Equal Pay for Equal Work”
February, 13, 2019**

“Women deserve equal pay for equal work. In 1963, Congress amended the *Fair Labor Standards Act* with the *Equal Pay Act*, making it illegal to pay different wages to employees of the opposite sex for equal work. The following year, Congress approved the *Civil Rights Act of 1964*, which made it illegal for employers to discriminate based on race, color, national origin, religion, and sex.

These laws marked a seismic shift in the United States as we affirmed as a nation that discrimination cannot have a place in America. We learned the hard way that change this significant cannot and does not happen overnight. But the fact remains that while some bad bosses may have blurred the lines over the past several decades when it comes to fairness, the law has not been on their side.

Economic studies conducted by government and private entities alike have consistently demonstrated that women tend to make better choices about managing work-life demands than men. If employees of different sexes are doing the same work, they are entitled to the same pay.

The American workforce is comprised of more women than ever before – 74.9 million women. Of the 2.8 million jobs created in the past year, more than 58 percent have been filled by women. The number of women-owned employer firms continues to rise, and Census data shows that women own about 1 in 5 employer businesses nationwide.

This contribution to the American workforce is profound, and it must be celebrated. All women deserve fairness and dignity as they seek greater options and opportunities in their respective careers.

Republicans are committed to that future, and we will continue to focus on strengthening economic policies that affirm the bedrock principle of equal pay for equal work. Unfortunately, the legislation which is the focus of today’s hearing has many shortcomings in this regard and does not help the people its authors want you to think it does. I look forward to the dialogue with our witnesses today.”

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