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Census Shows a Stubborn Gender Wage Gap in Indiana;

Six Hoosier Lawmakers Take Historic, Bipartisan Step to Support Women in the Workforce by Voting YES on Pregnant Workers Fairness Act

Indianapolis, IN – Yesterday, [six of Indiana's nine representatives](#) in Congress voted in support of the Pregnant Workers Fairness Act. This vote came on the same day the Census Bureau released 2019 data showing that while median incomes rose, Indiana's gender wage gap is still among the widest in the nation at 24%. This gap is the 8th widest in the country.

Supports for pregnant workers is among the recommended policies in the Indiana Institute for Working Families' 2018 report, [Wages, Wealth & Poverty: Where Hoosier Women Stand and Ways Our State Can Close the Gap](#).

"It is wonderful to see bipartisan support for this important step forward," said Jessica Fraser, Director of Indiana Institute for Working Families. "Being forced to choose between a paycheck and a healthy pregnancy is one of the many reasons women struggle to maintain financial stability. We extend our gratitude to the legislators who voted yes, and [to the many advocates](#) who have been fighting hard to ensure that pregnant workers can ask for and receive reasonable accommodations on the job."

Representatives Visclosky, Walorski, Brooks, Carson, Bucshon, and Hollingsworth voted yes. The bill now moves to the Senate for consideration.

While pregnant workers [are protected against discrimination both nationally and at the state level, this does not provide a pregnant worker with an affirmative right to accommodations in the workplace](#). Many other states, including Kentucky and Tennessee, have fixed this problem by passing legislation that provides pregnant women a right to reasonable accommodations that do not impose an "undue hardship" on their employer – a standard already in place for workers with disabilities. This past session, [a bipartisan group of legislators](#) supported a state law to protect pregnant workers, but the bill was gutted on the Senate floor.

Among the Institute's [other policy ideas](#) to close the gender wage gap are supporting affordable child care, [raising the minimum wage and tipped minimum wage](#), and [passing fair scheduling laws](#).

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