



## Wal-Mart's War on Women

Women, the backbone of Wal-Mart's workforce, suffer under unequal pay and discrimination in advancement and job assignments. Wal-Mart's pattern of discrimination runs through all levels of the company—from hourly employees to senior management.

- 65% of the company's hourly employees are women, but these workers earn 37 cents an hour less than male hourly employees for the same work. Women working at Wal-Mart make on average 4.5-5.6% less than men for the same work.
- Male management trainees make an average of \$23,175 a year, compared with \$22,371 for women trainees.
- The average male senior vice president at Wal-Mart makes \$419,435 a year, while the four women senior vice presidents earn an average of \$279,772.
- As women move up the ladder, the disparity between their wages and what the men make widens—even though women have greater average seniority and higher average performance ratings.
- Men hold 90% of top store manager positions and more than two-thirds of store management positions overall at Wal-Mart. Women who do have management positions are often relegated to lower ranking positions, such as Customer Service Manager, Department Manager, and Support Manager. Women were found to be underrepresented in management positions in 49 states.
- Wal-Mart employs fewer women in management today than its competitors did in 1975. Twenty comparable retailers employed an average of 41.6% women managers in 1975; Wal-Mart only employs 33% TODAY. (Women make up 56.6% of the management positions at competitors today.)
- The average time from their date of hire until they are first promoted to an Assistant Manager job is 4.38 years for women and only 2.86 years for men. For example, a woman who worked as an assistant manager for ten years for Wal-Mart and who received "exceeds expectations" on her evaluations was told she had to commit in writing to two years of overnight work in writing. Male assistant managers were never required to do more than six-month rotations on the overnight shifts, and many were promoted with fewer qualifications.
- On June 19, 2001 current and former female Wal-Mart employees filed a massive nationwide sex discrimination class action lawsuit in U. S. District Court against Wal-Mart Stores, Inc. (Case No.: C 01-2252 MJJ). The suit is seeking class action status that will make it the largest class action lawsuit ever—with well over 1 million participants. The suit charges that Wal-Mart discriminates against its female employees in promotions, compensation and job assignments. It claims that women are predominately assigned to the lowest paying positions and are systematically denied advancement opportunities.\*

\* UFCW is distributing information about the lawsuit. UFCW is not a party to the lawsuit and did not bring the lawsuit.

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