



THE COST OF BEING A WOMAN

LABOR

CAPSULE ONE

SECTION 2

JANUARY 19TH - FEBRUARY 1ST 2026

OVERVIEW

Our second area of focus for our first capsule, The Cost of Being a Woman, is Labor. NOW has been focused on equality in the workplace since its inception, from equal pay to harassment initiatives and discrimination.

FOUNDATIONS

In the late 1960's, NOW officers and members began petitioning the EEOC for hearings to enforce prohibitions against sex discrimination.

ACHIEVEMENTS

We've continued to work on equality in the labor force ever since.

- In 2006, the NOW Foundation submits a shadow report to the UNHRC in Geneva about continuing discrimination on the grounds of sex in the workplace as part of a review on the US.

LEGISLATION

Today, NOW is continuing the work of addressing discrimination and inequality in the workplace through legislative support of the following bills:

- S. 115/H.B. 17 – Paycheck Fairness Act
- H.B. 2638 – Women in Agriculture Act
- S. 988/H.B. 2023 – Women's Retirement Act
- S.B. 770/H.B. 1700 – Social Security Expansion Act

TODAY

Ensuring equality and protections for women in the workforce has been a key part of our work on Economic Justice—and will continue this fight for the next 60 years as well!