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# Stacking the Deck Short:

**Broken Economic Model and Policy Keep Economic Security  
Out of Reach for Many Tar Heel Women**

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**There Aren't Enough Jobs for Everyone  
Who Wants to Work**

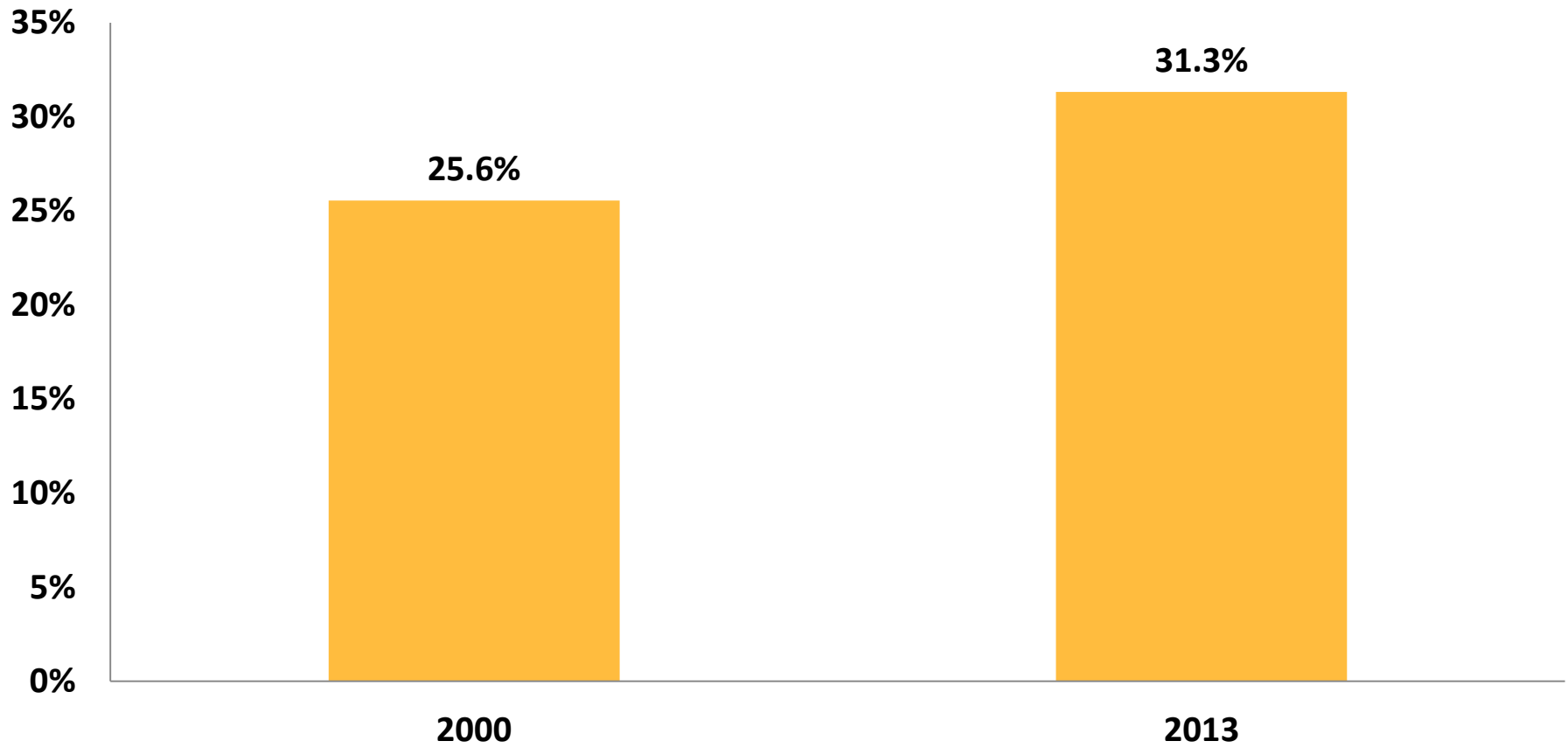
**91 counties**

**have more jobless workers  
than job openings**



# Share of NC Workers Earning Poverty Wages is Substantial, Up from 2000

*Share of workers earning poverty-level wages*



**MORE**

**NORTH CAROLINIANS LIVE IN POVERTY**

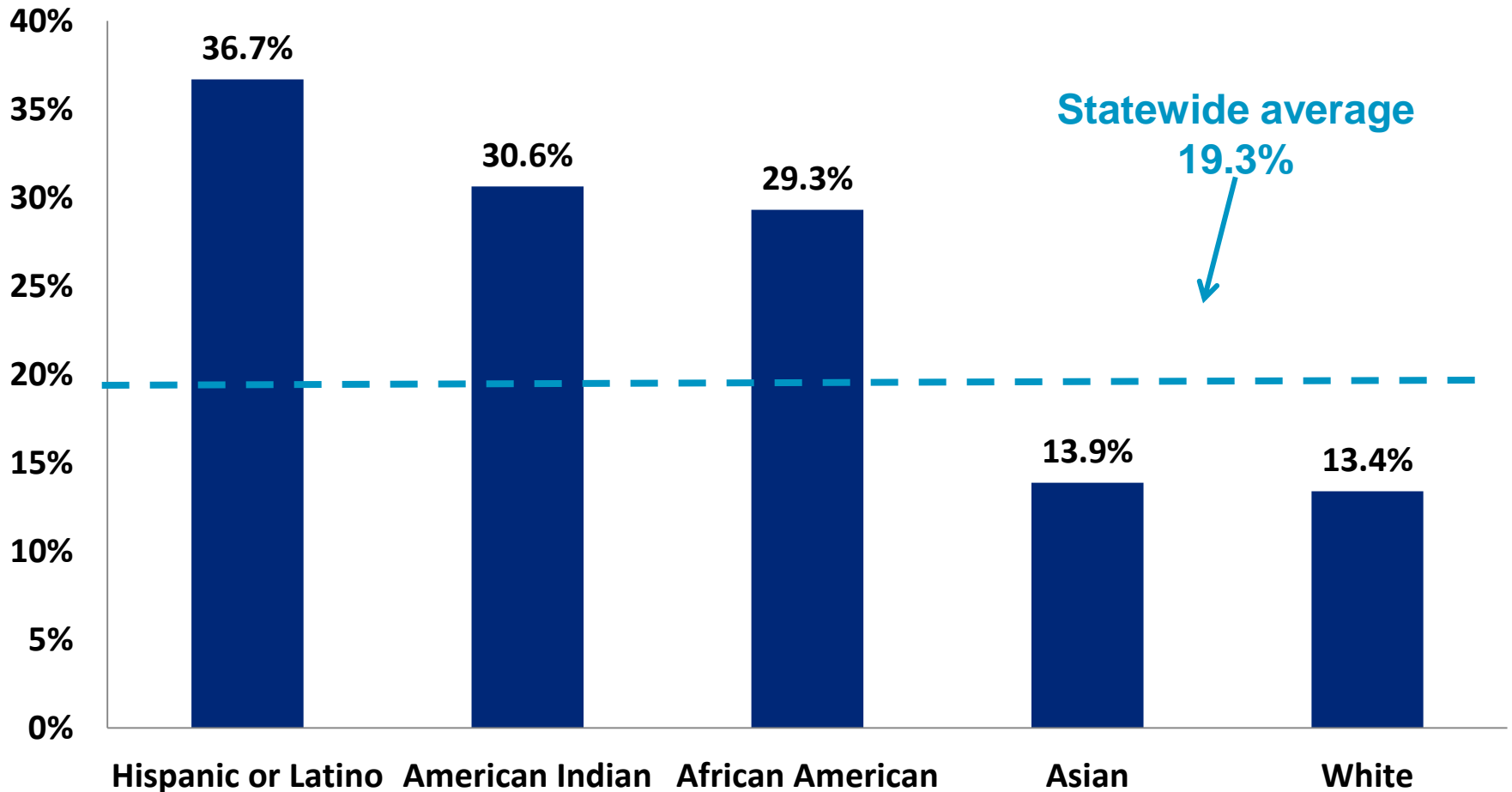
*than the combined populations of*

**ASHEVILLE, CHARLOTTE,  
GREENSBORO, RALEIGH,  
and WILMINGTON**



# Racial Disparities Persist— Poverty in Any Community Hurts Us All

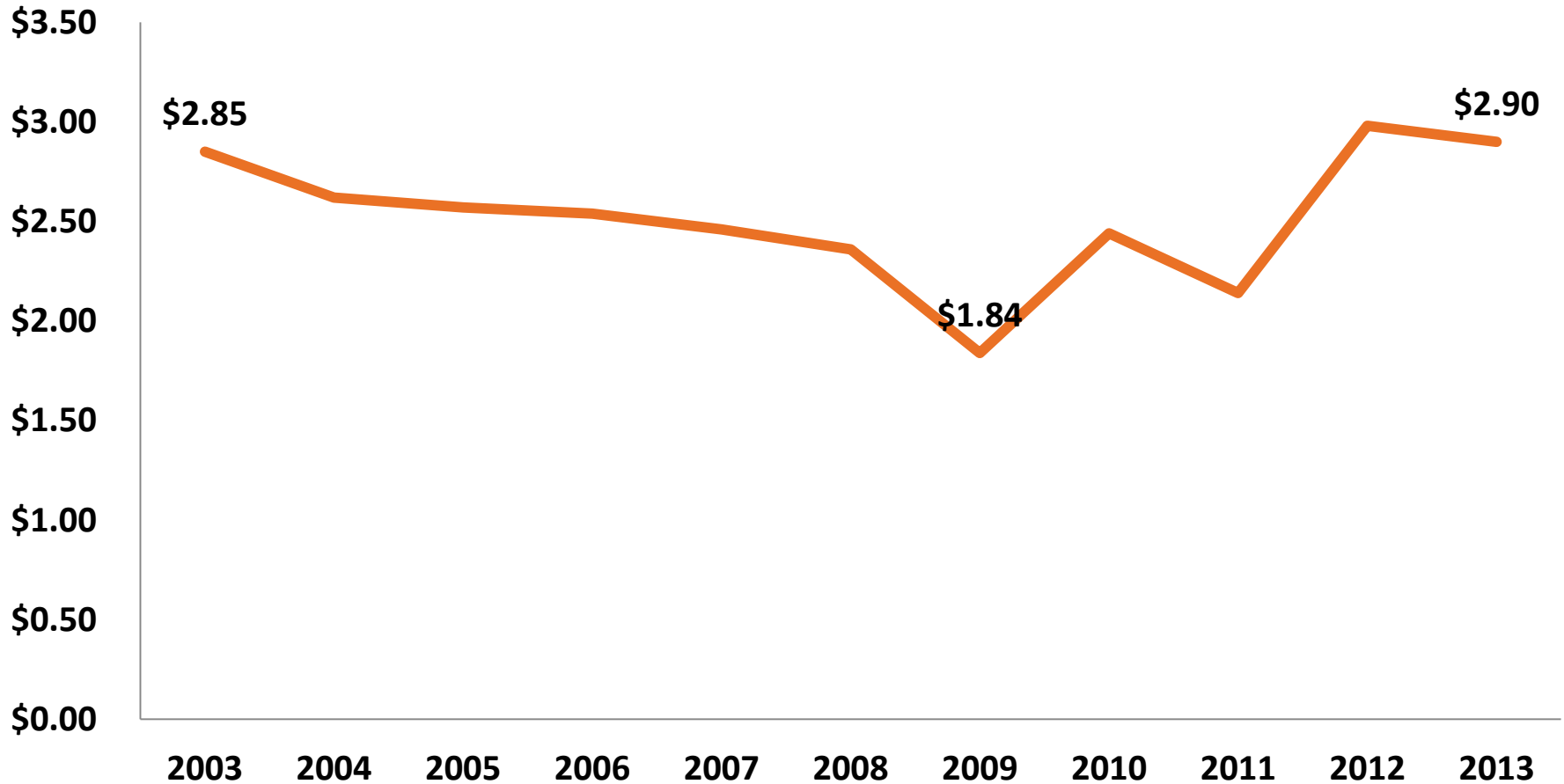
*2013 poverty rate by race among women*





# Gender Disparities Persist— Wage Gap Higher Now than 10 Years Ago

*Difference between Male and Female Annual Median Wage, 2003 to 2013*



- **2064**—the year the NC gender wage gap will close
- **4**—the extra number of months women have to work to earn what men did by the end of the previous year
  - **7** months for black women & **11** for Latina women
- **6 in 10**—the share of women comprising all North Carolinians who live below the living income standard

## The Gender Wage Gap

- Hurts women in low-wage work
- Hits single moms especially hard
- Keeps poverty high
- Leaves women without a path to the middle class

*...this is especially true for women of color*



More than **4 in 10** working women in the state  
are their families' primary breadwinners.<sup>6</sup>

The economic security of North Carolina's families depends on women's access to full and equal labor force participation, which requires adequate work supports and social insurance - as well as labor and workplace standards. Such policies can help create more equitable workplaces and a thriving workforce for North Carolina.

*Provide adequate work supports*

*Ensure equal pay for equal work*

*Minimize cuts to public sector employment*

*Strengthen tax credits for working families*

*Ensure health insurance coverage*

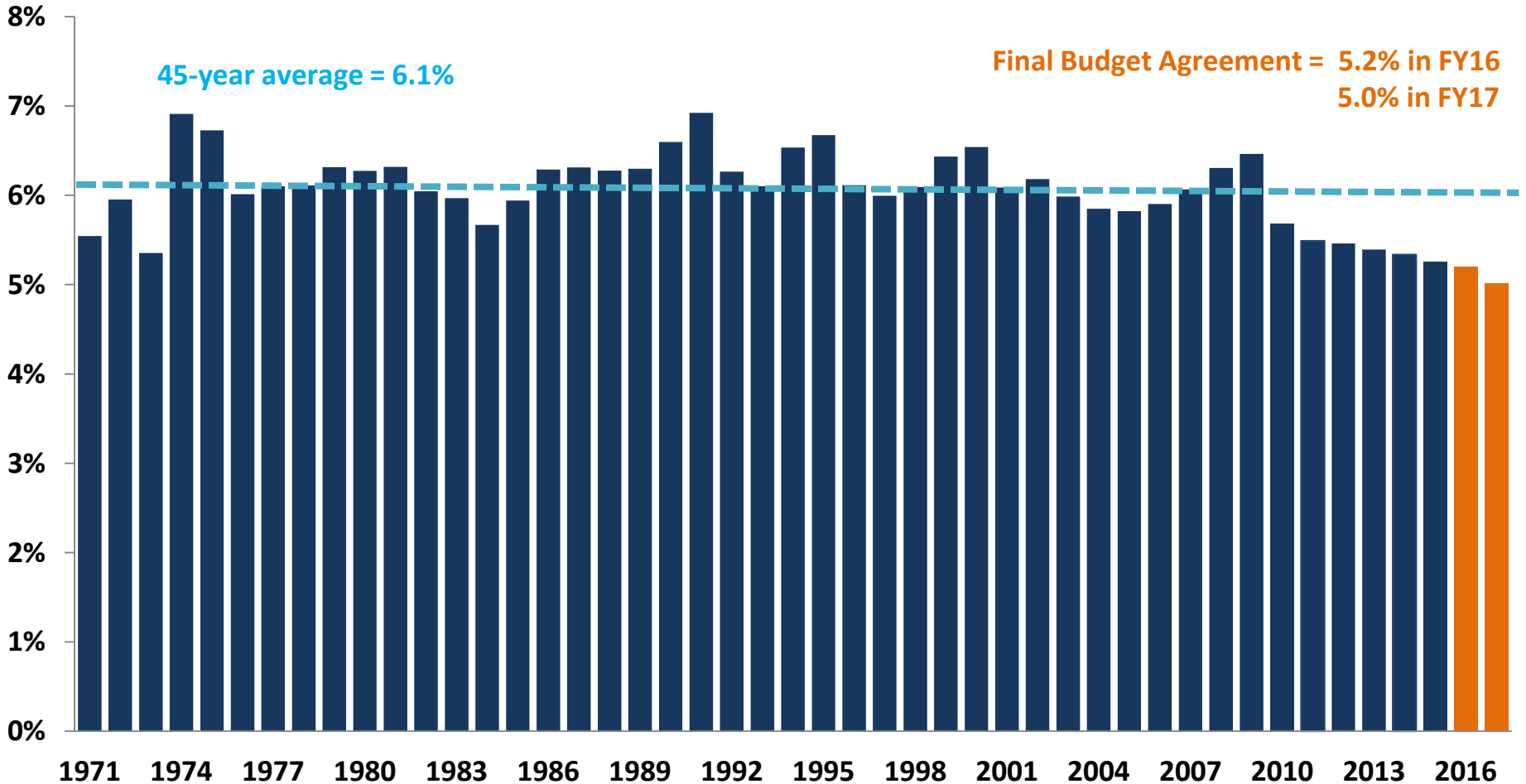
*Expand access to paid leave*

# Half a Dozen Ways to Build Women's Economic Security



# State Spending as a Part of the Economy Keeps Shrinking, Remains Below 45-Year Average

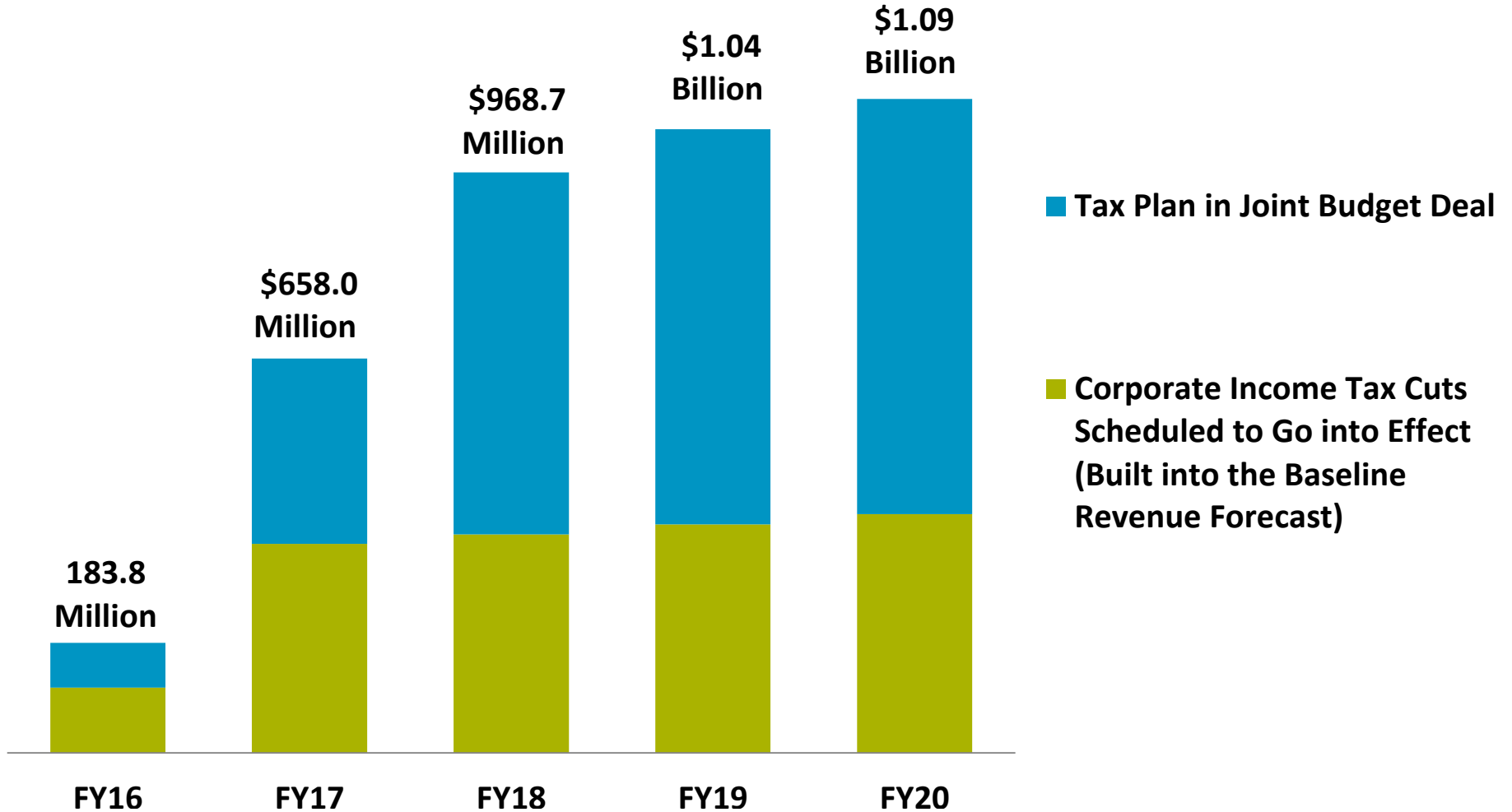
Total General Fund appropriations as a share of state personal income



Source: NCGA-Approved General Fund budgets via OSBM Post-Legislative Summaries and FRD Budget Highlights; FY15-17 budget deal; and BLS State Personal Income and Projections using 5-15 Consensus Revenue Forecast.

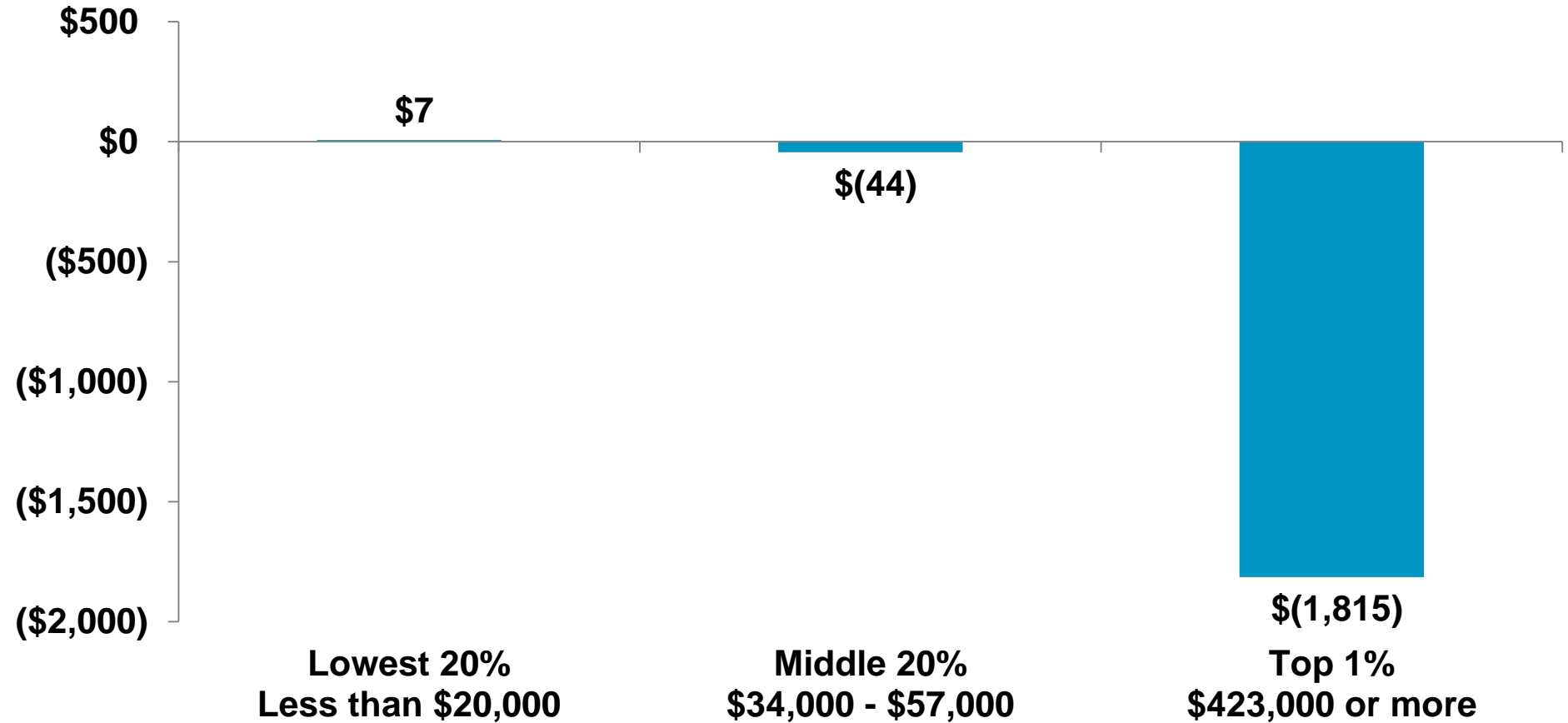


# Cost of Tax Cuts in Budget Will Continue to Squeeze Out Needed Investments





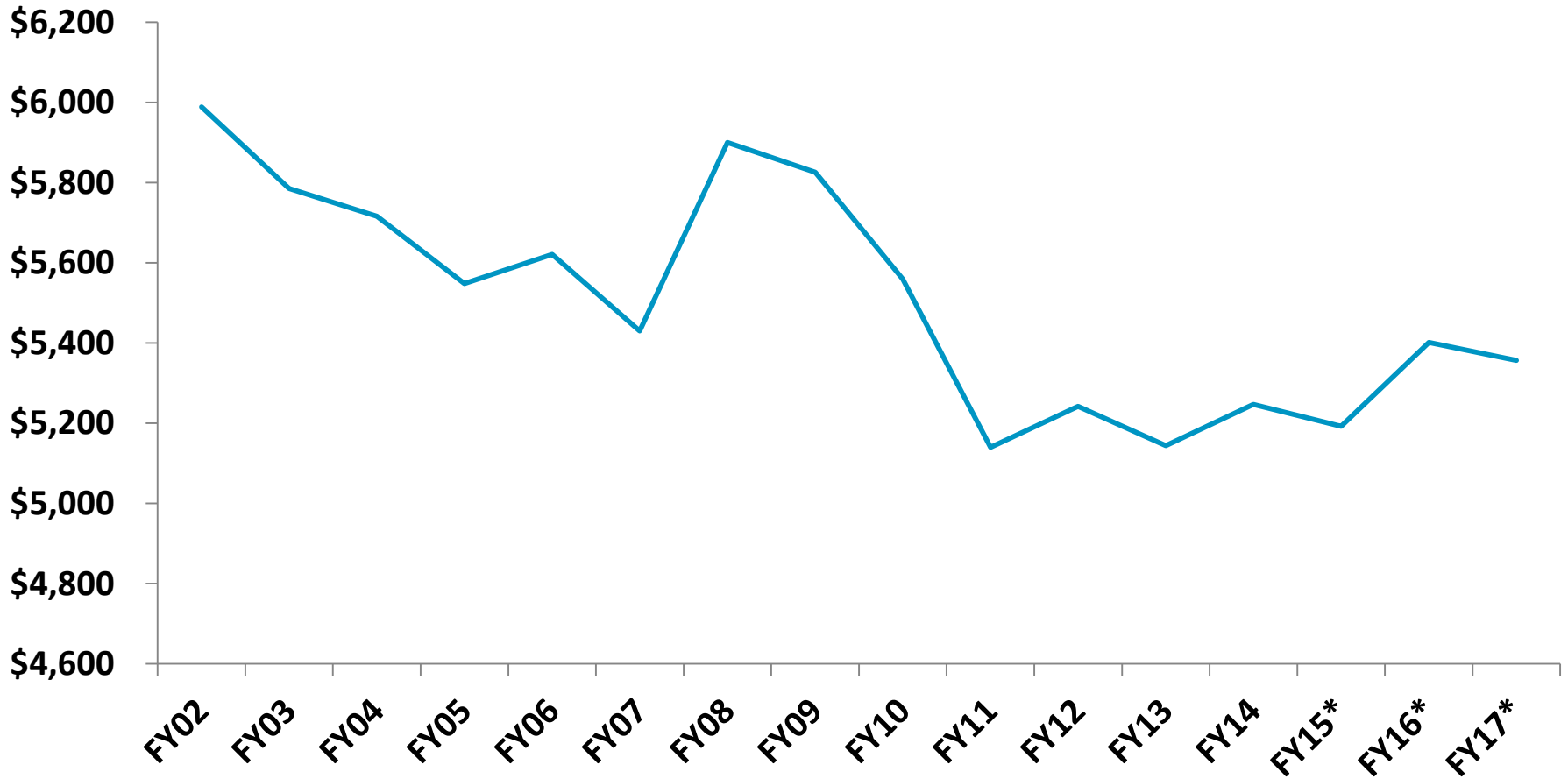
# Top 1 Percent of Taxpayers Continue to Receive Greatest Tax cut in New Budget





## State Budget Fails to Make Up Lost Ground: FY16 Per-Pupil Spending is \$499 below 2008 Pre-recession Level

*Total General Fund appropriations on a per-student basis, adjusted for inflation*



**Note:** For FY15, FY16, and FY17, data excludes state funds for teacher pay raises and bonuses to follow prior budgeting practice (to allow for overtime comparisons) which included this funding in the reserves section of the state budget.

- **Reversing these trends requires adequate and long-term investments in:**
  - **Education**
  - **Job creation**
  - **Policies that ensure jobs pay living wages**
  - **Policies that build an “all in” or inclusive economy**
- **Meanwhile, we must be careful not to dismantle the safety net and work supports that help families make ends meet**

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