Ms. NORTON. Mr. Speaker, today Senator Tom Harkin and I are introducing the Fair Pay Act of 2001, a bill that would require employers to pay equal wages to women and men performing equivalent work but not the same work in an effort to remedy the pay inequities that women continue to endure. We introduce this bill simultaneously in both Houses as an indication of the preeminent importance many American families attach to equal pay today.

A recent Labor Department study, requested by Senator Harkin and voted by Congress last term bolsters the goals of the Fair Pay Act (FPA). The Labor Department studied wage trends among federal contractors. Its conclusions are far more important than the perhaps predictable finding that the gender gap for federal contractors is about the same as it is for U.S. employers as a whole. The most important Labor Department finding is that the major cause of the pay gap is the segregation of women into female-gender occupations. The Department makes the startling finding that, "Since 1979, the contribution of occupational segregation to the pay gap has jumped from explaining 18 to 46 percent of the gap." This finding virtually demonstrates our Fair Pay Act