



WAL-MART & WOMEN: SEEN, SHORTCHANGED AND SILENCED

WAL-MART DISCRIMINATES AGAINST WOMEN

In the largest class-action lawsuit in history, 1.6 million current and former female employees are suing Wal-Mart for gender discrimination. — *New York Times*, 6/23/04

Women comprise 92% of Wal-Mart's cashiers, but only 14% of Wal-Mart's store managers.

— *Dukes v. Wal-Mart*, walmartclass.com

"Overall, women earned about \$5,200 less than men, on average, in 2001. Within the hourly workforce, women earned about \$1,100 less than men, and about \$14,500 less among management employees, in 2001."

— *Dukes v. Wal-Mart*, walmartclass.com

Wal-Mart was fined \$188,000 by the California Fair Employment and Housing Commission for refusing to reinstate a woman after she completed her maternity leave.

— *Sacramento Bee*, 6/14/05

Wal-Mart's health insurance does not cover birth control or Plan B. Pregnant women are allowed only one ultrasound, and newborns may be subject to the annual deductible for their care. — *Wal-Mart 2005 Associate Guide*, pages 50-64

SNAPSHOTS:

Wal-Mart pulled T-shirts from its shelves that read "Some day a Woman Will be President" off its shelves, calling the shirt "offensive" and "against Wal-Mart's family values."

— *Associated Press*, 9/22/95

On a business trip, a female store manager, along with several male executives, was forced to stop at a strip club. "Although I had never been in a place like this and had no interest in being there, I had no choice but to stay because I did not have my own car."

— *Dukes v. Wal-Mart*, walmartclass.com



"Men are here to make a career and women aren't. Retail is for housewives who just need to earn extra money."

— **Wal-Mart Personnel Manager Ramona Scott** recounting comments by male store manager.

Source: *Dukes v. Wal-Mart*, walmartclass.com

ABOUT WAL-MART WATCH

Along with over 300 supporting organizations, Wal-Mart Watch is sponsoring Higher Expectations Week to highlight our campaign to reform Wal-Mart. Wal-Mart Watch is committed to uncovering the true impacts of Wal-Mart's business practices on our economy, environment and culture. We aim to make Wal-Mart a more responsible company by informing, motivating and supporting the work of consumers, workers, community activists and elected officials who, together, will demand reform in their hometown. Join us at www.walmartwatch.com/november.



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*A small sample of our national and local partners.

WHAT YOU CAN DO!

LEARN THE FACTS: What does Wal-Mart cost you? Visit our website www.walmartwatch.com to find out.

SPEAK OUT: Tell your friends and family about the negative impact of Wal-Mart's business model.

ORGANIZE: Join the growing movement to hold Wal-Mart accountable for their greed and destructive impact on our communities, economy and culture.

