

GENDER WAGE GAP

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TOPIC BRIEF

The gender wage gap is a complex, socioeconomic issue where white, male workers are offered higher wages and better jobs than women of color. Consequently, female-dominated careers such as teaching or nursing generally offer lower wages than male dominated ones. Mothers are also shown to earn 7% less per child than childless women whereas fathers are perceived as more competent and earn more than men without children. This ultimately boils down to the issue of sexism. Despite women making up 51% of the population, in professions with high paying jobs, there are more CEOs running Fortune 500 countries named John (5.3%) than all women (4.1%). On the national level, women are paid about 20% less than men, however this statistic changes depending on a number of factors, most notably race. While white women earn 79 cents for every dollar a man makes, for black women this number drops down to 63. Hispanic and Latino women report earning almost half of what their white male coworkers earn. Even when traits such as race, region, education, work experience, and industry are ignored, 38% of the pay gap is left unexplained, showing a clear occupational gender bias. Despite being present in 98% of all professions, the gender wage gap is a largely ignored issue. The advancement of women, especially non-white women, is severely hindered by inequality of pay.



DISCUSSION QUESTIONS

1. How much time and effort should mothers actually be expected to give to their kids instead of their work? How much time and effort should fathers be expected to give?
2. Consider the myth that women simply choose lower paying jobs. Why do you think this myth originated?
3. What are some factors that might have contributed to the development and continuation of the gender wage gap?



ACTIVITY

Discuss these myths associated with the existence of the gender wage gap:

1. Women must leave the workforce to have kids.
2. Men work harder and longer hours.
3. Women aren't as skilled negotiators.
4. Men pursue higher-paying careers.
5. \$0.20 barely makes a difference.
6. Women have less experience and less education.
7. Women don't ask for raises.

Source:
<https://www.cnbc.com/2018/04/10/6-ways-to-convince-a-skeptic-the-pay-gap-is-real.html>