



# Women and Wages: The United States Wage Gap

By: Brooke Poston, S2C Practitioner in Training



<https://www.rexx-systems.com/news/gender-pay-gap.php>

There are many factors that impact how much MONEY people make. Some of these factors could include level of education, background, job field, and so on. Unfortunately, another factor that comes into play when discussing wages in the UNITED STATES is gender. The WAGE GAP, also known as the “gender wage gap” or “gender pay gap” refers to the DISPARITY(a great difference) between what men and women get paid for doing the exact same work. Currently, WOMEN make 82 cents for every dollar men make in the U.S. and this gap only increases when RACE is brought into the picture. While this is the most women have made compared to men, we still have a long ways to go

Spell: FACTORS Spell: BACKGROUND Spell: DISPARITY

What are we talking about today? THE WAGE GAP

There are many factors that impact how much \_\_\_\_ people make. MONEY

What country are we talking about specifically? THE UNITED STATES

Question Type Key

KNOWN – SEMI-OPEN – PRIOR KNOWLEDGE – MATH – OPEN – VAKT





According to this article the wage gap is also known as what? THE GENDER WAGE GAP OR THE GENDER PAY GAP

Name one of the factors listed above that impact how much money people make. LEVEL OF EDUCATION, BACKGROUND, JOB FIELD

What does wage mean? A PAYMENT USUALLY OF MONEY FOR LABOR OR SERVICES, A COMPENSATION OR PAYMENT

Currently women make how much per dollar compared to men? 82 CENTS

What is another factor that you think could play into how much money people make?

The history of the wage gap most likely dates back to the early days of civilization, but it surfaced in the United States during the 1860's with ADVOCATES such as ELIZABETH CADY STANTON and SUSAN B. ANTHONY rallying for "Equal Pay for Equal Work". These women believed they deserved all the same RIGHTS as men, and they advocated strongly for CHANGES to be made. While the wage gap still existed after such efforts, women continued to advocate for themselves, and the 19th AMENDMENT allowed for white women to VOTE. This gave women more of a voice in the DEMOCRATIC (representative, autonomous) process, but the wage gap was still extremely apparent, nevertheless.



<https://www.nps.gov/subjects/womenshistory/women-s-access-to-the-vote.htm>

Question Type Key

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Spell: EARLY Spell: DESERVED Spell: PROCESS

The history of the wage gap dates back to the early days of what? CIVILIZATION

These women believed that they deserved all the same what as men? RIGHTS

The 19th Amendment allowed for women to do what? VOTE

Name one of the advocates from the 1860's. ELIZABETH CADY STANTON, SUSAN B. ANTHONY

What was a synonym used above for democratic? REPRESENTATIVE, AUTONOMOUS

When did the wage gap surface in the United States? 1860's

What does the first amendment protect? FREEDOM OF RELIGION

Name one thing you might like to advocate for and why?

VAKT: Point to the word "women" in the banner above.

By the 1960's, women were more involved in work and government than ever before. And in 1963, the EQUAL PAY ACT passed through congress. This was a huge win for women all over the country because it PROHIBITED (something that has been prohibited or banned) employers from paying men and women different amounts for "jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions". This was an enormous step in the right direction, but it still had quite a few LOOPHOLES (or flaws) that allowed for men to continue to make higher wages than women. A few of these loopholes included different pay structures or level of merit or SUPERIORITY. By the end of the 1960's, women still only earned 60 cents to every dollar men earned.

Spell: COUNTRY Spell: PERFORMANCE Spell: SKILL

Who became more involved by the 1960's? WOMEN

What passed in 1963? THE EQUAL PAY ACT

What does loophole mean listed in this lesson? FLAW

Name one of the loopholes in the Equal Pay Act listed above. DIFFERENT PAY STRUCTURES OR LEVEL OF MERIT OR SUPERIORITY

Name one thing women were more involved in by the 1960's. WORK, GOVERNMENT

What year did the Equal Pay Act pass? 1963

Why was the passing of the equal pay act a huge win for women? IT PROHIBITED EMPLOYERS FROM PAYING MEN AND WOMEN DIFFERENT AMOUNTS

Use one word to describe the Gender Wage Gap.



<https://www.romper.com/p/11-equal-pay-day-memes-that-prove-the-wage-gap-is-no-laughing-matter-48904>

The 1960's also brought the addition of the CIVIL RIGHTS ACT, which also addressed the wage gap. This finally incorporated RACE, COLOR, RELIGION, AND NATIONAL ORIGIN (or place where an individual was born) broadening who was benefitting from the law. The next two decades allowed for advocacy around "pay equity" (or equal wages or fair pay) to become a national conversation. The gender wage gap NARROWED considerably in the 1970s and 1980s, bringing it up to around 70% in the United States by the early 1990s. However, women and people of color still worked in clerical, teaching, and service positions which were still severely UNDERVALUED and underpaid.

Spell: WHICH Spell: BENEFITTING Spell: DECADES

The 1960's also brought the addition of what? THE CIVIL RIGHTS ACT

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The Civil Rights Act also addressed the wage \_\_\_? GAP

The next two decades allowed for \_\_\_ around pay equity. ADVOCACY

Name one of the things listed above that this new law finally incorporated. RACE, COLOR, RELIGION, AND NATIONAL ORIGIN

What is a synonym that is listed above for pay equity? EQUAL WAGES OR FAIR PAY

Women and people of color still worked in what type of jobs? Name two. CLERICAL, TEACHING, AND SERVICE POSITIONS

What is an antonym for allow? PREVENT, FORBID, DENY

What percent was the wage gap up to by the early 1990's? 70 PERCENT

Do you have a dream job? If so, what is it?

During the 1990s, the wage gap continued to decrease and women were making higher wages than ever recorded. By the early 2000s, wages for both women and men PLATEAUED (or stayed the same) and have been pretty STAGNANT (still, motionless) ever since. Women's wages have INCREASED more than mens, and the average wage gap for all women is now about 82 cents for every dollar that a man makes as of 2018. For white women to make the same amount as white men, they must work 42 DAYS extra to earn what men did in 2020. While there is still work to be done, this is a huge IMPROVEMENT from 60 years ago!

Spell: RECORDED Spell: MORE Spell: WHILE

During the 1990's the wage gap continued to what? DECREASE

By the early 2000s wages for both men and women what? PLATEAUED

Women's wages have increased more than who's? MENS

What does the author say plateaued means? STAYED THE SAME

Name another word for stagnant listed above. STILL, MOTIONLESS

How many days must white women work to make the same as men? 42 DAYS EXTRA

What is the opposite of improvement? SETBACK, DRAWBACK

Name one thing you think or know to be as stagnant.

When it comes to race and the wage gap, there are even bigger DISPARITIES (differences). This is also known as the "ETHNICITY PAY/WAGE GAP". Black workers still earn less than their COUNTERPARTS (a thing that complements something) at 87 cents per dollar. Native American and Hispanic men both make



91 cents per dollar compared to white men. For women, the trends are similar. Black women are paid only 63 cents compared to every dollar a man makes and White women make about 79 cents to each dollar. Native American and Hispanic women make the LEAST when compared to white men making around 55 cents for every dollar paid to a white man and Asian women make the MOST at 90 cents to every dollar paid to a white man.

Spell: BIGGER Spell: COUNTERPARTS Spell: EVERY

When it comes to race and the wage gap there are even bigger what?

DISPARITIES

What does disparities mean? DIFFERENCES

Black workers still earn \_\_\_\_ than their counterparts. LESS

Compared to white men, who makes about 91 cents per dollar? Name one of the two mentioned above. NATIVE AMERICAN AND HISPANIC MEN

Name one population listed above that earns the least compared to white men.

NATIVE AMERICAN WOMEN, HISPANIC WOMEN

How much do Asian women make compared to white men? 90 CENTS

So, why is there still such a large difference in how individuals are being paid?

There are many FACTORS that contribute to this! Some factors include

DISCRIMINATORY practices, differing occupations, the time demands of jobs

obtained by men and women, and time away from EMPLOYMENT. Overall,

women usually must take a leave from work during the time they are PREGNANT,

which also plays a role in continuity(continuation, duration) of work and in

overall wages. And while the types of jobs women work tend to pay less, recent

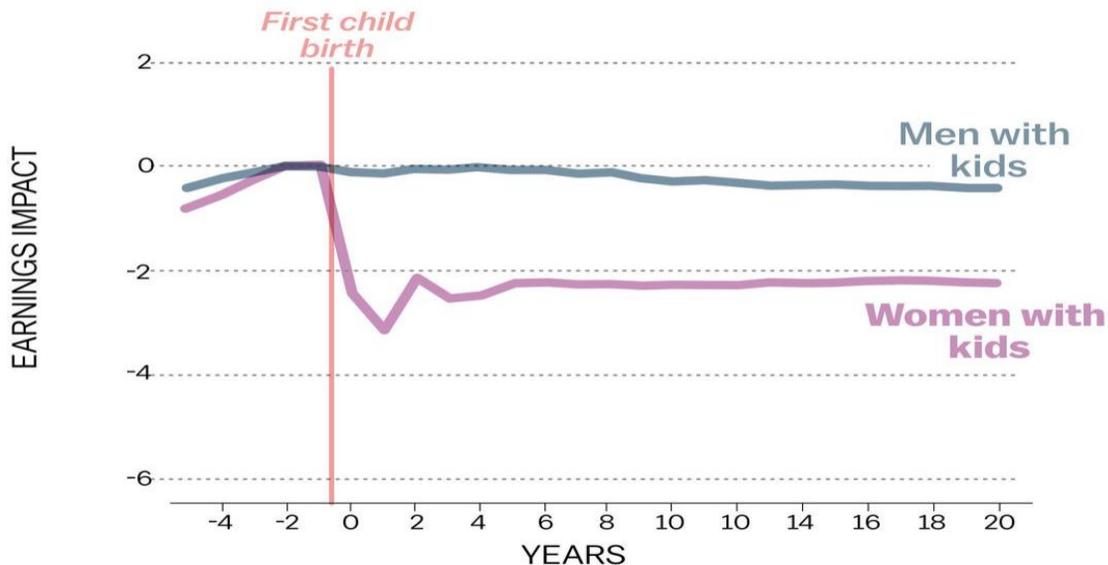
studies show that the wage gap can be attributed more to differences in pay

within OCCUPATIONS than across occupations!





## Women's earnings drop significantly after having a child. Men's don't.



Source: "Children and gender inequality: Evidence from Denmark," National Bureau of Economic Research

<https://www.vox.com/2018/2/19/17018380/gender-wage-gap-childcare-penalty>



Spell: LARGE Spell: TIME Spell: LEAVE

There are many \_\_\_ that contribute to how individuals are being paid. FACTORS

Overall, who usually must take a leave from work? WOMEN

The types of jobs women tend to work usually pay \_\_\_. LESS

What is a synonym listed above for continuity. CONTINUATION, DURATION

The wage gap can be attributed to what? MORE TO DIFFERENCES IN PAY WITHIN OCCUPATIONS THAN ACROSS OCCUPATIONS

Name one factor listed above that contributes to how people are paid.

DISCRIMINATORY PRACTICES, DIFFERING OCCUPATIONS, THE TIME DEMANDS OF JOBS OBTAINED BY MEN AND WOMEN, AND TIME AWAY FROM EMPLOYMENT

What is the opposite of discriminatory? FAIR, EQUAL

VAKT: Trace the line for women with kids in the graph above.

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<https://iisr317087238.wordpress.com/2018/12/10/wnba-gender-pay-gap/>

So, how can we help to FIX the wage gap in the United States? One big thing is advocacy! Letting the government know that we are well aware of the disparities with pay and wages between men, women, and race. Other potential things that ECONOMISTS say could help include: raising the MINIMUM WAGE, forming UNIONS, and providing paid family and medical leave. CHANGES need to be made on a small and large level, so that equal pay can be achieved by all!

Spell: HELP Spell: AWARE Spell: INCLUDE

To help fix the wage gap in the U.S. one big thing is what? ADVOCACY

Who should we let know that we are all aware of the disparities with pay? THE GOVERNMENT

Name one other potential thing that economists say could help? RAISING THE MINIMUM WAGE, FORMING UNIONS, AND PROVIDING PAID FAMILY AND MEDICAL LEAVE

What does an economist do? ECONOMISTS COLLECT AND ANALYZE DATA, RESEARCH TRENDS, AND EVALUATE ECONOMIC ISSUES FOR RESOURCES, GOODS, AND SERVICES

VAKT: Watch this video on the wage gap.

Glassdoor: The Gender Pay Gap Breakdown

(<https://www.youtube.com/watch?v=Jlc63jxNI1Q>) 1:25

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### Creative Writing:

If it was up to you to help come up with a plan to reduce the wage gap. What would you do? Give a detailed outline of your plan and who you want to work with.

If you could implement a new amendment, what would it be? Why? Explain in detail.

### Sources:

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<https://genderpolicyreport.umn.edu/what-causes-the-wage-gap/#:~:text=Higher%20Wages&text=While%20many%20factors%20contribute%20to,wages%20between%20men%20and%20women.>

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<https://www.epi.org/blog/little-to-no-gain-in-median-annual-earnings-in-the-2000s-while-significant-wage-gaps-remain/>

<https://econofact.org/why-do-women-continue-to-make-less-than-men>

<https://clintonwhitehouse2.archives.gov/WH/EOP/CEA/html/gendergap.html>



Brooke Poston is a South Carolinian currently living in Silicon Valley, California. She has a B.S. in Public Health from the College of Charleston and is a Spelling to Communicate Practitioner in Training serving the Bay Area. When she is not supporting spellers, Brooke enjoys live music, hiking, thrill seeking adventures, and making as much money as (or more than) her

male counterparts.

