

Bridging the Gender Pay Gap

By: Christine Acquah



Gender Pay Gap, What is it?

- The gap between what women are paid and what men are paid.
- the median annual earnings of women who work full time, year-round against the median annual earnings of men who work full time, year-round.

How much is the average pay gap between men and women in New Jersey?



Women are paid _____ cents to every male dollar in the U.S

82 Cents



**Women are paid 82 cents to every male dollar in New Jersey
amounting to an annual wage gap of \$11,089.**

Is the wage gap
bigger for women of
color?

If yes, how much?

Black Women-

Hispanic Women-

Asian Women-

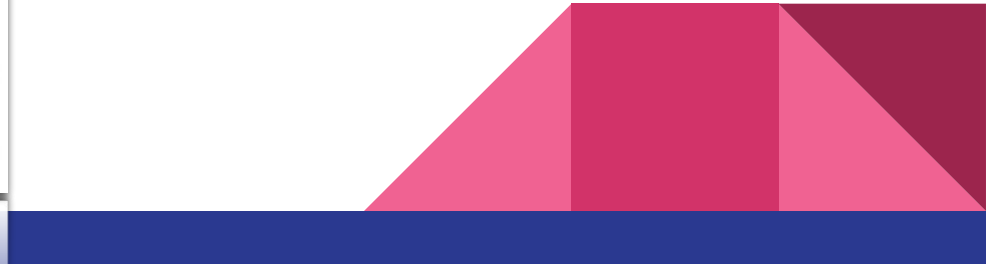


Among New Jersey women who hold full-time, year-round jobs,

Black women are paid **58** cents

Latinas are paid **43** cents

Asian American women are paid **87** cents for every dollar paid to white, non-Hispanic men.



How does race play a role in the pay gap?



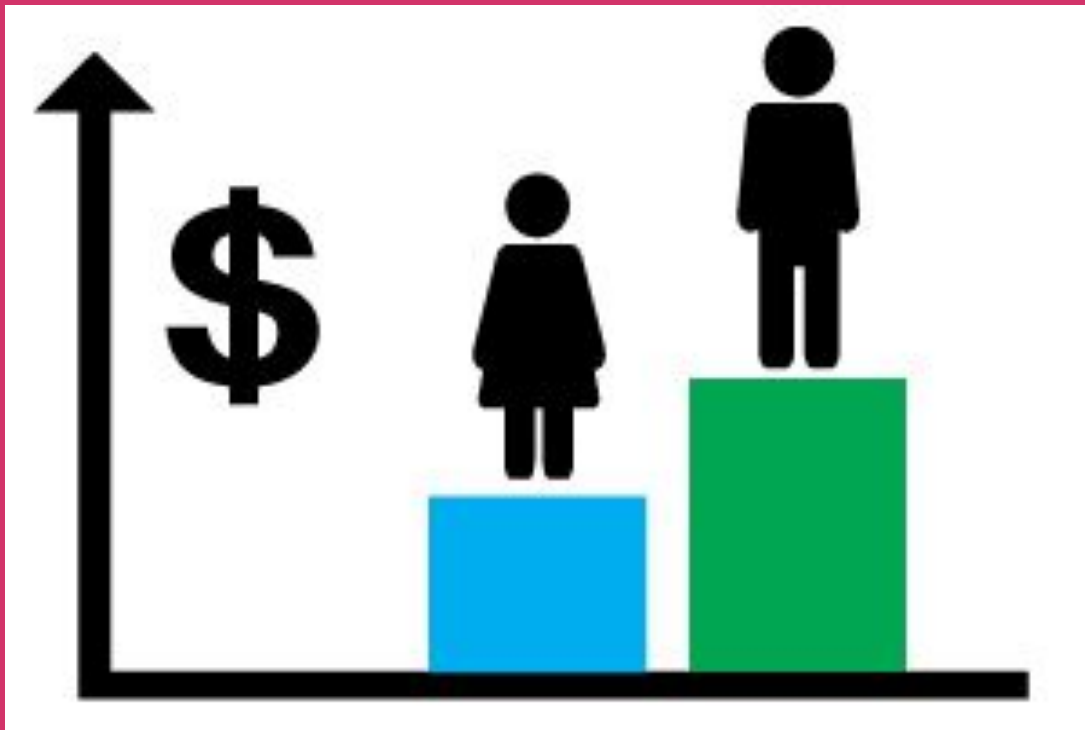
Discrimination
Unequal access
to career
opportunities



- ★ New Jersey women who are employed full time lose a combined total of more than **\$32.5 billion** every year.
- ★ In New Jersey, more than 417,000 family households are headed by women.

A working woman in New Jersey would have enough money for:

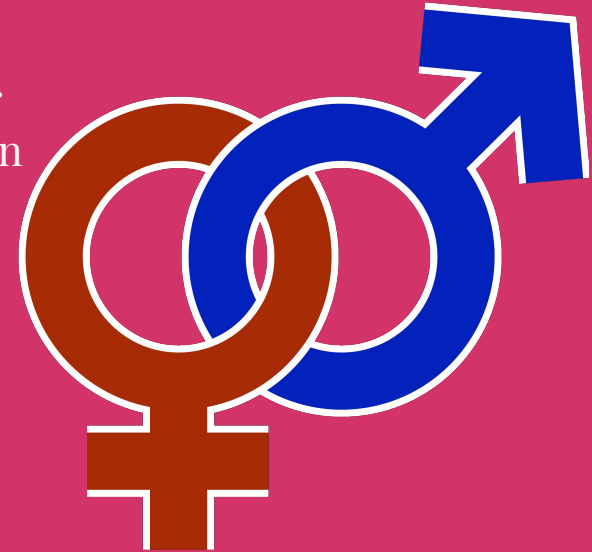
- 14 more months of child care.
- Nearly one additional year of tuition and fees for a four-year public university, or the full cost of tuition and fees at a two-year community college.
- Approximately 84 more weeks of food for her family (1.6 years' worth); Nearly five more months of mortgage and utilities payments; More than nine additional months of rent.



What do
YOU think
causes the
gender pay
gap?

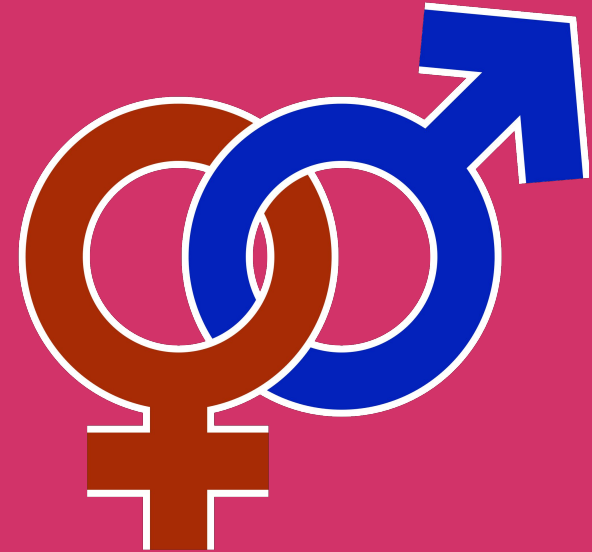
Main Cause of the pay gap:

- **Sexism** - prejudice or discrimination based on sex or gender, especially against women and girls.
- Sexism can be a belief that one sex is superior to or more valuable than another sex. It imposes limits on what men and boys can and should do and what women and girls can and should do.
(Encyclopedia Britannica)



Additional causes of the pay gap:

- Employees asking women about their previous work salary.
- Biases.
- Women taking time off to have children.
- Women simply not knowing they get paid less.



College Majors?

**What are you thinking of
majoring in college? Write it on a
piece of paper!**

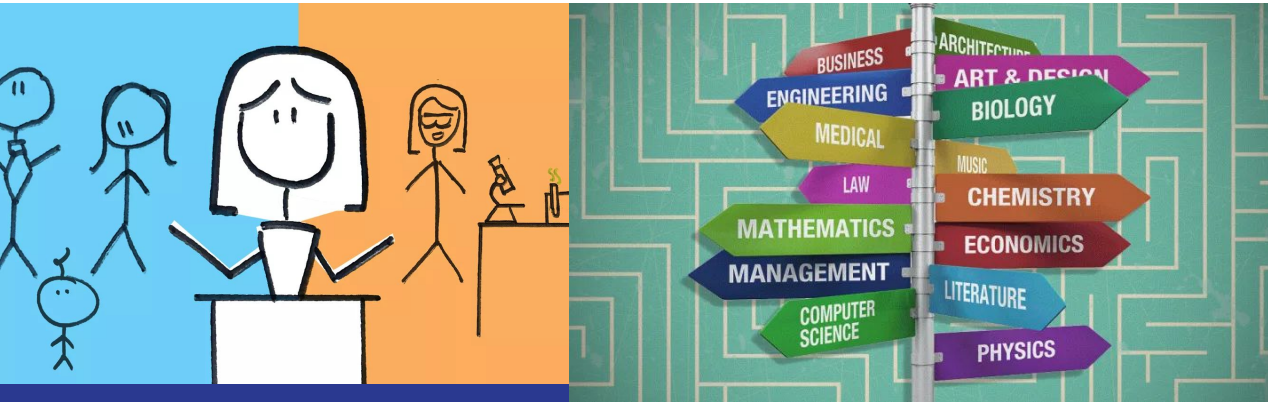


FIGURE 3. 15 Most Male-Dominated College Majors

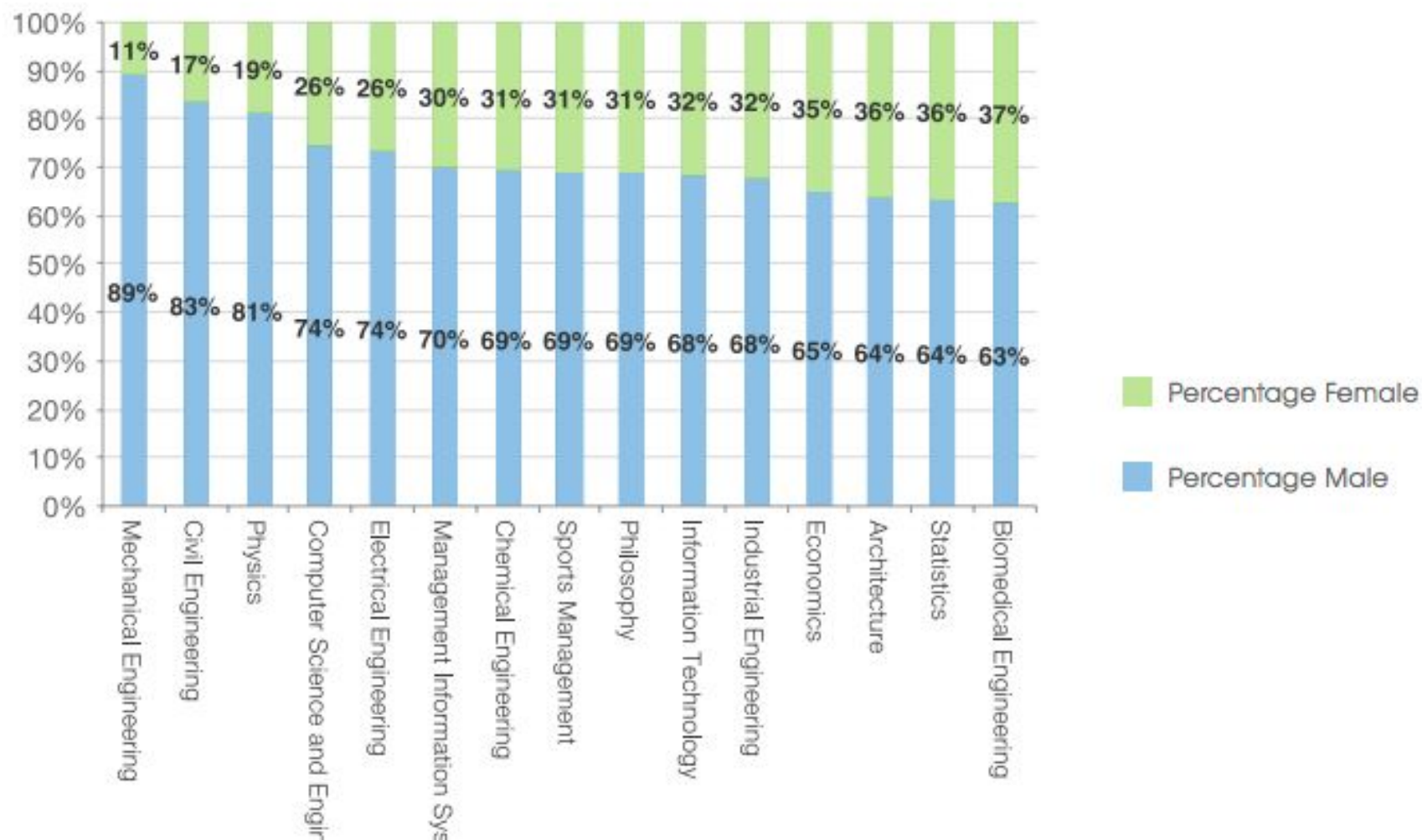
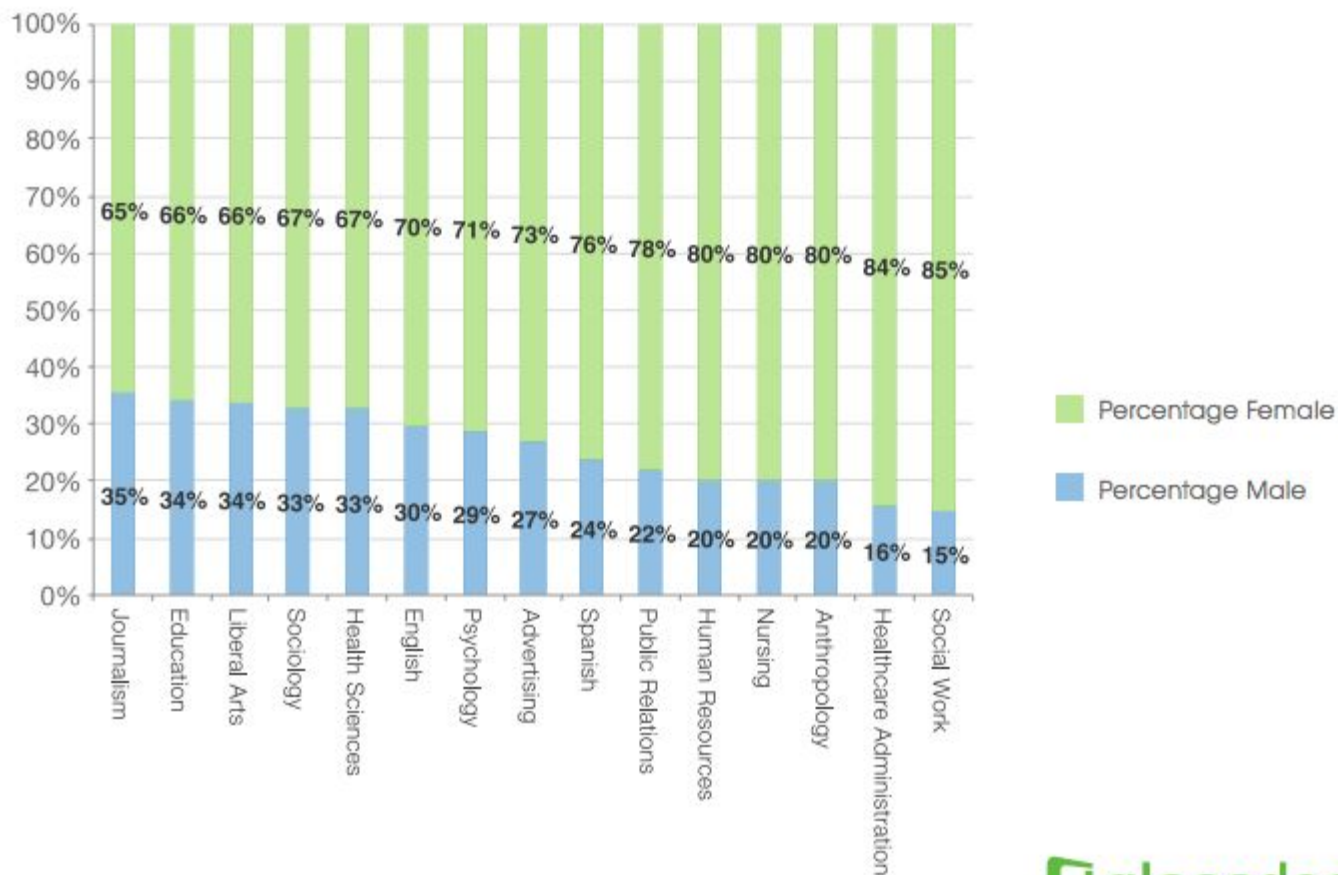


FIGURE 4. 15 Most Female-Dominated College Majors



10 Occupations Where Women Collectively Lose the Most Money

	Women Employed	Men's Earnings	Women's Earnings	Pay Ratio	Profession Gap
Financial managers	554,104	\$100,575	\$65,237	65%	\$19,581,000,000
Physicians and surgeons	274,511	\$243,072	\$171,880	71%	\$19,543,000,000
Accountants and auditors	1,014,827	\$77,320	\$60,280	78%	\$17,293,000,000
First-line supervisors of retail sales workers	1,177,835	\$47,774	\$35,217	74%	\$14,790,000,000
Registered nurses	2,092,489	\$71,590	\$65,612	92%	\$12,509,000,000
Marketing and sales managers	383,998	\$100,288	\$71,066	71%	\$11,221,000,000
Lawyers	320,159	\$140,270	\$106,837	76%	\$10,704,000,000
Chief executives	266,890	\$148,867	\$111,236	75%	\$10,043,000,000
Medical and health services managers	456,984	\$87,451	\$67,129	77%	\$9,287,000,000
Education administrators	500,325	\$83,383	\$64,989	78%	\$9,203,000,000

Think-Pair-Share Activity

Diane B. Allen Equal Pay Act

<https://www.northjersey.com/story/news/new-jersey/governor/2018/04/24/gov-phil-murphy-signs-equal-pay-equal-work-bill/542808002/>



Questions to Answer

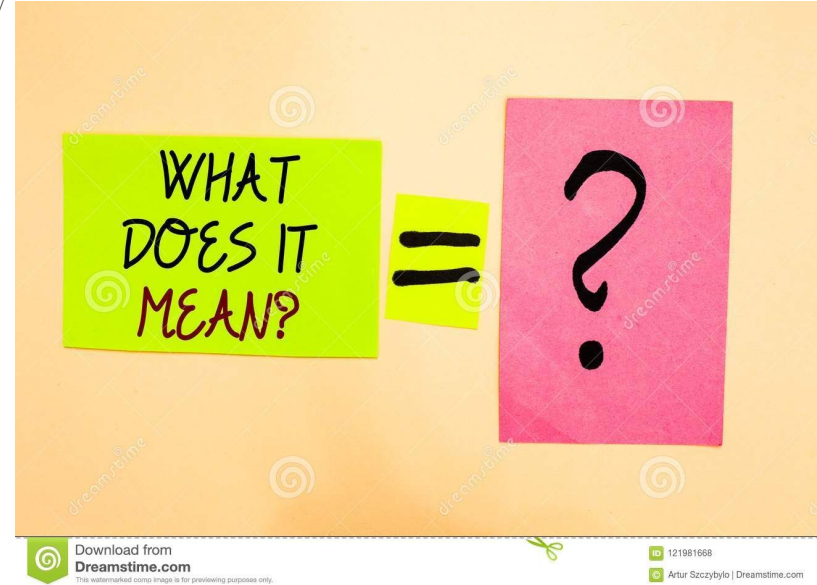
1. How will the law get rid of the pay gap?
2. What are the critiques of this law?
3. What do you think is missing from this law?



Components of the Bill

1. How will the law get rid of the pay gap?

- Illegal for employers to ask women about their previous pay
- Illegal for employers to pay “protected classes” such as women and minorities, less compared to white men if they perform “substantially similar work”.
- Employer will have to prove why they believe an employee’s experience and education separates them from receiving the same amount of pay.
- If employers are caught paying women less, they will pay 6 years of back wages.



Critiques of the law

- Businesses do not like the law
- Businesses do not like the idea of back pay

3. What do you think is missing from the law?



The Gender Pay Gap does not exist?!



There Is No Gender Wage Gap

What do we say to people who believe the gender pay gap does not exist?”

- No war on women
- The pay gap is a result of women choosing to make less
- The gender pay gap is childish





**Tweet One thing you learned
about the gender pay gap
today and hashtag your
tweet **#genderpaygap****