

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

Chapter 1 : Employment discrimination - Wikipedia

Middle-class blacks are discriminated against in the United States / Ishmael Reed -- Middle-class blacks are not discriminated against in the United States / John McWhorter -- The wage gap for women / Debra Katz and Justine F. Andronici -- Wage discrimination against women does not exist / April Kelly-Woessner -- Opposing same-sex marriage.

Their evaluations take into account economic participation and opportunity, educational attainment, health and survival, and political empowerment scores. Gender pay gap in Australia In Australia, the gender pay gap is calculated on the average weekly ordinary time earnings for full-time employees published by the Australian Bureau of Statistics. The gender pay gap excludes part-time, casual earnings and overtime payments. In fact, a "major part of the earnings gap is simply due to women managers being female". Watson also notes that despite the "characteristics of male and female managers being remarkably similar, their earnings are very different, suggesting that discrimination plays an important role in this outcome". The second most important factor in explaining the pay gap was industrial segregation. The specific problem is: May Learn how and when to remove this template message The Global Gender Gap Report ranks Brazil at 90 out of countries on pay equality for like jobs. The World Economic Forum, that created this report, takes into consideration economic participation and opportunity, educational attainment, health and survival, and political empowerment. It gives a score of 0. In , Brazil was one of the 6 countries that fully closed their gaps on both the Health and Survival and Educational Attainment subindexes. However, Brazil saw a setback in the progress towards gender parity this year, with its overall gender gap standing at its widest point since On average, combining paid work, household chores and caring for people, women work three hours a week more than men. In fact, the average women work Despite that, even with a higher educational level, women earn, on average, less than men do. One of the factors that may explain this difference is that only Finally, according to IBGE, occupational segregation and the wage discrimination of women in the labor market also have an important role in the wage difference between men and women. As reported by the same survey, women who work earn It also cited that 6. The survey also pointed out that In Brazil, under law, female workers may opt to take 6 months of maternity leave that must be fully paid by the employer. Many researches are concerned with this regulations. They question if these regulations may actually force workers into informal jobs, where they will have no rights at all. Between men the difference is less radical: Women in Canada are more likely to seek employment opportunities which greatly contrast the ones of men. There still remains the question of why such a trend seems to resonate throughout the developed world. One identified societal factor that has been identified is the influx of women of color and immigrants into the work force. These groups both tend to be subject to lower paying jobs from a statistical perspective. Several also have laws specifically prohibiting public sector and private sector employers from paying men and women differing amounts for substantially similar work. Verbatim, the Alberta Human Rights Act states in regards to equal pay, "Where employees of both sexes perform the same or substantially similar work for an employer in an establishment the employer shall pay the employees at the same rate of pay. As an upper middle income country, as classified by the World Bank, China is the "third-least improved country in the world" on the gender gap. The term "leftover women" produces anxieties for women to rush marriage, delaying employment. More women are in ministerial offices, improving the political empowerment score, but women are not receiving equal pay for similar jobs, preserving the low economic participation and opportunity scores. Eurostat found a persisting gender pay gap of Despite such laws on a national level being few and far between, there are calls for regulation on an EU level. A recent as of December resolution of the European Parliament urged the Commission to table legislation closing the pay gap. A proposal that is substantively the same as the UK plan was passed by votes to in the European Parliament. Central Bureau of Statistics claim that the pay gap is getting smaller. Young women earn more than men up until the age of 30, this is mostly due to a higher level of education. Women in the Netherlands, up until the age of 30, have a higher educational

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

level on average than men; after this age men have on average a higher educational degree. The chance can also be caused by women getting pregnant and start taking part-time jobs so they can care for the children. Depending on the age bracket and percentile of hours worked men in full-time employment work between 1. The study did not attempt to explain the causes of the gender gap. Data published had to include the pay and bonus figures between men and women, and included data from April Gender pay gap in India For the year , the gender pay gap in India was estimated to be Yoon believes Abenomix represents a desire to remedy the effects of an aging population rather than a desire to promote gender equality. Evidence for the conclusion is the finding that women are entering the workforce in contingent positions for a secondary income and a company need of part-time workers based on mechanizing, outsourcing and subcontracting. Mothers are more likely to continue working after child rearing on account of the availability of affordable childcare services provided for mothers previously in the workforce or the difficulty to be rehired after taking time off to raise their children. From a total of countries, South Korea had a gender gap ranking of th the lower the ranking, the narrower the gender gap. On the other hand, political empowerment dropped to half of the percentage of women in the government in According to StatsNZ, the wage gap was measured to be 9. Back in , it was measured to be approximately However, researchers claim that 80 percent of these factors cannot be elucidated, which often causes difficulty in understanding the gap. The official gap is calculated by Statistics New Zealand. On the other hand, the State Services Commission examine the average income of men and women for their calculation. Gender pay gap in Russia A wage gap exists in Russia after , but also before and statistical analysis shows that most of it cannot be explained by lower qualifications of women compared to men. On the other hand, occupational segregation by gender and labor market discrimination seem to account for a large share of it. Consequently, the pay gap study can be examined for two periods: The government provides tax relief to mothers in the workforce to encourage them to continue working. Yoon states that "as female employment increases, the gender gap in employment ratesâ€narrows down" in Singapore. However, after adjusting for choices made by male and female workers in college major, occupation, working hours, and parental leave, multiple studies find that pay rates between males and females varied by 5â€6.

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

Chapter 2 : Library Resource Finder: Staff View for: Discrimination

Wage discrimination against women does not exist / April Kelly-Woessner Opposing same-sex marriage discriminates against gays / Julian Bond Opposing same-sex marriage does not discriminate against gays / Timothy J. Dailey.

By Nikki Graf , Anna Brown and Eileen Patten The gender gap in pay has narrowed since , but it has remained relatively stable over the past 15 years or so. Based on this estimate, it would take an extra 47 days of work for women to earn what men did in . Our analysis finds that the wage gap was smaller for adults ages 25 to 34 than for all workers ages 16 and older. Women in this age group earned 89 cents for every dollar a man in the same age group earned. For young women, the gap has narrowed even more over time. In , women ages 25 to 34 earned 33 cents less than their male counterparts, compared with 11 cents in . Why does a gender pay gap still persist? The narrowing of the gap is attributable in large part to gains women have made in each of these dimensions. But other factors that are difficult to measure, including gender discrimination, may contribute to the ongoing wage discrepancy. One of the most commonly reported forms of discrimination focused on earnings inequality. Both men and women see inequalities in the workplace: Family caregiving responsibilities, particularly motherhood, can lead to interruptions in career paths for women and can have an impact on long-term earnings. In a survey , women were more likely than men to say they had taken breaks from their careers to care for their family. Fewer men said the same. Our survey of workers who have taken parental, family or medical leave in the past two years found that mothers typically take more time off than fathers after birth or adoption. The median length of leave among mothers after the birth or adoption of their child was 11 weeks, compared with one week for fathers. Mothers were also nearly twice as likely as fathers to say taking time off had a negative impact on their job or career. Even though women have increased their presence in higher-paying jobs traditionally dominated by men, such as professional and managerial positions, women as a whole continue to be overrepresented in lower-paying occupations. This may also contribute to gender differences in pay. This is an update of a post originally published April 8,

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

Chapter 3 : Gender pay gap has narrowed, but changed little in past decade

Does Discrimination Exist in the United States? Wage Discrimination Against Women Does Not Exist: p. April Kelly-Woessner Questions are asked about the.

This Act prohibits sex discrimination in wages for male and female workers in a given firm. It allows pay differentials based upon length of job tenure, merit, and productivity differentials. It is noted that a substantial portion of the wage gap may be explained by differences in education, work experience, hours of work, and occupational choice. The difficulties in separating the effects of discrimination from the effects of preferences and choice are also discussed. Methods of remedying discrimination are also discussed. Equal Employment Opportunity Commission, shows the proportion of women employed in an extensive set of occupations. Data is sorted by 3-digit SIC code and by job category within the industry. National Organization for Women The web site of the National Organization for Women contains arguments suggesting that gender discrimination is a significant factor in explaining the male-female wage differential. The Economic Equity and Affirmative Action pages on this site are of particular relevance. National Committee on Pay Equity <http://www.ncea.org/>: They provide statistics on the magnitude of the male-female wage gap over time, and a table listing earnings by education this does not take into account, however, the effect of occupation and work experience. This group argues for legislation that attempts to eliminate the gender wage gap. Department of Labor posts an extensive collection of information related to female labor force activity. It documents the magnitude of the male-female earnings differential. Income statistics are available by gender, educational attainment, and ethnicity. The Adobe acrobat viewer plugin is required to view this document. You may download this viewer by clicking [here](#). This study also notes that the wage gap is larger for older workers than for younger workers. Evidence of a decline in the wage gap over time is also discussed in this report. A small narrowing of the gender wage gap during this period is apparent. As the title suggests, for all categories of educational attainment, the growth rate of female earnings exceeded the growth rate of male earnings. Ilg, and Jennifer E. Gardner, "Trends in Hours of Work since the mids" <http://www.dol.gov/eopd/whd/whd0401.htm>: Gardner find that women are exhibiting more continuous labor force participation in this April Monthly Labor Review article. Department of Labor, "Nontraditional Occupations for Women in " <http://www.dol.gov/eopd/whd/whd0401.htm>: Department of Labor provides this list of occupations in which relatively few women are employed. Statistics are provided on the number of women employed in each occupation, the average weekly wage, the gender wage gap, and the proportion of women in each occupation. Department of Labor, contains information on the 20 occupations that employ the largest number of women. Statistics are provided on the number of women employed in each occupation and the proportion of women in each occupation. Department of Labor, "Occupational Outlook Handbook" The Occupational Outlook Handbook contains detailed descriptions of job duties and employment prospects in a wide variety of occupations. This study collected information on dual-earner households using "focus groups, in-depth interviews, surveys, and organizational records. Evidence is also presented that indicates that men still spend more time in paid market labor than their working wives. Different Perspectives in the Debate Anita U. Choices Explain Gender Wage Gap" <http://www.economicpolicy.org/pubs/2004/0401.htm>: Hattiangadi, in this Employment Policy Foundation article, discusses the magnitude and causes of the gender wage gap. She notes that most of the observed differences in male and female wages can be explained by differences in average hours, work experience, educational attainment, and career choice. She suggests that a comparison of the average wages of male and female full-time workers is meaningless since it does not control for gender differences in average hours, educational attainment, occupation, and other factors that affect wages. They found that differences in educational attainment could not account for the observed wage gap. A mix of corporate and government policies were recommended to reduce this gap. Wall discusses the gender wage gap in this October article appearing in *The Regional Economist*, a publication of the St. Louis Federal Reserve District Bank. Wall cites a study by Blau and Kahn that indicates that 6. This unexplained component may be the result of discrimination, or unobservable differences in human capital investment. Wall notes that

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

these experts in evaluating discrimination cases. He finds that the U. Rhoads believes that concerns over this arbitrary process will eventually result in the adoption of centralized standards. He suggests that such a centralized system will still result in arbitrary and inefficient outcomes. She notes that women play the largest share in creating human capital through childbearing and childrearing. Yet, these activities tend to be unrecognized because no salary is attached to these tasks. Crittenden argues that divorce laws in many states also do not fully take into account the value of the household services provided by women. She suggests that this results in a dependency that is harmful to women.

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

Chapter 4 : Gender pay gap - Wikipedia

The Gender-Wage Gap The gender wage gap is often perceived as an old-fashioned occurrence, however, the inequality between men and women still does exist in today's workforce. Australia's gender - wage may not be as prominent as it was in the past and few figures conclude that the gap is narrowing but women are still being discriminated against (McGregor & Still).

Definition[edit] In neoclassical economics theory, labor market discrimination is defined as the different treatment of two equally qualified individuals on account of their gender , race , [1] age , disability , religion , etc. Discrimination is harmful since it affects the economic outcomes of equally productive workers directly and indirectly through feedback effects. Differences in outcomes such as earnings, job placement that cannot be attributed to worker qualifications are attributed to discriminatory treatment. It is important to note that the process is as important as the outcomes. Civil Rights Act of , the movement towards equality has slowed down after the mid-1900s, especially more in gender terms than racial terms. Many studies find that qualification differences do not explain more than a portion of the earnings differences. The portion of the earnings gap that cannot be explained by qualifications is then attributed to discrimination. One prominent formal procedure for identifying the explained and unexplained portions of the gender wage differentials or wage gap is the Oaxaca-Blinder decomposition procedure. This approach has the advantage of studying economic outcomes of groups with very similar qualifications. However, it is difficult to determine the extent to which this is the result of racial discrimination. Although the gap in earnings between men and women was very small immediately after graduation, it widened in 15 years to the point that women earned 60 percent of what men earned. Other studies on relatively homogeneous groups of college graduates produced a similar unexplained gap, even for the highly educated women, such as Harvard MBAs in the United States. One such study focused on gender wage differences in between the college graduates. The researchers took college major, GPA grade point average and the educational institution the graduates attended into consideration. Yet, even after these factors were accounted for, there remained a percent pay gap based on gender. Another study based on a survey of all college graduates had similar results for black and white women regarding gender differences in earnings. However, the results of earnings were mixed for Hispanic and Asian women when their earnings were compared to white, non-Hispanic men. A study looked at Harvard graduates. The results showed 30 percent of the wage gap was unexplained. Therefore, although not all of the unexplained gaps attribute to discrimination, the results of the studies signal gender discrimination, even if these women are highly educated. Human capitalists argue that measurement and data problems contribute to this unexplained gap. In order to examine racial discrimination, the Urban Institute relied on a matched pairs study. The job position was entry-level. Thus, they matched pairs of black and white men and pairs of Hispanic and non-Hispanic men as testers. The testers applied for the advertised openings for the new positions. In addition, they went through training sessions for the interviews. If both people in the pair were offered the job or if both were rejected, the conclusion was there was no discrimination. However, if one person from the pair was given the job while the other was rejected, then they concluded there was discrimination. The Institute found out that black men were three times more likely to be refused for a job compared to white men; while the Hispanic men were three times more likely to be discriminated. The percentage for interviews was by 10 percent more for the white testers. Among those interviewed, 50 percent white women were offered the job, while only 11 percent of black candidates received jobs offers. The white testers were also offered higher pay for the same job in cases where the same job was also offered to the black testers. The pay difference was 15 cents per hour more for the white candidates. Furthermore, black women were "steered" toward lower level jobs, while white women were even given some higher-level positions that were unadvertised. A matched-pairs study of homogeneous group audit experiment was done in the restaurants in Philadelphia , United States. Also, the resumes were written in a three-level scale based on the qualifications of the pseudo

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

applicants and resumes for each qualification level were delivered in three separate weeks. The results showed that male applicants were favored significantly. Men had higher interview callbacks or job offers. In addition, men did even better in high-pay restaurants compared to low-pay ones. In the low-price restaurants, for each man who received a job offer, the woman was rejected 29 percent of the time. There were no such cases where a man did not get the job offer but a woman did. In the high-priced restaurants, when the man got an offer, the woman was rejected 43 percent of the time. The same pattern that signaled discrimination was observed for the interviews. At the high-priced restaurants, women had 40 percent less chance of being interviewed and 50 percent less chance of receiving the job. Therefore, based on this study, it is correct to conclude discrimination in the same job may lead to gender wage discrimination. Note the high-priced restaurants are more likely to offer higher wages and higher tips for its workers compared to those with low prices. Thus, only the skills were considered. In other words, a change occurred. This study tests for discrimination directly. The finding implies there was gender discrimination against woman musicians before the adoption of the screen on identity. However, this discriminatory practice was eliminated after the adoption and only qualifications of the individuals were taken into account. However, the qualifications written in the resumes are comparable. From court cases [edit] Darity and Mason [] summarize the court cases on discrimination, in which employers were found guilty and huge awards were rewarded for plaintiffs. They argue that such cases establish the existence of discrimination. Some examples are the following: Petersburg Times, , pp. The six black workers, who were the plaintiffs, gave the taped racist comments of the white corporate officials as evidence Inter Press Service, ; The Chicago Tribune, In , the General Motors Corporation was sued both for gender and racial discrimination the Christian Science Monitor, In , the plaintiffs of the Pitney Bowes, Inc. Neoclassical explanations [edit] Neoclassical labor economists explain the existence and persistence of discrimination based on tastes for discrimination and statistical discrimination theories. While overcrowding model moves away from neoclassical theory, the institutional models are non-neoclassical. His argument is as following: Similarly, the customers who discriminate against certain kinds of workers in favor of less effective have to pay more for their services, in the average. As Becker conceptualized, discrimination is the personal prejudice or a "taste" associated with a specific group, originally formulated to explain employment discrimination based on race. The theory is based on the idea that markets punish the discriminator in the long run as discrimination is costly in the long run for the discriminator. There are three types of discrimination, namely: Thus, the non-pecuniary cost brings an additional cost of discrimination in dollar terms; the full cost of employing women is the wage paid plus this additional cost of discrimination. For the total cost of men and women to be equal, women are paid less than men. In the second type, the male employees have a distaste for working with women employees. Because of the non-pecuniary cost, they must be paid more than women. In the third type, the customers or clients have a distaste for being served by woman employees. Therefore, the customers are willing to pay higher prices for a good or a service in order not to be served by women. The as-if non-pecuniary cost is associated with purchasing goods or services from women. However, discrimination seems to persist in the long run [22] ; it declined only after the Civil Rights Act , as it was seen in the economic history. For instance, men are more likely to work as truck drivers, or the female customers are more likely to choose to be served by women lingerie salespersons because of preferences. However, this segregation cannot explain the wage differentials. In other words, occupational segregation is an outcome of group-typing of employment between different groups but consumer discrimination does not cause wage differentials. Thus, customer discrimination theory fails to explain the combination of employment segregation and the wage differentials. However, the data points out the jobs associated with women suffer from lower pay. Statistical discrimination economics Edmund Phelps [] introduced the assumption of uncertainty in hiring decisions. Thus, they are more likely to hire the male applicants over the females, if they believe on average men are more productive and more stable. This general view affects the decision of the employer about the individual on the basis of information on the group averages. The non-neoclassical insight that is not part of the statistical discrimination sheds light onto uncertainty. If a woman is given less

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

firm-specific training and is assigned to lower-paid jobs where the cost of her resigning is low based on the general view of women, then this woman is more likely to quit her job, fulfilling the expectations, thus to reinforce group averages held by employers. However, if the employer invests a lot on her, the chance that she will stay is higher. The reasons for segregation may be socialization, individual decisions, or labor market discrimination. Wage differentials occur when the job opportunities or demand for the female-dominated sector is less than the supply of women. According to the evidence, in general female dominated jobs pay less than male dominated jobs. The pay is low because of the high number of women who choose female dominated jobs or they do not have other opportunities. When there is no discrimination in the market and both female and male workers are equally productive, wages are the same regardless of type of the job, F or M jobs. Assume the equilibrium wages in job F is higher than that of the M jobs. Intuitively, the workers in the less paying job will transfer to the other sector. This movement ceases only when the wages in two sectors are equal. Therefore, when the market is free of discrimination, wages are the same for different types of jobs, provided that there is sufficient time for adjustment and attractiveness of each job is the same. When there is discrimination in the M jobs against women workers, or when women prefer the F jobs, economic outcomes change. When there is a limit of available M jobs, its supply decreases; thus, wages of the M jobs increase. Consequently, higher supply of F jobs decreases its wage rates. Briefly, segregation causes the gender wage differentials regardless of the equal skills. Another striking point of overcrowding model is productivity.

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

Chapter 5 : Discrimination - Wikipedia

--Middle-class blacks are discriminated against in the United States / Ishmael Reed --Middle-class blacks are not discriminated against in the United States / John McWhorter --The wage gap for women / Debra Katz and Justine F. Andronici --Wage discrimination against women does not exist / April Kelly-Woessner --Opposing same-sex marriage.

Religious discrimination is valuing or treating a person or group differently because of what they do or do not believe or because of their feelings towards a given religion. For instance, the indigenous Christian population of the Balkans, known as the "rayah" or the "protected flock", was discriminated against under the Ottoman Kanunâ€™iâ€™Rayah. Local rulers and church officials closed many professions to religious Jews, pushing them into marginal roles considered socially inferior, such as tax and rent collecting and moneylending, occupations only tolerated as a "necessary evil". In a consultation on the issue, the United States commission on civil rights defined religious discrimination in relation to the civil rights guaranteed by the Fourteenth Amendment to the United States Constitution. Whereas religious civil liberties, such as the right to hold or not to hold a religious belief, are essential for Freedom of Religion in the United States secured by the First Amendment, religious discrimination occurs when someone is denied "the equal protection of the laws, equality of status under the law, equal treatment in the administration of justice, and equality of opportunity and access to employment, education, housing, public services and facilities, and public accommodation because of their exercise of their right to religious freedom". Misogyny, Misandry, Discrimination against intersex people, Transphobia, and Discrimination towards non-binary gender persons Though gender discrimination and sexism refer to beliefs and attitudes in relation to the gender of a person, such beliefs and attitudes are of a social nature and do not, normally, carry any legal consequences. Sex discrimination, on the other hand, may have legal consequences. Though what constitutes sex discrimination varies between countries, the essence is that it is an adverse action taken by one person against another person that would not have occurred had the person been of another sex. Discrimination of that nature is considered a form of prejudice and in certain enumerated circumstances is illegal in many countries. Sexual discrimination can arise in different contexts. For instance, an employee may be discriminated against by being asked discriminatory questions during a job interview, or by an employer not hiring or promoting, unequally paying, or wrongfully terminating, an employee based on their gender. The gender gap in median earnings of full-time employees according to the OECD One such example is Wikipedia. In the Wikipedian community, around 13 percent of registered users are women. Women are not only more harshly scrutinized, but the representation of women authors are also overlooked. Relative to men, across all source lists, women have a 2. Socially, sexual differences have been used to justify different roles for men and women, in some cases giving rise to claims of primary and secondary roles. While there are alleged non-physical differences between men and women, major reviews of the academic literature on gender difference find only a tiny minority of characteristics where there are consistent psychological differences between men and women, and these relate directly to experiences grounded in biological difference. They outnumbered men in such occupations as public relations managers, financial managers, and human resource managers. While a glass ceiling implies that women are less like to reach the top of the job ladder, a sticky floor is defined as the pattern that women are, compared to men, less likely to start to climb the job ladder. A sticky floor is related to gender differences at the bottom of the wage distribution. It might be explained by both employer discrimination and gender differences in career aspirations. Multiple jurisdictions now protect individuals on grounds of intersex status or sex characteristics. Nevertheless, the problem of gender discrimination does not stop at transgender individuals or with women. It is currently being contended in federal court, as of fall

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

Chapter 6 : Discrimination - Brigham Young University

Note: Citations are based on reference standards. However, formatting rules can vary widely between applications and fields of interest or study. The specific requirements or preferences of your reviewing publisher, classroom teacher, institution or organization should be applied.

Stereotypes can be extremely harmful because they can cause a person to mistreat others based on preconceived notions that are untrue. Many people tend to make conscious and unconscious presumptions about other people based on their gender, race, religion, sexual orientation, or age. This article will focus on gender stereotypes, and specifically, the negative effect they have on women in the workplace environment. Gender stereotyping in the workplace often leads to discrimination. Gender discrimination has many severe consequences ranging from unequal pay for women for equal work, to the lack of promotions, to sexual harassment. These negative effects are still very prevalent in the workplace despite the many laws that have been implemented to prevent the discriminatory effects of gender stereotyping, and despite the court system that is supposed to uphold those laws. Accordingly, other measures need to take place in order to rectify the problem. Overlook Hospital, A. Fairfield Medical Center, F. Department of Labor report. These statistics do not derive from various salaries from different job positions that men and women hold; instead, they come from a survey of salaries that men and women earn for the exact same job position and the exact same job responsibilities. One of the reasons women are paid less money for the same work, is that women are paid based on gender stereotypes. Same Workplace, Different Realities? Gender stereotyping also leads to resulting discrimination in employer hiring, firing and promotional practices. For example, less than sixteen percent of Fortune corporate officers are women, and less than two percent of Fortune and CEOs are women. Business Leaders Exposed, p. These stereotypes are holding qualified women back from positions that they deserve and would succeed in. Gender stereotyping also leads to sexual harassment and pregnancy discrimination. Sexual harassment is unwelcome sexual conduct on the job that creates an intimidating, hostile or offensive working environment. A common stereotype is that women are sexual objects and types of harassment include offensive sexual innuendos, misogynist humor, physical encounters, and even rape. See Your Rights in the Workplace at p. These types of behavior can lead to discomfort, job loss and forced resignation. It is not uncommon for a woman to take a temporary leave of absence for her pregnancy and to subsequently return to work and be forced to work in a less prestigious and lower paying position even though she wanted to maintain her hours and responsibilities. Qualified women are not receiving the pay and job positions that they deserve. Gender stereotyping and its resulting discrimination is a huge problem for women and a barrier to their success. After much lobbying, Congress has provided some relief to the problem. Notably, in , Congress passed the Equal Pay Act which requires employers to pay all employees equal wages for equal work, regardless of their gender. Equal Pay Act of Congress also passed Title VII of the Civil Rights Act of which, among other things, prohibits discrimination in employment for hiring, firing, and promotions on the basis of gender. In , the Pregnancy Discrimination Act was enacted in order to protect women from pregnancy discrimination. See Pregnancy Discrimination Act. While this legislation is a good start to providing equal treatment for women and men in the workplace, courts often do not interpret such legislation to provide adequate relief for women who bring gender stereotype and discrimination suits against their employers. Instead, it takes a more subtle yet pervasive form. Other cases, however, clearly seem to reflect gender stereotyping and discrimination, but the courts still fail to provide relief for the discriminated individual. For example, in a recent case, an employer had a grooming policy that required its female employees to wear an extensive amount of make up, wear nail polish and have their hair teased and curled at all times. Men, however, simply had to keep their hair and nails trimmed. Title VII requires that both men and women be treated equally under employer policies. Clearly, this policy did not treat both genders equallyâ€”it required women and not men to endure a very time consuming beautification process, and further, it perpetuated gender

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

stereotypes pertaining to women, their beauty and sexuality. Women still hold a very small percentage of top-level professional positions See Stereotyping Contributes to the Stark Gender Gap in U. Further, stereotyping and discrimination does not only affect women in top-level positions. An Asian Pacific Islander Perspective. Because such discriminatory work environments still exist even though there is legislature and courts that are supposed to protect against such negative environments, other important measures must be taken to eliminate the stereotypes. First, and foremost, educating managers and employers is important. Because many people can stereotype without any intention to do so, educating managers, employers and other personnel is crucial. Business Leaders Exposed at p. Successful educational programs include educating individuals about stereotypes and equipping them with skills to self-monitor their perceptions. Other programs include teaching employees at all levels about stereotypes, and placing employees in gender-diversified groups in order to maximize exposure to employees of other genders – an experience that can help change their preconceived notions and eliminate stereotyping. Another way to help reduce gender stereotyping in the workplace is to implement objective performance evaluation standards, with explicit rules elucidating how evaluation criteria are weighed. For example, giving raises, promotions and hiring decisions should not be based on the opinion of a single person and should be checked by others. Finally, gender stereotypes can be reduced by portraying images that contradict such stereotypes. For example, Georgia-Pacific is a company in the manufacturing industry – a stereotypically masculine field. In order to counteract the stereotype that women may not be as adequate in such job positions, the company offers an annual achievement award to recognize successful women in the field. This award has wide-exposure in the company and is based on very strict criteria and high standards in order to maintain its legitimacy. Legislature and courts are not providing enough relief to eliminate the problem and thus companies need to implement programs to help stop it. Developing and retaining the best talent is key to remaining competitive in the global business world – until we break the spell of stereotyping, companies will continue to sub-optimize women and lose a vital talent pool – one they, frankly cannot afford to ignore.

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

Chapter 7 : Economic Gender Discrimination Alive and Well in | The Economic Populist

Lopez-Sosa, 6 inequalities to help poor women become equal. Genovese contributes a different view in the issue and information that should be seen by others, she also inputs information about other controversies that could open people's minds about.

Posted in Employment Litigation, Employment Policies Tattoos and body piercings have become increasingly prevalent in the U. More of a concern for employers, however, is that visible body art is increasing as well. This trend may be at odds with the image that an employer wishes to convey to its clients and customers, particularly given the negative stereotypes associated with body art: However, employers should be wary of inflexible prohibitions on visible body art. This is not just another dress code issue. Litigation based on disputes over body art has arisen principally in the context of religious discrimination. In such accommodation cases, courts will closely examine the facts on a case-by-case basis. Thus, not all employers have been successful. For instance, in EEOC v. Red Robin Gourmet Burgers Inc. While litigation based on other protected classes is far less common, employers should recognize that body art may relate to other protected classes. Thus, it is not hard to imagine that rigid policies against body art could disparately impact one or more protected classes. Only a few local governments – including Washington, D. Employers need to think about this issue before it hits home. Second, any policy regarding visible body art should be consistently applied to avoid discrimination claims arising from disparate application, such as in a Massachusetts case where the employer prohibited women, but not men, from displaying tattoos. Hub Folding Box Co. ST Aerospace Mobile Inc. June 11, African-American employee offered evidence of Confederate flag tattoo on white co-worker as one piece of evidence in his unsuccessful attempt to identify a pattern of racial harassment. Today, show me an employee with a tattoo and I will show you a manager developing ulcers. Tattoos along with all other body modification give the impression of being irresponsible, dumb, inept, having low self esteem and being desperately in need of getting attention, having little education, being infantile, and never thinking of the future. I have 2 tattoos and 2 piercings, work full time, go to college full time, and own a house and still have tattoos and piercings. Stop belittling people who look different just because of body art.. We do not seek it just because of a tattoo. We are confident with ourselves and our body art. It is art to us. Both of my tattoos have significant meanings to me and I could care less if someone wants to look down on me for looking different. Christen Jones You sound so uneducated yourself, I have many tattoo yet none of your claims are supported by fact. Opinions are nice and yours is noted. Marq Post I am sure they do not. Theodore Roosevelt, however, is confirmed to have had a family crest inked into his chest. Kat V Because these things can have meaning. A good majority get them for the right reasons. Both myself and my fiance are both pretty heavily covered in tattoos, I have a Masters degree, we both own very established businesses and do very well for ourselves. Not every person with tattoos does it for attention or because of low self esteem. It is art, and what is on my body should not offend you in any way, as it is my body. These are sheep that are just following the Hollywood initiative and then think they have the right to strongarm their way into our businesses. They make poor decisions because of low self esteem to be part of whatever crowd. I am directly responsible for maintaining equipment which is heavily regulated by the FDA and used to diagnose and save the lives of people. Whether you believe me or not, the fact is that tattoos are a personal consideration and not reflective in the least of the individual who has them. You need to grow up. Time to get your head out of your stubborn asses and take a real look at the world: I have 2 tattoos and 2 piercings, and with my tattoos, I plan on very well getting more. I work full time, I go to college full time, I own a house, and still have body modifications. I have an education, I have a job, and I pay all my bills – do my tattoos and piercings make me a different person? Marq Post Your statements alone show you are not interested in anything more than a culture style. No different from a hair style or a style of bracelet. Employers have as much right to dictate your tattoos as they do to tell you to wear a suit or a uniform or whatever. The fact you are proud of a few discolorations on

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

your skin says a lot more about you than anything else. Beres4 Employers need to focus more on the work ethic and qualifications of an employee instead of their outward appearance. Many individuals have tattoos for personal reasons and to discriminate against an employee because of something that has meaning and is apart of them is unlawful. Some women that have survived breast cancer get elaborate tattoos on their chest to cover up the scar and make them feel more empowered and beautiful; should these women be denied a job because of a visible tattoo that has meaning to them? Same applies to all individuals with visible tattoos. Provided that the visible tattoos are not crude and offensive, discrimination against individuals with visible tattoos should not exist in the workplace. Marq Post Employers have the right to dictate how you look at the workplace, the same way they have the right to dictate your schedule, where you sit, what days you have off and whether you where a uniform and what type that is. Appearance has always been a marker for an interview process. It is not our fault if you are stupid enough to permanently scar your body intentionally. It is absolutely ridiculous and ignorant to believe that a person with tattoos is any less intelligent, clean or capable of performing a task than someone who has none. When the younger generations takes over, and the older generations die off, this is likely to never again be an issue. I firmly believe that judging someone by the artwork they paid good money for to color their skin, is no better than judging someone for their race and natural skin color. That my friends, is a violation of human rights. [Read More Stay Connected.](#)

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

Chapter 8 : Library Resource Finder: Table of Contents for: Discrimination

"Women, as a whole, continue to work in lower-paying occupations than men do," Pew says. But research has shown that even when women enter traditionally "male" fields, they make less.

Submitted by Robert Oak on September 22, - Full-time jobs for men increased by a million in , yet for women, there were no full-time employment gains. Males clearly get more of the full-time jobs with As women are older, the income disparity ratios become worse as shown in this below Census graph. No surprise with that level of income inequality between the sexes, women dominate the poverty rolls. Women over the age of 65 have a poverty rate almost double their male counterparts, In a whopping Compare that statistic to male householders with families. Their poverty rate is One of the reasons women stopped gaining full time jobs in is discrimination , pure and simple. In married mothers who had lost their jobs spent longer than married fathers looking for work. The discrimination against women clearly still abounds. Yet the bias against women just keeps on coming. Gender bias needs to be eradicated because women need the money to survive. On Wall street women are still nowhere , even after working their asses off. There are zero female CEOs in the world of finance. But the element which is most brazen is how women are first up in layoffs. The same pattern repeated itself more broadly when the industry contracted in In the most recent financial crisis, women lost out again. Sallie Krawcheck, whose rise on Wall Street was meteoric until her job was eliminated in a reorganization at Bank of America two years ago, has become among the most outspoken opponents of this backslide. Subsequently, Citibank has doubled its female representation on the management committee by adding one more woman to its member team. Women are going backwards in Science, Technology, Engineering and Mathematics fields. Census Bureau report released today. Generally speaking economic injustice for women is alive and well and one of the main ways this is achieved is occupational segregation. This is known as the glass ceiling. Yet if females manage to even get the job typically assumed to be a male domain as we see above, they are still being paid less. Even when trying to remove all variables from the gender pay gap such as college degree, school, even grade point average, the results come in fairly badly as these researchers found. First they controlled for previous job experience, GPA, chosen profession, business-school course and job title. Right out of school, they found only a tiny differential in salary between men and women, which might be because of a little bit of lingering discrimination or because women are worse at negotiating starting salaries. But 10 to 15 years later, the gap widens to 40 percent, almost all of which is due to career interruptions and fewer hours. The gap is even wider for women business school graduates who marry very high earners. Never marry a rich man. Or of women deciding that are suited to be nurses and teachers but not doctors. The wage gap by occupation is simply across the board and this is assuming the women could even get the job in the first place. Below is a graph from IWPR. As we can see women are simply making less than men. There has essentially been no progress on economic equality since in the United States. Women are being discriminated against in America. The excuses will range from women having children and staying at home by choice, to somehow women are less fill in the blank than men.

DOWNLOAD PDF WAGE DISCRIMINATION AGAINST WOMEN DOES NOT EXIST APRIL KELLY-WOESSNER

Chapter 9 : No, The Gender Pay Gap Isn't A Myth -- And Here's Why | HuffPost

Finally, many critics also argue that the gender wage gap does not reflect reality and cannot take into account all of the factors that might contribute to a disparity in pay between men and women.

The gender wage gap exists because of policies that fail to benefit American workers, and instead benefit their bosses. Panelists discussed how structural differences in business regarding small employers and part-time workers keep the gender pay gap strong. Sandberg argued that women should speak up and have meaningful conversations with employers regarding paid leave, affordable child care, and other crucial benefits. Part-time workers, members of racial and ethnic minorities, and mothers are among the highest numbers of women being failed by our system. In , almost 33 percent of all employed women over the age of 16 in the United States were classified as part-time workers. Most workers in part-time jobs receive minimal to no benefits. It is also common for businesses to withhold hours from employees to exempt workers from benefit status. Paid sick leave, vacation days, and health insurance are typically unheard of. The role of motherhood also affects the workplace. According to the Department of Labor, The labor force participation rate for single mothers with children under 18 years of age was Even with high numbers of mothers participating, mothers face some of the biggest hardships in the workforce. The United States needs to implement checks on our employment policies to protect workers and close the wage gap. Currently, 51 percent of new mothers receive no paid leave whatsoever. Affordable childcare is also a huge problem; daycare can cost even more than college. Four in ten private-sector workers and 80 percent of low-wage workers cannot earn a single paid sick day. Paid sick days would ensure that women would not lose pay or their jobs because they or their child fell ill. Even if more policies are put into place for paid leave, affordable childcare and paid sick days, one underlying force will continue to affect worker prosperity and the wage gap: Women currently make up two-thirds of workers in low-wage jobs. By implementing a living wage, 15 million working women would have a greater ability to support themselves and their families. There is still a gender wage gap in because of a lack of policy measures to protect working women. Paid leave, affordable childcare, and paid sick days are all necessary benefits that would help to close the gap. Because women are disproportionately represented in part-time and minimum wage work, a living wage is also a necessity. Until fairer work policies are put into practice, the gender wage gap will remain persistent. Emily Foster is a regular contributor to Our Future.