

Inequality In The Workforce

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What is Inequality And How Does It Affect Women?

- Inequality is “the quality of being unequal or uneven”

Notably in the workforce, women get paid less than their male counterparts for the same amount of work/same type of job.

- Inequality has been occurring since women been working in the United States as of the 1800s.

Two Major Labor Eras for Women



The American Industrial Revolution (1800s)

- In which women started working in factories, in farms, especially moving to New England

World War II (1930s - 1940s)

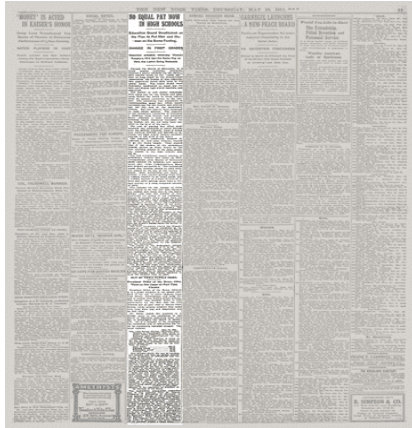
- As fathers and other men were drafted into war, more jobs began to open up for women.

Women were building ships and weapons to be sent overseas. Women were working in every area (e.g, business management, construction, laboratory technicians, etc)

History of Advocating For Equal Pay



Lowell Female Labor Reform (1840s): the first formal organization that advocated for reducing working-day to 10 hours, higher wages, more free time, etc. (Young women who worked in textile mills of New England)



There are numerous instances, where women have stood up to directors at schools over being unpaid for their work. Although some efforts had little victories. Such as in 1911, the New York Board of Education granted women equal pay after protesting for months but the raise did not occur.

Policies Dealing With Gender Inequality

1938: Fair Labor Standards Act (FLSA) made it a right for workers to be paid minimum wage

1945-1960: Congress introduces the Women's Equal Pay Act, numerous versions of the act fail to leave Congress

1961 - Feb 1963: Esther Peterson is appointed head of the Women's Bureau in the Department of Department. The Presidential Commission on the Status of Women is established. Peterson submits a draft bill for the Equal Pay Act.

June 1963: The Equal Pay Act is signed by President John F. Kennedy

- The first act to make it illegal to discriminate base on gender in the workforce when it come to wage (was applied to FLSA)

And the Premier Civil Rights Legislation

The Civil Rights Act of 1964

- Prohibits the discrimination of the basis of race, color, religion, sex, or national origin
- Considered constitutional as it is protected by the Commerce Clause



More Policies

1978: The Pregnancy Discrimination Act

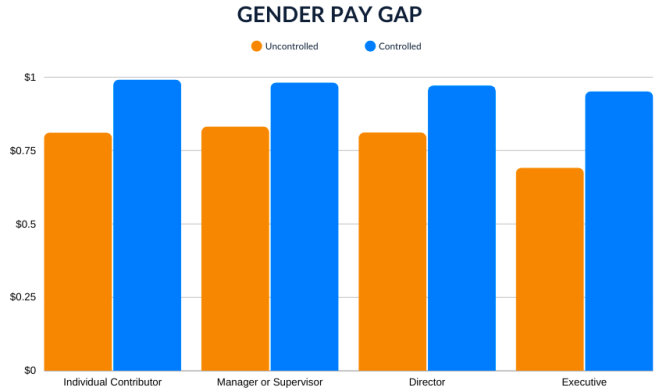
- “which prohibits discrimination on the basis of pregnancy, childbirth, or related medical conditions” (dol.gov)

1991: The Family and Medical Leave Act

- “which provides certain employees with up to 12 weeks of unpaid, job-protected leave per year.” (dol.gov)



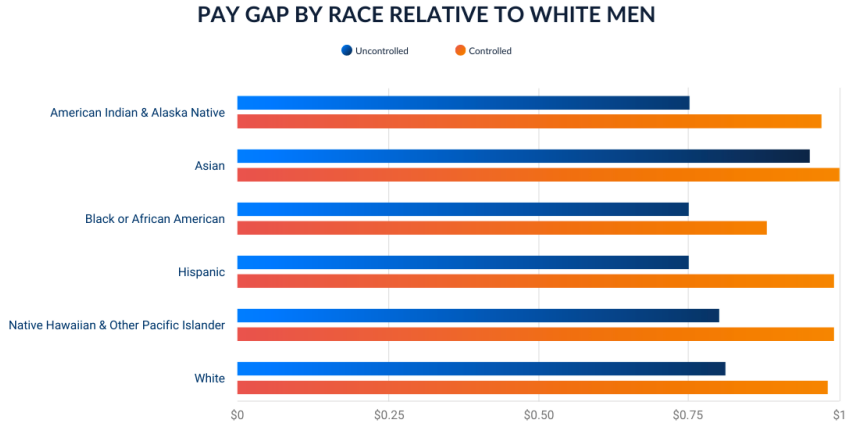
Now What?



CONTROLLED PAY GAP: Measures the pay for men and women with the same job and qualifications.
UNCONTROLLED PAY GAP: Measure median salary for all men and all women, regardless of job type, experience, location, etc.

Source: payscale.com/data/gender-pay-gap

Where is the change in wage gap?
Why hasn't the government done more?



*Includes only those with at least a Bachelor's Degree

Source: payscale.com/data/gender-pay-gap