

# DataHaven

## Classroom Materials

**Title of Material:** The Gender Wage Gap

**Topics Discussed:** Gender inequality, wage gap

**Skills Utilized:** Reading skills, annotations, data analysis, reflection questions

**Format:** Individual or with a partner

**In Person or Online:** Either

**Procedure/Instruction Suggestions:**

This provides background on the wage gap, which can be followed up with the data collection two-part classwork assignment. Doing a class discussion on this classwork or after the “Do Now” is also helpful to ensuring they understand this topic throughout their work.

Authored By:  
Sarah Wiederecht  
Chloe Shawah  
John Park  
DataHaven  
2020

# The Gender Wage Gap

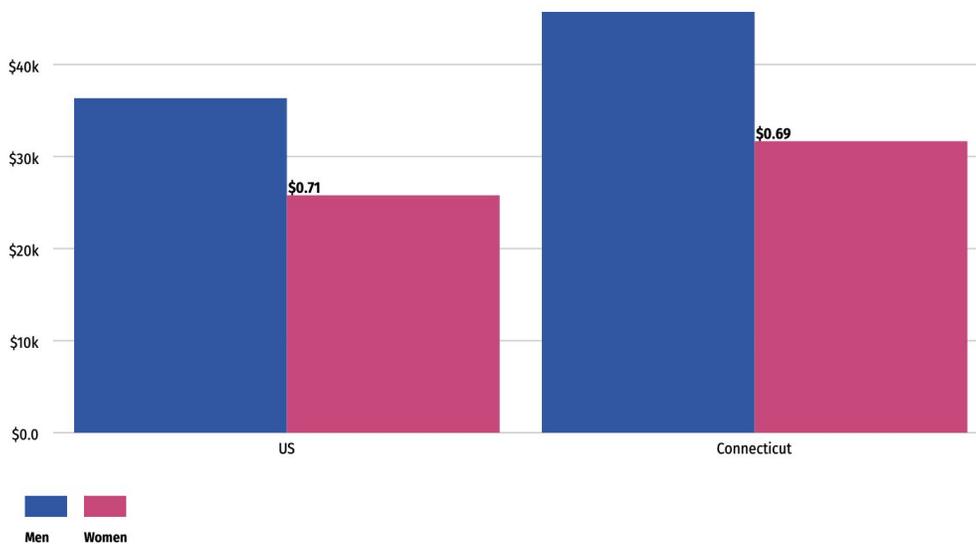
**Directions:** Read and annotate the background information on the gender-based wage gap in America, then analyze the data given. Using and citing this information and your own opinion, respond to the thought questions in complete sentences.

**Background:** The gender wage gap refers to the average difference between what men make and women make at their jobs. Generally, women are paid less than men. The wage gap is the result of several circumstances. Discrimination, or the unfair treatment of someone based on things like their gender, race, sexuality, or age, plays a huge role in the gender wage gap. Part of the problem is that women are being paid less than men for jobs demanding the same level of work, education, or qualifications. Two jobs may look the same in action but a male employee makes more for his defined job than the female employee makes for her defined job. Another part of the problem is that jobs employing more women than men (like waitstaff, teachers, and nurses) make less on average than jobs employing more men than women (like construction workers, engineers, and police officers). Even with laws passed to protect women and to ensure their equality, this inequity persists. This wage gap is even larger for Black and Latina women.

The gender wage gap has a profound impact on women, not only because they do not make as much, but because it can impact their ability to support a family, be financially independent, and invest in things like property, education, their future, and things they enjoy doing.

Median annual income by sex, 2015

Women's pay per male dollar

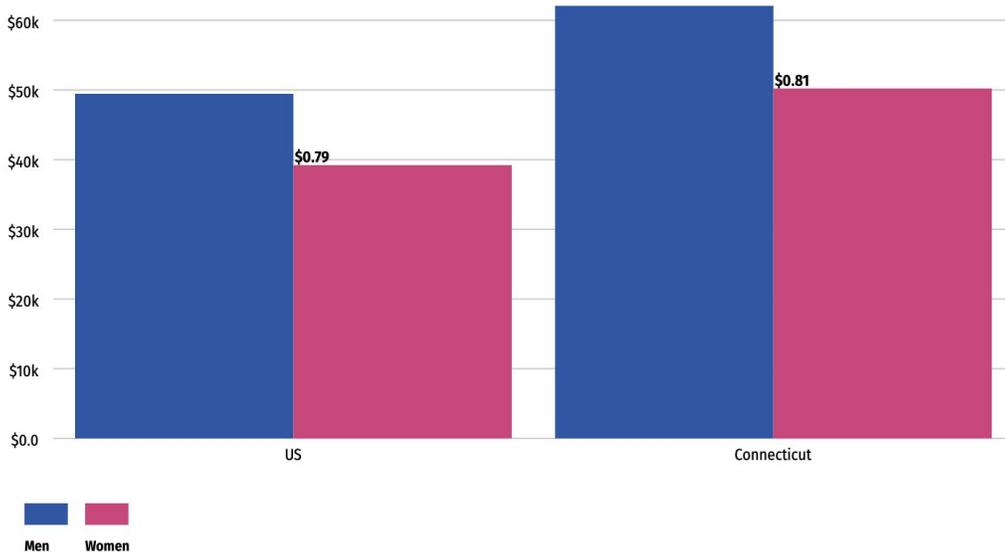


← *Figure 1*

Working women in Connecticut are paid 69 cents for every dollar paid to working men (DataHaven).

Median annual income among full-time workers by sex, Connecticut, 2015

Women's pay per male dollar



← **Figure 2**

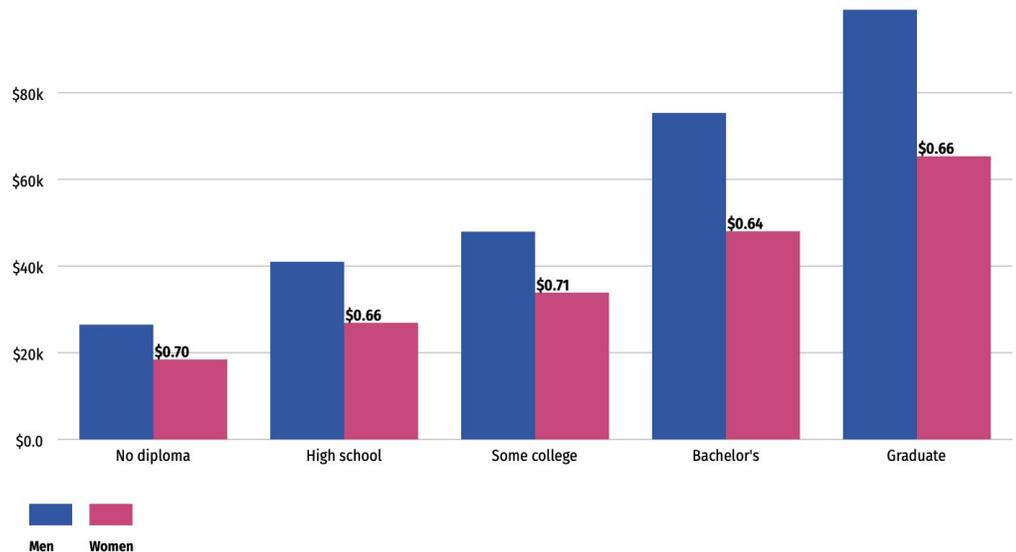
Only 54% of working women in Connecticut work full-time. One possible explanation for women's lower wages is that fewer women work full-time than men. Women working full-time earn 81 cents on the full-time male dollar. Among full-time workers, the gap between women's and men's pay is smaller, but still persistent (DataHaven).

**Figure 3** →

The wage gap appears within each education level. In fact, Connecticut women who have attended some college but didn't complete a degree earn less money than men who never started college, and women with graduate degrees on average earn less than men with only a bachelor's degree (DataHaven).

Median annual income by sex and education, Connecticut, 2015

Women's pay per male dollar at same education level



**Figure 4** →

Even within the same occupation type, women are paid less. The wage gap persists between men and women in the same occupation category, and the gap is worse in some occupations than others (DataHaven).

Median annual income among full-time workers by sex and occupation, Connecticut, 2015



### Thought Questions:

1. Based on what you read and data you analyzed, in your own words, what is the gender wage gap?
2. Why does the gender wage gap exist? Cite specific reasons.
3. What statistic stood out to you the most? Why? It could be the most surprising, one that you have recognized in your own community, or one that you want to know more about.
4. What would it take to close the gender wage gap in our state?
5. How can collecting and sharing data help us close the gender wage gap?

