

Factors Perpetuating the Continuance of the Female Wage Gap

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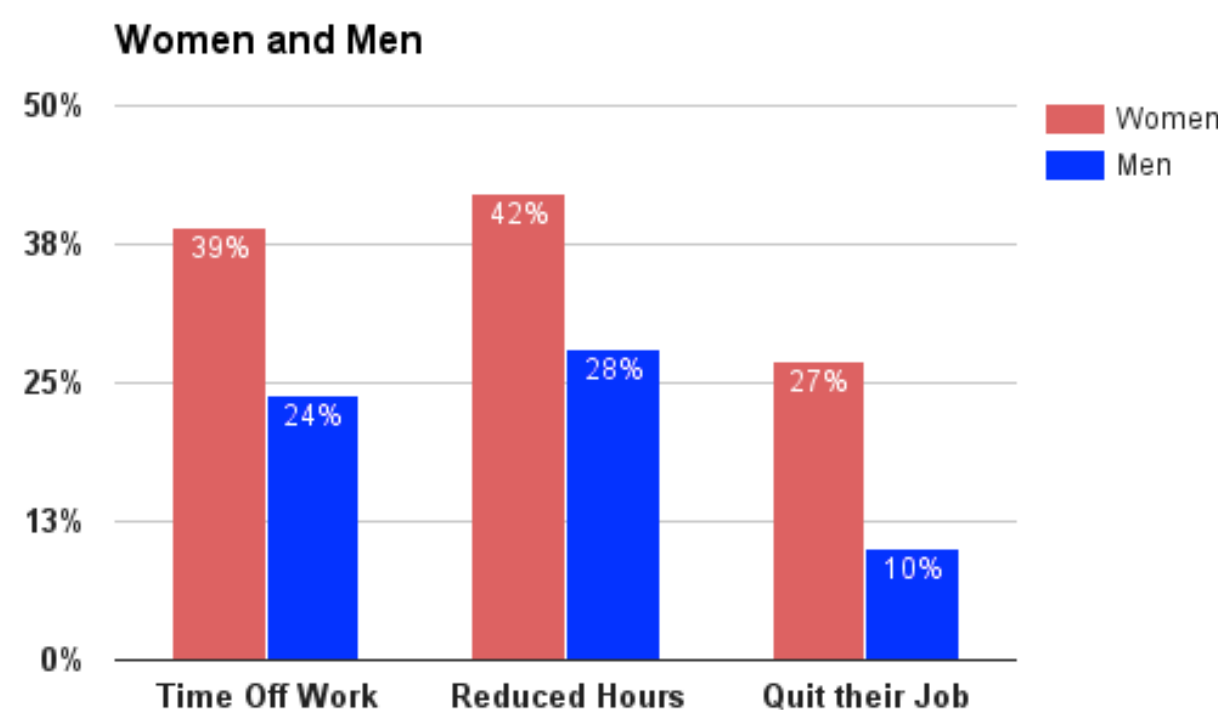
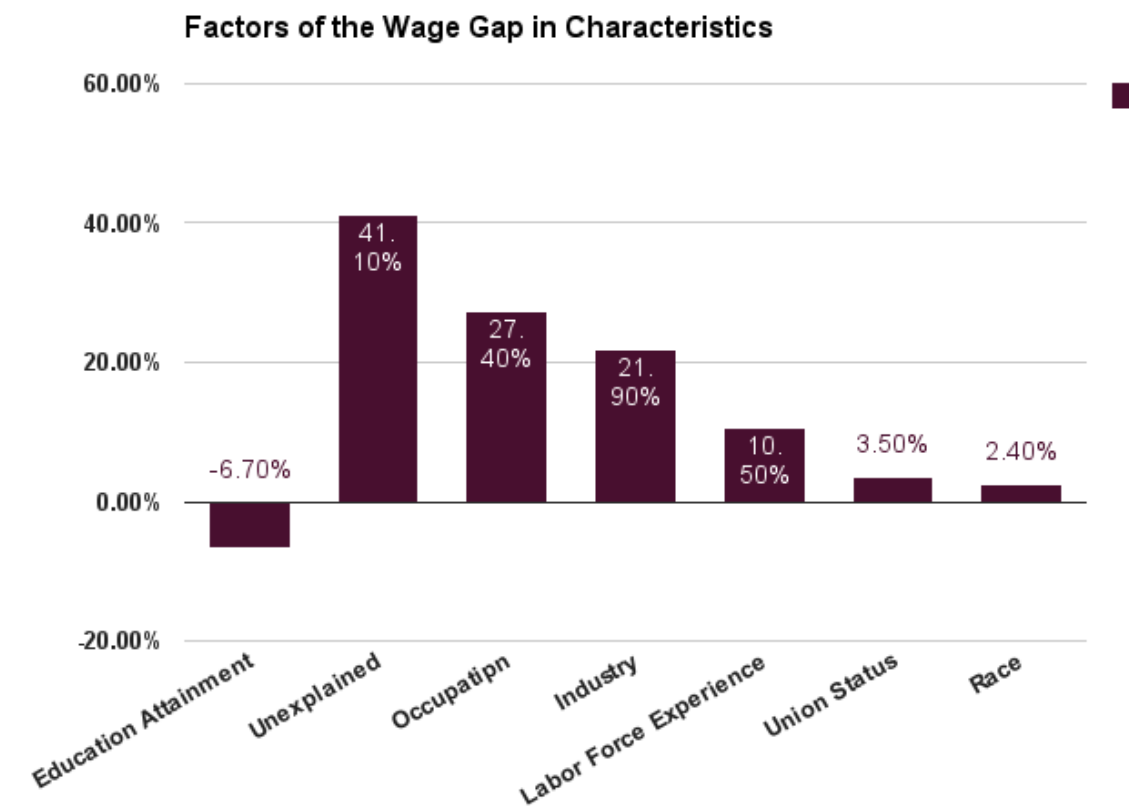
Abstract

According to The Washington Post, the gender pay gap is defined as the relative difference in the average gross hourly earnings of women and men within the economy as a whole. For every dollar a man gets a woman gets about seventy-nine cents of that dollar. My research explores the question of what factors perpetuate the continuance of the female wage gap. There are many factors that lead to the continuance of the gap, from career interruptions to educational attainment. The wage gap is a worldwide problem, even worse for women of color.

Background

- 1960s- Women enter the workforce.
- 1963- Equal Pay Act.
- 1964- Title VII of the Civil Rights Act
- 1965- EEOC was established.
- 1972- ERA passed guaranteeing women's rights.
- 2009- Obama signs Lilly Ledbetter Fair Pay Act
- 2013- New York Women's Equality Act
- 2014- Obama signs Executive Order to prevent workplace discrimination.
- 2016- Obama passes Paycheck Fairness Act.

Statistics



Methodology

I studied this topic because I am a young woman of color who will have to experience discrimination in the workforce. The wage gap affects girls as young as 16 to women who are 35 and older. Even though men and women are doing the same job, women more than men experience discrimination due to their race and gender. When researching my topic I analyzed articles and other forms of media print. I also used Duke University Perkins Library, which was resourceful.

Conclusion

According to my research, factors that perpetuate the continuance of the wage gap are gender, race, union status, labor force experience, industry, and educational attainment.