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The Gender Wage Gap

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The Gender Wage Gap



The 2016-2017 Hynes Scholars Cohort

2016-2017 Hynes Scholars Cohort

Grace Bandel

Amelia Barkley

Remi Deyak

Sarah Dischinger

Lucy Dornbach

Mackenzie Kuhl

Kalila Moua

Emerita Palencia

Anna Peichel

Rachel Perri

Laura Precourt

Coordinator: Sarah Berry



What is the Hynes Scholars Program?

This cohort engages in personal exploration and reflection, scholarship, and dialogue concerning the topics of gender and leadership, social justice, self-awareness, and self-actualization. In addition, the Hynes Scholars analyze the opportunities and challenges of being women in today's society. At the end of this experience, students leave with a clear vision about how they wish to shape the world around them and continue to grow the skills they have learned within the cohort.

Why do we do a Scholarship and Creativity Day Presentation?

- Explore how gender influences leadership
- Explore and develop strategies to create positive social change
- Explore the effects of social expectations that influence women's roles, experiences and opportunities
- Develop an understanding of self as a leader that explores multiples dimensions of identity

Research Question

What perceptions do CSB and SJU students have about the Gender Wage Gap?

Why does it matter?

Defining the Gender Wage Gap

U.S. Department of Labor (Women's Bureau):

“Women earn less than men.”

“In 2016, the median weekly earnings for women were 82 percent of the median weekly earnings for men.” (BLS, 2017)

Gender Wage Gap Over Time

- 1979: Women's earnings were just 62% of men's (BLS, 2014)
- 2012: Women's earnings were 82% of men's (BLS, 2014)
- Motivations behind the Gender Wage Gap

Development of Hynes Survey

Developing the Survey

- Previous interest of Hynes Scholars in Gender Wage Gap
- Goal was to gain an understanding of student body knowledge & campus climate about the gender wage gap
- Pulled questions from previous surveys and articles to help shape ours
- Shaped the questions to be relatable to Bennies and Johnnies
- Avoided asking leading questions that would elicit a specific response

Background Information/Past Surveys

- “The Gender Wage Gap” by SurveyMonkey (2015)
 - Have you ever heard of the Gender Wage Gap or Gender Pay Gap?
 - Do you believe that the Wage Gap can or will affect future employment?
- “Global Gender Pay Gap Survey” by Glassdoor (2015)
 - I believe men and women at my company are paid equally for equal work.
 - Which of the following, if anything, do you believe will improve the gender pay gap between men and women at your current employer?
- “Public Perceptions of the Pay Gap” by AAUW (2005)
 - Do you agree or disagree that there is a difference between the wages for women who work full time and for men who work full time?
 - Tell me which ONE you think is the most important reason as an explanation for the wage gap.

Survey Questions

Demographics of Participants in the Survey

- Bennie vs. Johnnie
- Class Year
- Have you heard of the Gender Wage Gap?
- Number of classes with Gender designation taken

Survey Questions Cont.

General Opinions of Participants about Gender Wage Gap

- Do you believe the Gender Wage Gap **Exists**?
- Do you believe you **have been** affected Gender Wage Gap?
- Do you believe you **will be** affected by the Gender Wage Gap?

Survey Questions Cont.

Where Have Participants Heard of the Gender Wage Gap?

- Through Community Members
- In Classes
- During Campus Events
- From News Sources

Survey Questions Cont.

Other Potential Factors Related to Gender Wage Gap

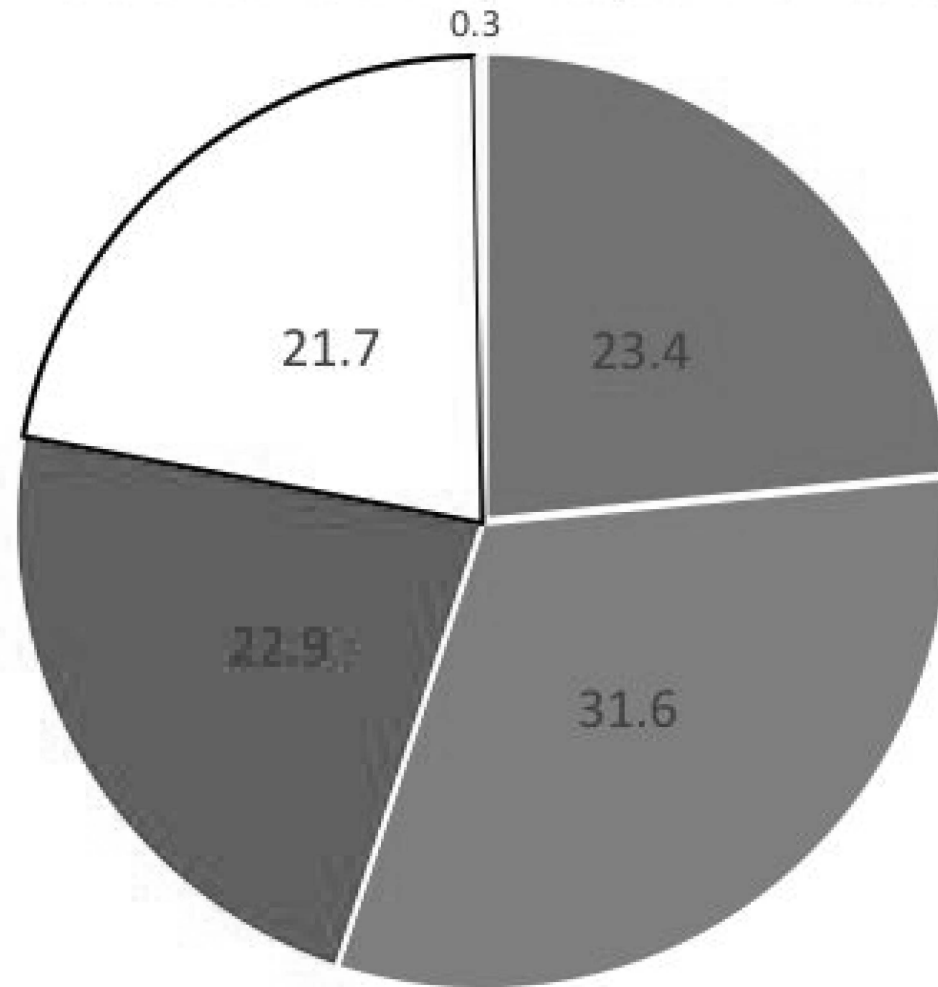
- Do you believe the Gender Wage Gap differs by **race**?
- Do you believe the Gender Wage Gap is reduced with **education**?
- Age
- Marital Status

Results

CSB/SJU Survey Participant Demographics

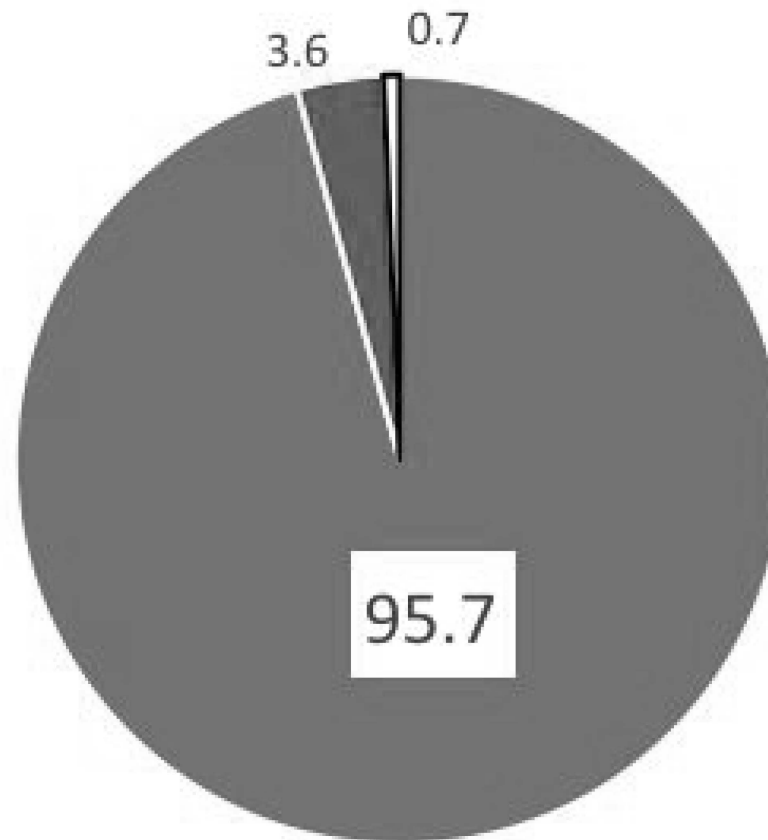
- 587 people took survey
- 366 Bennies (62.6%)
- 219 Johnnies (37.4%)
- 2 skipped the question

Percent of Survey Respondents by Year



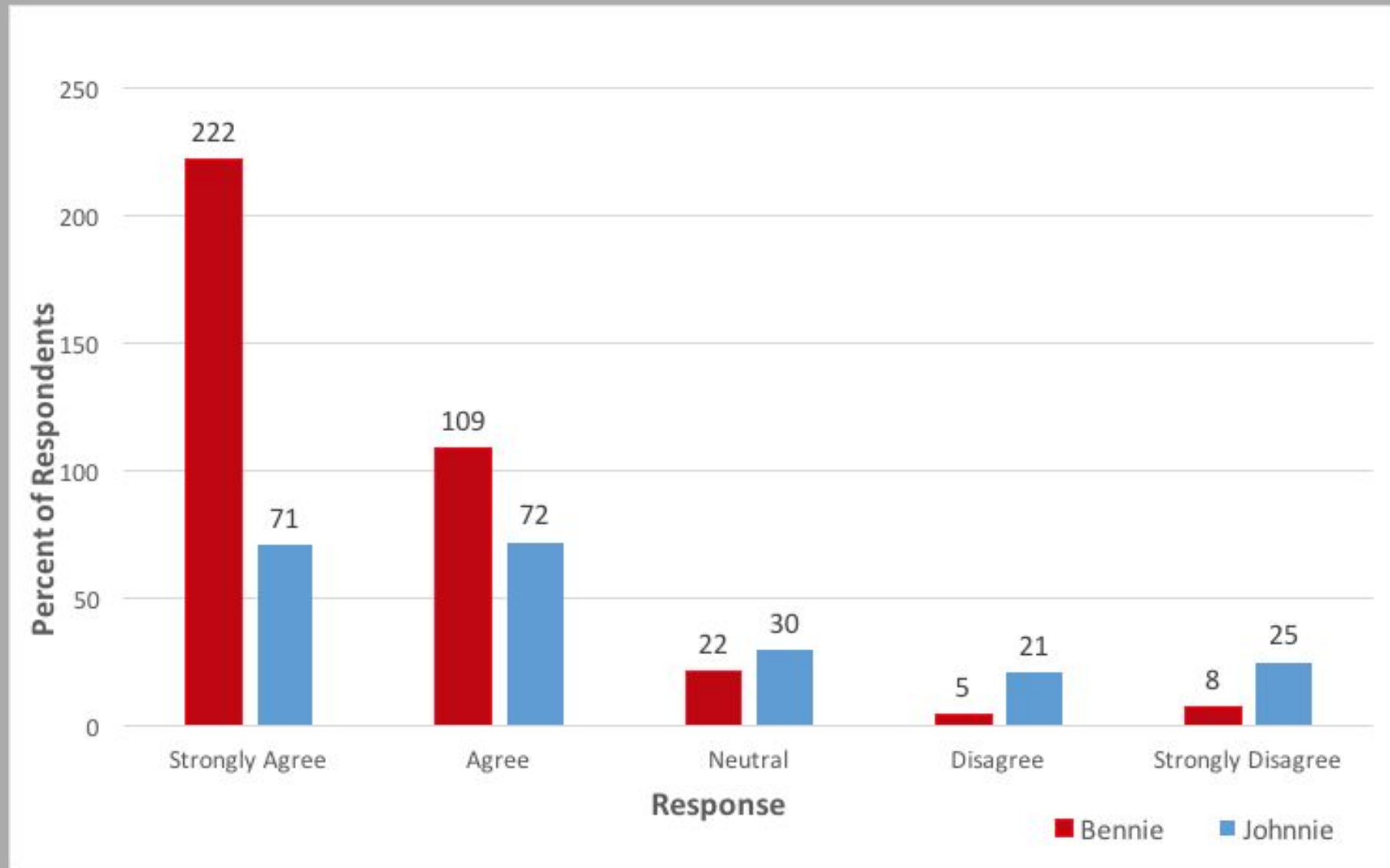
■ First year ■ Second year ■ Third year □ Fourth year ■ Fifth year

Percent of Respondents who have heard of the Wage Gap



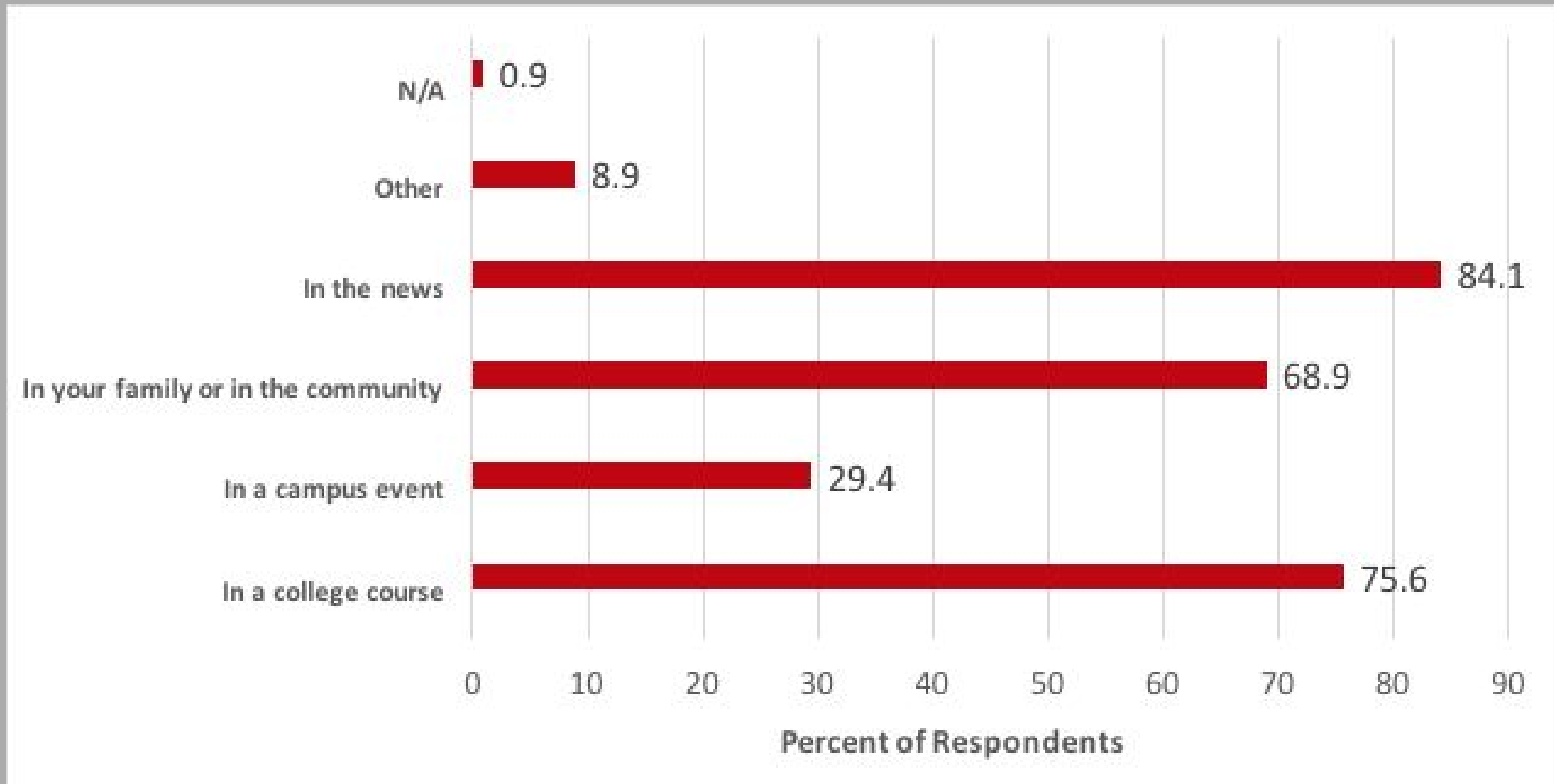
- Yes, I have heard of it and know what it is
- Yes, I have heard of it but do not know what it is
- No, I have never heard of the Gender Wage Gap

Do you believe the Gender Wage Gap exists?

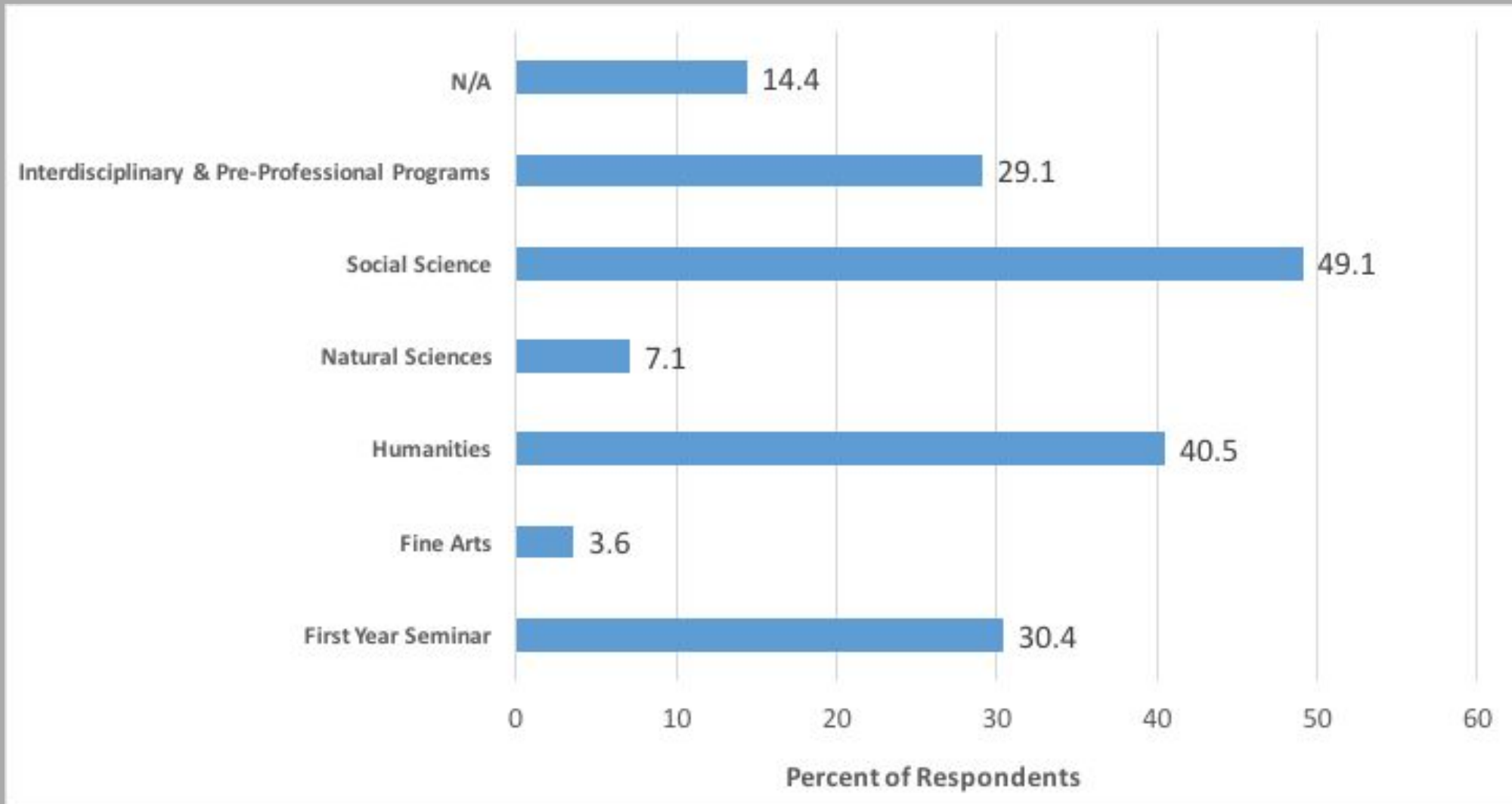


**Where do CSB/SJU students learn about the
Gender Wage Gap?**

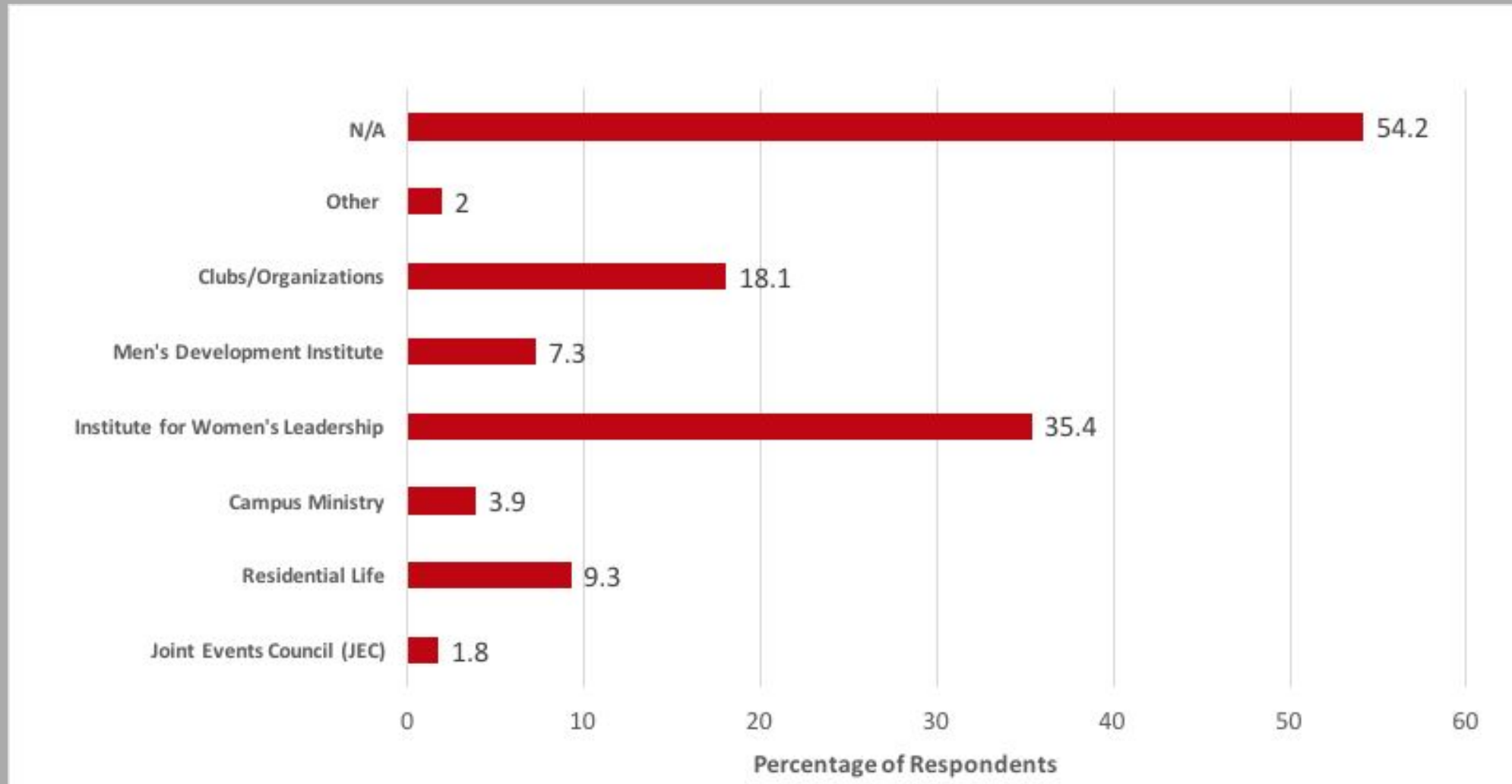
If you have heard of the Gender Wage Gap, where have you heard about it?



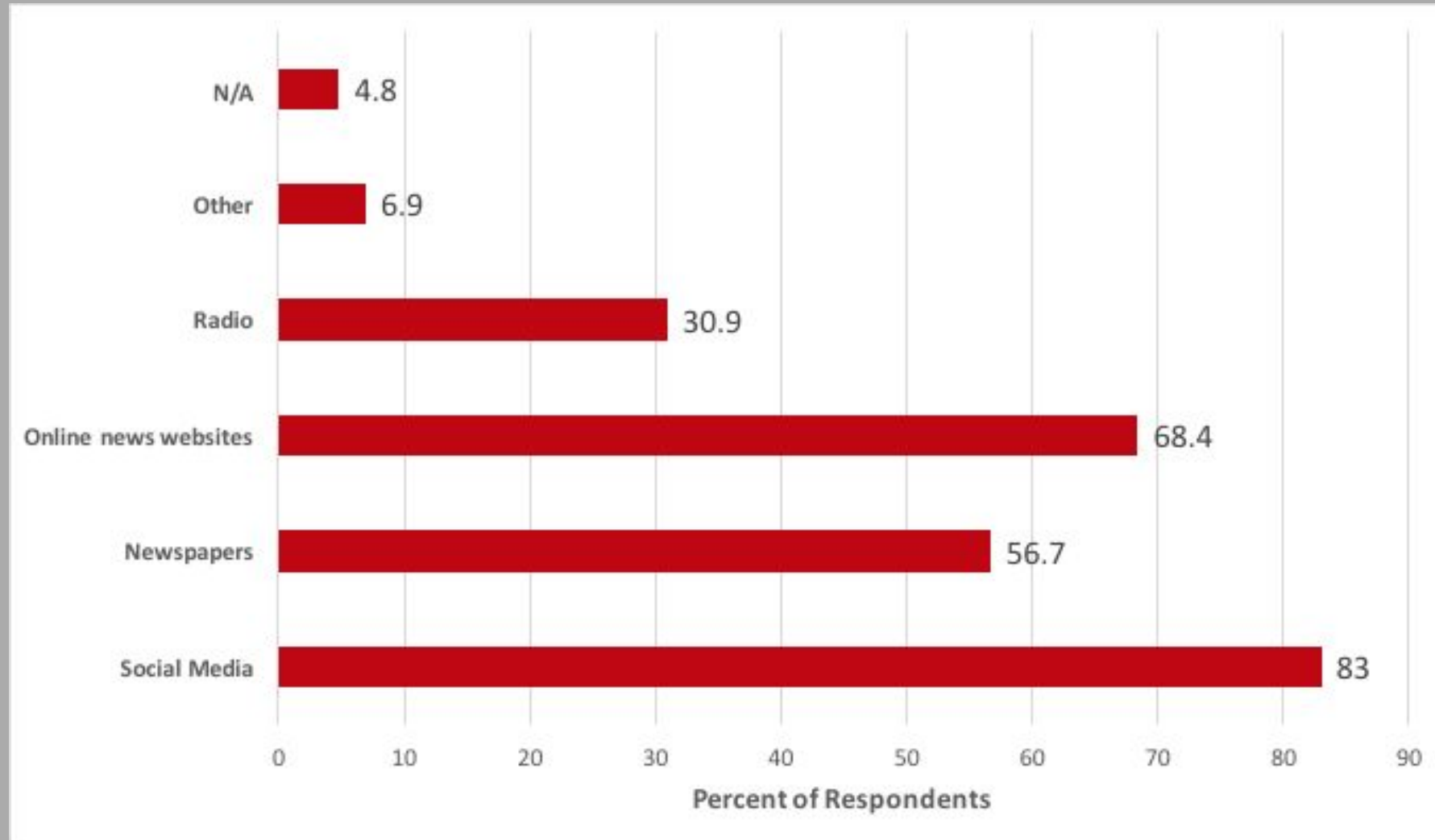
If you have heard about the Gender Wage Gap in your classes, which ones?



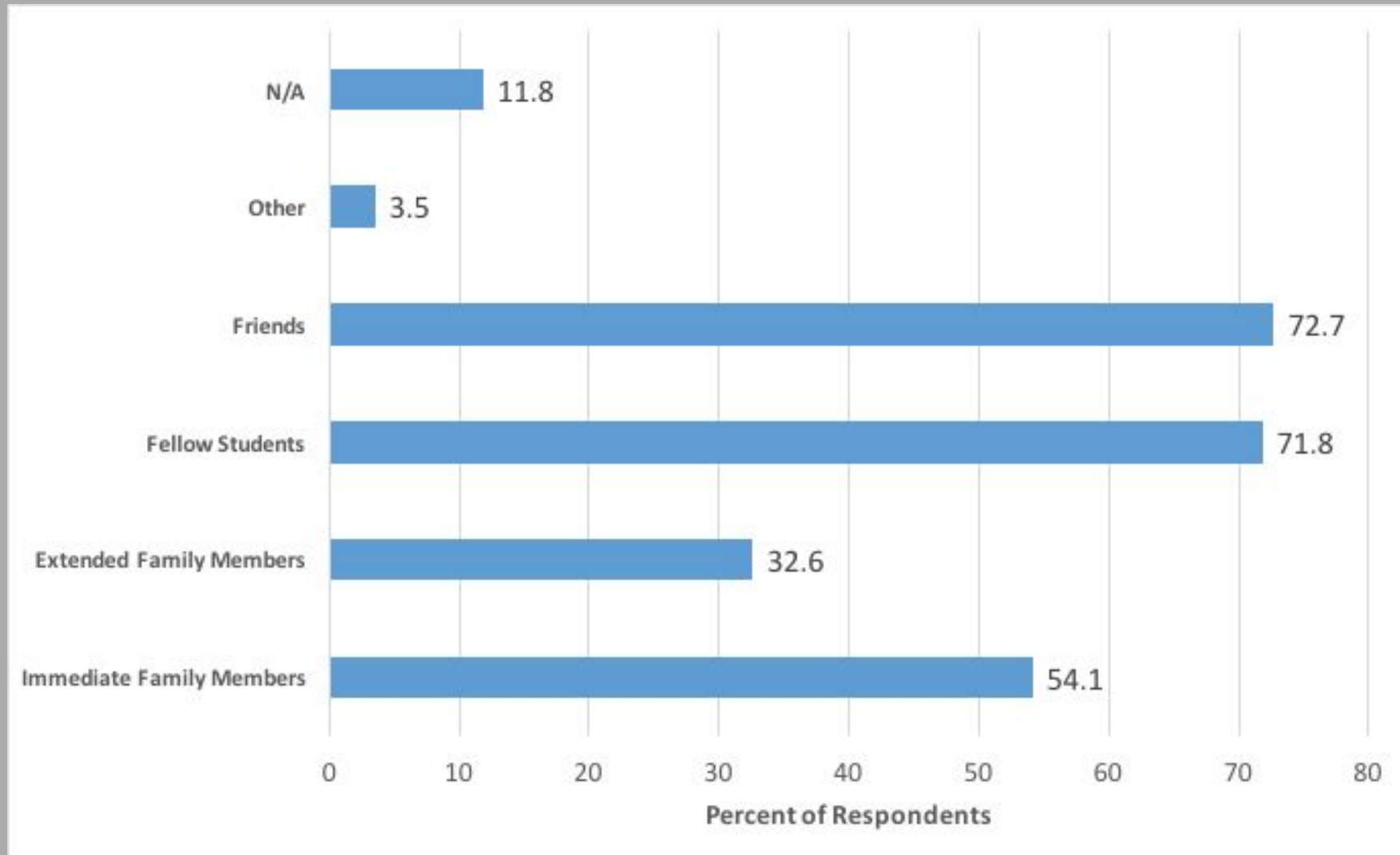
If you have heard of the Gender Wage Gap in a campus event, who hosted it?



If you have heard of the Gender Wage Gap in the news, which news sources?

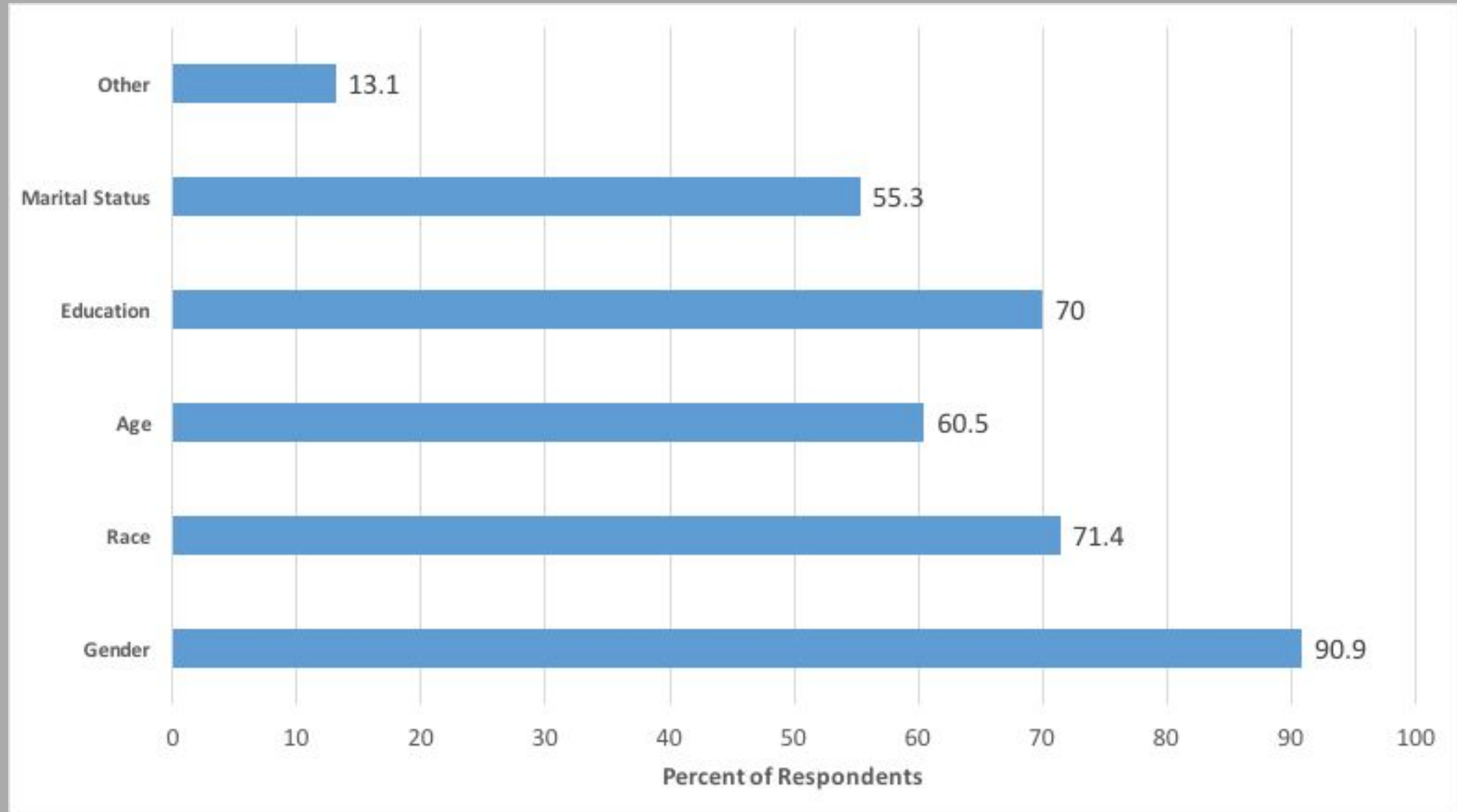


If you have heard about the Gender Wage Gap in the community, how did you hear about it?

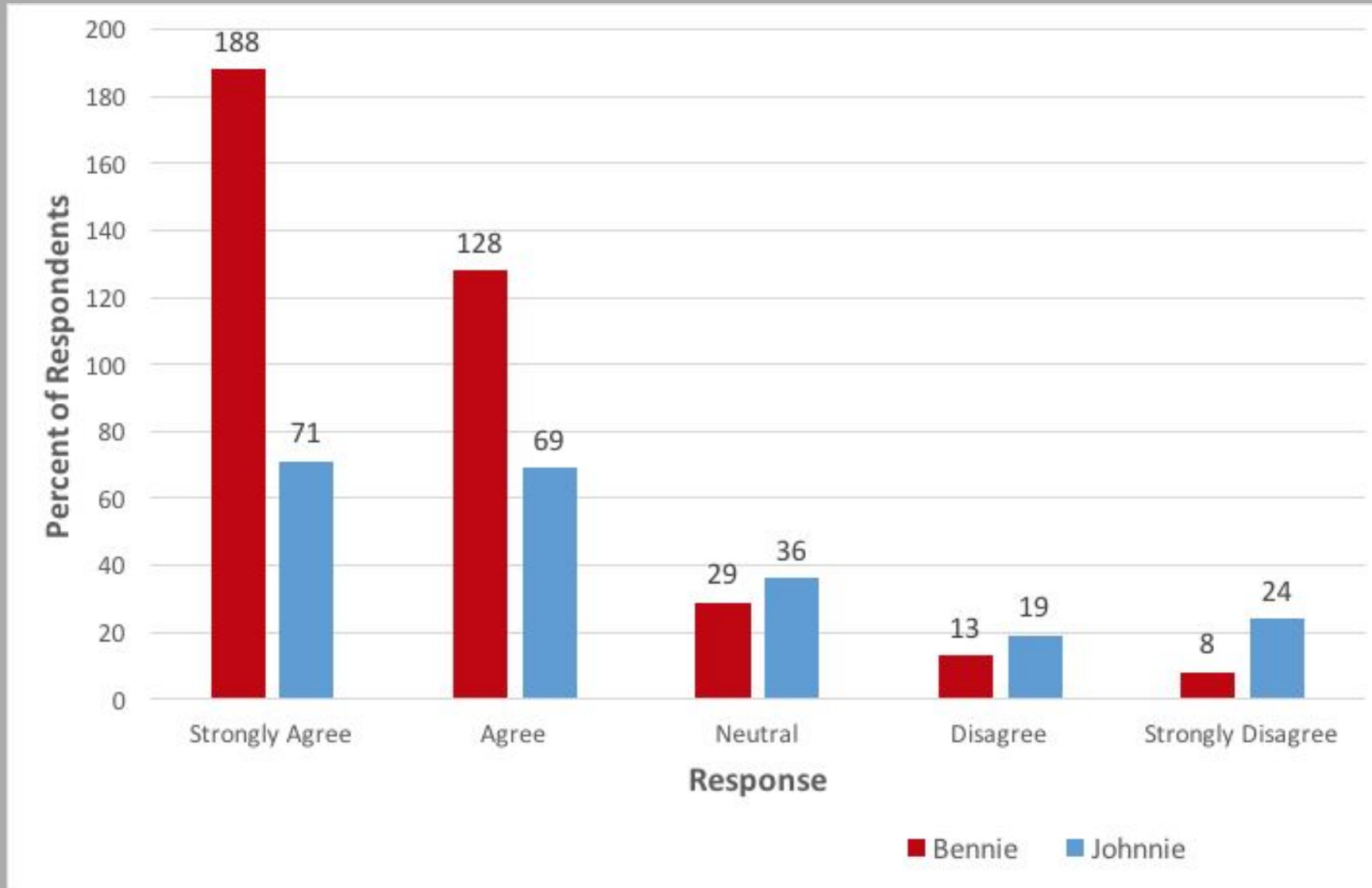


Factors Associated with the Gender Wage Gap

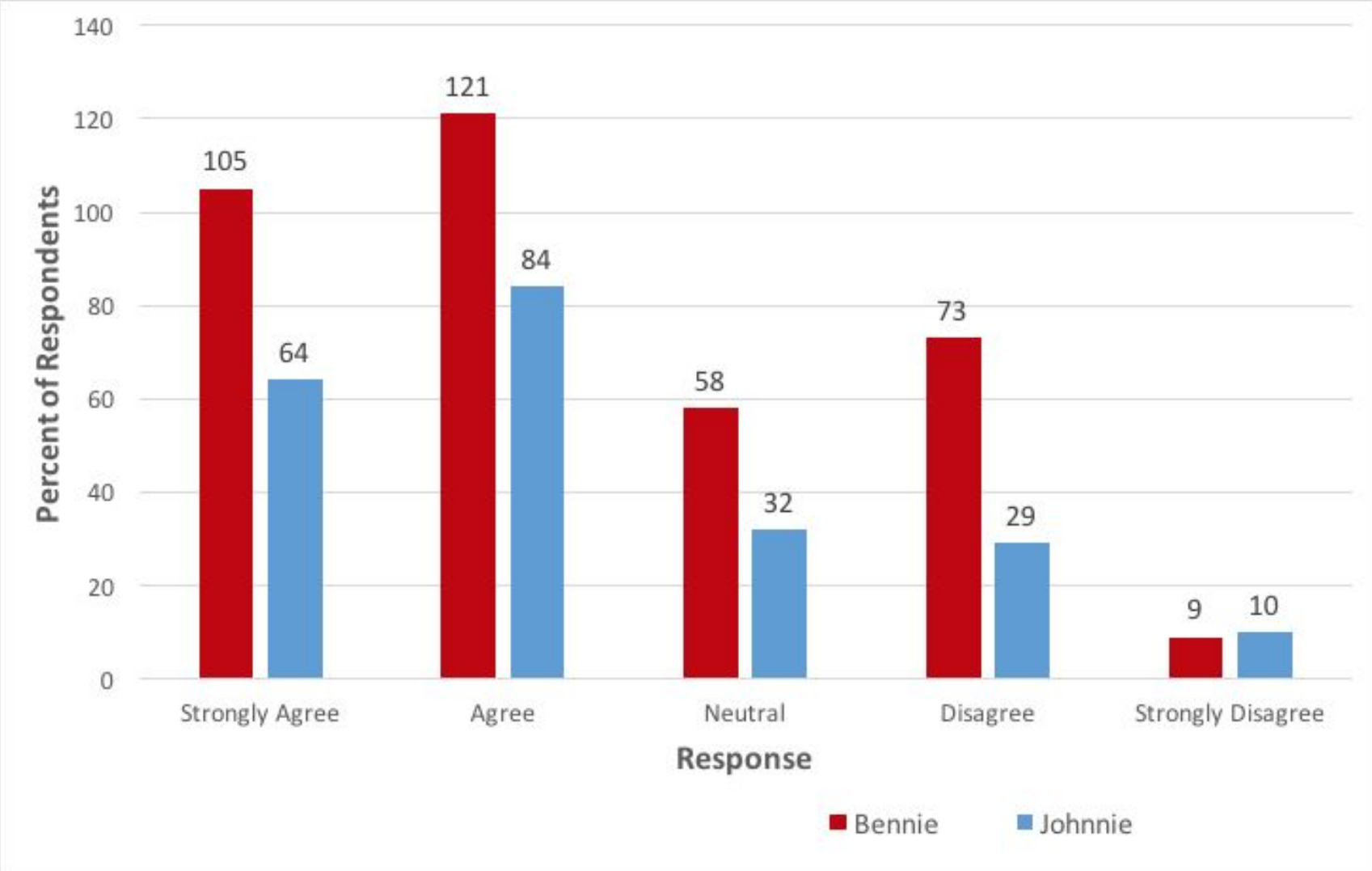
What do you think affects the Gender Wage Gap?



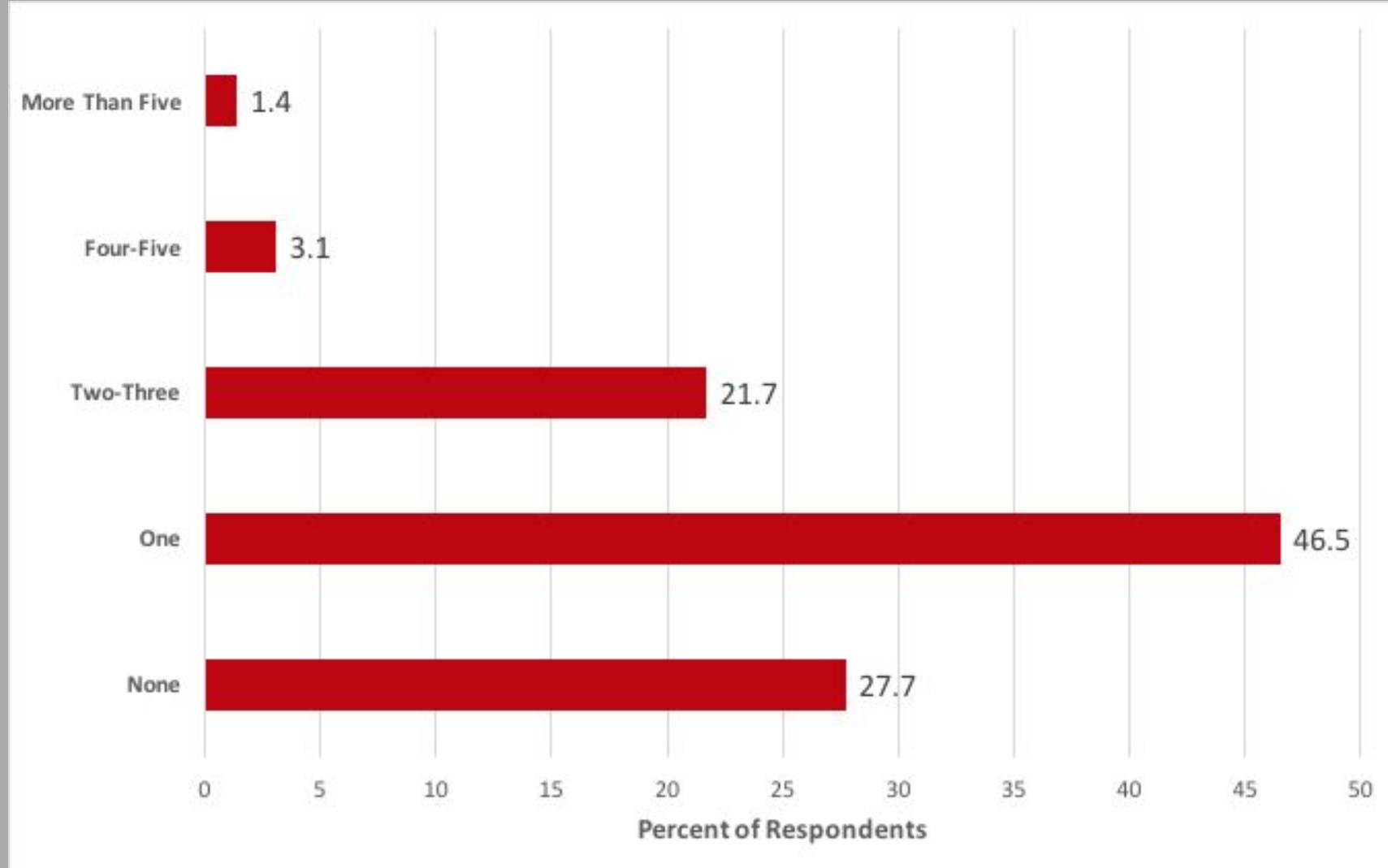
Do you believe the Gender Wage Gap differs based on race?



Do you believe the Gender Wage Gap is reduced with education?

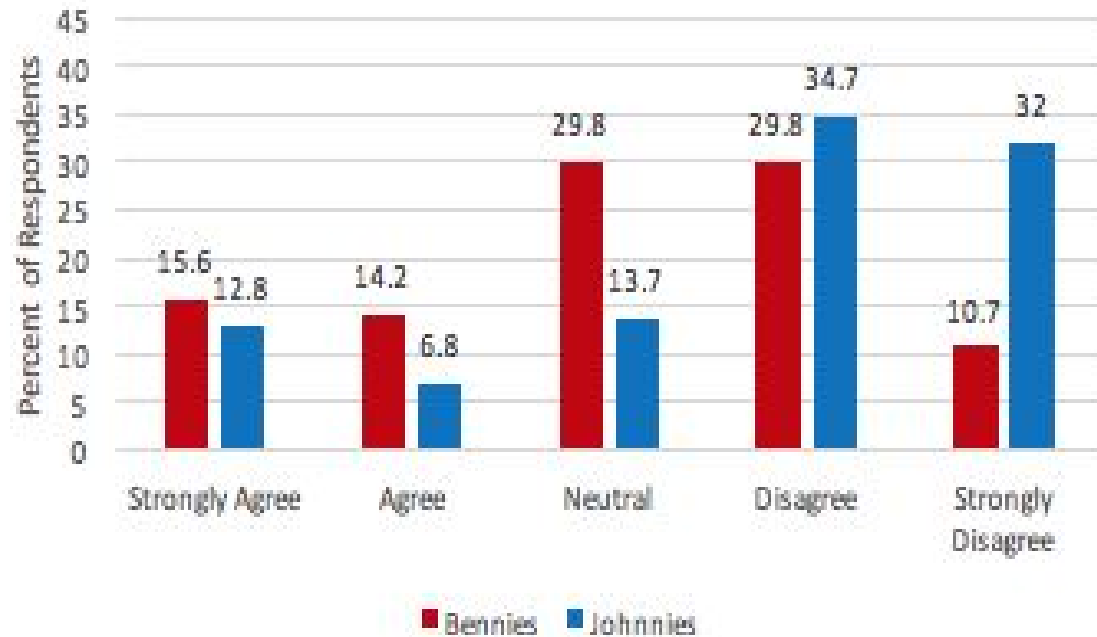


How many classes have you taken with the Gender Studies department or with a gender designation?

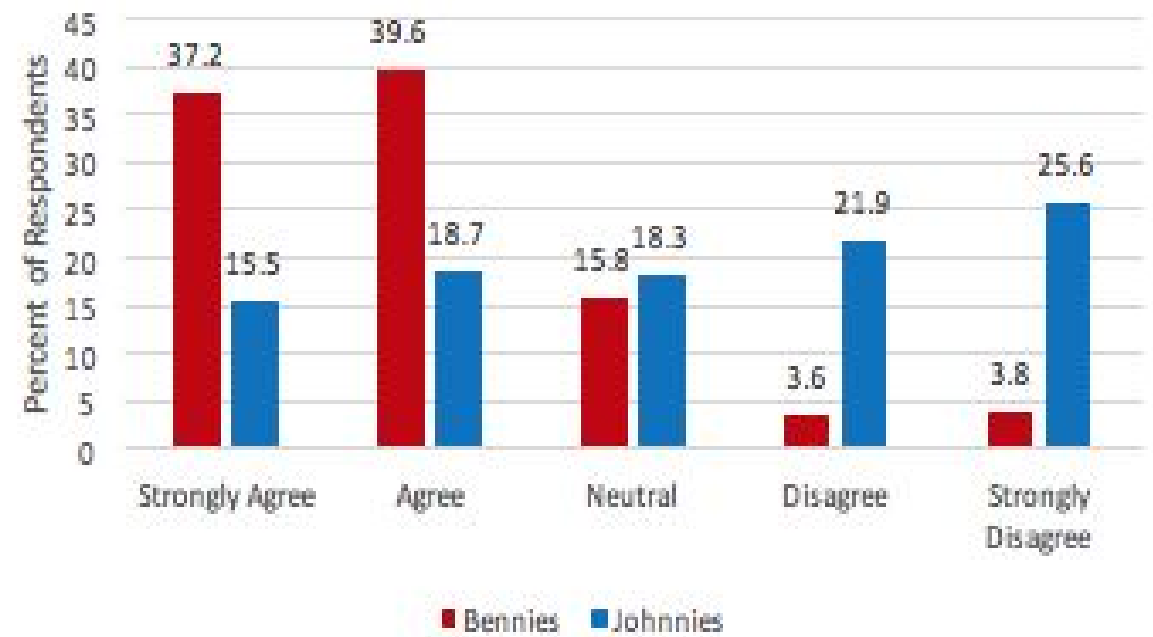


Do you believe you have been or will be personally affected by the Gender Wage Gap?

Have you been affected?



Will you be affected?

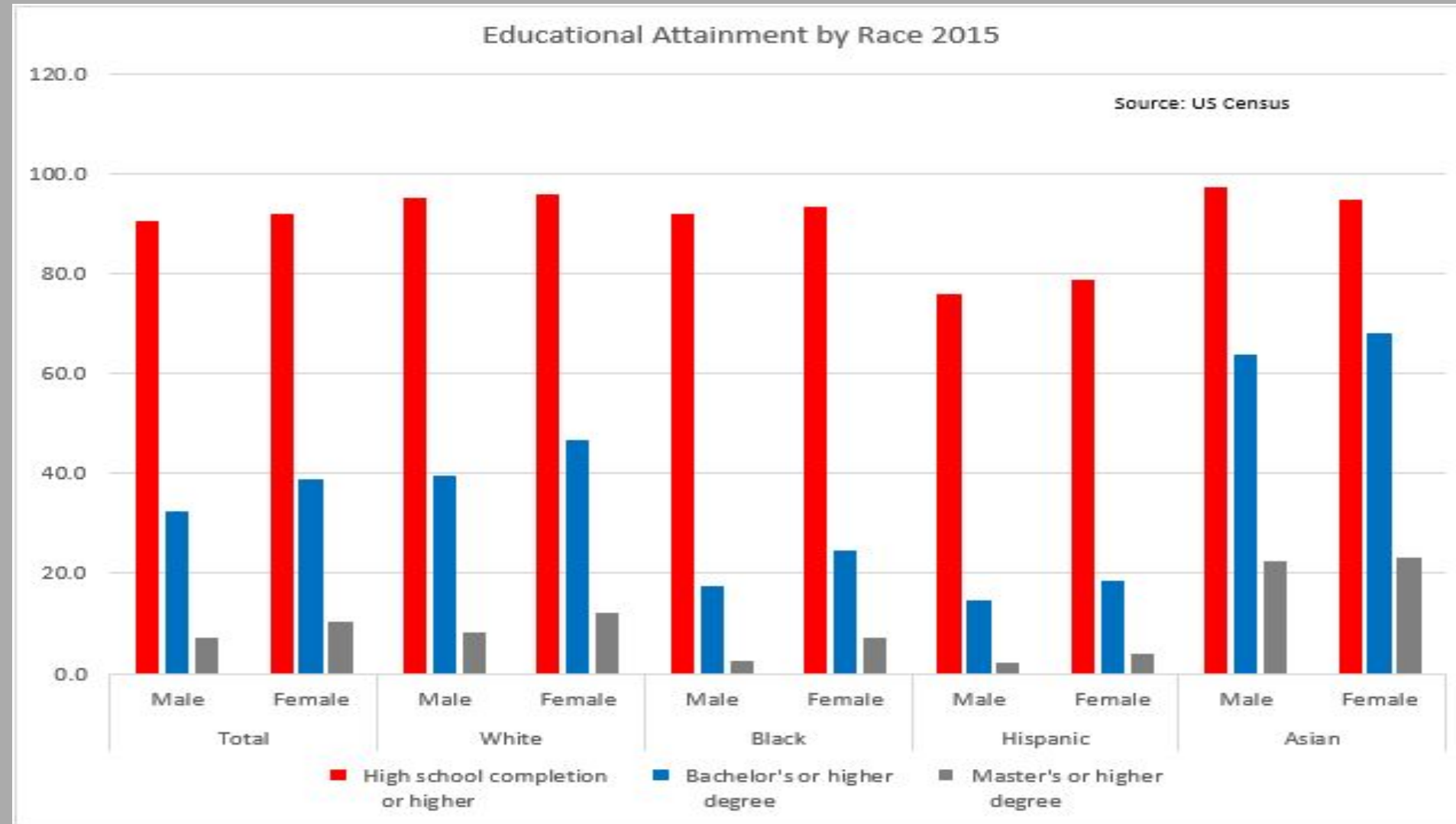


Data and Facts

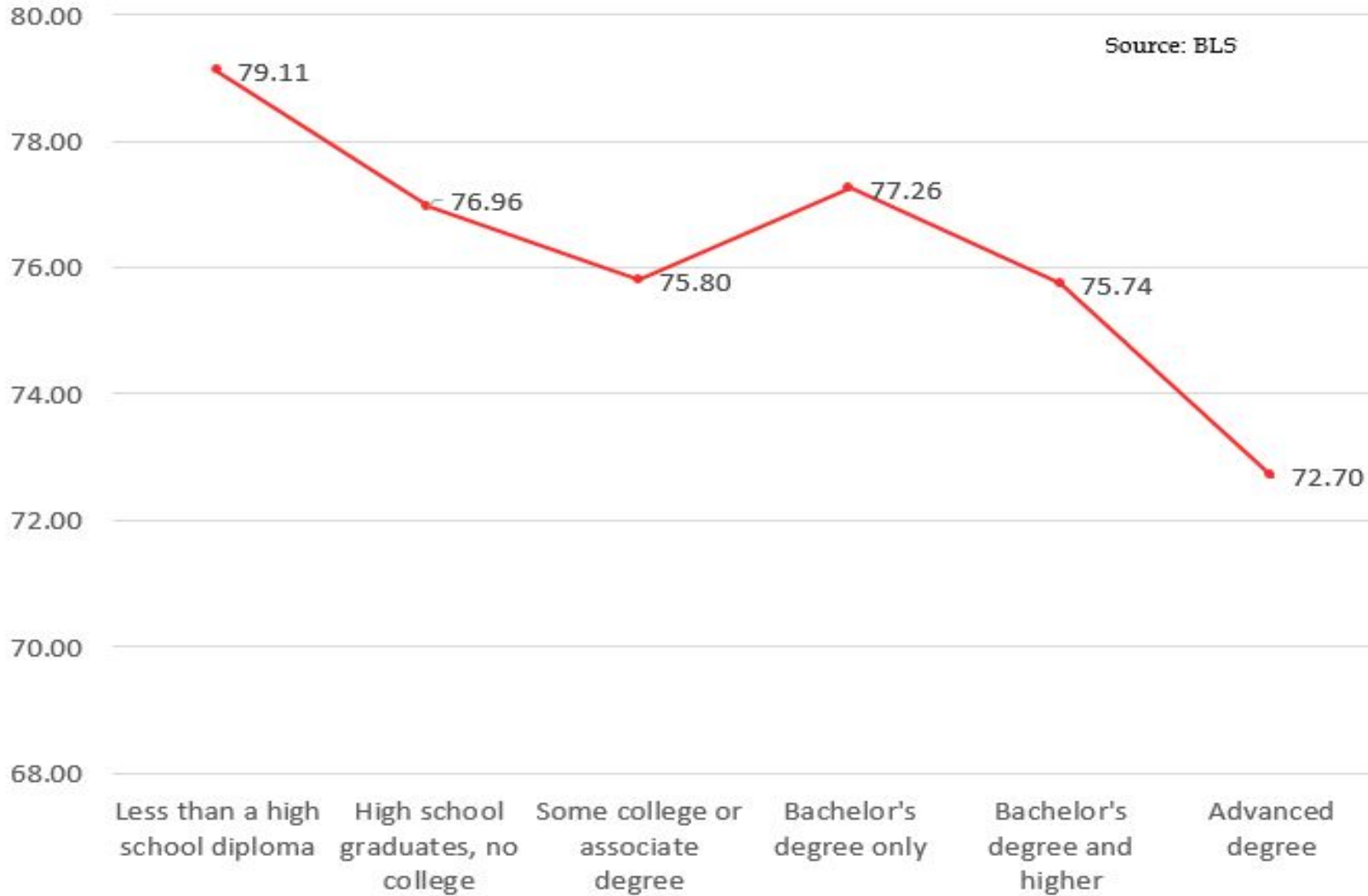
Current Gender Wage Gap Statistics - Intersectionality

Education

Over time, women have increasingly attained higher levels of education: among women ages 25 to 64 who are in the labor force (BLS, 2016).



Ratio of female-male Median Usual Weekly Earnings of Full-time Wage and Salary Workers Age 25 and Older by Education, 2014



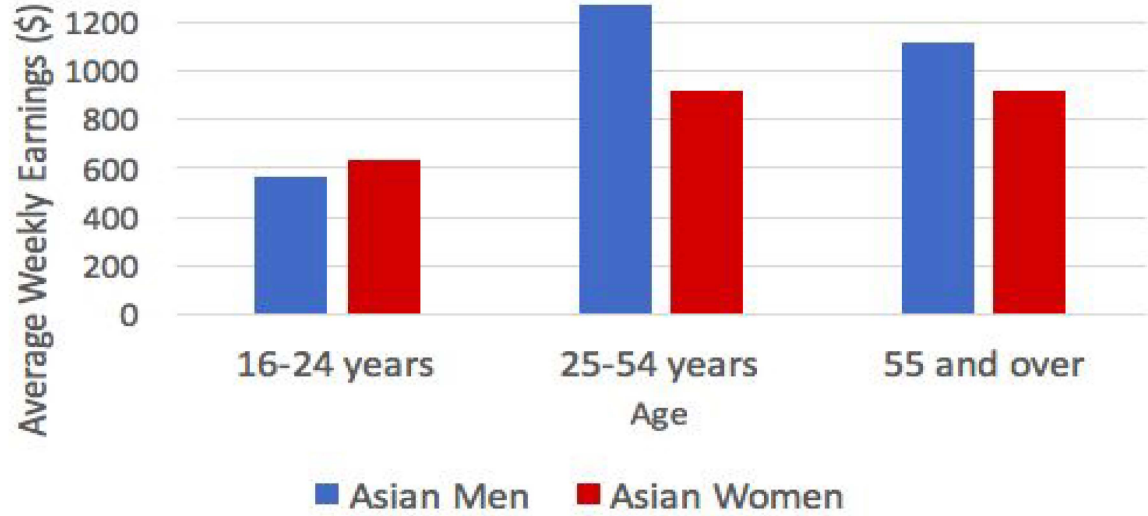
**But, the
Gender Wage Gap
persists...**

Current Gender Wage Gap Statistics - Intersectionality cont.

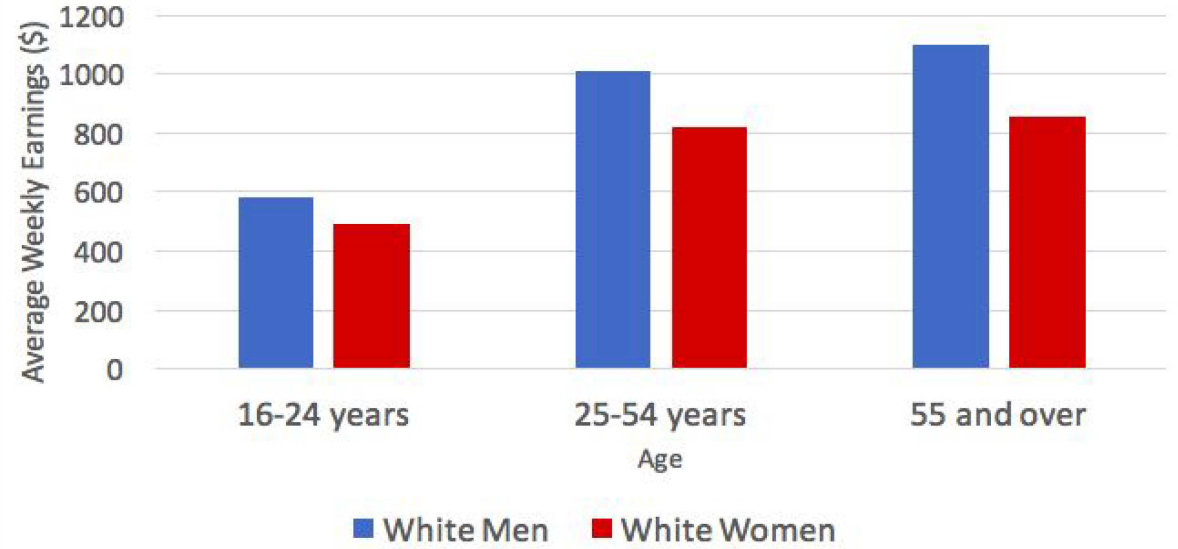
Race

- Asian and White women are more likely to work in higher paying management, professional, and related occupations (50 % and 40%, respectively) in 2015 than were Black (35%) and Hispanic (27%) women.
- Hispanic (32%) and Black (28%) women were more likely than Asian and White women (20 % each) were to work in lower paying service occupations.
- Asian women had the lowest jobless rate (3.7%), followed by White (4.5%), Hispanic (7.1%), and Black (8.9%) women.

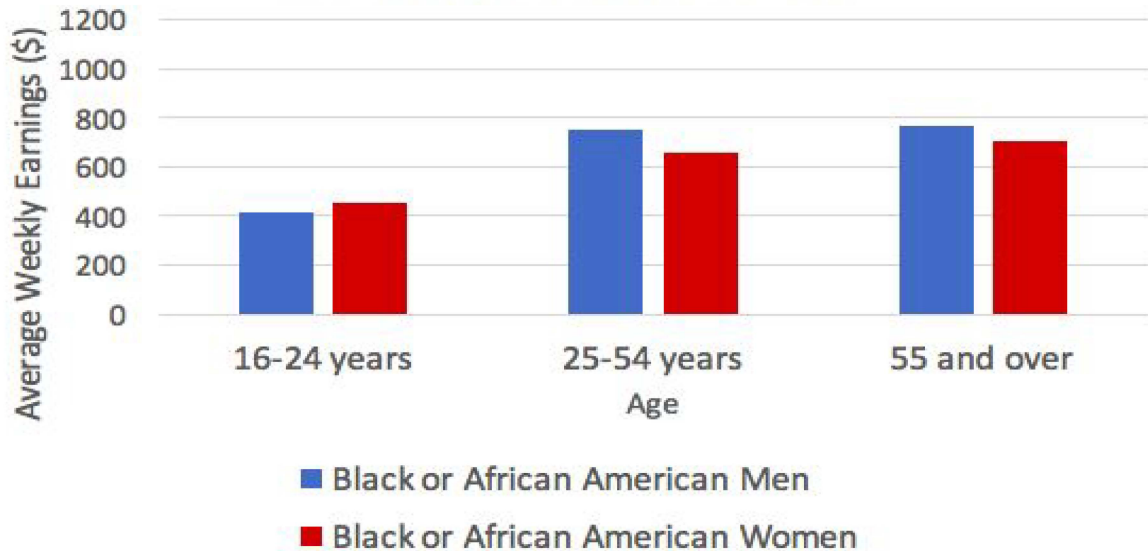
Asian



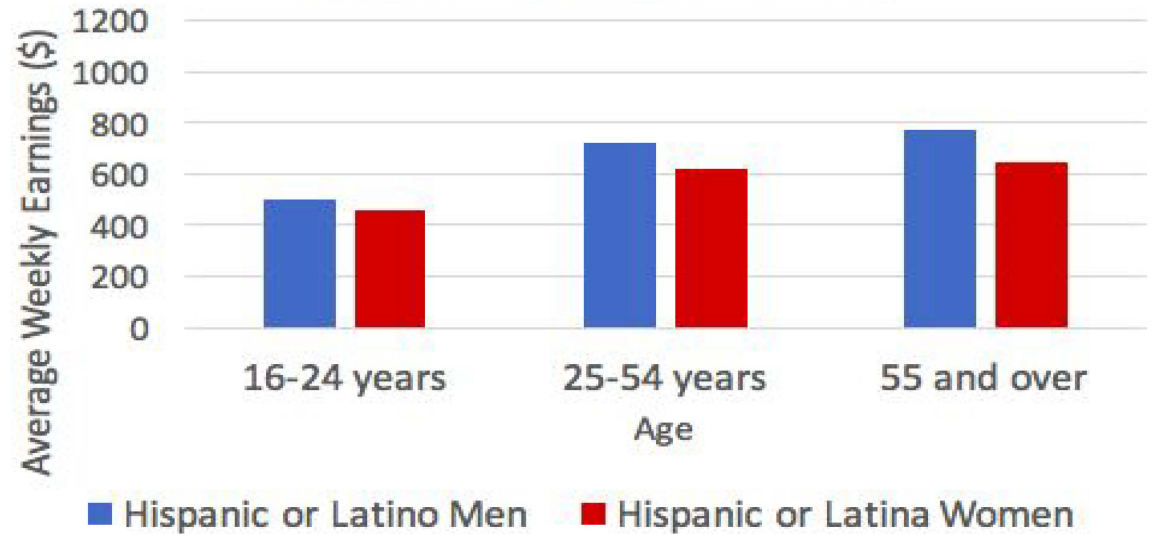
White



Black or African American



Hispanic or Latino Ethnicity



Current Gender Wage Gap Statistics - Intersectionality cont.

Heterogeneity within Race

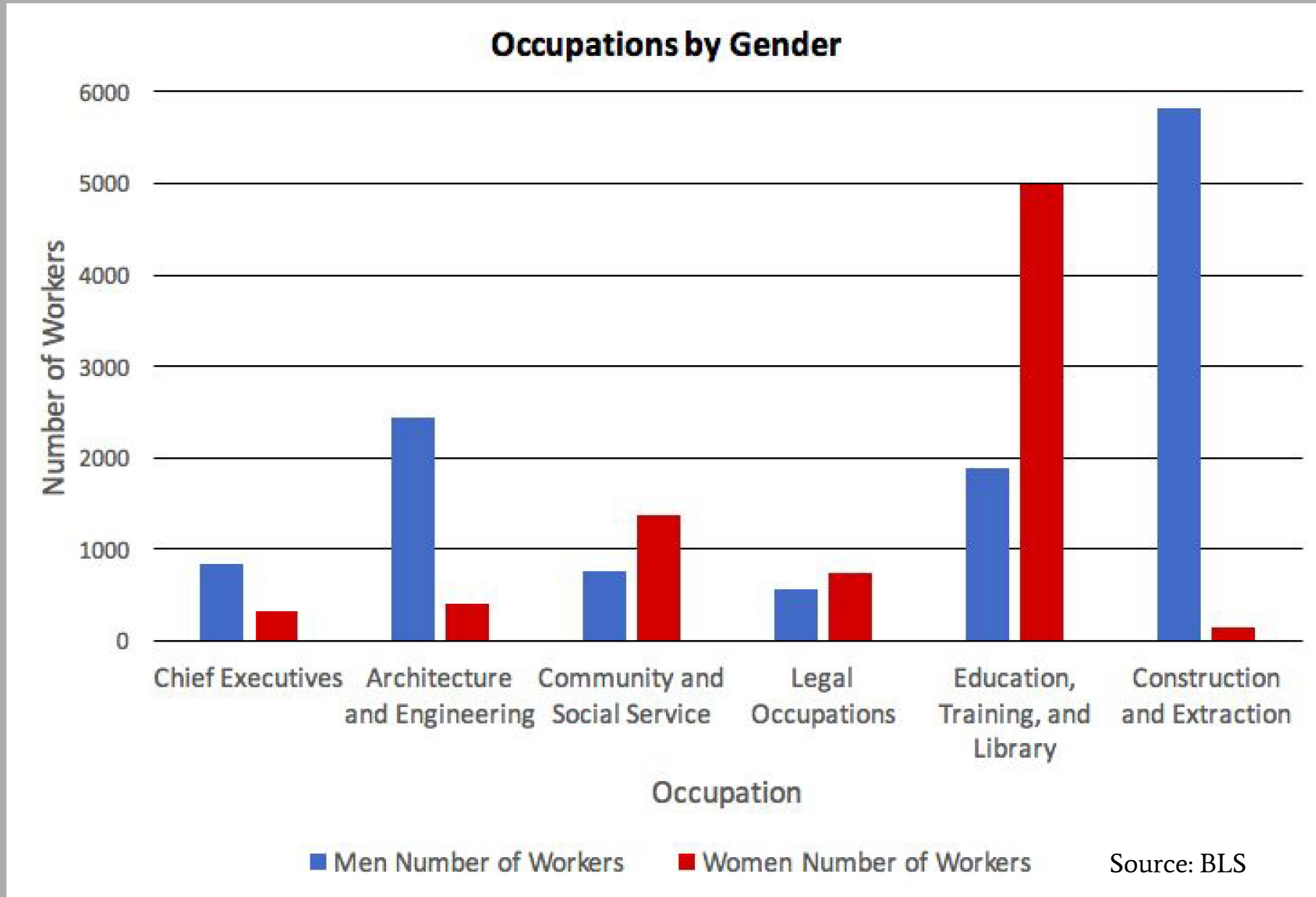
- Asian ethnic groups: Hmong, Laotian, and Cambodians have the lowest educational attainment by asian national origin. Poverty rates for these three groups are higher than the national average.
- The Hmong ethnic group has the largest poverty rate among Asian-Americans of 37.8% compared to national average of 12.4%.
- The median household income for Asian Indian Americans are \$95,000 while Bangladeshi Americans earn \$46,950.

Women's Earnings as a Percentage of Men's and Women's Median Usual Weekly Earnings by Occupation

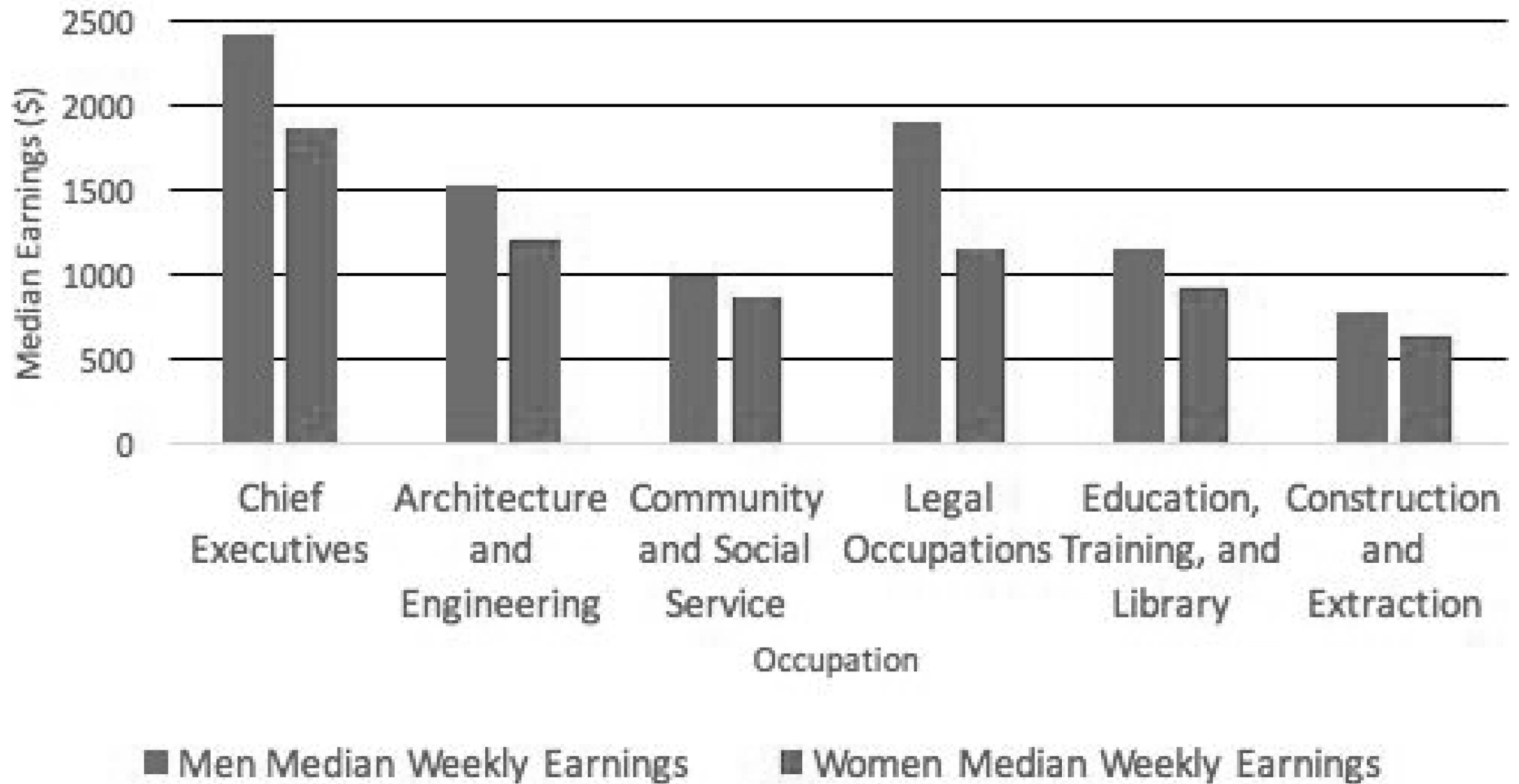
Full Time Wage and Salary Workers

Occupation	Women's Earnings as a Percentage of Men's	Women's Median Usual Weekly Earnings
Legal	56.70%	\$1,001
Management	77.50%	\$1,127
Healthcare Practitioners & Technical	78.30%	\$983
Computer & Mathematical	81.20%	\$1,165
Architecture & Engineering	82%	\$1,158
Office and Administrative Support	90.90%	\$637

Weekly Earnings by Occupation



Men vs. Women Median Weekly Earnings



Source: BLS

Current Gender Wage Gap Statistics - Intersectionality cont.

The Working Poor

- Among workers who were in the labor force for at least 27 weeks in 2014, more women (5.1 million) than men (4.4 million) lived below the official poverty level.

Married-Couple Families

- 53% had earnings from both the wife and the husband in 2014, compared with 44% in 1967. Couples in which only the husband worked represented 19% of married-couple families in 2014, vs. 36% in 1967.

Age

- The gender wage gap increases after the age of 24 for the overall cohort of women.

Concluding Thoughts

Conclusions from Gender Wage Gap Survey

Why It Matters:

- Perceptions - Action/Inaction
 - Workplace disadvantages
- Awareness of News Consumption
 - Echochambers affect our knowledge

What We Found:

- The gender wage gap is a complex issue
- Varied perceptions on campus

Perceptions

Johnnies:

First Year

- “...the gender wage gap is due to subtle and overt societal factors that affect what specific field men and women decide to go into...it’s not discrimination, it boils down to the priorities that women have.”

Sophomores

- “[women] just have different priorities than men which is the way they are created and wired.”
- “...women ‘earn less’ ...because they tend to have less education than men.”

Senior

- “ I don’t know what they put in the water at our schools but it must be some selective memory inhibitor to forget the Equal Pay Act, which according to our school, doesn’t f*cking exist.”

Perceptions (cont.)

Johnnie:

Senior

- “I’m sick of hearing how women are being discriminated against when they pay less than me for studying the same field and have a higher acceptance rate to employment positions post-graduation.”
- “ ...there are a lot of factors...I would like to add the history of gender divide...it takes along time to recreate culture...we have an old culture where women are domestic and men are breadwinners. This is changing slowly.”

Bennie:

First Year:

- “I think there is a race wage gap (and age and education) too, but if you're calling it "GENDER wage gap," it doesn't encompass everything.”

Perceptions (cont.)

Bennies:

Junior

- “[the wage gap] is not real if you take into account other factors such as a job selection, hours in the workforce, part time vs full time...”

Senior

- “Perpetuating the idea that this exists when it doesn’t only encourages Bennies to feel like victims.”

Unknown

Seniors

- “...the reason women make less in today’s workplace is because of economic decisions, not penises...”
- “...if I am an employer and I can get away with hiring a female and paying her 30% less than what I would pay a male for the same job, I would NEVER hire a man”

Limitations of Gender Wage Gap Survey

What are the limitations to the study?

- We did not account for people outside the gender binary

What improvements would we make if we would do this again?

- When asking “What influences the Gender Wage Gap?”, we should have a “Not Applicable” option
- Ask more questions about how factors affect the Gender Wage Gap
 - ie. How do education levels, age, sexual orientation, etc. affect the Gender Wage Gap?
- Add questions about how the Wage Gap affects intersectionality of men
- Ask why participants filled out the survey (mandatory for a class?)

Campus To-Dos and Public Policies

What Helps Spark Conversation:

- Class Discussions - Ask questions (especially if in disagreement)
- Gender Classes
- Seek Alum input and experience
- Gender-focused events
 - Institute for Women's Leadership
- AAUW Start Smart Salary Negotiation Workshops
 - IWL and Career Services
- Opportunities to advocate for legislation
 - Discuss De Jure and De Facto effects of legislations related to equal pay and family leave

Policies Related to the Gender Wage Gap

- 1860s: “It is one thing to acknowledge the right of a principle and quite another to practice it” (NYT, 1869).
- 1963: Equal Pay Act
- 1964: Civil Rights Act Amendment
 - Title VII, Executive Order 11246, and Executive Order 11375
- 1972: Title IX of the Education Amendment
- 1978: Pregnancy Discrimination Act
- 1991: Civil Rights Act & The Glass Ceiling Commission

Continued Policy & Legislation

- 2009: Lilly Ledbetter Fair Pay Act
 - *Grove v. Frostburg Nat'l Bank, Burlington Northern & Santa Fe Railway Co. v. White, etc.*
- 2010: National Equal Pay Task Force
- 2014: Paycheck Fairness Act
- 2016: Equal Employment Opportunity Restoration Act
- 2018: Equal Employment Opportunity Commission (EEOC)

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Sucharita Mukherjee - Associate Professor of Economics

Institute for Women's Leadership

Family Leave and the Gender Wage Gap

- 1993: Family and Medical Leave Act (FMLA)
 - Unpaid, job-protected leave for specified family and medical reasons.
- Family Gap + Gender Wage Gap
 - A gap in pay between women with children and women without children
- The United States is the Only Advanced Country That Does Not Guarantee Paid Family Leave
 - What does that mean for women and men? Families? Our economy? The workforce?

Questions?

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