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Keywords: Worldwide Women's Wage Gap

Description of Zine: We compared the gender gap between the regions of North America, Europe, Latin American and the Caribbean, East Asia and the Pacific, Sub-Saharan Africa, Middle East and North Africa and lastly South Asia.

Names: Carly Jessup, Leah Sheldon, Christina St. Germain & Will Weiss

Transcript:

Page 1

1. Cover Page
 - a. Title: Women's Wage Gap around the world
 - b. Authors: Carly Jessup, Leah Sheldon, Christina St. Germain & Will Weiss

Page 2

1. What is the wage gap
 - a. A differential in the relative earnings for a particular job that is not based on the job itself but rather based on gender. It measures the inequality for the earnings of men and women in their respective jobs.
2. History of the wage gap
 - a. From 1760-1840, during the industrial revolution in Great Britain, wage gaps among men and women were influenced by culture and the economy. Historians and economists view the gender wage gap disparity as a result of either: A lack of productivity by women compared to men or as an inferior view of men on women based on factors such as physical ability.
3. Includes 5 images of women either working in factories or of the factories themselves during the Industrial Revolution in Great Britain to represent and show that women were a part of the working force during this time (1760-1840).

Page 3

1. Graph of the Women's Gender Gap Percent closed in each 8 regions researched
2. This shows the percent of wage gap that the region has closed. North America has closed it the most, while South Asia has closed it the least amount.

Page 4

1. North America
2. One of the most advanced regions in closing the wage gap
3. Will take around 59 years to close the gap
4. Equal pay for Equal Work #We can do it
5. On average, women working full time, year-round are paid 83.7% of what men are paid

Page 5

1. Europe
2. 60-year wait to close the gap

3. Gender Parity Of 76.6% second highest

Page 6

1. Latin America and the Caribbean
2. Includes 3 images of women working in Latin American and the Caribbean
3. The timeframe to close the wage gap is around 67 years
4. The wage gap is 19 cents per 24 cents globally
5. Bridged 72.6% of gender gap

Page 7

1. Central Asia
2. 2 images of women working in Central Asia and 1 image of a protest for equal pay
3. The timeframe to close the wage gap is around 151 years
4. Bridged 69.1% of gender gap
5. Women are making 60-80% what men are making

Page 8

1. East Asia and the Pacific
2. Image 17 shows members of a women's association in Daejeon South Korea protesting about equal pay at the city hall.
3. As of 2021, it will take 168 years to close the cumulative wage gap in the region.
4. Image 18 shows women on the move in the working world of Japan.
5. Internally, Japan and Korea are among the lowest ranked in terms of the percent (%) that their wage gaps are closed (56.4% and 59.2% respectively)
6. Ranked 2nd in economic participation/opportunity but are in the middle of the pack among other regions for bridging their overall wage gap (69%)
7. Image 19 shows a woman protesting for Asian women and their equality in a system that undermines women in East Asia and the pacific region with a large gender pay gap.

Page 9

1. Sub-Saharan Africa
2. Image 20 is portrayed to show specifically how Sub-Saharan african women with children suffer from a larger gender wage gap.
3. Women are culturally pressed to stay at home and do unpaid house work, especially with children in the home.
4. With recent improvements, 98 years is the estimated timeline to close the region's wage gap
5. Image 21 shows women in the Sub-Saharan African region who remain at home working in agriculture and performing unpaid work to take care of their children.
6. Increases in the number of women in parliament positions has led to an increase in the (%) closing of the wage gap in the political sector (21.3%).
7. Image 22 shows Equatorial Guinea's Ambassador to the United States Angue Ondo.

Page 10

1. Middle East and North America

2. The Middle East and North Africa have the second largest wage gaps. The timeframe to close the wage gap is around 115 years. Women are rarely offered roles in power.
3. The gender gap has closed by 63.4% as of 2022. In education, the gender gap has nearly closed throughout the region.

Page 11

1. South Asia
2. Has the largest gender based wage gap in the world. The estimated time frame to close it is about 200 years
3. Some countries in the area are increasing opportunities for women while other countries are actively decreasing women's labor-force participation
4. South Asia has very low levels of education attainment. Many women are illiterate and do not have the means for education

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