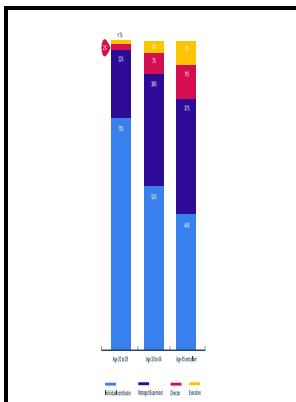


# Pay equity - just wages for women?

**Institute of Employment Rights - Gender Pay Inequity: Establishing Fair and Equal Pay For Women In Your Company**



Description: -

- Indians of North America
- School facilities
- Education
- Algebra.
- Arithmetic.
- Mathematics.
- Sex discrimination against women -- Great Britain.
- Pay equity -- Great Britain.
- Pay equity - just wages for women?
- Notes: Includes bibliographical references.
- This edition was published in 1994



Filesize: 29.81 MB

Tags: #Latinas #aren't #paid #fairly—and #that's #just #the #tip #of#the #iceberg

## How to Fix the Wage Gap

Sophia Kerby is a Research Assistant with Progress 2050 at the Center for American Progress. Universal childcare which would also ideally create well-paid jobs for licensed professional childcare providers would help women and men across the economic spectrum to have a family and a job. That's partly because women don't have as many role models, according to Kimberly Churches, CEO of the American Association of University Women, which advocates for gender equity.

## Gender pay gap exists in all 50 states, but is narrower in some than others

We also examined the gender wage gap for workers in positions that are highly impacted by the coronavirus. This narrowing of the gap has since the turn of the century. Finally, men are twice as likely to be directors or executives than women by age 45 or older.

## Wealth, not just wages, is the way to measure women's equality

Second, employers' beliefs of the productivity and worth of employees are influenced by gender, as fathers are seen as more productive, while mothers are viewed as less committed to work and thus less valuable. The implication is that if, say, men tend to be more educated than women at your firm and you give a raise to a man with a very high level of education e. LOST EARNINGS OVER A 40-YEAR CAREER When looking at the gender pay gap statistics as fractions of a dollar, it can be difficult to understand the impact on earnings over a lifetime.

## The Importance of Pay Equity

Pay equity lawsuits are also on the rise, according to the firm

## Why Companies' Attempts to Close the Gender Pay Gap Often Fail

This is often called the or the childbearing penalty.

## **Taking The Lead On Equal Pay: 7 Companies That Pay Women Fairly**

According to an analysis of Census Bureau data released by Reach Advisors in 2008, single childless women between ages 22 and 30 were earning more than their male counterparts in most United States cities, with incomes that were 8% greater than males on average.

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