



JOBS FOR THE FUTURE

ADDING A GENDER LENS TO NONTRADITIONAL JOBS TRAINING

CREATED BY WIDER OPPORTUNITIES FOR WOMEN

APRIL 2017

TOOL 4.3 GENDER EQUITY QUIZ

Would you be surprised to learn that Latina women earn an average of only 60 percent of men's wages? Use this quiz in an orientation or information session to prompt awareness about the need for women to have access to jobs in traditionally higher-paid, male-dominated blue-collar careers. Or, use it to build the understanding and commitment of workforce development professionals to gender equity.

This tool is adapted from the pre-apprenticeship Multi-Craft Core Curriculum of the Building and Construction Trades Department, AFL-CIO.

WHO SHOULD USE THIS TOOL

Training program directors; occupational training instructors, with their students; outreach and recruitment staff; program leaders introducing a gender lens to a new organizations

This tool is part of Adding a Gender Lens to Nontraditional Jobs Training, created by Wider Opportunities for Women for the GreenWays initiative and revised by JFF as part of the Delivering the TDL Workforce initiative. All tools are available online at: <http://www.jff.org/newlensonjobs>.

Supported by the Walmart Foundation, Delivering the TDL Workforce expanded high-quality transportation, distribution, and logistics training programs in ten regions and promoted best practices in program design and delivery, employer engagement, and workforce partnership development. GreenWays was supported by grants from the U.S. Department of Labor through Pathways Out of Poverty and the Green Jobs Innovation Fund.

Review the following questions and circle the correct answer for each question.

1. Women in female-dominated occupations requiring less than a bachelor's degree earn how much for \$1.00 earned by men in male-dominated occupations requiring less than a bachelor's degree? \$ _____
2. Women represent what percent of workers in occupations requiring less than a bachelor's degree that pay less than \$30,000 per year? What percent of workers in jobs that pay at least \$35,000 per year? _____% / _____%
3. African-American women today earn, on average, how much for \$1.00 earned by white men? How about Latina women? \$ _____ / \$ _____
4. The average full-time working woman will lose how much in wages over a 40-year period due to the wage gap? \$ _____
5. What percent of women work in occupations that do not require a bachelor's degree? _____%
6. Women in construction earn, on average, how much for \$1.00 earned by men? _____%
7. What percent of women work in occupations where women make up at least three-quarters of the workforce? _____%
8. Women accounted for what percent of apprenticeships in 2016? _____%
9. What percentage of people employed in transportation and material moving occupations are women? _____%
10. What percentage of people employed in construction occupations are women? _____%

FACILITATOR ANSWER GUIDE

1. Women in female-dominated occupations requiring less than a bachelor's degree earn how much for \$1.00 earned by men in male-dominated occupations requiring less than a bachelor's degree? **\$0.66¹**
2. Women represent what percent of workers in occupations requiring less than a bachelor's degree that pay less than \$30,000 per year? What percent of workers in jobs that pay at least \$35,000 per year? **83% / 36%²**
3. African-American women today earn, on average, how much for \$1.00 earned by white men? How about Latina women? **\$0.65 / \$0.58³**
4. The average full-time working woman will lose how much in wages over a 40-year period due to the wage gap? **\$460,000**
5. What percent of women work in occupations that do not require a bachelor's degree? **72%⁴**
6. Women in construction earn, on average, how much for \$1.00 earned by men? **\$0.95⁵**
7. What percent of women work in occupations where women make up at least three-quarters of the workforce? **39%⁶**
8. Women accounted for what percent of apprenticeships in 2016? **6%**
9. What percentage of people employed in transportation and material moving occupations are women? **18%**
10. What percentage of people employed in construction occupations are women? **4%**

Footnotes for quiz:

1. "Women & Middle-Skill Jobs," Pathways to Equity: Women and Good Jobs, n.d., <https://womenandgoodjobs.org/women-middle-skill-jobs/>.
2. *Ibid.*
3. Eileen Patten, "Racial, gender wage gapes persist in U.S. despite some progress," *Pew Research Center FACT TANK*, July 1, 2016, <http://www.pewresearch.org/fact-tank/2016/07/01/racial-gender-wage-gaps-persist-in-u-s-despite-some-progress/>.
4. "Women & Middle-Skill Jobs."
5. <http://www.constructiondive.com/news/why-women-construction-workers-earn-less-than-men/376653/>
6. "12 Stats about Working Women," U.S. Bureau of Labor Statistics, lastmodified March 2, 2017, <https://blogs.bls.gov/blog/2017/03/02/12-stats-about-working-women/>.