

ADS 720 - POLICY BRIEF 2 - Chapter 14:
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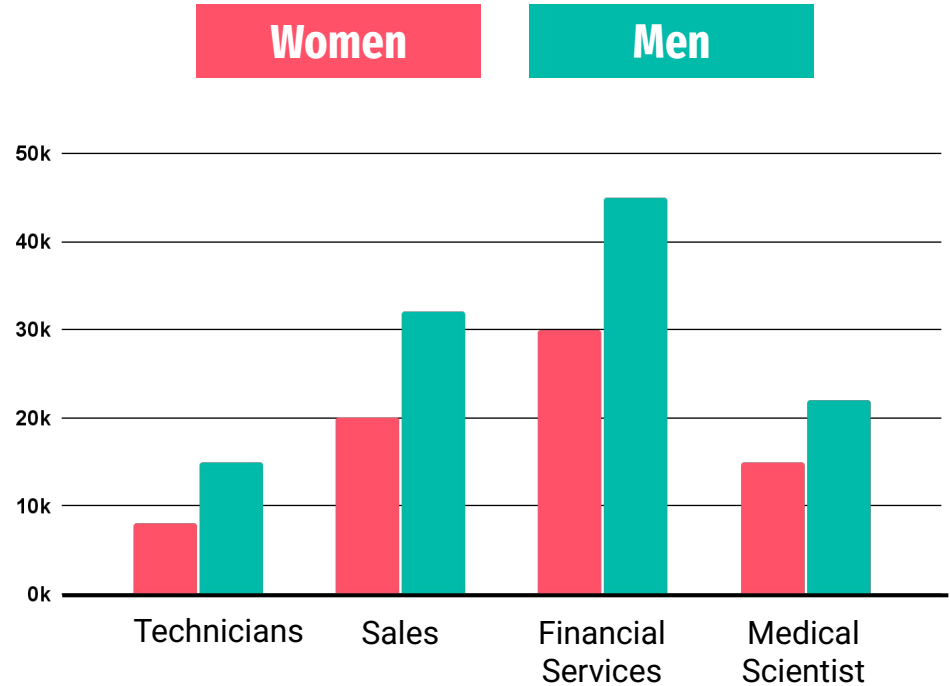


Rights and Liberties: Women in the Workplace

Gender Pay Gap

Equal Pay Act

- Brought into effect by John F. Kennedy in 1963
- Equal pay for equal work regardless of gender
- Unfortunately, loopholes limit pay parity



For more info, [click here](#)

Ongoing Challenges



1

Jobs
Necessity



2

Careers
Status



3

Callings
Meaning

Women in the Workplace

Women continue to be held to higher standards of performance while feeling increased pressure to do it all.

Career First

Do I keep this job and put my family at risk?

Family First

Should I quit and then have to scrape by to support my family?



Are Companies Doing Enough to Support Woman Workers?



Glass Ceiling

The gender pay gap has not changed for 15 years. Women are still underrepresented in advanced leadership roles and continue to have salaries that are lower than their male counterparts.



Women in the Workforce

**Competing Tensions:
Achieving success at work VS managing family life**

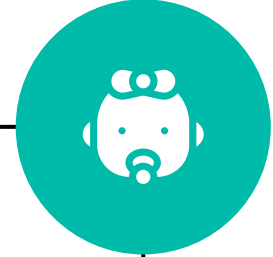
65%



Career Work



35%



Personal life

Follow the link in the graph to modify its data and then paste the new one here. **For more info, click here**

Policy Options



			
Investment in Childcare Infrastructure	Expanded Tax Credits	Universal Pre-K	Childcare Costs Capped at 7%
Paid Family Leave	Saturn is a gas giant and has several rings	Jupiter is the biggest planet in the Solar System	Despite being red, Mars is actually a cold place

“Build Back Better”

1

Goal

To enable those who dropped out of the workforce to rejoin and stay in the workforce.

2

Plan

- Reduce the cost of childcare
- Expand access to pre-K education
- 12 weeks of paid leave

3

Considerations

- A study found that lack of child care had a negligible effect on unemployment
- Few people who qualify for a family leave actually use them
- Mothers may be incentivised to put their careers on hold
- The US has lagged behind other countries because of the belief that family life should not be exposed to public policy



Best Option: Expanded Tax Credits

Families can use the money as they choose

Entertainment



Education



Childcare



Health



D



Avoiding Another Shecession

Pay Equity

Women and people of colour cannot remain the lowest paid

Health Benefits

Women and people of colour cannot be segregated into jobs without health care and paid leaves.

Affordable Childcare

Women need affordable options for childcare or elder care



Benefits of Good Policy

1

Higher share of women in the labor force.

3

Increases in the number of men making choices for their families.



2

Lower gender wage gap.

4

More flexible family friendly work environments.