



**JOBS FOR THE FUTURE**

# ADDING A GENDER LENS TO NONTRADITIONAL JOBS TRAINING

CREATED BY WIDER OPPORTUNITIES FOR WOMEN

APRIL 2017

## **TOOL 1.1 GENDER EQUITY: TEST YOUR KNOWLEDGE OF WOMEN'S ECONOMIC STATUS AND EQUITY**

Would you be surprised to learn that Latina women earn an average of only 58 percent of white 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 also contains a worksheet of common myths and facts that builds upon the quiz to address commonly misunderstood stereotypes.

This tool frames the action planning to increase the access to and success of women in nontraditional occupations. The answers to the quiz and the information on myths and realities are included as a separate sheet.

### **WHO SHOULD USE THIS TOOL**

Training program directors; outreach and recruitment staff; program leaders introducing a gender lens to a new organization

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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.

## GENDER EQUITY QUIZ

### The Importance of Nontraditional Jobs to Women's Economic Equity

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? \_\_\_\_\_%

## MYTHS AND FACTS

**MYTH:** Certain jobs are "men's work" and others are "women's work."

**FACT:** \_\_\_\_\_

**MYTH:** Women will lose their femininity if they work in a male-dominated occupation.

**FACT:** \_\_\_\_\_

**MYTH:** Women are not strong enough to do heavy labor.

**FACT:** \_\_\_\_\_

**MYTH:** Women aren't interested in nontraditional jobs.

**FACT:** \_\_\_\_\_

**MYTH:** Nontraditional jobs are too dirty, noisy, and dangerous for women.

**FACT:** \_\_\_\_\_

**MYTH:** Women make poor truck drivers.

**FACT:** \_\_\_\_\_

**MYTH:** Women won't want to take over-the-road jobs away from their families.

**FACT:** \_\_\_\_\_

## GENDER EQUITY QUIZ ANSWERS

### The Importance of Nontraditional Jobs to Women's Economic Equity

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? **\$0.66**<sup>1</sup>
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%<sup>2</sup>
3. African-American women today earn, on average, how much for \$1.00 earned by white men? How about Latina women? \$0.65 / \$0.58<sup>3</sup>
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%<sup>4</sup>
6. Women in construction earn, on average, how much for \$1.00 earned by men? \$0.95<sup>5</sup>
7. What percent of women work in occupations where women make up at least three-quarters of the workforce? 39%<sup>6</sup>
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%

## MYTHS AND FACTS SAMPLE RESPONSES

**MYTH:** Certain jobs are "men's work" and others are "women's work."

**FACT:** Ideas about jobs being appropriate for certain groups but not others are the result of tradition and socialization. Nearly all job requirements are unrelated to sex.<sup>7</sup>

**MYTH:** Women will lose their femininity if they work in a male-dominated occupation.

**FACT:** A job is what you do, not who you are. Neither a hardhat or truck cab can change that.

**MYTH:** Women are not strong enough to do heavy labor.

**FACT:** Many traditional women's jobs (e.g., nursing, waitressing) are as physically demanding as some nontraditional jobs. Additionally, special equipment helps men and women with lifting.

**MYTH:** Women aren't interested in nontraditional jobs.

**FACT:** While women are routinely pushed away, they are often interested in exploring nontraditional jobs once they are introduced to them.

**MYTH:** Nontraditional jobs are too dirty, noisy, and dangerous for women.

**FACT:** Many traditionally female jobs, like mothering and nursing, are dirty and messy. And with proper safety instruction, all workers can minimize the danger they experience on the job.

**MYTH:** Women make poor truck drivers.

**FACT:** Female truckers have a lower accident rate than male drivers.<sup>8</sup>

**MYTH:** Women won't want to take over-the-road jobs away from their families.

**FACT:** Female truckers drive more per month, more per year, and have a longer average tenure than male drivers.<sup>9</sup>

### Footnotes for the preceding table:

1. "Women & Middle-Skill Jobs," Pathways to Equity: Women and Good Jobs, n.d., <https://womenand-goodjobs.org/women-middle-skill-jobs/>.

2. *Ibid.*

3. Eileen Patten, "Racial, gender wage gaps 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/>.

7. Source for all myths and facts, except the last two: *Wider Opportunities for Women, Myths and Facts about Women and Nontraditional Occupations* (Washington, DC: Author, n.d.), [http://www.wowonline.org/documents/MythsandFactsaboutWomenandNonTraditionalOccupations\\_001.pdf](http://www.wowonline.org/documents/MythsandFactsaboutWomenandNonTraditionalOccupations_001.pdf).

8. Jennifer McKeivitt, "Women in trucking: An underappreciated resource," *Supply Chain Dive*, March 8, 2017, <http://www.supplychaindive.com/news/women-trucking-supply-chain-diversity-gender/437589/>; A full PowerPoint presentation of analysis done by Omnitracs is available at: [https://s3.amazonaws.com/dive\\_static/diveimages/Women\\_in\\_Trucking\\_Analysis\\_-\\_March\\_2017\\_3.pptm](https://s3.amazonaws.com/dive_static/diveimages/Women_in_Trucking_Analysis_-_March_2017_3.pptm).

9. *Ibid.*

