

## THE PINK TO GREEN TOOLKIT: ADDING A GENDER LENS TO GREEN JOBS TRAINING PROGRAMS

CREATED BY WIDER OPPORTUNITIES FOR WOMEN  
FOR THE GREENWAYS INITIATIVE

JULY 2012

### 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 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 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

---

#### THE PINK TO GREEN TOOLKIT

This tool is part of *The Pink to Green Toolkit: Adding a Gender Lens to Green Jobs Training Programs*, created by Wider Opportunities for Women for the GreenWays initiative. All tools are available online at: <http://greenways.jff.org/pinktogether>

The GreenWays initiative provides high-quality workforce services to employers and to workers seeking to advance their careers in the green economy. The initiative invests in 20 workforce partnerships across six diverse industry sectors

in eight metropolitan labor markets. It builds on JFF's approach of organizing employers and workforce resources into sectoral workforce partnerships to promote career advancement for lower-skilled workers. GreenWays is supported by grants from the U.S. Department of Labor through Pathways Out of Poverty and the Green Jobs Innovation Fund.

[greenways.jff.org](http://greenways.jff.org)

**GENDER EQUITY QUIZ**

**The Importance of Green Jobs to Women's Economic Equity**

1. Women today earn, on average, how much for \$1.00 earned by men? \$ \_\_\_\_\_
2. African-American women today earn, on average, how much for \$1.00 earned by men? \$ \_\_\_\_\_
3. Latina women today earn, on average, how much for \$1.00 earned by men? \$ \_\_\_\_\_
4. 42% of all men earn over \$50,000. How many women do? \_\_\_\_\_%
5. How many of the 534 total occupations tracked by the U.S. Department of Labor's Bureau of Labor Statistics account for the majority of working women? How many account for two-thirds of working women? \_\_\_\_\_ / \_\_\_\_\_
6. Women accounted for what percent of apprenticeships in 2010? \_\_\_\_\_%
7. What is the percentage of veterans returning from the wars in Afghanistan and Iraq that are female? \_\_\_\_\_%
8. What is the lifetime difference in earnings of a woman working as a carpenter vs. a woman who is a nurse assistant? \$ \_\_\_\_\_
9. Construction jobs account for what percent of blue-collar jobs paying wages above \$20 per hour? \_\_\_\_\_%

**MYTHS AND FACTS**

**MYTH:** Blue-collar work is nontraditional for women.

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

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

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

**MYTH:** Women won't like trades work.

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

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

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

**MYTH:** Women won't want to tolerate the working conditions in male-dominated blue-collar jobs.

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

**MYTH:** Women's family responsibilities will interfere with working conditions and the hours of nontraditional jobs.

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

## GENDER EQUITY QUIZ ANSWERS

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

1. Women today earn, on average, how much for \$1.00 earned by men? **\$0.77**
2. African-American women today earn, on average, how much for \$1.00 earned by men? **\$0.68**
3. Latina women today earn, on average, how much for \$1.00 earned by men? **\$0.59**
4. 42% of all men earn over \$50,000. How many women do? **9%**
5. How many of the 534 total occupations tracked by the U.S. Department of Labor's Bureau of Labor Statistics account for the majority of working women? How many account for two-thirds of working women? **28 / 54**
6. Women accounted for what percent of apprenticeships in 2010? **2.2%**
7. What is the percentage of veterans returning from the wars in Afghanistan and Iraq that are female? **14%**
8. What is the lifetime difference in earnings of a woman working as a carpenter vs. a woman who is a nurse assistant? **\$1,648,770**
9. Construction jobs account for what percent of blue-collar jobs paying wages above \$20 per hour? **38.5%**

## MYTHS AND FACTS SAMPLE RESPONSES

**MYTH:** Blue-collar work is nontraditional for women.

**FACT:** Many jobs now thought to be nontraditional for women have been performed by women in the past.

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

**FACT:** Many traditional women's jobs (e.g., nursing, waitressing) are just as physically demanding as some nontraditional jobs.

**MYTH:** Women won't like trades work.

**FACT:** Many tradeswomen report a high degree of job satisfaction.

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

**FACT:** Women who haven't considered nontraditional jobs are often quite interested in exploring them once they are introduced to them.

**MYTH:** Women won't want to tolerate the working conditions in male-dominated blue-collar jobs.

**FACT:** Many women enjoy working with their hands and working outdoors.

**MYTH:** Women's family responsibilities will interfere with working conditions and the hours of nontraditional jobs.

**FACT:** Most working parents manage work and family responsibilities.