**Three gender gap myths explained video 3’25**

**Intro:**

***It’s that time of year when companies reveal how much they pay their male and female employees.***

**1-The median income:**

***Data analysts work it out by***…………………………………………………………………………………………………………….

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***Last year the calculation revealed that…*** …………………………………………………………………………………….

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**2-Different careers:**

***Men and women have different***……………………………………………………………………………………………….

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***Journalist***: ***some people admit that***… …………………………………………………………………………………………….

***but say***… ……………………………………………………………………………………………………………………………

***There is some truth here. The pay gap for full time employees between the ages 18 to 39 is close to***

***zero.*** ***It…***……………………………………………………………………………………………………………………………………..

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**3-Alternative:**

***“In other EU countries they have a dedicated leave period just for dads that’s properly paid***. ***So it***

***reflects***… ……………………………………………………………………………………………………………………………………..

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***Businesses get more used to the fact that men might take time out of work as well as women and***

***that begins to change some of the perceptions of***…………………………………………………………………………….

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**4-Women are naturally drawn to industries that pay less:**

***Journalist:* *people who argue that women become nurses because…………………………………………………..*** ***are ignoring…*** …………………………………………………………………

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***For example, there is an assumption that***… ………………………………………………………………………………………

***but this notion actually emerged*** ……………………………………………………………………………………………………….

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***In 10, 20 a hundred years from now the workforce will look very different. And no one, including Jordan Peterson, knows the impact gender will have on career choices.*** ***Despite what***

***the sceptics say the UK government is…*** …………………………………………………………………………………………………….

***and is suggesting***……………………………………………………………………………………………………………….

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***so that everyone***……………………………………………………………………………………………………………….

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**Three gender gap myths explained *corr* video 3’25**

**Intro:**

***It’s that time of year when companies reveal how much they pay their male and female employees.***

**1-The median income:**

***Data analysts work it out by…*** taking all the men’s wages or the women’s wages and lined them up from highest to lowest. They then compare the number in the middle.

***Last year the calculation revealed that…*** the median woman is paid less than the median man across all sectors in the UK.

**Different careers:**

***2-Men and women have different***… careers and paths through the workforce. This might be a problem but there might also be a legitimate reason why men and women might go off into different jobs and have different levels in their career.

***Journalist***: ***some people admit that***… there’s a gender pay gap ***but say***… women can’t expect to earn as much as men if they’re taking time out to have children.

***There is some truth here***. ***The pay gap for full time employees between the ages 18 to 39 is close to zero.*** ***It…*** widens from the age of 40. That suggests that life events like having a baby impact a woman’s progression but doesn’t have to be this way. Men also have children. But the impact on their career is virtually non-existent. That doesn’t mean they don’t pay a price though: “I have worked. I support my family but I see my family very little. I’d like to be much more involved.

**3-Alternative:**

***“In other EU countries they have a dedicated leave period just for dads that’s properly paid***. ***So it reflects***… their salaries more accurately and when they take it they get more involved in the business of raising their children at home. ***Businesses get more used to the fact that men might take time out of work as well as women and that begins to change some of the perceptions of***… whether women are at risk in an organisation or not.”

**4-Women are naturally drawn to industries that pay less:**

***Journalist:* *people who argue that women become nurses because***.. they’re more nurturing(=caring) by nature ***are ignoring…*** the massive social and economic factors that shape the workforce. ***For example, there is an assumption that***… men have always been the main family providers ***but this notion actually emerged*** …in the mid-19th century. Women contributed to hard physical labour up until then but the industrial revolution changed work for men and women. ***In 10, 20 a hundred years from now the workforce will look very different. And no one, including Jordan Peterson, knows the impact gender will have on career choices.*** ***Despite what the sceptics say the UK government is…*** acknowledging there’s a gender pay gap ***and is suggesting***… changes companies can make to level things out like: making sure women are shortlisted for senior roles, being transparent about pay and promotions, and encouraging men to take shared parental leave ***so that everyone***…, no matter their gender, can enjoy a better work life balance.