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# 2023 Gender Pay Gap Report: Increase in Disparity

## Description

Recent data released by the U.S. Census Bureau has shed light on a concerning trend in the gender pay gap, indicating the first notable widening in two decades. The disparity in earnings between full-time female workers and their male counterparts continues to persist, with women earning on average only 83 cents for every dollar paid to a White man in 2023. This marks a slight decline from the 84 cents reported in the previous year, signifying a significant setback in the journey towards gender pay equality.

Of particular concern is the exacerbated wage gap experienced by women of color. The report reveals that Black women full-time workers saw their earnings decrease from 69 cents to 66 cents for every dollar earned by men from 2022 to 2023. Similarly, Asian women (excluding Native Hawaiian Pacific Islanders) witnessed a decline in their income, earning 94 cents for every dollar men earned in 2023, down from 98.6 cents in the previous year. Meanwhile, Latina women continue to face a persistent pay gap, earning approximately 58 cents for every dollar paid to men.

Interestingly, the disparity is less pronounced for White women, who earned about 80 cents for every dollar paid to men in both 2022 and 2023. This disparity in wages underscores the ongoing challenges faced by employers in achieving pay equity within their organizations. Despite a majority of companies conducting internal pay analyses that reveal wage discrepancies, a significant portion lack a formal pay equity strategy.

Experts emphasize the importance of transparent communication when addressing pay differentials, advocating for a thorough comparison of employee salaries to market rates. This process not only promotes fairness and equity but also fosters genuine employee engagement. By demonstrating a commitment to transparency and evidence-based decision-making, organizations can cultivate a culture of trust and inclusivity in their workforce.

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## Vocabulary List:

1. **Disparity** /dɪˈspærɪti/ (noun): A great difference; inequality.
2. **Exacerbated** /ɪgˈzæsərbeɪtɪd/ (verb): Made a problem bad situation or negative feeling worse.
3. **Equity** /ˈɛkwɪti/ (noun): The quality of being fair and impartial.
4. **Counterparts** /ˈkaʊntərˌpɑːrts/ (noun): Persons or things that have a similar function or position in different contexts.
5. **Commencing** /kəˈmɛnsɪŋ/ (verb): Beginning or starting a process.
6. **Persist** /pərˈsɪst/ (verb): Continue firmly in a course of action in spite of difficulty or opposition.



## Comprehension Questions

### Multiple Choice

1. What was the average wage gap in 2023 between full-time female workers and White men?  
Option: 76 cents  
Option: 83 cents  
Option: 90 cents  
Option: 98 cents
2. What was the income ratio for Black women in 2023 compared to men?  
Option: 63 cents  
Option: 66 cents  
Option: 72 cents  
Option: 78 cents
3. How much did Asian women earn in 2023 for every dollar men earned?  
Option: 86 cents  
Option: 90 cents  
Option: 94 cents  
Option: 98 cents
4. What percentage of Latina women's earnings relative to men's pay in 2023?  
Option: 52 cents  
Option: 58 cents  
Option: 65 cents  
Option: 73 cents
5. What portion of the dollar did White women earn for every dollar paid to men in 2023?  
Option: 75 cents  
Option: 80 cents  
Option: 85 cents  
Option: 90 cents
6. What is an essential aspect emphasized by experts in addressing pay differentials?  
Option: Internal audits  
Option: Market rates comparison



- Option: Employment history review
- Option: Payroll deductions examination

## Answer

**Multiple Choice:** 1. 83 cents 2. 66 cents 3. 94 cents 4. 58 cents 5. 80 cents 6. Market rates comparison

## Vocabulary quizzes

### Multiple Choice ( Select the Correct answer for each question. )

1. What is a formal test of a person's knowledge or proficiency in a subject or skill?
  - Option: A. Review
  - Option: B. Examination
  - Option: C. Analysis
  - Option: D. Assessment
2. Which word means to bring about a fundamental change in something?
  - Option: A. Adapt
  - Option: B. Sustain
  - Option: C. Revolutionize
  - Option: D. Stabilize
3. What is the term for expected or predicted to happen?
  - Option: A. Sudden
  - Option: B. Unforeseen
  - Option: C. Anticipated
  - Option: D. Spontaneous
4. What are weaknesses that may be exploited by an attacker?
  - Option: A. Strengths
  - Option: B. Vulnerabilities
  - Option: C. Resilience
  - Option: D. Defenses
5. What is the process of creating something new or significantly improving existing ideas or products?



- Option: A. Replication
- Option: B. Innovation
- Option: C. Imitation
- Option: D. Stagnation

6. Who or what is equivalent to another in value significance or function?

- Option: A. Colleagues
- Option: B. Counterparts
- Option: C. Opponents
- Option: D. Subordinates

7. What is the term for giving new life energy or strength to something?

- Option: A. Stagnating
- Option: B. Diminishing
- Option: C. Revitalizing
- Option: D. Stalling

8. Which word describes the detailed coordination of a complex operation involving many people facilities or supplies?

- Option: A. Strategic
- Option: B. Logistical
- Option: C. Tactical
- Option: D. Operational

9. What is the term for continuing firmly or obstinately in a course of action in spite of difficulty or opposition?

- Option: A. Deter
- Option: B. Pause
- Option: C. Persist
- Option: D. Cease

10. What is the practice of obtaining goods or services from an outside supplier rather than an internal source?

- Option: A. Insourcing
- Option: B. Offshoring
- Option: C. Importing
- Option: D. Outsourcing

**Gap-Fill ( Fill in the blanks with the correct word from the vocabulary list. )**

11. The company reported a \_\_\_\_\_ increase in profits this quarter.



12. The concept of \_\_\_\_\_ is important in ensuring fairness and impartiality.
13. The government introduced a new economic \_\_\_\_\_ to boost consumer spending.
14. After a period of decline there has been a remarkable \_\_\_\_\_ in interest in traditional crafts.
15. It is important to \_\_\_\_\_ resources effectively to maximize productivity.
16. Despite facing numerous challenges she continued to \_\_\_\_\_ in pursuing her dreams.
17. Advances in technology have allowed manufacturers to \_\_\_\_\_ electronic devices.
18. The lack of rainfall \_\_\_\_\_ the drought conditions in the region.
19. Smartphones have become \_\_\_\_\_ in today's society with almost everyone owning one.
20. The project is \_\_\_\_\_ next week and is expected to be completed within six months.

**Matching Sentences ( Match each definition to the correct word from the vocabulary list. )**

|                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------|
| 21. Despite the challenges she maintained a positive outlook on the situation.                                  |
| 22. The scientist was known for his innovative work that led to the development of new technologies.            |
| 23. The self-driving car operates without the need for human intervention.                                      |
| 24. The growing income gap highlighted the between the rich and the poor.                                       |
| 25. The challenges of coordinating the international conference were carefully managed by the event organizers. |
| 26. The company its latest product at the technology expo.                                                      |
| 27. The community demonstrated remarkable in the face of the natural disaster.                                  |
| 28. It is important for businesses to market trends to stay ahead of the competition.                           |



29. The company secured a investment to expand its operations globally.

30. The team achieved a victory despite being considered the underdogs.

## Answer

**Multiple Choice:** 1. B. Examination 2. C. Revolutionize 3. C. Anticipated 4. B. Vulnerabilities 5. B. Innovation  
6. B. Counterparts 7. C. Revitalizing 8. B. Logistical 9. C. Persist 10. D. Outsourcing

**Gap-Fill:** 11. substantial 12. equity 13. stimulus 14. resurgence 15. allocate 16. persist 17. miniaturize  
18. exacerbated 19. ubiquitous 20. commencing

**Matching sentence:** 1. optimism 2. pioneering 3. autonomous 4. disparity 5. logistical 6. unveiled 7. resilience  
8. anticipate 9. substantial 10. remarkable

## CATEGORY

1. Business - LEVEL6

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