

EQUAL PAY DAY

http://www.eslHolidayLessons.com/04/equal_pay_day.html

CONTENTS:

The Reading / Tapescript	2
Phrase Match	3
Listening Gap Fill	4
Listening / Reading Gap Fill	5
Choose the Correct Word	6
Multiple Choice	7
Spelling	8
Put the Text Back Together	9
Scrambled Sentences	10
Discussion	11
Student Survey	12
Writing	13
Homework	14

ALL ANSWERS ARE IN THE TEXT ON PAGE 2.

THE READING / TAPESCRIPT

Equal Pay Day is an American day of awareness to highlight the fact that American men earn more than women for doing the same jobs. It is held on April 15 because this is how far into a new year that a woman must work to earn what a man earned in the previous year. Statistics released in 2008 showed that women earned on average 77.8 percent of their male colleagues' earnings. Asian American women did a little better than this. For African American and Hispanic women, the figure was lower. This is happening in America today, even though equal pay was passed into law in 1963. Many women see the equality as doubly unfair because statistics also show that American women are better educated than men.

On Equal Pay Day, thousands of business and professional women and hundreds of civil rights and labour organizations take part in fair pay campaigns. They hold events across America demanding a fair wage. A lot of the campaigning is coordinated by the National Committee on Pay Equity, which started Equal Pay Day in 1996. Eula Tate of the Coalition of Labor Union Women says equal pay is not just a woman's issue: "If women are only paid 77 cents when they should get a dollar, their family suffers....Working families lose about \$200 billion in income every year because of this pay discrimination," she said. Campaigners usually wear red ribbons on this day as a symbol of how women and minorities are "in the red" with their pay.

PHRASE MATCH

Match the following phrases from the article.

Paragraph 1

- | | |
|-----------------------------------|----------------------------|
| 1. American men earn | a. average 77.8 percent |
| 2. women earned on | b. doubly unfair |
| 3. Asian American women did a | c. educated than men |
| 4. equal pay was passed | d. more than women |
| 5. Many women see the equality as | e. into law in 1963 |
| 6. American women are better | f. little better than this |

Paragraph 2

- | | |
|--------------------------------|------------------------|
| 1. take part in fair | a. fair wage |
| 2. demanding a | b. discrimination |
| 3. equal pay is not just | c. with their pay |
| 4. Working families lose | d. a woman's issue |
| 5. pay | e. pay campaigns |
| 6. minorities are "in the red" | f. about \$200 billion |

LISTENING GAP FILL

Equal Pay Day is an American day of awareness to _____ American men earn more than women for doing the same jobs. It is held on April 15 because this is how far into a new year that a woman _____ a man earned in the previous year. Statistics released in 2008 showed that women _____ percent of their male colleagues' earnings. Asian American women did a little better than this. For African American and Hispanic women, the figure was lower. This is happening in America today, _____ was passed into law in 1963. Many women see the equality as _____ also show that American women are better educated than men.

On Equal Pay Day, thousands of business and professional women and _____ and labour organizations take part in fair pay campaigns. They hold events across America demanding a fair wage. A lot of the _____ by the National Committee on Pay Equity, which started Equal Pay Day in 1996. Eula Tate of the Coalition of Labor Union Women says equal pay _____ issue: "If women are only paid 77 cents when they should get a dollar, their family suffers....Working families lose about \$200 billion in income every year because of this pay discrimination," she said. Campaigners usually wear red ribbons on this day as _____ women and _____ with their pay.

WHILE READING / LISTENING GAP FILL

Put the words into the gaps in the text.

Equal Pay Day is an American day of awareness to highlight the _____ that American men earn more than women for doing the same jobs. It is held on April 15 because this is how _____ into a new year that a woman must work to earn what a man earned in the _____ year. Statistics released in 2008 showed that women earned on _____ 77.8 percent of their male colleagues' earnings. Asian American women _____ a little better than this. For African American and Hispanic women, the figure was _____. This is happening in America today, even though equal pay was passed into _____ in 1963. Many women see the equality as _____ unfair because statistics also show that American women are better educated than men.

law
previous
did
fact
doubly
far
average
lower

On Equal Pay Day, thousands of business and professional women and hundreds of _____ rights and labour organizations take part in fair pay _____. They hold events across America demanding a fair wage. A lot of the campaigning is _____ by the National Committee on Pay Equity, which started Equal Pay Day in 1996. Eula Tate of the Coalition of Labor Union Women says equal pay is not just a woman's _____: "If women are only paid 77 cents when they should get a dollar, their family _____....Working families lose about \$200 billion in _____ every year because of this pay discrimination," she said. Campaigners usually wear red ribbons on this day as a _____ of how women and minorities are "in the _____" with their pay.

coordinated
suffers
civil
symbol
red
issue
campaigns
income

CHOOSE THE CORRECT WORD

Delete the wrong word in each of the pairs of *italics*.

Equal Pay Day is an American day *of / from* awareness to highlight the fact that American men *earning / earn* more than women for doing the same jobs. It is held on April 15 because this is how *far / farther* into a new year that a woman must work to earn what a man earned in the *previous / before* year. Statistics released in 2008 showed that women earned on average 77.8 percent *for / of* their male colleagues' earnings. Asian American women did a little *better/ well* than this. For African American and Hispanic women, the figure was lower. This is *happening / happen* in America today, even though equal pay was passed into law in 1963. Many women see the equality as doubly unfair because statistics also show that American women are better *education / educated* than men.

On Equal Pay Day, thousands of business and professional women and hundreds of *civilized / civil* rights and labour organizations take part in fair pay campaigns. They *holding / hold* events across America demanding a fair wage. A lot of the campaigning *is / are* coordinated by the National Committee on Pay Equity, which started Equal Pay Day in 1996. Eula Tate of the Coalition of Labor Union Women *says / talks* equal pay is not just a woman's issue: "If women are only *paying / paid* 77 cents when they should get a dollar, *their / her* family suffers....Working families lose about \$200 billion in income every year because of this *paid / pay* discrimination," she said. Campaigners usually wear red ribbons on this day as a symbol of how women and minorities are "in the *red / purple*" with their pay.

MULTIPLE CHOICE

Equal Pay Day is an American day of awareness to highlight the (1) _____ that American men earn more than women for doing the same jobs. It is held on April 15 because this is how (2) _____ into a new year that a woman must work to earn what a man earned in the previous year. Statistics released in 2008 showed that women (3) _____ on average 77.8 percent of their male colleagues' earnings. Asian American women did a little better than (4) _____. For African American and Hispanic women, the figure was lower. This is happening in America today, even though equal pay was (5) _____ into law in 1963. Many women see the equality as doubly unfair because statistics also show that American women are better (6) _____ than men.

On Equal Pay Day, thousands of business and professional women and hundreds of civil (7) _____ and labour organizations take part in fair pay campaigns. They hold events across America demanding a (8) _____ wage. A lot of the campaigning is coordinated by the National Committee on Pay Equity, which started Equal Pay Day in 1996. Eula Tate of the Coalition of Labor Union Women (9) _____ equal pay is not just a woman's issue: "If women are only paid 77 cents when they should get a dollar, their family suffers....Working families (10) _____ about \$200 billion in income every year because of this pay discrimination," she said. Campaigners usually wear red ribbons on this day as a (11) _____ of how women and minorities are "in the (12) _____" with their pay.

Put the correct words from this table into the article.

- | | | | | |
|-----|--------------------|--------------|---------------|----------------|
| 1. | (a) matter of fact | (b) in fact | (c) factual | (d) fact |
| 2. | (a) far | (b) by far | (c) farthest | (d) as far as |
| 3. | (a) earnings | (b) earned | (c) earner | (d) earns |
| 4. | (a) these | (b) them | (c) this | (d) they |
| 5. | (a) parsed | (b) past | (c) psst | (d) passed |
| 6. | (a) educational | (b) educated | (c) educating | (d) education |
| 7. | (a) rights | (b) right | (c) right on | (d) right away |
| 8. | (a) fare | (b) fear | (c) fair | (d) fire |
| 9. | (a) tells | (b) says | (c) speaks | (d) voices |
| 10. | (a) lose | (b) losing | (c) loser | (d) losses |
| 11. | (a) symbolic | (b) symbols | (c) symbol | (d) cymbal |
| 12. | (a) blue | (b) orange | (c) yellow | (d) red |

SPELLING

Spell the jumbled words (from the text) correctly.

Paragraph 1

1. men arne more than women
2. in the superoiv year
3. on aeagver
4. male leuagleocs
5. sspeda into law
6. women are better dauceedt than men

Paragraph 2

7. ebsnsisu and professional women
8. civil rtshgi
9. demanding a fair gaew
10. eulaq pay
11. Working fsliaemi
12. \$200 billion in ecoinm

PUT THE TEXT BACK TOGETHER

Number these lines in the correct order.

- () wear red ribbons on this day as a symbol of how women and minorities are "in the red" with their pay.
- () unfair because statistics also show that American women are better educated than men.
- () though equal pay was passed into law in 1963. Many women see the equality as doubly
- () this. For African American and Hispanic women, the figure was lower. This is happening in America today, even
- () what a man earned in the previous year. Statistics released in 2008 showed that women earned on average 77.8
- () wage. A lot of the campaigning is coordinated by the National Committee on Pay Equity, which started
- () issue: "If women are only paid 77 cents when they should get a dollar, their family suffers....Working families lose
- () about \$200 billion in income every year because of this pay discrimination," she said. Campaigners usually
- () On Equal Pay Day, thousands of business and professional women and hundreds of civil rights and labour
- () organizations take part in fair pay campaigns. They hold events across America demanding a fair
- (**1**) Equal Pay Day is an American day of awareness to highlight the fact that American men earn more than women for
- () percent of their male colleagues' earnings. Asian American women did a little better than
- () Equal Pay Day in 1996. Eula Tate of the Coalition of Labor Union Women says equal pay is not just a woman's
- () doing the same jobs. It is held on April 15 because this is how far into a new year that a woman must work to earn

SCRAMBLED SENTENCES

With a partner, put the words back into the correct order.

1. women the men than doing jobs more for same earn

2. American better women than did this a Asian little

3. 1963 in law into passed was pay equal

4. women Many unfair doubly as equality the see

5. educated men women better than American are

6. take in pay organizations part fair campaigns

7. fair across wage America They demanding hold a events

8. issue woman's a just not is pay equal

9. in billion 200 \$ about lose families income

10. day this on ribbons red wear usually Campaigners

DISCUSSION (Write your own questions)

STUDENT A's QUESTIONS (Do not show these to student B)

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

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DISCUSSION (Write your own questions)

STUDENT B's QUESTIONS (Do not show these to student A)

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

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THE EQUAL PAY DAY SURVEY

Write five questions about Equal Pay Day in the table. Do this in pairs/groups. Each student must write the questions on his / her own paper.

Without your partner, interview other students. Write down their answers.

	STUDENT 1 _____	STUDENT 2 _____	STUDENT 3 _____
Q.1.			
Q.2.			
Q.3.			
Q.4.			
Q.5.			

Return to your original partner(s) and share and talk about what you found out. Make mini-presentations to other groups on your findings.

HOMEWORK

1. VOCABULARY EXTENSION: Choose several of the words from the text. Use a dictionary or Google's search field (or another search engine) to build up more associations / collocations of each word.

2. INTERNET: Search the Internet and find more information about Equal Pay Day. Talk about what you discover with your partner(s) in the next lesson.

3. MAGAZINE ARTICLE: Write a magazine article about Equal Pay Day. Write about what happens around the world. Include two imaginary interviews with people who did something on this day.

Read what you wrote to your classmates in the next lesson. Give each other feedback on your articles.

4. POSTER: Make your own poster about Equal Pay Day. Write about will happen on this day around the world.