**Labor and Gender Equity**

**Question 1:** Which strike exposed the oppressive & exploitative workplace conditions in the garment industry?

**Answer:** the Uprising of the 20,000

**Explanation:** n 1909, "the Uprising of the 20,000" was a massive strike led by Clara Lemlich and the ILGWU. The strike exposed the oppressive and exploitative workplace conditions faced by immigrant workers in the garment industry.

**Question 2:** Which group fought for a 10-hour workday and to organize textile workers in New England?

**Answer:** the Mill Girls

**Explanation:** In Lowell, Massachusetts, textile mills recruited young women, who made up about three-quarters of workers. The “Mill Girls” were paid half the wages of their male counterparts, but for the first time they were able to earn income to help support their families.

**Question 3:** What exposed the dangerous working conditions of industrial factories and the garment industry?

**Answer:** the Triangle Shirtwaist Factory Fire

**Explanation:** A fire broke out that killed 146 women who were locked into the Triangle Shirtwaist Factory, which further exposed the dangerous working conditions for immigrant women and raised awareness among the American public about the importance of unions in maintaining health & safety for workers.

**Question 4:** Which Act, fought for by the feminist and labor movements, made the “wage gap” illegal?

**Answer:** Equal Pay Act (1963)

**Explanation:** The labor movement was the key group fighting for the Equal Pay Act. Congress finally passed the law in 1963, for the first time stating that wage discrepancies between men and women were illegal. This was seen as a huge win for gender equity and was achieved after a long fight by labor unions together with feminist organizations.

**Question 5:** Which group of workers, who are primarily immigrant women, are excluded from the NLRA?

**Answer**: Domestic Workers

**Explanation:** Several organizations of domestic workers organized to push for higher pay, labor protections, and dignity for domestic workers. They were ultimately successful in gaining federal minimum wage for household workers in 1974.

**Question 6:** For every $1 that a white man makes, how much does a Latina woman make?

**Answer:** $0.53

**Explanation:** This number changes depending on race with Latina women making the least in comparison to their male counterparts.

**Question 7:** Which labor organization fought for more women in unions and still fights for women’s rights?

**Answer:** Coalition of Labor Union Women (CLUW)

**Question 8:** Which act provides some protection for workers who leave work for family reasons?

Answer: Family and Medical Leave Act