Your notes

GCSE Sociology: revision notes

Gender, ethnicity, age and inequality

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Gender

- Women earn less than men on average (the **gender pay gap**), partly because of part-time work, caring responsibilities and **discrimination**.
- The **glass ceiling** is an invisible barrier stopping women reaching top jobs.
- Laws such as the Equal Pay Act (1970) and the Equality Act (2010) aim to reduce **discrimination**.

Ethnicity

- Some ethnic minority groups face higher unemployment, lower pay and **discrimination** in jobs and housing.
- Explanations include racism and **discrimination**, and structural factors such as where people live and access to education.

Age and disability

- **Ageism** is **discrimination** based on age, such as older people being overlooked for jobs or young people paid less.
- Disabled people are more likely to be in poverty and unemployed, partly because of barriers in workplaces and society.
- The **social model of disability** says people are disabled by barriers in society, not by their impairments.

Intersectionality

- These inequalities overlap: for example, an older, disabled woman from an ethnic minority may face several kinds of disadvantage at once.

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Key terms

Gender pay gap	The difference between men's and women's average pay.
Glass ceiling	An invisible barrier stopping women reaching top jobs.
Ageism	Discrimination based on age.
Discrimination	Treating people unfairly because of a characteristic.
Equality Act 2010	UK law protecting people from discrimination.
Social model of disability	The idea that society's barriers disable people.

Quick questions

Cover the answers and test yourself: remembering is what makes it stick.

1. What is the gender pay gap?
2. What is the glass ceiling?
3. What is ageism?
4. Which law protects people from discrimination in the UK?
5. When was the Equal Pay Act passed?
6. What does the social model of disability say?
7. Why do women earn less on average?
8. What is discrimination?

Answers

1. The difference between men's and women's average pay
2. An invisible barrier stopping women reaching top jobs
3. Discrimination based on age
4. The Equality Act 2010
5. 1970
6. People are disabled by barriers in society
7. Part-time work, caring responsibilities and discrimination
8. Treating people unfairly because of a characteristic

What to do next

Practise 10 questions on this topic

Try 4 exam questions, with mark schemes

Read the lesson, one step at a time

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