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Essay #2-Equal Pay  
Financial Management

## Equal Pay

Across the world to this day, women get paid 82 cents to every dollar that men are paid. Why is this? The main reason is women's work tends to be overlooked as "less than," putting more and more women into poverty by the end of their lives. Even if a job requires the same skill sets, women's work tends to be undervalued, leaving them with less pay. Diving even deeper with women of color and women immigrants, the rates rise. Maternity leave also plays a big role in women's jobs because of taking time off after giving birth, usually resorting to working part-time afterwards.

So how do we come to terms with making this 18 cent pay gap equal? There's no simple answer to this besides ultimately setting a standard minimum wage across all job titles entirely. This would benefit not only low paid workers, but leave room for women to get the same pay as a man who is doing the same job as them. Women based jobs that, historically speaking, were mostly women, like healthcare and childcare workers, are paid lower than men based jobs, such as trade or union workers. This is an issue across all positions in the work field, from front line employees, CEO's, managers, and senior leaders. Due to maternity leave as mentioned before, women tend to have less experience in fields due to the time off after having a child. When women are offered medical or family leave, they are more likely to return to their job because they have that safety net available to them. The problem is, not all work forces offer these options to their employees, leaving them with nothing to fall back on. As of March 2019, only 19% of workers had access to paid family leave, which is a very small percentage across the board. With women having to tend to their child after giving birth, it is a lot more likely for them to attend work part-time, leaving them with less to no benefits and a significantly less paycheck. Two essential policies that could be put into place to help the pay

gap is installing a paid family leave and medical leave program across the board in the workforce. This would allow economic security in companies' employees' and would minimize job loss greatly.