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The Gender Pay Gap

Is it possible to close the gender pay gap in today's world?

Introduction

Is it possible to close the gender pay gap in today's world? Over the past years many people have been aware of the gender pay gap issue, but what is being done to reduce men's pay or to raise women's pay? The disparity in average salaries between men and women in job markets is referred to as the gender pay gap. Female workers should care about it because it draws attention to the persistent problem of prejudice and gender inequality in places of employment. As a female who is currently enrolled in college to chase her desired career goals, it is important to think about how my salary after getting my degree would not be the same as a male's although we have the same position.

One of the reasons that the gender pay gap is important to female workers is that women frequently make less than men for performing the same job, which can cause financial hardship, particularly if they are trying to support a family. This may leave women with less money to spend in their future, such as retirement savings or going back to school to further their education. A woman's career opportunities may be negatively impacted by the gender pay gap over time. Women might be more unlikely to be promoted or given leadership positions if they are regularly paid less than men for the same job. This may result in less female representation in higher roles, furthering the cycle of unfairness.

While conducting my research as to why the gender pay gap is an issue, I expect to find accurate statistical numbers over the years to compare women's salaries with men's salaries. Furthermore, I expect

to look at discrimination, discrepancies in education or experience, as well as disparities in job preferences or negotiating techniques, as contributing factors to wage gaps between men and women.

Entry One:

Donner, Francesca, and Goldberg, Emma. "In 25 Years, the Pay Gap Has Shrunk by Just 8 Cents." *The New York Times*, The New York Times, 24 Mar. 2021,

<https://www.nytimes.com/2021/03/24/us/equal-pay-day-explainer.html>.

According to the article "In 25 Years, the Pay Gap Has Shrunk by Just 8 Cents," the author Francesca Donner gives a summary of The Equal Pay Day, which is a day that serves as a reminder of the persistent gender pay disparity in the US. She emphasizes how Equal Pay Day serves as a reminder of how much longer women must labor to make the same amount of money as men did the year prior. According to the author, averaging the salaries of all males and women who are employed full-time in the United States calculates the data. The two results are then compared. Donner then stated, "In 1996, the first "official" Equal Pay Day, it was around 74 cents. And this top-line number doesn't account for differences in earnings among different racial groups." The article continues by putting the ongoing gender pay gap in the United States into perspective by citing studies that reveal women make 82 cents for every dollar made by men on average and that the gap is even more significant for women of color. The author points out that regardless of regulations intended to promote pay equity and public awareness initiatives, the pay gap has continued to exist for decades. In addition, she lists a few possible solutions to the gender pay disparity, including fostering pay transparency, enhancing family-friendly policies, and enacting more significant legal safeguards against wage discrimination.

I agree with the news article because it is widely regarded as a trustworthy source for information and updates. The article is credible and well-respected daily with an extensive record of investigative journalism. It offers a thorough and educational overview of the problem of pay disparity in the US and

the importance of Equal Pay Day, which designates the day after which women must continue working into the new year to earn what men made in the previous year. It uses a variety of sources and information to back up its claims, such as figures from the Bureau of Labor Statistics, statements from experts and advocates, and instances of businesses and organizations that are attempting to close the gender pay gap. Donner stated, “When men enter female-dominated sectors like nursing or education, the job begins paying more, she explained.”

Furthermore, I agree with this because it is statistically proven that men make more than women in nursing which is shocking to hear about since it is a women-dominated job. The goal this piece is trying to accomplish is the gender pay disparity, its causes, and how it affects women in the workforce are all covered in depth in the article. Equal Pay Day is the day that symbolizes how much longer women have to work in the current year to achieve what men did in the previous year. The target audience for this piece appears to be diverse, consisting of general male and female workers who may be new to the topic of pay inequality and its importance, as well as those who are already activism for the problem. A question I have in mind that I would like to ask is how we can encourage employers to address the gender pay gap in their workplace. It is important to discuss it with their boss and co-workers. Overall, I would consider the source’s genre to add to its ability to convey its message to be reliable on the subject of pay inequality and Equal Pay Day based on the standing of The New York Times and the caliber of research in this specific article.

Entry Two:

Frey, Valerie. “Why Is the Gender Pay Gap Such a Stubborn Problem? What Can We Do?” *YouTube*, YouTube, 30 Mar. 2021, https://www.youtube.com/watch?v=YJXaW_sWMJo

According to the video, women make 87 cents for every dollar a male makes which indicates that the gender pay gap is still an issue. As women typically work fewer paid hours and more unpaid labor at

home, the gap expands when analyzing yearly earnings. Valarie Frey stated in the video, “In the end, governments can only ensure equal opportunities and equal pay for equal work by helping women and men have equal footing at home.” True equality, nevertheless, calls for a wider variety of measures, such as providing accessible childcare, allowing fathers to take parental leave, and moving toward equalizing household chores. When comparing total annual earnings, this disparity widens, in part because women typically work fewer paid hours and frequently put in more unpaid time at home. Generally supported by trustworthy data sources, and going through meticulous research and review processes, the content on the OECD is accurate. According to research reports Frey discussed, women's overrepresentation in lower-paying fields and discrimination have an impact on the pay gap. Governments are addressing this issue through equal compensation and transparency laws, but achieving real equity necessitates implementing a comprehensive strategy that includes affordable childcare, parental leave for fathers, and a shift toward equal household responsibilities.

I believe this source is trustworthy on this topic because the OECD which stands for Organisation for Economic Co-operation and Development, is a respected global organization whose member nations are dedicated to fostering economic growth, development, and equitable distribution of resources. The video serves as the OECD's official resource on gender equality issues and offers insightful data and analysis on a variety of issues about genders related topics, such as work, health, schooling, and social policy as a whole. In the video, Frey stated, “Women are more likely to work in lower-paying fields such as caregiving and service sector jobs.” I agree with this quote and believe it is because of continuous gender discrimination for centuries that caused this. The gender wage gap is becoming increasingly prevalent in different nations, with some making tremendous progress toward closing the gap while others still have a long way to go. The Gender Initiative of the OECD offers an array of statistics and information on this subject, together with country-specific analysis and policy suggestions that are country-specific. The target audience for this genre is government officials or those who have the power to increase women's pay to make it the same as men's. I believe this source shows that women are used to

being below men which is why in schools or jobs there is a principal who is most likely a man and there is a secretary, who is most likely a female. Jobs tend to pick women for secretary roles rather than men because that is how society is. I was previously aware that women make less than men, but it is discouraging to realize that even within the same profession they are still able to gain a higher salary. The gender pay gap must be closed to achieve female equality in society. A question I would ask is how workers can convince government officials to make a law for women to get the same amount of pay as a man if they have the same position and the same hours worked as well. Women may be discouraged from pursuing particular careers or stepping into the workforce entirely if they aren't compensated appropriately for their labor. This may narrow their options and hinder efforts to create a community that is more inclusive and diverse. I believe the source's genre adds to its ability to convey its message because, through the usage of this video, it can teach those who are new to this topic and are visual learners how this discrimination hurts women's wages.

Entry Three:

Gerstmann, Evan. "Dispelling Myths about the Gender Pay Gap." *Forbes*, Forbes Magazine, 12 Oct. 2022,

<https://www.forbes.com/sites/evangerstmann/2019/06/06/dispelling-myths-about-the-gender-pay-gap/?sh=31b6196046fa>.

According to the article "Dispelling Myths About The Gender Pay Gap," there are still a lot of myths and misconceptions surrounding this issue. The author, Evan Gerstmann, explains that variables such as discrimination, the effects of motherhood, and caregiving responsibilities affect the gender pay gap. Gerstmann stated, "It does not take into account such crucial factors as a profession, qualifications, type of employer, seniority, hours worked or many other things that go into deciding compensation." The author believes men take on more significant roles and work more hours than women which is why they get paid more. He makes a note of the fact that occupations that women are more likely to hold are

disregarded and underpaid which therefore women are frequently discouraged from pursuing high-paying careers. To add on, he also goes on to address the effects such as how it affects women's ability to save for retirement, advance in their careers, and feel financially secure. Furthermore, closing the gender pay gap necessitates a thorough strategy that incorporates laws and practices that support equitable pay, diversity, and a healthy balance between work and life. To support their claims, the author references numerous studies and reports from reputable organizations like the National Women's Law Center and the Institute for Women's Policy Research.

In my opinion, I believe the source is trustworthy, but it also leaning more toward the ideology that women do not work as much as men do. The reason for this is that women have more responsibilities outside of work to fulfill. The goal of this article is to bring awareness to the widespread misunderstandings regarding the gender pay gap in the US. The article discusses various issues linked to the gender wage gap, such as its roots, the effects of career decisions, and the significance of measures meant to close the gap. The objective is to encourage a more educated and productive discussion on the gender pay gap issue. In the article by Evan Gerstmann, he stated, "It is important to ask, for example, why women might not be as ambitious in asking for higher salaries or larger grants and why they gravitate to, say, pediatrics over orthopedic surgery." I disagree with this text because there is gender discrimination when it comes to male-dominated jobs which leads to women not wanting to achieve those jobs where they are also aware that they will not be paid the same. The target audience for this issue is female workers, journalists, and policymakers. It teaches others that men work more because they do not have half of the responsibility that women with kids do. One way this source adds to my previous knowledge is by comparing women's jobs to men's jobs with their personal home life such as if they have kids if they cook, and who take over more of the responsibility at home. A question I would like to ask the author is if he genuinely believes that it has to do with women's ambitiousness that does not allow them to pursue a higher-level career. I believe that the source's genre adds to its ability to convey its message, but on the other hand, the author is a male therefore he does not understand the circumstances as to why

women cannot simply just aim for higher-paying jobs due to their homelife. Most women take care of their kids and the house responsibilities such as cooking and cleaning rely on them more than men which is why they have additional duties to complete and may not be able to work as many hours that men can.

Conclusion

While conducting my research on the gender pay gap, I discovered that women are commonly overrepresented in positions with lower compensation and underrepresented in those with higher pay. Several factors including discrimination, occupational segregation, and unequal childcare and household responsibilities influence the complicated issue of the gender pay gap. The pay gap may also be affected by differences in the ability to negotiate, experience, and education, yet evidence suggests that these characteristics may not fully explain the pay discrepancy. While there is some controversy regarding the relative importance of these variables, it is generally accepted that they all have an impact. Despite recent advances in the fight against wage discrepancy, men and women still earn dramatically different amounts in the majority of industries and positions. Closing the gender wage gap is a critical issue for the goal of increasing gender equality and ensuring that women have equal opportunities in the workforce. Improving company rules, such as offering parental leave and flexible work hours, as well as addressing implicit prejudice and discrimination in hiring and advancement procedures, are some potential remedies. Instead of letting the gender wage gap persist, it is essential to close it now for gender equity, and to ensure that women have equal opportunities in the job market. Everyone interested in furthering gender equality, including lawmakers, managers, human resources, professionals, and employees, should educate themselves on the gender pay difference. Learning about the gender pay disparity and its implications on society is helpful for everyone. Being informed of one's legal choices and other potential remedies is vital for those who directly suffer from the gender wage gap, such as women and members of other underrepresented groups. Ultimately, closing the gender wage gap requires an ongoing, widespread effort from all facets of society, including the government, corporations, and individuals. Raising awareness of the gender wage gap can aid in the development of a more just and equitable society, as well as better

transparency, accountability, and equality in the workplace. Overall, the gender wage gap is still a severe issue that affects women in a variety of industries and occupations. Despite recent advancements, much work must be done to ensure that men and women are compensated equally. I enjoyed researching this topic because I had a chance to educate myself based on what the facts and myths were regarding this worldwide issue.