

Name:

Instructor:

Course:

Date:

Gender Pay Gap

At a meeting of one of the committees of the House of Representatives of the U.S. Congress, a report of the meeting showed that wage equality between men and women in the United States has still not been achieved. Women managers earn 81 cents for each dollar that goes into the pocket of the male manager. Moreover, women make up 40% of managers at all levels but only 3% of corporate executives. All this data is a slight improvement compared to the situation in previous years.

Despite decades of efforts to create equal opportunities for career growth, deep inequality still remains in American society. Why does it happen? In the past, the popular explanation was that women are less educated than men. However, in 2009, women received 58 percent of the bachelor's and master's degrees, and for the first time in the history of the United States, they received more doctoral degrees (Anthony). Thus, the education factor has no real foundation and is based solely on stereotypes.

However, bias against women is also based on outdated ideas from the past with a completely different type of economy and another type of family that does not exist anymore. This factor means discrimination based on sexism. For example, in the United States, three former Google employees filed a lawsuit against the company, accusing it of discriminating against women in terms of pay and career growth (Blau, pp. 107-110). The claimers argued that women who perform similar work are less likely to be promoted and earn less than men in Google. The primary factor that influences such inequality is the sexist mood in the workplace. Many people believe that women are weaker and less ambitious than men.

Another key factor is the patriarchal system of American society. Many employers believe that maternity leave for a woman and her involvement in the process of raising children can be detrimental to the company's development (Budig, p. 205). There is a certain truth in this statement, but only in occasional cases when a woman devotes all her free time to a child without being able to go on a business trip and work overtime. As a study published in Congress shows, women with children earn 79% of the salary of fathers who are also managers (IFF Research prepared for Government Equalities Office). It is possible that mothers do not really seek to move up the career ladder. Twelve-hour workdays and frequent traveling are poorly combined with childcare. However, employers often do not hire women, explaining it in advance by maternity leave and its negative influence.

Public reporting is the most efficient way of avoiding the gap between male and female salary scores. Women who work and earn well today are needed more than ever. They are mostly

employed in those sectors of the economy that have the best rates after the recession. Therefore, the United States government has developed a bill that requires companies to publish information on the average salaries of male and female employees. This statement will be applied to all businesses with a staff of more than 100 people. Within every two months, there will be a public discussion of the bill. Thus, the gap will be reduced, and the country's economy will improve with each passing year.

Works Cited

Anthony P. Carnevale et al., “*What It’s Worth: The Economic Value of College Majors*,”

Georgetown University Center on Education and the Workforce, 2014. <https://cew.-georgetown.edu/wp-content/uploads/2014/11/whatsitworth-complete.pdf>

Blau, Francine D., Lawrence M. Kahn, “*Understanding International Differences in the Gender Pay Gap*,” *Journal of Labor Economics*, University of Chicago Press, vol. 21(1), 2003, pp. 106-144, Print.

Budig, Michelle J. and Paula England. “*The Wage Penalty for Motherhood*.” *American Sociological Review*, 66(2), 2012, pp. 204-255. Print.

IFF Research prepared for Government Equalities Office. *Company Reporting: Gender Pay Data*, 2015. Accessed:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/445458/Company_Reporting_GPG_research.pdf