Differing Wages Between Sexes

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Wage Differences Between Males and Females

In this short excerpt, we will look into the social issues related to the makeup of differing wages between women and men in the workplace. We will discuss some of the issues, challenges, and the lack of business opportunities women experience over their male counter parts in today’s labor force. Secondly, we will detail how society has formed women in the workplace and its legal framework versus the way working women are treated in other parts of the world, and how these issue are handled by other societal working groups. Lastly we will examine the U.S. Equal Employment Opportunity Commission, Political stances in accordance with federal law and state regulations, as well as how religious sects, governing bodies, and even ‘grass root’ organizations are effected.

**Women In The Workplace**

With Hillary Clinton becoming the first women in history to receive candidacy as the President of the United States in 2016 and actually winning the popular vote, many would think that the term “glass ceiling” is a term of the past in relation to women’s wages in the workforce. Mistakenly however, just as many believed that racism towards African Americans and minorities ceased to exist with the election of the first African American President in U.S. history. Even though women in the workforce have made great strides in closing the wage gap between equality of women’s pay and those of their male co-workers, we discover much work remains in completing these efforts.

Women in today’s workforce feel optimistic when it comes to ‘breaking’ the barriers of the proverbial glass ceiling that negatively impact them and minorities alike.

Nonetheless, women entrepreneurs still feel that business processes are not at a level playing field. As one business owner Terry Psyche, of “Your Senses boutique in Little Elm, Texas states, “Some people may have to use credit cards, or borrow money from family or friends, or get traditional loans for their businesses. The survey found that more than one in in four women still feel they do not have the same access to capital as men.” (Ball, 2016). As Aquila Leon-Soon whom heads the Advance Talent Solutions organization states, “the glass ceiling is very real,” and goes on to mention that society is still very much surprised to see women in that of leadership roles. “Often I am asked, and people are surprised, they’re like, well, can I talk to your boss? And I say, I am the boss. They’re like REALLY!?” (Ball, 2016).

From comments like these, we are able to deduce that society has placed women in a “second class” socio economic group.

Group Identity

A study completed in 2006 by West Virginia University shows that despite legislation calling for equal pay between sexes the glass ceiling is still present for women. They used an online national survey with 1,600 responses showed that gender plays a large role in the predicted salary for public official positions. The lowest predicted variable was 36.5% with up to a 53.9% variance in pay. Women are positioned in organizations at entry level or slightly above and some blame this grouping the reason behind the gender gap. “Female salaries were consistently lower than male salaries for the position categories covered in this study” (Alkadry & Tower 895). They also found some organizations have barriers which allow men to climb the “ladder” than women, including, workplace policies and mentoring directly affecting women’s ability to progress. The final conclusion of the study found that women in comparable occupations and positions, despite legislation, continue to receive lower wages than their male counterparts. (Alkadry & Tower, 888-889, 897-898)

Legal Framework

Based on federal legislation there should not be a gap between men’s and women’s wages; however, based on a study completed by West Virginia University in 2006 the gap exists. The Equal Pay Act of 1963 and the Civil Rights Act of 1964 both protect women in the work place. The Equal Pay Act of 1963 guarantees equal pay for equal work and the Civil Rights Act of 1964 prohibits sex-based employment discrimination. The U.S. Equal Employment Opportunity Commission enforces the Equal Pay Act of 1963 and the Civil Rights Act of 1964. Lawsuits filed by the EEOC hold more power over changing employee policies than privately filed lawsuits. (Alkadry & Tower, 888-889)

Despite the legislation put in place to protect women the gender gap is still in existence today. It is more prevalent in higher pay jobs; however, there are fewer women in these positions. The women which fill these positions are making less money than their male counterparts. (Alkadry & Tower, 890-891) Another study completed in the Journal Of Business Ethics in 2010 found that women, on average, earned 77 cents for every dollar earned by men. The gap is also shrinking at a slower pace than Women Advocate Groups expected with the passage of the Equal Pay Act of 1963. This study found unequal pay is prevalent throughout virtually every section of employment. (Sayers, 519-520)

1. Summary of existing or proposed solutions of differing groups. Consider the U.S. Equal Employment Opportunity Commission, corporate human resource departments, state or federal laws and regulations, political strategies, government agencies, religious groups, and grass roots organizations.

Equal Pay Act of 1963 guarantees equal pay for equal work

Civil Rights Act of 1964 prohibits sex-based employment discrimination

Equal Employment Opportunity Commission enforces the Equal Pay Act of 1963 and the Civil Rights Act of 1964.

“Lilly Ledbetter Fair Pay Act of 2009, a law that seeks to tackle the pervasive and persistent differential between wages earned by males and females in comparable circumstances.1 The passage of the act marked the resurgence of efforts directed at ending pay discrimination and establishing equal pay for equal work. Another development in a long line of reforms, the Lilly Ledbetter Act aimed to help finally and eternally close the wage gap between males and females, a situation that has existed ever since women began working outside of the home and alongside their male counterparts.” (Sayers, 519)

Question 6 – Whether or not this issue exists in other countries, and if so, how it is handled by differing groups

Of course, the issue of unequal pay among men and women exists in many countries. Bank of American Merrill Lynch’s “Transforming World Atlas” reported that between 2011 and 2014, a woman earned $76 for every $100 a man was paid. It also noted that New Zealand has the smallest pay gap, earning 5% less than man, whereas South Korea has a 37% pay gap between men and women (Oyedele, 2016). Some countries started to counter this by introducing legislation to ensure equal pay for equal work from employers. In 2015, former British Prime Minister David Cameron announced his intent to force every company in Britain with more than 250 employees to publish the gap between what male and female employees earn. The measure was first tried as part of Britain's 2010 Equality Act, but it was voluntary, and only five companies offered the data. In Switzerland, companies can apply to have their equal pay "certified" by an outside party without disclosing confidential information, but it is not mandatory. On March 8th, 2017, International Women’s Day, Iceland became the first country in the world that will introduce legislation that requires all employers with more than 25 employees to get certified to prove that pay people equally who are doing equal work (McGregor, 2017).

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