

Zion Tuma

Sabatino Mangini #3

Should Women in America Have an Equal Pay Standard?

The Systems of Stratification

Observing the nature of how women have been socialized to be obedient and submissive to men which resulted in the wage gap. Around 1980 women would be paid 33 cents of the American white man's dollar according to Pew research, Women want to be recognized as an essential part of the work force since women have been paid less than the men in the same status. Iceland seems to be the country that is letting women gather together to form a voice on the policies they want to see changed in Iceland. These protests have changed their prime minister, their laws and economy. Women in America have more opportunities to find a job, but there are always setbacks that divides the genders in America. Women in America should have an equal pay standard, but there are status inconsistencies that slows down equal payment in genders. Status inconsistencies are the education of women, the structure of discrimination of pay earnings and working family support (IWPR,NBER). Women in America can find ways to shrink the wage gap.

The Labeling of Women in 1940-1945

America socially controlled women to achieve less income from the labor force than what a white privilege man earns. Women are now coming together to find a voice against the wage gap. When women began to work in industrial companies in World War 2, women were fed propoganda that is feminine and strong to work to support the troops. In 1940-1945 more than four million women joined the workforce. During world war 2 women had to take over

large amount of job in companies to support the troops. The American man did not want that competition with women in the job force. “When men returned home after the war, women were expected to return to the house and perform more suitable expressive traits” (Church Hill). A lot of women dropped out of college to take care of their families or get married in 1950 (ChurchHill). According to ChurchHill the American housewife did not fit the role of the nuclear family so there would have alcohol abuse to numb their feelings. One of the reasons women were so depressed was because of the lack of education or work (Churchhill).

The Voice of American Women in The Workforce From 1970-2017

Women felt the need to have a voice in the workforce in 1970. women protested and organized to march for gender equality. “Around 1980 women would be payed 33 cents of the white man’s dollar” according to Pew research. There has been a slow increase of women's earnings over the years, in 2017 women in America had a closer wage gap. Women now made 82 percent of the white man’s dollar (pew Research). “The pay Gap from women to men seems to be small in adults age 25 to 34, but in the youth age 18 and up the gender pay gap is wider. In reference to Iceland, Why is there such a polarity in the amount of wages men make in comparison so women in the same job position. How is Iceland's method working to fight for equal pay for the genders in their countries and what is preventing equal wages at the moment.

The financial crisis in Iceland began the Feminist Revolution

The Iceland bankruptcy started because of “the Prime Minister David Oddsson would borrow money from the corporate bank. The system was printing more money than they had to actually back it up so Iceland was using more money than it had causing a recession. This was because “the government was thinking short-term profits instead of long term” (Janet Johnson).

“55% of the banking system failed which caused 50,000 people to lose their savings” (qtd. in Boyes). The citizens of Iceland wanted to protest against the get rich quick scheme of obtaining money. Women wanted their gender rights to be heard in their government. Iceland women according to Janet Johnson for, “ the Most Feminist Place in the World”. Women would perform walkouts to strike back in the protest to lower the wage gap (Janet Johnson). The women's alliance has really fought for the gender rights in Iceland until their prime minister

The Recognition of Women's Voices

Iceland's women wage is still lower than the men wage by 65.7%.”The Iceland culture was first about the viking tradition: (Janet Johnson). The Men would work very long hours that would force women to become housewives because the man was the primary breadwinner. After the 2008 bank collapse the Icelandic citizens believed a more feminine values changed the cultural goal and the institutional means of a society. Iceland women wanted both genders in the workforce to have equal pay. “Companies are required by legislation to prove that they are paying both genders equally” (Kvenrettindaflag). Even though there are still unequal wages in Iceland, “women have shrunk the wage gap in Iceland by 18%” (Kvenrettindaflag).

Women in Iceland have seem to have copied American gender Right protest in order to push their agenda forward. The Icelandic women have set up a day in 1975 for women to protest their legislations control, it is called the Iceland's Women's Movement. According to (Kvenrettindaflag) Since Icelandic women get paid 5 out of the 8 hours they would start protesting at 2:08 pm when their amount of pay has reached its limit for that day.

How can America benefit from Iceland's Ideas

America needs to find a way to protest the systematic oppression against their human rights. “If women were paid the same per hour as men of the same age, education, and rural or urban residence, poverty rates for working women would be cut in half (IWPR)”. America has the opportunity to reach Iceland's gender wage gap and become more narrow than Iceland, but one of the factors that is holding American women back is the lack of education within the women population. Like in Britain the wages of women determined on what the education of the women is (Nber). At first the women who have no more than high school education would increase overtime, but those women with a college education or higher are more likely to find a job. Based on the women's education, an employer would decide the wages of the employment. Francine Blau from Nber. org says women who do not educated themselves more than the high school level are in more competition than undergraduates who have a college degree.

Working women would also face individual discrimination in the workforce. The workforce would oppress the womens voice to accept lower than they want, plus the glass ceiling is still accepted in the American folkway because women who are capable of doing the same job as men do not have the merit from a college institution. If American women would stop getting married when they are finished with their high school but follow the academic route, they would have greater success and a less margin in the wage gap. The companies would have no choice but to by them higher than they would to women with a highschool degree.

Ways to stop Gender wage gap stratification in the workforce

Men in America are working more hours such as extra hours that a woman equivalent cannot find time to do because men usually do not take paternity leave since women would usually feel obligated by society to take care of the family. Men are given extra hours compared

to women in the same status. The social control is not holding women from wanting better for themselves in the workforce.

Women who are taking care of children by themselves should be able to receive benefits like childcare at the job location. One of the reasons most of these women are struggling with their earnings is because extra time has to be taken out for their children, but women wage can shrink if work areas could give daycares so mothers would not need to turn in early. The use of a daycare would cause an upward mobility within women's wages because all the extra time men had because they do not need pick up the children would deflate because women in the same respective jobs as the men could then overlook picking up the children because their job had a daycare.

Can a forced equal pay standards shrink the wage gap even more? It seems like the culture has caused women to forfeit their jobs status to make the spouse more comfortable in their household. Women taking time off for family matters causes the polarity in the work wages. There are more factors that could not be fully measured like discrimination. If women were more competitive in seeking higher education, women could also shrink the wage gap between the genders because women in America would have met the institutional means. When women are more educated in their career, it is more likely for wages in women to represent the larger incomes because educated women have status that is higher than a basic degree like secondary or high school degree. Since working mothers take time to care for their kids more than the father, there is an uneven gap also. Women who are pregnant would not be taken seriously compared to the men in the same job status. companies should look at the women's merits in the work field rather than her condition. Pregnancy can cause women to lose their

power at work because companies would look at one's physical conditions. Due to women getting pregnant, men who do not take off for family matters have the extra wages from the extra work time they accumulate.

Can the Equal Pay Standard Throw Off The Economic Market's Profits

From the information gathered the women that want to obtain the means of getting higher wages are going to school to reach the goal (qtd. in Boyes). When qualified women are able to work to earn the same wages as their male equivalent, it will also help the capitalist market in America. With women in the workforce productions of goods would have more competition and would boost companies to be more productive, because there would be more markets that are used to bring in economic income to a class (qtd. in Boyes).

Rebuttal

The Economist says, "women still have to do more than men to prove themselves." American women seem to have dealt with the status inconsistencies of expecting less for the same work position as the top earning men. within the american society for generations. Women seem to recognise that their voices together have a direction and that was their gender rights need to be acknowledged. Women have fought through many setback but have grouped together to show the government the need of gender rights. The movement to give genders and equal pay was a huge step to find out where the discrimination could be tracked and observed to see what women could also be doing. Women are becoming more educated since they realize that the competitive market could value the upper level educated echelon. Those at the top educationally, have increased in earnings than those who do not have a college degree. Gender discrimination, even though is routed in the signs signals and gestures of the society, women

together have protested against their low earning due to their gender. Women are progressively shrinking the wage gap by making the market become more competitive to earn the same wages.

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