

Zion Tuma

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Should women in america have an equal pay standard.

Observing the nature of how women have been socialized to be obedient and submissive to men. Before the 1920 women did not have a strong voice in their political stance, household, or work place they simply did as they were told. During the 1920's the women's suffrage was a strong response from the women. Multiple mothers marched together to protest their right to vote in a presidential election women wanted more for themselves. In 1980's 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 workforce but women have been paid less than the men in the same status. There is a country whose wage gap is currently the world's closes in gender equality. Iceland seems to be the country that is letting women gather together to form a voice to stand for policies they want to see changed in Iceland. As Iceland is finding a way to break the bureaucracy to find a more feminist parlement, 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 inhibits equal pay in genders.

American socially controlled women to desire less than what a white privilege man earns, but women are now coming together to find a voice against the wage gap. Education was an instrument for upturning a better status in a society. To work in industrial companies in World War 2 women were fed propaganda by the government of what a feminine, strong working woman looked like as they supported the troops. WW2 is the Second World War (1939, 1945) was because of the rise of Italian fascism, Japanese militarism and the invasion of China, and the German Holocaust. The allies were France, Great Britain, United States and Soviet Union (Britanica). In 1940-1945 more than four million women joined the workforce. During WW2 women had to take over large amounts of jobs in companies to support the troops. The American man did not want that competition with women in the job force after they came back from the war. Men wanted to have the pragmatic trait, more practical and the decision making of bringing home the bacon while men expected their women to be more expressive meaning supporting and nurturing to the spouse. A lot of women dropped out of college to take care of their family members or to get married in 1950 (Church Hill). "When men returned home after the war, women were expected to return to the house and perform more suitable expressive traits" (Church Hill). According to Church Hill the American housewife did not fit the role of the nuclear family, the ideal family of a mother, a father and children. So women would have alcohol abuse to numb their feelings. Women wanted men to recognize they are inhibiting progress for women's rights,

even though both genders are equipt for the job, only the men in the same position benefits more from their employer. As the Glass ceiling in women in the American government was being recognized more women began to understand they had to change the wage gap in someway.

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.

In 2008 the financial crisis in Iceland began. it ‘s inception was 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”(The Economist). The citizens of Iceland wanted to protest against the get rich

quick scheme of obtaining money. Women wanted their gender rights to be recognized 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).

Iceland's women wage is still lower than the men wage but the wage gap had shrunk 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).

In the documentary [Where to Invade Next](#), Michael Moore, looked at Iceland’s desire for women’s upward mobility in their government and wanted both genders to be on an equal wage balance. Michael Moore illustrated how the Icelandic government have gone through a revolution after the embezzlement of bankers in power stealing more money that could back up. Icelandic women had enough of the gender stratification in their country. Stratification is the

differentiation of groups that a society would place upon their people based on occupation, income, wealth, or social status.

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(Janet Johnson).

According to (Kvenrettindaflag) Since Icelandic women get paid 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.

America had the opportunity to reach Iceland's gender wage gap and become even more narrow than Iceland. one of the factors that is holding American women back is the role strain of taking care of their family as society expects mothers do, while working the same hours as men in the same occupation position. More women than men uses maternity leave to take care of the family. A working women would also face individual discrimination. Individual discrimination is when a minority is not given access to desired resources by a specific group of people. In the workforce the individual discrimination, plus the glass ceiling is still accepted in the american folkway. Men in America could work more hours such as extra hours that a woman counterparts because men usually do not take paternity leave. The extra boost of income from white privileges men would come from extra hours at work compared to women in the same status who would have to leave early to take care of their family. The social control is not holding girls from

gathering to state their opinion in the workforce. Women have increased their voices by connecting with one another to get their voices heard about the gender gap. Prime minister Katrin Jakobsdottir lunch the equal pay standard that forces transparency to the citizens. The Iceland's equal pay standard causes companies to submit their documents to the government to make sure they are paying both genders equally based on job position and not gender inequality. Even with the forced equal pay it seems like the culture as cause women to forfeit their jobs a lot easier to take care of the family member. Women taking time off for family matters causes the polarity in the work wages more than factors that could not be fully measured like discrimination. Since working mothers take time to care for their kids more than the father. The Dads have all the extra wages from the extra work time they accumulate.

Women in America are finding ways to get their voices heard together. They have in occasion came together to protest important status that are against feminism- gender equality. The American women have not given up. When the women wanted to have a freedom to have their voices heard in the legislation office, women protested, when women wanted better wages because they believed the wage gap was to wide, women get their voice heard by protesting together to achieve their goal against bureaucracy, In reference to Iceland which their women constantly protest to get their voices heard in parliament. They protested to elect a prime minister who not only a woman, but she is representing the women population by erecting government

mandate that helps women shrinking the wage gap. American women need to show the government that women need to have equal pay standard by a women protest.

## Citation

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