

Zion Tuma

Sabatino Mangini #3

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. 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 changes Iceland. 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)

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. when women began to work in industrial companies in WW2, women were fed propaganda that is feminine and strong to work to support the troops. In 1940-1945 more than four million women joined the workforce. During ww2 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. A lot of women dropped out of college to take care of their families or get married in 1950(ChurchHill). "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 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).

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 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 alliance has really fought for the gender rights in iceland until thier prime minister

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 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.

“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 the 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. A working women would also face individual discrimination in the workforce to oppress the womens voice, plus the glass ceiling is still accepted in the American folkway because women who are capable of doing the same job as men would be overlooked because they are not have the merit from a college institution. If American women would stop getting married when they are finished with their high school and instead follow the academic route they would have greater success and a less margin in the wage gap. Men in America could work more hours such as extra hours that a woman counterparts 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 live childcare at the job location. One of the reasons most of this women are struggling 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 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. Even with the forced equal pay it seems like the culture has cause women to for fit their jobs a lot easier to take care of the their family. 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. Based on the women's education the 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 with

undergraduates than they are with those who have a college degree. If women were more competitive in society like to seek higher education 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 field than to 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.

The equal pay standard can throw off the markets share and profits? From the information I have gathered the women that want to obtain the mains of getting higher wages are going to school to reach the goal(the economist). When qualified women are able to work to earn the same wages as their male equivalent will also help the capitalist market in America. With women in the workforce productions of goods have been more competitive and secure because there are more markets that are used to bring in economic income to a class (economist).

The economist says, "women still have to do more than men to prove themselves. American women seem to have dealt with the status inconsistencies within the american society for generations. Women seem to recognise that their voices together have a direction and that was their gender rights. Women have fought through many setback but have always come back for 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 educational echelon. Those at the top educationally have increased in earnings than those who do not have a college degree. Gender discrimination, even though is rooted in the signs, signals and gestures of the society, women together have protested against their low earnings due to their gender. Women seem to want to have the same amount of earnings as men and they are becoming more competitive to earn the same wages.

Citation

Blau, Et al. "Gender Wage Gap:Extent, Trends, and explanations." NBER, University of
Chicago Press,
www.nber.org/paper/w21913

Churchill, Lindsey Blake. "The Feminine Mystique," Encyclopedia Britannica.com/topic/
The-Feminine- Mystique.

Iwpr.org/publication/gender-wage-gap-occupation-2017-race-ethnicity

Johnson,Janet Elise, "the most Feminist Place in the World". The Nation, 29 June 2015

WWW.Thenation.com/article/most-Feminist-Place-World.

"Looking for information about equal pay in Iceland? All about the equal pay standard."

Kvenrettindafelag island, 4 Jan.2018/

looking-for-information-about-equal-pay-in-iceland-all-about-equal-pay-standard/.