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What should be done to eliminate salary disparities between men and women?

Women form an approximately half of the 21st-century workforce. Statistics shows that four out of ten families have women as the main breadwinners (Cher 9). Today we have more women as college and university graduates than men. Nevertheless, women all over the world continue to earn less than men in the same job position. A study published in 2013 explained that out of \$ 1 made by men; women earn only 78 cents, a 22% gender gap (Cher 9). The question is when will the wage gap between men and women close. The Lilly Ledbetter, Fair Pay Act has changed nothing in the situation. This paper discusses on what should be done to eliminate the salary disparities between men and women.

Firms should support salary transparency. All work institutions should disclose wage details to all employees. Many women do not discuss their wages with their colleagues. As such they cannot tell when their male counterparts in the same job earn higher than them (Alanna 1). Disclosing salaries will encourage women to fight for equality. They will devise better ways of dealing with wage discrimination and, therefore, make it difficult for firms to discriminate. Wage Transparency is a method that has worked for SumAll. Its founder, Atkinson asserted that disclosing staff salaries has been the best way of eliminating salary disparity in the company (Alanna 1).

Eliminating gender wage gap can also be achieved by passing an extra wage equality law. The 2009 Lilly Ledbetter Fair Pay Act signed by President Obama, to protect women's rights to deal with pay discrimination has not succeeded so far. Various states have enacted the Equal Rights Amendment to ensure fair and equal treatment of women (Cher 10). However, it lacks the ratification needed to become law. Currently, the sole law that upholds equality for men and women is the right to vote. If the Equal Rights Amendment becomes law, it will protect the rights of the Americans equally without regard to gender or sex.

Salary disparity can end by initiating campaigns against gender wage discrimination. Social media such as Twitter and Facebook characterize the 21st-Century. These platforms should be used to voice out the pains of gender wage disparity, and how it is a drawback to social, political and economic progress (Solomon, Konstantinos, and Klaus 72). Newspapers can also take a step to sensitize work institutions on the importance of equal pay. They should enlighten the public on the power and abilities of women that go unrecognized. Discussing the issues of gender wage disparity will be the path towards eliminating salary disparities between men and women.

The gender wage gap is a menace that harms not only the woman but also the society at large. The endorsement of the Lilly Ledbetter, Fair Pay Act was a move towards closing the gender wage gap. However, it seems that the situation is unchanged. Companies should adopt the culture of salary transparency. As such, women will have a basis for fighting for their rights. Equal pay legislation such as the Equal Rights Amendment should be passed, and Social media platforms should be used to voice out the importance of equal pay for men and women.

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