

Aria Naraghi

Tamy Chapman

Advanced Writing

27 February 2023

Women Equal Salary

In today's society, gender equality has been a significant issue, with women still facing numerous challenges, including unequal pay. Despite various laws aimed at eliminating gender discrimination in the workplace, the gender pay gap continues to exist. The issue has led to a heated debate, with some people arguing that women should not be paid equally. However, this essay argues that women should be paid equally because it is a basic human right, promotes economic growth, and reduces poverty.

Women, like their male counterparts, have the right to earn equal pay for equal work. According to the United States Department of Labor, "The Equal Pay Act of 1963 requires that men and women in the same workplace be given equal pay for equal work" ("The Equal Pay Act of 1963"). Discrimination against women in pay violates their fundamental human rights. As former President Barack Obama stated, "Women still earn on average only about 75 cents for every dollar men earn. That's a huge problem" (Obama). Paying women equally is essential in promoting gender equality, respect, and fairness.

Equal pay for women is not just a social justice issue but also an economic one. The Institute for Women's Policy Research notes that closing the gender pay gap

would add \$513 billion to the US economy annually (Institute for Women's Policy Research). When women are paid fairly, they have more disposable income, which they can spend on goods and services, leading to increased consumer spending and, consequently, economic growth.

Paying women equally is crucial in reducing poverty levels. Women who earn less than their male colleagues are more likely to live in poverty, with the gender pay gap being one of the major contributors. According to the National Women's Law Center, "In 2020, the median earnings for women working full-time, year-round were just 82 percent of men's earnings" ("The Gender Wage Gap: 2021"). This means that women are less likely to be able to support themselves and their families, leading to increased poverty rates. By eliminating the gender pay gap, women's financial stability and that of their families are improved, reducing poverty levels.

Gender equality has numerous benefits to society. When women are paid equally, they can fully participate in society and the economy, contribute to innovation and growth, and have more opportunities for personal and professional development. Furthermore, when women earn fair wages, it reduces their dependence on men and ensures that they can achieve financial independence, leading to improved gender dynamics and reducing the risk of domestic violence.

The United States has numerous laws and regulations that prohibit gender discrimination and promote gender equality. The Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex, or national origin (United States Equal Employment Opportunity Commission). Furthermore, the Equal Pay Act of 1963 requires that men and women in the same

workplace be given equal pay for equal work (United States Department of Labor).

These laws demonstrate the government's commitment to promoting gender equality in the workplace.

Equal pay for women is a fundamental human right that promotes economic growth, reduces poverty, and enhances gender dynamics. The legal framework in the United States ensures that gender equality is not only a societal issue but also a legal one. By eliminating the gender pay gap, women's financial stability, and their overall wellbeing are improved. The society as a whole benefits from promoting gender equality in the workplace.

Works Cited

Institute for Women's Policy Research. "The Economic Impact of Equal Pay by

State." IWPR, 2021,

<https://iwpr.org/wp-content/uploads/2021/04/2021-Economic-Impact-of-Equal-Pay-by-State.pdf>. Accessed 27 February 2023.

National Women's Law Center. "The Gender Wage Gap: 2021." National Women's

Law Center, 2021, <https://nwlc.org/resources/the-gender-wage-gap-2021/>.

Accessed 27 February 2023.

Obama, Barack. "Remarks by the President on Equal Pay for Equal Work." *Obama*

White House Archives, 8 April 2014,

<https://obamawhitehouse.archives.gov/the-press-office/2014/04/08/remarks-president-equal-pay-equal-work>. Accessed 27 February 2023.

United States Department of Labor, Wage and Hour Division. "The Equal Pay Act of

1963." United States Department of Labor, Wage and Hour Division, 2022,

<https://www.dol.gov/general/topic/wages/equalpay>. Accessed 27 February 2023.

United States Equal Employment Opportunity Commission. "Title VII of the Civil Rights Act of 1964 | U.S." *Equal Employment Opportunity Commission*, United States Equal Employment Opportunity Commission, 2022, <https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964>. Accessed 27 February 2023.