

### Wage Gap Inequality

There are many notable types of wage gap in the United States, many of which are disturbing to know as we, as college students, are also entering the workforce in a matter of years. This information simply cannot be ignored, as we have the right to fight for equality in our salaries. One of the most famous types of wage gaps is the gender pay gap in the United States, where women earn roughly 78% to 82% of that of the average man's (U.S. Bureau of Labor Statistics). However, even with the amount of research that goes into analyzing the wage gap between men and women, there are too many factors and too many perspectives to consider to simply say that women earn less than men, period.

Upon further research, I realize that there is little to no research done on the various causes of income equality outside of the realm of the gender wage gap. Causes of income inequality in the United States describes why changes in the country's income distribution are occurring. Frankly, it is hard to mention "income inequality" without the word "gender" coming up in the research idea. Income inequality in the US has grown significantly since the early 1970s, and has been the subject of many scholars and institutions. There are more cases of income inequality in the US than any other developed nation, and that is likely due to the "relatively enhanced support of free market capitalism," where there is an "interaction of multiple factors" involved (Burtless, G). For college students with degrees, the "skill-biased technological change" accounts for the "rapid pace of progress in information technology [that] has increased the demand for the highly skilled and educated so that income distribution favored brains rather than brawn" (Krugman, Paul). Another important factor is clarified in the

idea behind “globalization,” where the “integration of economies in terms of trade, information, and jobs” globally leads to dramatic impacts on income inequality globally as well. Innovations in supply chain management enabled goods to be sourced from Asia to the United States with a significant reduction in expenses compared to the past. Globalization heavily favors the global top 1% and the middle classes of the emerging economies, such as China, India, and Egypt, who were the main winners of globalization during that time (Bloomberg). In addition to all of these, there is significant research signifying that disparities in income are affected by workers’ races and genders.

There are still countless factors to consider when studying income inequalities in the United States, as I only brushed the surface in my research thus far. The United States is infamous for its racial and gender wage gap inequalities, but there is still much more to explore. As us college students are venturing into the industries we seek our jobs in, it is important to know what we are signing up for and understanding why we are being given offers at select ranges, rather than higher ones at other regions. That is ultimately the goal of my research and my ISEA project, in order to educate the future of the workforce about how each person stands among their peers and the reasons behind it.

### **Bibliography**

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