

Male female wage differentials critical thinking examples

[Experience](#), [Belief](#)



**ASSIGN
BUSTER**

Wage rates between men and women have divided opinions among analysts and the employees themselves. In some companies, men and women in same jobs have been known to earn different wages, yet they do the same tasks for same periods of time. Income inequality between genders can be attributed to social beliefs and organizational cultures that regard female employees to be lower than their male counterparts. However, it is important that the wage ration of female workers and that of male workers is 1.

Equality in wages for both men and women should be enforced because all employees in any given profession possess same qualifications. Once employees are employed in an organization, it is proof that they have the right qualities and skills to perform their duties. Furthermore, all employees, regardless of their gender, do the same amount of work. Therefore, it is necessary that the wage rates for both men and women employees have income parity because the employee regards them to be equally qualified. If the employees do the same amount of work using the same amount of skill and knowledge, parity must be ensured.

Income parity is also important for all genders because of the prevailing economic conditions. With the improvement in technology and increased competitive forces in the job market, all amid economic hardship, employment opportunities are hard to find. The economic recession affected all people around the world and parity in wages for males and females would be welcome for all affected parties because it would help improve their welfare. It is also just for people of all gender to have identical wage rates

because they invest the same amount of resources to get these jobs and the results obtained by the employers are similar.

Therefore, the wage ratio of males to females should be 1 because these employees do the same amount of work, have identical qualifications and live in the same economic environments. Employees, under proper management, give the same results. It is only fair that they all get paid in parity. Social and cultural beliefs against female employees are wrong and must be disregarded.

Works Cited

Levine, Linda H and Charles V Dale. The male-female wage gap: background and analyses. illustrated. Indiana: Indiana University, 2010.

Wehner, Peter and Jr., Robert B Beschel. " How to Think about Inequality." 2012. National Affairs. 12 August 2012 .