Student’s Name:

Instructor’s Name:

Class Name:

Date when Due:

Works Cited

Plight of women

**Introduction**

Gloria Steinem is a social activist, journalist, and an American feminist who is recognized nationally as the spokeswoman and leader for the feminist movement in America in 1960 to 1970s. She has been at the forefront of fighting for gender equality. Gloria Steinem (1995) argued that the category of work that women do is paid the least while the category of work that men are paid higher. The argument concerning the plight of women is accurate because child care assistants were paid less compared to parking lot attendants. Gender inequality continues to be a problem in society with women paid less compared to men.

**Gender Pay Gap**

The gender pay gap is high whereby the women in overall are paid less compared to the men. The gender gap is the mean difference between the wage for women and men who are employed (Lips, 169-185). The pay gap can be adjusted and unadjusted pay gap. The unadjusted pay gap is the differences in the hours worked, job experience, education, and occupation chosen. For instance, women when they take maternity leave they are likely to earn less compared to a person who does not take leave for maternity purposes. Gloria Steinem (1995) stated that women in the US might be poorly paid as office cleaners doing a similar job as men working as janitors.

Few women working in the male field might benefit from the higher status and pay. However, even the female in the prestigious male fields the wages are not yet equal (Lips, 169-185). Gloria Steinem (1995) explained that male engineers get a higher salary by $11, 000 compared to the female engineers while the women who are cooperate vice presidents get only 57% of the amount that the male counterparts get. The job field that has many women is devalued and paid less amount of money compared to the jobs that have more men.

**Conclusion**

In conclusion, gender inequality is an issue in society with women paid less compared to men. Category of work that women do is paid the least while the type of work that men do are paid higher. Even though few women working in the male field might benefit from the higher status and pay, however, even the female in the prestigious male fields the wages are not yet equal.

Work Cited

Lips, Hilary M. "The gender pay gap: Challenging the rationalizations. Perceived equity, discrimination, and the limits of human capital models." *Sex Roles* 68.3-4 (2013): Lips, 169-185.

Steinem, Gloria. *Moving beyond words: Age, rage, sex, power, money, muscles: Breaking boundaries of gender*. Simon and Schuster, 1995.