

This is a sample paper, kindly use it for research and reference purposes ONLY to help write your own paper. To Order a plagiarism-free custom written paper on any topic ready for submission!
Click this link <https://primenursingpapers.com/orders/>



**PRIME
NURSING
PAPERS**

Social Inequality in the United States: Gender Inequality



Executive Summary

The social constructs on gender are attributed to the perceptions, attitudes, values and behavioral differences between men and women. Social constructs based on gender roles have resulted in gender inequality and discrimination in various aspects of life such as leadership, workplace, power, politics, salaries, and wages. Moreover, gender stereotypes are associated with oppression and discrimination of women. The paper explores the existence of gender inequality in the United States, particularly in the workplace and the effects of the social problem. Gender inequality is a social problem that has been in existence since the 1980s, however, over the recent past efforts have been to achieve gender equity. Presently, gender inequality has manifested itself in the workplace with women being treated with inferiority compared to men. Gender inequality in the workplace is associated with differences in wages, hiring, and occupation preferences. Dating back to the industrialization period, women received lesser pay than their counterparts, despite working regular hours in similar job positions. Presently, in most career fields, women receive minor compensation compared to men. Moreover, women have dominated with low paying jobs. Secondly, gender inequality is manifested in education with some subjects and educational programs such as engineering, mathematics, and science dominated by male students. Within the workplace, gender inequality and discrimination is evident during the hiring and recruitment process. Social constructs have attributed men with muscularity and physical skills, thus being preferred for blue-collar jobs, whereas women are preferred for white-collar jobs. Additionally, social constructs perceive that men should hold supervisory positions while women are restricted to subordinate, low-paying job positions. The effects of gender inequality are assisted with discrimination, emotional suffering, and increased gender biases. In conclusion, the paper proposes the need for policies aimed at lessening the gender differences in the workplace.

Gender Inequality in the United States

In the recent past, there have been cases of social inequality based on race, gender, or ethnic background which has contributed to discrimination amongst other effects. Gender inequality exists in most parts of the world. In the United States, the pervasiveness of gender inequality has contributed to the various impacts on people within the society. The disparity among men and women can take different forms. Gender inequality manifests itself in the unequal representation of the women and men in various life situations, differences in salaries and wages, sexual discrimination in workplaces, leadership and politics, and persistent gender stereotypes. With the broad gender stereotypes, women are oppressed at the expense of men mainly in the workplace with women occupying low pay and status job positions such as sales, secretarial, and service positions (Blau, 2016). Although several human rights activists have advocated for social equity, women, however, face discrimination in the workplace, receive less pay and are less likely to be promoted to managerial and leadership positions compared to men. This paper discusses the existence of gender inequality in the United States and its effect. The paper explores gender inequality in the workplace regarding job positions, hiring, and wages.

Gender inequality has been an issue dating back to social inequality based on gender, race and ethnicity in the 1980s. Hurst et al., (2016) states that “Although there is some actual debate about the actual diversity of employment undertaken by women during this period, they made a valuable contribution to local economies, but were deprived of many of the political-legal, economic, and personal rights accorded to men.” (p.116). Over decades, the issue of gender inequality has been publicly reverberating through the world. However, over the recent past efforts have been made to achieve social equality within the society. There are incidences of women today; holding high ranking job positions and leading in various walks of life such as politics,

entrepreneurship, education, and leadership among others. Nonetheless, this does not rule out the existence of gender inequality in the United States. General identity of people based on their biological differences classifies individuals into females and males. The classification creates sociological differences and distinctions between females and males. Social and cultural values have bestowed different roles on individuals based on their gender, sexual orientation race, ethnicity or other factors which have shaped distinctions in the workplace. For instance, women are believed to be better caretakers and cooks than men. “Our parents had traditional arrangements—our mothers were primarily homemakers and our fathers ‘brought home the bacon’.” (Hurst, 2016, p.116). One of the most pressing issues today is the problem of gender inequality in the workplace, with women being disadvantaged to men. Unfortunately, women have been ill-treated and considered inferior to men in the society. Hurst (2016) asserts that “...our definitions of masculinity have led to inequalities for some men, our social systems have primarily privileged men over women.” Conclusively gender inequality is identified with the inequality of people based on their social status and identification with a minority group or class.

In the workplace, gender inequality is manifested in the difference in wages, hiring and occupation preferences. Women receive less pay than their counterparts despite working regular hours in similar job positions. This issue dates back to the industrialization period whereby, “Female workers were paid only half of what men were paid.” (Hurst, 2016, p.116). Besides, research conducted by Claudia Goldin, a labor economist at Harvard indicated that, “female doctors and surgeons earn 71 percent of what their male colleagues make, while female financial specialists are paid just 66 percent, as much as comparable men” (Lipman,2015, par.4). Further wage disparities are indicated by the increasing wage gap in the United States. Hurst (2016) observes that women have dominated opportunities in lower paying jobs. Secondly, gender

inequality is experienced in education and hiring process in the workplace. In educational programs, subjects such as mathematics and science have been dominated by male students. These gender biases affect the skills that affect hiring preferences. Hurst (2016) says that “In primary and secondary schools females are more likely than males to be ignored by their teachers and get less attention and encouragement in math and science.” (p.130). Moreover, gender biases impact the segregation of human capital in the workplace.

The article by John et al., (2013) indicates that employers perceive that men and women have distinct inputs and skills that affect job selection. Men are associated with masculinity and physical skills that are preferred for blue-collar jobs. On the contrary, women are preferred in white-collar jobs with the preference of hiring female managers over male managers. However, the research indicated that men and women share equal opportunities in managerial positions. Considerably there exists a wide gender gap in blue-collar jobs among specialized and general workers. Lastly, gender inequality exists regarding job positions and preferences. Women are less preferred in physically demanding jobs. According to Hurst (2016), “The fastest growing employment sectors have been in areas dominated by women, such as healthcare and retail.” (p.118). Moreover, women are less likely to be preferred in executive positions and thus dominate low-level positions. Furthermore, women dominate lower paying job positions in nursing, home healthcare, and childcare. Social values have manifested that men should hold supervisory positions whereas women are restricted to particular jobs at low-level positions.

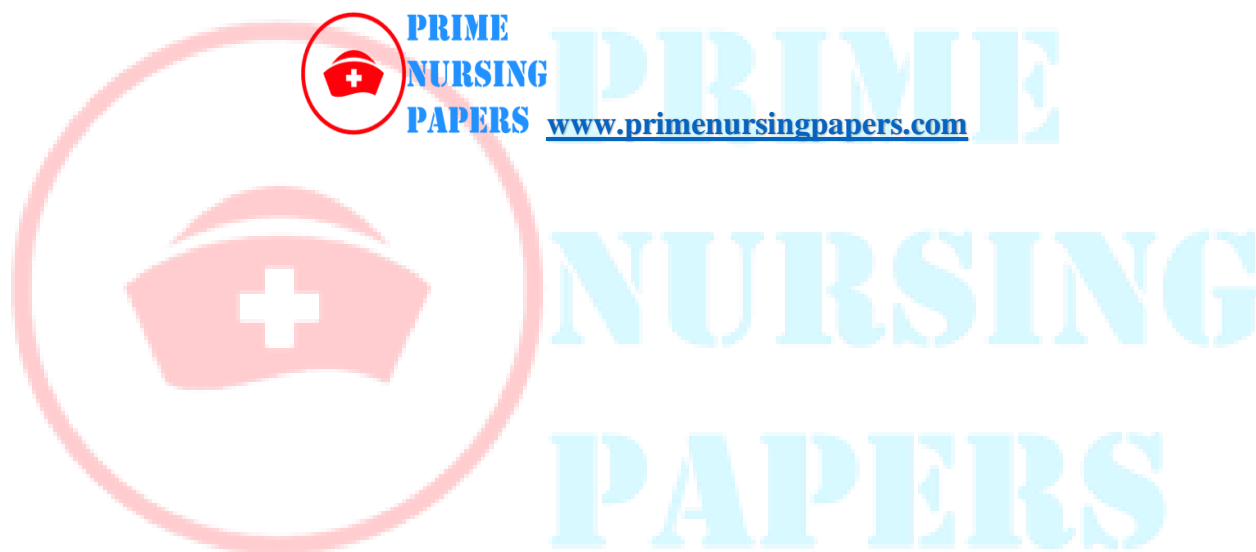
Other aspects of gender inequality are evidenced in the workplace which is impacted by gender biases and traditional feminine roles and stereotypes. Women have been paid less than men; and less likely to negotiate for pay raise. Hurst (2016) states that “Particularly when there are not clear rules on whether negotiations over salary is permitted or not, women are less likely

than men to negotiate for a higher salary.” (p.129). Additionally, Linda Babcock, an economist at Carnegie Mellon and co-author of the book “Women Don’t Ask, observes that women do not speak up as men do. The wage gap is contributed by the fact that, ‘men are four times more likely to ask for a raise than women are, and when women do ask, they ask for 30 percent less.’” (Lipman, 2015, par.5). Traditional stereotypes believe that a man’s earning should be more than that of a woman; since a man’s earning is of more importance to the family than that of a woman. In the workplace, women face discrimination, oppression and work pressure attributed to the social inequalities. Women are prone to sexual harassment, unequal treatment, and oppression in the workplace as well as being overlooked, ignored, singled out or discounted. In the media leadership characters are dominated by men whereas women of color are hypersexualized and eroticized.

Gender inequality contributes to emotional suffering among women in the society who may live at the advantage of men whom the society uphold power and dignity upon them. With men dominating executive positions in the workplace, policies advocating for gender equality may not be achieved. Gender inequality affects the personality of women who may develop low self-esteem attributing to the social discrimination, sexism, and inequality they face (Blau, 2016). Additionally lower wages affect the economic welfare of most women, particularly married women who may have more financial burden than men in the family. Moreover, gender inequality may widen the gender biases and stereotypes in the modern society which may affect the social equality in future generations.

In conclusion, gender inequality is an issue that has affected the society since the 1980s and is still prevalent today. Gender inequality is evident in the workplace whereby women are treated with inferiority. In this regard, women are paid fewer wages than men, and specific jobs have been segregated for a particular gender. It is imperative that the society seeks to attain social

equity within the society to reduce the gender conflicts in the workplace. Social inequality based on sex gender, age, race or ethnicity should be abolished with the appreciation of social balance of all individuals regardless of their differences. Conclusively, more policies should be enacted to lessen the disparities among men and women in the workplace.



References

Blau, F. D. (2016). Gender, inequality, and wages. *OUP Catalogue*.

Hurst, C. E., Gibbon, H. M. F., & Nurse, A. M. (2016). *Social inequality: Forms, causes, and consequences*. Routledge.

Juhn, C., Ujhelyi, G., & Villegas-Sanchez, C. (2013). Trade liberalization and gender inequality. *The American Economic Review*, 103(3), 269-273.
<http://dx.doi.org/10.1257/aer.103.3.269>

Lipman, J. (2013). *Opinion | Let's Expose the Gender Pay Gap*. *Nytimes.com*. Retrieved from
<https://www.nytimes.com/2015/08/13/opinion/lets-expose-the-gender-pay-gap.html>

