STUDENT SAMPLE 1:

*Why is there still pay inequality between men and women in the USA?*

*It is difficult to cite one specific reason as to why pay inequality still exists between men and women within the USA. Analyzing the info-graphic, it is startling to see the pay inequality in certain areas, but then equality in others. For example, within health care, education, humanities, and areas of science technology men and women have the same average earnings. In computer and information science and other areas though, men have significantly higher earnings.*

*Focusing on the areas in which men and women receive the same salary may shed some light on the situation of pay inequality. In areas such as health care and education, unions are far more prominent. These unions craft and create labor agreements with businesses, such labor agreements feature determined wages. Therefore, the wages that are agreed upon by unions and businesses are applied to all employees - resulting in identical salaries for men and women of the same job. However, in other areas, such as business, unions are not as prominent. Instead businesses decisions concerning employees are made through the human resource department.*

*It is unfortunate to see the existence of pay inequality within our country, especially in a country that promotes and prides itself on equality and freedom. Though unions likely play a role in pay inequality and equality, there are certainly many more factors to consider. Certainly, individuals’ who influence the budget and implement it are another deciding factor. Perhaps, as the baby boomer generation (a generation that grew up with women at home) moves towards retirement, the inequality will lessen between men and women as a new generation begins to take hold of the workplace.*

*How do you go about reducing this gender pay gap?*

*There are several steps that could be taken in meeting the goal of reducing the gender pay gap. For example, educating businesses and individuals of the existing pay gap in order to raise awareness. Unions, for example, could promote pay equality as a benefit of joining a union or unionizing a workplace. Another possible step could be to involve the government in this area. The government could implement legislation that men and women are to receive equal pay specific to their job description and their workplace. This legislation could act in the same way as various other labor laws that have been passed to protect the worker. The involvement of the government, if implemented correctly, could prove to be the most effective method.*

*Should we introduce more legislation?*

*The introduction of legislation seems enticing, as it has aided women in their goal for equal rights since the passing of the 19th Amendment. Unfortunately, the introduction of additional legislation is a good idea as it would certainly provide a faster and more efficient remedy than attempting to educate individuals on pay inequality. However, such legislation could influence businesses to avoid hiring women, for fear of lawsuits and additional paperwork that may result due to legislation (such as, documentation of wages). Thus, additional legislation could be a double-edged sword to women within the workplace. As such, it would be important to consider the wording of legislation and the possible effects from such legislation.*

*Should we introduce marriage bills, like in Spain?*

*I do not think we should introduce marriage bills, such as those present in Spain. In my opinion, a marriage is a private matter. The government’s concern lies only in the marriage being monogamous (per law) and its presence on tax papers. The specific details of household responsibilities are to be decided upon those within the marriage or relationship. When the government attempts to dictate these terms, it extends their reach of involvement with their citizens.*

*In addition, such marriage bills will likely only promote co-habitation, as it will avoid the requirements of marriage bills. Though Spain is associated with Catholicism, which forbids co-habitation, it is obvious this particular sin has lost its potency, as evidenced by Conchi Redonda and Pablo Calvache who are the parents to a three year old, and are now marrying. In short, the goal that these marriage bills seek will be circumvented by co-habitation or wedding ceremonies that do not result in a marriage license.*

*Does it even matter that women earn less than men? Why? Why not?*

*It certainly does matter that women earn less than men, especially in a country that promotes freedom and equality for all. The existence of pay inequality reveals that there exists reservations to women working outside of the home. As well, it suggests that one’s quality of work is linked to their gender, not to their character. Yet, women have been the persons who have raised our generations throughout the years. The one’s who have nurtured our presidents, our scientists, our doctors, our servicemen, yet they are the one’s who receive a smaller paycheck. Thinking about pay inequality, and the fact that it still exists in first world countries, is disappointing and is something that must be changed.*

INSTRUCTOR FEEDBACK:

***¡SÚPER!*** *You have written a superlative piece on the topic of gender pay inequity. Your views are well expressed and you have touched on all the points raised; your ideas are also well organized. Your point of view is well stated, with excellent sources to create a strong argument. Do you believe co-habitation to be less preferable situation to marriage? Why do you believe this to be so? Are there any circumstances when co-habitation is acceptable? Just food for thought!*