



The Gender Pay Gap

Nowadays, the majority of women in Britain are treated a lot better than how they were during the Suffrage movement. We earned the vote and also lots of other privileges equal to men's. However, there is still a threatening hidden problem regarding the different amounts men and women are paid for doing the same job. This has come to be called the Gender Pay Gap.

Earlier this year, many well-known companies and businesses had to take part in a survey. This survey made many famous names shamefully aware of their gaps in the payment of male and female employees.

Ryanair, an airline known for its cheap flights and package deals, has the worst gender pay gap in the airline industry with men being paid 72% more than women. Furthermore, female employees of the high street lingerie store 'Boux Avenue' are paid 75.7% less than men and in addition to this, Sports Direct pay their male workers 6.3% more the female workers. Finally, Apple has many well paid people working amongst the company; however, only 29% are female. These are an array of retailers proving that the unequal pay spans across a variety of industries(such as fashion as well as tech).



Many argue that women aren't paid the same as men as a result of them having to take more time off due to pregnancies and then maternal leave. Whilst the pregnancy leave is necessary, if fathers were able to take an equal amount of paternity leave, then perhaps the mother would not need to take as much time off or the pay could equalise more. This leads us to question whether the gender pay gap has stemmed from how we portray gender as a whole... Does it stem from the notion that society put more onus on women to be mothers than men to be fathers? Does society believe that women would not be able to cope with working and looking after a child? We would like to believe that we do not live in a patriarchal society anymore, where the men are meant to go off to work and the women are meant to be mothers and housewives; however, does the gender pay gap insinuate that we are forced into a patriarchal society?



Where else is this happening?

The UK is not the only place with issues relating to the equal pay for both genders. Globally, women are paid 10-30% less than men for doing the same job. The World Economic Forum has predicted that at this rate, the gender gap will only be closed in approximately 200 years. However, many countries have been working tirelessly to close it. For example, Ireland is one of the eight countries that has closed more than 80% of the gap.

Conclusion

In conclusion, although we have identified the problem, we are far from a perfect world where everyone is equal. Hopefully, next year's survey results will show an improvement.

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