

Name

Professor's Name

Course Name

Date

Research Proposal: The Gender Wage Gap

The Issue

The idea of equality in pay means that workers should be compensated fairly for what they are doing, regardless of race, gender, or physical ability. Nonetheless, the reality is that working men earn more than the working women. Gender inequality is a worrying concern in the business world. First, there are just about 66 women for every 100 men in leadership and managerial positions. Although women work just about as men, they earn just 80 percent of what men earn- a wage gap of 20%. The gender pay gap differs from state to state but remains above 80 percent in all states. The wage gap is explained partially by the fact that a smaller portion of women have college education, although disparity is still clear for those with college degree. Most worrying, however, are unfair hiring practices that discriminate against women.

Primary Claim

I plan to make a claim that answers the following question: What roles can the federal government play in implementing laws that reduce the gender wage gap?

Why this is important to me

The idea of an inspired life appeals to everyone. While some people's lives revolve around having a good health and a loving family, others are mainly concerned with the financials.

Clearly, pay is the biggest motivator in the workplace and everyone deserves to earn equal amounts for a given job position. As a liberalist, I try to look at the bigger picture and I understand the need to exercise equality when compensating employees. I am determined to see a society that treats employees equally regardless of gender and race. If we eliminated pay discriminations, then we can handle discrimination at other levels. Simply, I am happier when we earn what we deserve without the interference of gender and race issues.

Purpose and Audience

I am writing this paper to gain an improved understanding of pay gap and how to handle the problem. I intend to share my findings with the federal and state representatives and renowned employers.

Research Methods

My research process will comprise exploring research databases that provide credible statistics about the gender pay gap. Specifically, I will compare sources for believability, relevance, and time of release, and to use only those that help in answering the research question. I will explore sources for trends in gender pay gap to determine if there have been improvements.