

## *Gender Issue*

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## Introduction

The gender pay gap is one of the biggest gender issues that could be visualised in the organisation all over the world. The gender pay gap within the organisation is the average difference within the remuneration of men as well as women working within a similar position. The women in the workplace are generally paid less as compared to the payment system for men. The paper aims to discuss regarding the news article and the journal article on the gender issue regarding the inequalities in payment system all over the world. The paper summarises the two article and discusses the differences and similarities of both the articles.

## Overview of the articles

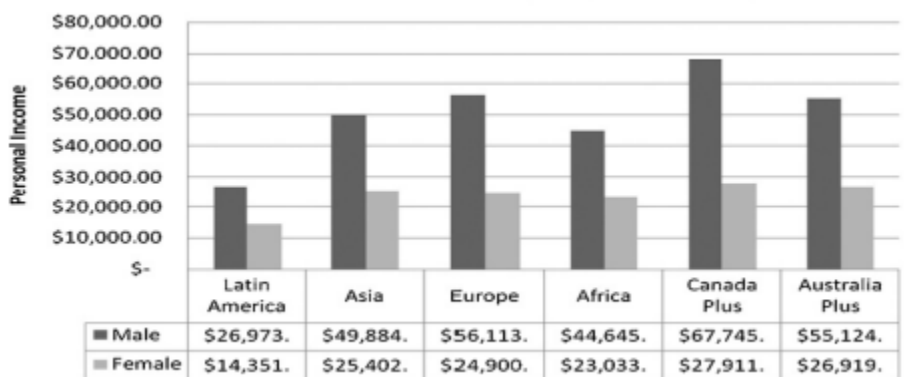
### **Article 1 (news article): “Gender pay gap grows at hundreds of big firms.”**

The article is regarding the growing gender pay gap in the workplace. The primary wage gap in the firm is primarily between the middle ranking women and the man within the firm. The article provides the view that the median gender pay gap is primarily reported as 8.4% in almost every company. BBC news effectively provides the view that the private sector firm mostly faces the gender pay gap within the market and for that, the companies are facing a huge issue in the production level and the working function. The data from the BBC news also show that the pay gap at the energy giants Npower has increased from 13 percent to 18 percent from the last year (Lawrie, & Guibourg, 2019). The news article also provides the view that the car mechanics chain at the Kwik Fit has grown in the gender pay gap. It is clear from the facts provided by the firm is that the organisation Kwik Fit is historically quite appealing towards the men, but at the same time, they are trying to hire more women. The gender pay gap at the airline sector of Virgin Atlantic has also increased from 28.4 percent to 31 percent in the recent year (Lawrie, & Guibourg, 2019). The article effectively shows the gender pay gap of various companies.

### **Article 2 (The Social Science journal): “Gender differences in income inequality among immigrant populations to the United States.”**

The article is regarding the gender income inequalities among the immigrants of the United States. The income inequality of the male and female employees is effectively shown within the article. The article shows that the condition of the male is growing effectively within the firm whereas, the condition of the female are opposite and this due to the huge gender pay gap within

the country. The gender pay gap has an important impact on the immigrants of the US. The article shows that one of the vital contributors in term of gender income inequality is the ratio of gender entering the cohorts (Hoover, & Yaya, 2010). The wages inequality among gender is considered one of the common matters within the business of the metropolitan area. This article clearly shows the data of gender wise income level in the various part of the world.



**Figure: Mean income of the gender group in the world**

The figure clearly shows that in every region the income level of the female is lower as compared that with the male. The gender gap issue is not only limited to the income and wages system, but even it is associated with the education and household activities (Hoover, & Yaya, 2010).

### Comparison of two articles

Both the articles are quite similar as both of them discuss regarding the gender issue in term of income and wages system within the organisation. The things that are different in both the article are the concept and the content of the article (Lawrie, & Guibourg, 2019). The news article depicts the growing gap in the gender pay system among big firms all over the world. On the other hand, the journal article discusses the gender income differences among the immigrants that also to the United States. It is clear that the primary concept of both the article is to provide a clear view on the gender pay gap issue, but at the same time, the articles discuss regarding the diverse sector activity in term of the gender pay. Another difference that could be visualised from both the articles is that the news article shows the differences in the hourly pay gap in various sectors and even regarding some of the firms that provide the large pay gap. On the other

hand, the journal article discusses the immigrants' income inequalities and even regarding the educational inequalities in term of gender (Hoover, & Yaya, 2010). Both the article shows a different aspect of the gender pay gap in the different segment of the business process.

The articles are regarding the issue faced all over the world in term of gender pay within the organisation. It is one of the biggest issues where male and female of the same position in the firm are getting different pay (Hoover, & Yaya, 2010). Both the article emphasize on this issue most effectively and suitably. The article provides the view that the difference is not only with the wages system but also with the education level than the household activities. The news article emphasizes on the growth of the gender pay inequalities among the big firms. The income gap in the airline sector like Virgin Atlantic has increased from 28.4 percent to 31 percent within the firm. It even emphasizes the biggest average pay among the firm with more than 5000 employees. One of the major firms is the RBS that is Royal Bank of Scotland have the average wage gap of 36.8 percent (Lawrie, & Guibourg, 2019). It is clear from both the article that the issue is developing all over the world in every sector of the world.

In both the articles, one can easily find the information regarding the gender pay gap in the business, but the article did not effectively focus on the reason for the huge gap. The journal article dealing with the gender income inequality for the immigrants to the United States but it lacks for providing the view on the people from other sectors within the business for performing their activity (Hoover, & Yaya, 2010). In the news article, the average pay gap among the various companies is clear, but the main reason for this gap and also the reason for the increment in the average pay gap are not eventually clear from the article. The issue regarding the gender pay gap is highly effective for the growth of the business and the economic condition of the world. Female and the male are not getting the equal position of the payment system which both of them deserve for the betterment of the world (Lawrie, & Guibourg, 2019).

The articles are trying to reach people and organisations all over the world. They are trying to provide focus on the gender pay gap and discrimination within the business all over the world. This is one of the major issues where the women are discriminated and did not get the proper payout according to their work and position. Both the articles provide focus on the poor activities performed by the organisation by discriminating the men and the women according to their gender for an activity like payment and working ability. The articles even try to grab the focus on

the education system of the country in term of gender which shows great inequalities among the two genders (Hoover, & Yaya, 2010). The articles are trying to reach the common people to make them understand regarding the gender issue in the world and also the young generation so that they can contribute to change the thinking of the people. It is essential for the organisation to change their view for the female and male employees and provide them the equal facilities within the business.

The articles are directed towards similar audiences like the young generation people and the organisation. Both the articles provide an effective view on the gender pay gap within the organisation which is one of the biggest issues. It is clear from the article that their audience is the same and both the articles want to create awareness among the people regarding the gender issue all over the world. They want to create a focus on big firms all over the world to change their process and provide suitable facilities for both men and women (Lawrie, & Guibourg, 2019). It is the fact that gender discrimination within the workplace has developed. The world is developing and digitalising, but at the same time the situation of women at the workplace are getting worse (Hoover, & Yaya, 2010). The articles directed towards the same audiences for providing awareness to the people regarding the discrimination in the wages system.

### Conclusion

The paper concludes that the gender difference in term of the payment system and the working function within the organisation is rapidly increasing all over the world. The hundred big companies of the world are also facing the gender pay gap issue as analysed from the information of the news article. The situation is clear that the discrimination of gender is huge within the workplace. Both the article shows the pathetic condition of women within the organisation, especially for the payment system.

## References

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