



WEL AMERICA 2024

3rd MILLENNIUM WOMEN'S ENTREPRENEURSHIP, LEADERSHIP, MANAGEMENT POSITIVE PSYCHOLOGY, MENTAL HEALTH CONFERENCE (EDITION 4)

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This presentation delves into the persistent challenge of the gender wage gap, which has endured despite significant strides in women's workforce participation since the latter half of the 20th century. Despite endeavors for higher education and longer working hours to secure equitable pay, a substantial gap remains. This research aims to address pivotal questions surrounding its persistence, including why it endures despite advancements of women acquiring education, what sustains it over six decades, and its contemporary status in 2024.

Originating as a political concern in the U.S. during the 1860s with the rallying cry of "Equal Pay for Equal Work," the Gender Pay Gap dates back centuries. The enactment of landmark legislation such as the Equal Pay Act of 1963 aimed to rectify disparities by prohibiting gender-based wage discrepancies. However, despite such efforts, wage disparities persist, with women still earning 16% less than men on average, and significant gaps observed across various job titles and industries.

My research aims to address five pivotal questions:

- What Exactly is The Gender Wage Gap?
- Why is there still a significant Gender Wage Gap between Men and Women despite The Equal Pay Act of 1963?
- Why is progress towards closing The Gender Wage Gap so Arduous?
- How Women began closing The Gender Wage Gap, by passing The Paycheck Fairness Act of 2021
- What is the contemporary status of The Gender Wage Gap in 2024?

To address this gap, urgent action is needed, including robust equal pay legislation exemplified by the Paycheck Fairness Act. Moreover, efforts to challenge cultural biases and foster work-family policies are crucial to combat multifaceted wage disparities. Without decisive measures, the

THE GENDER PAY GAP 61 YEARS LATER IN THE U.S., IT'S DIFFICULT JOURNEY AND WHERE IT STANDS TODAY 2024!

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gender wage gap will continue to impede women's financial stability and hinder progress towards an inclusive and equitable workforce.

Biography

Dr. Gloria Trueh, Founder and CEO of United Women Leaders Global Network. A dynamic force in the Business World, known for her resilience, and innovation, for "Breaking Barriers Building Bridges for Women Globally!" Assisting women in the Corporate World transition to start their own business and experience the flexibility desired. In addition to helping them launch and expand their business in 30 days.

Dr. Trueh is a Business Coach and Consultant, 2X Amazon Best-Seller, International Speaker, Mentor, Pastor, and Entrepreneur. She is dedicated, and passionate about what she does. Dr. Trueh has helped 100 plus women start or excel their business successfully in her 20 years as a Business Owner.