

The equal employee opportunity between men and women

Nahhal Alazzam

2015

IJSER

Abstract

Gender is a debatable topic for a while, however the most significant issue in today's workplace environment is related to sex discrimination. Men are more prioritized because they are considered as more productive than females and in most of the countries females are not supported to do the jobs or get extra benefits. This paper examines how Women and Men are facing gender issue in their work environment.

Keywords: women, men, work environment, discrimination

IJSER

Introduction:

Nature has balanced each and every object to garnish the world. So to maintain a balance between all objects it has produced a balancing factor. The example of one of those factors is men and women. The most significant issue in today's workplace environment is related to sex discrimination. Men are more prioritized because they are considered as more productive than females and in most of the countries females are not supported to do the jobs or get extra benefits. Equality between men and women is one of the primary rules of societal laws.

European Union is working for gender equality and they have set objectives for guaranteeing the equal opportunities for men and women in order to eliminate any kind of gender discrimination in the workplace. European Union has implemented bilateral approach against this issue. The problem also has a great global approach regarding the struggle in opposition to scarcity, right to use to education and health services, participating in the financial system and in the decision-making and human rights.

Employee selection which can put off involvement of various groups to the job by inquiring about the credentials that are not possible to congregate for a few of the people is the foremost stage of discrimination in the workplace. Equal employment opportunity has become a social issue as well as financial problem. For that reason, it must be talked about more in social view. Equal opportunity for everyone can be offered with the synchronization of communal, cultural, financial and lawful circumstances that influence each other consecutively. According to a research study it was analyzed that in 20% of Turkish ad or in 213 Turkish ads it has been noticed that almost every organization is adopting gender preferences such as in some of the ads

company has only preferred male candidates whereas rest of the jobs were only for women. Men were preferred mostly in engineering, administration and sales. And women are only preferred for secretary jobs. Indeed, there were also several job ads which only encourage women to apply for the job such as secretary related jobs although there was no gender preference for the applicant. The ads of English newspaper had no gender preference for job. It was also noticed that gender equality was supported in 454 English newspaper ads (SESEN, 2006).

Sexual discrimination and gender discrimination both are considered as same when it comes to workplace and it can come out in number of ways. Gender discrimination occurs during hiring process and throughout that process men are the first preference because they are considered as more outcome oriented than women but sometime employer also prefer women over men in many jobs because they also think that women are more loyal to their work and they do not leave the job after six months or a year as men do but men are stronger and they can handle every type of rigid situation. Gender discrimination can also be in the form of sexual harassment because when males and females are not taken sincerely and consider it as sex object. Inequality can also be noticed in the form of less vacation chances to women than men or vice versa (Stoler).

Equal employment:

The unfairness or inequality between men and women in workplace initiated in olden practices and traditions because those people believe that females does not have strength like men so, very small opportunities were given to the females to do the job. Basically, the employers of that time were more interested in money or it can be said that they were more job oriented than employee oriented particularly in case of females. Employers used to offer lower wages to females in order to have cheap female labor pool. Dominated labor unions of men always reserve the better paid

jobs for men by giving low paid jobs to the females. The state representative and state labor commission keeps on imposing obsolete state laws that restricts females in employment. The unfairness in employment with women had cruel consequences. Gender discrimination has significant contribution in the increase of national poverty issues because there are approximately 61% poor children who belong to those families headed by the females.

Discrimination on the basis of gender and race of people living in America represents that 53.2% non white women support their families whereas 25.2% of white women support their families. Similarly, 19.9% non white men and 6.3% white men support their families. Considering this fact, sex and race discrimination is a cultural affliction (Berger, 1971).

Australia does not strongly implement international standards for equal employment opportunity. Comparing OECD countries with related tertiary educational levels Australia has 5th biggest pay gap. In 2008, Australia was ranked at 21st position in Global Gender Gap Index of WEF. It includes actions of personnel contribution, compensation and chances. Australia is extensively at the rear to New Zealand and is also at the rear to United Kingdom and Ireland. Accomplishing different employment opportunities do not essentially imply equal upshot for males and females. Though it does involve the elimination of obstructions and hurdles to the contribution of females, together with confiscating unfairness, giving importance the work of females properly and by allowing all personnel to better deal with the responsibilities of their work and family.

It is obvious that a main impediment to equal employment opportunity is the ability of males and females to handle the responsibilities of their job, life and children. Extended and rigid working hours can prevent various personnel with responsibilities of families from following particular career job opportunities. The ratio of women permanent personnel working 50 or additional hours in a week are approximately twice from 9% in 1985 to 16% in 2005. Approximately 1/3 of

males now do their jobs for extensive hours. Australian permanent personnel work amid the longest working time of OECD economies (fahcsia.gov.au).

Equal employment opportunity act:

The Equal Employment Opportunity Act of 1972 introduced the national program for Equal Employment Opportunity that is intended to guarantee equal conduct with every part of the society with no regard to race, belief, color, nationalized foundation, or gender. The objective of this rule and agenda is to make unfairness in employment against the law

. Equal Employment Opportunity agenda contains positive policies for employment in addition to dispensation of and cures for the complaints regarding discrimination. Every employee, together with controllers, executives, ex- employees and candidates for job, in spite of grade positions, are also discussed under this set of laws. Equal Employment Opportunity (EEO) indicates equal dealing with employees in employment, promotion, probation and other actions of employees with no consideration to the formerly stated aspects. The foremost misunderstanding regarding the Equal Employment Opportunity is that it concerned with only preferred groups, but the EEO affects every person as it is the law (enotes).

Relationship of equal employee opportunity with “The politics of veil”:

In various non Muslims countries it has become difficult for the women to do the job because they wear hijab which is their religious symbol. Similar case came out in France where all the French people against veil or face cover of Muslim women because they think that veils create religious discrimination.

In 2004, the French government introduced a prohibition on the wearing of "conspicuous symbols" of sacred association in public schools. However the ban pertains everyone, it is intended to Muslim girls wearing headscarves. Supporters of the law force to sustain France's morals of secular freethinking and consider the headscarf as representative of Islam's confrontation to modernism. The Politics of the Veil is a volatile contradiction of this inspection, one that put up with significant allegation for us all. Joan Wallach Scott is a well-known founder of gender studies who says that the law is indicative of France's breakdown to put together its previous majestic subjects as complete society. She scrutinizes the extensive history of racial discrimination after the law in addition to the ideological obstacles thrown up adjacent to Muslim incorporation. She accentuates the contradictory move toward sexuality that is positioned at the heart of the debate. How French followers of the ban view sexual directness as customary for normalcy, liberation, independence, and the sexual diffidence implied in the headscarf as evidence that Muslims can never turn into totally French. Scott continues that the law, far from integration sacred and racial dissimilarity, only worsens them. She demonstrates how the persistence on homogeneity is no longer viable for France or the West generally and how it make the extreme "conflict of civilizations" said to be at the origin of these problems (politics of veil).

For the author the French response to the veil is profoundly entrenched in France's majestic and the French society's move towards secularism, individuality, and sexuality. The last two chapters are discussing about individualism and sexuality in France. Once more, the vigilant scrutiny of these two impressions demonstrates the core racist reasons of the efforts to eliminate headscarves and those who wear them from public schools. As author swayed of the supremacy of their viewpoint, the supporters of the ban did not perceive a disagreement involving the validation for the ban that it would free Muslim women from the oppression of conventional society and the

penalty of the ban that directed them to the eviction of the headscarf wearing women from schools (p.125).

So, this type of discrimination does not allow the women to work with men or in an organization where diversity is higher. It does not allow equal employment opportunities to men and women because of their religious discrimination.

Even though females correspond to a greater part of the population but they are considered as minority in American job sector and getting equal opportunity there is a continuing effort.

According to the annual minority rights of Gallup, it had been noticed from the opinions of people that the women of US want equivalence with males. Men are also of the view that equal employment opportunity must be given to the females but sometimes the views of males and females become moderated when the qualities are put into consideration. After the occurrence of this issue Gallup poll had been conducted and the results indicated that a huge number of Americans are in favor of giving equal employment opportunities to women. 53% of US citizens said that the organizations are offering equal job opportunities to women whereas 46% were against this opinion. Similarly in 2003, 49% women are of the view that females have equal employment opportunities but 50% said this is not true that equal job opportunities are given to the females (Jones, 2005).

Reason of gender discrimination:

Gender discrimination is basically depends upon sex stereotypes of a specific culture, such as bearing in mind that men physically stronger and women are expressively sensitive. It is due to the verity that the word 'gender' is normally clashed with the word 'sex'. These two words are usually expressed as synonyms of each other, but there is a practical dissimilarity between both

of them. 'Sex' is a natural segregation of persons, classifying them as men and women, this dissimilarity between people is identical in every the culture, whereas 'gender' is a societal segregation of people that classifies them as 'masculine' and 'feminine'. This disparity finds out the responsibility of genders in a specific culture. The responsibility of an individual in diverse societies is dissimilar and therefore the responsibility of gender is uneven in reference to the widespread societal system. Gender discrimination from financial perspective is also of greatest significance. According to economic point of view, two different conditions are created for the individual for participating in economic activities. first of all, the women of Asia's different regions are supported to acquire higher education in technical courses but after competing education in technical courses they are not allowed to do job or use their knowledge in a practical way so, they cannot contribute in economic activities and therefore their qualification become useless. Pakistan is one of those countries girls are more intelligent and a great number of girls get admission in medical colleges even the admission is totally based on merit. After completing MBBS, 90% girls could not practice because of social impediments. Social norms and rules are the major impediments for equal employment opportunities because norms and rules are also created by the people and usually most of the people particularly older people are not in favor of women to do job just like men because they are supposed to take care of home and children and working lady usually ignores her personal life after getting into professional life (Akhtar, 2007).

Following are some examples of potentially illegitimate for equal employee opportunity:

- Hiring, firing or promotion: in this context when employer Refuses to appoint an employee because he prefers men over women or vice versa to be an employee. When the

employer does not give promotion to a female employee considering that she is unable to handle the situation at higher level or mostly men do not like to work under the supervision of a woman.

- Harassment: harassment is of different kinds and can be done in different situation such as making fun of people or notifying them they are infringing the dress code of company because they put on religious clothes such as yarmulkes, turbans, or hijabs on head or veil for covering face; frequently disrespecting an individual because of his/her strong, Christian values; making fun of a Muslim employee for rejecting the offer to have pork at a company tour; working hard constantly to hoard the soul of a colleague who is a nonbeliever.

Equal pay:

The equal pay act 1970, declares it illegal for the managers to discriminate between male and female employees with regards to pay and conditions where both of them are performing similar task; the work must be evaluated on the bases of job assessment study and the work equivalent to the value (Massen, 2010)

Reduction in productivity:

Those employees who have been victim of gender discrimination causes lack of motivation and confidence which is required to execute their jobs in an efficient way. A research was conducted by Jodi L. Jacobson, he states that discrimination in genders may cause reduction in production output. There are several things which may lead to reduction of in motivational level and confidence such as discriminating them on the basis of gender biasness, consider them inferior, gender harassment etc (Gluck).

Advantages of equal employee opportunities:

In almost all the developed and under development countries, the slogan of equal employment opportunity between men and women is being raised by the industrialists and the torchbearers of the rights of the women. A diversified environment at any kind of workplace creates harmony and prevents discrimination. It promotes inclusiveness and friendliness among the workers. An organization which runs on a co-leadership has more chances of growth and development than the one run by only men or women. An organization or a company which offers equal employee opportunities for men and women is more famous in public for its good policies. Employees are more attracted towards such organizations especially women, who are not usually treated equal to men in most of the cultures and societies around the world. Also, both of the genders learn to control their egos when working together for a common objective. Equal opportunities for both genders prevent the rise of the sense of deprivation among the men and women (Glenda Strachan).

Workplace diversity:

Diversity is considered as comprehensive for everyone. Diversity programs go together with non discriminatory acquiescence programs by forming the environment and culture of the workplace in such as way that they should be treated equally not on the basis if discrimination. Gender difference provides an opportunity to other people to learn about the values, principles and customs of other religions. It also allows the people to interact with them by keeping respect and dignity for all and then create the environment in such as way that encourage learning from other and incarcerate the benefit of diverse perceptions (ILR council).

Workplace diversity is considered as one of the most common but important issues among people which focus on the dissimilarities as well as resemblance that people get to the organization. It generally elaborates the term workplace diversity in a broad manner in which they take account of dimensions further than the specified legally in equivalent opportunities and confirmatory achievements by putting all discrimination factors aside. Diversity or variety of individual's backgrounds is frequently interpreted to incorporate dimensions which sway the distinctiveness and perceptions that people get in, such as occupation, learning, parental condition and geographic locality.

Enhanced productivity:

If employers reject this notion that men are stronger than women and hire the employee on the basis of their skills and capabilities and it can be made possible to lead the trend of equal employment opportunities. It must be followed in every culture because both genders can work more efficiently when they work together. It will offer them an opportunity to know each other and then it will become easier to reject this notion that men are stronger and women are weak. This is the responsibility of the employer to deal with both genders equally and give them salary according to their effort and task instead of on the basis of gender.

Conclusion:

Equal employment opportunities must be given men and women and companies must reject this notion that men are stronger than women because both are equally intelligent they know how to deal with the situation. women are tend to be more concerned about their job and they always try to finish the work in time whereas men are involved in a lot of activities at the same time and it

keeps their mind messed up with different matters. This is the responsibility of the employer to equally pay salaries and also give them accommodations when they need. Moreover, employer must try to change this concept from the minds of people that men and women are equal when it comes to professional level and both can do all types of challenging tasks.

IJSER

References:

- Akhtar, Q. (2007, 04 27). *Gender Discrimination*. Retrieved 09 19, 2011, from <http://www.tajzia.com/articles/2/1/Gender-Discrimination.html>
- Berger, C. G. (1971). Equal Pay, Equal Employment Opportunity and Equal Enforcement of the Law for Women. *Symposium on Women and the Law* , 5, 326-37.
- enotes. (n.d.). *Equal Employment Opportunity Act*. Retrieved 09 19, 2011, from <http://www.enotes.com/business-finance-encyclopedia/equal-employment-opportunity-act>
- fahcsia.gov.au. (n.d.). *Review of the Equal Opportunity for Women in the Workplace Act 1999* . Retrieved 09 19, 2011, from http://www.fahcsia.gov.au/sa/women/pubs/general/equal_opp_review/Pages/p2.aspx
- Glenda Strachan, J. B. (n.d.). *Equal Employment Opportunity Legislation and Policies: the Australian experience*. Retrieved 09 19, 2011, from http://www98.griffith.edu.au/dspace/bitstream/10072/18899/1/48464_1.pdf
- Gluck, S. (n.d.). *The Effects of Gender Discrimination in the Workplace*. Retrieved 09 19, 2011, from <http://smallbusiness.chron.com/effects-gender-discrimination-workplace-2860.html>
- Jones, J. M. (2005, 08 02). *Gender Differences in Views of Job Opportunity*. Retrieved 09 19, 2011, from <http://www.gallup.com/poll/17614/gender-differences-views-job-opportunity.aspx>
- Massen, M. (2010, 02 23). *Gender Discrimination At Work*. Retrieved 09 19, 2011, from <http://www.workplacehostile.info/tag/gender-discrimination-at-workplace-in-pakistan/>
- SESEN, E. (2006). *Equal Employment Opportunities in The Adaptation Process of Turkey to EU*. Retrieved 09 20, 2011, from <http://www.jhubc.it/ecpr-istanbul/virtualpaperroom/057.pdf>

Stoler, B. (n.d.). *Sexual Discrimination in the Workplace*. Retrieved 09 19, 2011, from
<http://www.safety.com/articles/sexual-discrimination-workplace>

Joan Wallach Scott, "the politics of the veil". pg 66.

workplace diversity . *ILR council*. [Online] available at:

<http://www.ilr.cornell.edu/library/research/subjectguides/workplacdiversity.html>. [Cited: 04 12,
2011.]

IJSER