

Womens rights gender equality



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Gender Inequality in the Workplace The expression, ‘ a woman has to be twice as good as a man for the same job’ is based on credible evidence.

Employers continue to discriminate against women, not only in the selection process for many types of employment but also by offering proportionately lower wages once employment is secured. Societal stereotypes that reflect past attitudes of women’s role as subservient to men still prevail showcased by the continued imbalance of employment opportunities. Workplace segregation remains prevalent as high concentrations of female employees are associated with relatively low rates of pay. And higher levels of part-time working are associated with lower rates of pay, even after other factors have been taken into account. Women’s employment is highly concentrated in female-dominated occupations which are often the lowest paid. Women are still under-represented in the higher paid jobs within occupations. Qualified women are characteristically denied top level jobs in corporate institutions, but instead of terming it what it is, sexism and discrimination, this form of unequal treatment is referred to as the ‘ glass ceiling’ effect. Women do indeed have to perform twice as well as a man to retain the same pay and position at similar occupational arenas.

Despite increasing levels of labor market participation, women still are not equally represented, especially at higher positions within organizations. This includes those companies that cater specifically to women consumers. This clearly observable fact of life has been called ‘ the glass ceiling.’ The term refers to the “ invisible, artificial barriers that prevent qualified individuals from advancing within their organisation and reaching full potential” (Hewitt

& Roche, 2003). This is not defined as simply an artificial plateau, beyond which women are denied the opportunity to advance to upper levels of executive management (Castro & Furchtgott-Roth, 1997). The glass ceilings exist throughout the workforce in varied historically male dominated positions. These barriers, which have been in place since the beginning of mankind, resulted from institutional and psychological practices that remain in place to a wide extent (Hewitt & Roche, 2003). Women who find themselves under such a ceiling may not, at first, even notice that a barrier was in place which separated them from higher levels because the glass is clear. But when they try to pass beyond a certain point in an organization, they would quickly discover that this ceiling prevented them from advancement. It has become unspoken standard operating procedure to disallow many qualified women top level positions which were merited by their performance. “ The ‘ glass ceiling’ barriers toward women are nothing but an insidious form of sex discrimination, in violation of law” (Feldman, 1997). Glass ceiling barriers exist almost unimpeded at all levels of organizations affecting women at different levels and in various types of business.

From the beginning of recorded human society, tasks pertaining to care of the family were considered woman’s responsibility. In recent times, economic and social behavior patterns have questioned specific gender roles at home and in the workplace. This is an important aspect of wage differentials between men and women. Even if women were paid the on the same scale as men and were afforded equal opportunities to advance within a corporation, they still would be expected to care for the household and everyone in it. Modifying social attitudes concerning the separation of duties

at work and at home is essential if women are to attain full equality.

Generally speaking, men have recently begun to share some of the home duties but this must become a truly equal share for there to be any chance of true equality. If not, the old stereotypes will persist and women will continue to be second-class citizens in jobs where they perform at or above the level of their male counterparts. Persistence is the key. Those who complain about glass ceilings should keep in mind that glass can be shattered if one strikes it hard enough and long enough.

Works Cited

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