

Component of gender
inequality horizontal
and vertical
segregation sociology
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Jonung defines the presence of occupational gender segregation as when women and men are differently spread across occupations than is consistent with their overall shares of employment, irrespective of the nature of job allocation. Gender segregation mean when the percentage of one gender is higher than that of males and females in an occupation. It reflects the gender differences in employment opportunity. The number of occupation with segregation against women is far greater than the number of occupations with segregation against men. Occupational gender segregation consists of two main component dimensions known as horizontal and vertical segregation (Blackburn et al, 2000).

Horizontal segregation is known as under or over representation of certain group in the workplace which is not ordered by any criterion (Bettio and Verashchagina, 2009). According to Anker (1998) horizontal segregation is an absolute and universal characteristic of contemporary socio-economic systems.

It focuses mainly when men and women possess different physical, emotional and mental capabilities. Such discrimination occurs when women are categorized as less intelligent, hormonal and sensitive (Acker 1990). Women are labeled as unreliable and dependent workers when they are pregnant. They are less competent as they will not work as long and hard as others. They become more stressful and sensible to tiny issues happen in the workplace. Martin (1994) declared that in masculine management style, most of the time women possess 'soft skills' and men possess 'hard skills'. It is this concept which creates gender segregation in the workplace.

Vertical segregation referred to the under or over representation of a clearly identifiable group of workers in the workplace at the top of an ordering based on 'desirable' attributes such as income, prestige, authority and power.

Huffman (1995) finds that women do not possess enough supervisory authority at work, in education, occupational experience and prestige. One reason that women lack authority is because most women are more concentrated in female-dominated occupations which comprise fewer positions of authority than male-dominated occupations. Moreover, it is viewed that men's have greater status value, that is men's personality are more valuable than women's and they are much more competent. (Broverman et al. 1972; Deaux and Kite 1987; Eagly 1987).

Men possess more powerful position in the workplace (Bridges & Nelson 1989). Women's wage rates are lower than men's even when their qualifications are similar. As women enter an occupation, this reduces the amount of prestige associated with the task and men leave these occupations.

Sex discrimination-discrimination, harassment and glass ceiling

In many parts of the world, women have experienced breakthroughs in their rights in employment. Despite these advances, women from every country and culture continue to face sex discrimination and sexual harassment in the workplace. The international community has recognized both discrimination based on sex in the terms and conditions of employment and sexual

harassment as violations of the fundamental human rights of women (Gudrun and Danya, 1998)

Although sex discrimination is prohibited by law, it continues to be a widespread problem for working women. There are three forms of sex discrimination that have an effect on women in organizations: overt discrimination, sexual harassment and the glass ceiling. Each has negative effects on women's status and ability to perform well at work.

Overt discrimination

Overt discrimination is defined as the use of gender as a decisive factor for employment-related decisions. This type of discrimination was targeted by Title VII of the Civil Rights Act of 1964, which prohibited making decisions based on sex in employment-related matters such as hiring, firing, and promotions.

It consist such behaviours as to refuse to hire women, to pay them inequitably or even to steer them to “ women's jobs”. Overt discrimination also led to occupational sex segregation where jobs are classified by low pay, low status and short career ladders (Reskin, 1997).

Sexual Harassment

MacKinnon (1979: 1) defined sexual harassment as “ the unwanted imposition of sexual requirements in the context of a relationship of unequal power”. As in overt discrimination, sexual harassment is a persistent gendered problem for women in the workplace around the world. Sexual harassment, a form of sex discrimination, is but one manifestation of the

larger problem of employment-related discrimination against women. It now appears obvious that sexual harassment is a form of sex discrimination.

There are three psychological dimensions of sexual harassment that continued to persist worldwide: sexual coercion, gender harassment and unwanted sexual attention ((Fitzgerald et al., 1995; Gelfand et al., 1995).

The case of sexual harassment in the workplace is mainly due to obtain more power and status than the opposite sex (e. g., Baugh, 1997; McKinney, 1992; Piotrkowski, 1998; Riger, 1991; Welsh, 1999)

Statistical discrimination is another form of sex discrimination in the workplace, it consists of sex-typed job assignment (i. e. “ error discrimination”-Aigner & Cain 1977, England & McCreary 1987, Bielby & Baron 1986a). For example, employers segregate men into jobs with physical demands and women into jobs demanding social skills (Bielby & Baron 1984, Farkas et al 1991). However, employers’ use of sex in job assignments exceeds technical or economic justifications: within the “ mixed-sex” occupations that either sex could presumably perform, small differences in job requirements were accompanied by large differences in sex composition (Bielby & Baron 1986a: 782).

The Glass ceiling

The term ‘ the glass ceiling’ refers to invisible or artificial barriers that do not allow women from advancing past a certain level (Federal Glass Ceiling Commission -FGCC, 1997; Morrison and von Glinow, 1990).

These barriers reflect “ discrimination ... a deep line of demarcation between those who prosper and those left behind.” The glass ceiling is the “ unseen,
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yet unbreachable barrier that keeps minorities and women from rising to the upper rungs of the corporate ladder, regardless of their qualifications or achievements” (Federal Glass Ceiling Commission 1995b: 4; emphasis added). This official description suggests that the definition of a glass ceiling must recognize that it reflects a job inequality that is unexplained by a person’s past “ qualifications or achievements”; it reflects labor market discrimination, not just labor market inequality. The usual, but imperfect, method for detecting discrimination is to look for inequalities that are unexplained by prior characteristics of the employees. Inequalities that derive from past discrimination in education or training or from choices that people make to pursue nonmarket goals such as family, volunteer work, or leisure are not generally considered as part of a glass ceiling. Therefore, glass ceiling inequality represents a gender or racial difference that is not explained by other job-relevant characteristics of the employee.

The glass ceiling is a third type of discrimination that affects women in the workplace and it is an important factor for women who do not get enough access to power and status in organizations. It also includes gender stereotypes, lack of opportunities for women to get promotion and prevent women to get higher income than men.