

Gender imbalance in the work setting

[Business](#)



Week 2 Discussion Questions Week 2 Discussion Questions Question

According to researchers, gender imbalance in the work setting is still alive and thriving among many nations. The United States Bureau of Statistics indicates that a majority of women working 40 to 44 hours per week are paid almost 84.6% of what men working the same hours get paid. In addition, women who have additional working hours earn 78.3% of what men earn with the same additional hours (Darity, 2012). However, instead of fighting gender discrimination, a majority of people acknowledge the behavior. A nation such as the U. S. can take credit for trying to fight gender discrimination in the work setting since it even has a law for protecting women against discrimination. However, in a country such as Saudi Arabia, gender discrimination against women thrives. The country also lacks a law of protecting women against gender discrimination (Laband, 1987). In Saudi Arabia, women are discriminated almost against everything. Women's rights, in the country, are defined by Islamic rights and customs. All working women, in spite of their qualification, earn the same salary. The country is ranked 130 out of 134 nations for gender parity (Darity, 2012). Even the kinds of jobs that women have are not well paying. In Saudi Arabia, not all women have the privilege of studying to the university level. This is the reason why the kinds of jobs that they have are not well paying. However, the king of Saudi Arabia has urged the Saudi Arabian Government to try and revise the law that will mostly see women have favorable jobs. Saudi Arabia is the only nation in the world that women are not allowed to have good jobs (Darity, 2012). However, once the law is passed, at least women will be able to manage high offices. Question 2 Intra-industry or inter-industry trade refers to trade between two countries for the same goods. Country-based <https://assignbuster.com/gender-imbalance-in-the-work-setting/>

theories or principles, for instance the theory of comparative advantage, can best explain intra-industry trade among nations (Griffin, & Pustay, 2009).

Intra-industry trade is, for example, Germany exporting BMWs to Japan, and Japan, on the other hand, exporting Toyotas to Germany. Much of international trade comprises of intra-industry trade. The trade accounts for up to 40% of the world trade. It is, however, not predicted by country-based theories. This is because international trade among manufactured goods arises from similarities of preferences among consumers in nations that are at the same level of economic growth (Geren, 2011). Initially, firms manufactured goods to serve the firm's home or domestic markets.

However, as the firms examine opportunities, they find out that a majority of the promising markets are nations that trade the same goods that they also trade. Country-based theories do not predict intra-industry trade because the theories argue that intra-industry trade should be between nations that have the same per capita income. However, a majority of nations that engage in intra-industry trade do not have the same per capita income (Griffin & Pustay, 2009). Country-based theories can only predict intra-industry trade if the countries have the same per capita income and trade in the same goods.

Also, the types of products that are considered in intra-industry trade are automobiles and expensive equipment, but not goods such as sugar or other foods stuffs (Griffin & Pustay, 2009). Question 3 Business, just like any other activity, is carried out within the context of society. Culture refers to the beliefs, values, behaviors, attitudes and customs that distinguish one society from another (Griffin & Pustay, 2009). It is, hence, vital to ask ourselves the circumstances under which international business people should impose the beliefs of their culture and traditions on foreigners with whom they carry out

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business. Culture is essential in any society. Also, every society has their values or beliefs, and international business people should take this into consideration (Griffin & Pustay, 2009). People expect their culture to be valued by everybody, even those who are not considered with the other person's culture. People do not expect others to manipulate them due to their culture, and if this is breached, then it might lead to conflict (Gibson, 2011). International business people should carry out their business activities with everyone, but if the people they carry out the business which do not respect their culture, then the business people should cut all dealings with them. They should avoid being manipulated and having associations with people who take them for granted (Gibson, 2011). In conclusion, there is a sizeable difference on where the business activity will be conducted, either locally or abroad. When a business activity is conducted locally, the customers might have the impression that the business person does not appreciate the society of the consumer. However, if business is conducted in the consumer's country, then the consumers will have the impression that the business person appreciates his or her culture business might carry on in the future.

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