

# There is no gender equality in the uk workplace of today

Sociology



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College: THERE IS NO GENDER EQUALITY IN THE UK WORKPLACE OF TODAY

Gender is socially created word which refers to cultural grouping of people as masculine or feminine. Gender discrimination takes place if one grouping of people is treated differently from the rest. It is also referred to as Gender inequality. Two theories explain how people are gendered. Psychological theory bases its argument on the experiences of boys and girls while socialization theory on cultural expectations.

I am supporting above statement of the topic because gender inequality is a serious problem in places of work in UK. According to Sylvia Walby, there is a system of social structures and practices in the work place in which Men dominate, oppress and exploit women. There are laws that govern against discrimination based on gender, civil partnership or marriage, gender reassignment, Maternity leave and pregnancy, sexual orientation etc. In the UK, it is an offence to discriminate any individual. However, discrimination is still prominent at the workplace.

Gender segregation in the work place according to functionalist's theory, explains that it occurs due to increased responsibility of women. Women are seen to have less commitment, training and expertise in the job market. Most employers end up paying them less salary as compared to their male colleagues at the same level (Klein, 1985, p. 80). Gender ideologies always prevent gender equality in the labour market. The block diagram bellow explains the cycle of the inequality perspective leading to negative perception on women by the employers.

There are more ways by which discrimination is experienced in the work place in the UK. Direct inequality happens when employer for instance offer

driving job to only male applicants while indirect discrimination cases occur where given work condition only favour one group of people. Women are forced to work until late and even overtime irrespective of any domestic responsibility that they have.

Harassment of any kind is a way of reflecting inequality at the work place. This mainly takes place in the offices or dinners held by the company for the employees. Most of which are sexual harassment. In addition, victimization at work place is rampant. The employer usually may favour one person of the opposite sex based on personal interest. Treating a person unfairly also amounts to discrimination at work (Klein, 1985, p. 67). This mainly happen the employees who are ignorant of their rights. With this, inequality based on gender or race is felt in Some UK companies.

Britain had formed a commission referred to as Equal opportunities Commission. This commission is championing on unfair treatment of employees at the work place. The commission was formed in 1975 and is still active to date. In UK, women on part time employment are paid less by 38. 4 percent as compared to men. Full time workers have a gap of 17. 2 percent (Klein, 1985, p. 68). This is against right for better pay.

In the UK, independent bodies were asked to investigate women harassment at the offices and even in the armed forces. In addition, around 30, 000 workers lose their jobs in UK because of being pregnant. This discrimination is based on maternity and pregnancy conditions. Discrimination undermines employment rights that an employer must respect.

Due to discrimination in places of work, department of trading and industry works with Unions in identification of companies whose records are worst. In

addition, ministries have restructured to impose heavy fine on the firms discriminating women while at work. Commission on equality and Human rights also effects investigations on the discrimination cases. The fact that discrimination is a serious offence and unlawful, the courts have been active in handling such cases arising from it within UK. These confirm that there is no equality in most of the working places in this nation.

#### Bibliography

Klein, S., 1985. Handbook for Achieving Sex Equity Through Education. Baltimore, MD: The Johns Hopkins University Press.