

Behaviour patterns
that distinguish
women from men
sociology essay



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- Chart 18 - Unemployment rate (%) by sex, 2000 - 2010

Gender can be defined as a set of features, functions, and behavior forms that distinguish adult females from work forces socially and culturally and dealings of power between them (Women Information Centre, 2005) .

These features, functions, behavior forms and power dealings are dynamic ; they vary over clip and between different cultural groups because of the changeless shifting and fluctuation of cultural and subjective significances of gender (Hirut, 2004) . The intent of this paper is to transport out an in-depth probe of gender inequalities within the workplace of Mauritius.

Work force and adult females see the universe of work rather otherwise. Wage disparities, occupational sex segregation, and gender differences in authorization, for illustration, are good recognized (e. g. , Padavic and Reskin 2002) . Despite distinguished alterations in work, meaningful differences in these countries remain relentless characteristics of modern-day society (England 2006, 2010) .

While there are surely other factors at drama, this paper focuses on favoritism in a assortment signifiers, including in hiring (Gorman 2005 ; Goldin and Rouse 2000) , publicities (Olson and Becker 1983) , rewards (Meitzen 1986) , glass ceiling, and every bit good as sexual torment (see Welsh 1999) .

Of class, documenting the modern-day happening of gender favoritism in employment is merely a first measure. As Reskin (2000, 320) argues, “ we need to travel beyond showing that employment favoritism exists, and look <https://assignbuster.com/behaviour-patterns-that-distinguish-women-from-men-sociology-essay/>

into why it persists in work organisations. " We must look at procedures that lead to unequal results for adult females and work forces. The existent challenge is to bring out how favoritism unfolds in existent work scenes.

Background: (1.5 pages)

" Gender inequality means inequality between work forces and adult females in accessing the bing resources " (Saroukhani 1991: 673) . In the position of Krammara & A ; Treicehr " any sort of behaviour, policy, linguistic communications, and other actions that represents a fixed, comprehensive, and institutionalised position in respect to adult females as inferior existences, means gender inequality " . (1985: 185) . Therefore, gender inequality refers to the differences between work forces and adult females in having societal and economic advantages which is frequently to the benefit of work forces at the disbursal of adult females, which means work forces take high quality over adult females.

The issue of gender inequality can be considered as a cosmopolitan characteristic of developing states.

One of the countries of disparity between males and females is related to the difference in their employment position which is present through occupational segregation, gender-based pay spreads, and adult females ' s disproportional representation in informal employment, unpaid work and higher unemployment rates (UNFPA, 2005) . As adult females in developing states have low position in the community, the activities they perform tend to be valued less ; and adult females ' s low position is besides perpetuated through the low value placed on their activities (March et al. , 1999) .

Component of gender inequality-horizontal and perpendicular segregation (3 pages)

Jonung (1984, p. 45) defines the presence of occupational gender segregation as when adult females and work forces are otherwise spread across business than is consistent with their overall portions of employment, irrespective of the nature of occupation allotment. Gender segregation mean when the per centum of one gender is higher than that of males and females in an business. It reflects the gender differences in employment chance. The figure of business with segregation against adult females is far greater than the figure of business with segregation against work forces. Occupational gender segregation consists of two chief component dimensions known as horizontal and perpendicular segregation (Blackburn et al, 2000) .

Horizontal segregation is known as under or over representation of certain group in the workplace which is non ordered by any standard (Bettio and Verashchagina, 2009) . Harmonizing to Anker (1998) horizontal segregation is an absolute and cosmopolitan feature of modern-day socio-economic systems.

It focuses chiefly when work forces and adult females possess different physical, emotional and mental capablenesss. Such favoritism occurs when adult females are categorized as less intelligent, hormonal and sensitive (Acker 1990) . Womans are labeled as undependable and dependent workers when they are pregnant. They are less competent as they will non work as long and hard as others. They become more nerve-racking and reasonable to tiny issues go on in the workplace. Martin (1994) declared <https://assignbuster.com/behaviour-patterns-that-distinguish-women-from-men-sociology-essay/>

that in masculine direction manner, most of the clip adult females possess ' soft accomplishments ' and work forces possess ' hard accomplishments ' . It is this construct 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 telling based on ' desirable ' properties such as income, prestigiousness, authorization and power.

Huffman (1995) finds that adult females do non possess plenty supervisory authorization at work, in instruction, occupational experience and prestigiousness. One ground that adult females lack authorization is because most adult females are more concentrated in female-dominated businesss which comprise fever place of authorization than male-dominated businesss. Furthermore, it is viewed that work forces ' s have greater position value, that is work forces ' s traits are more valuable than adult females ' s and they are much more competent. (Broverman et al. 1972 ; Deaux and Kite 1987 ; Eagly 1987) .

Work force possess more powerful place in the workplace (Bridges & A ; Nelson 1989) . Women ' s income rates are lower than work forces ' s even when their makings are similar. As adult females enter an business, this reduces the sum of prestigiousness associated with the undertaking and work forces leave these businesss.

Sexual activity discrimination-discrimination, torment and glass ceiling (2 pages) 1st diary

In many parts of the universe, adult females have experienced discoveries in their rights in employment. Despite these progresss, adult females from every state and civilization continue to confront sex favoritism and sexual torment in the workplace. The international community has recognized both favoritism based on sex in the footings and conditions of employment and sexual torment as misdemeanors of the cardinal human rights of adult females (Gudrun and Danya, 1998)

Although sex favoritism is prohibited by jurisprudence, it continues to be a widespread job for working adult females. There are three signifiers of sex favoritism that affect adult females in organisations: open favoritism, sexual torment and the glass ceiling. Each has negative effects on adult females ' s position and ability to execute good at work.

Overt favoritism

Overt favoritism is defined as the usage of gender as a standard for employment-related determinations. This type of favoritism was targeted by Title VII of the Civil Rights Act of 1964, which prohibited doing determinations based on sex in employment-related affairs such as hiring, fire, and publicities.

It consist such behaviors as to decline to engage adult females, to pay them inequitably or even to maneuver them to " adult females ' s occupations " . Overt favoritism besides led to occupational sex segregation where

occupations are classified by low wage, low position and short calling ladders (Reskin, 1997) .

Sexual Harassment

MacKinnon (1979: 1) defined sexual torment as “ the unwanted infliction of sexual demands in the context of a relationship of unequal power ” . As in open favoritism, sexual torment is a relentless gendered job for adult females in the workplace around the universe. Sexual torment, a signifier of sex favoritism, is but one manifestation of the larger job of employment-related favoritism against adult females. It now appears obvious that sexual torment is a signifier of sex favoritism.

There are three psychological dimensions of sexual torment that continued to prevail worldwide: sexual coercion, gender torment and unwanted sexual attending ((Fitzgerald et al. , 1995 ; Gelfand et al. , 1995) . The instance of sexual torment in the workplace is chiefly due to obtain more power and position than the opposite sex (e. g. , Baugh, 1997 ; McKinney, 1992 ; Piotrkowski, 1998 ; Riger, 1991 ; Welsh, 1999)

Statistical favoritism is another signifier of sex favoritism in the workplace, it consists of sex-typed occupation assignmen (i. e. “ error favoritism ” -Aigner & A ; Cain 1977, England & A ; McCreary 1987, Bielby & A ; Baron 1986a) .

For illustration, employers segregate work forces into occupations with physical demands and adult females into occupations demanding societal accomplishments (Bielby & A ; Baron 1984, Farkas et al 1991) . However, employers ‘ usage of sex in occupation assignments exceeds proficient or economic justifications: within the “ mixed-sex ” businesss that either sex <https://assignbuster.com/behaviour-patterns-that-distinguish-women-from-men-sociology-essay/>

could presumptively execute, little differences in occupation demands were accompanied by big differences in sex composing (Bielby & A ; Baron 1986a: 782) .

The Glass ceiling

The term ' the glass ceiling ' refers to invisible or unreal barriers that do non let adult females from progressing past a certain degree (Federal Glass Ceiling Commission -FGCC, 1997 ; Morrison and von Glinow, 1990) .

These barriers reflect “ favoritism... a deep line of limit between those who prosper and those left buttocks. ” The glass ceiling is the “ unobserved, yet unbreachable barrier that keeps minorities and adult females from lifting to the upper rounds of the corporate ladder, irrespective of their makings or accomplishments ” (Federal Glass Ceiling Commission 1995b: 4 ; accent added) . This official description suggests that the definition of a glass ceiling must acknowledge that it reflects a occupation inequality that is unexplained by a individual ' s past “ makings or accomplishments ” ; it reflects labour market favoritism, non merely labour market inequality. The usual, but imperfect, method for observing favoritism is to look for inequalities that are unexplained by anterior features of the employees. Inequalities that derive from past favoritism in instruction or preparation or from picks that people make to prosecute nonmarket ends such as household, voluntary work, or leisure are non by and large considered as portion of a glass ceiling. Therefore, glass ceiling inequality represents a gender or racial difference that is non explained by other job-relevant features of the employee.

The glass ceiling is a 3rd type of favoritism that affects adult females in the workplace and it is an of import factor for adult females who do non acquire adequate entree to power and position in organisations. It besides includes gender stereotypes, deficiency of chances for adult females to acquire publicity and prevent adult females to acquire higher income than work forces.

Occupational segregation in Mauritius (2 page)

Case survey on Mauritius (1 page)

In 2010, working adult females were 190, 400 in figure and accounted for 36 % of the entire work force, i. e. 1 out of every 3 workers was adult female. A working adult female was on norm one twelvemonth younger than her male conterpart.

The bulk of the work force were found in the third sector (covering trade, hotels & A ; eating houses, conveyance and all other service industries) for both work forces and adult females.

Out of every 10 female workers, 7 were employed in the third sector, 2 in the secondary sector (covering fabrication, electricity & A ; H2O and building) and 1 in the primary sector (covering agribusiness and excavation & A ; quarrying) . The corresponding figures for male workers were 6, 3 and 1.

Ten old ages ago, work forces and adult females were about every bit distributed in the three sectors of employment.

Chart 17 – Distribution of employed individual by sector and sex, 2000 & A ; 2010

Womans are much less likely than work forces to be self employed. Merely 12 % of the employed adult females worked on their ain or head their concern compared to 21 % for work forces. However, adult females are today more inclined towards entrepreneurship than they were ten old ages back.

Table 8 – Distribution (%) of employed individuals by employment position and sex, 2000 & A ; 2010

Employment position

2000

2010

Male

Female

Male

Female

Employer

4. 9

1. 8

5. 3

1. 8

Own history worker

15. 3

5. 4

15. 9

9. 6

Employee

79. 3

91. 1

77. 9

83. 5

Lending household worker

0. 5

1. 7

0. 9

5. 1

Entire

100.0

100.0

100.0

100.0

Though the on the job age population comprised an about equal figure of work forces and adult females, the latter are over represented among the unemployed. In 2010, unemployed adult females numbered 28, 500 against 16, 700 work forces. Female unemployment rate at 13 % , about trebled the rate for work forces.

Over the old ages, while male unemployment rate hovered in the scope of 4 % to 6 % , that for adult females increased to make a extremum of 16 % in 2005 ; it so decreased boulder clay 2009 when the tendency is reversed. The disparity between male and female unemployment is higher in 2010 than in 2000.

Chart 18 – Unemployment rate (%) by sex, 2000 – 2010

In 2010, unemployed work forces were largely individual (78 %) while unemployed adult females were largely ever-married (67 %) .

Unemployed adult females are on mean three old ages older than unemployed work forces, but less likely to hold work experience. Some 65 % of the unemployed adult females had worked in the yesteryear against about 70 % for work forces.

Unemployed adult females are by and large more qualified but tend to remain longer in unemployment. Some 40 % of them possessed the School Certificate or above against 35 % among work forces. On norm, adult females remained unemployed for 12 months compared to 8 months for work forces.

In hunt for a occupation, work forces are more likely to look into at mills and worksites while the most common method for adult females was to use to prospective employers.

Unemployed work forces relied chiefly on their parents for fiscal support whereas idle adult females were supported largely by their partner or spouse.

The Gender Inequality Index (GII) , introduced by the United Nations in 2010, is a composite step reflecting inequality in accomplishments between adult females and work forces in three dimensions, viz. generative wellness, authorization and the labour market. It varies between nothing (when adult females and work forces do every bit) and one (when work forces or adult females fare ill compared to the other in all dimensions) .

Harmonizing to the latest figure published in the 2010 UN Human Development Report, Mauritius is ranked 46th out of 138 states with a GII value of 0. 47 in 2008