

# [Men and women at workplace at america](https://assignbuster.com/men-and-women-at-workplace-at-america/)

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• Women employment was more than men in major categories of employment• Women employment was more than men in major categories of employment Sales and Office – 64%o Service – 57%o Professional and other related occupations – 56%• The overall employment rate for women increased from 37. 8% in the year 1995 to 46. 7% in 2000. (US Census Bureau, 2000)Equality in Pay• 34% of females in the United States felt that they are underpaid than their male counterparts even after possessing the same skills and qualifications. (Lorenz, Careerbuilder. co. uk) • 26% of female workers said that they have lesser opportunities to excel in their organization than their male counterparts.• According to US Census data, US woman earned 73 cents compared to one dollar of man in the year 1998 (Lanny Keller, CNN)
Gender Discrimination• Many Americans believe that sex discrimination no longer presents a significant problem for working women.• The appointment in July 1999 of a woman as president and chief executive officer of Hewlett-Packard, the world's second-largest computer company, was greeted with the pronouncement that “ the glass ceiling finally had been shattered,”• In fact, Hewlett-Packard was only the third of the For¬tune 500 companies to turn to a woman for leadership at the highest level.• If by the end of 2001, five Fortune 500 companies had elevated women to top leadership posi¬tions, 495 were still led by male CEOs.• Nearly 4% of the highest-ranking corporate officers of Fortune 500 companies in 1999 were female, women comprised only 2. 7 % of the highest-paid corporate officers• The average lifetime cumulative earnings of a 50-year woman are estimated at $496, 000, while that of her counterpart is about $1. 1 million. This is due to lower pay during her work period, women retirees earn less than one-half the pension income of men. (Raymond F. Gregory)Sexual Harassment at Workplace: Men too get harassed• Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964.• In Fiscal Year 2008, EEOC received 13, 867 charges of sexual harassment.• 15. 9% of those charges were filed by males.• EEOC resolved 11, 731 sexual harassment charges in FY 2008 and recovered $47. 4 million in monetary benefits (US. EEOC)
Leadership• During an survey conducted by MSNBC, 41% male and 33% female respondents said men are likely to be good leaders  (Tahmincioglu, MSNBC)• 3 out of 4 women preferred to work for men rather than women• Survey found that about 33 percent of men and women would rather work for a man, while about 13 percent would prefer working for a woman corporate Initiatives• Encouraging women to take challenging activities at work• Implementing equal opportunities policies• Avoid gender bias while promotion • Avoiding disparities in the matters of pay and hike in pay.• Curtail discrimination of both sexes by creating a friendly atmosphere.