

# Men and women at workplace at america

[Business](#), [Human Resources](#)



- 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% Service - 57% 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 Fortune 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 positions, 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.