



EVIDENCE OF GENDER DISCRIMINATION IN EMPLOYMENT FROM A GLOBAL PERSPECTIVE

★ INTRODUCTION ★

Academic study shows continuing gender inequalities in wages and advancement. Since the mid-20th century, women and men's responsibilities in the workplace have changed. In almost every OECD country, women are smarter than males. In many nations, women make up more than 40% of the workforce, and the gender pay gap is shrinking.



Theoretical Thoughts on Gender Discrimination

As a result of not being able to predict an employee's future performance, recruiting new people is a risky business for employers. Employers rely on the cover letter and resume, yet they may still have doubts about the applicants' abilities. It stands to reason that an employer's assumptions could be inaccurate if they are based on prejudice.



Discrimination against Women

From economic-rational perspective, which deals with statistical discrimination, and the cultural perspective, which centres on social norms and gender stereotypes, are the two broad categories into which we have placed the relevant theoretical approaches. Cultural perspectives inform hiring practises that, in turn, rely on gender stereotypes and gender-specific differences in job expectations. As women's roles have traditionally been limited to the home, this tradition would make it more difficult for them to find gainful employment.



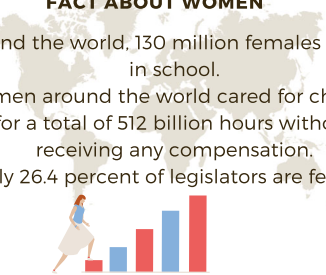
Discrimination against Men and Women

Previous research has found gender discrimination in male- and female-dominated occupations. Men are perceived as competent but not warm, while women are perceived as competent but not warm. Because these stereotypes are associated with both individuals and jobs, it is very likely that employers discriminate against applicants of the 'wrong' gender. Most employers want stable employees, and studies have shown that workers' employment duration is affected by the gender of the job. Both viewpoints lead us to expect discrimination against the minority sex in sex-typed jobs and no discrimination in gender-balanced jobs. The 'ideal worker' norm leads to the general expectation that women are discriminated against.



FACT ABOUT WOMEN

- Around the world, 130 million females are not in school.
- Women around the world cared for children for a total of 512 billion hours without receiving any compensation.
- Only 26.4 percent of legislators are female.



Understanding Gender Discrimination

It appears that outdated gender stereotypes, such as those that limit women to the roles of mother and housewife, are playing less of a role in today's hiring practises.

Gender norms appear to play no role in the hiring process for non-stereotypical jobs.

It's possible that women may have an advantage in hiring due to the existence of in-group (same-gender) bias.

Despite claims of 'gender' discrimination, the GEMM study found no evidence of bias against women when hiring for IT positions.

Different findings can probably be accounted for by looking at different types of jobs.

If studies included both traditionally male and female-dominated fields, the overall result would be very close to zero discrimination in hiring based on gender.

SUMMARY

Despite recent changes, women continue to have poorer salaries and professional possibilities on average. There are two reasons why men and women may gravitate toward distinct occupations. According to this demand-side theory, hiring discrimination against women would be a significant explanation for women's disadvantage in the labour market. There is no evidence of hiring discrimination against women in any of the six nations and occupations investigated, according to the data. In Germany, the Netherlands, Spain, and the United Kingdom, hiring discrimination against men was discovered, but not in Norway or the United States. The findings offer a significant and robust piece of evidence that young women are not discriminated against during the initial employment phase.

FACT ABOUT MEN

- Many men struggle to break free of the mould that society has cast for them. They are expected to show masculine traits such as strength of character and financial independence in order to live up to the stereotype of a "real man."
- Men are more likely to commit suicide
- Parental leave and flexible scheduling options are often not available to men at work.

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