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Gender Inequality at the work place

SUMMARY OF ARTICLE #1: (TS) Gender inequality is a menace that for a long time since time immemorial has affected many generations and that has led to what can be referred to as inequality in the workplace. It is important to note that gender inequality has not started with the recent generations but gender inequality is one that has been passed from generation to generation and can be experienced even in the new era where one would think that it cannot be experienced because the recent generations are informed and well educated. However, this is not the case since the menace of gender inequality continues to take place and affects organizations and women feel sidelined as it affects them in their workplaces. Gender inequality continues to cause a scare to women who despite having the same level of education like the men and also doing more work than the men, they are still being compensated lower than the men in the society. The fact that women experience these challenges of gender inequality, the government has been seen to work on how women can be remunerated the same as the men. There men who have also joined in the movement of supporting the women so that they may get the same remuneration as that the men are paid.

(TS) Gender inequalities continue to cause a menace that affects how the female gender is treated in the workplace. For quite a long time, women who have the knowledge that the men that they work with are remunerated more than them because of their gender are not able to work

effectively. The fact that they do more work than the men in the departments they work in causes a scare of what leads to sexism among them. However, in most cases, the female gender does not get to know about the inequality that takes place in terms of remuneration.

(TS) According to Hopcroft and Rosemary, they explain gender inequality that is experienced in interaction. According to their theory, they state that the difference in the remuneration between the men and women is caused by the fact that women in the modern times are more educated than men which then causes gender inequality and women get to be paid better and more than the men. This case presents the fact that there is a difference between gender inequality at the historical times and the modern times. According to Hopcroft and Rosemary, gender inequality in historical times was as a result that men were considered to carry out more work than the women in the society. However, according to the research by Hopcroft and Rosemary, sexism has been the cause of gender inequality which has led the male gender to be highly esteemed than the female gender, therefore, causing inequality at the workplace. The fact that women and men who have the same level of education get to be unequally remunerated leads to what can be termed as a dependency. Women become dependent on the men yet they have the same level of education, work in the same organization, carry out the same roles but end up being paid poorly by the employees due to what can be regarded as sexism. However, Hopcroft and Rosemary are quick to note that gender inequality is not the same in all communities but rather it differs from one community to the other.

(TS) Hinsliff Gabby is an author who has written an article that Gender Equality at the workplace is a matter of respect and not just money. Gender inequality as Hinsliff states is a matter of respect where it is required that men should respect women and accord the same level of respect that they accord to their fellow men in society. Hinsliff states that sexism is the main

contributing factor to gender inequality. There are several protests and boycotts that have taken place that **has been** carried out by women in the U.S but still the menace of gender inequality continues to take place in **the** society. Hinsliff gives a history of the boycotts that have been carried out in the country including Dagenham boycott which was the first protest that was carried out against gender inequality in the workforce. Despite the frequent boycotts and protests that **are** carried out, there still is gender inequality that affects **society and especially at** the workforce. Hinsliff provides that the society at large has a role to play **and** especially in ensuring that awareness is created and women are empowered about their rights. Equal pay for women should be a slogan that will invite both genders, organizations, and companies to ensure that women are paid accordingly and in the same manner that men are paid.

(TS) Kevin Gordon has written an article on Gender Inequality in the workplace. The article is based on the economic effect that gender inequality has on women. Gender inequality causes women to be paid less than their male counterparts despite having undertaken the same level of education at their workplace **and also having the same level of education**. Such discrimination leads to women performing poorly at their workplace which leads to general poor performance of the organization. The author, Kevin Gordon explains that there have been some improvements in the workforce where women receive some form of equal treatment but these have been championed by the many struggles and boycotts that they have carried out in **ensuring that they have undertaken to ensure** that they receive proper treatment like their male counterparts at the workplace. **Women who get to know about what their male counterparts in the organization they work are paid more than them are demoralized in carrying out their duties at the workplace**. Women feel that they are not appreciated **and hence** they carry out their roles inefficiently which leads to poor performance in the company.

RESPONSE, AS INFORMED BY OTHER ARTICLES:

(TS) Unequal pay among the employees in the organization especially between the male and female gender is the main cause of gender inequality as explained by King and Michelle. According to the authors, unequal pay is the main contributing factor of gender inequality at the workplace. The author explains that unequal pay causes many indifferences among the two genders as women feel unappreciated since they do not receive the same remuneration as the male counterparts. The author is keen to explain that the modern wage system leads to gender inequality not only in the workplace but also in the society. The author further explains that women face challenges as their social economic status in the society is discriminated as they do not receive equal treatment as their male counterparts. Unequal pay leads to psychological effects that are experienced by women in society. According to the authors, the best way of dealing with inequality at the workplace is by ensuring that there is prioritization and that women at the workforce are paid equally as the men that they work within the organization. Furthermore, the author explains on the various forms and policies that should be carried out so as to ensure there is proper remuneration for the women in the organization.

Sexism has been stated to be one of the main causes of gender inequality and it follows women from the cradle to the workforce. The manner in which women are harassed at the workplaces and caused to feel inferior is what causes inequality between the two genders. The author further states that the society has the role of changing the song of gender inequality that has been taking place in the history and singing a new song where gender inequality is no longer experienced but rather, where all employees in an organization are equally remunerated despite the gender of a person.

Jim the author, explains that both men and women have a role to play in ensuring that there is gender equality. The government as explained, should be on the forefront of coming up with policies that will govern and ensure that there is gender equality and women and men in the same organization **and** who undertake the same roles are remunerated efficiently. This ensures that gender equality is observed and there is equal **remuneration** of the employees.

(CONCLUSION) Quinlan, the author of gender inequality is not just a women's issue explains that gender inequality in historical times was as a result that men were considered to carry out more work than the women in the society. However, according to the research by Quinlan, sexism has been the cause of gender inequality which has led the male gender to be highly esteemed than the female gender, therefore, causing inequality at the workplace. The fact that women and men who have the same level of education get to be unequally remunerated leads to what can be termed as a dependency. Women become dependent on the men yet they have the same level of education, work in the same organization, carry out the same roles but end up being paid poorly by the employees due to what can be regarded as sexism. Gender inequality causes women to be paid less than their male counterparts despite having undertaken the same level of education at their workplace and also having the same level of education. Such discrimination leads to women performing poorly at their workplace which leads to general poor performance of the organization.

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