**GENDER IDENTITY MANAGEMENT AND LEADERSHIP**

**CHAPTER III**

**GENDER EQUITY PROBLEMS (PNA)**

* 1. Gender Bias and Problems Encountered During Duties
     1. Patriarchy
     2. Gender Stereotypes
     3. Economic Insecurity
  2. **Gender Equity Problems**

Gender equity problems are one of the more significant factors affecting the level of employment of women in maritime professions. Mainly, gender equity problems in maritime constitute a challenge for:

* increasing the rate of employment and detaining women among maritime officers and managers;
* increasing maritime safety at work;
* counteracting the processes of discrimination and self-discrimination of women from the marine labor market;
* raising social awareness of problems related to the participation of women in the labour market;
* counteracting mobbing and harassment in the work environment;
* overcoming gender stereotypes and reducing gender inequalities onboard;
* integrating of female and male seafarers in the work environment.

Gender equity problems rise on cultural bases that affect the perception of men and women in many spheres of life, such as: private, economic, social, political, and cultural. Socio-cultural sources of gender equity imbalance involve patriarchy, stereotypes, and economic insecurity of women.

* + 1. **Patriarchy**

Patriarchy is employed as a central concept of gender studies, to explain unequal positions of men and women in society. In this perspective, patriarchy is viewed and analyzed as cultural subordination of women in various spheres of life. Patriarchy manifests itself in a social system in which men hold primary power and predominate in roles of political leadership, moral authority, and social privilege. Therefore, patriarchy involves the manifestation and institutionalization of male dominance over women both in the family and within society in general. It implies that "men hold power in all the important institutions of society" and that "women are deprived of access to such power" (1). According to other researcher, "in this system women's labour power, women's reproduction, women's sexuality, women's mobility, and property and other economic resources – are under patriarchal control" (2).

Since in patriarchal societies, most power belongs to men, women are pushed to positions in which their access to power, decision-making, and participation in the distribution of social goods are limited. Patriarchy assigns a higher value to masculinity than feminity; it favours "masculine traits" in performing social and cultural roles in the public and economic spheres. The patriarchal social system imposes self-definitions and provides norms for both men and women. These social norms impose the social roles of women as defined by biological sex: preferably as mothers and wives, where both wifehood and motherhood are glorified. The patriarchal system also rewards those women who passively act according to the rules of their culturally defined roles. There are various ways in which patriarchy manifests itself in different cultural settings. The most important of them include:

* Dualistic and gendered thinking of male and female roles (e.g., men leading, and women supporting);
* Male domination about occupying the most powerful positions and performing essential and visible social roles (e.g., politicians, professors, top managers, public leaders, etc.); women who hold these positions are expected to fully adapt to male norms and act according to "male traits".
* Women's productivity is controlled by men - both within the household and outside. Within the household women are expected to provide all kinds of services to their husbands and children;
* In many societies, men also control women's labour outside the home. They may prevent women from working or control their income earned from work. They may appropriate what women earn. Often women are excluded from better-paid or prestigious work. They usually perform jobs with low wages or work within the household.

The last is called "home-based production", which, within gender studies, is perceived as an exploitative system. According to empirical studies, women across different countries and cultures spend more time on household activities than men do, regardless of their employment status. In 2015, an average difference of 50 minutes per day in the time spent on housework was observed between the male and female members of couples living in the United States (3).

Different kinds of violence may be used to control and subjugate women. Various violent practices may even be considered legitimate, so women are always routinely experienced by male violence (4). In the patriarchal system, not only men but also women are in positions of protectors of traditional patriarchal social structures.

Patriarchy, as a system basing on inequalities, refers to various spheres of social life. This problem is particularly evident in the labour market, where it assumes various forms of discrimination, such as employment discrimination, professional discrimination, discrimination of the human capital type, pay discrimination, and workplace discrimination.

Employment discrimination refers to limited employment opportunities that women are offered regardless of their qualifications as well as demographic characteristics. Employment discrimination is related to more considerable difficulties in finding employment as well as being put at more significant risk of losing a job, compared to other groups. According to various empirical studies, women face employment discrimination when going through the selection process when applying for "believed-to-be-for-men" jobs. Female candidates are evaluated more negatively and recommended for employment less often compared with male candidates. Additionally, there is evidence of discrimination against pregnant women when they apply for jobs and women who are mothers are recommended for promotion less than women who are not mothers (5).

Professional discrimination occurs when there are arbitrary limitations in access to certain professions, and when conditions of employment are different in the case of men and women. Various data show that, across 30 industrialized countries, there is clear segregation according to gender in vocational roles: Certain occupations (such as policing) are dominated by men, whereas women gender stereotypes dominate other occupations (such as nursing). Seafaring remains one of the labour market sectors where both: low rate of women employment and gender stereotypes go hand in hand (6).

Position discrimination pertains to the limited access of women to managerial or decision-making positions. Position discrimination against women refers to professional segregation, which is manifested in the fact that the ratio of women to men holding managerial or decision-making positions is considerably low. Studies reveal that women in leadership positions receive lower performance evaluations than matched men (7). Managers give women limited access to leadership roles, and men have a faster ascent in organizational hierarchies than women (8).

Discrimination of the human capital type relates to the fact that certain social groups have limited access to education, knowledge, professional training, and experience, all of which are beneficial for improving their efficiency as employees. Managers give women fewer training opportunities, compared with men (9).

Pay discrimination implies differences in salaries received by women and men regardless of their qualifications and efficiency of an employee. This type of discrimination relates to professional segregation, ill-judgement and not objective job appraisal (10). Various empirical reports indicate that on the global scale, women are underpaid, compared with men. However, the situation varies from country to country (11).

Workplace discrimination negatively affects women's earnings and opportunities, the dearth of women in leadership, and the longer time required for women (vs. men) to advance in their careers (12).

* + 1. **Gender Stereotypes**

Stereotypes involve pre-convinced notions about a group of people. They form an unjustified generalization, and they suggest that the stereotype is right for each person in the category. Cultural stereotypes shape expectations toward particular groups of people and generate common opinions about them. According to UN Human Rights Organization, a gender stereotype is a "generalised view or preconception about attributes or characteristics, or the roles that are or ought to be possessed by, or performed by women and men. A gender stereotype is harmful when it limits women's and men's capacity to develop their abilities, pursue their professional careers and make choices about their lives" (13).

The practices of gender stereotyping influence social expectations towards the inherent abilities of men and women. Therefore, stereotypes have an impact on their career development. Stereotypes justify social inequalities and reinforce perceived boundaries between women and men. Finally, they are a frequent cause of discrimination against women. Gender stereotypes have a high impact on how people regard and evaluate women. Men, as well as women, are inclined to evaluate women primarily in terms of their appearance, rather than their accomplishments, which does not refer to men (14). Gender stereotypes reflect opinions about the inherent characteristics of men and women, which make them capable of fulfilling specific social and professional roles. According to various empirical studies, assertiveness and performance are perceived as signs of greater agency in men whereas warmth and care for others are commonly viewed as indicators of greater commonality in women (15).

So far, little attention has been paid to the analysis of the woman's stereotype in maritime occupations. According to Polish Study conducted within MENTORESS project (16),

there are many stereotypes prevalent in the marine crews' environment which shape expectations towards women on-board. The chosen examples of stereotyping women on-board involve:

* The perception of woman as the *fair sex* refers to exaggeratedly romanticized, the feminine portrait of a delicate woman who simply "does not fit for this job";
* The stereotype of a woman as *a gold digger* – a woman who is looking for a husband on-board;
* The concept of *un-naturalized woman*, who acts in a stereotypically masculine, that is, agentic fashion, as well as who is deprived of physical attractiveness;
* *An easy make* – a woman easily persuaded to engage in sexual acts.

These stereotypes seem to discourage women themselves from taking up work at sea or cause environmental pressure (families, life partners) to abandon plans referring to maritime careers.

* + 1. **Economic Insecurity**

Women around the globe often fall prey of exclusion from better-paid work. They usually undertake jobs with low wages. Many of them work within the home, which is called "home-based production", constituting itself an exploitative system. According to UN statistics, "women dominate low-pay, low-status, part-time or contract work that offers limited opportunities for social security coverage. Even for similar kinds of work, women are typically paid 20-30 percent less than men". Moreover, "women perform 66 percent of the world's work, produce 50 percent of the food, but earn 10 percent of the income and own 1 percent of the property" (17). All over the world, men tend to earn more than women - we are dealing here with a phenomenon known as "gender pay gap". Globally, men are more likely to own land and control productive assets than women. In some countries, women are limited in possibilities of running their own companies.

Gender economic inequalities occur on the level of social wellbeing and access to social goods: The "feminization of poverty' was first noted in the late 1970s, and since that time, various scholars have examined trends in men's and women's poverty rates in order to explore how economic status may be affected by gender. Feminization of poverty relates to the fact that many women face economic insecurity. This situation is related to lower employment rate of women compared to men, lower salaries, and the precariousness of their employment situation (18). According to empirical data collected United Nations (19), working-age women in developed and developing countries are more likely to be poorer than men when they have dependent children and no partners to contribute to the household income or when their income is non-existent or too low to support the entire family. At older ages, women in developed countries are more likely than men to experience economic deprivation, mainly when living in one-person households. The difference in poverty rates between women and men is narrowing in some countries while it remains persistent in others. In many countries, women continue to be economically dependent on their spouses. The share of women among the older poor is 64%. The higher rate of poverty among women (in global scale) mostly results from more reduced employment opportunities and women's over-representation in lower level job positions.

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**CIRCLE THE CORRECT ANSWER (Chapter 3)**

1. Why do gender equity problems are of interest to people and organizations operating within the maritime industry?
2. Because gender equity problems have an impact on the rate of employment and retaining women among maritime officers as well as on integrating them in the work environment.
3. Because the issues of political correctness are crucial for developing maritime industry
4. Because the maritime labour market includes an equal ratio of men and women
5. Because of the need for integrating of female and male in the society.
6. Which of the following does characterize patriarchy in a broader – cultural sense?
7. Domination of a father in a family
8. A high rate of unemployment among women
9. Domination of men in various spheres of life of a society
10. High men's ability to stain power in society
11. Why is patriarchy harmful to women?
12. Because they have to work outside the home
13. Because women fall victim to the unjust distribution of social goods and occupy lower positions in a society
14. Because women are always excluded from well-paid jobs
15. Because all violent practices which occur in a society are considered legitimate
16. What are the faces of 'employment discrimination' of women?
17. Women face difficulties in finding employment as well as are put at more significant risk of losing a job
18. Women are expected to work harder than men
19. Women are not allowed to take maternity leave and other maternity benefits
20. Women are expected to work within a household
21. What does 'position discrimination' relate to?
22. It refers to the limited access of women to managerial roles
23. It relates to unlimited access of men to decision-making positions
24. It refers to positions that female members of the family take in family hierarchy
25. It refers to position of women in a society, in general
26. Which groups are the most exposed to economic deprivation?
27. Single female
28. Single female in older ages
29. Working-age single women
30. Young women
31. What causes the ‘'gender-pay gap'?
32. Cultural patriarchy
33. The limited ability of women to work
34. A disproportionately high level of education for men
35. Cultural matriarchy
36. Why does the stereotyping of women's image contribute to their employability in maritime professions?
37. Because stereotypes involve pre-convinced notions about a group of people
38. Because stereotyping people is common within work environment
39. Because gender stereotypes do not refer to men
40. Because gender stereotypes involve unjustified preconvictions about capabilities and inner characteristics of women
41. The stereotype of women as a 'fair sex' may:
42. Negatively influence social perception of young women
43. Negatively affect social perception of women at jobs 'believed to be for men'
44. Have a negative impact on women's access to jobs demanding physical attractiveness and feminine characteristics
45. May discourage men from getting married
46. Limited access to training and education for particular social groups refers to:
47. Discrimination of the human capital
48. Feminization of poverty
49. ' Home-based production'
50. ‘Glass ceiling’

KEY: 1. a 2. c 3. b 4.a 5. a 6. b 7. a 8. d 9. b 10. A