

FEMALE-MALE WAGE INEQUALITY IN EMPLOYMENT AND ITS REASONS

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Abstract

That women, first time, give their labors in exchange of wage began with the industrial revolution deeply affecting all society in the world. In 1st and 2nd World wars, together with participation of the male labor force in the war, in the labor market, the female labor force began to show an increase and, after the wars and economic depressions experienced, the participation areas of females in the economic and social life showed an expansion. Along with industrialization and globalization, females undertook the new roles in the family and society.

It is seen that the participation of females comprising half of world population in the economic life is directly proportional with their levels of benefiting from economic development. Albeit this situation is related to the developmental levels of countries, in general, females fall behind males. There are various reasons for the women to become in the secondary positions in the economic and social fields. Among these reasons take place the structural features of societies, for example, social discrimination based on the male-dominant culture; getting females less benefit from the educational possibilities; physiologically disparity of female from male, and the missing and wrongness in the legal arrangements. That the females take place in the secondary position in society also causes them to be employed in the jobs that pay for less wage, do not have job security, and are at the low level. The females living in the rural areas generally work unpaid family worker. The dimensions of female-male wage inequality vary according to the developedness levels of countries, but an average difference of 15 -25% is faced. In the business life, the female, who works longer times than the male, accepts the wages less than that of the males. Although there are actions taken about this issue and the legal applications, the problem has been still surviving.

In this study discussing the participation of females in the labor force from historical point of view, it is aimed to theoretically explain the causes of wage disparity

Keywords: Labor force, Female Labor Force, Wages Inequality, Causes of Wages Inequality

Gel Cods: J50, E24, J31,

1.Introdduction

In employment, inter- gender opportunity equality is not only an anthropological and ethnological concept but also a determinative element for democracy and a potent social structure. On the basis of women's taking place in employment and the problems they live, there are the traditional roles the social norms give to women. Women, although they take place in each stage of production for hundreds years, could not take share enough from the possibilities of development and became the most influenced section from the poverty in the world. Women's giving their labors first time in exchange of a wage began with the industrial revolution deeply affecting the societies in the world. In the industrial revolution, the capitalist capital is built on creating surplus value, not on production to meet the needs for human. In the capital, surplus value is increased by three ways. These are the increase in working time, intensification of the work conducted in the same duration, and together use of these two ways. The revolution, accepting the female labor as the cheap labor, brought it a new identity in it and, perfidiously playing tricks, caused women to work with the lower wages along a long slice of time. With the changes and developments occurring in the social life, women have begun to take education, to work in the various markets in their own, i.e. to become conscious. With that the established norms are broken out, today, reveling the problems of female labor is possible; however, although the women and men made the same work, it could not be prevented that they receive less wages than men and, preferably, were pushed into the second plan.

2. The historical process of female employment and wage

While accounting for the female labor, it is necessary to examine the stages the female labor comes through. In the primitive societies, together with that the human beings begin to live in groups, it is seen that a cooperation was made between genders. While women were taking place as "gatherer" in the economic activity, men engaged in hunting, another activity (Bebel,1975:30).

Together with that mankind discovered the plant production, the labor partnership of woman began to become remarkable. In this period, since the amount of production was not high, it was not seen that there were any superiority between man and woman. Along with pass to the agricultural society, while man was taming the land, woman was responsible for producing the seed and cereal and treating the products in the mills; in addition, she herself develops in the make of pots and pans and works of weaving. That the contribution of woman to labor becomes secondary in history began the invention of plow and wheel (Berkday,2000: 37). Together with the pass to the settled life, the development of the concept of private property, as a result of collection of private property on man and of transfer of property from father to son, caused men to acquire the control of female body (Engels,1992: 62). While woman was showing an improvement on the instruments toward protecting the family order, man became a gender struggling in the external areas engaging in the agriculture and livestock. That is, the society proceeded from matriarchy to patriarchy and, between the gender, class distinctions began to form. Throughout a process for two thousand years, woman was excluded.

Inter-gender distinction and relationship of dominance –superiority, along with the industrial revolution, caused the radical changes between both genders and societies; in this period, woman began to work as worker in exchange of wage. The revolution, due to the fact that, man, head of family, is insufficient from economic point of view, led woman to participate in the production in labor intensive period. In this period, another important event pushing woman to the labor market became technological developments. That the physical dominance remains insufficient in the face of machinery caused the female labor to meet machinery. But, this situation did not become a positive development for the female labor and, across a long time, woman was forced to work with the low wages.

In the capitalist period, while woman was gaining an individual identity supplying labor, she was employed in the lines of business such as textile and weaving (Tekeli 1982:92). In 19th centuries, while women were working in the unskilled jobs, the skilled jobs were devoted into men. In the factories, job distinction between women and men affected the development of unions. This development led the female workers led to participate in the political movements such as Chartism, and unions founded by socialists supporting Robert Owen. Unions coning face to face with impossibility of removing women from the labor force were obliged “to struggle for wage in compatible with job”.

Women, in the political action forms in 1830s, in radical and union movements in 1834, took place as the hat workers, female tailors, and female guild of Great Britain and Ireland. Another development was experienced with the foundation of international cooperation organization in 1864 and acceptance of the membership of women to the general council. In 1885, a decision was made in the direction of paying for the equal wage for the female workers and the wage was first time implemented by unions, in which those with white collars were organized. In New York, women working in ready-made and textile factory were organized against inhuman working conditions and lower wages and held demonstrations. In demonstration they conducted for decreasing the working hours, humanly wage, and vote right, they used the slogan of “labor and roses”. Labor symbolized the work safety, while rose the better life.

Between the years of 1891-1906, together with shifting of employment tendency from the industry to the service sector, the number of the desk –bound working women showed an increase of 20%. While the rate of female labor working in the skilled jobs in 1850swas 1% (as office worker), in 1900s, this rate rose to 18%. In 1906, in well-organized textile industry, while the wages of the female workers were two-thirds of those of the male workers, this rate, in the other sectors, became half of those of males.

The phenomenon of industrialization also caused important effects on the female labor force. In parallel with the industrialization process, the female labor force passed from the unwaged family labor to the wage-earners. On the reason for, on the one hand, due to the tendency and obligatory of woman to participate in the working life, a number of women, whose numbers are gradually increasing participate in the wage-earners. The increase in employment of the female labor force brought together with it the stream of labor force from the agricultural sector to the industrial and services sector.

At the beginning since the abilities and skills of women are low, they were employed in the jobs such as the sale of meat and dairy products. This structure of the female labor employment further caused the thoughts in the direction that the human capital of female capital should be raised gain weight. The main reason for this is that in Europe, an agricultural revolution was experienced together with the industrial revolution (Çolak,2001;31).

Industrial revolution playing an important role in the female employment was followed by 1st World War. In this period, while women were employed in the jobs such as factory worker, public service, nursing, and teaching, differently from the traditional jobs, they also worked in the sectors men prevail, in the jobs such as becoming motorman and taxi driver, and reading counter. After 1920s, women also entered the trade and supplied labor in this area.

In 1930s, for the female employment, the negative years began and, for women to go away from the labor market, social precautions were taken. The first precaution became a campaign, initiated for depriving the married women from the possibility to work in USA and supported by the political authorities. However, that 2nd World War reversed this situation and women were again called to the labor market (Special Report 1989; 119)

Beginning from 1990s, the sectorial transformation, experienced in the economies of developed countries, provided the women working in the agriculture and industry to work in the services sector. Women began to serve in the service areas such as hospital and public institutes. In 1970s, liberalization of trade and the increase of multinational companies engendered the cheap labor. Especially women, being affected from this situation, were forced to work with the low wages. Again, in these years, that women have an important place in the economic activity enabled some arrangements to be made toward the working rights of women. In order to eliminate the discrimination toward women, International labor Organization (ILO) recorded important developments (Erarslan, 2009:1). When arrived to the year 1990, in the gas, electric, and health business, where the women predominantly work, the application of equal wage was adopted. In 1962, a women declaration was prepared, that demands the application of equal wages and, about women's returning to their jobs after getting married, to provide the educational possibility and readiness. In 1968, the struggle of equal wage gained acceleration and, when arrived to 1975, the law of opposition of gender discrimination was accepted by British Labor Party Government and, with this law, the female labor force gained a new status. As a result of long struggles of the laborer women, in many countries of the world, the policies of equal opportunity such as the equal wage in working life, birth, child care, and right of social security were accepted (Koray, 1992: 93).

Following the Second World Female Conference, in 1979, United Nations CEDAW(The Convention on the Elimination of All Forms of Discrimination against Women) was accepted by General Assembly and opened for the signature of the member countries on the date of March 1, 1980. CEDAW Convention, in UN system, holds a characteristic to be a convention, in which the broadest participation was realized after

Child Rights Convention. The main target of CEDAW convention, in order to provide female –male equality in every areas of social life, besides the prejudices based on the stereotyped female –male roles, is to provide to eliminate all applications including the traditional and similar discrimination. In this direction, with the convention, taking the necessary actions, temporary and specific, for changing all of the social and cultural behavioral stereotypes, is resolved. The convention, for preventing the discrimination against women is the only existing legal and bounding document.

In the year 1980, in the industrialized countries, while 53% of the female population was working, in 1970, this rate rose to the level of 60%. In spite of this, generally, in each continent, the women obtained less gain than men. In Bangladesh, the women gain 42% of that the men gain, in Syria 60% of that, in Chili 61% of that. However, In Japan, 37% of the female workers had to work in the jobs with the low wages, the only 6% of the male worker were employed in this kind of jobs. In the world scale, women can have the only 14% of the worldwide positions and 6% of the top level positions (<http://www.geocities.com>). In 2000, in the states of Louisiana and Utah of USA, for each dollar earned by the men, the women gains 65 cents (<http://www.toprakisveren.org>). For, the weekly and annual working times of men becomes longer, compared to women. The situations becomes more dramatic in the countries of Middle East and North Africa such as Libya, Iraq, Saudi Arabia, United Arab Emirates, Unman, and Qatar. In these countries we count, the female employees gain less 20% of the male employees (Padavic& Reskin, 2002: 127-128)

When we examine the female employment in the sectorial basis, the agricultural and services sectors come to our face as two important sectors. In the world, in 2006, 41.6 of total employment in the agricultural sector consisted of women, 32.1% of total employment in the industrial sector, and 42.2% of the services sector. In the developed regions from socioeconomic point of view, while the women are seen to mostly become dense in the services sector, in the developing regions, it is observed that women predominantly work in the agricultural sector.

In the increase of the female increase, it is known that the developments in services sector as well as many factors, related to each other, became effective. Among these factors,

- ✓ the increase of the legal codes that are protective and supportive for women all over the world;
- ✓ demographical developments,
- ✓ increase of educational facilities;
- ✓ emergence of nonstandard /atypical(working modes and their becoming widespread;
- ✓ decrease in the marriage rates, in return to this, increase in the divorce rate
- ✓ the positive developments occurring in the attitudes of societies toward working of women; and
- ✓ improvements in the child care and other service take place (Kocacıkand Gökkaya,2005;198-199).

3. Two major problems in the female employment: Glass Ceiling Syndrome and Mobbing

Glass ceiling is a concept emerging in USA in 1970s. It is defined as invisible and artificial barriers created by the organizational prejudices and stereotypes and preventing women from reaching the top level positions (Wirth, 2001:1). Glass ceiling are the barriers that the womenface, who aim to reach the high positions and exert effort for that in government, companies or non-profit institutes .What is wanted to be reported with the term of glass ceiling is the ambiguity of the problems faced (Aycan, 2004).

Glass ceiling, after rising until a certain point as a female manager, at the moment that she expected an important promotion, due to reasons for that she cannot fully give a name, is also described as woman's not being able to get the promotion she wants (Siyve, 2004) That women increasingly take place in business life also brought together with it the increase of studies on women in business life and management. The results of studies carried out showed that the female managers in private sector only proceeded to the middle stage and stopped there.

When examining in terms of managerial levels, in the number of the female managers, the negative results reveal. It is suggested that top manager (CEO) of only two companies in Fortune 1000 (The list of Fortune 1000 consist of the largest 1000 American companies, formed based on total income) was woman. This situation is explained by the claim that there is a glass ceiling preventing the women from rising (Örücüet al,2007,119). That women become in the position of manager for a time that can be considered short in the working life; that they participate in the labor force intermittently; that there are certain areas - for example, in the areas such as public relations and management of human resources, where the possibility of promotion is relatively low, in which women traditionally work; and top management makes discrimination in the recruitment and promotion policies are shown as the reasons of formation of glass ceiling (Zel, 1999)Another important problem in the female employment is mobbing application.

The word mobbing was coined from "mobile volgus" in Latin and it refers to surrounding its environment, collectively aggression, and oppressing (Çalışkan,2012:35). Another case that is necessary to be considered beside the meaning of mobbing is also the duration and frequency of severity. For talking about mobbing to an individual, that individual should have been subjected to the psychological severity at least once a week or throughout six months. There is a need for some reasons such as the power unbalance between parts; presence of negative behavior, negatively perception of behaviors for the targeted person; the duration and frequency of negative behavior; and that there are some effects on the person, to whom the behavior is applied (Aydın and Özkul,2007:172-173). In related to these concepts, since woman was pushed into the secondary position in every meaning, mostly because of the requirements and responsibilities in the family life, when considered that she was impeded in the business life, it is possible to say that those subjecting to mobbing are mostly women.

5. In the female employment, the precautions toward eliminating the wage inequality.

According to the studies carried out by World Economic Forum, although about the social gender, an increase in international awareness becomes fact in the recent times, yet, the fact that any country cannot find a full solution to the gender inequality are not overlooked. However, the best examples in struggling with the matter of social gender inequality are exhibited by the north countries, especially Sweden. The north countries are followed by New Zealand, Canada, United Kingdom, and Germany.

In the recent years, the researchers standardized the worldwide female-male wage inequality by the various methods in a correct way. For example, as a result of analysis, carried out by Weichselbaumerve Winter-Ebmer, including 60 countries and examining 260 separate studies published between the years 1960 -1990, in the figures of uncorrected wage inequality, although a major decrease is observed, the unexplainable dimension of wage imparity or “discriminative” component is still continuing clearly.

In 2003 European Employment Strategy, the issue of reducing the wage imparity between genders significantly in every Member Country was discussed. Here, including the sectorial and professional distinction, imparities in the education and vocational education as well as job classifications and wage systems, a multidirectional approach was suggested toward considering the factors underlying the wage imparity. In November 2008, European Parliament published a recommendation decision toward applying the principles regarding to pay for the women and men. These recommendations exhibit a holistic example of the transparency in assessing the work conducted and in professional classification, roles of equality institutes, avoiding the discrimination, social gender equality, sanctions of EU policies and regulations, and of attempt to struggle the wage inequality between women and men.

In the principle decision of European Parliament (EP) made on 10 February, 2010, EP members, pointing out that in Europe, the female –male inequality continues, suggested that women were face to face with the danger of poverty. EP members, demanding that the principle of “equal wage to equal work” should be applied more effectively, expressed upset they feel due to the fact that European Commission did not make any legal arrangement about this subject. Parliament, noting that the plans to improve economy are generally focused on the male employment, warned that supporting the male employment more than the female employment can instigate the male employment in the future (Dokuzer, 2010; 32-34).

Before World Women Day, 8 March, 2014, European Commission, reporting that in Europe, the difference between the wages women receive and those of men was at the level of 16.4%, for correcting this situation, suggested that providing the transparency in the wages paid had a great importance to prevent the application of gender discrimination. Employees’ having right to demand information about the wages paid in their institutes; the declarations to be made by the companies; wage controls in the large companies; and including the principle of equal wage in collective bargaining also take place among precautions.

The member countries should report the steps they take in the direction of the recommendations of commission to Brussels until the end of 2015 (<http://www.euractiv.com.tr>). Commission suggested a set of action for the member countries to be able to provide transparency,

Conclusion

All over the world, although women can participate in the employment in the higher rates, compared to the past, for they are viewed as other or the secondary existence, they cannot still the same wage as men. Women participate in the employment in the periods of war and crisis, even if their educational levels are high, and they are forced to work with the low wages. The within-family unequal division of work and charging of care obligations on women caused women to remain a dual charge in employment. The female managers, even in the positions they make the same work as men, face with a problem, called glass ceiling syndrome and receive less wages than men.

Capital circles, breaking out the quality of employment structure, under the intensive working conditions, want to become widespread the more flexible and insecure working styles through especially women and young people. With the styles of employing the women flexibly, on the ground of insecurity and flexibility, if possible, enabling them to participate in the working life with in-house production and, in the qualified jobs, to keep them out of the working life are viewed as a tendency. The rights and securities toward the female employment should be enlarged out of child discussion.

Increasing the female employment and being able to gain validity of the policy of equal wage to equal work; ending the gender discriminative policies in the labor market; the services of in-house care services for the patients and children; with that the government provides the necessary qualified, prevalent, and free of charge services, taking the load off woman's shoulders; accepting the work security as an absolute right for everybody; lowering the working durations to maximum 7 hours a day and maximum 35 hours a week for the women and men to reserve time for themselves and their families. For the reasons such as family responsibilities and obligations for care of child, instead of imposing the flexible working form to women, legal arrangements should be made to provide the employment possibility with full time. That the barriers in front of union rights and freedoms should be removed is generally acceptable. The increase of employment without these will reduce neither the gender inequality nor social injustice in favor of women.

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