

WOMEN'S EMPLOYMENT DISCRIMINATION

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Abstract: The paper deals with the difficulties women face while applying for a job, about the stereotypes that prevent them from getting a decent job and climbing the career ladder. The article presents solutions to this problem.

Key words: women, discrimination, employment.

When it comes to discrimination in the labor market, there are two types of stereotypes that support gender inequality patterns of behavior and stereotypes of the situation.

Pattern of behavior it's a stereotype of workers. Women themselves are to blame for this, because knowing that they belong to the category of less-preferred workers, they are choosing and looking for a job where you have to spend a minimum labor force, often without even trying to compete with men or to prove to employers that they can be very helpful staff.

Stereotypes situation is a stereotype of the employer. Usually the employer perceives women as less efficient workforce. He comes from such ideas that women should combine and balance work and family responsibilities, which means that a woman can not be fully effective, she should not expect super effort. This opinion and behavior of the employer, of course, is discriminatory (Hotkina, 2000).

The purpose of this paper is to examine the causes of discrimination against women in employment and possible ways to overcome it.

In this article, I would like to highlight the main mistakes and stereotypes that may prevent women from employment:

- Excessive modesty. Women often prefer to unquestioningly carry out any instructions to show submissive obedience, rather than emphasize its advantages: professionalism, hard work, involvement in the work process. If women themselves do not appreciate it, and the manager does not have to do this.

- The stereotype of the mother. In our country, the concept of "woman" and the concept of "mother" have the same meaning. This stereotype is very common in the labor market. According to him, women are meant to have children, to create and maintain comfort in the home, on women's shoulders rests the whole family life, and the man has to make money. Respectable age women do not want to take the job, believing that their most active period is over. Young girls do not want to take the job, believing that after taking on the job, they immediately decide to have a baby and go on maternity leave. That is why, choosing between a woman and a man, the employer would prefer a man, even if the woman will be higher qualification.

- Men's profession. In today's world, women are more often choose professions and specialties, which until recently were exclusively male, for example, in industries such as construction, service in bodies, oil and gas, etc. These areas are promising, they will always be required employees but employers simply do not believe in the ability of women, believing that they can not cope with such work.

- Lack of confidence in their own success. Women do not have enough confidence that it will succeed and make a career out of here work expectations are low. Perhaps the authorities have plans to promote women's careers, but feeling uncertainty on the part of women abandoning the idea. With this necessarily need to fight, women should feel free to make themselves and their achievements in the

work and, therefore, require a well-deserved in itself, promotion, salary increase. Unfortunately, most women do not notice and do not appreciate their own abilities.

At the moment, the picture changes, women are starting to believe in themselves, to actively defend their position, but the harder it is to fight for their rights than most responsible for the family. Women are afraid of being laid off, so they do not ask for pay rises, I prefer to dutifully carry out all the tasks, because any job is better than none. All these standard errors. Employers value employees, who know their value, which is the spirit of the struggle (Mesentseva, 1992).

It is wrong that women have attained some success in the labor market, they hide from the authorities that have decided to have a baby. The best solution would be fair to say about this boss. Likely to be able to resolve the situation so that both parties will be satisfied.

The problem of discrimination against women in employment is twofold: not only employers are to blame for this, but women themselves, confirming stereotypes. It is always possible to find a solution, the main thing to bring to everyone in the modern era, in terms of business can not be expected to reduce the number of women who are actively looking for a paid job. The state must contend with a hidden discrimination, make sure that the posts of heads are equally occupied by both men and women, and employers need to provide jobs to women, not to reduce them or even to deny employment.

Thus, in addition to discrimination in the labor market, there are various stereotypes and prejudices that prevent women from holding an equal footing with men. It is undeniable that there are only male professions, but since women are fighting for equality, you need to give them the opportunity to try out any work area. But in any case can not avoid infringing the rights of men, male discrimination, or there will be a response wave of protests and conflicts between the sexes.

If you find yourself in a similar situation when the manager refuses to allow you to employ only because you do not have a residence permit, or you are over 25 years old, should not be upset. Victims of discrimination often are women, and this applies not only work, but also in other spheres of life. On employers who violate article of the constitution is not necessary to sharpen the focus and experience that place was not for you. Believe me, a valuable employee always take a good position regardless of his nationality or age. Smart boss before you take on the job will first examine your resume, and then pay attention to other factors.

Candidates for the vacant positions need to know the rules of Article 64 of the TC, where all the items and prescribed rules of recruitment, in particular the fact that the employer is responsible for the unjustified refusal to conclude an employment contract. The article does not allow limitations on rights in the contract based on race, sex, place of residence and nationality. Women should also be aware that no law provides for the possible refusal to hire pregnant women or ladies with children. Naturally, the words say it all easier than to begin to deal with the reality of the shiftless employers. Litigation and legislation on this issue in Russia is not yet developed as abroad, but to defend their rights need to try to always and everywhere.

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