

Shaping pay policy and career path due to the employee's gender

Aleksander Sapiński¹, Jolanta Pochopień¹, Martyna Januszewicz¹ and Kornelia Kaźmierczak¹

¹Bielsko-Biala School of Finance and Law
Poland

Abstract— The text discusses the issue of long-term discrimination against women in history, especially in the professional sphere. The authors point out that although women played important roles in ancient societies as mothers, priestesses and wives of rulers, they never had access to the highest positions or decision-making roles.

For centuries, women have been limited by social conventions, often based on religious beliefs and legal conditions. The text emphasizes that beliefs play a key role in shaping society and influence our choices. However, good or bad choices are often imposed by society, which operates on the basis of specific cultural patterns.

The text distinguishes three types of activities affecting discrimination:

The authors note that the dominance of certain beliefs over others leads to long-term discrimination. In the context of professional discrimination against women in Poland, the text points to the repetition of cultural patterns and disregard of women's interests by men, often under the pretext of tradition and a hypocritical interpretation of the Catholic faith.

Finally, the authors emphasize that assessing the actions of the government and non-governmental organizations is difficult because it is influenced by powerful corporations and their economic interpretations, which are often placed above ethical and moral issues. The text points to the need to fight discrimination in the professional sphere and change society's beliefs.

Keywords— career, HR and payroll, HR , equal rights

I. INTRODUCTION

The issue of discrimination has been on the pages of world history for many centuries. In ancient times, women played important social roles as mothers, priestesses, and spouses of rulers, but never as primates such as heads of families, army generals, or independent rulers (with a few exceptions, such as Cleopatra). For over two thousand years, women's

professional development has been strongly limited by social conventions, which very often resulted from religious beliefs or legal conditions (Sójka-Zielińska 2009, p. 62-66). Beliefs of various kinds, despite the passage of time, play a key role in the efficient functioning of society. Drawing this line of thought, it is easy to say that beliefs shape our worldviews. Beliefs allow us to make good or bad choices. It is obvious that these good or bad choices are often imposed by society (Witar 2012, p. 35-). Often, in a society that functions and develops based on given cultural patterns, there are certain beliefs that have a superior value and, despite other views or practices occurring in neighboring societies, remain unchanged. Some kind of trouble arises as these beliefs have a negative impact on certain people in society. However, a distinction should be made, among others:

1. intentional actions that have a negative impact on certain social units, e.g. criminals,
2. intentional actions performed by certain social groups that are stronger and are aimed at weakening certain new social groups that threaten other social groups over a certain period of time,
3. non-purposeful activities carried out in good faith aimed at protecting the public interest, e.g. proposals for laws on the protection of life or the family, which may be submitted by various groups and have different content.

The domination of certain beliefs over others leads to discrimination in the long run. In the discussed issue, discrimination (Filer et al , 1996, p.528) is understood as a distinction or division into important and more important beliefs. In this case, the subject of consideration are beliefs about the place of women and men in the working sphere.

Professional discrimination against women, which, based on observations of Polish society, can be defined as the

reproduction of certain cultural patterns and disregard of women's interests by men in the name of the all-encompassing tradition, and often also a hypocritical interpretation of the Catholic faith. It is very difficult to clearly assess whether the current actions of the government or non-governmental organizations are good or bad. In many cases, ethical interpretations are influenced by powerful corporations such as Tesco, Korporacja Pracodawcy Lewiatan and their economic interpretations, which are often placed above ethical or moral issues.

Management sciences present two types of discrimination, also known as segregation. Therefore, we can talk about (Tomaszewska 2004):

1. vertical discrimination, in which the man earns the most and holds the highest positions in the organization. An example of such behavior may be the arguments that a man can think more clearly, keep a cool head when appropriate, and has more leadership skills than a woman. In the case of small communities like Żywiec, there is often a belief that the woman will not be able to cope. This form of discrimination also helps, in a way, to hide certain male shortcomings in managerial positions. Often in business environments, women in positions of power are not treated seriously because of their gender by their male counterparts. The managerial environment itself, although it has undergone a small gender revolution under the influence of pro-Western models, still largely blocks women from achieving success as presidents or heads of large companies by boycotting their ideas. In this way, they can confirm the above-mentioned statement that a woman can't cope. A real example is the fact that the city of Żywiec has never had a female Mayor, only a deputy mayor (in this case the employer is the local society).
2. horizontal discrimination, which involves a clear division of professions into women's and men's. A typical female profession may be: governess, kindergarten teacher, nurse, go-go dancer (erotic hostess, etc.). I would classify typical male professions as: construction worker, soldier, front miner, steelworker. Typical male professions provide greater earning potential and greater professional privileges, e.g. barbórka, early retirement, etc. In the case of a mine, women can work there, however, most often as office workers without special privileges. In the case of the mine, even though men work as manual workers, they are still better off due to their financial situation, which actually discriminates against women.

The above-mentioned examples allow for the analysis of several more detailed examples which, despite being illegal, have the ability to exist in social space thanks to social passivity, which gives informal consent to this type of discriminatory actions.

II. CAREER PATH AND PROBLEMS IN EQUAL RIGHTS

An interesting example of discrimination against women are

various types of job advertisements in which, at the beginning of the recruitment process, the employer states that he is looking for, for example, a young, attractive blonde woman up to 21 years old or a young, well-built man up to 25 years old as a driver. In the first case, all women older than 21 years are subject to discrimination. However, in the second case, all women are subject to discrimination because here the basic criterion is gender. In the case of the second advertisement, however, a dilemma arises regarding the quality of work as a driver. The socially accepted stereotype of a delicate woman created for light work causes the employer to assume in advance that the woman will not have the appropriate predispositions to perform this profession. This has the consequences of not being able to receive a good salary for a driver, e.g. of a truck. A serious problem of discrimination against women is hidden discrimination, where, through employee threads, employers recommend recruiters to hire men rather than women. An example of such behavior may be security companies that give priority to employing men rather than women. In such a case, women completely lose the opportunity to earn money and develop professionally as a security guard, which can create additional sources of financing. A very common problem, especially in large corporations, is the rapid promotion of young, talented male representatives, while female employees of the company are left without promotion or salary increases, for example due to gender and age. An employer is often more willing to invest in a young man because he will not get pregnant and will not require additional and unforeseen days off due to children. At universities, we can also observe rapid promotion of men, e.g. habilitation or professors or functionaries to deans or rectors, and slow promotions for women. In a far-reaching interpretation, it can be said that nature was the first to discriminate against women because it burdened them with childbirth abilities that men are unable to possess.

To summarize the examples mentioned in the work, one can find in the professional literature such terms describing these examples as a sticky floor or a glass ceiling (Zwiech 2011), according to which women are stopped at a certain level of their professional career and can only watch their male colleagues climb to the next level. career ladder in a faster and sometimes even easier way.

The European Union and the Polish government firmly oppose all forms of discrimination, including discrimination against women in the labor market, through a number of valuable initiatives, such as: promotional spots encouraging the employment of disabled people or women aged 50+, implementing changes in connection with the possibility of maternity leave also performed by the child's father or special EU programs in the field of human capital development Man - the best investment. However, the question arises of whether employers should implement these noble anti-discrimination assumptions. Employers are profit-oriented. To generate the highest profit, you need cheap, well-skilled, dedicated staff. The word dedicated is used to mean putting the interests of the organization ahead of private interests. This practice is common in large international medical, media and automotive concerns

(due to the law, I cannot provide the names of these companies without very specific evidence). However, a man is less discriminated against by the employer due to his physical advantages, which, among others, give him better physical condition, the ability to work in difficult conditions and the lack of excessive care needs, which are currently very strongly promoted by the media.

III. CONCLUSION

It seems that an effective form of counteracting discrimination against women at work must be subliminal social education about the needs of both sexes in terms of self-fulfillment. Thanks to this, women's co-workers would be able to respond efficiently to discriminatory actions of employers, in the broad sense of the word. It should also be emphasized that discrimination against women in the workplace also means discrimination against their families, who are deprived of the right to a decent life by reducing women's earnings. Companies should introduce a clear and transparent promotion path and equal remuneration regulations, which include clauses for working mothers. Since the impact of the so-called third wave feminism in the academic mainstream, and now more gender studies, one can observe the activities of feminist organizations focused more on sexual life and entertainment than on the fight for women's well-being, as is the case in the first phase of American feminism. I believe that the universal desire to force women to be happy through the gender mainstream brings more harm to women's rights than good, because it is too aggressive a policy and of philosophical depth, under the guise of general freedom, it promotes values that are more conducive to discrimination than helping the injured. Once beautiful feminist work has become lost in the nebulous activities of the homosexual, entertainment and pharmaceutical lobbies. I conclude that the best method of preventing discrimination against women is the proper upbringing of children to respect the dignity of other people and their work, and therefore equal treatment through proper assessment of children's work at school, i.e. the same grading system for boys and girls without any concessions, etc. It would also make sense to cut down the state or even EU bureaucracy in the field of equal treatment or to change the form of its operation from desk-based to active. Currently, too much time is spent on creating anti-discrimination programs and too little on their implementation and monitoring of results, and the latter is missing in Poland.

Unfortunately, in this work I am limited by the number of pages, but I can draw one general conclusion regarding discrimination of women in professional work, but not only that. I believe that we should educate and help people understand the great benefits of equal treatment of women at work, and not burden people with senseless, newer ideas about discrimination that fall on ordinary people from the pedestal of offices and "pro-women" organizations.

IV. REFERENCES

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