

Abstract

The study factors which underlie the differences between the employment of female and male staff: the subject of the study is the employees of a building management business. Its purpose is to understand the status of female and male employees in the building management business, and the relationship of the employment structure to factors that determine employment. The writer of this study has divided the sample groups into two parts for convenience in this comparative study; namely: the first part studies the employees of building management companies in various positions; the second part studies the employees in the human resources department. The study on this occasion employs liberal feminist concepts, investing in Human Capital and the theory of discrimination in the labor market to assist in the analysis.

The results of the study show: that the building management business prefers male employees to female employees; the positions and duties of female employees and male employees are separated; male employees earn more salaries than female employees; male employees have more opportunities to attend job training than female employees; male employees have more opportunities for job advancement than female employees. As to job benefits and discipline for wrongdoing, both female and male employees receive the same. With regard to reasons for differences in the employment of female and male staff in the building management business, it has been found that these are due to two groups of factors, namely: factors associated with the employees themselves, namely: background, for example: level of education, choice of academic subject, work experience et cetera; and factors associated with the recruiter or the employer, namely: the company's principles, the requirements of its customers and the personal opinions of the employees who work in its human resources department. Based on results obtained from the study on this occasion, it can be concluded that in the building management business, problems with discrimination can still be seen which, although they are not severe in nature, yet they cause female employees not to have comparable status with male employees in the labor market.

Suggestions for solving this problem are: The government should create a foundation to make money available for schooling, which will allow women the opportunity for education. Management companies must be encouraged to end discrimination in the job market, women should be given increased opportunities and job training. Management companies should understand that they should look at individual skills and eliminate bias. Lastly, management companies should eliminate customer bias; help clients to understand that either male or female employee may fill any job position.