

The study on gender related issues in the hospitality industry, in the kitchen department.

Bachelor's Degree in culinary arts

Ritianne Bondin

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Ritianne Bondin

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DECLARATION OF AUTHENTICITY FOR BACHELORS IN CULINARY ARTS STUDENTS

Student's I.D. /Code 8594 M

Student's Name & Surname Ritianne Bondin

Course Bachelor Degree in Culinary Arts

Title of Long Essay

The study on gender related issues in the hospitality industry, in the kitchen department.

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The Abstract

What is a Chef?

“A chef is a facilitator as well as a creator” – Pam Mazzola

“A chef is somebody who makes food for people and they pay for it” –

Andrea Reusing

“Obviously it’s a leader, we all know that. But a real chef can fix any problem that comes up in the course of the day, and that is the cut-off point, that’s when a chef is really a chef” – Lydia Shire

“It doesn’t have to be a man or a woman. It implies this sort of brigade system where there are higher people and lower people, this whole totem pole situation and there’s one person at the top who’s commanding orders”- Naomi Pomeroy

(Druckman, 2012)

Four different chefs with four different interpretations of what a chef is. In reality is that the true definition of a chef is a combination of all four. A chef is a person who will lead a brigade to create a food experience and showcases the chef's talent through food to the paying customer. (Druckman, 2012)

Regardless of gender, the way the author understands the word 'chef'; is a talented artist who delegates a team. So, the writer questions the situation of the industry in this day and age and how come gender overpowers talent and capabilities. (Druckman, 2012)

From the research carried out, the writer concludes that there is the presence of gender inequality but this seems to be slowly decreasing. This is the result of women chefs persevering in their quest to realize their goals. With the help of the government policies, private entities and organizations to empower women even more. Concluding that talent and capabilities are the most important factors in achieving success. (Druckman, 2012)

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1. Introduction

“Gender equality requires equal enjoyment by women and men of socially-valued goods, opportunities, resources and rewards.” - United Nations Population Fund

(UNFPA, 2005)

1.1 The Aim

The research will be based on issues which arise because of gender difficulties, discrimination and inequality in the hospitality industry, focusing on the female employee. The writer chose this area of study, as she is a chef herself, and being a person who experienced a certain discrimination because of gender is very aware of the difficulties women are subjected to in the hospitality industry nowadays.

The issues at hand should not be shadowed by the old mentality of that women are inferior to men. The objective of this dissertation is to understand and learn about the initiatives, policies and law which help safeguard and empower women in their career.

1.2 The Process

The initial research on this subject was carried out through an analysis of a variety of books on the subject. The writer chose to focus on the books related to human resources and human behaviour. This is because gender inequality tends to arise most frequently in these two categories. The writer will focus on articles related to empowerment in the workplace, discrimination on managerial positions and wage difference. The writer will search journals and testimonials of chefs who had experiences of discrimination or inequality, to understand better the theory of the literature with the real-life experience.

For the methodology, the writer will conduct interviews and a case study to answer the questions which will arise during the research. The interviews and case study will be carried out with professional chefs in a supervisory or managerial position. (James Mauch, 2003) These particular candidates will be selected because they have been in the industry longer and have seen or experienced situations where maybe gender inequality was involved. The interview will be a set of questions to get answers for any gaps that the author might have encountered, during the research gathered through the literature review.

1.3 Presumed Limitations

One of the biggest limitations which will be encountered by the writer will be the perspective of the study. As the writer is a female have herself experienced an element of discrimination on the place of work, the research carried out may be biased and the conclusion may be opinionated.

A second limitation could be because of the vastness of the subject, the information would be quite a lot to go through and identify what is adequate for the research. With information mainly from articles and journals, the perspective and the authenticity of it should be checked. For example, the article could be written or published by a feminist organisation and could maybe be putting shade on the other gender, or it could be a political perspective for electoral purposes.

Candidates interviewed may be reluctant to admit that they have been subjected to discrimination. Furthermore, with regards to the data collection, there is a possibility that not everyone will answer back in time or not answering at all. Also, the data collected might not to be relevant to what the writer is asking.

2. Literature Review

2.1 Introduction to the Literature Review

Through this literature review, the writer will be reviewing past studies, articles and books which analyse gender-related discriminations and inequalities. The following issues are to be researched and discussed;

1. The meaning of gender discrimination, gender inequality and the difference between gender equality and gender equity.
2. The factors which might be contributing to this inequality in the hospitality industry.
3. The pay gap amongst people of similar managerial positions, but different genders.
4. Female, empowerment, governmental policies and the initiatives being implemented to improve and remove the barrier due to gender inequality.

2.2 The Meaning of Gender Discrimination, Gender Inequality and the Difference between Gender Equality and Gender Equity.

Hospitality; the industry is based on a service type of organization where customers are paying for leisure and for their needs to be satisfied. It is an organisation in which both genders must interact daily with irregular shifts and long hours. This is a type of organisation where male dominance is clearly exerted, kitchens in particular. (Brownell & Walsh, 2008)

The hospitality industry gives importance to the image being portrayed to the public which leads to gender stereotyping. This kind of stereotyping is associated with the behaviour of the employee, regarding physical attractiveness, being an interference to work. Continuing on this subject, keeping in mind this stereotype of women is seen in image-based positions where they are representing the face of the company; for example, airline attendants, receptionist, waitress and sales assistant. (WOLFE, 2018) the writer wants to find out why is it such the case.

2.2.1 Gender Discrimination

In 1979 the UN defined discrimination as the constraints and limitations based on and due to gender. Consequently, abolishing and invalidating the recognition of women and their achievements. The basis of equality is founded from the concept of equal human rights, social culture, and the economic, political and civil freedom for both genders (European Institute for Gender Equality, 2018).

From birth, every human form his or her own human behaviour. Which is primarily determined by two very influential factors; nature and nurture. Nature is the natural environment that the individual is subjected to whilst nurture is the way an individual is raised and brought up. The stereotypes and gender lines start from these fragile stages, where what they are taught shown and made to believe are what will be instilled in the mentality of a person. Discrimination starts when the message of equality is differed and is lead to a mentality in which women are only capable of certain jobs or for maternal and housebound jobs (UNICEF, 2013).

Gender discrimination can be described as being more factored around nurture than nature, as a person is brought up with a certain belief and attitude towards life.

Gender discrimination goes back to the nineteenth and twentieth century; when women were considered as individuals belonging to their homes and family, whilst men were the ones that sustain their family by bringing money and food to the table. (Editor, 2011)

Many aspects of gender inequality have changed through time; however, many industries still have gender inequality present. The Maltese law defines inequality as any type of bad treatment towards any person due to race, religion, family or gender. (Cap.456, Equality for men and women, 2015)

2.2.2 Gender Equality

The UNICEF and the UN Women define, gender equality as the achievement or balance of rights, opportunities and duties. The former is equally shared between both men and women regardless of their gender. (UNICEF, 2013). Equality implies

therefore the priority of considering and acknowledging not only women's right but also those of men's, hence identifying the true diversity of the individual.

2.2.3 Gender Equality vs Gender Equity

Equality and equity need each other to provide fairness and balance through genders, however there is a great difference between the two. Equality is the equal and fair share of rights, benefits and opportunities. (Equality, 2019)

Equity, on the other hand, is the equal distribution of resources, opportunities, decisions. Proper consideration of equity provides an advantage to the individual because the concept considers the needs of the individual, furthermore adapts the resources and opportunities. (Canadian sport and physical activity system, 2018)

The illustration in shown below shows how equity provides fair and level grounds to an individual. The length of the fence versus the height of the individuals vary. So, the individuals in need are given boxes to reach the fence and be as the others at the same level. On the other hand, equality with all three of them are given a box, hence this could mean that any of them could end up higher or lower than the rest. Sida, recommends the use of gender equality in all contexts as it covers all the concepts of equity as well. Also, it is safeguarded from leaving out any unequal treatment on social and economic levels. (Sida, 2016)

To maximise the benefits of equality and equity they must be given equal importance, in conjunction to each other.

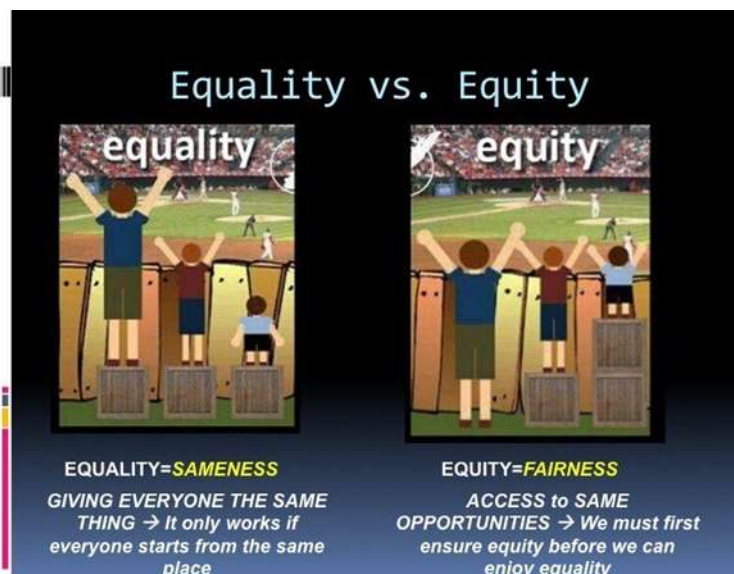


Figure 1 (Kuttner, 2016)

2.3 Factors which Contribute to Gender Inequality in the Hospitality Industry.

2.3.1 Gender Segregation

The two factors contributing to gender inequality in the hospitality industry are; segregation due to gender and pay gap amongst employees of equal position but of different gender.

To understand the interlink between gender inequality and segregation one would need to understand the definition of Occupational segregation.

“the fact that some jobs are more typically done by men or women, by people of particular races, religions, etc.” (Cambridge dictionary, 2019)

Occupational segregation can be horizontal or vertical; Horizontal being a division in jobs between genders, based on the labour itself. Whilst vertical is when positions are given according to the respective gender. (Cambridge dictionary, 2019)

In this chapter the writer will be focusing on both aspects of segregation. As both aspects interlink with one another.

In, a study carried out by Sonal Sharma, 2016, the issues of women in vertical segregation are highlighted. The study was based in India, a country in which equal rights and enhancing the rights for women is a big focus. So how come a country which has such guarantee on equality, women are merely existent in managerial positions? (Sharma, 2016). Somal Sharma, 2016, sought the answer to this question highlighting the main causes to be; occupational segregation, pay gap and discrimination. The study analyses the progression of women and their career towards managerial positions; most cases the progression stops at recruitment stage or applying for the job, and not obtain the position. (Sharma, 2016)

This is found in many studies as the ‘glass ceiling’ barrier, where it is not seen but strong enough to hinder women from moving up. This glass ceiling barrier is seen vey evidently in Malta. In a project financed by the E.U. researchers studied the

phenomenon on three industries which are described as 'vulnerable workers. (National Commission for the Promotion of Equality, 2012)

In this project the glass ceiling barrier was investigated, and showed that in Malta even though there has been an increase in the level of education and women seen to increase in workplaces. Still the number of women in the managerial positions are low, whilst the number of women in lower level is high. The research found by this project, indicated that the possible reason for women not being in these positions, is because of nature and sociological aspect of the female character. (National Commission for the Promotion of Equality, 2012)

The low levels of women in managerial position is explained in one theory in a journal on tourism. Kogovsek & Kogovsek, 2012, discuss the leadership styles in managerial positions. The authors go on saying that the modern businesses are considering a transformational style rather than an autocratic. (Kongovsek & Kongovsek , 2012)

This style is commonly attributed to women as it values the quality, consideration and stimulation of the subordinates. (Langston University, 2017) Which in return would change the way of thinking and the attitude towards work. Their research continues saying that there is a conflict between reports that say that male leadership is more effective whilst others say female leadership is more effective, it so that certain male leaders seek to use the female leadership style. (Kongovsek & Kongovsek , 2012)

The argument of female leadership being more effective is highly demolished by criticism, from both literatures reviewed on this subject both researchers commonly stated that the attitude towards women being in decision making position is as they are programmed to a certain social culture which hinders their confidence and self-esteem. (National Commission for the Promotion of Equality, 2012)

Other researchers enlisted in this project, like others which the writer found, indicated reasons and influences like family, work life balance, long hours and career planning. According to the project, there where commissions around the world which were set up to help and establish ideas and create a database on the women – men difference. From this project which was published in 2012 , Malta was one of the most with female representation, to date ,Malta is still fighting and improving to get a balance in statistics , but a change in numbers has occurred; having many more female representatives in

the European parliament and even in the parliament on both opposition and the government. (National Commission for the Promotion of Equality, 2012)

In the research carried out by Sonal Sharma, 2016, the aspect of gender bias during recruitment was discussed. The results showed that similarity and interpersonal attraction was important. Results showed that certain recruiters would consider these factors and other don't consider them (Hardin, 2012). These issues will be investigated further in the primary data as part of the interview questions.

The demand of the global tourism market is increasingly showing the repercussions a company could suffer if its recruitment is done with a bias to gender. Sharma concludes, that for a company to be successful the recruitment should focus on the quality and talent of the candidate and consider his or her potential to grow and develop in the company. The gender of the candidate should not influence their decision. (Sharma, 2016)

Segregation and gender biased recruitment is evidently seen in the tourism industry. Tourism is an ever-growing industry which effect many other sectors. As stated by the EU commission, tourism is the third largest economic activity in the European union. (European Parliamentary Research Service, Sep 2015).

Alka Obadic, 2016, discussed the issues of pay gap and gender discrimination. The writer researched and compared different countries and highlighted the differences between them. (Obadic, 2016).

As written by Alka Obadic,2016, tourism is characterised by low wages, long or irregular hours and non-routinely rosters. These issues affect the opportunities available to both men and women. Certain occupations are associated with a particular gender for example household activities like housekeeping, interior design, food service and cooking are mostly associated with women. Whilst jobs such as maintenance, gardening are associated with men due to the physical strength they require.

The study carried out Obadic,2016, showed that gender does in fact affect employment. (Obadic, 2016) Results also showed a hierarchal level barrier. In internal hospitality there are:

- less than 20 % of women in managerial positions.

- less than 20 % of women are general managers
- 20 % of restaurant owners are women
- 10 % of hotel owners are women
- 5 % to 8 % of corporate boards consist of women

An analysis of the results shows that the low percentages are due to lack of education or skills achieved by women. Alka Obadic, 2016, explains that women lacking skills or are semi-skilled are prone to exploitation and harassment. From a female perspective the writer is of the opinion that women are not being represented senior positions like management. Another issues which is a disadvantage to women, is the self-worth or self-esteem. Women do not do enough to invest in themselves. This was observed by the authors C. Costa, I. Carvalho, S. Cacador, Z. Breda (C. Costa, 2014). Women who are highly educated are still defeated in managerial positions often due to their minimal belief in themselves, that the higher position can be achieved. (Obadic, 2016)

2.4 Gender Equality in the Catering Industry

“The London Savoy appoints Kim Woodward as the first women chef in 126 years” (Bloomberg News, May 8, 2015). As reported on the Financial Post, there are only 20 women chefs leading London restaurant. The main reasons for this low figure are; family issues and the mentality of male dominance in industrial kitchens and contrary to the two reasons mentioned above, some say that women were never disadvantaged.

The same scene is seen in the US. In a project by Rosalie Platzter, the issues of women in the kitchen is evidently scarce. Whilst it is noted that traditionally women dominated household kitchen, things seem to have varied for the industrial kitchen, as men now dominate this sector. Platzter associates the dominance of men to the fifteenth century where during war, the kitchen was based by what she referred to as the “machismo atmosphere” which still exists nowadays. This “machismo” is easily defined as a cultural dimension. (Platzter, 2011)

Hofstede defines this dimensions as masculinity versus femininity, the masculine perspective is associated with the battle of assertiveness, competitive and heuristic whilst being modest, weak and care for quality of life is a feministic side. (Professor Geert Hofstede, 2019) This is seen very widely in kitchens. From the 20th century there was a slight change in the workforce, due to an increase in women working in the kitchen and enrolling in culinary schools. As accounted by Platzter half of the graduates of Saint Francisco Culinary Academy were women, however this has only had a slight effect on the industry. (Platzter, 2011)

Gary Alan Fine, 2011, calls this matter the “boy’s club”. She describes the kitchen as a place where women need to earn the right to be part of it. By being part of this “boys’ club” women must have to put up with the vulgarity of jokes, language and harassment. In other words, Fine argues that to succeed in becoming a chef in a male dominance, a woman would need to put aside her principles and her modesty to be one of the men and hence achieve her goals. (Platzter, 2011)

In the writer's opinion unfortunately, this perspective is very much seen nowadays by female chefs, the idea of getting what they want by using these methods, creating this perception of subdomain and weakness at the end.

On the other hand, a scholar by the name Joan Acker, 2011, argues that this is not the reason why women are left out of such organisations. Acker describes it as the bodied process, where she explains the natural aspects that characterise a woman these include; menstruation, pregnancy and emotions. These factors are highlighted by Acker, 2011, as being the source of exclusion in the work environment. (Platzer, 2011) The writer also notes that these factors would affect a women's employability.

Employers would find it more financially fisible to employ a man who may guarantee a longer-term employment with a company than a woman. This data was collected by the writer from previous employers who stated that no matter how strong a female employee is once she is married, she is as good as gone. This point is validated by two authors Deborah A. Harris and Path Giuffre, 2011. They argue, that the work versus family conflict is a prevalent issue to female managerial positions. (Platzer, 2011)

The writer suggests three ways to go about this issue; putting aside the idea of building a family and focusing on a career, opting for a position with reduced hours, adapt both prospects in a compatible manner. (Platzer, 2011)

Contrary to these three arguments discussed above, most chefs argue that it must come from the individual themselves. Chef Ana Sortin and Chef Cat Cora both agree that the individual and their character, irrelevant of their gender is the key to success. The empowerment and positive confidence towards a goal is defined by the individual themselves. As a young chef in the industry the author agrees with this point as it is from the individual's perseverance that one can grow and succeed. (Platzer, 2011)

Rosalie Platzer, 2011, argues that the lack of women in kitchens and the lack of women's confidence in achieving their goals is brought about by the absence of representation in managerial and governmental positions. The writer's opinion is that more empowerment of women will create more motivation, encouraging more women to achieve their goals. (Platzer, 2011) Nowadays a lot of this such motivation is seen all around us particularly in the media where female encourage and share their experience giving hope to people. Also, recently we saw the first politician to be in

office and give birth whilst overseeing a country like New Zealand. (Sant, 2018) Would it be right to question that if a president can manage these two roles interchangeably why shouldn't a female chef be barred from similar opportunities? Empowerment will be discussed further into this literature review.

2.5 Employment Policy Statistics

In this section the writer will be reviewing statistics published by the Ministry of education and employment. In chapter 3 of the document, there was a varying difference between the male workers and female workers in the labour market during 2000 and 2009. (The Ministry of Education and Employment, 2014)

Between the years 2000 and 2009 there was an evident decrease in male employees from 81.6% to 77.1%. This was a consequence brought on by retirement schemes and more men were attending educational courses. This decrease must then be compared to the rapid increase of 2.7 % in 2011 and is expected to increase to 81.7% by 2020. (Appendices 1.1 statistics) (The Ministry of Education and Employment, 2014)

Similarly, to the male employees, the female employees was low from 2000 to 2012 which only increase by 10.0 % from 33.5 % to 43,4% and is expected to only increase to up to 58.0% till 2020. (Appendices 2.1 statistics) (The Ministry of Education and Employment, 2014)

Both genders are showing increases in employment but still the discrepancy between male and female is very wide. In the employment policy, incentives and investments have been issued to increase the employment rate especially of females. With these investments and incentives, the policy aims to give support and also empower women in this fight against inequality. (The Ministry of Education and Employment, 2014)

2.6 Empowerment

As mentioned in the Employment policy document above, the incentives aim to empower women in pursuing their career and help in their work- life balance. In this section, the writer will be going through the meaning of empowerment and how it can be used for women and their employment. Many authors and scholars have defined empowerment in their own way. So, to understand more the perspectives from they have created this definition, one would need to understand what it actually means 'to empower'. (Rahman, 2013).

“Something that is empowering makes you more confident and makes you feel that you are in control of your life” (Cambridge University Press, 2019)

Nancy Foy, 1993, describes empowerment by contrasting it with delegation. In her word's empowerment is the act of giving an individual a chance to take decisions for themselves, but for a specific task which is set by some boundaries. And so, contradicting the concept of freedom, other writers like Van Outdshoorn and Thomas, 1993; describe empowerment through the way in which power is given; the empowered is given authority or permission to choose. (Mike van Outdshoorn, 1993)

On the other hand, there are other writers who perceive empowerment as the responsibility of the employee to take in their own hands the opportunities to change what they like or dislike at work and turn that into job satisfaction. (Lashley, 2012) This form of empowerment is achieved by channelling responsibilities through the employees' capabilities and talent, (Etzioni, 1975).

Drucker, 2012, defines empowerment by personalising the individual with an orchestra; the employees being the specialised musicians and the conductor being the manager. The manager is there to lead but the employees through empowerment, will give their own individual results. In his definition of empowerment, the hierarchy is not given the most importance, this contrasts very much with the kitchen, mainly in the old days, the hierarchy was given more importance and by that employee had less empowerment. The hierarchy has always been given a lot of importance in the kitchen. Hence employees are rarely given responsibility to achieve their own individual results, therefore having very little empowerment. (Lashley, 2012)

Having the title of 'chef', but 'cook' to emphasise their lack of power. The women 'cooks' were placed in the salad section and remained there, with little hope of improving their position. By giving power to all employee the writer thinks that there would be more equal opportunities for all the employees to showcase their talent regardless of gender. (Platzer, 2011)

Being in a front – line service industry empowerment is of great importance. Giving the employees the ability to respond or adjust to a situation and not having to consult the supervisors helps them perform better hence resulting in a more efficient and satisfactory service to the customer. The employee will be more secure of themselves more enthusiastic and motivated to work and encouraged to perform better (John R. Walker, 2009).

In a discussion on gender inequality by Griffort, 2011, gender inequality was a form empowerment in itself, being in a male dominant environment, women have been told that they're not enough. This gave women more encouragement and power to focus and perfect their skills to overcome these imposed limitations. (Griffort, 2011)

2.7 What is Being Done to Improve Gender Inequality

As discussed in the previous section, the writer will be outlining certain initiatives founded by different groups of people and states to improve the female ratio in the workplace. This section will cover the laws and policies of the Maltese Government, locally founded governmental organisations and organisations founded in the European union and USA. These organisations are dedicated to support, empower and help women around the world who do not have the strength or knowledge to fight against inequality.

2.7.1 The Maltese Law

In this section of the literature review, the writer will be going through the Maltese law to be able to better analysis the local issues. The author seeks to find all the legislation and regulations which cover gender inequality and employment discrimination, enforced in the Maltese islands

2.7.1.1 Chapter 456; Equality for Men and Women Act

As stated in the Maltese Law (Cap 456), no type of discrimination whether it is direct or indirect and if it is on recruitment or employment, is acceptable by the law. According to article 26, found in the Employment and Industrial Relation Act, the employer cannot be prejudice when choosing tasks and job positions on gender basis. It is the employer's duty to ensure that no discrimination or harassment takes place on the work place. (Cap.456, Equality for men and women, 2015)

Further to article 26 it is wrongful to advertise a job, discriminating a particular gender, it is only permitted if the employer can prove and justify that the gender being advertising is chosen for a reason. If such discrimination occurs the employer can be convicted and penalised. The Act also states that even educational establishments and vocational training institutes are not to discriminate or let discrimination occur. (Cap.456, Equality for men and women, 2015)

2.7.1.2 Subsidiary Legislation 452.95; Equal Treatment in Employment Regulation

A subsidiary legislation created by the Minister of Justice is the Equal Treatment in Employment Regulations (S.L.452.95). Derived from the Employment and Industrial Relations Act. This legislation interlinks with the Equality for Men and Women Act, discussed above. (Cap.456, Equality for men and women, 2015)

The aim for this legislation is to observe the principle of equality from the employment aspect. The sole purpose of this legislation is to fight and abolish any discrimination

towards certain aspects of an individual. (EQUAL TREATMENT IN EMPLOYMENT REGULATIONS S.L.452.95, 2014)

In this legislation, the discriminatory treatment towards culture, values and gender are discussed in detail. The act states that no such discrimination is accepted whether it is direct or indirect, the only two exclusions to this law are the armed forces of Malta; based on disability and age, and the stateless people who have residence in Malta. (EQUAL TREATMENT IN EMPLOYMENT REGULATIONS S.L.452.95, 2014)

No kind of harassment whether it is verbal or physical is accepted and it should be the employer's responsibility to stop any harassment or discrimination from occurring. The employer has to be equal in giving positions and promotions which are based on criteria necessary for the job. Even the pay given to the employee should be based on the job and not on the difference in gender. The law only accepts certain discrimination if it is proven that the occupation needs specific characteristics found only in one gender. Furthermore, the law says that it is unlawful to either force someone to discriminate or let discrimination pass without reporting. If a discrimination occurs it should immediately be reported to the Industrial Tribunal. (EQUAL TREATMENT IN EMPLOYMENT REGULATIONS S.L.452.95, 2014)

2.7.2 Local Maltese Governmental incentives

2.7.2.1 In - Work Benefits Scheme

The Maltese government provides a number of schemes for people especially women who want to continue working, but have encountered certain issues. One of these such schemes is the “In work Benefits” which helps people with low income or at risk of poverty to give them a chance to improve in their financial status or move up in job positions. This scheme is aimed for the most vulnerable mainly; disabled, single parents and elderly and even families with children whose parents are on low incomes. (The Ministry of Education and Employment, 2014)

To be eligible for this scheme, one should be part of a family in which household there are children under the age of 23 years of age and is employed. The claimant has to be earning between €10,000 - € 24,630, to be able to get the benefit. The benefits are paid in quarterly periods during the year (January, April, June, October). To apply for this scheme, the applicant should submit the application found online and attach a copy of the FS3 along. If eligible, the government will calculate the amount according to the individual's wage. (Malta, 2018)

Apart from helping the whole families there were also tax cuts. To promote female in the labour market, but it was targeted for women with high education so the rate of women working remained low. (The Ministry of Education and Employment, 2014)

The National Employment policy, published in May 2014, highlights some of the initiative the government put in place to help encourage women to pursue their careers. These include the following; (The Ministry of Education and Employment, 2014)

2.7.2.2 Child support

The government offers a scheme for working parents with children. The scheme gives free child care service for working parents till the age of kindergarten. Recently the government also added the option of additional hours at the day cares. The Maltese

government also offers other schemes for children of other age groups, whose parents also work. The Breakfast clubs and Klabb 3-16 are an example of such schemes. (The Ministry of Education and Employment, 2014)

2.7.2.2.1 Breakfast clubs and Klabb 3-16

These are clubs, for primary school students, whose parents have to work during school hours. Through the Breakfast club scheme, the government provides an extra hour of child care prior to and after school hours. This also coincides with another scheme; 'Skolla Sajf' which hence allows the parents to work in summer as well. (The Ministry of Education and Employment, 2014)

The hours of a restaurant or hotels, are always changing, if the individual is not on a fixed monthly roster the hours would change weekly. For chefs with young children, it would be very difficult for them to take them to school or pick them up. This scheme could help the chefs as the employer could agree upon working hours which can arranged according to the school hours. Especially in summer where the restaurants and hotels are the busiest, it is beneficial to have a care services for the children during the day. (The Ministry of Education and Employment, 2014)

These schemes provide the opportunity for mothers to go back to work even though in the catering industry the options are a bit limited, but still fisable. Working mother chefs would be able to choose jobs which base on lunch and breakfast services mainly in hotels and then be able to be home with the family for dinner. (The Ministry of Education and Employment, 2014)

2.7.2.2.2 Maternity leave

The Maternity Leave scheme requires, the employer to give eighteen weeks of maternity leave. This therefore gives a female employee a significant period of time to recover and settle after pregnancy without losing her job. (PROTECTION OF MATERNITY (EMPLOYMENT) REGULATION, S.L.452.91, 2014)

Having said this, this particular scheme significantly increases labour cost for the employer, hence deterring the employment of women that are newly married or of an

age where she is likely to become pregnant. According to the employment policy document, the employer had a 27% increase in the cost of maternity leave. From the required eighteen weeks, four of them are subsidised by the state, and the 15 weeks must be paid by the employer. The government is also proposing a raise in social security contribution which they will be giving towards the maternity leave to help the employer. (The Ministry of Education and Employment, 2014)

The number of women whom are drifting from their career due to maternity is high in all sectors and one of them is the hospitality sector. With this incentive the mother and even the employer can be encouraged in continuing to work. (The Ministry of Education and Employment, 2014)

2.7.2.2.3 Flexibility incentives

Another incentive provided by the government which encourages women to work in the hospitality industry, hence reducing gender inequality and employment discrimination is the Flexible Hours initiatives. This initiative provides for the possibility of work to be done at home and flexibility of work hours. It is a family friendly policy aiming a healthier work environment and quality of life. It would allow for the opportunities for women to keep their job, whilst raising a family. A mother in catering must be able to juggle very busy, hectic and unpredictable lifestyle. This incentive gives a high-ranking female the opportunity to do so. (The Ministry of Education and Employment, 2014)

In the National Employment Policy Document, it also discusses the benefits to the employer. The employers will benefit because their employees will more motivated to work and be happier in the work place. This incentive can help retain the good hard working and skill full employees with the company. However, this incentive is not adequate for all position in the catering industry, particularly with regards to chefs. A chef's job is hands on with little that can be done from home. The starting and to the production and service hours of the establishment, allowing for little flexibility in work hours. times of work must be according This incentive applies mostly for managerial positions or higher-ranking chefs which would have more paperwork then physical hours in the kitchen. (The Ministry of Education and Employment, 2014)

2.7.3 Gender Plan Action 2017-2019

Gender Pay Gap, an issue which is still very much persisting to date. Even though the EU and the local Governments put in place new regulations, policies and legislation, the issue is still very predominant. The segregation, the stereotyping and discrimination, can be said that are the main three 'fuels' to this burning issue. (European Commission, 2017)

As seen before in the literature review, vertical segregation is a significant cause of Pay Gap, as according to the communication from the EU parliament only 5 % of CEOs are women, even after all the successful initiatives. The writer starts to question at this point in time if the initiatives were truly successful. (European Commission, 2017)

Stereotyping, is one of the bases of Gender Pay Gap, the role of men and women in society is still divided between women being at home and being the care givers whilst men are still the bread winners. In this communication, the initiatives mentioned are like the ones discussed in this literature review; flexible hours, care facilities and remote working, to help in preventing women from leaving the employment. (European Commission, 2017)

The third issue is discrimination, pay discrimination is interlinked with transparency as well, men are paid more than women even if the value and quality of the work is of the same level. The fact that there is the element of privacy on how much the individual earns, makes it more difficult to give knowledge of its existence. (European Commission, 2017)

As part of the Sustainable Development Goal for UN 2030 Agenda, Pay Gap is still an issue to be tackled. Pay Gap plays an important factor in the European social rights both for gender inequality and for equal opportunities. (European Commission, 2017)

In this section the writer will be outlining and discussing the Action Plan published by the Commission. The Plan is aimed to be a guide to highlight all potential issues and define a solution to solve the issues. It is divided into 8 parts which will be discussed furthermore. (European Commission, 2017)

Action plan 1; Improving the application of the equal pay principle.

Through the previous years the Commission implemented a report for Gender Equality Recast Directive promoting Pay Transparency and Equal Pay. Apart from the discussed Action Plan the Commission endorsed an evaluation on the Pay Transparency, this evaluation was made through the member states and the respective overview of national measures. The evaluation's findings resulted in not being sufficient and effective. Showing that there is a need to advance and improve the legal framework and enforcement. (European Commission, 2017)

The aim of this first Action Plan is to;

- Firstly, being able to have accessibility in one of the measures which was recommended in 2013;

Giving access to employee; Giving the employee a possibility to get information on the pay levels in the organisation by doing regular reports on the employee's wages by categories; like position.

Introducing sanctions; Implementing sanctions and remuneration to employees which might have experienced pay discrimination.

Occupational pensions; as from 2014, by the Court of Justice for state pensions, it is prohibited to discrimination on occupational pensions. in which women were given a lower pension as their life expectancy was longer than men. So, this Commission aims to adapt the Directive for an equal treatment.

Enforcement bodies; to sustain the equality bodies through monitoring and applying the rules, giving clear requirements and setting up standards for the other equality bodies to follow.

- Secondly, the commission will oversee if the EU common rights are being followed through by the EU members. in case of the equal pay principle is not being complied to the latter will be able to action against the Member State breaching this principle.
- In 2019, a report will be published to give recommendations and benefits to promote the underrepresented in containing their career

- Finally, the Commissioner's objectives should be to maintain a network with the equality bodies to empower the enforcement of the principle of equal pay. (European Commission, 2017)

Action Plan 2; Combating Segregation in Occupation and Sectors

In certain sectors of employment, there is a distinctive underrepresentation of women is predominant. Underrepresentation and segregation are the main factors of pay gaps. The segregation starts at a young age, as from the early stages of education the student would choose the path for their career, making certain choices irreversible.

The commission aims to;

- Create awareness, through conferences on stock taking on projects fighting stereotypes and segregation. Whilst sharing with other companies the best practices which are deemed to be promoting and helping the abolishment of gender segregation.
- Initiating new practices in different sectors to remove the perception on women and men's abilities and roles in society. This is aimed to be done by providing and publishing all the necessary to promote the abilities and achievements by women in sectors that don't employment women. (European Commission, 2017)

Action Plan 3; Breaking the Glass Ceiling; Combating Vertical Segregation.

In the Action, the promotion of gender balance is the main focus. The women which are promoted is evidently low and so the Commission aims to help in changing that by doing so;

- Adopting the Commission's proposal to improve the gender balance in directors' positions.
- Whilst doing so, the latter will continue helping financially organisations which are fighting and promoting gender balance.

- Have dialogues with social partners, sectorial bodies and governments to implement measures and projects on gender balance and representation of weaker gender. (European Commission, 2017)

Action Plan 4; Tackling the Care Penalty

This action, goes hand in hand with the previous action. As work life balance is a way to empower and give strength to women in pursuing their careers. Women are seen to be leaving schools with better education and better qualifications than men, but when it is then seen where women are in the employment sector; they are or in lower position or in low earning position regardless of the qualifications. This is partly because of a stage in a female's life which is motherhood. The women that don't stop completely to take care of the family and children end up in low positions to be able to balance both jobs.

As seen above, in this literature review, initiatives for a better work life balance is already being implemented and promoted. With these initiatives the commission aims to give courage and confidence to women in staying in their careers and still being able to move up the ladder and not ending up in lower positions when they are capable of being much more. (European Commission, 2017)

Action Plan 5; Better Valorising Women's Skills, Efforts and Responsibilities

The fifth Action aims to help in promoting better pay. Even in female dominated employments wages still are low. The Commission aims to;

- Give recognition to the skills and qualifications women have in all different sectors.
- The New Skills Agenda, this will be discussed even further later on in the local initiatives section. The Agenda aims to promote transparency in qualifications and skills. Whilst giving training on how to recognise and validate skills.
- The Commission will also promote awareness on gender natural recruitment and classification which will help in the promotion of equal pay. (European Commission, 2017)

Action Plan 6; Fighting the Fog; Uncovering Inequalities and Stereotypes.

The Commission will keep investigating and researching reasons for gender pay gap. By doing so only can the Commission solve this problem and create adequate remedies to abolish it. The latter will do so by;

- Collecting data regarding the consequences gender pay gap has; which affect the economy, individuals and the society in general.
- Reporting the annual movement in gender pay gap whilst collaborating with Eurostat and the Eurobarometer to give specific statics on the gender pay gap and pay transparency. (European Commission, 2017)

Action Plan 7; Alerting and Informing about the Gender Pay Gap

By having the right information, the society can be aware and work towards preventing discrimination. The commission will be;

- Disseminating this information by creating a European equal pay day, in which promoting what the causes are and giving remedies for it.
- Distribute guides to help all the EU members and their companies to practice and keep in line with the law on equal pay.
- Whilst also giving out the new updated measures and actions taken to ensure to implementation of equal pay. (European Commission, 2017)

Action Plan 8; Enhancing Parentships to Tackle the Gender Pay Gap

The Commission will keep on helping and prompting EU members which are practicing initiatives to tackle gender pay gap. Whilst supporting the Member States which are implementing new practices, the latter will help;

- By giving training to representatives of the government on the issues discussed in this Action Plan. This training will be tackling instruments on how to implement new practices and what can be the problems which can be faced whilst implementing them.
- Give support both financial to the member state who are interested in reducing this issue and support social partners and companies through learning activities.

- Finally, the Commission has to have a follow up on the Member states to oversee that the principles and measures are being done. (European Commission, 2017)

2.7.4 The National Commission of the Promotion of Equality

The Commission works on promoting and supporting all types of equalities. It offers articles and new regarding all that is behind done or said locally and internationally on the fight against inequality. (NCPE, 2015)

The Prime Minister appointed a Commission as of 2015, to be called the National Commission for the Promotion of Equality for Men and Women. This Commission is composed of one chairperson and seven members. Three of the seven members are women and one of them with special needs. (Cap.456, Equality for men and women, 2015)

The aims of this commission are;

- To establish, reform and identify policies regarding state issues.
 - To supervise the policies regarding gender equality and seeing that they are being implemented.
 - To identify the persons needs which are being affected with any discrimination.
 - To coordinate between government departments and agencies to provide the measures and initiatives as proposed by the government.
 - Communicating with all the bodies who are part of the equality field.
 - Eliminating discrimination as much as possible.
 - To investigate any complaints which arise on the subject as well as to see if the act is being adhered to it.
 - To assist any person suffering from discrimination in an appropriate manner.
 - To review any part of the Act where necessary or requested by the Minister.
- (Cap.456, Equality for men and women, 2015)

Its platform is based on an online basis. It is very easy to find; as it is government department the website is linked with the Maltese government website. Also, it links to various outlets like the Maltese Law and the Government Gazette The website, gives

all the needed information and instructions to input a complaint regarding discrimination or inequality. The complaints can be submitted by anyone who either is experiencing from any injustices, or if they think that someone is passing through it. All complaints are dealt with in total confidential once. (NCPE, 2015)

2.7.4.1 Filing a Complaint

The process for filing a complaint is very easy; one would only need to download a form, which is attached in the website, this form can be both in Maltese or English. this form is then sent the NCPE and acknowledged with a written response. (NCPE, 2015)

2.7.4.2 The Directory of Professional Women

In May 2015, NCPE's annual conference was held. Here they announced the new initiative to promote women in the workplace, The Directory of Professional Women.

As of March 2014 there were only 2.1% of women in senior position. This is because women are less forward to introduce themselves and get to be known and hence are not getting the same opportunities, unlike men that have more connections and seem to be known by everyone. The issue of the 'glass ceiling barrier' is predominate in this conference, as it is considered to be one of the reasons why women are not in senior positions. (NCPE, 2015)

The National Commission for the Promotion of Equality, created the Gender Balance Decision Making project. This project aimed to help women achieve careers in the decision-making position, and further more to empower them move up the employment ladder. (NCPE, 2015)

To do so the NCPE created an online database, where women can upload their professional profile. This profile would enlist all their qualifications, skills, competences, experience and the area of expertise of the individual. In this way their profile would be showcased and accessible to all potential employers. This creates opportunities of new employment and promotions. (NCPE, 2015)

To be eligible for this database, the individual needs to have a minimum of 5 years' experience in a managerial or decision-making position, and 10 years of experience in the area of expertise. (NCPE, 2015)

2.7.5 Organisations founded for women in the industry

In this section, the author will be illustrating organisations which have been founded for women working in the hospitality industry, worldwide. These organisations are founded by people close to the industry most of whom experienced discrimination or gender inequality.

2.7.5.1 Women Chefs and Restaurateurs.

Women Chefs and Restaurateurs, WCR, founded in 1993, by Barbara Tropp and Joyce Goldstein this organisation, gave rise to a public space for women chefs, restaurant owners and all the woman in hospitality industry. It started as a platform for Ms Tropp to voice and challenge the culinary industry with her ideas. Friends and the group's first members helped her amplify the organisation and 25 years later the organisation has around 2,000 members. (WCR, 2019)

The main purpose of this organisation is to give support to all women in the industry or those who are entering the culinary world. This done through scholarships, promotion and testimonials of chefs, doing talks and annual meetings and giving advice to the ones in need (WCR, 2019)

Also, it has now so many connections around the world that it offers scholarships, opportunities in new jobs and placements and mentorships along with advocacy and consultancy to other women who seek help. It is a good platform to empower women and give them motivation in pursuing their dreams and careers. (WCR, 2019)

Their mission; *"to promote and enhance the education advancement and connection of women in the culinary industry."*- Janis McLean, Executive Chef, Seasons Culinary Services.

There are many women who attribute their success and connections they have to the culinary world to the support given by this organisation. (Chef's Roll, 2019)

2.7.5.2 Les Dames d' Escoffier

Another organisation is Les Dames Escoffier which also aims to promote women in the culinary world. It was founded in 1976, as a response to the all-male organisation; Les Amis d' Escoffier. The organisation is based on the values and ideas of Escoffier himself.

The purpose of this organisation started as a creator of the female chef's image in the male dominated world. 30 years later the organisation welcomes around 2,400 members from chefs to farmers to wine makers and any other person in the food industry. (LDEI, 2016)

The vision of this community is to create a culture of support and excellence in food and service. Just like WCR, the objective is to help women through educational and vocational aspects, giving them opportunities and knowledge for their careers. (LDEI, 2016)

This organisation does not stop at empowering and promoting women, it also wants to create and promote the rich diversity of cultures that the world has. The differences in cultures is expressed through food, and so Les Dames d' Escoffier created the global culinary initiative. This organisation was very much praised by Julia Child herself saying that the community reflects its mission in promoting the culinary profession through mentorship. (LDEI, 2016)

2.7.5.3 New York Women's Culinary Alliance

As the name itself states the "New York Women's Culinary Alliance" an alliance of women encouraging each other in their careers. It was founded by Sara Moulton and Maria Reuge, in 1981, with the backing of Julia Child and an endorsement from another organisation the Boston Women's Culinary Guild. (NYWCA, 2019)

This organisation was founded during a time where women were not being recognized for their worth and were finding it hard to enter the culinary world. The founders thought of it as an opportunity to put together the issues these chefs were facing and give them support and strength to achieve their goals. (NYWCA, 2019)

As said above their founding objectives went on to be the aim of the alliance. Nowadays they have created a community based in New York which gives access to connections and networks in the culinary industry. The alliance creates events, educational opportunities and seminars all relating to the food industry. (NYWCA, 2019)

2.7.6 Equality Mark

The NCPE in collaboration with ESF (Europe social fund) and the Ministry of Social Dialogue, Consume Affairs and Civil Liberties, created another project to safeguard equal treatment between the genders on the workplace, 'Unlocking female potential' (NCPE, 2008)

This project was aimed to increase the number of women in the workforce through incentives to the employer. (NCPE, 2008)

This campaign, will be certifying business with a certain set of standards, from the local industry. The Equality Mark is aimed to give a recognition to the companies which would already have been practicing gender equality on all basis and have a family and work- life balance measures. With this campaign NCPE was predicting an increase of 0.03% of female employment. (NCPE, 2008)

To be eligible to be Equally certified the organisation has to have these credentials;

- Possessing and implementing a policy against harassment and discrimination.
- Making sure that recruitment is based on equal opportunities
- Having an equality representative.
- Having measures for family and work life balance
- Monitoring of policies and systems for the employees
- Making sure that all sources are accessible for all employee

This campaign was not only created for the employee to be protected, but also to promote the employer. With the Equality Mark the organisations will be able to benefit from it too. As the recruitment will be open gender based; the employer will have a chance to choose the most skilful and creative candidates for the appropriate job. (NCPE, 2008)

With the most talented candidates the organisation will have be able to have all the resources the company needs, as every individual would bring their own experiences. With all the different experiences and skills of the employees the company will be able to for sure reach and succeed in meeting with the customers need. As per the

employee, when they will be seeking a new job, they will search for jobs which values quality and skills and so making these certified organisations more attractive and eventually will retain the employee with them. (NCPE, 2008)

2.8 Conclusion

During the literature review, the writer analysed the main issues, which are predominant in gender inequality. Through the analysis, issues like gender pay gap and occupational segregation showed how linked they are. Furthermore, they are also identified to be the bases of discrimination. Although there are many incentives and initiatives, there is more work to be done. Partly, by the employers, where they should encourage inclusion and equality. Also, from the policy makers and governments, to enforce the legislations and promote even more equality and human rights.

3. Methodology

3.1 Review of Data Collection Methods

To develop the knowledge on this subject, the writer opted for an in-depth qualitative research rather than quantitative research. The qualitative research was chosen as the results desired where to highlight the issues of the subject and not to quantify the amount of issues. The writer chose to divide the methodology in two sections; primary data; which is subdivided into a set of interviews and a set of case studies, and secondary data; which is based on literature reviews from books, articles, journals and websites. (James Mauch, 2003)

3.2 The Subjects

The subjects of the questions were developed in brainstorming sessions with a pilot study and were aimed at answering the gaps in the literature review done by the writer. Another reason for the questions was to analysis the opinions and experiences of the respondents.

3.3 The Questions

The format of the questions chosen has a question and answer bases. As a pilot test the questions where given to a set of people which were not going to be interviewed, but more to see that the sentences where readable and understandable to someone that does not have any knowledge on the study or the catering industry. Some of the questions where divided into parts to further analyse particular subjects. This was done as well, as from the pilot study; the participants had said it was difficult to understand them all together. This pilot study, composed of family members and work colleagues, helped design the flow of the questions and make them easy for the participant to understand and answer the questions well. (Anon., n.d.)

3.4 Primary Data

To enhance the research found, interviews were carried out. The questions enlisted in the interview were created and brainstormed through sessions with the tutor and also taken in the literature review. During these sessions, a list of aims were pointed out. The questions chosen for the interviews, were based on the aims which the author decided upon.

The participants were both male and female, so to get a different perspective and do not have biased results. The questions chosen were clearly written and specifically asked as to get a definitive and detailed answers. This allowed the author to obtain results which are comparable to the answers of all participants.

Before doing any interviews, the author applied for an ethics consideration, as the subject in discussion is a sensitive one and could have caused discomfort for the interviewee. Keeping in mind that the questions could be a sensitive issue, the questions were left general, as that would have resulted in having an unsuccessful interview, as certain people are not comfortable talking about certain issues regarding harassment. Several participants who the writer reached out to were happy to participate.

In addition to the collected data from the interviews, the writer created a case study. In the case study, a fictitious story was constructed, as to ask the respondents how they would respond to this scenario. The case was based on a family - work life balance, in which the chef is pregnant and has to stop with maternity leave. This case study also includes occupational segregation, as a promotion is available, and the participant has to choose whether the female chef or the male chef is chosen. (Yin, 2003)

The writer wanted to see the different perspectives and the rational thinking behind the issue and what alternatives, or options would be given to this certain situation. Although the story was fictitious, the issue mentioned is a predominant issue which regards women chefs in the catering industry, a conflict which could be the reason why women do not opt for this career or must stop prematurely.

3.5 Secondary Data

As part of the methodology's research, the literature review and its collected data was used. In the literature review; books, articles, journals and even the Maltese law were analysed. This process has provided the writer with a greater knowledge on the subject. With this data the writer got a background of the issues related to the subject and helped her in understanding the perspective of the parties affected; from the gender, culture and law perspective.

From this research it shows that there are mixed opinions on the matter. It could be true that the beliefs of the 'old age group' is still prevalent, but further research showed that there isn't enough encouragement or a lack of interest for the job from the female's side. With this research the author can clearly understand that issues, like gender inequality is dependent on the perspective and the individual's situation, and there cannot be one general answer.

3.6 Criteria of Sample Selection

The participants were chosen randomly. The interviewer wanted to get a perspective from both genders and so the participants were not chosen based on their gender rather an equal number of participants from both genders. The writer chose not to interview participants she knew nor interviewing them face to face, as she feared that the respondents would be uncomfortable to answer certain questions and would lie, resulting in inaccurate results. The only criteria that the participants had to have was that their present or past experience included that of an authoritative position, hence; sous chef, head chef or manager.

These criteria were chosen as to understand why there is inequality amongst employees in hospitality; if it's because of gender or is it because of the skill set of the person. Another reason is to know how these individuals tackle the issue.

The case study was done to help achieve this information also. What would the one in charge do in a situation like that and do they go about tackling the matter.

For ethical reasons, all participants were sworn privacy and discretion, all the respondents remain anonymous and the information obtained from the interview was to be used only for research purposes. All respondents signed a consent form declaring this. A sample of the interview, case study and consent form will be presented in the appendices as a proof of the data obtained.

4. Analysis and Discussion of Results

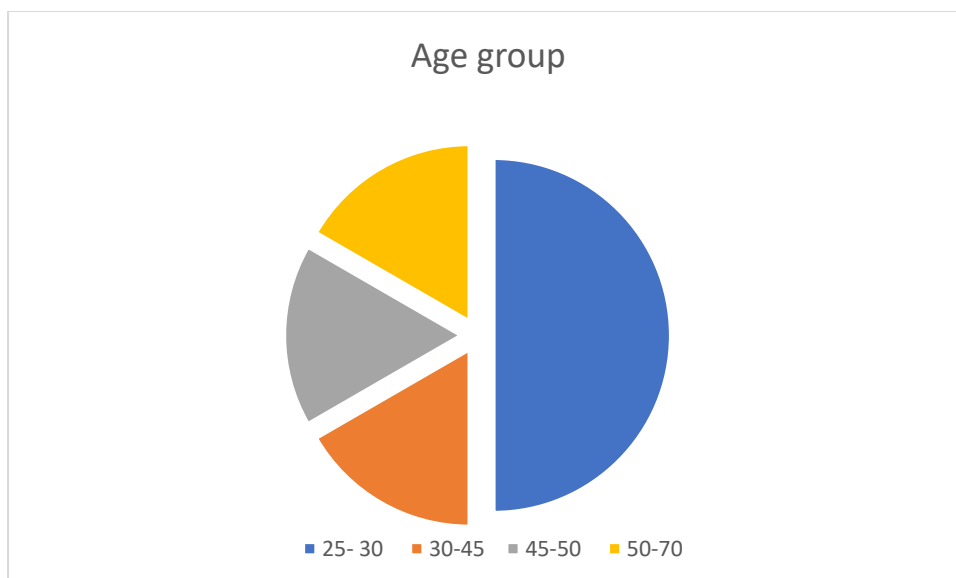
In this section, the data collected through the primary data, will be discussed and compared to the other research obtained. To have a better analysis of the results gathered. The respondents were asked to identify themselves by age and gender, allowing to analyse whether the answers given are biased or not, and if the younger chefs have the same mentality as that of the older chefs.

4.1 Interview Analysis

Demographic Questions

Age;

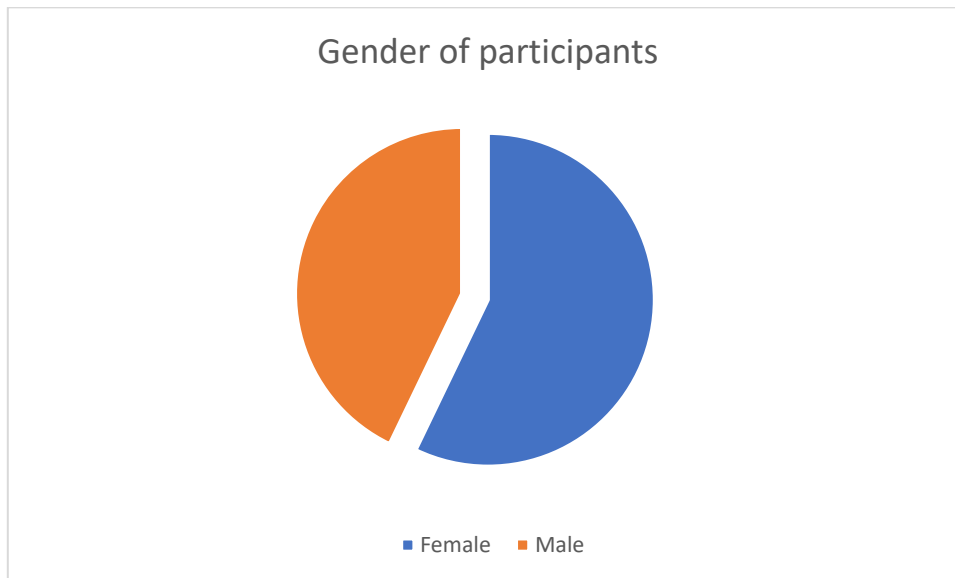
The respondents age varied between 25 and 53-year-old. In the diagram below the groups were divided into two sets. There were three respondents who are aged between 25 and 30 years old. The three of them are young chefs who at the moment are in managerial positions. The other three groups had one respondent of each, the oldest being 52 years.



Gender;

From the 30 interviews which were sent out, 15 were women and 15 were males, only 3 women and 4 males answered back or agreed to do the interview. The researchers

think that this is partly because not everyone is comfortable to speak about this subject. The subject might be perceived as being controversial, since the answer to one of the questions is either in favour of women in the kitchen or not. If the answer had to be no it would potentially put the individual in an awkward position, with a fear of being labelled.



Introduction

The participants were given a set of questions to answer, and a declaration form guaranteeing discretion of data collected. The interview was divided into sections according to the issues which were by from the writer.

1. How long have you been in the catering industry?

The participants chosen were all in authoritative positions. The aim of this was to interview people who are experienced in the sector and worked with a range of individuals with different stories, characters and opinions. The period of experience between the participants is between 8 years and 50 years. There is a large difference between the participants, this is because, as seen above their age varies significantly. The variance in the level of experience is very beneficial to the comparison of results since research shows that through the years the mentality and opinion of women in the kitchen, has changed.

2. Why did you choose catering?

This question was asked, to understand why the participants choose the catering industry and if it was because of the passion for the field or due to necessity. Four from the seven participants said that the choice of their career was the attraction towards food and the passion for its execution, they described their job as a hobby. One participant said that the love for the kitchen started when he was very young, when he would go to help his parents in their business and learnt to love the kitchen. The other three chose the career as a necessity, one being an immigrant who stumbled upon the opportunity to work in the catering industry, the other participant liked the environment that is tourist locations and learnt to appreciate the career.

3. What department of the industry where you in?

All the participants worked in the catering department of the hospitality industry. The participants understand the aim of the research and the interview, as it touches on very relatable issues. This aids the author in her research. Moreover, the results and opinions given by the participants would be more useful as the situations and experience would help them to explain and answer in a better way.

Gender Inequality

The following set of questions were aimed to understand if the participants knew what gender inequality is. Also, to see if they have ever experienced it and if so, the way the individual tackled it.

1. Do you know what gender inequality means? Do you think gender inequality exists/ or existed in the kitchen department?

All the respondents answered yes to the knowledge of what gender inequality is. Mixed results were obtained when asked if they think if it still exists. According to both genders the inequalities were more prevalent in the past. Most of the participants said that it is barely an issue anymore and it is getting much better. One of the participants

said that it still exists but mainly in the older generation of chefs, contrasting to this answer the two participants that are of an older age, both said that it is getting better, and it is different from what it used to be.

For the younger female participant, their responses indicate that this situation is not getting better. The author believes that this could be due too the fact that these young chefs have not been subjected to the inequality of the past and are only familiar with this lower, constant amount of inequality in catering. Hence for them it has not gotten better.

2. Do you know what it means to be equal with both sexes?

For this question all of the participants answered with a short and simple yes. However, one of the participants said that a person cannot say that men and women are the same in everything or are to be given everything the same, there are differences in every person regardless of the gender, the interviewee goes on saying that by understanding what differences between the individuals are is what will bring the balance and equality.

Two of the participants said that they have managed to create a balance and have managed to treat everyone equally. When reading these answers, it comes to mind the difference in meaning of equality and equity, in this illustration the meaning is very evident. In the illustration, found in *Appendix 5.1*, it shows three boys trying to see over a fence; in equality everyone would get the same block to look from, but in equity the block is tailor made to the individuals to all manage to see over the fence. And so is the kitchen, for the author gender inequality is only brought down or removed if the individuals are given the resources and the help needed to the particular individual and not all the same regardless of the needs.

3. Have you ever experienced gender inequality, or seen it happen?

The female participants all said that they have experienced or seen gender inequality at work whilst the male participants all said no. Except one who was in disbelief that

this attitude was still present in the industry. From these results, the author has raised another question on the subject, whether if gender inequality happens nowadays is the entire team aware of it happening, or is it something which often dismissed, especially by male?

4. How did it make you feel?

The next question was aimed for the ones that answered yes to the previous question. The answer throughout was very similar, they felt angry, powerless and frustrated, but at the same time they said it gave them power to push harder and reach their goals, to prove to everyone how capable and strong they really are.

5. If you ever experienced gender inequality, how did you tackle it. (either happened to yourself or to others)

The answers for this question showed once again the difference in gender, where the male majority said that it never happened to them or seen it happen. Whilst the women all said that it did in fact happen to them, and all had their ways of tackling it; Most of them aimed to solve the conflict, by working twice as hard as the rest to prove themselves and to show their capabilities. One of the male participants which had seen it happen, tackled it quite differently, he used an ultimatum to solve the problem, either the male chef understands and accepts the situation, or he leaves.

Occupational Segregation

This section was planned to cover another part of the literature review. It is based on occupational segregation. The researcher wanted to see if there is this segregation if it is of any difference whether it is a woman or a man in an authoritative figure.

6. Have you ever heard of occupational segregation? (Occupational segregation is the distribution of workers across and within occupations, based upon demographic characteristics, most often gender) Have you ever experienced it?

Another question which showed a great distinction between the genders. The four males all said that they never experienced it and three of them not even knowing what it is. The female participants said they knew what it is and have passed through it. The reasons given didn't vary much, they all said that men were trained in a section and women in another, others said that segregation comes naturally as women would apply more to pastry and men to hot kitchen right away.

One of the female participants had experienced it in such a way that the segregation was between kitchen and front of house; When she asked why there were no women in the kitchen, she would be told that she is in the wrong area and that if she wanted women in her workplace she should go to front of house.

7. In the kitchen do you think men are more suitable in the kitchen than women? Why Yes? Why Not?

The answer for this question was quite an easy one out of six of the participants in favour of women being in the kitchen. However, one participant doesn't think that women are suitable in the kitchen, but he added that he still encourages them to take on this career. This answer comes to a shock to the author as a chef with fifty years of experience still has this mindset, but on the other the author feels thankful towards his honesty.

8. Do you think women are capable of being in managerial positions? Why?

All the interviewees answered indifferently to women being in managerial position because it is not according to the gender but to the capabilities of the person, that makes them appropriate for a managerial position. Having said that, the only reason women would be more capable of being in managerial positions might be because of human nature, where women are programmed to nurture and take care of others. When it comes to leadership and managerial skills women are equally capable to men.

9. Have you ever had a woman as the authoritative figure?

Five out of six had an authoritative figure as a woman or have been one themselves.

Possible issues

In this section the interview goes through other possible issues that may affect inequality, and the lack of women in the kitchen. From the research done by the author these other issues mainly relate to religion, predominately in developing countries like India and the Arab states

10. Does religion and culture affect the behaviour of employees towards women, especially when women are in an authoritative level?

This question was one of the most interesting to the author, since nowadays Malta has many mixed cultures and religions all working together in various industries and this sometimes creates obstacles in the work relating to communications, standards and values.

The majority of the respondents said that culture and religion may affect the behaviour of employees towards one another, especially men towards women. The fact that different cultures regard and value women differently, inevitably reflects itself on the place of work and the attitude of staff. The author thinks that whilst she understands that there are different cultures, Malta has its own culture and predominant values, religion and ethics these should coincide and be respected by other cultures.

11. Have you ever had issues related to sexual harassment on the workplace?

For this question, the results show that none of the participants had issues with sexual harassment except one, the person tackled it by refraining from reporting it to the authorities and instead chose to clear it out personally and firmly with the persons involved in the incident.

12. Do you think that family issues like marriage or maternity affect a woman's capabilities or opportunities?

The respondents answered all yes to a woman being affected by maternity but only for opportunities available to them in accordance to their capabilities. The participants said that there would have to be a reduction in the number of hours worked as well as a period of time where she cannot work. For this question two of the participants went

on saying that nowadays the attitude of housework and parenting changed so the work load is divided between the couple, this helps the women to continue working. Also as discussed even in the literature review and as one of the participants pointed out, the Maltese government is putting in place certain incentives to help and empower women to keep working through and after pregnancy.

13. Wage difference, do you know what it is? Have you ever experienced it?

Two out of six said that they experienced wage difference and they worked hard to reach the level. The other three said they never experienced it, and one participant said they don't know the meaning.

Recruitment and empowerment

This section finalizes all the research done by the author. In it the interviewer asks what all the individual participants look for in a person when recruiting staff.

14. How would you empower women in pursuing this career?

The answers for this question were varied. The participants said that the key to empower women is to give them confidence and encourage them in pursuing careers offshore, through international placements allowing them to improve their skills. One said that society should be educated on gender difference and so be able to nurture confidence in women from a young age. One of the participants said that opportunities should always be given equally, whether it is for a job or a promotion.

15. You as the recruiter, what are the most important factors you search in an employee, before employing and during the employment? Recruitment is based on quality or gender?

Five out of six said that it has nothing to do with gender, it has more to do with qualifications, motivation, teamwork and willingness to work and learn more.

16. Have you ever experienced gender-based recruitment? Do you think it is based on the quality, knowledge and qualifications of the person or is it based on gender?

Four out of seven said that it depends on the qualifications and the capabilities of the individual rather than on their gender, on the other hand, two more participants said that it is based on gender, however this has improved drastically over the years. The last participant said that recruiting men or women should be left at the recruiter's discretion.

17. As per yourself, was it hard to achieve the position or the goals you aimed for? Have you achieved them yet?

All the respondents said that they achieved their goals and position they wanted but it was never easy, regardless of the gender they all had to work hard to achieve results, some of them said that they will always want to reach new goals and new achievement. This question was asked as to see whether it was easier for men or women to achieve their goal. Clearly there is no difference, everyone needs to work hard to achieve what they want.

4.2 Case study

Apart from the twenty questions, the researcher did a case study, where the case chosen was very relatable and realistic to the participants; it is based on family life balance and opportunities. The interviewer asks the participants to answer four questions; to see what they as employers would do.

The following case study illustrates a scenario regarding occupational segregation. "Please read the paragraph below and answer the following questions.

'Anna has been working for you for the past 5 years, you have seen her grow from commis chef to the present position, chef tournant. She is very dedicated at her job and is very experienced in the sector, also she knows very well what goes around in the restaurant and takes very seriously the improvement of the business.

Anna has just given you the news that she is pregnant, which will lead to her having to leave the job for maternity leave. You as the head chef had a choice between promoting her or Tom as sous chef. Tom has been with you for over 2 years. Both chefs' capabilities are the same and both are hardworking and very loyal. Before Anna gave you the news, you had already chosen Anna over Tom, as she was more experienced and knew what the restaurant needed."

How would you handle this situation?

All the respondents said that they would talk to Anna first and see what her plans are and if she intends on coming back to work after maternity leave.

Would you change your opinion and choose Tom? Would you still give Anna a chance?

All of them said that they would still give the post to Anna if she decides to come back or even if she doesn't decide to stay. They said that they would give the opportunity to Anna if she says that she is coming back, whilst still keeping in mind her personal requirements and the needs of the job. If she isn't able to manage both they would give her a raise and a lower position than sous chef and give her flexible hours.

One participant said that it is necessary to be realistic about the situation and if Anna would not be coming back, the best choice would be to opt for Tom for the sake of the company. Another participant said that they would meet with them and discuss all the options, possibly allowing for a shared position and with work load.

Why?

These decisions would be taken in the best interest of Anna and all participants expressed that they would not want to see Anna fail at being able to work or have a family. The respondents said that they would try to take the best possible decision.

5. Conclusion and Recommendations

5.1 Final Comments

During this dissertation the writer reviewed and studied issues related to gender inequality in the catering industry. The reason for this subject was chosen for this thesis was due to the author's own experiences. The aim of the research is to understand and possibly determine the reasons for this inequality in the industry.

To widen her knowledge on the subject, the writer chose to base the research on sources which are reliable and knowledgeable in the field. Some of the sources were books based on the general definition and characteristics of gender inequality. So that the author could truly understand the issues itself before going in the depth on the subject. The author also chose to use articles and journals which were based on inequality in the catering industry to go into further detail on the subject.

Furthermore, to the general perspective of the study the writer chose to go a step further and include a local analysis on the issue. This was done by studying the local laws which relate to gender inequality and employment. Apart from the local law, the writer looked into the Maltese initiatives and policies that the local government has put into place and is working on to prompt and encourage women to get back in the work environment.

The format and sequence of the research carried out started off by defining the title itself. The research goes on to analysis several issues which are interlinked with one another. The writer found a lot of links to gender inequality and so chose to widen her research on those which seemed most relevant.

The ones chosen all relate to employment, particularly in the catering industry. The writer wanted to highlight the connection between the pay gap and occupational segregation with gender since it seemed that in many sectors of the hospitality industry and in management the difference in the number of women to men is significant.

However, from the data which was collected this didn't result to always be the case. The data particularly showed that biased recruitment was neither present nor the cause of gender inequality on the workplace.

Another aim of this research was to see if the old mentality regarding women in the kitchen changed. The data collected could not be deter accurately since the majority of the subjects who participated in the primary data were young chefs. This still gave good results however, as many of them had worked with the older generations and new ones knew whether certain issues are or are not present.

From the primary data, the writer learnt a lot as what is being said and written about inequality isn't quite the same to what the subjects said. The respondents agreed that there are some inequalities and they all had some kind of experience of this. In the writer's opinion, inequality is greatly felt in third world countries where women are still underrepresented.

The writer thinks that it is difficult to pin point who is right and who is wrong as all situations are different and there are a lot of different cultures and religious beliefs which conflict with this subject. The research isn't a quantitative research so one cannot determine and state the cause of all inequality as there are many kinds. One can only fight and give support in any way possible to reduce the inequality. The author believe that it goes back to the person's beliefs and values. A person who is nurtured to think and act in a certain way will easily impose this on the people around them. Hence respecting one another's cultures and values is imperative.

Part of the study was to outline what is being done and what can be done to promote and empower women in pursuing not only a career in the catering industry but also in any other career. For this part the writer only looked at the local situation, by analysing the European and Maltese policies. Both have a common aim to empower women in any way possible.

5.2 Limitations

During the process of data collection, the writer encountered some limitations. Firstly, the subject chosen was very vast, when speaking about gender inequality a lot of issues arise; third world countries, cultures, young age marriage, injustices towards women, sexual harassment, pay gap, occupational segregation, and many more.

The writer wanted to focus on work related issues, the articles and books found were very helpful but not all the information was valid for the work-related issue chosen.

Another limitation on the subject of gender inequality is that it is not an issue of the past, but it is still to date being fought at different rates in different countries. Therefore, the research does not describe the current situation, equally applicable to all countries.

Another limitation was that certain books, articles, journals and also the data collected from the interviews was based on either the individual's opinion, experience or perspective, making it biased and insignificant to the writer's research. Therefore, the author decided to use resources which were either neutral or like in the primary data, used both genders to participate in the interviews.

Another limitation was encountered during the primary data collection. From the sampling done, the writer sent out 30 interviews, with only 6 participants responding. The writer chose to send the interviews through emails and social media so that the respondents feel more comfortable to answer and at their own convenience. However, this resulting in a few response rate and anticipated number of interviews was not reached. The writer was expecting to at least have 10 answered interviews back.

The last limitation is that in the writer's opinion, that some of the interviewers were maybe not fully open to answering the questions genuinely, as they might have thought that they would be frowned upon for admitting to gender inequality.

5.3 Gaps and Recommendations

Through this research the author, learnt a lot on the subject. At first the author thought that women were perceived to be weak and that it was due to old beliefs and cultures which caused for the lack of women in the catering industry. As the research went further the causes highlighted were more than just that, in fact beliefs and culture are the least which are currently affecting this issue. The writer found out that gender pay gap and underrepresentation of women are the main cause for the lack of women in the industry.

By clarifying the main causes, the author could understand what can be done to eliminate this gender inequality. It is evident that there is still a lot to be done as been enough to significantly improve the current rate of women employed in the industry.

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7. Appendices

7.1 Figures found in the Literature review

1.1 Statistics figures; Male employment ratio



Figure 3.1 Male Employment Ratio (20-64)

2.1 Statistics figures; Female employment ratio

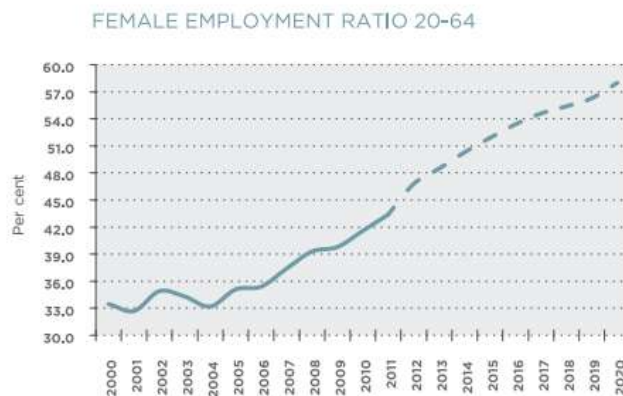
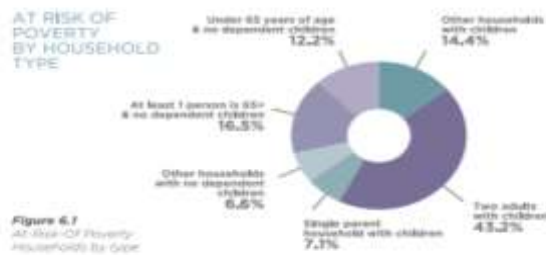
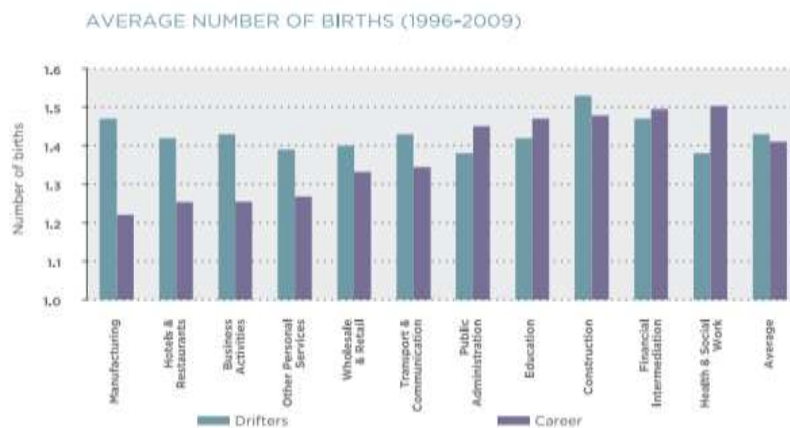


Figure 3.2 Female Employment Ratio (20-64)

3.1 Figures showing which groups are at high risk of poverty



4.1 figures of female drifters



7.2 Interviews and Case study

7.2.1 Sample Interview and Case study

Interview

I am a 2nd year bachelor's degree student in Culinary Arts at the Institute of Tourism studies. As part of the studies during this year, I am carrying out a dissertation. The subject of this dissertation is gender equality. I am researching gender related discriminations in the hospitality industry, mainly the kitchen area. This interview will only be used for scholastic and research purposes regarding this dissertation.

Thanks for answering my questions.

Position;

Age;

Gender;

Introduction

1. How long have you been in the catering industry?
2. Why did you choose catering?
3. What department of the industry were you in?

Gender Inequality

4. Do you know what gender inequality is? Do you think gender inequality exists/ or existed in the kitchen department?
5. Do you know what it means to be equal with both sexes?
6. Have you ever experienced gender inequality, or seen it happen?
7. How did it make you feel?
8. If you ever experienced gender inequality, how did you tackle it. (either happened to yourself or to others)

Occupational segregation

9. Have you ever heard of occupational segregation? (Occupational segregation is the distribution of workers across and within occupations, based upon demographic characteristics, most often gender) Have you ever experienced it?
10. In the kitchen do you think men are more suitable in the kitchen than women?
Why Yes? Why Not?
11. Do you think women are capable of being in managerial positions? Why?
12. Have you ever had a woman as the authoritative figure?

Possible issues

13. Does religion and culture affect the behaviour of employees towards women, especially when women are in an authoritative level?
14. Have you ever had issues related to sexual harassment on the workplace?
15. Do you think that family issues like marriage or maternity affect a woman's capabilities or opportunities?
16. Wage difference, do you know what is? Have you ever experienced it?
17. How would you empower women in pursuing this career?

18. You as the recruiter, what are the most important factors you search in an employee, before employing and during the employment? Recruitment is based on quality or gender?
19. Have you ever experienced gender-based recruitment? Do you think it is based on the quality, knowledge and qualifications of the person or is it based on gender?
20. As per yourself, was it hard to achieve the position or the goals you aimed for? Have you achieved them yet?

Case study

The following case study illustrates a scenario regarding occupational segregation. Please read the paragraph below and answer the following questions.

‘Anna has been working for you for the past 5 years, you have seen her grow from commis chef to the present position, chef tournant. She is very dedicated at her job and is very experienced in the sector, also she knows very well what goes around in the restaurant and takes very seriously the improvement of the business.

Anna has just given you the news that she is pregnant, which will lead to having to leave the job with maternity leave. You as the head chef had a choice between her and Tom, the other chef tournant to be promoted as sous chef. Tom has been with you for over 2 years. Both chefs’ capabilities are the same and both are hardworking and very loyal. You had already chosen Anna over Tom before knowing the news, as she was more experienced and knew what the restaurant needed as she was there for a longer period.’

How would you handle this situation?

Would you change your opinion and choose Tom?

Would you still give Anna a chance?

Why?

7.2.2 Filed Interviews and Case study

As part of the methodology for the study the researcher interviewed a group of chefs. Due to data protection the interviewees will be identified with a fictitious name. During the interview age and gender were asked as to provide a comparison in the results.

Interview 1; Mrs Yellow

Interview 2; Mr Black

Interview 3; Mrs Green

Interview 4; Mrs Violet

Interview 5; Mr Pink

Interview 6; Mr Blue

7.2.2.1 Interview 1 Mrs Yellow

I am a 2nd year bachelor's degree student in Culinary Arts at the Institute of Tourism studies. As part of the studies during this year, I am carrying out a dissertation. The subject of this dissertation is gender equality. I am researching gender related discriminations in the hospitality industry, mainly the kitchen area. This interview will only be used for scholastic and research purposes regarding this dissertation.

Thanks for answering my questions.

Position; Head chef/ General Manager

Age; 25-30

Gender; F

Introduction

1. How long have you been in the catering industry?

ANSW; 6 years

2. Why did you choose catering?

ANSW; Passion for food

3. What department of the industry where you in?

ANSW; Kitchen, Managerial, entrepreneurship

Gender Inequality

4. Do you know what gender inequality is? Do you think gender inequality exists/ or existed in the kitchen department?

ANSW; Yes, still does but it less exists, more in the older age group

5. Do you know what it means to be equal with both sexes?

ANSW; Yes, because I feel that I managed to an equal in the kitchen regardless of sex

6. Have you ever experienced gender inequality, or seen it happen?

ANSW; Yes, to me

7. How did it make you feel?

ANSW; In the beginning horrible cause didn't realise what it takes. after I learnt it become rewarding to deal with it because I knew what moves to make to eliminate gender inequality.

8. If you ever experienced gender inequality, how did you tackle it. (either happened to yourself or to others)

ANSW; Eliminate the source of inequality, by showing that the most capable had nothing to do with our sex

Occupational segregation

9. Have you ever heard of occupational segregation? (Occupational segregation is the distribution of workers across and within occupations, based upon demographic characteristics, most often gender) Have you ever experienced it?

ANSW; yes, mainly where they underestimated the capabilities

10. In the kitchen do. think men are more suitable in the kitchen than women?
Why Yes? Why Not?

ANSW; no, people think are more durable, the work doesn't come to the sex, the mind force is changed. because girls try so hard, they overcome all the hurdles that are brought about th gender inequality, they strive.

11. Do you think women are capable of being in managerial positions? Why?

ANSW; yes and no as capable and more as we are programmed to take care of people, everything else leadership, management it's on the character of the individual.

12. Have you ever had a woman as the authoritative figure?

ANSW; yes

Possible issues

13. Does religion and culture affect the behaviour of employees towards women, especially when women are in an authoritative level?

ANSW; yes, difficult cultures look at woman differently

14. Have you ever had issues related to sexual harassment on the workplace?

ANSW; yes, took care of it no report

15. Do you think that family issues like marriage or maternity affect a woman's capabilities or opportunities?

ANSW; yes, the government has been helping since EU it changed by laws so people are changing to minimize this inequality

16. Wage difference, do you know what is? Have you ever experienced it?

ANSW; yes, but work hard for it

17. How would you empower women in pursuing this career?

ANSW; making sure she has the confidence she needs. big part comes from the person to want equal cannot be instilled in it. nurture the confidence to actually do it

18. You as the recruiter, what are the most important factors you search in an employee, before employing and during the employment? Recruitment is based on quality or gender?

ANSW; confidence is the most important, tolerance; you know what to tolerate or not. endurance; when it is physically difficult you still need to try to make a way to work through it. and ambition, always to be women more than men, goals change always, dream higher.

Quality factor; loyalty before quality, open to learn and change, motivation to continue and improve. other stuff work ethics, organisation and skills

19. Have you ever experienced gender-based recruitment? Do you think it is based on the quality, knowledge and qualifications of the person or is it based on gender?

ANSW; no gender based recruited, mostly based on experience

20. As per yourself, was it hard to achieve the position or the goals you aimed for? Have you achieved them yet?

ANSW; yes it was hard, goals no

Case study

The following case study illustrates a scenario regarding occupational segregation. Please read the paragraph below and answer the following questions.

‘Anna has been working for you for the past 5 years, you have seen her grow from commis chef to the present position, chef tournant. She is very dedicated at her job and is very experienced in the sector, also she knows very well what goes around in the restaurant and takes very seriously the improvement of the business.

Anna has just given you the news that she is pregnant, which will lead to having to leave the job with maternity leave. You as the head chef had a choice between her and Tom, the other chef tournant to be promoted as sous chef. Tom has been with you for over 2 years. Both chefs’ capabilities are the same and both are hardworking and very loyal. You had already chosen Anna over Tom before knowing the news, as she was more experienced and knew what the restaurant needed as she was there for a longer period.’

How would you handle this situation?

I would give Anna the opportunity to take the current position offered after her maternity leave, if she is willing to accept, I would retain the position for her. if she is not willing or ready to confirm that she can work, I would have to be realistic about the situation, where by regardless of her pregnancy, I still need to post of sous chef to be filled

Would you change your opinion and choose Tom?

Tom would automatically be next in line if Anna can't decide whether she will be ready to work after leave.

Would you still give Anna a chance?

Anna would always be given the chance to return to work after pregnancy leave.
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Why?

Having children is a life changing experience which is very demanding and often requires a change in life style. I understand what is required of a mother in this time. never the less good talent should be nurtured she might not be able to take on the sous chef role but I would surely also do my best to keep her in the team, in a way that works for both of us.

7.2.2.2 Interview 2; Mr Black

Interview

I am a 2nd year bachelor's degree student in Culinary Arts at the Institute of Tourism studies. As part of the studies during this year, I am carrying out a dissertation. The subject of this dissertation is gender equality. I am researching gender related discriminations in the hospitality industry, mainly the kitchen area. This interview will only be used for scholastic and research purposes regarding this dissertation.

Thanks for answering my questions.

Position; Private chef

Age; 35 years

Gender; M

Introduction

1. How long have you been in the catering industry?

ANSW; 20 Years

2. Why did you choose catering?

ANSW; I just like catering

3. What department of the industry where you in?

ANSW; All of them from front of house to back of house.

Gender Inequality

4. Do you know what gender inequality is? Do you think gender inequality exists/ or existed in the kitchen department?

ANSW; Yes, it does exist

5. Do you know what it means to be equal with both sexes?

ANSW; Yes

6. Have you ever experienced gender inequality, or seen it happen?

ANSW; Seen it happen

7. How did it make you feel?

ANSW; Upset, couldn't believe it was happening

8. If you ever experienced gender inequality, how did you tackle it. (either happened to yourself or to others)

ANSW; Either he takes it or he leaves

Occupational segregation

9. Have you ever heard of occupational segregation? (Occupational segregation is the distribution of workers across and within occupations, based upon demographic characteristics, most often gender) Have you ever experienced it?

ANSW; Yes, never experienced

10. In the kitchen do. think men are more suitable in the kitchen than women?

Why Yes? Why Not?

ANSW; No, both are equal suited for the job

11. Do you think women are capable of being in managerial positions? Why?

ANSW; Yes, both have what it takes

12. Have you ever had a woman as the authoritative figure?

ANSW; Yes

Possible issues

13. Does religion and culture affect the behaviour of employees towards women, especially when women are in an authoritative level?

ANSW; Certain cultures based on religion would not accept a woman

14. Have you ever had issues related to sexual harassment on the workplace?

ANSW; Not on my watch

15. Do you think that family issues like marriage or maternity affect a woman's capabilities or opportunities?

ANSW; Capabilities no, opportunities yes

16. Wage difference, do you know what is? Have you ever experienced it?

ANSW; Yes, never experienced

17. How would you empower women in pursuing this career?

ANSW; To work hard and prove that they can do the job better than anyone else

18. You as the recruiter, what are the most important factors you search in an employee, before employing and during the employment? Recruitment is based on quality or gender?

ANSW; Factors depend on the role to fill. before employment; read the CV and experience, during interview; character connection during employment'; angle to do what they said, able to fit in the rest of the team.

19. Have you ever experienced gender-based recruitment? Do you think it is based on the quality, knowledge and qualifications of the person or is it based on gender?

ANSW; Haven't experienced it More capabilities and quality

20. As per yourself, was it hard to achieve the position or the goals you aimed for? Have you achieved them yet?

ANSW; Achieved what I wasn't to achieve and there are still things to achieve.

Case study

The following case study illustrates a scenario regarding occupational segregation. Please read the paragraph below and answer the following questions.

'Anna has been working for you for the past 5 years, you have seen her grow from commis chef to the present position, chef tournant. She is very dedicated at her job and is very experienced in the sector, also she knows very well what goes around in the restaurant and takes very seriously the improvement of the business.

Anna has just given you the news that she is pregnant, which will lead to having to leave the job with maternity leave. You as the head chef had a choice between her and Tom, the other chef tournant to be promoted as sous chef. Tom has been with you for over 2 years. Both chefs' capabilities are the same and both are hardworking and very loyal. You had already chosen Anna over Tom before knowing the news, as she was more experienced and knew what the restaurant needed as she was there for a longer period.'

How would you handle this situation?

I would firstly congratulate her and reassure her that her career is safe guarded if she wants to pursue it further

Would you change your opinion and choose Tom?

I wouldn't change my mind but oi would need to rethink the strategy

Would you still give Anna a chance?

I would still give Anna the position if she would like to pursue it, bearing in mind that the position comes with its complexities

Why?

Call a meeting with both Anna and Tom. If I would need a sous chef immediately, I would give the position to Anna, but if it wasn't a priority I would wait and see after the meeting. If Anna was promoted, I would tell her that she would need to set up a system for Tom to replace her whilst she would be on maternity. Tom in the process will gain further experience, from Anna to further reinforce his skills. When Anna is on maternity, Tom will replace Anna.

On Anna's return, she would fill in back into her role and Tom would be her second. If both parties agree, that would be my action plan.

7.2.2.3 Interview 3 Mrs Green

Interview, Mrs Green

I am a 2nd year bachelor's degree student in Culinary Arts at the Institute of Tourism studies. As part of the studies during this year, I am carrying out a dissertation. The subject of this dissertation is gender equality. I am researching gender related discriminations in the hospitality industry, mainly the kitchen area. This interview will only be used for scholastic and research purposes regarding this dissertation.

Thanks for answering my questions.

Position; pastry chef, restaurant owner

Age; 52

Gender; F

Introduction

1. How long have you been in the catering industry?

ANSW; not only catering but hotel, restaurant, school foodservice, 30 years.

2. Why did you choose catering?

ANSW; Fell into it as a way to work where I wanted to – tourist location

3. What department of the industry where you in?

ANSW; line cooking, baking and pastry, manager, owner

Gender Inequality

4. Do you know what gender inequality is? Do you think gender inequality exists/ or existed in the kitchen department?

ANSW; I do know – it does not. Better than it used to be

5. Do you know what it means to be equal with both sexes?

ANSW; yes

6. Have you ever experienced gender inequality, or seen it happen?

ANSW; yes

7. How did it make you feel?

ANSW; Frustrated and angry

8. If you ever experienced gender inequality, how did you tackle it.

ANSW; either happened to yourself or to others, first dispel misconceptions with peers and then talk to superiors

Occupational segregation

9. Have you ever heard of occupational segregation? (Occupational segregation is the distribution of workers across and within occupations, based upon demographic characteristics, most often gender) Have you ever experienced it?

ANSW; Distribution my management? Or the positions that different genders apply for? I worked in pastry – more women there but I think they choose pastry more over men.

10. In the kitchen do. think men are more suitable in the kitchen than women?

Why Yes? Why Not?

ANSW; Men not more suitable. Anything that makes a good chef or cook is equally found in women

11. Do you think women are capable of being in managerial positions? Why?

ANSW; Yes. I was. I believe women are often better at multitasking.

12. Have you ever had a woman as the authoritative figure?

ANSW; I have worked for women chefs, women sous chefs and women owners. I have been a manager and owner myself

Possible issues

13. Does religion and culture affect the behaviour of employees towards women, especially when women are in an authoritative level?

ANSW; Perhaps – I don't think I can answer for others

14. Have you ever had issues related to sexual harassment on the workplace?

ANSW; no

15. Do you think that family issues like marriage or maternity affect a woman's capabilities or opportunities?

ANSW; Capabilities no, opportunities yes – I think people doing hiring are reluctant to hire women who are starting a family knowing they will likely need time off.

16. Wage difference, do you know what is? Have you ever experienced it?

ANSW; I know what it is, I don't know what the males in my positions have made

17. How would you empower women in pursuing this career?

ANSW; Be confident, they'll know if they are performing at same level as male co-workers

18. You as the recruiter, what are the most important factors you search in an employee, before employing and during the employment? Recruitment is based on quality or gender?

ANSW; Skills, ability to get along in a team, speed, never gender

19. Have you ever experienced gender-based recruitment? Do you think it is based on the quality, knowledge and qualifications of the person or is it based on gender?

ANSW; I have not experience gender-based recruitment. I don't understand second part of the question

20. As per yourself, was it hard to achieve the position or the goals you aimed for? Have you achieved them yet?

ANSW; Was not hard except for all the hard work. Got where I wanted to be

Case study

The following case study illustrates a scenario regarding occupational segregation. Please read the paragraph below and answer the following questions.

'Anna has been working for you for the past 5 years, you have seen her grow from commis chef to the present position, chef tournant. She is very dedicated at her job and is very experienced in the sector, also she knows very well what goes around in the restaurant and takes very seriously the improvement of the business.

Anna has just given you the news that she is pregnant, which will lead to having to leave the job with maternity leave. You as the head chef had a choice between her and Tom, the other chef tournant to be promoted as sous chef. Tom has been with you for over 2 years. Both chefs' capabilities are the same and both are hardworking and very loyal. You had already chosen Anna over Tom before knowing the news, as she was more experienced and knew what the restaurant needed as she was there for a longer period.'

How would you handle this situation?

I would talk to Anna and offer her the job. But I would discuss with her the commitment needed and let her know that not taking the position would give her more schedule flexibility. Would she be interested in them sharing the position or keeping her present job with a small raise and lower what you would offer the guy to compensate

Would you change your opinion and choose Tom?

Would you still give Anna a chance?

Why?

I want her in the position but I don't want to set her up to fail if her family requires her to miss work.

6.2.2.4 Interview 4 Mrs Violet

Interview Mrs Violet

I am a 2nd year bachelor's degree student in Culinary Arts at the Institute of Tourism studies. As part of the studies during this year, I am carrying out a dissertation. The subject of this dissertation is gender equality. I am researching gender related discriminations in the hospitality industry, mainly the kitchen area. This interview will only be used for scholastic and research purposes regarding this dissertation.

Thanks for answering my questions.

Position; Line Cook

Age; 27

Gender; Female

Introduction

1. How long have you been in the catering industry?

ANSW; I've been in the food industry for 18 months

2. Why did you choose catering?

ANSW; I'm an immigrant and there were a lot of opportunities in the food industry for me. I ended up liking it and that's why I stayed.

3. What department of the industry where you in?

ANSW; I'm a line cook at a large Casual Fine Dining restaurant chain.

Gender Inequality

4. Do you know what gender inequality is? Do you think gender inequality exists/ or existed in the kitchen department?

ANSW Yes, and I know that gender inequality is still really present in the kitchen department.

5. Do you know what it means to be equal with both sexes?

ANSW I believe that people have different definitions for that, which is part of the problem. For me, there is a misconception that we need to treat both sexes exactly the same. Women and men are different, and understanding how to deal with those differences is what is going to bring us closer to achieving gender equality.

6. Have you ever experienced gender inequality, or seen it happen?

ANSW All my life. It is still a big part of our society. From catcalling, to wage gaps.

7. How did it make you feel?

ANSW It makes me feel frustrated, insecure and powerless, but at the same time it makes me want to do something to change it.

8. If you ever experienced gender inequality, how did you tackle it. (either happened to yourself or to others)

ANSW I react in different ways for different situations. My reactions are usually either ignoring it, laughing about it, educating myself and others about it or working twice as hard as everyone else to prove that I can do the same job. I try also to be part of groups and support other women around me.

Occupational segregation

9. Have you ever heard of occupational segregation? (Occupational segregation is the distribution of workers across and within occupations, based upon demographic characteristics, most often gender) Have you ever experienced it?

ANSW Yes. At the company that I work at, when men start, they get trained on fryers and flattops, women get trained on salads, which is viewed as one of the lowest jobs there. Women are also more often called upon to do lower jobs such as washing dishes, sweeping and cleaning, which makes it harder for them to learn new skills and grow.

There is also a huge segregation between front of house, where most workers are women, and back of house, where most workers are men. On one instance I was talking about how we didn't have enough women in the kitchen, and one of my male co-workers made the sexist comment: "that's because you are working in the kitchen, if you want to work with women you should be a server."

10. In the kitchen do. think men are more suitable in the kitchen than women?

Why Yes? Why Not?

ANSW No. There is nothing about that job that a woman can't do, which is easily proven by the generations of women who worked in the kitchen or any other male dominated field.

11. Do you think women are capable of being in managerial positions? Why?

ANSW Yes. Again, there is nothing about the job that a woman can't do.

12. Have you ever had a woman as the authoritative figure?

ANSW I've had a few, but they were always the minority.

Possible issues

13. Does religion and culture affect the behaviour of employees towards women, especially when women are in an authoritative level?

ANSW Yes. I have worked with men from very different backgrounds and I have felt that it influences their behaviour towards me.

14. Have you ever had issues related to sexual harassment on the workplace?

ANSW No.

15. Do you think that family issues like marriage or maternity affect a woman's capabilities or opportunities?

ANSW I believe It affects her opportunities, but not her capabilities.

16. Wage difference, do you know what is? Have you ever experienced it?

ANSW Yes, and I have a very clear example in which both my husband and I, with the same experience and very similar jobs still get paid very different wages.

17. How would you empower women in pursuing this career?

ANSW I believe the biggest thing is educating society about gender differences.

18. You as the recruiter, what are the most important factors you search in an employee, before employing and during the employment? Recruitment is based on quality or gender?

ANSW I am not recruiter.

19. Have you ever experienced gender-based recruitment? Do you think it is based on the quality, knowledge and qualifications of the person or is it based on gender?

ANSW I haven't experienced it to my knowledge. I believe it would depend on the recruiter.

20. As per yourself, was it hard to achieve the position or the goals you aimed for? Have you achieved them yet?

ANSW I haven't achieved them yet. I have a lot of people supporting me, which has helped a lot, but I do feel that I need to work harder than my male co-workers for the same result sometimes.

Case study

The following case study illustrates a scenario regarding occupational segregation. Please read the paragraph below and answer the following questions.

‘Anna has been working for you for the past 5 years, you have seen her grow from commis chef to the present position, chef tournant. She is very dedicated at her job and is very experienced in the sector, also she knows very well what goes around in the restaurant and takes very seriously the improvement of the business.

Anna has just given you the news that she is pregnant, which will lead to having to leave the job with maternity leave. You as the head chef had a choice between her and Tom, the other chef tournant to be promoted as sous chef. Tom has been with you for over 2 years. Both chefs’ capabilities are the same and both are hardworking and very loyal. You had already chosen Anna over Tom before knowing the news, as she was more experienced and knew what the restaurant needed as she was there for a longer period.’

How would you handle this situation?

I would talk to Anna first of all to see what her priorities and plans were. If she was still interested in the position, I would still appoint her instead of Tom.

Would you change your opinion and choose Tom?

No

Would you still give Anna a chance?

Yes

Why?

There is nothing to say that her performance or attitude would change, and that is the most important thing.

7.2.2.5 Interview Mr Pink

Interview

I am a 2nd year bachelor's degree student in Culinary Arts at the Institute of Tourism studies. As part of the studies during this year, I am carrying out a dissertation. The subject of this dissertation is gender equality. I am researching gender related discriminations in the hospitality industry, mainly the kitchen area. This interview will only be used for scholastic and research purposes regarding this dissertation.

Thanks for answering my questions.

Position;

Age;

Gender;

Introduction

1. How long have you been in the catering industry?

50 years.

2. Why did you choose catering?

I always had a flair for cooking.

3. What department of the industry where you in?

I started as a commis chef.

Gender Inequality

4. Do you know what gender inequality is? Do you think gender inequality exists/ or existed in the kitchen department?

Yes. Back in my days it did but fortunately today it is much better.

5. Do you know what it means to be equal with both sexes?

Yes

6. Have you ever experienced gender inequality, or seen it happen?

Never

7. How did it make you feel?

Not applicable

8. If you ever experienced gender inequality, how did you tackle it. (either happened to yourself or to others)

9. Not applicable

Occupational segregation

10. Have you ever heard of occupational segregation? (Occupational segregation is the distribution of workers across and within occupations, based upon demographic characteristics, most often gender) Have you ever experienced it?

No

11. In the kitchen do you think men are more suitable in the kitchen than women?

Why Yes? Why Not?

Yes, personally I think that men are more suitable but still I encourage women to take on catering.

12. Do you think women are capable of being in managerial positions? Why?

Definitively yes. They can deliver the job the same as men.

13. Have you ever had a woman as the authoritative figure?

No.

Possible issues

14. Does religion and culture affect the behaviour of employees towards women, especially when women are in an authoritative level?

Sometimes it could, but mostly not.

15. Have you ever had issues related to sexual harassment on the workplace?

no

16. Do you think that family issues like marriage or maternity affect a woman's capabilities or opportunities?

yes

17. Wage difference, do you know what is? Have you ever experienced it?

Yes, but never experienced it.

18. How would you empower women in pursuing this career?

By further studies and overseas placements.

19. You as the recruiter, what are the most important factors you search in an employee, before employing and during the employment? Recruitment is based on quality or gender?

Personality, willingness, motivation and respect. Quality.

20. Have you ever experienced gender-based recruitment? Do you think it is based on the quality, knowledge and qualifications of the person or is it based on gender?

No. Mostly it is based on qualifications which personally I do not agree.

21. As per yourself, was it hard to achieve the position or the goals you aimed for? Have you achieved them yet?

As for achieving the position, I had to work my way all up through sacrifice and hardships. I have certainly achieved it after all these years.

Case study

The following case study illustrates a scenario regarding occupational segregation. Please read the paragraph below and answer the following questions.

‘Anna has been working for you for the past 5 years, you have seen her grow from commis chef to the present position, chef tournant. She is very dedicated at her job and is very experienced in the sector, also she knows very well what goes around in the restaurant and takes very seriously the improvement of the business.

Anna has just given you the news that she is pregnant, which will lead to having to leave the job with maternity leave. You as the head chef had a choice between her

and Tom, the other chef tournant to be promoted as sous chef. Tom has been with you for over 2 years. Both chefs' capabilities are the same and both are hardworking and very loyal. You had already chosen Anna over Tom before knowing the news, as she was more experienced and knew what the restaurant needed as she was there for a longer period.'

How would you handle this situation?

Handling this kind of situation depends on a lot of factors. I would first ask Anna if she intends to come back to work after her maternity leave. If she is willing to do so, I would definitively hold on to the post and wait for her return to the kitchen

. Would you change your opinion and choose Tom?

Definitively not. If I had already decided in promoting Anna and was willing to come back, I will stay by my decision.

Would you still give Anna a chance?

As explained above

Why?

As explained above

7.2.2.6 Interview 6 Mr Blue

Interview

I am a 2nd year bachelor's degree student in Culinary Arts at the Institute of Tourism studies. As part of the studies during this year, I am carrying out a dissertation. The subject of this dissertation is gender equality. I am researching gender related discriminations in the hospitality industry, mainly the kitchen area. This interview will only be used for scholastic and research purposes regarding this dissertation.

Thanks for answering my questions.

Position; Lecturer

Age; 36

Gender; Male

Introduction

1. How long have you been in the catering industry?

Around 20 years

2. Why did you choose catering?

As I love cooking and practical work

3. What department of the industry where you in?

Kitchen – Mainly kitchen and larder

Gender Inequality

4. Do you know what gender inequality is? Do you think gender inequality exists/ or existed in the kitchen department?

I know what gender inequality means and I believe that it existed, however no longer an issue in the kitchen department

5. Do you know what it means to be equal with both sexes?

Men and women are equal in whatever they do and have the same rights

6. Have you ever experienced gender inequality, or seen it happen?

Never experienced...honestly speak most kitchens or production environment that I worked in were highly populated with men. Usually women were on the service side

7. How did it make you feel? N/A

8. If you ever experienced gender inequality, how did you tackle it. (either happened to yourself or to others) N/A

Occupational segregation

9. Have you ever heard of occupational segregation? (Occupational segregation is the distribution of workers across and within occupations, based upon demographic characteristics, most often gender) Have you ever experienced it?

No never heard of it,

10. In the kitchen do. think men are more suitable in the kitchen than women?

Why Yes? Why Not?

Both are capable of doing the same job. In the past the industry was dominated by men, however nowadays many women have succeeded and are obtaining the same results and positions as men

11. Do you think women are capable of being in managerial positions? Why?

Both men and women are capable of doing the same job, including a managerial position. If a person (irrelevant whether a man or woman) has the right skills and knowledge and the right attributes to manage, then that person is fit for a managerial position.

12. Have you ever had a woman as the authoritative figure?

Yes, I did

Possible issues

13. Does religion and culture affect the behaviour of employees towards women, especially when women are in an authoritative level?

I believe it does

14. Have you ever had issues related to sexual harassment on the workplace?

No never

15. Do you think that family issues like marriage or maternity affect a woman's capabilities or opportunities?

I believe that today, with the younger generations, housework is divided between the couple, hence it should not hinder a woman's opportunities

16. Wage difference, do you know what is? Have you ever experienced it?

I heard of it but never experienced it

17. How would you empower women in pursuing this career?

By given an equal opportunity to everyone

18. You as the recruiter, what are the most important factors you search in an employee, before employing and during the employment? Recruitment is based on quality or gender?

Soft skills and the necessary skills and knowledge related to the job

19. Have you ever experienced gender-based recruitment? Do you think it is based on the quality, knowledge and qualifications of the person or is it based on gender?

It is purely based gender

20. As per yourself, was it hard to achieve the position or the goals you aimed for? Have you achieved them yet?

Definitely.... I spent too many nights working ☺

Case study

The following case study illustrates a scenario regarding occupational segregation. Please read the paragraph below and answer the following questions.

‘Anna has been working for you for the past 5 years, you have seen her grow from commis chef to the present position, chef tournant. She is very dedicated at her job and is very experienced in the sector, also she knows very well what goes around in the restaurant and takes very seriously the improvement of the business.

Anna has just given you the news that she is pregnant, which will lead to having to leave the job with maternity leave. You as the head chef had a choice between her and Tom, the other chef tournant to be promoted as sous chef. Tom has been with you for over 2 years. Both chefs’ capabilities are the same and both are hardworking and very loyal. You had already chosen Anna over Tom before knowing the news, as she was more experienced and knew what the restaurant needed as she was there for a longer period.’

How would you handle this situation?

Since she was already chosen, I would directly discuss the matter with her and will ask her for how long will she be stopping for maternity and whether she will opt for reduced hours.

Would you change your opinion and choose Tom?

It depends on the outcome after the meeting with Anna

Would you still give Anna a chance?

If she stops for a short period, i.e. the legal minimum allowed, I would still give the promotion to her

Why?

As according to the scenario, I would have already made my decision

7.3 Sample of the Consent Form

Consent Form for Undergraduate Research Study

Title of Research- The study on gender related issues in the hospitality industry, in the kitchen department

Researcher - Ritianne Bondin, 8594m

Degree - Bachelor in Culinary Arts (Hons)

Dear Sir / Madam,

I, Ritianne Bondin, a student at the Institute of Tourism Studies am currently in the final year of my *bachelor's in culinary arts (Hons)*. I am carrying out research on The study on gender related issues in the hospitality industry, in the kitchen department. I would like to explore your views on this matter by asking you some questions. The purpose of this form is to provide you with information so you can decide whether to participate in this study. Any questions you may have will be answered by the researcher.

There are no known risks related with this research project other than possible discomfort with the following:

- You will be asked to be honest when answering questions.

The information in the study records will be kept strictly confidential. All data will be stored securely and will be made available only to those individuals conducting the study. No reference will be made in oral or written reports that could link you to the study.

Your identity will not be revealed in any publications that result from this study.

You can terminate your participation at any time without prejudice. You also do not have to answer individual questions you don't want to answer. Your name will not be attached to the questionnaire and I will ensure that your participation remains confidential.

Participant's declaration

I have read this consent form and am giving the opportunity to the researcher to ask questions. I hereby grant permission to use the information I provide as data in the above-mentioned research project, knowing that it will be kept confidential and without use of my name.

Institute of Tourism Studies

Participant's name

Participant's signature

Date

Ritianne Bondin _____
Researcher's name

Researcher's signature

14/12/2018 _____
Date