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**UNDERSTANDING OF GRADE 11 HUMSS STUDENTS IN BESTLINK COLLEGE OF THE PHILIPPINES TO THE GENDER**

**INEQUALITY IN EMPLOYMENT AND ITS**

**INFLUENCES TO THE CAREER**

**PATH OF THE STUDENTS**

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**Research Project 1 Subject**

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**APPROVAL SHEET**

This undergraduate thesis entitled, **“UNDERSTANDING OF GRADE 11 HUMSS STUDENTS IN BESTLINK COLLEGE OF THE PHILIPPINES TO THE GENDER INEQUALITY IN EMPLOYMENT AND ITS INFLUENCES TO THE CAREER PATH OF THE STUDENTS”** Prepared and submitted by: **Baque, Michaella Siervo; Cardenas, Angelo Madriano; Mantes, JohnPaul; Nakpil, Jayrine Riomalos; Villamor, Andrea Versoza** in partial fulfillment of the requirements for the subject **Practical Research 1, has been examined and recommended for acceptance and approval for oral examination.**

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**ABSTRACT**

**THESIS TITLE : UNDERSTANDING OF GRADE 11 HUMSS STUDENTS IN BESTLINK COLLEGE OF THE PHILIPPINES TO THE GENDER INEQUALITY IN EMPLOYMENT AND ITS INFLUENCES TO THE CAREER PATH OF THE STUDENTS**

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**CARDENAS, ANGELO M.**

**MANTES, JOHNPAUL**

**NAKPIL, JAYRINE R.**

**VILLAMOR, ANDREA V.**

**DEDICATION**

The researchers wholeheartedly dedicate this study to the

Lord Almighty, that through his grace and favor,

they endured the process of this study, and

to our respective parents, who have

been our constant source of

inspiration.

**CHAPTER 1: PROBLEM AND ITS BACKGROUND**

In this chapter the researchers introduced the problem and the background of the study. The method that we used in this study is qualitative research. We used a descriptive type of research to analyze the understanding of grade 11 Humanities and Social Sciences students to the gender inequality in employment and its influence to the career path of the students, school year 2020-2021.

**INTRODUCTION**

Gender inequality is present in all of us in any given society. Although gender is not as simple as may seem. Gender inequality is not perpetuated exclusively through differential access to and control over material resources. Gender norms and stereotypes reinforce gendered identities and constrain the behavior of women and men in ways that lead to inequality. Gender occurs in conjunction with many other aspects such as sexual intercourse, gender, and gender roles. Each of these aspects is an integral part. When we talk about the various social problems that affect women and men. How does gender affect the workplace? The Gender gap in the workplace it states that women are less likely to be hired into entry-level jobs than men, even though they currently earn more bachelor's degrees and have the same attrition rate.

As employees move up the corporate ladder, the disparity increases. Gender inequality in employment affects the labor force. For instance, if a company tends to neglect the capabilities of other applicants. Because of their gender, there is a possibility that they will lose the opportunity to have a better and full force employee. Sometimes there is called gender bias which is discriminating their gender and base on what they can do. Having gender inequality in a job is a struggle for those people who wants to have a permanent job. It can affect the choices of students in terms of choosing their career, what was the right job for them. That they can only do so that they will not be judged when they make a mistake. This situation tells that that they can't explore the different jobs that they are capable of. They cannot enhance their skills especially because of the gender inequality in employment.

  As noted in the consultation on the Post-2015 Development Agenda, “gender equality is not about transferring opportunities from men to women, but about

realizing the rights of everyone, and creating conditions where both all have the right and ability to realize their full human potential”. Gender inequality in employment example the workplace has sometimes been referred to as an inhospitable place for women due to the multiple forms of gender inequalities present some examples of how workplace discrimination negatively affects women’s earnings and opportunities are the gender wage gap Peterson and the dearth of women in leadership and the longer time required for women vs. men to advance in their careers, in other words, workplace discrimination contributes to women’s lower socioeconomic status.

Importantly, such discrimination against women largely can be attributed to human resources HR policies and HR-related decision-making. When women are employed, they tend to work in low-quality jobs in vulnerable conditions, and there is little improvement forecast in the near future. Women who want to work have a harder time finding a job than men. This problem is particularly marked in Northern Africa and the Arab States, where unemployment rates for women exceed 16%. To the extent that individuals then act on gender‐differentiated perceptions when making career decisions, cultural beliefs about gender channel men and women in substantially different career directions. The hypotheses are evaluated by considering how gendered beliefs about mathematics impact individuals' assessments of their mathematical competence, which, in turn, leads to gender differences in decisions to persist on a path toward a career in science, math, or engineering.

Any approach to analyzing global trends in gender equality must be cognizant of the fact that not all gender disparities favor men. For example, trends in educational attainment in recent years indicate gender reversals in some countries, with women’s educational attainment exceeding men. Evidence of male disadvantage is important to identify for intrinsic reasons and also because declines in men’s absolute well-being could lead to resistance to policies that promote gender equality. In promoting greater equality, whether by class, race, or gender, the most politically feasible strategy is to achieve this goal without lowering the standard of living of the dominant group.

This suggests that, in evaluating gender trends in inequality, we also want to know whether greater gender equality has occurred in an environment of stagnating, declining, or rising male well-being. In promoting greater equality, whether by class, race, or gender, the most politically feasible strategy is to achieve this goal without lowering the standard of living of the dominant group.

**STATEMENT OF THE PROBLEM**

This study aims to determine the Understanding of Grade 11 HUMSS Students in Bestlink College of The Philippines To the Gender Inequality in Employment and Its Influence to The Career Path of The Students, school year 2020-2021.

Specifically, this study will seek to answers the following questions:  
1. How will the researchers’ respondents may be described as to:   
 1.1. Age,

1.2. Sex,

1.3. Civil Status,

1.4. Grade Level,

1.5. Track Course, and

1.6. Section?

2. What are the understandings of the respondents to the issue about gender inequality in employment terms of:

2.1. Sex Orientation, and

2.2. Gender Identification?  
3. How will the respondents determine their career with these problems?

4. What are the possible recommendations and suggestions may be offered in determining the career to choose of the respondents?

5. How will the findings may be crafted to formulate a solution to address the specific problem?

**ASSUMPTION**

1. All data are valid and reliable.

2. The respondents can be classified in terms of their age, sex, civil status, grade level, track course, and section.

3. The respondents have their own and different understanding to the issue about gender inequality in employment.

4. The respondents from Grade 11 humanities students at BCP can prepare themselves to determine their career with these problems.

5. There are possible recommendations and suggestions may be used by the respondents to determine their career.

6. There are guidelines in crafting proper conduct to formulate a solution to address the specific problem.

**SCOPE AND DELIMITATION**

This study focuses mainly on the understanding of Grade 11 humanities students in Bestlink College of The Philippines to the gender inequality in employment and Its Influence to The Career Path of The Students, school year 2020-2021.

This study limits its coverage on the Grade 11 HUMSS Students at Bestlink College of the Philippines. It concentrates specifically to the selected Grade 11 Humanities and Social Sciences students at Bestlink College of the Philippines.

**IMPORTANCE OF THE STUDY**

The listed terms below will help the readers to effectively under this study and to have better communication with the researchers. This study will be beneficial to the following group of people:

**Students.** The information presented will enable them to know the influences of gender inequality in employment to their career path.

**Teachers.** The result will help them to inform the students inside the classroom and help them deal with such cases.

**Parents/Guardian.** This study will help the parents to become aware of the gender inequality in employment that we encounter in our daily lives.

**School Administration.** This study will help the administrators to conduct seminars for students, teachers and facilitators of the school regarding gender inequality in employment and its influence to the career path of the students.

**Future Researchers.** This study will be used as guidelines or reference for the future researchers who wants to analyze the gender inequality in employment and its influence to the career path of the students.

**DEFINITION OF TERMS**

**CAPABLE**

having the ability, fitness, or quality necessary to do or achieve a specified thing.

**CAREER PATH**

A career path helps you find out how you might move from one job to another within a career cluster.

**COGNIZANT**

having knowledge or being aware of.

**CONSTRAIN**

compel or force (someone) to follow a particular course of action.

**DEARTH**

an inadequate supply

**DISCRIMINATION**

 is the unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age or sexual orientation.

**DISPARITY**

a great difference.

**FEASIBLE**

capable of being used or dealt with successfully

**GENDER INEQUALITY**

defined as allowing people different opportunities due to perceived differences based solely on issues of gender.

**HUMAN RESOURCES (HR)**  
Human resources is the set of people who make up the workforce of an organization, business sector, industry, or economy.

**INFLUENCE**

the capacity to have an effect on the character, development, or behavior of someone or something, or the effect itself.

**INHOSPITABLE**

unfriendly and unwelcoming toward people.

**PERCEPTION**

Perception is the organization, identification, and interpretation of sensory information in order to represent and understand the presented information or environment.

**CHAPTER 2: REVIEW OF RELATED LITERATURES AND STUDIES**

In this chapter, the researchers present the gathered literatures and studies which is related to the topic. This chapter contains facts and rational guidelines that mandate researchers to determine the nature of current studies about gender inequality at work and its influence on student's career paths.

**LOCAL LITERATURES**

**FOREIGN LITERATURES**

**LOCAL STUDIES**

**FOREIGN STUDIES**

**SYNTHESIS**

**THEORETICAL FRAMEWORK**

**CONCEPTUAL FRAMEWORK**

**INPUT**

1. How will the researchers’ respondents may be described as to:   
\* Age,

\* Sex,

\* Civil Status,

\* Grade Level,

\* Track Course, and

\* Section?

2. What are the understandings of the respondents to the issue about gender inequality in employment terms of:

\* Sex Orientation, and

\* Gender Identification?  
3. How will the respondents determine their career with these problems?

4. What are the possible recommendations and suggestions may be offered in determining the career to choose of the respondents?

5. How will the findings may be crafted to formulate a solution to address the specific problem?

**PROCESS**

* The respondents can be classified in terms of their age, sex, civil status, grade level, track course, and section.
* There are guidelines in crafting proper conduct to formulate a solution to address the specific problem.
* Understandings of the respondents to the issue about gender inequality in employment terms of sex orientation and gender identification.

**OUTPUT**

* Crafted proper guidelines to formulate a solution to address the specific problem.
* Recommendations and suggestions that can be used by the respondents to determine their career.