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Identify and analyze causes of the gender pay gap.

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Executive Summary

The hotel sector is only one that feels the effects of the persistent gender pay gap. Many factors, including discrimination, occupational segregation, and unequal access to opportunities, contribute to this gap, which is the difference in compensation between men and women in equivalent employment. Females are more likely to be employed in lower-paying parts of the hospitality industry, such as cleaning and food service, while men are more likely to be employed in higher-paying ones, such as management and chef roles. This segregation benefits men since men often earn higher wages than women. Because of its potential to lower female workers' morale and productivity and to restrict their opportunities for advancement, the gender pay gap in the hotel sector may have significant repercussions. Since it generates a great deal of wealth and employment, the hotel industry holds a vital role in the “global economy”. The salary gap among “men and women” is one of the most pressing issues confronting the sector today.

1. Introduction

The phrase “gender pay gap” is often utilized to refer to the wage discrepancy that exists among males and females in the working. ¹ The “gender pay gap” ¹² is the variance between men and women's regular gross hourly salaries in the labor force, expressed as a ratio of men's average gross hourly wages.

For example, in the United States, after accounting for compensation, a woman's yearly salary is 98% of that of a man's. ¹ In 2020–2021, the “gender wage gap” in the hotel industry grew for the first time in three years (Jacobs Media Group, 2022).

In this article, we'll look at what's behind ² the “gender wage gap” in the hospitality business and what it means for women. ² The business policies used by the selected industry will also be discussed. Along with this analysis, a brief proposal will be provided that centers on three key strategies for resolving this critical issue. ¹⁸ Companies throughout the world have been devising strategies to reduce the cultural impact of the gender pay gap since they see it as a worldwide issue. Since males are traditionally compensated more than women in today's society, the corporation has made a concerted effort to avoid coming off as biased. Companies have been under pressure to address these issues so that they can pay women in the workforce fairly (Dashper, 2020). In most male-dominated fields, personal preferences play a decisive role in undermining organizational effectiveness.

2. Findings

2.1 Assessing Gender Pay Gap in Hospitality Sector

Personality traits, social mores, and management styles all reflect an organization's dominant sex. It's the basis for social division, unequal access to resources, and limiting norms ¹³ (Segovia-Pérez *et al.*, 2019).

¹⁵ The hospitality industry is not safe from this issue, sadly. Studies have revealed that women in the hospitality industry are often ¹⁴ paid less than males in equivalent roles, although there is a dearth of comprehensive data on the gender pay gap in this industry globally. For instance, a 2019 research by the “Bureau of Labor Statistics” in the United States revealed that women in the hotel business made just 82.4% as much as males (Pavon, 2020). Only 35% of managers in the industry were found to be women, ⁸ indicating that women were underrepresented in management roles. Overall, departing the wage gap between males and females in the hotel industry is a difficult problem that calls for greater study and action. Business owners may help

close the “gender pay gap” by performing regular audits of salaries, encouraging more diversity among executives, and giving all employees the same access to professional development opportunities. Hilton Worldwide is an example of a hotel chain having a substantial wage discrepancy between its male and female employees. Hilton's mean gender pay gap in the UK in 2020 was 16.4%, which is higher than the national average for the industry and the national average for large corporations. 35% of the top quartile of income were women, while the research found that women were underrepresented in senior leadership roles.

The mean gender wage gap at UK pub chain Greene King was 12.5% in 2020. With just 28% of the top quartile of earnings being women, it was clear from the company's gender pay gap report that women were outnumbered in higher-paying professions. The gender pay gap in the hotel industry widened from 5.3% to 7.8% between 2016 and 2017. Men account for 57% of the highest earnings in the travel, tourism, and entertainment industries. According to "Gumtree occupations" statistics, the hospitality business has the biggest gender pay gap (25%) for low earners, with median annual salaries for women in lower paying jobs in the sector being £13,322 and for men being £15,459 (DVV Media HR Group Ltd, 2019).

⁷ 2.2 Reason Of The Gender Pay Gap in Hotel Sector

¹⁰ There are numerous factors that contribute to the “gender pay gap” in the hospitality sector.

Occupational segregation: Women are overrepresented in the hotel industry's lower-paying service positions including cleaning, reception, and the kitchen. On the other hand, males are disproportionately represented in higher-status occupations like management and executive jobs (Meara, Pastore and Webster, 2020).

Discrimination: When it comes to income, promotions, and other chances, women in the hospitality industry may be treated unfairly. Discrimination may be directed towards someone because of their gender, color, ethnicity, or age.

Lack of transparency: When it comes to compensation and perks, the hotel industry is notoriously opaque. This might make it hard for women to determine whether or not they are getting paid equitably in comparison to males (Bennedsen *et al.*, 2022).

Unpaid labor: Unpaid employment, such as taking care of children or elderly relatives, may be taken on more often by women in the hospitality industry, limiting their capacity to work full time or grow in their professions.

² **Negotiation skills:** The “gender pay gap” may exist in part because women are less likely than males to bargain for better compensation. Employers in the hospitality industry can help close

the gender pay gap by instituting policies that are family-friendly and inclusive, including flexible work schedules and paid parental leave, as well as by promoting pay transparency and fair hiring and promotion practices (Cook *et al.*, 2021). The underlying reasons of the gender wage gap may also be addressed by working to change cultural perceptions of men and women in the workplace.

2.3 Policies implemented for Gender Pay Gap within Hospitality Sector

An important objective may be to achieve parity in earnings between men and women. Despite progress in how women behave, a pay difference persists between the sexes. They often earn as much as men do in unionized workplaces, take on more financial responsibility at home, and advance in school. Both their employment experience and their education levels have increased (Koskinen Sandberg, 2018).

To close the wage gap between “men and women” in the hospitality industry, many measures might be put into place.

Pay transparency: Companies may improve pay transparency by publishing wage ranges for various positions and explaining the thought process behind compensation choices. This may contribute in ensuring equal pay for equal work for women in the workplace (Bennedsen *et al.*, 2022).

Equal pay audits: Employers may learn more about the existence of pay discrepancies between men and women by conducting frequent equal pay audits.

Flexible work arrangements: Women are more likely to develop in their professions if they are given the opportunity to work part-time, share a job, or work from home.

Gender-neutral hiring and promotion practices: To guarantee that both men and women have equal opportunity for advancement, businesses might use neutral wording in job postings.

Training and development programs: Women in the hospitality industry may benefit from increased access to training and development opportunities, which can boost their self-esteem and prepare them for positions of leadership.

Family-friendly policies: Women may find it easier to juggle work and family obligations if their employers provide family-friendly policies like paid leave for parents, on-site child care, and breastfeeding assistance.

Addressing unconscious bias: Managers and workers alike may benefit from learning about the effects of unconscious bias on decision-making in the workplace.

Employers in the hotel industry may do their part to close the gender wage gap and improve working conditions for all workers by adopting these rules.

2.4 Impact of Gender Pay Gap in Hospitality Sector

The service industry is particularly vulnerable to the effects of the “gender pay gap” (Boll and Lagemann, 2018). There are a number of ways in which women and their work schedules might be negatively affected by the pay gap in the hospitality industry.

Economic insecurity: When compared to males, women's wages are much lower, which might put them in a precarious financial position.

Limited career advancement: Women in the hotel industry may find it difficult to improve their careers and earn greater salaries due to the “gender pay gap”.

Unfair Treatment: Women in the hotel industry may experience emotions of unfair treatment and unfairness due to the gender wage gap.

Negative impact on business performance: Negative effects on corporate results may result from ignoring the gender wage gap, since it can lead to reduced employee morale, lower productivity, and more turnover.

Executives in this field should endeavor to close the gender pay gap in order to provide a more equal and welcoming work environment for people of all genders. This is not just good for women's empowerment but also for the company's bottom line.

3. Conclusion

According to the studies conducted, the salary variance between males and females has been in the hospitality industry for quite some time. Females still get less than males even if they have the same education levels, job titles, and years of experience that men do. This disparity has resulted in a significant financial loss for women over time, reducing their career options and leaving them feeling financially insecure.

Closing the pay gap among males and females in the hospitality sector will need a multifaceted approach that addresses the systemic issues at the root of the problem. Businesses should implement transparent and fair compensation plans, conduct regular salary audits, and provide all employees with the same opportunities for professional development and career advancement. Equal pay for equal labor is possible for both men and women if we can eliminate bias and promote equality in the workplace. Ultimately, pay equity in the hospitality industry requires the combined efforts of businesses, decision-makers, and the general public. If we

recognize the importance of reaching gender parity and take specific efforts to accomplish it, we can make the workplace more egalitarian and inclusive for everyone.

4. Recommendations

There are several recommendations to reduce this pay gap in the industries. However, three major strategies will be addressed here to reduce the wage gap.

Conduct Pay Audits and Implement Transparent Pay Structures

One of the key tactics for addressing wage disparities between men and women in the hotel industry is conducting regular pay audits. These audits need to be conducted from the most entry-level positions all the way up to the C-suite. Identifying compensation gaps and other causes of inequality may be one way for the hospitality industry to tackle the problem (Sbrocchi, 2019). One effective method is to establish clear pay systems that define the parameters for determining raises and promotions. This will guarantee that skills, experience, and performance are prioritized above subjective factors like gender when determining salaries. Transparent pay schemes may let employees see where they stand in relation to others within the organization, which may encourage them to work more and remain with the company longer.

Promote Diversity and Inclusion

² The “gender pay gap” in the hospitality industry may be reduced by encouraging a more welcoming and diverse work environment. Unconscious bias training, employee resource groups, and other similar initiatives may aid in this regard. Managers and employees who get unconscious bias training may have a greater awareness of their own biases and take steps to combat them. Women and other underrepresented groups may benefit from mentoring programs in the workplace (Kirton and Greene, 2021). Employee resource groups may help employees connect with one another, learn from one another's experiences, and provide support to one another.

Provide Flexible Work Arrangements

As a last resort, the hospitality industry might try to close the gender pay gap by providing more flexible work hours. Options like working from home, telecommuting, and job-sharing all fall under this category. Women who are careers or who prefer to work less hours might benefit from more adaptable work schedules.

Businesses in the hospitality industry may retain talented female employees, many of whom may have left the industry had they not offered more flexible scheduling alternatives. There's

a chance that this will boost the morale and output of workers as well. This highlights the need for concerted action to close ¹the “gender pay gap” in the hotel industry. Businesses in the hospitality industry may help close the “gender pay gap” by conducting pay audits, fostering an environment that values diversity and inclusion, and allowing for more adaptable work hours (Casado-Díaz, Driha and Simón, 2022).

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