

Gender Equality among Hotel Employees in Batangas: Basis for Continuous Improvement

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Abstract – Gender equality is the parity principle among all genders and the right to enjoy and develop in equal conditions. The main purpose of this study is to measure gender equality among hotel employees in Batangas. More specifically, it determined the gender equality among the employees in terms of workplace gender bias, parity in appraisal and growth opportunities, natural gender differences, and gender-based work allocation; test the significant difference among the responses on gender equality when grouped according to profile; and propose an action plan to promote gender equality in the hotel industry in Batangas. Descriptive method was used whereas frequency, percentage, weighted mean, and t-test were used to further understand the data of the study. Based on the result, there was gender inequality on gender diversity in the workplace and parity on women and LGBTQ in assigning positions and sexual harassment. The key findings revealed that there are highly significant differences in responses with regards to their education, marital status, age, and years in service when grouped according to profile variables. Gender and development training has been recommended to the hotel management for continuous awareness and implementation of gender equality. The plan of action was proposed and endorsed to the hotel management for implementation to promote gender equality in the hotel industry in Batangas.

Keywords: Gender equality, hotel management, workplace gender bias

INTRODUCTION

Gender equality is a common problem that transcends in the hotel industry. Evidence shows that women suffer more than males. Women are more affected in terms of gender equality. Society itself shows how women are negatively treated by society. Gender is the 'social definition' of men and women. They are characterized and varied among different societies and cultures. It also defines the rights, responsibilities, and identities of both to each other. Gender equality is the principle that refers to the equality between men and women and the right to enjoy and develop in equal conditions for granting to and benefiting from political, cultural, social, and economic development. It is a human right with utmost importance for the lasting progress of a country.

The Philippines has established significant advances in gender parity compared to other nations. Equal chance among women in society and the workplace could result in a 7 percent increase in the economic growth of the country, by 2025. Gender Equality is included in the Magna Carta of Women as stated in the Republic Act No. 9710. It provides equality and shall promote equal opportunities and

ensure that both can access resources and development results. Furthermore, the government is fully aware that gender equality entails the abolition of different unequal practices that prevail against discrimination and inequality.

The hospitality enterprise revolves around supplying remarkable patron carriers in a large variety of positions accessible at hotels, restaurants, holiday destinations, and event planning services. For human beings who love serving with customers and experience the travel, tourism, and entertainment exercise market, the hospitality enterprise may additionally be simply the proper fit. The hospitality industry consists of a broad vary of businesses, that offer enjoyment and relaxation as well. They host human beings to relax and enjoy with generous and friendly treatment. The hospitality industry runs with many people to achieve their goals in serving every tourist that visits them.

The hotel industry in Batangas is soaring high with hotel industries in other well-known cities of the country. The province will not be left behind in terms of catering to local and foreign tourists who visit the province for its well-known tourists' attractions, its beautiful beach resorts. Batangas has been a favorite

place to visit by tourists due to its low-cost attractions and destinations including the comfort and enjoyment offered to all types of tourists. The hospitable staff and personnel of its hotels and their warm welcome make them pleased and experience pleasure on their every visit. The local tourism office of Batangas is doing its best in developing places where tourists can enjoy and relax. Roads and bridges are developed for easy accessibility to its nearby town and their provinces [1]. But no matter how developed and successful the hotel industry in the province is, it should always remember its people facing and serving the customers to meet their expectations. Its employees should be given enough attention to fully meet the success they want and keep that success continuously. The industry has proven its success in terms of satisfying its customers, the local and foreign tourists, but in return, their employees should also be satisfied with how they are treated in the workplace as workers and human beings. Gender equality plays a vital role in this part.

The Philippine government promotes gender equality through laws to ensure that every individual with different gender expression in the workplace is treated equally. Gender and Development (GAD) has been a program that is implemented in every agency. Each agency is allotted enough funds for the implementation of the program. All companies are obliged to implement gender equality through the laws created and amended to ensure equality among gender diversity in the workplace. In response to the laws, companies in different industries, exert all their effort to ensure equality among their workers. However, despite the effort of the government and in partnership with the industries, inequality still prevails in the workplace.

The study focused on gender equality among hotel personnel in Batangas. The proponents of the study believe that there are emerging issues when it comes to gender equality among hotels. More specifically, this study had an in-depth study outlook towards creating a good and harmonious working relationship to gender diversity in the workplace. All genders need to be treated equally in all aspects of their job, not only for their benefit but also for the benefit of the industry. But we cannot deny the fact that despite the effort of the government in creating and amending laws on gender equality, discrimination has been a natural attitude among human beings. Gender equality implementation depends on the strength of how an administration enforces it. The researchers came up with the study to find how strong the implementation

of gender equality is in the hotel industry in Batangas province.

OBJECTIVES OF THE STUDY

The study aimed to measure gender equality among hotel employees in Batangas province. More specifically, it presented the demographic profile of the hotel employees in terms of gender, marital status, educational attainment, age, and years in service; determined the gender equality among the employees in terms of workplace gender bias, parity in the appraisal, and growth opportunities, natural gender differences, and gender-based work allocation; tested the significant difference among the responses on gender equality when grouped according to profile; and proposed an action plan to promote gender equality in the hotel industry in Batangas.

MATERIALS AND METHODS

Research Design

This study used a descriptive survey method to find out how hotel management promotes gender equality among them in their work. In this method, a large population can be observed and conclude the variables. Open-ended and closed-ended questions can be made in making the questionnaire. Information is statistically presented for easy giving of interpretation and analysis [2].

Participants of the Study

A total of 445 are the participants of the study. The respondents of this study were hotel employees in Batangas. The main participants of the study were the ten most visited hotels in the province. Different means of communication were used to disseminate the questionnaires and retrieved from the respondents.

Data Gathering Instrument

The researchers used an adapted survey questionnaire as the main tool for gathering data based on the questionnaires in the study of Chaudhary, Gupta and Chaudhary (2010). The questionnaire consists of two parts. The first part determined the demographic profile of the respondents. The second part measured the employees' evaluation on gender equality in terms of Workplace Gender Bias, Parity in Appraisal and Growth Opportunities, Natural Gender Differences, and Gender-Based Work Allocation. The second part of the questionnaire was based on gender equality as discussed and studied in the related research used.

The set of questionnaires were validated and approved by the adviser and two of the faculty experts under the CITHM. Then, after the pre-oral defense of the study, it was submitted to the GAD office of the university for validation; and lastly to one of the university experts in research.

Data Gathering Procedure

The researchers humbly requested permission from the manager of each hotel to administer the questionnaire to the respondents. A formal letter was sent out asking permission from the managers. The success of the administration was made possible with the effort of the researchers and with the full cooperation of the hotel employees. The information about the availability of the hotel employees to answer the questionnaire was asked from the personnel department of the management of the hotel of the ten chosen hotels of the study. The researchers were given the time when the employees are getting in and out of their duty. With this, they asked again the permission of the managers to disseminate the questionnaires on a specific date and time through a formal letter. The researchers divided themselves into pairs and were assigned to specific hotels to disseminate the questions and gather the data in a short period. While disseminating the questionnaires to the employees, the researchers humbly asked them to answer their questionnaires. The employees actively answered the questionnaire in every hotel.

Data Analysis

The data which were obtained through the questionnaire were collected, tabulated, analyzed, and interpreted. Frequency was used to get the number of respondents who answered accordingly to questions. The percentage was used to get the percentage of the respondents in terms of their demographic profile. Weighted mean was used to show the evaluation of the respondents on their evaluation of gender equality in terms of workplace gender bias, parity in appraisal and growth opportunities, natural gender differences, and gender-based work allocation. The ranking was used to determine the positional importance of responses in the questionnaires regarding the answers of the employees based on the scale used. T-test and Analysis of variance (ANOVA) were used to test the significant difference among the responses to gender equality when grouped according to profile variables. In addition, all data were treated using statistical software known as

PASW version 18 to further interpret the results of the study.

Ethical Consideration

A highly confidential nature of the survey and the interviews was observed, and no names were mentioned in the report. The identity of the respondents was not revealed except that they were employees of the ten chosen hotels in Batangas province. No opinion was given by the researchers; only information and results based on the data that were gathered.

RESULTS AND DISCUSSION

Table 1. Percentage Distribution of the Respondents' Profile

Profile Variables	f	(%)
Gender		
Male	246	55.30
Female	199	44.70
Marital Status		
Single	244	54.80
Married	174	39.10
Separated	26	5.80
Widowed	1	.20
Educational Attainment		
High School	8	1.80
Vocational	21	4.70
College	416	93.50
Age		
25 yrs old and below	106	23.80
26 – 35 yrs old	215	48.30
36 – 45 yrs old	97	21.80
46 yrs old and above	27	6.10
Years in service		
11 months and below	100	22.50
1-5 years	185	41.60
6-10 years	98	22.00
11-15 years	39	8.80
16 years and above	23	5.20

Table 1 presents the respondents' profile. There were 445 respondents. The majority of the respondents were males, 246 or 55 percent of the respondents while the rest are females, 199 or 44.70 percent. This implies that more males are working in the industry compared to females.

In terms of marital status, the majority of the respondents were single with 54.80 percent followed by married at 39.10 percent, then separated at 5.80 percent, and a widow with the lowest, 0.20 percent. It also shows that the greatest percentage of the respondents attained college education having 93.50

percent followed by Vocational at 4.70 percent, and high school graduates at 1.80 percent.

Moreover, the majority of the respondents have the ages ranging from 26-35, and followed by those employees aged 25 and below. Whereas, the majority of the respondents are in their 1-5 years of service in the hotel industry, and followed by those of 11 months and below. Men are trusted by employers in the hotel industry than women. Their belief in the talent and abilities of men shadowed the unique talents and abilities of women which they can share in the progress and development of their company. Discrimination can be seen in the number of male respondents when compared to the number of female respondents. Singles are preferred by employers. They probably believe that being married with added responsibilities in their families will make an employee unproductive. Widowed has the lowest percentage because they have no more partners in their responsibilities in their families. The employers believe that having a family to attend to is a hindrance to the good performance of the employees in their work.

Table 2. Gender Equality with Regard to Work Place Gender Bias

Indicators	WM	VI	R
1. Industry emphasizes more on physical appearance than intelligence in the case of hiring employees.	3.02	A	1
2. Employees face sexual harassment at the workplace regardless of gender expression.	2.16	D	5
3. Customers create more problems with women and LGBTQ employees than men.	2.19	D	4
4. Civil status is not an issue in hiring employees.	2.67	A	3
5. Women and LGBTQ need to make extra efforts to prove their credibility than men.	2.78	A	2
Composite Mean	2.56	Agree	

Legend: 3.50 – 4.00 = Strongly Agree (SA); 2.50 – 3.49 = Agree (A); 1.50 – 2.49 = Disagree (D); 1.00 – 1.49 = Strongly Disagree (SD)

Table 2. presents the gender equality among hotel employees as to workplace gender bias. The obtained composite mean of 2.56 indicates that the respondents agree on the above-mentioned component. Among the items enumerated, items like industry emphasize more on physical appearance than intelligence in case of hiring employees (3.02) ranks first. Moreover, Women and LGBTQ need to make extra efforts to prove their credibility than men (2.78).

Whereas, civil status is not an issue in hiring employees (2.67) ranked third. On the other hand, items such as customers create more problems with women and LGBTQ employees than men (2.19).

Physical appearance matters. It is a natural attitude of people how they value the looks of a person. No matter how people denied of unfairness when it comes to physical appearance, people must accept the fact that it is a truth in life that we must accept. The hotel industry serves people. Employers prefer employees with appearance and characteristics that are pleasing to the eyes of their customers to keep them coming back and patronize them. They want their employees to be of the accepted gender of the society. Women and even more LGBT are looked down in the industry. Success in a career mainly depends on abilities and skills but there is another factor unrelated to the performance that influences someone's advancement, and that is an individual's appearance.

Women and LGBTQ are both looked down in society. They are considered weak in comparison to men. In the workplace, they are always left behind. They need to make an extra effort just to be recognized. It is a stigma of the society that is why women and LGBTQ need to show their essence as persons and the same as men, they have innate talents and abilities that can also help in the progress of a company. Women and LGBTQ are not given equal opportunities as men. Since they are both looked down on in the hotel industry, they need to make an extra effort in proving their worth in the industry. The results of different studies proved this fact and oblige them to be significant at the time they are applying for a position as well as when they are hired. People of all sexual orientations around the world experience discrimination and violence. LGBTQ workers are the most affected by this problem of society. They experience discrimination in all aspects of employment, in school, promotion, access to insurance, and low salary because of their sexual orientation. They are not represented in government organizations, the reason why their interests are left behind in social dialogue even in the collective bargaining agreement, the main reason why they experience gender inequality [3].

Being married makes someone more responsible in work. The responsibilities they have in their families serve as an inspiration in performing their job. The desire to support all the needs of their families motivates them to give their best in the workplace. It was found out from a study that marital status does not

affect the job performance of women negatively. In short, being married in the hospitality industry is not a hindrance in showing their worth as employees. Their skills and knowledge are not affected by their marital status, which contradicts the result of most studies [4].

Employees of hotels know that they are serving people. From the start they chose the course, they know that they will be serving people. This is also taught in the subjects they took during their study and at the time they applied in work, they were taught and trained how to work with, face, and treat customers, and how to handle complaints from customers. When employees encounter problems with customers, they just work with it, they do not look at it as a problem. To keep customers to keep coming back to them is to treat them very well. It is the main job of hotel employees especially the customer service personnel [5].

Employees who face sexual harassment at the workplace regardless of gender expression were not encountered, thus assessed as disagree, but with the lowest response with a weighted mean of 2.16. Sexual harassment must be given full attention by the management. Laws and policies of the government protecting everybody from sexual harassment make people in the workplace aware of giving respect to their co-workers regardless of gender. Related news can be seen and heard from different social media where offenders are castigated by the law. The government plays a vital role in the implementation of gender equality. Agencies of government are all working together in doing their part in gender equality. To support rules and help in handling reports of discrimination against women, laws against discrimination, rules, and guidelines procedures were developed [6]. The government has all the access to eliminate gender inequality in the workplace. They can implement anti-discrimination laws that will remove the stigma of gender inequality. Gender equality will make more women employees earn more, which will increase the growth rate of output in the workplace and improved health outcomes. Increased income will result in getting what they need and their families [7]. Amendment of laws does not guarantee equal rights for LGBT citizens and improving their quality of life. Amending a law and confirming that it is properly employed by the law implementing agencies of the government needs to be partnered with campaigns through education and giving solutions to other related problems through it [8].

Table 3. Gender Equality with Regard to Parity In Appraisal And Growth Opportunities

Indicators	WM	VI	R
1. Women and LGBTQ are treated at par with men in the legal policy of the company.	3.10	A	5
2. Compensation is equal for men, women, and LGBTQ employees.	3.33	A	1
3. Evaluation of the performance of all employees regardless of their sex expression is fair.	3.22	A	2.5
4. Promotional opportunities are equal for all employees.	3.22	A	2.5
5. Men, women, and LGBTQ get the same retirement benefits.	3.17	A	4
6. Gender diversity is observed in the workplace.	3.08	A	6
Composite Mean	3.19	Agree	

Legend: 3.50 – 4.00 = Strongly Agree (SA); 2.50 – 3.49 = Agree (A); 1.50 – 2.49 = Disagree(D); 1.00 – 1.49 = Strongly Disagree (SD)

Table 3 presents the gender equality among hotel employees as to parity in appraisal and growth opportunities. The obtained composite mean of 2.56 indicates that the respondents agree on the above-mentioned components. Among the items enumerated, items like remuneration is equal for men, women, and LGBTQ employees (3.33) ranked first. It is followed by there is a fair performance appraisal of all employees regardless of their sexual expression and promotional opportunities are equal for all employees (2.25). On the other hand, items such as men, women, and LGBTQ get same retirement benefits were (3.17), women and LGBTQ are treated at par with men in the legal policy of the company (3.10), and gender diversity is observed in the workplace (3.08), thus assessed as agree.

Laws and policies make employees aware of gender equality in the workplace of the respondents. They are aware that sanctions are given to employees that break the law of equality, especially in terms of salary given to employees. All gender expression is seen in the workplace. Gender equality exists when it comes to hiring of all types of gender expression. Men, women, and LGBTQ are given opportunities to be part of the organization and share their innate abilities and talent, knowledge, skills, and understanding they acquired in their studies. Employers equally look at all genders to possibly contribute to the progress of the company. They trust each individual has their abilities, talents, and personalities needed in the workplace.

The government has all the access to eliminate gender inequality in the workplace. They can

implement anti-discrimination laws that will remove the stigma of gender inequality. Gender equality will make more women employees earn more, which will increase the growth rate of output in the workplace and improved health outcomes. Increased income will result in getting what they need and their families [7]. They employ people base on the role requirements and assign to specific tasks based on their, qualifications, and experience. They are against discrimination based on the distinction of mankind, such as physical appearance, nationality, gender, sexual expression, spiritual belief, status in life, incapacity, and any other characteristic defined by a country's law [9].

Table 4 Gender Equality with Regard to Natural Gender Differences

Indicators	WM	VI	R
1. Discrimination exists among all types of gender because of the nature of work.	2.26	D	6
2. Industry prefers young and single applicants.	2.57	A	4
3. Industry prefers LGBTQ employees.	2.30	D	5
4. The organization goes for the best fit between jobs and employees and uses inherent gender differences very effectively.	3.06	A	1
5. The contributions of women and LGBTQ are recognized but their upward movement in the hierarchy is not encouraged.	2.80	A	2
6. LGBTQ employees experience limitations in the freedom of gender expression and development in their careers.	2.69	A	3
Composite Mean	2.61	Agree	

Legend: 3.50 – 4.00 = Strongly Agree (SA); 2.50 – 3.49 = Agree (A); 1.50 – 2.49 = Disagree(D); 1.00 – 1.49 = Strongly Disagree (SD)

Table 4 presents the natural gender equality among hotel employees as to natural gender differences. The obtained composite mean of 2.61 indicates that the respondents agree on the above-mentioned components. Among the items enumerated, items with the highest mean scores are the organization, that goes for the best fit between jobs and employees and uses inherent gender differences very effectively (3.06), the contributions of women and LGBTQ are recognized but their upward movement in the hierarchy is not encouraged (2.80). LGBTQ employees experience limitations in the freedom of gender expression and development in their careers (2.69). On the other hand, items such as the industry prefers young and single applicants (2.57), the industry prefers

LGBTQ employees (2.30), discrimination exists among all types of gender because of nature of work (2.26) were not encountered, thus assessed as disagree.

Employers look for the ability and talent of their employees and assign positions that best fit them. They are regarding inherent gender differences in an effective manner that will help the employees grow and develop in their perspectives and help the organization as well to achieve its goal through continuous progress. Gender equality is experienced by the respondents. Employers and even their workers are aware of the implementation of the laws and policies protecting everyone in the workplace. The Philippine government has established awareness of its employers and employees, protecting both in the business. It is the role of the government to ensure the protection of its people in every industry. Although it is a fact that there are times that some situations are overlooked, the government is trying to do its best to formulate and implement laws and policies that will ensure the protection of every worker and even employer. Hotel managers rely on the skills and abilities of the employees rather than on their gender. They are more focused on what an employee can do and share in the success of their business. The International Labor Organization Country Office for the Philippines (ILOCO-Manila) protects Filipino women who are working in every aspect they can help. They have been promoting women's rights and welfare. For them, gender equality plays a vital role in the life of the workers to be productive and contribute a lot to the progress of the country. ILO has been developing the capacities of every related government agency and group in the society for gender equality in the workplace [10].

Table 5 Gender Equality with Regard to Gender-Based Work Allocation

Indicators	WM	VI	R
1. Women and LGBTQ are employed more at operational levels.	3.14	A	3
2. Management prefers men for managerial positions.	3.26	A	1
3. Males dominate the work in the hotel.	3.24	A	2
4. Women and LGBTQ are employed in areas where less physical work is required.	3.12	A	4
5. LGBTQ and women employees are given lower positions in the industry.	2.59	A	5
Composite Mean	3.07	Agree	

Legend: 3.50 – 4.00 = Strongly Agree (SA); 2.50 – 3.49 = Agree (A); 1.50 – 2.49 = Disagree(D); 1.00 – 1.49 = Strongly Disagree (SD)

Table 5 presents the gender-based work allocation among hotel employees as to gender-based work allocation. The obtained composite means of 3.07 indicates that the respondents agree on the above-mentioned component. Among the items enumerated, items like management prefer men for the managerial position, males dominate the work in the hotel and women and LGBTQ are employed more at operational levels, got the highest mean score of 3.26, 3.24 and 3.14 correspondingly. On the other hand, items such as women and LGBTQ are employed in areas where less physical work (3.12), and LGBTQ and women employees are given lower positions in the industry (2.59), thus assessed as agree. The workplace is controlled by men. The edge men have over women and LGBTQ places them in positions that benefit them more than others. Top positions are entrusted to men and there are works where women and LGBTQ can take responsibility but still given to men. Women and LGBTQ are stagnant in terms of promotions and growth in the workplace. Their abilities are wasted instead of being developed that can be part of the progress of the country. Women and LGBTQ are looked upon as weaker in terms of physical and mental abilities and talents making employers assign them to lower positions. All of these are manifested not only in the workplace but as well as in the households where women are entrusted rearing the family and LGBTQ who are looked at as weak as women are found mostly in jobs that do not require the abilities of men.

Administrative works are entrusted to men and care, service, domestic and clerical works are for women, a clear manifestation of sex segregation in terms of work. Women are given positions with responsibilities that require lesser commitment because of their responsibilities in the household [11]. Women are not found in senior management positions because men are believed to be far greater than them. Organizational culture trusts men more than women. Male culture and attitude are a big limitation on women's promotion in higher positions [12].

More men and less number of women are employed in India. Women are assigned to low-skilled jobs while men were assigned to high-skilled jobs. This is according to the International Labor Organization's (ILO) "Women at work - Trends 2016" Report. In southeast Asia, the same situation takes place. Women are discriminated against and deprived of their right to use and improve their potentials and develop their careers as members of society [13]. The discrimination among LGBTQ in the country is the fact that no

organization protects them in the government, lack of understanding of the SOGI concept of the LGBT community, and lack of common interest in helping them put them in a neglected place. Studies about them will help them be given a place in our society. But being neglected, they are denied their rights placing them in a way that leads them to be discriminated against in the workplace and be look at as weak and with fewer capacities compare to men [14].

Table 6. Difference in Responses on Gender Equality with Regard to Work Place Gender Bias hen Grouped according to Profile Variables

Profile Variables	Work Place Gender Bias		
	F-value	p-value	I
Gender	1.304	0.193	NS
Marital Status	1.811	0.144	NS
Educational Attainment	8.143	0.000	HS
Age	1.387	0.246	NS
Years in Service	2.230	0.065	NS

Legend: Significant at p -value < 0.05 NS = Not Significant

Table 6 presents the responses on gender equality among hotel employees as to work gender bias. It was observed that only educational attainment shows a significant difference because the resulted p -value of 0.000 was less than 0.05 alpha level. This means that the responses vary significantly and based on the post hoc test, it was found out that college graduates have a higher assessment of work gender bias. Education makes the respondents aware of the situation taking place in the workplace. They can see how employers treat applicants in terms of visible characteristics rather than knowledge and skills acquired in their studies. Education makes someone know and understand a lot about what is happening in the workplace. It also makes the respondents knew about the laws about gender equality. They understand how the labor laws protect every individual in the workplace regardless of sex expression This makes the group of respondents gave highly significant differences in the responses regarding work gender bias. Labor laws are tackled more at the tertiary level of education. This makes college graduates more aware of the labor code of the country making them gave higher assessments regarding work gender bias. The education attained by the respondents makes them open to the issues and concerns regarding employment, and at the same time, the level of education they attained also affects their responses. Education affects the respondents' views and opinions regarding gender equality in their workplace. Education is a very

important factor in getting responses from a group under study. It affects the response that will be given by them. A person's attitude and outlook in life are determined by his/her educational attainment [15]. To promote gender equality, education is the main institution that should be given attention. Education in schools knows the values and attitude of the society and has also the power to change the society and investing in the future generations. Gender equality should be infused in the curriculum, school culture, and teaching materials and strategies to let students practice gender equality at all times [16].

Table 7. Difference of Responses on Gender Equality with Regards to Parity in Appraisal and Growth Opportunities When Grouped According to Profile Variables

Profile Variables	Parity in Appraisal & Growth Opportunities		
	F-value	p-value	I
Gender	2.465	0.014	S
Marital Status	8.346	0.000	HS
Educational Attainment	3.361	0.036	S
Age	20.282	0.000	HS
Years in Service	23.605	0.000	HS

Legend: Significant at p -value < 0.05 ; HS = Highly Significant; S = Significant

Table 7 reveals that there was a significant difference observed in parity in appraisal and growth opportunities when grouped according to profile. This implies that a significant difference exists and according to the post hoc test, employees who are females, widowed, finished vocational, belong to age bracket of 26 to 35 years old, and working for 1 to 5 years assessed parity in appraisal and growth opportunities greater compared to the others. Marital status determines an individual's perspectives in life. Age changes the individual's outlook on life. Years in service make someone expect and desire positive changes in work especially in the position assigned to him/her. All of these lead an individual to look and assess himself in the workplace and expect changes.

It is innate to humans to attain progress in every aspect of their lives. All employees expect appraisal in the service they are rendering to the company they are serving. Although gender equality was observed in the workplace regarding parity and appraisal, educational attainment and years in service are used by employers in assigning positions, and the higher the position, the higher the salary. Compensation and benefits of the employees are equally given to all, men, women, and LGBTQ. The difference in marital status, age, and years in service of

the respondents make them gave highly significant differences in their responses. The marital status of the respondents affects their outlook as well as age, which makes someone more mature in giving answers to questions in the study.

The experiences of a young individual also affect his/her responses in the study compared to an individual of older age. Although age makes older persons more matured than younger ones, young people or the millennials of today have their views and opinions at a level very open to the things happening around them. Serving an organization at different years can change a person's position on matters related to different aspects such as parity in appraisal and growth in employment. The respondent's experiences in serving the company make them gave highly significant differences in their responses.

Being married is at a different level of maturity compared to the level of maturity of a single individual, as well as to a widowed compared to a separated person. Their experiences in life makes them different from each other. The level of maturity of a person is affected by age. Generally, the views and opinions of an older person are different from the views and opinions of a younger one on a matter. This makes age very important in analyzing and interpreting responses. The standard of living is based on the salary he/she received and likewise affects his responses about a problem in a given study or research [17]. Age and level of interaction of respondents to a survey indicate a positive relationship. This shows that the age of respondents matters when it comes to their responses to a specific matter under study [18].

Table 8. Difference of Responses on Gender Equality with Regards to Natural Gender Differences when grouped according to Profile

Profile Variables	Natural Gender Differences		
	F-value	p-value	I
Gender	0.284	0.776	NS
Marital Status	1.569	0.196	NS
Educational Attainment	7.080	0.001	S
Age	0.588	0.623	NS
Years in Service	1.536	0.191	NS

Legend: Significant at p -value < 0.05 ; S = Significant; NS = Not Significant

Table 8 presents the responses on gender equality among hotel employees as to natural gender differences. It was observed that only educational attainment shows a significant difference because the resulted p -value of 0.001 was less than 0.05 alpha level. This means that the responses vary significantly and

based on the post hoc test, it was found out that College graduates and undergraduates have higher assessments compared to the other groups. Higher education attained by the respondents makes them open to the issue of gender equality. It is one of the important issues that is tackled and part of the lessons given in educational institutions. The media always has a report related to it. The government has implemented programs about gender equality to open the mind of the people about it and avoid it in every workplace in the country. Even in other countries, people are aware of gender equality. Nelson Mandela became famous around the world because of his fight against discrimination. Gender equality is a thing that makes life better to live. Gender equality is one of those things that they see which affect their lives. Education makes them aware of whether there is equality or inequality in the workplace. It makes them know whether discrimination takes place around them or if they are already experiencing it. Knowing what is happening around them, they can give reactions through the knowledge they gain from education. People are aware of the laws and policies in gender equality because of education.

Knowledge is gained through education. It makes people aware of the world that leads them in turning it into something better that will make their life improved and developed. Perception in life is being developed through education. It develops one's opinions and viewpoints on the things around him that affect life. People argue whether education is the sole thing that gives awareness and understanding. Some people say that education is a progression of the acquisition of facts while knowledge is something very different. Education and knowledge are indeed two different things, but facts cannot be transformed into knowledge without education. They are two related things that cannot be separated. Education makes people understand things comparing to other things around them. It is not only about reading and writing, but it is also about lessons in life that people understand and can be used to improve their lives [19].

Education, where knowledge, skill, and understanding are gained by someone, makes him/her more aware and give reactions to what is happening around especially in the workplace where education plays a vital role in the state of sensibility of a person on the things related to what is observed [15]. Social outcomes are affected by formal education as well as the education variable throughout the life of an employee [20].

Table 9. Difference in Responses on Gender Equality with Regards to Gender-Based Work Allocation when grouped according to Profile

Profile Variables	Gender-Based Work Allocation		
	F-value	p-value	I
Gender	3.166	0.002	S
Marital Status	3.838	0.010	S
Educational Attainment	4.050	0.018	S
Age	9.323	0.000	HS
Years in Service	15.617	0.000	HS

Legend: Significant at p-value < 0.05; HS = Highly Significant; NS = Not Significant

As shown in Table 9, there is a significant difference observed on gender-based work allocation when grouped according to profile. This implies that a significant difference exists and according to the post hoc test, employees who are females, widowed, and finished vocational, belong to the age bracket of 26 to 35 years old and working for 1 to 5 years assessed gender-based work allocation greater compared to the others. Gender inequality is felt by the respondents. Educational attainment and years of service to the company are considered by employers in assigning positions but from the responses given males dominate the workplace. Respondents at different age brackets and years in service gave highly significant differences in their responses in terms of gender-based work allocation. Individuals of different ages have different views on a certain problem.

Age plays a major role in how a person perceives things that happen around him. Age is a variable of study that affects one's perception in life. As an individual age, changes also take in his life, not only with his physical state but as well as to his mental state affecting how an individual perceives and understand the things that affect his/her life. The age of the respondents and their reaction to a survey are two related things. Respondents of the study are on different age ranges, which may have a relationship with how they feel towards gender-based work allocation. Age can tell the difference in attitudes and behaviors of respondents of the study. Its differences in attitudes can be the broadest and most enlightening in terms of issues from foreign policy to social policy. It indicates two important characteristics of a person, namely: their place in the life cycle and is a member of a group born at the time of year. The nature of age is used by researchers to use a method known as cohort analysis to study a group of people throughout their lives [21].

The years rendered make individuals have different assessments. The length of service of the

respondents given to the company as well as their age develops a different attitude towards the distribution of positions to them. The perception of a person towards his/her work changes as he/she gains more years in serving a company. Probably, the attitude of an individual towards work will be different from his attitude when he was new in the work and with his attitude after five or ten years in service. Length of service may make demand more from the company he is serving. If an employee receives enough benefits from his work, he will remain and stay serving the company, showing his satisfaction with what he receives from the company including equality in gender-based work allocation. Both employees, with long and short years of service in the company, have a positive perception in performing their job and make them give positive responses on things related to their work. They have the intention to be part of the success of the company which both will benefit.

Employees are watchful in advancement opportunities in their work. They keep an eye on their work and their employers. Attitudes of employers are different by age group and among people depending on what they receive from their employers. Attitudes are different among the different age groups of employees. Employees who have been serving a company for many years know the company very well. The changes they experience through the years in the company make them understand everything in the workplace. They are already familiar with how the company runs every day resulting in higher productivity in their work [22]. Employees who have a shorter period of service to the company or those that are newly hired show excitement and enthusiasm in performing their job. This will lead them to be productive employees having a positive perception of their job [23].

Table 10. Proposed Action Plan for Gender Equality in the Workplace

Objectives	Activities/ Strategies	Outcomes
To ensure that gender equality is given attention by the employers and employees	1. GAD TRAINING The company may conduct GAD training in another place to have a new ambiance which can be once or more a year	Both employers and employees will be knowledgeable about gender equality.
	2. Gender diversity Seminar Give lectures about equality (with a focus on gender diversity in the workplace and parity on women and LGBTQ in assigning positions and sexual harassment)	Having GAD training in another venue will lessen the monotony of the workplace. They will become aware of gender equality and inequality
	3. Team Building Team building activities for the employer and employees	Employees will be aware of their rights.
To make policies about gender equality and to ensure the implementation of these policies	1. GAD Committee Form a committee assign in making policies with regard to gender equality in the workplace	Policies will serve as a basis on how employers and employees should act by their responsibilities and gender equality.
	2. Revisiting the Employee's Manual Policies of the company should be with regard to gender equality in line with the laws and policies of the government will be formed by the committee on gender equality The policies made should be in the handbook and distributed to all	Policies should be discussed during meetings and GAD training. A hard copy of the policies will make everybody more aware of it.
	3. Comfort room for all genders	

CONCLUSIONS AND RECOMMENDATIONS

The majority of the respondents are males, single, have attained college degree, aged 26-35 years old, and rendered 1-5 years of service. Gender equalities are observed on parity in appraisal and growth opportunities and natural gender differences.

Responses on gender equality as to parity and appraisal and growth opportunities and gender-based work allocation vary significantly across each profile while on workplace gender bias and natural gender differences exist. An action plan was proposed to promote gender equality in the hotel industry in Batangas

It is recommended for the management and the employees that they may have both awareness in Gender and Development (GAD) and Gender Equality (GE). GAD training may be attended by the management with the employees for continuous awareness and implementation of gender equality. Workplace gender bias and gender-based allocation may be given focus during training on gender and equality. The proposed plan of action may be tabled for discussion and implementation to promote gender equality in the hotel industry in Batangas. Future researchers may conduct a similar study using other variables not included in this study.

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