

《哈哈：男性找兼职也会遭遇歧视》

导读:为了腾出时间来照顾自己的家庭，如今越来越多的爸爸选择缩短自己的工作时间，然而雇主们似乎还没有意识到这一变化。



Employers in the UK are failing to adapt to societal changes and are still conforming to antiquated gender stereotypes when it comes to hiring men for part-time work.

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According to research conducted by the University of Plymouth published on Wednesday, fathers are facing what the academics call “forfeits” when applying for part-time employment, and are often met with questions over their commitment to their careers.

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That’s in sharp contrast to women who regularly receive praise for their dedication to proactively seeking a work-life balance, the research shows.

[illegible]

"In the UK, traditional patterns of employment and parenting are in decline, and the stereotype of fathers going to work while mothers raise a family are increasingly diminishing," says Jasmine Kelland, a lecturer in human resource management within Plymouth's Graduate School of Management, who led the research.

[illegible]

She says that we are seeing an increasing number of fathers working fewer hours to accommodate family life, while mothers are more frequently working full-time.

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“In the context of these societal changes, a shift in the attitudes of employers is also required so that workers are treated fairly on the basis of their skill set rather than their familial choices.”

[illegible]

The study included an online survey which was completed by approximately 100 managers who were asked to assess fictitious job applicants who were completely equal except for their parental status.

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It also involved interviews with parents, managers and human resources professionals.

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“This initial research may explain why so many more mothers work part-time than fathers,” says Ms Kelland. “If as a society we are to reach a position of equality for parents it is critical that modern workplaces address the issue of the ‘Fatherhood Forfeit’ to reduce the disparities that exist in the workplace.”

[illegible]

A report published by the cross-party Women and Equalities Committee on Tuesday argues that the Government will fail to achieve its goal of eliminating the gender pay gap within a generation if it continues to ignore evidence presented to it, and overlooks the deeply entrenched structural causes of inequality.

[illegible]

The committee says it presented the Government with a series of recommendations for how to deal with the gender pay gap back in March 2016, but that the Government had so far not taken adequate action.

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One of the points the committee makes specifically pertains to shared parental leave.

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The committee said that the Government had rejected a recommendation it had made for reforming parental leave on the grounds that shared leave – between mothers and fathers or second parents – was “still a very new policy” and that well-paid paternity leave would incur an additional cost.

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