

Research Article

Gender Bias in Employment Opportunity

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Abstract: Gender bias is evident in workplaces. This gender discrimination among men and women are often observed in different context as they experience unequal opportunity because of their sexual orientation. Thus, a descriptive method was used to determine the observance of gender bias in employment opportunity in the Municipality of Talisay, Batangas. The 241 out of 301 employees were chosen to be the respondents. No sampling design was used since the researchers targeted the total population. Using self-constructed questionnaire, the data gathered was analyze and described using weighted mean and composite mean, as well as analysis of variance or ANOVA and T-Test. The study found out that observance in gender bias in employment opportunity was least observed. The employees profile in terms of age, sex, civil status, employment base, and length of service was found insignificant. On the other hand, profile in terms of job position and department was found significant. The researchers proposed activities to strengthen gender equality in the Municipality. This would help them maintain gender bias free environment. Future researchers may add additional information that may be used as valuable materials in the same field of the study.

Keywords: Gender bias, employment opportunity, SOGIE Equality Act, gender discrimination.

Introduction

Gender bias is evident in workplaces. This gender discrimination among men and women are often observed in different context as they experience unequal opportunity because of their sexual orientation. It involves treating someone unfavorably because of the persons' sex, whether they are applying for a job or a current employee.

Gender discrimination decreases employees' motivation because they see that their work is neither noticed nor rewarded fairly. This directly decreases productivity as workers have little incentive to go above and beyond and may even completely ignore important tasks. This attitude may rub off on other workers, creating a climate in which everyone does only the bare minimum. It is said that discrimination in hiring, promotions and pay decreased the productivity not only of women workers but of all workers.

However, it is not proven that all industry and companies has gender preference inside the organization. The study has its legal basis known as House Bill No. 4892 which helps to eliminate discriminatory practices based on sexual orientation and several discriminatory practices. In employment opportunity, men can suffer discrimination on the grounds of their sex in a similar way to their female counterparts. It could very often be the case that the reason why men are treated unfavorably is because of the prevalent gender stereotypes.

According to Heathfield (2018), the advancement of an employee from one job position to another job position that has a higher salary range, a higher level job title, and, often, more and higher level job responsibilities in an organization, is called a promotion. Meanwhile, it is said that privilege of male in the workplace has not stopped simply because women now work there as well. The privileging that occurs in the workplace does not stop at maleness. Whiteness, heterosexuality, and middle class values are all privileged in the workplace, as they are privileged in our culture. (Wildman, 2008) Furthermore, compensation includes not only salary, but also the direct and indirect rewards and benefits the employee is provided with in return for their contribution to the organization (Morrison, 2010).

In the Philippines, gender bias has been observed in workplaces. In fact, Filipino working women are paid just 76 percent of what their male counterparts get, indicating that despite growth and development there is still a significant gap in opportunities for men and women in the Philippines as revealed by World Bank Report in 2012. The phenomenal economic progress achieved by East Asia and Pacific nations has not removed gender inequality, and countries in the region, including the Philippines, need to put in place policies that would address the issue, said the World Bank report, titled "Toward Gender Equality in East Asia and the Pacific," released in Manila. The report said that women in the Philippines are paid less than men for doing similar work, earning 76 cents for every dollar that men earn. Filipino women are also more likely to work in small firms and in the informal sector, and in lower-paid occupations, it said.

A news released by Manila Times on November 2, 2017 revealed that, according to World Economic Forum (WEF), a decade of slow progress towards better parity between the sexes has screeched to a halt, warning the global gender gap was now widening. In recent years, women have made significant progress towards equality in a number of areas such as education and health, with the Nordic countries leading the fray. But the global trend now seems to have made a U-turn, especially in workplaces, where full gender equality is not expected to materialize until 2234, WEF said in a report. "A decade of slow but steady progress on improving parity between the sexes came to a halt in 2017, with the global gender gap widening for the first time since the World Economic Forum's Global Gender Gap Report was first published in 2006," it said.

The Geneva-based organization's annual report tracks the disparities between the sexes in four areas: education, health, economic opportunity and political empowerment. A year ago WEF estimated that it would take 83 years to close the remaining gap. But since then women's steady advances in the areas of education, health and political representation have plateaued, and for the fourth year running, equality in the workplace has slipped further from view. Along with this scenario, investigation on gender bias in employment opportunity was conducted by the researchers in the Municipality of Talisay, Batangas. Talisay is one of the provinces in Batangas Province. The aim of this study was to suggest activities that will help to minimize inequality and provide greater insights about gender equality. The researchers who are major in Human Resource Development Management, were motivated to conduct a study to help the institution and promote gender equality among students.

The main concern of this study was to assess the observance of gender bias in employment opportunity. Specifically, it examined the profile of the respondents based on their age, sex, civil status, job position, employment base, department and length of service. It also wanted to know on to what extent the employees observe gender bias in employment opportunity in terms of promotion, privileges, compensation and benefits.

The study also wanted to know whether or not a significant difference in the assessment of gender bias in employment opportunity. Lastly, it aimed to propose course of action that will help to prevent gender bias in organization and promote equality for the employees.

Objectives of the Study

The researchers tried to determine the communication skills of members in handling hoteliers' grievances. Specifically, it aimed to achieve the following objectives: to determine the profile of the grievance committee members in terms of age, gender, civil status, position, status of employment, and role on grievance committee; to describe and analyze the extent of respondents' communication skills in handling grievances relative to commissive, declarative, expressive, and representative; to assess the significant difference on the respondents' assessment of communication skills handling hoteliers grievances when grouped according to their profile; and to provide an input to strengthen the effectiveness of communication skills in handling grievances.

Theoretical Framework

House Bill No. 4982 shall be known as the "SOGIE Equality Act" in which SOGIE is the acronym for Sexual Orientation or Gender Identity or Expression. The Bill was introduced by Hon. Kaka J. Bag-ao, the district representative of the Dinagat Island on July 1, 2013. It was enacted by the Senate and House of Representative of the Philippine Congress. State recognizes the fundamental right of every person regardless of sex, age, class, status, ethnicity, color, disability, religious and political beliefs, sexual orientation, or gender identity or expression, to be free from any form of discrimination. The objective of the bill is to eliminate discriminatory practices based on sexual orientation, gender identity or expression by prescribing and penalizing several discriminatory practices.

The researchers chose this House Bill no. 4892 to support the study. As the legal basis, the bill states in Section 4 the Discriminatory Practices, that any sexual orientation or gender identity or expression, as well as the disclosure of sexual orientation, in the criteria for hiring, promotion, transfer, designation, work assignment, re-assignment, dismissal of workers, and other human resource movement and action, performance review, and in the determination of employee compensation, access to career development opportunities, training and other learning and development interventions, incentives, privileges, benefits or allowances and other terms and condition of employment.

By incorporating the House Bill No. 4982 to the present study, it provided greater insights to the employees of the municipality regarding sexual discrimination in terms of promotion, privileges, compensation and benefits. This legal basis helped minimize legal liability to employees who have experienced improper treatment in the workplace.

Materials and Methods

This section presents different factors that the researchers considered in order to gather the necessary data needed in the study. It includes research design, respondents of the study, sampling design, data gathering instrument, data gathering procedure, and statistical treatment of data. The study assessed the presence of Gender Bias in Employment Opportunity in the Municipality of Talisay, Batangas, Philippines. The researchers used the descriptive method of research in order to obtain the needed information.

Descriptive research methodology, the most widely used research design as indicated by the research reports of institutions, was used to gather information concerning the current

condition of the phenomena to describe what exists with respect to variables or conditions in a situation (Alceso, 2011). This method aims to provide accurate description of the situation or association between variables from which one can then make statements about a certain group or population. As to the respondents of the study, there were 241 out of 301 employees in the Municipality of Talisay, Batangas were chosen. The regular employees consist of 120 while contractual employees consist of 181. Only 80% of the questionnaire was retrieved because of some unavoidable limitations. No sampling design was used because the researchers targeted the total population.

To gather information necessary for the study, a self-constructed questionnaire was made as the main instrument or source of data. The questionnaire is a checklist type consist of two parts. The first part contains the profile of the employees that includes personal profile, in terms of age, sex, civil status, job position, employment base, department, and length of service. The second part of the instrument is intended for the observance of the respondents in determining gender bias on promotion, privileges, compensation and benefits. The responses of the respondent revealed their perception towards gender bias in employment opportunity in the municipality. The self-constructed questionnaire got the percentage of 0.904 from the reliability testing which was conducted to the Municipality of Malvar, Batangas, Philippines. In the self-constructed questionnaire, a four-point rating scale was constructed by the researchers to assess the answer of the respondents. Here are the numerical rating and their corresponding verbal interpretations.

Numerical Rating	Verbal Interpretation
4	(SA) Strongly Agree
3	(A) Agree
2	(D) Disagree
1	(SD) Strongly Disagree

Another four-point rating scale was made by the researchers to assess the answer of the respondents. Here are the mean ranges and their corresponding verbal interpretations.

Numerical Rating	Mean Ranges	Verbal Interpretation
4	3.50-4.00	Highly Observed
3	2.50-3.49	Observed
2	1.50-2.49	Moderately Observed
1	1.00-1.49	Least Observed

After the approval of the topic, the researchers started to read different books to have full understanding of their topic. The researchers visited different private and public libraries to collect data about their topic. Other supporting data related to research came from secondary sources such as internet, journals, books and undergraduate thesis. After the collection of data, the researchers decided to make their self-constructed questionnaire. To ensure its validity, the researchers validated the questionnaire through the assistance of a professional statistician. The researchers secured a request letter and submitted it to the administration of the Municipality of Talisay, Batangas, Philippines, for their permission to conduct a survey. To test its reliability, the researchers conducted a pre-survey in the Municipality of Malvar, Batangas, Philippines. From the data gathered, it resulted to percentage of 0.904. After which, the researchers went to the municipality under study to personally distribute the

questionnaire to the employees in every department inside the municipal hall. The results of the questionnaire were scored, tallied and tabulated.

To analyze and interpret the data gathered about the extent of determining the perception of employees through gender bias in a workplace the researchers used the following statistical tools: Frequency and Percentage. This was used to determine the distribution of profile of the respondents in terms of age, sex, civil status, job position, employment base, department and length of service; Mean and Composite Mean. This was used to determine the respondents' description of gender bias in the Municipality of Talisay, Batangas, Philippines; Analysis of Variance (ANOVA). This tool was used to test the significant on the respondent's level of awareness on the tax guidelines and policies when they are grouped according to their profile; and T-test. This method was employed to test the significant differences in the assessment when grouped according to sex.

Results and Discussions

This section presents the data gathered, together with corresponding analysis and interpretation. The data in tabular form organized in a sequential manner, following the order of presentation of the specific problems posted at the beginning of the study.

Profile of the Respondents

The succeeding tables present the profile of the respondents in terms of age, sex civil status, job position, employment base, department, and length of service.

Age

The profile of the respondents in terms of age in the table below was determined and interpreted using frequency and percentage.

Table 1. Distribution of the Respondents in terms of Age

Age	Frequency	Percentage
18-37 Millennial	88	37
38-53 Generation X	121	50
54-72 Baby Boomer	32	13
Total	241	100%

The table 1 shows that majority of the respondents belonged to the age group of (Generation X) 38-53 years old having a frequency of 121 and a percentage of 50. The second highest number of respondents belonged to the age group of (Millennial) 18-37 years old, having a frequency of 88 and a percentage of 37 for each age group and lastly the age of (Baby Boomer) 54-72 years old having a frequency of 32 and a percentage of 13 was the age group that has a least number of respondents. It can be explained that a greater percentage of the respondents are in the age group of 38-53 years old that belongs to Generation X. The result shows that employees in this generation tend to remain in the Municipality maybe because they are already settled to the job that they have. The result got support from the article of West Bend Mutual Insurance Company (2016) that Xers bring much value to the workplace. Adapting well to change, they are direct communicators, are eager to learn, very determined, and excellent multitaskers. Because they grew up independently and, in some cases, raising their siblings, you can trust them to get the job done. Engagement, to Xers, is being connected to a strong sense of their company's mission and purpose. If they cannot be engaged, they will seek other positions or jobs. Xers will move around approximately seven times throughout their careers or about every three to five years.

Sex

The profile of the respondents in terms of sex in the table below was determined and interpreted using frequency and percentage.

Table 2. Distribution of the Respondents in terms of Sex

Sex	Frequency	Percentage
Male	130	54
Female	111	46
Total	241	100%

As shown in the table above majority of the respondents are male with a frequency of 130 and a percentage of 54 while female respondents have a frequency of 111 and a percentage of 46. The data gathered shows that most of the employees who work in the Municipality and who answered our questionnaire were male. It is said that most of task are masculine in nature. This result is supported by the research paper 'When Gender Discrimination is Not about Gender' that employers favor men not because they are prejudiced against women, but because they have the perception that men perform better on average at certain tasks.

Civil Status

The profile of the respondents in terms of civil status in the table below was determined and interpreted using frequency and percentage.

Table 3. Distribution of the Respondents in terms of Civil Status

Civil Status	Frequency	Percentage
Single	89	37
Married	142	59
Widowed	2	1
Separated	8	3
Total	241	100%

As shown in Table 3, majority of the respondents are married with a frequency of 142 and a percentage of 59 while single respondents have a frequency of 89 and a percentage of 37. Also, some respondents are widowed with a frequency of 2 and a percentage of 1. However, only 8 of the respondents are separated having equivalent frequency of 8 and a percentage of 3. The result explains that majority of them were in ages 38-53 wherein people in this age were mostly married. It is said that people who are in married status is open to take responsibility.

Job Position

The profile of the respondents in terms of job position in the table below was determined and interpreted using frequency and percentage.

Table 4. Distribution of the Respondents in terms of Job Position

Age	Frequency	Percentage
Clerical	138	57
Supervisory	53	22
Managerial	1	1
Utility	49	20
Total	241	100%

As shown in the table above majority of the respondents occupied clerical position with a frequency of 138 and a percentage of 57 while supervisory position garnered a frequency of 53 and a percentage of 22. Also, utility position accumulated a frequency of 49 and percentage of 20. However, only one respondent are under managerial having a frequency of 1 with equivalent percentage of 1.

The result shows that large number of employees in the Municipality is in clerical position. In an organization, the ratio of clerical is much higher than the middle and higher level. The result got support from an online article which said that clerical workers perform administrative and other basic tasks in an office, such as answering the phone and sending out memos and they are commonly an entry-level position, although senior-level clerical worker positions can exist and require more experience or advanced-level skills, such as computer software knowledge.

Employment Base

The profile of the respondents in terms of employment base in the table 5 was determined and interpreted using frequency and percentage.

Table 5. Distribution of the Respondents in terms of Employment Base

Employment Base	Frequency	Percentage
Regular	116	48
Contractual	125	52
Total	241	100%

It is reflected in the table that majority of the respondents are contractual with a frequency of 125 which yield a percentage of 52. However, only few respondents are regular which generated a percentage of 48.

The results were validated by the Philippine Daily Inquirer report released last July 2018 that under CSC Joint Circular No. 1, issued last year, people could be hired as JO if the jobs are of short duration and for a specific piece of work such as intermittent or emergency jobs like clearing roads, canals and waterways of debris.

Contract of Service or COS workers are hired to serve as technical experts to undertake special projects or jobs within a specific period.

Department

The profile of the respondents in terms of department in Table 6 was determined and interpreted using frequency and percentage.

It can be seen in the table below, a large portion of the respondents worked at Sanggunian ng Bayan Office with a frequency of 21 and a percentage of 9 while next to it are those under GSO acquiring a frequency of 20 or a percentage of 8.

On the other hand, there are 18 respondents from Treasury with a frequency of 18 and a percentage of 7. It is said that Sanggunian ng Bayan office is the local legislative branch of the municipal governments in which employees who works in this department is responsible for passing ordinance and resolutions for the administration in the Municipality. It is because of the limited plantilla items in the government.

Table 6. Distribution of the Respondents in terms of Department

Department	Frequency	Percentage
HRMO	5	2
Accounting	14	6
Budget	10	4
Planning	12	5
GSO	20	8
Engineering	13	5
Treasury	18	7
Tourism	12	5
Market	11	5
Office of the Mayor	13	5
MDRRMO	14	6
Assessor	9	4
Civil Registrar	17	7
Agriculture	13	5
Health	16	7
LEIPO	15	6
Sanggunian ng Bayan Office	21	9
MSWDO	4	2
DTI	2	1
DSWD	2	1
Total	241	100%

Length of Service

The profile of the respondents in terms of length of service in the table below was determined and interpreted using frequency and percentage.

Table 7. Distribution of the Respondents in Terms of Length of Service

Length of Service	Frequency	Percentage
Less than 6 months	6	3
6-11 months	32	13
1-3 years	74	31
4-6 years	77	32
7-9 years	17	7
10 years and above	35	14
Total	241	100%

As shown in table 7, majority of the respondents served for 4–6 years with a frequency of 77 and a percentage of 32 while some respondents' works 1–3 years with a frequency of 74 and a percentage of 31. However, few respondents stayed for less than 6 months. The result explains that large number of the respondents that works in the municipality were serving for 4–6 years. It can be said that even majority of the employees were in contractual status, they are still waiting for a permanent position in the municipality.

Extent of Observance of Gender bias in Employment Opportunity

The succeeding tables present the data gathered through the questionnaire accomplished by the respondents. The data presented herein concern on the assessment of the extent of observance of gender bias in employment opportunity in terms of promotion, privileges, and compensation and benefits.

Promotion

Table 8 presents the extent of observance of gender bias in employment opportunity in terms of promotion.

Table 8. Promotion

Statements	Mean	Interpretation
In our organization...		
1. Promotion in managerial position is based on the gender of the employee.	2.17	Disagree
2. Discrimination in promotion due to their gender preference is observed.	2.11	Disagree
3. Employees who go through a lot of tests and suffer more risk have big chance to get promoted.	2.44	Disagree
4. Employees who were close to their manager and senior executives get promoted.	2.41	Disagree
5. Employees' promotion is not based on gender preference.	3.15	Agree
Composite Mean	2.46	Least Observed

It can be observed from the table that all items in the promotion had a weighted mean ranging from 2.11–3.15. The highest weighted mean was obtained by the statement “Employees’ promotion is not based on gender preference” with a weighted mean of 3.15. This shows that giving promotion for the employees in the Municipality is not based on their gender.

The situation was supported by Cobb-Clark and Dunlop’s (2009) data that they gathered from the National Longitudinal Survey of Youth, was written and data was interpreted to their article ‘The Role of Gender in Job Promotion’ which states that many of the remainder indicated that they had reached the end of their promotion ladder or that they would have to wait for other workers to leave before another promotion was possible. Overall, the qualitative nature of promotions appears to be the same for men and women.

It was followed by the statement “Employees who go through a lot of tests and suffer more risk have big chance to get promoted” with a weighted mean of 2.41. This is supported from an article wherein it states that being extremely good at your job, you must show your boss you can handle a broader range of responsibilities. Not only have you nailed all the tasks that have been assigned to you, but also you've also looked around, seen challenges faced by the organization, and found some solutions (Kolowich 2014).

Therefore, you must give your very best and show that you can though the task isn’t part of your duties and responsibilities to be notified and be promoted. The table also revealed that the statement which garnered the least rank was the statement “Discrimination in promotion

due to their gender preference is observed” with a weighted mean of 2.11. This shows that the employees disagree that gender bias when it comes to promotion is observed. It is an indication that gender bias is not observed in promoting an employee in the Municipality. It was supported by an article which stated that in the workplace, women are frequently subjected to subtle discrimination by both sexes.

Generally, the observance of gender bias in employment opportunity in terms of promotion accumulated a composite mean of 2.46 which was interpreted as moderately evident. According to the study, which surveyed over 900 people locally, 39 percent of women believe they were passed over for promotions because of their gender, while 18 percent say they experience things like being “talked down to” by their boss, or being called names such as “bossy” (16 percent). Additionally, 17 percent of women have been questioned about their desire to start a family during the interview process, indicating that this is still a factor in many employers’ hiring decisions.

Privileges

Table 9 presents the extent of observance of gender bias in employment opportunity in terms of privileges.

Table 9. Privileges

Statements	Mean	Interpretation
In our organization...		
1. Some employees experience less privilege because of their gender and physical appearance.	2.09	Disagree
2. Weaker gender is a hindrance for an employee to do bigger responsibilities or more difficult jobs assigned to them.	2.04	Disagree
3. Having legitimate power in the municipality depends on the gender of an employee.	2.01	Disagree
4. Stronger gender gets better favor and more opportunities.	2.12	Disagree
5. Employees’ gender causes them to be less fortunate in getting privileges.	2.12	Disagree
Composite Mean	2.07	Least Observed

It can be observed from the table that all items in the privileges had a weighted mean ranging from 2.01–2.12. Majority of the employees disagree with the statement “Stronger gender gets better favor and more opportunities” with a weighted mean of 2.12. It can be seen that most of the employees disagree in the statement where discrimination in getting privileges is practice. This indicates that there is no gender biases in getting better favor and more opportunities in the Municipality. It was followed by the statement “Employees’ gender causes them to be less fortunate in getting privileges” with a weighted mean of 2.12. The table also revealed that the statement which garnered the least rank was the statement “Having legitimate power in the municipality depends on the gender of an employee” with a weighted mean of 2.01. From the result gathered, employees disagree that power in work is based on the gender. This clearly indicates that there is no gender bias to have a legitimate power in the Municipality. Generally, the observance of gender bias in employment opportunity in terms of privileges accumulated a composite mean of 2.07 which was interpreted as moderately evident. Study made by Presscoth-Smith (2018) supported this result wherein it was showed that women are least likely to have experiences compared to men is being given the

opportunity to lead on a project, while six in ten men (59%) have been had the chance to take charge of a project, this falls to 44% among women.

Compensation and Benefits

Table 10 presents the extent of observance of gender bias in employment opportunity in terms of compensation and benefits.

Table 10. Compensation and Benefits

Statements	Mean	Interpretation
In our organization...		
1. The supervisor does not give equal merit increase to both men and women.	2.06	Disagree
2. Weaker gender get discriminated in both salary and other benefits.	1.93	Disagree
3. The municipality rely to the employees' gender in providing compensation plan and giving extra benefits.	1.94	Disagree
4. Gender preference affects employees compensation and benefits.	2.05	Disagree
5. The department head gives benefits based on gender preference.	2.00	Disagree
Composite Mean	2.00	Least Observed

It can be observed from the table that all items in the compensation and benefits had a weighted mean ranging from 1.93 – 2.06. Most of the employees disagree with the statement “The supervisor does not give equal merit increase to both men and women” with a weighted mean of 2.06. It is because the administration gives equal merit to both gender and the employees haven’t experience being discriminated. This indicates that the employees disagree that there is gender biases in giving merit increase. It was followed by the statement “Gender preference affects employees compensation and benefits” with a weighted mean of 2.05.

The table also revealed that the statement which garnered the least rank was the statement “Weaker gender get discriminated in both salary and other benefits” with a weighted mean of 1.93. It can be seen that the employees disagree to the statement where discrimination in compensation and benefits is practice. It clearly shows that gender bias is not observe in giving compensation and benefits and the employees in the Municipality receives equal and right compensation and benefits.

Generally, the observance of gender bias in employment opportunity in terms of privileges accumulated a composite mean of 2.07 which was interpreted as moderately evident. The right distribution compensation and benefits, regardless of gender preference of an employee, is to ensure that hard-working employees are rewarded fairly and in the most cost-effective way for the company. This in turn then motivates employees to sustain their performance (Hinton, 2008).

The table below summarizes the composite mean on the extent of observance of gender bias in terms of promotion, privileges and compensation and benefits.

Table 11. Summary of Composite Mean

Factors	WM	Interpretation
Promotion	2.46	Least Observed
Privileges	2.07	Least Observed
Compensation and Benefits	2.00	Least Observed
Grand Composite Mean	2.18	Least Observed

As a whole, Table 11 reveals that respondents are disagree that the extent of observance of gender bias in employment opportunity is moderately evident in terms of promotion, privileges, compensation and benefits. It can be seen that promotion got the highest weighted mean of 2.46, followed by privileges with the weighted mean of 2.07 while the compensation and benefits got the least weighted mean of 2.00.

Generally, the composite mean of three factors garnered a grand composite mean of 2.18 which is verbally interpreted as moderately evident.

Difference Analysis on the Respondents' Assessment on the Extent of Observance of Gender Bias in Employment Opportunity

Table 12 presents the significant difference on the extent of employees' observance on gender bias when they are grouped according to their profile. The table includes the computed p-values at 5% level of significance and the corresponding F-values.

Table 12. Difference Analysis of the Respondents' Assessment on the Extent of Observance of Gender Bias in Employment Opportunities

Profile Variables	Computed F-values	p-values	Decision H_0	Interpretation
Age	0.437	0.647	Failed to Reject	Not Significant
Sex	0.460	0.498	Failed to Reject	Not Significant
Civil Status	1.932	0.125	Failed to Reject	Not Significant
Job Position	2.879	0.037	Reject	Significant
Employment Base	2.477	0.117	Failed to Reject	Not Significant
Department	1.835	0.021	Reject	Significant
Length of Service	0.526	0.757	Failed to Reject	Not Significant

It can be gleaned from the table that when the assessment of extent of observance of gender bias commitment was grouped according to age, the p-value of 0.647 was found greater than the level of significance of 0.05, with computed F-values of 0.437, thus the null hypotheses was failed to reject and there is no significant difference between the two variables.

This means that gender bias is not observed when the employees were grouped according to their age. It is because people in Generation X tend to remain on the job that they have. It is supported by Bon (2018) in which it is clearly stated in the law that age discrimination in workplaces is prohibited. Even labor organizations are not allowed to refuse or deny membership of any worker due to age limitations.

Also, in terms of sex, the responses got the p-value of 0.498 having of computed F- values of 0.460 and were found greater than the level of significance of 0.05, thus the null hypotheses was failed to reject and there is no significant difference between the extent of observance of gender bias and sex. It can be deduced that gender bias is also not observed when they are assessed according to their sex. It is said that employees in the municipality in Generation X tend to remain on the job that they have.

In addition, the respondents' assessment on their extent of observance of gender bias were compared when they were grouped according to their civil status, the p-value of 0.125 was greater than 0.05 level of significance with computed F-values of 1.932 which direct the researchers to reject the null hypothesis declaring that there is no significant difference between the respondents' assessment when grouped according to civil status. It implies that gender bias is not observed when grouped according to their civil status.

The result shows that task given to the employees in the Municipality is masculine in nature. This can be the reason why most the employees were male. An online article supported the result that it is against the law to discriminate against anyone in the workplace because of their actual or assumed marital status. Marital status refers to whether someone is, or is not, single, married, divorced, widowed, separated or with a domestic partner. The term 'domestic partner' covers all couples, irrespective of their sex and sexual orientation.

While the job position got a p-value of 0.037 which is lower than 0.05 level of significance with computed F-values of 2.879. This resulted to the rejection of null hypothesis and led to significant interpretation.

The result explained that gender bias is observed when the employees when grouped according to their position. It's because majority of the employees in the Municipal Hall were in clerical position. Also, with regard to employment base, the responses got the p-value of 0.117 having of computed F- values of 2.477 and were found greater than the level of significance of 0.05, thus the null hypotheses was rejected and there is no significant difference on the assessment and employment base.

It can be deduced that gender bias is not observed when they grouped according to their employment base. From the results gathered, it can be said that majority of the employees in government agencies were in contractual status and it also takes time for the employees to be in regular status.

When the respondents' assessments were compared when they were grouped according to department, the p-value of 0.021 was greater than 0.05 level of significance with computed F-values of 1.835 which direct the researchers to reject the null hypothesis declaring that there is significant difference between the respondents' assessment when grouped according to department.

It implies that gender bias is observed when they grouped according to their department. It is because Sanggunian ng Bayan office has limited plantilla items in the government which can be a reason why gender bias is observed.

Lastly, when the respondents' assessment were compared when they were grouped according to length of service, the p-value of 0.757 was greater than 0.05 level of significance with computed F-values of 0.526 which resulted to failed to reject interpretation which means that

there is no significant difference between the two. It implies that gender bias is not observed when they group according to their length of service. The result shows that working for 4-6 years in the Municipality indicates that the employees were still waiting for a permanent position.

Proposed Activities to Strengthen Gender Equality

The research was conducted to determine the respondents' observance of gender bias in employment opportunity. The aim of this research was to promote gender equality among employees of the administration. The needed data for this study were gathered, presented, analyzed, and interpreted.

Based on the findings, the following proposed activities are suggested. First, the Municipality may allocate budget for their programs, activities and projects (PAP's). Second, they may designate personnel to the Gender and Development office. And lastly, the designate personnel may formulate GAD related projects that will help strengthen gender equality in the Municipality. By implementing this in the municipality, it will help them maintain gender bias—free environment.

Conclusions

The main concern of this study was to assess the observance of gender bias in employment opportunity. Specifically, it examined the profile of the respondents based on their age, sex, civil status, job position, employment base, department and length of service. It also wanted to know on to what extent the employees observe gender bias in employment opportunity in terms of promotion, privileges, compensation and benefits.

The study also wanted to know whether or not a significant difference in the assessment of gender bias in employment opportunity. Lastly, it aimed to propose course of action that will help to prevent gender bias in organization and promote equality for the employees.

The researchers of the study used descriptive research design to be able to describe the result of the study. The respondents who were requested to answer the survey questionnaire were the employees of the municipality of Talisay, Batangas.

No sampling design was used because the researchers targeted total population. A self-constructed questionnaire was used to collect the necessary information intended to be used in determining the observance of gender bias in employment opportunity.

Eventually, the answers of the respondents were scored, tallied and tabulated through the use of different statistical tools such as frequency and percentage, weighted and composite mean, analysis of variance and t-test.

Based on the findings of the study, the researchers came up with the following conclusions:

Majority of the respondents were male having the ages of 38-53, belonged to Generation X, and mostly married, working as clerk in Sanggunian ng Bayan office from 4-6 years and in contractual status; Considering that the respondents observed that gender bias in employment opportunity in terms of promotion, privileges, compensation and benefits was least observed, some employees experience inequality, thus, gender bias is least observed in employment opportunity; There is a significant difference between the respondents' assessments and their profile in terms of job position and department.

Since there is significant difference, it clearly states that gender bias was observed when they are group according to their position and department. On the other hand, there is no significant difference in terms of age, sex, civil status, employment base and length of service of the respondents. Therefore, the respondents, regardless of their age, sex, civil status, employment base and length of service have not considered gender bias as problem in the workplace; and Since the Administration of the Municipal Hall will allocate budget for programs, activities and projects (PAP's), designate personnel and will formulate GAD related projects, this may help strengthen the equality of gender bias in the Municipality.

Recommendations

From the conclusion drawn, the following recommendations are suggested: The Municipality of Talisay, Batangas may monitor and evaluate employees' promotion, privileges, compensation and benefits on a regular basis to ensure gender fairness and equal treatment. The Administration may also allocate budget for programs, activities and projects (PAP's), designate personnel for GAD office and formulate Gender and Development related projects; The Gender and Development secretariat may conduct seminars to the employees of the Municipality to promote awareness about equality; Employees should be enlightened about the gender issues in the municipality. They should know what to do in case they would be victims of gender discrimination; Future researchers may provide additional information that may be used as a valuable material in the same field of the study.

Conflicts of interest

There is no conflict of interest of any kind.

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