

Abstract

Women in Hong Kong actively participate in the labor force. Yet, it is commonplace for them to feel being treated unfairly against their male counterparts. This upsets the equilibrium between their efforts and rewards, as described by the equity theory. This perception of imbalance relates with job dissatisfaction. This study aims at understanding the association between the common aspects of workplace gender inequality (pay gap, glass ceiling, sexual harassment, lack of family-friendly policies) and job evaluation. It was discovered through quantitative survey with a sample of 236 working women that these factors were negatively associated with their job satisfaction. Among which family-friendly policies had the strongest association. The moderating effect of self-efficacy, family responsibilities and workplace gender ratio was also studied. Results suggested that the presence of family-friendly policies were able to make women with lower self-efficacy feel less dissatisfied with their job. Moreover, the amount of family responsibilities strengthened the negative relationship between job satisfaction and gender inequality. Lastly, the gender ratio at work did not have a moderating effect on the association between gender inequality and job satisfaction.