

# The presence of gender equality in a business environment

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## Abstract

Croatia is a country in which gender – based discrimination is still present in high percentages - especially between male and female kindergarten teachers [Kemeter, 2015.]. The number of male kindergarten teachers in Croatia is extremely low [Žilić, 2017.]. The same research has been conducted in “Kindergarten Varaždin” in 2016 and 2018 so that the author could compare the results of both studies. Three techniques were used: Likert's scale; semantic differential and open type questions. The goal of this research is to compare the opinions of male and female kindergarten teachers as subjects in both studies; to reach a conclusion about the scope of influence that gender has over them, how male and female kindergarten teachers are accepted and perceived by the public and to establish the presence of gender equality in “Kindergarten Varaždin”. In 2016 the research has been conducted with over 66 subjects (1 male) and in 2018 the research has been conducted with 73 subjects (2 male). In 2018, 43% of the subjects answered they agree with the statement that male educators are well accepted, which is a very high percentage. According to the opinions of the research subjects, the male population does not have enough empathy to work with children and is not capable of doing the job of male kindergarten teachers; that is one type of indirect discrimination in the collective. Following the analysis of the acceptance of male kindergarten teachers by the children and parents, in the 2018 study, higher levels of acceptance were recorded when compared to the results of the 2016 study.

Experiencing more difficulties when seeking employment, prejudice and greater ability to progress in the workplace are just some of the elements of discrimination based on gender male kindergarten teachers face, according to the subjects of the research. The subjects think that most elements of any kind of discrimination are formed in the society and the environment that does not allow equal opportunities in private and business segments of life. The results of the comparison are overwhelmingly positive because in almost all of the elements of the

questionnaire more positive answers were recorded in 2018, which leads to the conclusion that the presence of discrimination based on gender is decreasing in “Kindergarten Varaždin”.

**Keywords:** gender equality, business environment, ethical principles

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