

INEQUALITY BETWEEN WOMEN AND MEN IN THE SPANISH HOSPITALITY SECTOR

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It is commonplace to state that one of the positive impacts of the tourism development is facilitating the incorporation of women into the workplace. Thus, women represent the majority of the workforce in the Spanish hospitality sector, being represented in all categories. However, it is known that this incorporation takes place on unequal conditions and particularly in hotels, the most part of the women hold low-skilled positions. It is also a cliché that one of the keys to success in the tourism sector is to make sure that workers are efficient and are committed to the company in order to guarantee the quality of the service. Therefore, labor policies should promote a greater equal opportunities, remuneration and working conditions in the sector. In this paper some evidences of wage disparity, vertical segregation and increased job scarcity, faced by women in the subsector of hospitality in Spain are presented. In order to achieve this objective statistical secondary data from official sources are examined. Finally, a reflection about the reasons behind these inequalities, as well as the policies that should be followed to mitigate them is proposed.

KEY WORDS: *job promotion, tourism labour market, segregation, equality, gender.*