

GENDER (IN)EQUALITY AND WORK-LIFE (IM)BALANCE IN TOURISM AND HOSPITALITY LABOUR: PERSPECTIVES OF TOURISM ORGANISATIONS IN PORTUGAL

Abstract

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Purpose – This research note explores the perceptions of key stakeholders in tourism organisations regarding gender equality and work-life balance in the Portuguese tourism and hospitality industry.

Methodology/Design/Approach – Eleven key stakeholders representing tourism organisations in Portugal were interviewed to obtain qualitative data. A content analysis was then conducted to uncover themes and sub-themes.

Findings – The results show two main themes, including sub-themes: Gender inequality (partial gender equality, lack of gender salary equality, lack of women in higher positions, and gender inequality in career advancement) and work-life balance (the difficulty of balancing work and personal/family life and the need for better conditions for women accompanying children).

Originality of the research – This study highlights gender equality and work-life balance in the tourism and hospitality industry from the perspective of managers of the leading tourism organisations in Portugal. The study also provides critical implications and future directions based on the findings.

Keywords Gender equality, work-life balance, tourism and hospitality labour, inequality, tourism organisations, Portugal

Research note

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INTRODUCTION

All tourism and hospitality (T&H)-related sectors comprise over 6% of total employment in the European Union, with accommodations and food and beverage companies being the primary labour providers (Marques Santos et al., 2020). However, the T&H industry, while being one of the most crucial sectors contributing to economic growth and employment globally (Seyitoğlu & Costa, 2022), faces challenges related to the labour force, such as poor working conditions, low levels of unionisation, harassment, low wages, precarity, gender inequality, and work-life balance (Robinson et al., 2019).

Gender-related studies, such as gender equality and women's empowerment, are significant topics in T&H labour literature (Kabil et al., 2022). Inequality in the T&H labour market has been researched from various angles, including gender, income, and discrimination. Gender discrimination leads to income inequality in the T&H labour market (Tian & Guo, 2021). Gender-based inequalities are prevalent in the T&H industry due to horizontal and vertical job segregation (Costa et al., 2017a). According to the report of ILO (2017), women are often in lower-paid and low-skill tasks, with under-representation in more skill-required jobs like kitchen work, engineering, security, and managerial roles. In Portugal, female employees in tourism agencies are paid less due to gender discrimination (Santos & Varejão, 2006). To avoid women's withdrawal from jobs due to family burdens and childbearing, and thus reducing recruitment costs, they are preferred for back-house tasks, such as cleaning and secretaries, that do not require intense experiences or skills (Casado-Díaz & Simón, 2016). Additionally, due to gender discrimination in the industry, women's income is generally lower than men's (Tian & Guo, 2021). In this regard, it is pointed out that the average wage of male workers in the U.S. hotel industry is higher than that of female workers (Janta et al., 2011).

Work-life balance issues also create challenges that T&H employees confront in the industry. It is stressed by ILO (2017–November) that the sector includes additional challenges for both women and men in reconciling work and family responsibilities due to structural characteristics. In this vein, the significance of providing high-quality work experiences to T&H employees that enable work-life balance was pointed out by scholars (e.g. Liu-Lastres et al., 2023). Long working hours and high stress in the T&H industry can negatively impact work-life balance, leading to employees leaving the industry (Deery & Jago, 2009). Work-life balance affects well-being, work satisfaction, performance at work, and life satisfaction (Sun et al., 2020).

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