

The perception of women in the Brazilian labor market: obstacles and gender expectations in the construction of the professional career

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ABSTRACT

The research proposal described in this article was to show the perception that women workers of the last years have in relation to their work environment, difficulties in their careers, gender bias, stereotypes such as the diabolization of women, sabotaging attitude of men at work in relation to women and on the patriarchal characteristic of Brazilian society.

Thus, it was possible to apprehend the vision of women within the labor market and their expectations for the future. This is an exploratory survey using a questionnaire sent through a social network that collected two hundred and sixty-three valid responses. Women exposed their difficulties, but they also brought a somewhat positive view of the working relationships for the female gender that have been improving, although still far from ideal. The research indicates the need for further studies to update the problem and answer other important questions to achieve gender equality in leadership positions, especially in organizations.

Keywords: Career, People management, Gender equality, Female leadership, Working relationships.

1 INTRODUCTION

The entry of women into the labor market is a reality not so old and still expanding, but that is not why they are not reaching high positions in their respective careers.

According to Martins (2007, p.135) the office jobs had a large influx of women at the end of the 19th century and, in the 1920s, women became the majority in offices such as typists, telephone operators or stenoty graphers.

However, to paraphrase the author, these were the maximum positions that women could achieve. The positions that required qualification were always intended for men. The technical part, such as accounting, production, among others, only men could achieve.

For Querino, Domingues and Luz (2013, p.2), "since the 20th century, we have observed the significant increase in women's participation in the labor market, due to the great growth of the industry, providing a scenario for female insertion."

The authors show that between the 19th and 20th centuries it was possible to notice the entry of women into the professional environment. As workers, leaving the position of housewives subordinate to their husbands.

The journey to leadership positions has many challenges for everyone, but for women there are particularities in the career trajectory that make the journey even more challenging.

In this sense, the authors complement that at the time of women's insertion in the labor market there was an avalanche of prejudice that persists to this day, which we can observe through research that proves that women still earn less than men, performing the same tasks (QUERINO, et al., 2013, p.2).

For Lima and Lima (2013, p.700), "it is observed, in recent history, the existence of a new set of concepts that better explain the relationship between the organization and people", a fact that comes in line with the changes that are happening with the entry of women into organizations.

Organizations have undergone considerable changes over the years, first, with regard to the insertion of women in the labor market, which began to question their position, their role, their identity, and supposed fragility, and to be present in organizations through the conquest of some spaces belonging exclusively to men (KANAN, 2010).

Grzybovski; Boscarin and Migott (2002, p.186), affirm that "the business society is experiencing a moment of transition, from a mode of industrial production to a mode of production anchored in information and knowledge, with an increase in the participation of women in the labor market".

Borges (2007, p. 598) reports that "gender can be understood as the process by which society classifies and assigns values and norms, thus building sexual differences and hierarchies, delimiting what male and female roles would be".

This business transition shows that women are increasingly being part of the labor market, but that's not all, because the path they take to get to the top of the pyramid, when they arrive, is still little explored.

Grzybovski et al (2002, p.186) point out that "Despite the advances that have occurred in recent decades in relation to women who hold managerial positions in companies, prejudice and discrimination are still powerful barriers to the female presence in business."

Thus, the main objective of this research was to identify the needs of women in relation to the labor market and the mishaps they encounter as they build their professional careers.

2 WOMEN, WORK AND CAREER

There are still many stereotypes, differences and gender inequalities that can build barriers to the rise of women to leadership positions in organizations. According to Canabarro and Salvagni (2015, p.90):

For many years, the woman was left with only the role of the sphere of the private, with regard to taking care of the children, the husband and all household chores. Aspects of the production of goods, or even of decisions central to public order, are historically marked as being competent to the male universe, attributing to man, in equal measure, the belonging of a supposed representation of strength, virility and social security.

Cultural phenomena seem to have historically led women to the position of domestic, which is one of the factors that contributed and contribute to the restriction of access and, at the same time, add difficulties regarding their participation in the leadership and administration of work organizations (KANAN, 2010).

It is possible to detect a certain ambiguity in the representation of feminine roles in society, now women were seen as good and wonderful, now seen as bad.

Throughout history, the image of the feminine has been linked to ambiguities. Men, those who were related to posterity, expressed their feelings and opinions in a double way, sometimes showing love and admiration for women, sometimes showing hatred and revulsion. The male gaze replaced women with different images, being at certain times a fragile, victimized and holy being, and, in others, a strong, dangerous and sinful woman. These characteristics led to two roles imposed on women: that of Eve, who served to denigrate the image of the woman he tainted; and that of Mary, holy zealous and obedient Mother, which should be attained by every honorable woman. (FOLLADOR, 2009, p.6)

This power that man had over women, including being responsible for reporting what suits them and defining them as good or bad, has historical and philosophical meanings that are not spoken of today.

Also according to Follador (2009, p.6b) the woman "provoked fear in the man because of events that were inexplicable, such as motherhood" and if fear provoked by the unknown would have led the man to keep the woman under his control, ensuring his superiority in relation to her.

The very story of Adam and Eve can be interpreted as an artifice used by men as a basis for this, to associate the image of Eve with bad things such as sin and temptation and to describe retain sane as an obligation giving Eve and all their descendants.

Vasconcelos (2005, p3) says that "we clearly perceive the diabolization of the woman who, compared to Eva, is found guilty for all evils. Men were advised to turn away from her if they intended to achieve salvation."

According to Vasconcelos (2005, p.2), the representation of the feminine was, throughout history, almost always associated with dichotomous images. Fragile or strong, victim or guilty, holy or sinful, the woman appears in history primarily through the male gaze, with the figures of Eve and Mary being the main symbolic references of this opposition in Western society.

According to Blay (2001, p.606), in 1901, workers, who together with children constituted 72.74% of the textile workforce, reported that they earned much less than men and did the same task, worked 12 to 14 hours in the factory and many still worked as seamstresses at home.

The creation of the Socialist Party in the U.S. is the Socialist Union of Women, with the purpose of claiming the right to vote for women. Between the years 1900 and 1908, always in the United States, several women's clubs were born, some closely linked to the Socialist Party, others more autonomous, anarchists or not. Everyone demanded the right to vote for women. (GIANNOTTI, 2007, p.5)

The history of international women's day is undoubtedly a milestone. When talking about the evolution of women in history, this date is always remembered, followed by the motivation of having a special date for women.

During the Second International Conference of Socialist Women in Copenhagenn, in 1910, a woman named Clara Zetkin proposed that International Women's Day be created, being chosen on March 8, because in 1857, on that date, 129 weavers from a fabric factory in New York were charred during a claim for better working conditions. In 1975, the UN included March 8 in its official calendar of commemorations

and the date came to be recognized as a landmark of the women's struggle for the defense of human rights (GUGLIELMO, 2006, p.111).

According to Woitowicz (2006, p.1) The origin of March 8 is not a consensus among researchers, however, it is undeniable that it is the search for the recognition of female causes, especially of female son.

2.1 BRAZILIAN WOMEN AND WORK

Since the colonization of Brazil, the role of Brazilian women has permeated sometimes exotic, sometimes degrading and even inhuman functions. They were admired, feared as representatives of Satan and were reduced to objects of dominion and submission for receiving a concept of "non-function", having their real influence on the evolution of the human being, marginalized and even annihilated (SILVA et al, 2005, p.71).

In societies in general, we can cite Brazil as an example of where asymmetric and hierarchical gender relations, which are manifested both in the professional and family relationships, are based. (QUERINO, et al., 2013, p.5).

According to Costa (2013, p.50), the conquest of political citizenship by Brazilian women has aroused little interest in social sciences and women's studies, despite undeniable advances.

Silva et al (2005, p.72) state that the unconscious of Brazilian women may still be tied to ideas passed down for generations. The unrulyness, sin and damnation arising from the moral fragility of the female sex had enormous use to the male social power.

In addition to facing external pressures, women still have the internal difficulties to deal, after all, in a world where they have always been considered inferior to men, it is not easy to have to state otherwise for themselves every day. According to Follador (2009, p.8):

Considering that Brazil was colonized by Westerners, we can conclude that men in Brazil had the same concepts, in relation to women, as the residents of the old continent. Thus, since the colonial period, the requirement of submission, recato and docility has been imposed on women. These demands led to the formation of a stereotype that relegated the female sex to the scope of the home, where their task would be to take care of the house, children and husband, and always being totally submissive to it.

Currently this view of woman as a housewife, wife and mother is still set up for women as if it were a rule, but, in fact, it is a very old culture that is rooted in society.

The fact is that contemporary women have to divide between home care and the profession, and millions of women are prisoners of the home, since they cannot solve a great dilemma: reconciling the care of children, household chores, with the profession (QUERINO, et al., 2013).

2.2 WOMEN IN THE ORGANIZATIONS

For Santos (2013, p.92), organizations can be considered as open systems that maintain a process of infinite exchange with the environment and are characterized by growth, differentiation, hierarchical order, dominance, control and competition. Already, according to Silva (2009, p.17):

An organization is composed of several functions, each with the responsibility of supporting the company in carrying out its activities and achieving the desired results. There are those responsible for producing the goods and services, those in charge of selling them and those who are in charge of the financial planning of the activities.

It is also possible to understand that organizations are concrete manifestations of institutions and an association of people with specific roles and tasks (BERNARDES, 1993).

For Braga (1987, p.36), organizations are, on the one hand, complex and very difficult to understand and, on the other, have purposes, own resources and power. Many aspects of human activity, such as work, education, recreation and leisure, are largely influenced by modern organizations.

According to Kanan (2010, p.254), for centuries, it was up to the woman only the private domain: taking care of the house and children. From the 20th century on, she entered, more consistently, into the productive world of organizations, historically male, claiming spaces in the public domain.

In this sense, Oliveira (2011, p.111), states that Brazilian women acquired the status of employed worker during the 1970s, which gave them a new identity that was no longer restricted to the family's private space.

They began to move, seek more professions, take a position in the labor market and follow more valued professions that allowed them to reach leadership positions. In relation to management positions:

In 1980, the participation of Brazilian women in this occupational group was only 12.3%. However, this proportion experienced significant growth over the following decade, reaching 22.3% in 1991. The increasing access of women in the occupational category of manager resulted from changes in the female condition and gender relations, since the 1970s. There is no doubt that women's access to the occupation of manager constitutes the paradigmatic example of a new moment of the female condition. Women allocated in the managerial function are still a minority, but the impact of their presence in this function may have a greater meaning than that of their own numerical representation (OLIVEIRA, 2011, p.112)

It seems that the women have finally gotten there, but it is still not possible to know what this means to them. In fact, and in relation to women in the current century, much has to be made, but there are advances, as shown by Silva et. al.

Women are currently advancing in the areas of culture and politics. The Brazilian people elected 288 women to the position of mayor and 5000 to the position of councilors in the 2004 elections. In the last 15 years, more than 12 million women have entered the Brazilian labor market. Today, more than 30 million women work outside the home. (SILVA et al, 2005, p.74).

Despite this, women still have a long way to go. Even today, great distances are established between men and women, and the emotional conflicts that result from this conviviality are important.

Workers are inserted in the labor market marked by inequalities attributed to sex. The wage gap between men and women who perform the same function is increasing in the country. In a recent survey the Ministry of Labor found that women are receiving on average two-thirds of men's wages in all sectors of the economy (WOITOWICZ, 2006).

Women suffer more than men with the stress of a career, as the pressures of work outside the home have doubled. It is known that, at some points in life, the woman has special needs. Motherhood is a good example of this.

In addition to all these challenges for the career of the executive woman, there are still specific questions regarding her relationship with the loving partner and motherhood that negatively influence her professional life. Research in the USA, conducted with the aim of exploring the professional and private lives of well-paid women with a high level of education, suggests that the more successful the man, the more likely he is to marry and have children. With successful women occurs the reverse. Those who wish to be mothers and executives face greater difficulties in finding a loving partner (HEWLETT, 2002, apud CARVALHO NETO; et al, 2010, p.7).

Women dedicate themselves to both work and men and, when they return home, they instinctively dedicate themselves with the same intensity to domestic work and, some men help at home, do not even come close to the energy that women offer (PROBST, 2003, p.4).

According to Freitas (2001, p.11), in a group, as in certain work environments, "traditionally reserved for men, it is not easy for a woman to come to make themselves respected; she is subject to rude jokes, obscene gestures, disdain for what she says and does, refuses to take her work seriously."

From all that has been referenced so far, it is notorious that the woman of the 21st century has managed to reap the fruits that other women have planted during history, but it is also indisputable that it still needs to improve even more.

2.3 FEMALE LEADERSHIP AND GENDER ISSUES

When it comes to leadership, both men and women, they soon think of the leadership model that emphasizes exclusively so-called male, hierarchical and militaristic qualities. The result of exclusively male dress and model, according to Bhat and Sisodia (2019), has led our planet to corruption, environmental destruction, social injustice, stress, depression and a series of endless problems that we do not even need to mention. The same authors present female leadership as a much more cooperative, creative, empathetic, balanced, generating and inclusive leadership mod, qualities normally considered as feminine. In The Culture of India the feminine qualities are symbolized she goddess Shakti who is the source that feeds life. Thus, this style of Leadership Shakti allows women to lead in with all their being, acting from an awareness

of caring for life, creativity and sustainability to achieve self-knowledge and be at the service of the world (BHAT; SISODIA, 2019) .

In fact, over millennia of history, the leader was the one who spoke louder, was stronger and had power now, but, as Dalpra and Rodrigues (2021) warn, leadership is one of those who listen carefully and create relationships. In this scenario, organizations need to prepare for the future of diversity based in the integration of people, as they are with their longings, expectations and feelings, is, as the authors say, is the model of management of the future based on true emotional skills. In reality, even with artificial intelligence advancing in all areas of management and organizations themselves, the fact is that being human is still the only way not to get outdated, so the need to learn to lead people with increasingly delicate and subtle demands.

Female leadership when in action is *the modus operandi* of women entrepreneurs who know what they want in and where they will go, that is, the kind of leadership guided by intuition and sensitivity (FERNANDES; ROME, 2017). Thus, female leadership would be a simple and simple-style of leadership that privileges skills and characteristics traditionally considered feminine, with benefits for all those led, whether women or men. One can consider this feminine character as the main factor that transforms a traditional and antiquated leadership into a renovator style that unites the best aspects of the leadership styles of men and women.

Nevertheless, the truth is that even today, when carefully analyzing the hierarchical pyramid of organizations, even the most modern ones, we will find that as it rises to the top, there are more and more men and fewer women. And even worse, when women rise up the ranks, the data show that for women there are still lower salaries than those paid for men, even though both men and women have the same functions, the same background and educational level (FERREIRA, 2021). The fact is that although much has been made in terms of gender equality in organizations, there are still many challenges and obstacles that appear in the career trajectory of Brazilian women, which hinder the rise of women even if they are even more qualified than their male peers, to the highest positions in the business hierarchy .

Nevertheless, Wambach (2022) advocates that unity and female power can turn the tide, provided that women claim their individual power and join their "pack". According to the author, wolves have long been feared by many as a threat to the system, but they have become salvation and at the present time, when the present world suffers from infinite problems, women who are feared by many cultures with a threat to the system, will become the salvation of unsustainable society, in many ways, in which we live.

Chiquet (2019) describes her career trajectory, quite unlikely, in order to inspire women to cultivate in their own style of determined and flexible leadership, introspective and attuned to the world, being both wife , mother and senior executive. The author advocates that women do not need to separate intuition from discernment, the art of business, let alone the feelings of reason, so that any woman accepts limits imposed on her career or leadership.

As Ramal (2019) says, the professional achievement of women and, consequently, the financial independence that comes in tow, are important means of female empowerment, because by entering effectively and definitively in the labor market, equally with men, women not only exercise a right natural, but becomes owners and its owns destiny. And really, many organizations have already understood that they can no longer dispense with the talent, intelligence and d the female capacity that are so necessary and valued in the labor market, in all the various fields of activity, including those that were for a long time exclusive to the male audience.

The phenomenon of leadership in today's organizations should not be studied from the perspective of the leadership of men or women, exclusively, but from a perspective on the feminine side of organizational behavior reflected directly in all attitudes within companies and organizational culture, as Mandelli (2015) argues, since much has already been studied and researched on men's practices and behaviors went they exercise leadership. This is necessary because, as the authors studied up to this point, the traits of female behavior of successful leaders are increasingly perceived and valued, whether male or female. In fact, it is possible to affirm that the interposition of male and female behaviors is the most appropriate way to succeed as a leader and not separate what is male and female in terms of leadership behaviors.

3 METHODOLOGY

This is an exploratory research (TUMELERO, 2019) *of the survey type*, because the objective provide greater familiarity with a problem and, therefore, involves a bibliographic survey and with women who had practical experiences with the research problem.

The data were collected through an *online questionnaire available on Google Forms*[®], whose link was published on the researchers' Social Network Facebook and accepted only responses from women over the age of 18 years and above) who were active or have been active in the job market. It is, therefore, a non-statistical sample, which does not invalidate the results, given the exploratory nature of the study.

The form contained fifteen questions, all with multiple choice answer options, formulated based on the theoretical framework and research objectives. Was obtained the total of 263 answers considered valid, which were analyzed quantitatively using the Microsoft Excel[®] software that allowed to obtain graphs and basic statistical measures.

4 DATA ANALYSIS

Table 1 shows the age group of respondents in quantity and percentages found, and the highest percentages are in the age groups: 36 to 46 years and 25 to 35 years, respectively.

Table 1 - Age Group.

18 to 24 years old	25 to 35 years	36 to 46 years old	47 to 59 years old	60 years or older	Total
32 (12,2%)	77 (29,3%)	82 (31,2%)	61 (23,2%)	11 (4.1%)	263 (100%)

Source: search.

The percentage of female respondents who were working during the survey totaled 87.5% while 12.5% were not employed.

Another important variable to know the profile of the interviewees was the sector in which they worked, as shown in table 2.

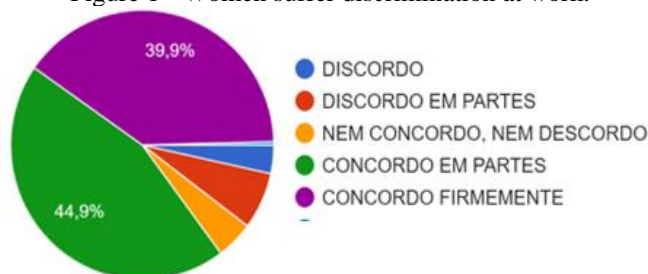
Table 2 - Labor Sector

Sector	Quantity	Percentage
Office/Company	124	47%
Home office	11	4%
Trade	10	4%
I don't work	18	7%
Health	24	9%
Unattended	4	2%
Public Servant	7	3%
Education	54	21%
Factory/Industry	6	2%
Other	5	2%
Total	263	100%

Source: search.

Graph 1 shows the result of the question on discrimination at work (degree of agreement with the statement "Women suffer discrimination at work").

Figure 1 - Women suffer discrimination at work.



Source: search.

Translation:
 I disagree
 disagree in parts
 I neither agree nor disagree
 I agree in part
 strongly agree

The results show that women still have a strong perception that they suffer discrimination at work, which is bad news considering the affirmative actions and equality practices implemented by companies, because the penalties 4.6% of the responses were for "neither agree, not disagree" and 3.4% off for "disagree"

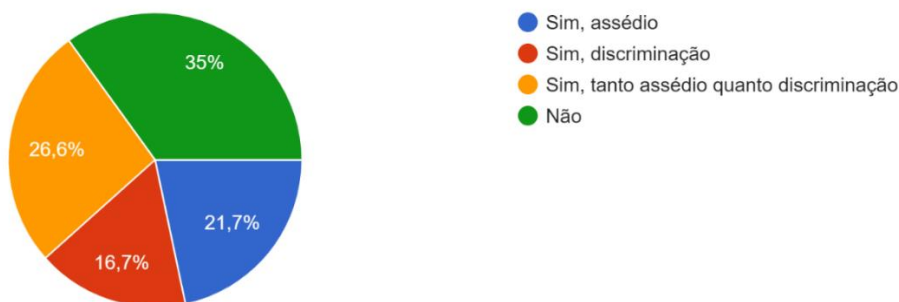
About this perception of women, it is possible to mention Antunes, Carlotto and Stray (2012, p.31) when they affirm that the logic of power relations "contributes to the invisibility of this situation, masking discriminatory situations, but not perceived by women".

About harassment, the vast majority, that is, 82.9% of women respondents said they have seen someone reporting or experiencing an episode of harassment in the workplace.

On harassment, Freitas (2001, p.9), states that the "phenomenon itself is not new, however, its discussion and its denunciation, particularly in the organizational world, constitute, yes, a novelty. It is linked to a repetitive effort to disqualify one person by another, and may or may not lead to sexual harassment."

And in addition, we asked whether the research participants themselves would have already suffered harassment or discrimination in their work environment, obtaining the results shown in Graph 2.

Figure 2 - Have you experienced discrimination/harassment in your workplace



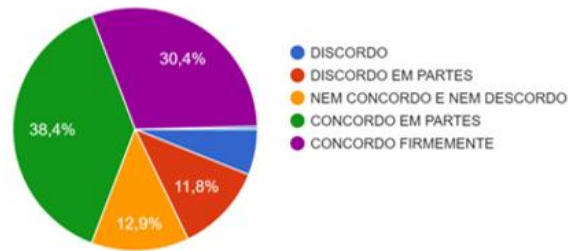
Source: search.

Translation:
 yes, harassment
 yes, discrimination
 Yes, both harassment and discrimination
 Not

Adding the answers of those who have suffered harassment or discrimination in the workplace and, even both, it is verified that 65% of the women who responded to the survey have already suffered this type of abuse. Once again, it is a high index, which allows us to infer the need for more corporate actions aimed at curbing this type of situation.

In the face of the answers presented so far, which brought a negative aspect of the reality of women in the workplace, in relation to the needs in the work environment, 38.4% of the respondents agree in parts and 30.4% firmly agree with the statement that the work environment meets their needs as a profession, as shown in Graph 3.

Graph 3 - My work environment meets my needs as a woman/professional.



Source: search.

Translation:

- I disagree
- disagree in parts
- I neither agree nor disagree
- I agree in part
- strongly agree

Another point that has been raised in the discussions about the insertion and development of women in the work environment is the issue of salary, because some studies show that, often, women end up having a lower salary than men to do in the same activity.

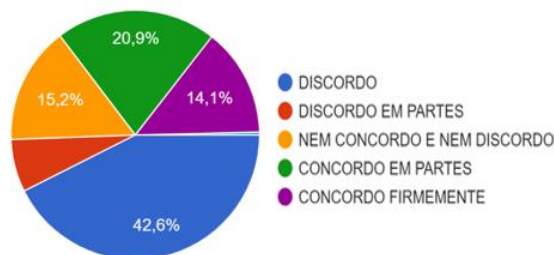
And fact, dados of IBGE (2019) indicate that the level of education of women increased, being higher than that of men, but there is still a pay gap in relation to men, who continue to earn more. Thus, the growing female employability is expressed in a scenario of struggle for the right to equality of social conditions between men and women (LUSTOSA, 2009, apud BRANDÃO; FERRAZ; LIMA, 2015, p.2).

The question asked in the questionnaire about the man earning more than the woman had a total of 88.2% answers disclaiming such fact and, what comes to cause astonishment, is that 11.8% of the interviewees answered that they agree that the man earns more than the woman to perform the same activity.

And the percentage represents a total of 31 responses, showing that wage inequality, in addition to existing, is approved by some of the women who participated in the research.

The women surveyed were who agreed with Follador's statement (2009, p.6b) contained in topic two about women causing fear in their homes because of events that were unexplained, obtaining the results presented in Graph 4.

Graph 4 - Woman provoked fear in man



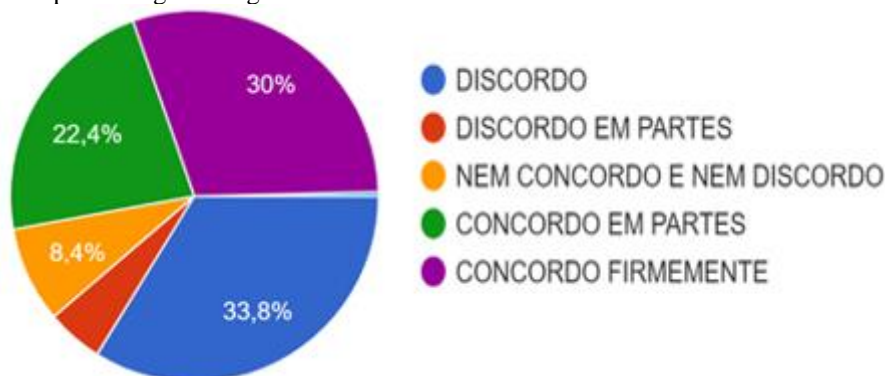
Source: search.

Translation:

- I disagree
- disagree in parts
- I neither agree or disagree
- I agree in part
- strongly agree

The following question of the questionnaire, graph 5, was asked to verify the degree of agreement of the respondents in relation to Vasconcelos' citation (2005, p. 3) on the "diabolization of women" presented in topic two of this study.

Graph 5 - Degree of agreement with the citation on the Diabolization of Women.



Source: search.

Translation:

I disagree
 disagree in parts
 I neither agree nor disagree
 I agree in part
 strongly agree

This question was well divided, but it is possible to notice the antithesis in the answers when 33.8% of them disagree and the second most voted option (30%) was the alternative "I firmly agree". The answers presented in graph 5 demonstrates provides great duality in the perception of the women who participated in the study.

When faced with a question regarding career difficulties because they are women, the respondents show the many points of view balanced differently, generating ambiguity once again, because 50.6% said they did not encounter career difficulties "just because they are women", while the others 49.4% said yes, that had career difficulties because they were women.

Although the percentage difference is small, it is still absolutely worrying that almost half of the sample declares that being a woman is synonymous with career problems.

About the vision of the future, the women who participated in the research were also quite divided, causing strangeness, because, if in the previous question it is possible to verify that 50.6% never had difficulties in their careers related to gender, in this question, it is possible to identify a higher percentage of women (53.2%) who thinks you're going to start or keep finding that kind of difficulty, against 46.8% who think they won't have problems.

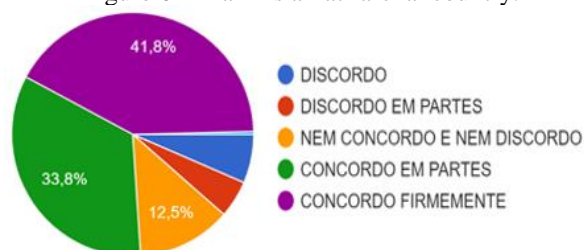
This small difference expressed in the comparison between graphs 4 and 5 opens space for the possibility that, of the women who have not yet experienced difficulty until today, they will come to be pregnant, because they expect to encounter these difficulties at some point in their professional careers.

The absolute majority of the interviews are worth a highlight, i.e., 79.8%, agreed with the statement that man's try to boycott women for fear of their potential (only 20.2% said that men do not try to boycott mulheres at work).

In the view of the women who answered the questionnaire, the majority of senior management positions in their respective companies are occupied by men (56.7%), the some indicated that they were not sure (12.9%) and 30.4% stated that senior management positions are mostly occupied by women, plus an indication that, m with the advances made by women, gender differences are still very present in Brazilian companies.

Finally, we tried to capture the perception of the respondents regarding the Brazilian society, questioning them regarding the statement that the country is patriarchal.

Figure 6 - Brazil is a Patriarchal country.



Source: search.

Translation:

I disagree
disagree in parts
I neither agree or disagree
I agree in part
strongly agree

Only 6.5% of respondents disagreed and 4.9% disagree in parts, with the vast majority between agreeing in parts and firmly, respectively, living in a country whose society is characteristically patriarchal.

5 FINAL CONSIDERATIONS

The research described in this article aimed to understand the point of view of working women in these first decades of the 21st century in relation to the labor market and their expectations for the future. The study also contributes to facing the difficulties of women in the corporate world and helps to know how to deal with and overcome them, to conquer the prominent place they deserve, through a female leadership admittedly empathic and effective.

The results show that women still face difficulties in their respective careers and that most of them have seen some co-workers being harassed or have experienced harassment in the workplace.

The data make it possible to infer that women are still below men in the labor market and that there is still gender discrimination in Brazilian companies.

With these answers it was also possible to verify that, as much as women know that there is and see discrimination, they are still divided when they claim that they have not encountered career difficulties "just because I am a woman".

While most of the surveyed agreed with the statement that "women suffer discrimination in the workplace", they also stated mostly that the work environment meets their needs as a woman and professional, which is good news.

And it should be seen that this study is of great importance for the theme of women in the labor market, because it brought the current point of view of women who live the day-to-day of companies, evidencing some advances in the issue and other points that still deserve attention.

The figures show that women have lower salaries, suffer discrimination, are despised and harassed, but respondents have shown, to some extent, a division in the perception of these facts.

Therefore, the research indicates the need for further studies aimed at updating the problem and answering other important questions: will this problem really be decreasing or is it so rooted that women have become accustomed? Has it diminished or been happening in a more subtle way? Finally, diversity, in all its forms, is still a theme that deserves the attention of legislators and organizations.

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