

The dataset of discrimination females over 35

I think the dataset of discrimination females over 35 receive in the workplace doesn't exist. Although attention is more paid to equal treatment of females over 35 now, there is still a lot of hidden discrimination (Duncan and Loretto, 2004). For example, some companies are unwilling to recruit them, because companies may worry that their future childbirth plans will affect their work. These behaviours aren't considered as discrimination against females over 35 by these companies for reputation protection purposes.

Some companies appear to use background checks on females over 35 (including age, marital status, whether they have children, etc.) to determine whether this will affect future job status, and screen females over 30 to maximise benefits of the company. Companies may fire them or reject their job applications for other reasons. Companies are unwilling to disclose the real reasons, so that females over 35 are unaware of the discrimination they have experienced.

The missing dataset would be particularly useful in identifying patterns of discrimination and bias against females over 35, which could inform policies and practices aimed at promoting a more equitable and inclusive workplace and society. For example, the dataset could be used to advocate for the enforcement of anti-discrimination laws, the implementation of age-friendly workplace policies, and the provision of resources and support for females over 35 in the workplace and in their personal lives.

At the same time, there are potential risks associated with the collection and analysis of such data. For example, if the dataset is collected and analysed irresponsibly, it can further stigmatise and marginalise females over 35 by perpetuating negative stereotypes and prejudices. Furthermore, if the dataset is misused, it could be used to discriminate against females over 35 in employment and other areas of life.

In conclusion, while the missing dataset on discrimination against females over 35 at work and in marriage is valuable in advancing social justice and promoting equity, it must be collected and analysed responsibly. The dataset should be used to challenge existing power structures that disadvantage females over 35 and promote a more inclusive and equitable workplace and society. It is also important to ensure that the data is not used in a way that further stigmatises or marginalises females over 35, or perpetuates negative stereotypes and prejudices.

Reference

Duncan, C., & Loretto, W. (2004). Never the right age? Gender and age-based discrimination in employment. *Gender, Work & Organization*, 11(1), 95-115.