

# **GENDER DISCRIMINATION IN WORKFORCE AND ITS IMPACT ON THE EMPLOYEES**

**Project Advisor:**

Ms. Rabia Naeem

**Syndicate:**

Mahnoor Shad (2020-CS-146)

Syed Ahmad (2020-CS-131)

Saif Ahmad (2020-CS-102)

Nabeel Yousaf (2020-CS-103)

Faraz Ahmad (2020-CS-144)

## **Contents**

1. Abstract
2. Introduction
3. Literature
4. Gender Discrimination
5. Problem Statement
6. Objective of the Study
7. Hypothesis
8. Scope of the Study
9. Research Methodology
10. Analysis
11. Results and Discussion
12. Conclusion
13. References

## **Abstract**

In this article, we will discuss gender discrimination in the workforce and its impact on the employees. So, this article is a combined result of the experience of 526 males and females of different sectors. The research shows that females face more discrimination against more than males. And the results are that this discrimination decreases motivation and increases stress level and anxiety in workers.

### **1. Introduction**

Decenzo (1998) has described that human resource management in any organization is concerned with staffing, training, developing, motivating, and maintaining the employees. Staffing is concerned with strategic human resource planning, recruiting, and selection. Fifty years ago, human resources were substantially manageable because the workforce was strikingly homogenous. A homogeneous liveware offers employers a pool of potential employees that share cultural and social norms. In today's world, the job market has changed from homogeneous to heterogeneous type where the workforce features differences in race, gender, age, disabilities, and sexual orientation.

### **2. Literature**

Erik (2006) et al. had researched that whether women in Sweden are given less pay or not given a chance to move into society. It was concluded from research that women suffer more from getting less pay than having hurdles on their way to achievement. It was also seen that women with children and of old age face more trouble as compared to women of young age. It is also seen that women have lesser job opportunities as compared to men.

Susan (1998) et al. focused and worked on gender discrimination racial bias theory. According to this theory, the workers themselves had to decide whether the other workers are discriminated against or not. According to the results, businessmen discriminated the women, and the people are at the upper level and the private sectors are more biased towards women as compared to the people at the bottom. The research also showed that discrimination was more in early ages as compared to this era where more or fewer equal opportunities are given to everyone. The reason for this discrimination was more external pressure than internal pressure.

Habib (2000) made a research on the effects of brick walls and the glass ceiling in the public administration of Bangladesh. The results show that women are discriminated more on promotion posts from going to upper level from low level and the reason for this is culture and the society which cannot see women achieving goals. This society puts a lot of hurdles on her way to success. The government also failed to stop this discrimination and it is done with women of the upper class also.

Uzma (2004) researched that identity of a person is made by parents and society. This thing is seen in two ways one is how people see you and the other is how you see yourself. The main role of student identity is their parent's attitude towards themselves and it is seen that almost all parents consider their daughter as weak and incompetent, and they always tell them that they need to be protected by some male member of the society and women cannot be independent or cannot achieve something on their own as they are not that strong for it. This is the reason females cannot protest or cannot stand for their right because this thing

starts from you home. It was also researched that women play two roles professional and private, and they should focus more on their private life. It was also seen that the income of working women is not considered as the main source of income for the family or is not seen as financial help for the family as compared to males. And this research was not valid for upper and advanced families where complete freedom is given to their females.

### **3. Gender Discrimination in Workplace**

Gender discrimination in the workplace can take a variety of forms, and not all of them are easy to identify correctly. However, if you are unaware of what gender discrimination looks like, it becomes even more difficult to know whether you or a coworker is being treated unfairly. By becoming aware of the different types of workplace discrimination, you will be better equipped to handle the situation, should one ever arise.

From biased hiring to wrongful termination, here are some of the most common examples of gender discrimination in the workplace:

Other examples of gender discrimination include:

- Asking female candidates or applicants interview questions about their marital status or plans to have children, but not male candidates;
- Posting an available position that either directly or indirectly discourages people of a specific gender from applying for the position;
- Deciding that you only want to hire a certain gender for a position, because you believe that someone of another gender could not do the job correctly or as well;
- Asking leading interview questions that confirm an incorrect opinion or stereotype the hiring manager has about people of that gender;
- Hiring a man with less experience than a woman because of his gender

### **4. Problem Statement**

Gender discrimination turns the employees emotionally brittle. Simple peace-loving employees transform into paranoid, suspicious, fearful, and angry individuals. Elimination of gender discrimination is crucial for gratification and determination, commitment and passion, and less stress on the employees.

### **5. Objective of the Study**

To:

- assess the gender discrimination in work force.
- study the impact of gender discrimination on women employees.
- propose practices to help reduce the sticky floor and glass ceiling effects.

## **6. Hypothesis**

Gender discrimination:

- at workplace prevails more in public sector than in private sector.
- decreases job satisfaction in women workers.
- reduces commitment and enthusiasm in women workers.
- increases stress level in women worker.

## **7. Scope of the Study**

This research was conducted to assess gender discrimination in workforce in the Public and Private organizations of different areas in Lahore. Health and Education departments were taken from each of the above sectors. This study has measured the effect of the gender discrimination on the job satisfaction and motivation, commitment and enthusiasm and stress level of the women workers.

## **8. Research Methodology**

Total sample size for this study is 30. A sample size of male and female employees in public and private sector were 10 and 20, respectively. Stratified method of probability sampling is used for collecting data.

Standard instrument –Questionnaire- is used for measuring the variables. The aspects measured through questionnaire are: Gender Discrimination, Satisfaction and Motivation, Commitment and Enthusiasm, and Stress Level. Gender Discrimination in workforce is surveyed through the questions, based on the perceptions regarding gender discrimination in work force.

Five-point Likert scale was used to ask the respondents how strongly they agree or disagree with a statement. Rating or Scale questions were used to collect opinion data from the respondents regarding the gender discrimination, satisfaction and motivation, commitment and enthusiasm and stress level.

Nominal, Ordinal and at some places Interval scales of measurements are used. However, ordinal scale of measurement is used mostly. In this research attitudes/tendencies of respondents regarding Gender Discrimination, Satisfaction and Motivation, Commitment and Enthusiasm and Stress Level were measured by means of questions, with alternative answers ranked in ascending or descending order.

## 9. Analysis

### 9.2 Analyzing Gender Discrimination in Private Organization

**Table III: Group statistics for gender discrimination in work force**

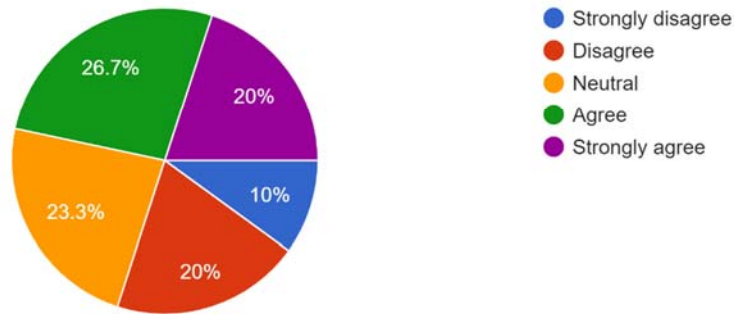
	Gender	N	Mean	Std. Deviation	Std. Error Mean
<b>Discrimination in work force</b>	Male	15			
	Female	15			

Table I provides the mean and standard deviation for males and females. N shows the number of males and females, here the number of males and females is 15 and 15, respectively.

	Gender	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>Discrimination in work force</b>	Male	15	0	0	5	4	6
	Female	15	5	8	2	0	0

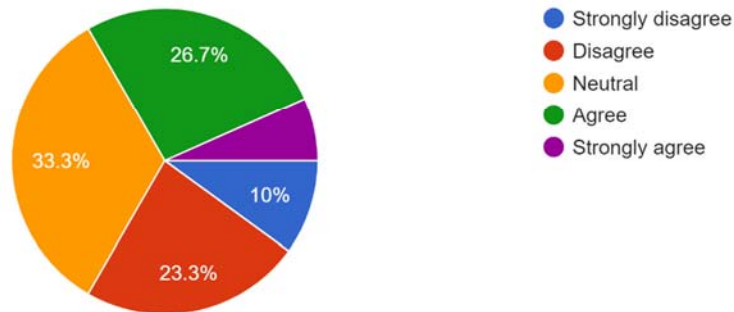
I have experienced gender discrimination in the workplace.

30 responses



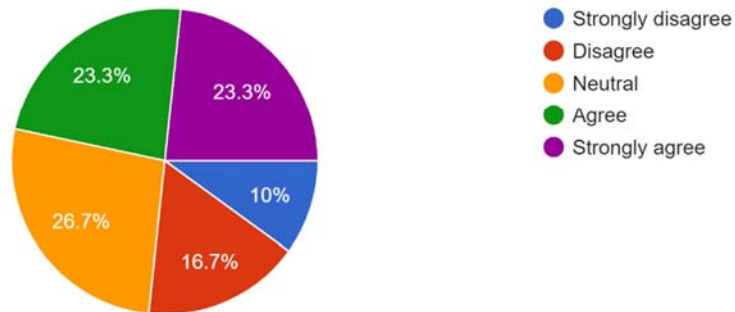
My supervisor does not consider gender in delegating job assignment.

30 responses



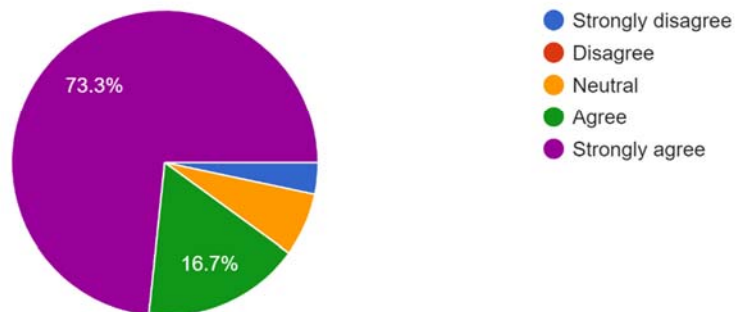
Peers would treat me differently because of my gender.

30 responses



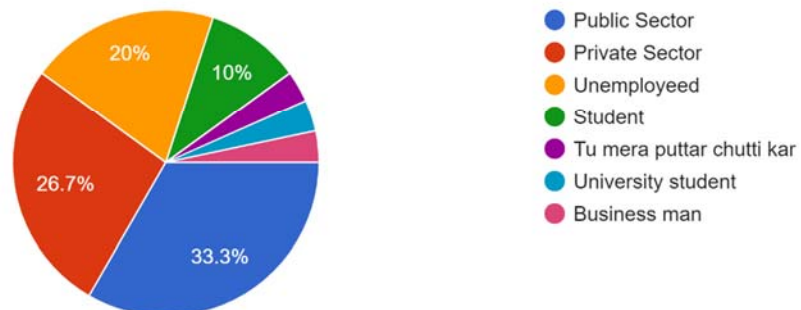
I feel less stressed when working in a safe environment

30 responses



Current job status

30 responses



## 10. Results and Discussion

### Hypothesis 1:

According to our prediction, “females are more discriminated than males in the workforce in a public organization than in private organizations.”

In the comparison of both results, females are more discriminated against than males in both organizations, at the workplace or workforce.

Based on this analysis we reject the null hypothesis and accept the alternative hypothesis:

- $H_0$ : In public organizations, females are not discriminated more than males at workplace, than in private organizations.
- $H_A$ : In public organizations, females are discriminated more than males at workplace, than in private organizations.

### Hypothesis 2:

According to our prediction, gender discrimination decreases the satisfaction and motivation level of employees.

Based on this analysis, we reject the null hypothesis and accept the alternative hypothesis:

- $H_0$ : Gender Discrimination does not decrease Job Satisfaction and Motivation.
- $H_A$ : Gender Discrimination decreases Job Satisfaction and motivation.

### Hypothesis 3:

In this hypothesis, we predicted that gender discrimination decreases the commitment and enthusiasm level of employees.

Based on this analysis, we reject the null hypothesis and accept the alternative hypothesis:

- $H_0$ : Gender Discrimination does not decrease Commitment and Enthusiasm.
- $H_A$ : Gender Discrimination decreases Commitment and Enthusiasm.

### Hypothesis 4:

In this hypothesis, we predicted that gender discrimination increases the stress level of employees.

Based on this analysis, we reject the null hypothesis and accept the alternative hypothesis:

- $H_0$ : Gender Discrimination does not increase stress.
- $H_A$ : Gender Discrimination increases stress.

## 11. Conclusion

From the statistical analysis presented above and the subsequent intensive discussions, the study identifies the following as the most significant conclusions.

1. The statistical analysis has revealed that females were prone to gender discrimination behavior at the workplace, both in public and private organizations. However, that biased behaviors were more in public organizations than in private organizations.
2. Analysis also showed that gender discrimination was inversely proportional with commitment and enthusiasm, i.e., because of discrimination, women showed less commitment and enthusiasm towards their job.



## REFERENCES

Ackler, J. (1990). Hierarchies, jobs, Bodies: A theory of gendered organizations. *Gender and Society*, 4(2), 139-158.

Anwar, Shaheen. (2004). Discrimination against women: an analysis of the manifestations, inclinations, and protestations. *Proceedings of the International Conference on Social Sciences: Endangered and Engendered*, Fatima Jinnah Women University, Rawalpindi, Pakistan, 387-412.

Cotter, D. A., Hermson, J.G., Ovadia V. S., Vannerman, R. (2001). The glass ceiling effect. *Social Forces*, 80 (2), 655-681. David, A.D. De Cenzo., Stephen, P. Robbins. (1998). *Human Resource Management* (5th edition).

Bihagen., Marita Ohls. (2006). The glass ceiling-where is it? Women's and men's career prospects in the private vs. the public sector in Sweden 1979-2000.

*The Sociological Review*, 54(1), 20-47. Habib, Zafarullah. (2000). Through the brick wall and the glass ceiling: women in the civil services in Bangladesh. *Gender, Work and Organization*, 7(3), 197-209.

John, M. Ivancevich. (2004). *Human Resource Management* ( 9th edition). McGraw Hill, USA.

Uzma Shoukat.(2004). Literacy and women's identity, *Proceedings of the International Conference on Social Sciences: Endangered and Engendered*, Fatima Jinnah Women University, Rawalpindi, Pakistan, 84-96.

Susan, Trentham., Laurie, Larwood.(1998). Gender discrimination and the workplace: an examination of rational bias theory, *Sex Roles. A Journal of Research*, 38, 1-28.