

Effects of Gender Discrimination on organizations

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Abstract:

This research aims to draw attention to Gender Discrimination in an organization and its impacts on employees. Firstly, It will carry out a comprehensive examination of research to explore and analyze the causes of gender discrimination in an organization. I will further examine the underlying impacts and consequences of gender discrimination on employees. Then an analysis of the situations where discrimination occurs more often will be provided. Lastly, I will highlight some recommendations as to how this issue can be dealt with and what measures can be taken to help control it. It provides an extensive and organized search on academic research to deal with the theme of gender discrimination by using various keywords to find relevant and specific content.

(keywords: discrimination, gender discrimination, discrimination in organizations, workforce, employee performance, employee perception, organizational behaviour, workplace diversity, racism, productivity)

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Introduction:

When a person or a group of people is treated unfairly or unfavorably because of their gender, this is known as gender discrimination. Sexual harassment is one of several types of gender discrimination that is illegal. Gender discrimination occurs when a person is treated differently because of his or her gender in academics or extracurricular activities, academic programmes, discipline, classroom assignments, class enrollment, physical education, grading, and/or athletics. Now the real question is that can gender discrimination affect an organization? The answer to this question is it affects the organization by causing low morale of the employees. It reduces the efficiency and the overall performance of the company, and any sense of unity and trust between the coworkers is lost. According to a study conducted by TNS Research Surveys, 68 percent of American women believe that employment discrimination happens. Even though the Civil Rights Act and the Equal Pay Act were passed more than 50 years ago, millions of women think they are being denied promotions and pay raises, harassed by bosses and coworkers, and not treated similarly to their male counterparts. (Harrington-Sullivan, 2016)

Gender Discrimination Laws:

The Civil Rights Act of 1964, or Title VII, is a federal legislation that protects people against sex discrimination. This law prohibits employers from discriminating against employees based on their gender in hiring, firing, and other employment terms and circumstances, such as promotions, raises, and other work opportunities.

Additionally, federal contractors' employees are protected from sex or gender discrimination by particular statutes. Executive Order 11246 prohibits federal contractors doing more than

\$10,000 in government business from discriminating in hiring decisions based on race, color, religion, sex, sexual orientation, gender identity, or national origin. Employees of government contractors are also protected from discrimination based on compensation questions, talks, or disclosures under Executive Order 13665. (<http://www.midwestnewmedia.com> - (513) 742-9150 n.d.)

New sex discrimination regulations have been published by the US Department of Labor, which update the department's interpretation of Executive Order 11246. The final rule brings the OFCCP's sex discrimination regulations up to date and in line with current law. The new rule includes explicit provisions against compensation discrimination, sexually hostile work settings, pregnancy, delivery, or related medical issues, and discrimination based on unlawful sex stereotypes, gender identity, or transgender status. Section 503 of the Rehabilitation Act of 1973 is strengthened by this new rule. In addition, in 1974, Congress passed the Vietnam Era Veterans' Readjustment Assistance Act.

These regulations make it illegal for federal contractors and subcontractors to discriminate in employment on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or veteran status. They are also forbidden from discriminating based on compensation disclosure or discussion with coworkers. This rule will be published in the Federal Register in the near future. Please return to this page to learn when the final rule will be published and when it will become law.

Background:

In 1872, Belva Ann Lockwood, an attorney, persuaded the U.S. Congress to pass a law guaranteeing equal pay for women employed as federal employees. Nearly a century later,

the Equal Pay Act was passed in 1963, making it law to pay equal wages to men and women in all workplaces. The Civil Rights Act of 1964 granted equal rights to women in all areas of employment and was amended in 1991 to allow women to sue employers for sexual harassment.

Gender inequality in the workplace takes many forms — unequal pay, disparity in promotions, incidents of sexual harassment, and racism. Often, it presents itself in more nuanced ways, like fewer opportunities for women who are mothers and a higher incidence of burnout in women.

Equal pay for men and women is still not a reality. In 2020, women earned 84% of what men earned for the same job, and Black and Latina women earned even less. This gender pay gap has persisted over the past years, shrinking by just 8 cents in 25 years. There are multiple reasons to blame, including “sticky floors” that result from traditional social norms that keep women from choosing higher-paying roles and male-dominated industries, unequal access to education, and discrimination.

Causes of Gender Discrimination:

The globe has come closer to achieving gender equality over time. In many parts of the world, women are better represented in politics, have greater economic possibilities, and have access to better healthcare. However, the World Economic Forum believes that full gender equality will take another century to achieve. What is it that causes the gender divide? The following are some reasons for gender inequality:

- Education access is uneven:

Women still have fewer access to education than men around the world. 14 percent of young women aged 15 to 24 will not complete primary school. This category accounts for 58 percent of those who do not complete their basic education. Women account for 23% of the world's illiterates. When girls are not educated to the same level as boys, it has a significant impact on their future prospects and chances.

- Job Segregation:

The division of labour is one of the factors that contribute to gender inequality in the workplace. In most countries, there is an underlying idea that men are more prepared to perform specific tasks than women. Those are, for the most part, the highest-paying positions. Women's income is lowered as a result of this prejudice. Women also bear the brunt of unpaid labour, so they do extra work that goes unnoticed financially even when they work full-time.

- No legal safeguards:

According to World Bank study, nearly one billion women are not legally protected from domestic sexual abuse or domestic economic violence. Both have a big impact on women's ability to prosper and live their lives freely. There are also few legal rights against harassment in the job, in school, and in public in many nations. Without protection, these settings become dangerous, and women are forced to make decisions that compromise and limit their ambitions. (“More than 1 Billion Women Lack Legal Protection against Domestic Sexual Violence, Finds World Bank Study” n.d.)

- Racism:

It is hard to discuss gender inequality without mentioning racism. It has an impact on what jobs women of color can attain and how much they are paid, as well as how legal and healthcare institutions see them. For a long time, racism and gender inequality have been intertwined. According to scholar and historian Sally Kitch,

European settlers in Virginia chose what work might be charged based on the race of the woman doing the work. Work conducted by African women was considered "labour," and so taxed, whereas work performed by English women was considered "domestic," and thus not taxable. Pay disparities between white and non-white women perpetuate prejudice and contribute to gender inequality. ("10 Causes of Gender Inequality" 2020)

Impacts of Gender Discrimination in the workplace:

Discrimination in the workplace has been shown to be a common problem that must be addressed across cultures. This phenomenon has been found to have a substantial impact on individuals, organizations, and society as a whole. Discrimination in the workplace has been related to a variety of physical, emotional, and mental health problems. . (Wilson 1991, Einarsen 1999). The intensity of these impacts varies from person to person; however some victims have committed suicide as a result of their ordeal. (Leyman 1990).

Below are some of the impacts of gender discrimination that affects employees in various ways:

- Mental health issues in individuals:

When a person is subjected to gender discrimination at work, mental health concerns are frequently the result. Individuals who are discriminated against may experience increased worry, anger, and sadness. To cope, she might turn to drugs or alcohol, which could jeopardize her ability to complete her professional tasks. For business owners who have unstable employees that take retaliatory acts in the workplace,

mental health concerns are also a huge concern. (Cleveland, Vescio, and Barnes-Farrell 2004)

- Company morale decreases:

People notice when tension in the workplace rises. It pervades the organization, even down to the smallest details like drinking coffee at a different time to minimize confrontation. People start walking on eggshells to avoid any escalation in the conflict, which lowers the team's general morale. Customer service suffers as a result of low morale, which has a detrimental impact on corporate culture. (Kim 2014)

- Organizational productivity decreases:

Office productivity will suffer as a result of rising conflict and diminishing morale. As a business leader, you know that the highest performers are those who are happy and at ease at work. When people want to avoid undesirable behavior, such as watching or experiencing gender discrimination, it can have a big influence on the business's bottom line.

- Workplace conflicts increased:

Discrimination is a type of harassment that has heightened tension in the workplace. The team's focus switches from professional responsibilities to office drama. It can split a team, with one side supporting the discriminated against person and the other supporting the alleged discriminator. Conflict like this is bad for the workplace, and it can impair a whole department's or team's performance. (“The Effects of Gender Discrimination in the Workplace” n.d.)

Most common discrimination situations:

Gender disparity in the workplace is a multifaceted phenomenon that can be found in the structures, procedures, and practices of companies. Human resources (HR) practices are where some of the most damaging gender inequities are imposed for women. This is because HR practices (i.e., policies, decision-making, and implementation) have an impact on women's hiring, training, remuneration, and advancement. Gender discrimination in HR decision-making and practice comes from gender inequities in larger organizational structures, processes, and practices. Leadership, structure, strategy, culture, organizational climate, and HR rules are all part of this. (Stamarski and Son Hing 2015)

Women are disproportionately more likely to be victims of sexual harassment at work in male-dominated industries. Only 16.5 percent of sexual harassment complaints to the Equal Employment Opportunity Commission (EEOC) in 2017 were made by men.

The fact that women reported more than 80% of sexual harassment occurrences is cause for concern and one of the reasons why working in male-dominated industries may be more difficult for women. (“Gender Discrimination in the Workplace - Embroker” 2020)

Recommendations:

Why is workplace gender equality so important? It not only promotes a fair working environment, but it also ensures that total corporate productivity is maximized. As a result, the national economy can grow at its own pace. There are no unjust hurdles in the way of progress. With this in mind, how can you ensure that your company has a gender equality strategy in place? While this is about gender inequity in the workplace, don't forget to treat your male employees as well.

You can use strategies like the ones listed below to rethink your business strategy:

- Examine your job descriptions to see whether you have any barriers in place that prevent women from advancing to more senior positions.
- Be open and honest about your pay. If you run a small or medium business with less than 250 people, be transparent about pay to ensure that women aren't paid less than males for the same jobs.
- Encourage both men and women to achieve a better work-life balance.
- Everyone in your company should have access to training and mentorship.
- Make sure you have an anti-harassment policy in place to prevent harassment in your workplace. (“Gender Inequality in the Workplace | BrightHR” 2020)

Conclusion:

Gender discrimination in the workplace should not be tolerated. Gender imbalance in the workplace has a number of harmful consequences. HR strategies have an impact on women's hiring, training, remuneration, and advancement (policy, decision-making, and implementation). Gender inequalities in larger organizational structures, processes, and practices, such as HR policy, but also leadership, structure, strategy, culture, and organizational environment, we believe, lead to gender discrimination in HR decision-making and practice implementation. Discriminatory HR practices should exacerbate gender gaps in business leadership, structure, strategy, culture, and climate. You must act quickly if you or someone you know has been the victim of workplace gender discrimination. Notify your employer's human resources department of the discrimination in writing and keep a copy for your own records. Gender discrimination in the workplace can be prevented in a variety of ways, but they all start with actively supporting an egalitarian culture. Perhaps if

your firm takes genuine steps to avoid gender discrimination, one instance can be enough to ruin the company's reputation and even lead to a costly lawsuit.

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