Gender discrimination in the workplace

Research Report

- Based on the research findings, analyze the current situation of gender discrimination faced by women in the workplace
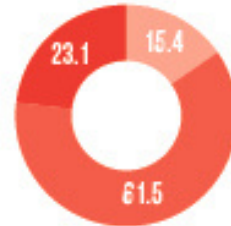- Recommendations for the future

5 GENDER EQUALITY

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

THE WORLD IS NOT ON TRACK TO ACHIEVE GENDER EQUALITY BY 2030

OUT OF GOAL 5 INDICATORS:

15.4
23.1
61.5

- "ON TRACK"
- AT A MODERATE DISTANCE
- FAR OR VERY FAR OFF TRACK

AT THE CURRENT RATE, IT WILL TAKE

300 YEARS TO END CHILD MARRIAGE

286 YEARS TO CLOSE GAPS IN LEGAL PROTECTION AND REMOVE DISCRIMINATORY LAWS

140 YEARS TO ACHIEVE EQUAL REPRESENTATION IN LEADERSHIP IN THE WORKPLACE

LEGISLATED GENDER QUOTAS ARE EFFECTIVE TO ACHIEVE EQUALITY IN POLITICS

WOMEN'S REPRESENTATION IN PARLIAMENT
[2022]

30.9% COUNTRIES APPLYING QUOTAS

21.2% COUNTRIES WITHOUT QUOTAS

NEARLY HALF OF MARRIED WOMEN LACK DECISION-MAKING POWER OVER THEIR SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

1 IN 5 YOUNG WOMEN ARE MARRIED BEFORE THEIR 18TH BIRTHDAY

In 2015, all member states of the United Nations adopted the "2030 Agenda for Sustainable Development," which consists of 17 Sustainable Development Goals (SDGs). Member states believe that eradicating poverty and other deprivations must go hand in hand with improving health and education, reducing inequality, and promoting economic growth. Addressing climate change and protecting our oceans and forests are also imperative. Among these 17 SDGs, gender equality is one of the fundamental goals, aiming to achieve gender parity and empower all women and girls (United Nations, 2015). However, gender discrimination in the workplace serves as a barrier to achieving gender equality. Gender bias in the workplace leads to gender segregation in society's primary productive forces, further undermining women's power across various societal domains (Baron & Bielby, 2018).

Analyze the current situation of gender discrimination faced by women in the workplace
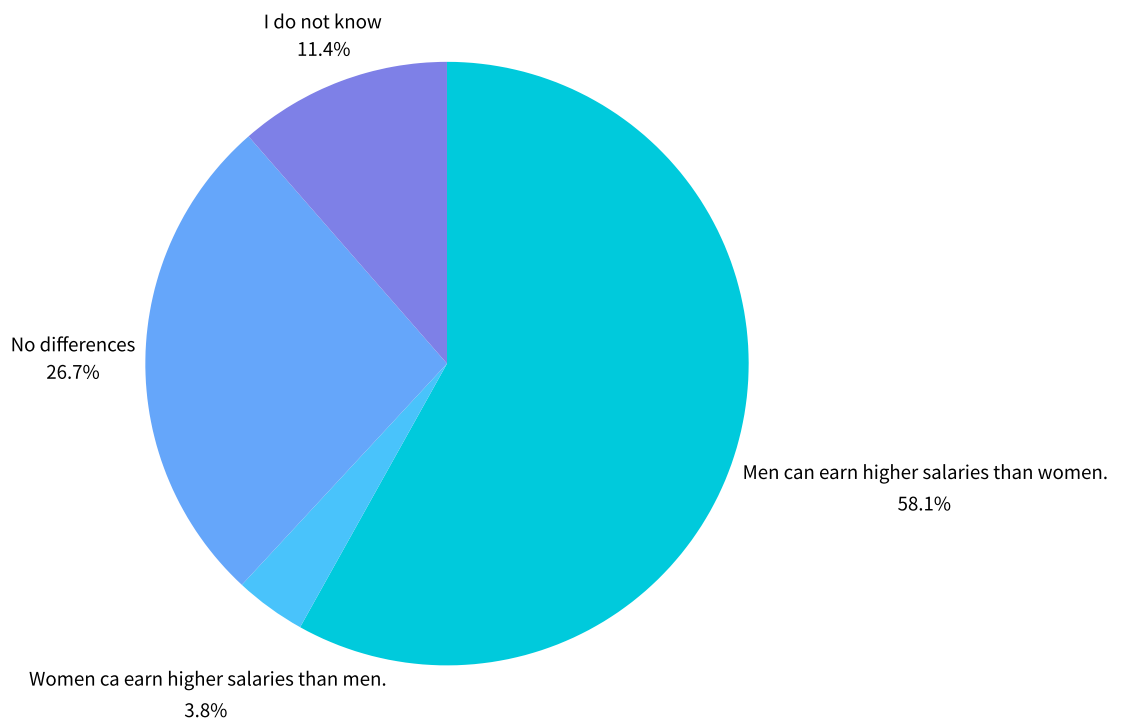
Have you ever encountered "men first" or "men only" jobs postings?
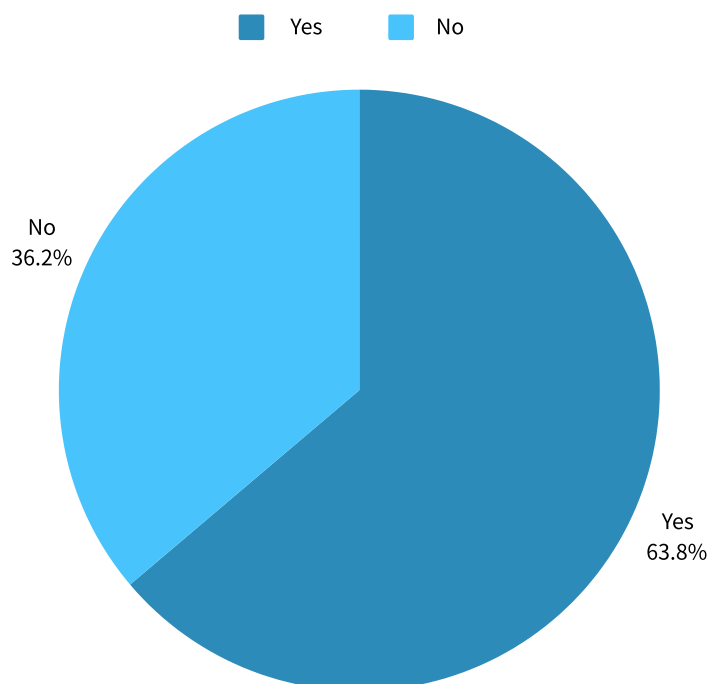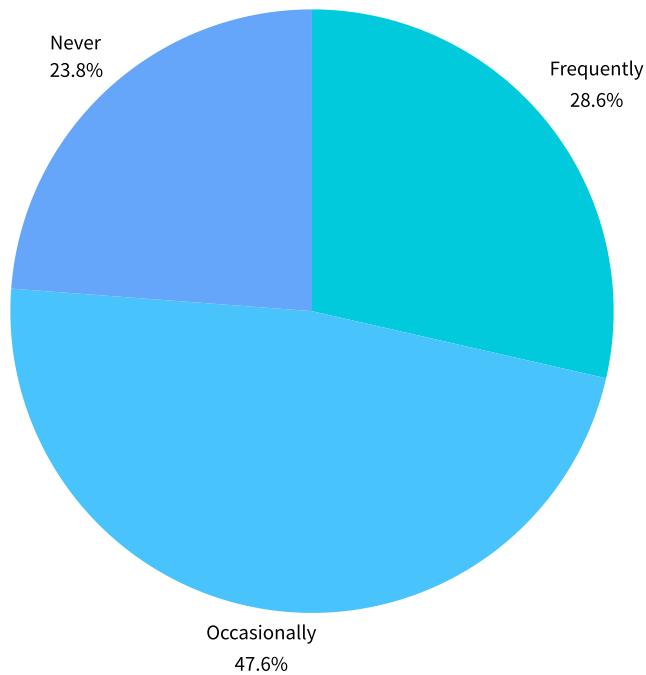

To comprehend the status of female workers in the workplace, the research group conducted qualitative and quantitative research. Through social media

platforms, one of the group member researched women in the UK with full-time work experience for quantitative analysis. Among them, 63.81% encountered job postings with exclusionary language against women and other genders, such as "male preferred" or "only hiring males." Gender stereotypes and unreasonable organizational policies contribute to the discrimination faced by women in employment. Within gender stereotypes, women are expected to assume roles related to childbirth, caring for spouses, and managing households. Such stereotypes manifest in various forms, leading to gender discrimination (Bobbitt, 2011).

Do you think the overall salary of women in the workplace is different from that of men?

I do not know
11.4%

No differences
26.7%

Men can earn higher salaries than women.
58.1%

Women ca earn higher salaries than men.
3.8%

Do you feel like you have less authority in the workplace compared to male colleagues?

Never
23.8%

Frequently
28.6%

Occasionally
47.6%

Whether the proportion of female leaders in your unit is higher than that of male leaders?

They have same proportion
16.2%

Yes
21.9%

NO
61.9%
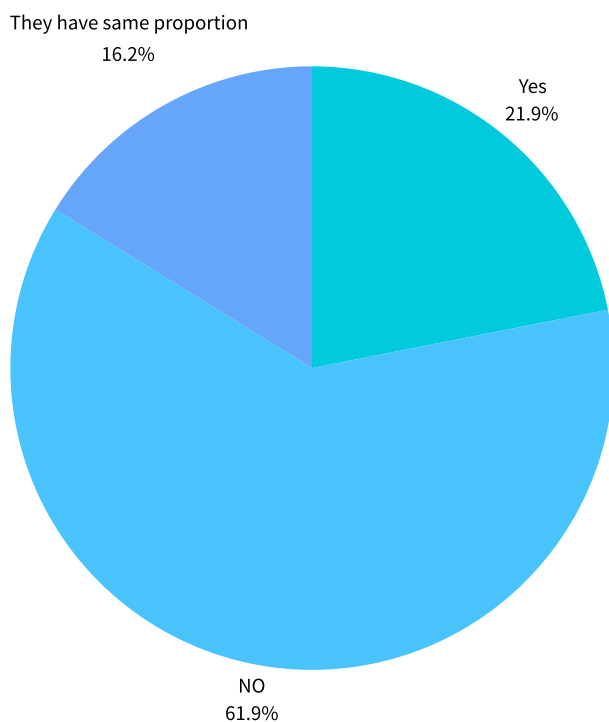
Conversely, in male-dominated workplaces, women may be more susceptible to gender discrimination, possibly due to men seeking to maintain privilege in such environments (DeCoster et al., 1999).

Despite entering the workforce, men still retain certain privileges. According to the research, 58.1% of respondents believe that men earn higher salaries overall, and 76.32% feel they have less voice in the workplace than male counterparts. Currently, most workplaces are dominated by men, with 61.9%

of respondents stating that there are more male leaders than female leaders in their employing companies or organizations. This indicates that despite women holding a certain proportion in the workforce, men still possess more privileges and power.

Have you ever encountered situations in the workplace where you felt ignored by leadership due to childbirth?

Frequently
19.1%

Never
41%

Occasionally
40%
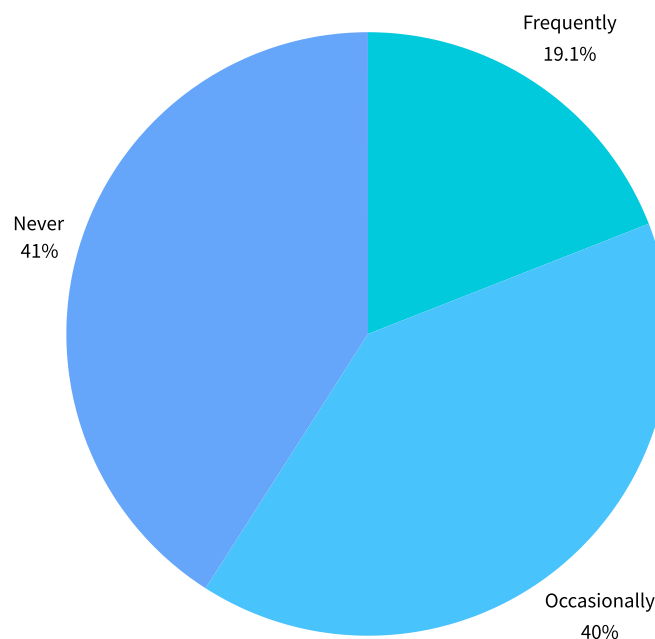
Moreover, due to physiological traits and the influence of gender stereotypes, many organizational work systems are unfriendly to women responsible for childbirth. Many professional women often find themselves in a dilemma: either sacrificing their careers to care for their families or focusing on their careers without getting married. There exists a tension between motherhood and employment. The impact of motherhood on women's careers is still underestimated. Motherhood directly affects career progression, undervaluing women's abilities, denial of opportunities, and career penalties (McIntosh et al., 2012). 49.05% of respondents have faced being marginalized due to childbirth.
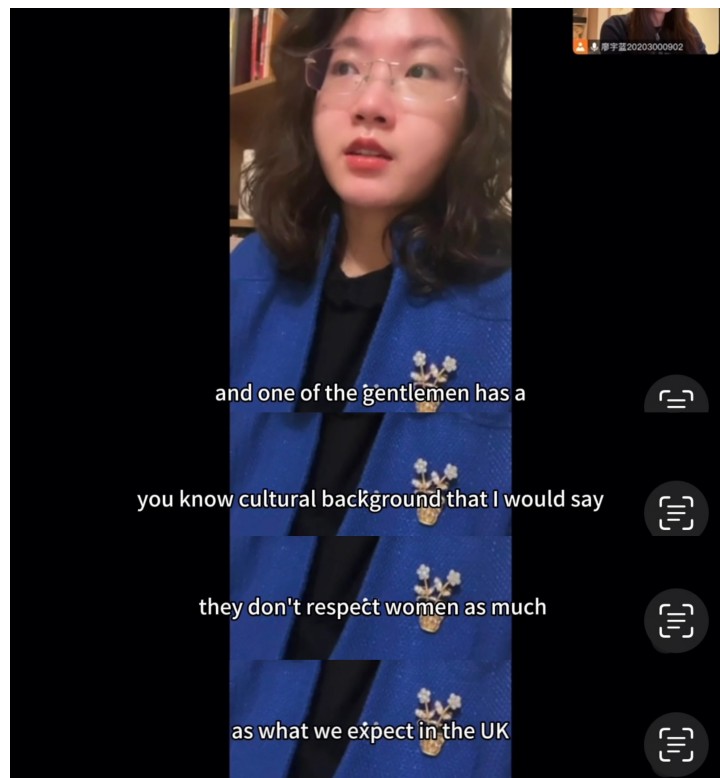
In addition to the quantitative research, the group conducted qualitative interviews. A group member interviewed three professional women with full-time work experience in the UK. Lan, currently employed at a university in the UK, believes that some male workers in the workplace fail to adequately respect women. Male workers often tend to overlook women's contributions and achievements across various societal domains, exacerbating the gender gap in the workplace. Another interviewee, Fay, attributes gender discrimination in the workplace to male leaders holding higher levels of authority. In society, the number of outstanding male professionals far exceeds that of outstanding female professionals, which does not necessarily imply that female workers are less capable than their male counterparts. Due to insufficient voice, the work achievements of some female workers are disregarded.

Gender discrimination in the workplace profoundly impacts the career development and job satisfaction of female workers, evident in recruitment biases, unequal salaries, and imbalanced workplace leadership and power structures, subsequently diminishing female workers' enthusiasm for their jobs and, to some extent, fostering gender insecurities among them (Channar et al., 2011). Gender discrimination significantly affects the career

development and mental health of female workers, weakening their status and influence in the workplace and exacerbating gender inequality.

Recommendations for the future

To eliminate gender discrimination in the workplace and society, individuals, organizations, institutions, and society collectively must effect change.

On an individual level, female workers must enhance self-awareness and learn to advocate for their rights and equality. This includes understanding their rights, rejecting unfair treatment, and learning to counter discrimination constructively. Additionally, utilizing digital media can help establish support networks with other female workers, share experiences and resources, and collectively combat gender discrimination. Digital media holds significant potential for shaping feminist discourse and fostering new forms of feminist activism. It has garnered the ability to mobilize precise and organized support for driving change, inspiring young girls to explore their identities, increase self-awareness, and gain deeper insights into their rights (Jackson, 2018). The widespread use of digital media provides more avenues for expression and exploration for more individuals, with many women reclaiming the voice that patriarchal society has "confiscated" through digital media platforms, and more women's voices being valued. Organizations or institutions should establish clear gender equality policies and ensure their implementation. This encompasses fair treatment in recruitment, promotion, salary, etc., and prohibits gender-based discriminatory behavior.

Furthermore, organizations or institutions can establish systems and resources to support female workers, such as flexible work arrangements, childcare services, etc., to assist them in better balancing work and life. Discrimination against women stems from the mismatch between characteristics traditionally associated with women and those considered necessary for success in male-dominated professions and fields. This disparity lays the groundwork for negative expectations of women's

performance, leading to biases in information processing and fostering discriminatory behavior (Heilman & Caleo, 2018). Therefore, eliminating gender stereotypes and changing attitudes is imperative. All sectors of society should jointly advocate for gender equality and eliminating gender discrimination, including media, educational institutions, etc., to promote the transformation of societal cultural norms. Simultaneously, society should encourage and support more women to participate in leadership positions and decision-making levels, breaking gender barriers, and creating more opportunities and equitable environments for women.

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