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Gender Inequality in the Workplace

Since a human is a social being, it is essential for everyone to be in harmony with other members of a community. Nevertheless, there are situations that not only generate conflict, but also create circumstances that destroy the capacity of a social group. Gender disparity in the workplace is one example of unjustified discrimination against women that is based on historical factors and must be eliminated by modern society in order to avoid destruction in communities.

To begin with, an understanding of how to combat such a phenomenon as gender inequality in the workplace is impossible without realizing the essence of this idea. A holistic concept of this situation can be made up of ideas of which people living under the influence of this phenomenon are subordinated. In general, if a society supports the rights of someone on the basis of gender and infringes on the opportunities of other genders, this is an example of inequality based on a specific feature. Such a situation can occur in many spheres of community life that generates several types of such a phenomenon as gender disparity. Among the most common types of this problem, it is possible to highlight such facets as educational and political discrimination. In both cases, representatives of the female gender are disadvantaged and represented less than men due to many reasons that affected their position in historical contexts. The most common type of gender discrimination can be considered inequality in the workplace, which affects not only the representation of women in the working environment, but also the payment of labor. Although modern businesses tend to be gender neutral in their choice of employees, women often face barriers that are associated with a lack of awareness of their

capabilities. Therefore, the essence of gender inequality in the workplace is that many members of the community do not have enough data to create the right picture of the world.

Investigating the issue of gender equality and discrimination in communities, it is essential to pay attention to sources of problems that can help in understanding and creating methods to combat this phenomenon. The primary reason for circumstances of discrimination is a historical context. The bottom line is that the distribution of gender roles occurred at a time when men were hunters and protectors, and women were engaged in households. Subsequently, technical and scientific progress allowed representatives of both genders to equalize in strengths and skills that allows modern members of a society to be interchangeable. Nevertheless, gender roles persist in most countries, which creates the unequal treatment of people of different sexes. What is essential, prejudices and stereotyped thinking also reinforce the phenomenon of inequality in the workplace. Until recently, women did not have free access to the educational system, which is why many people consider them to be not reasonable enough for scientific or legal spheres of employment. Some people also argue that women are weaker physically due to the structure of their bodies, although modern members of society can develop a similar physical form regardless of their sex, since primitive functions are not necessary now. Moreover, the stereotype that the only biological function of women is childbearing also generates some situations when pregnant women or mothers cannot find work, although they are equally able to produce results alongside their male colleagues. Therefore, maintaining the idea of gender roles and stereotypes about women are the primary cause of inequality in the workplace.

Among the effects that discrimination against women in the workplace creates, it is possible to identify both personal and group ones. First of all, any person who becomes a victim in a situation of inequality can begin to experience mental problems. Depression, alcoholism, and

other symptoms can lead to the worse performance of duties that might eventually become an excuse for reprimands and/or firing. Besides, any form of discrimination destroys relationships between team members. Harassment that appears, in this case, can not only worsen communication between employees, but also increase the number of conflict situations due to which work efficiency is reduced. Regarding group consequences of gender inequality in the workplace, this phenomenon is also capable of breaking down the corporate culture of the organization. Regardless of the professionalism and skills of managers, a company will not be able to create goals and unified views in a community that is divided into the most and least favored. Lastly, the productivity and performance of a team is reduced in all aspects when discrimination is present in the office. In this situation, men are engaged in the humiliation of women, while women cannot cope with oppression from colleagues that destroys a working atmosphere. Thus, the causes of gender inequality are directly related to the consequences of this phenomenon.

Although the problem of inequality in the workplace is extensive, it is possible to eradicate it not only through the admission of women in educational institutions, but also through other methods that managers can use to improve the situation of all workers in an organization. First, as already described above, the main reason for the emergence of this negative phenomenon is the lack of awareness of some members of society. Internal and external pieces of training aimed at promoting knowledge of equality of opportunity can change this aspect. In addition, positive discrimination can also be a possibility for many women to obtain equal rights at work. Modern men receive high-paying positions more often now. Nevertheless, if employers start to give preference to women more often than men, this will help change the state of affairs. Furthermore, managers should also promote and encourage women in leading positions. This means employers can help them learn and use managerial skills to attract other colleagues to

respect and understanding. Therefore, if modern businesses can follow each of these points, they will be able to eliminate gender inequality.

In conclusion, it is possible to say that gender inequality is not only harmful in the workplace, but also has no objective grounds for existence. Women who are discriminated against are victims of historical stereotypes that do not have scientific backing. Therefore, it is vital to develop and use measures to prevent the development of situations of harassment in the workplace. Further research in this area should focus on insufficient awareness of individuals with a propensity for oppression and the creation of additional methods for correcting their behavior.

Works Cited

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