

Your name

Tutor's name

Course

Date

### Gender Discrimination at Workplace

Roles played by individuals within a society are clearly influenced by the individual's gender. Gender can be defined as cultural, psychological, and social differences between the sexes. Such differences often become a source of gender discrimination at work. For several reasons, our society expects certain types of behavior from both males and females. Men and women often have different roles and duties in a work environment. For example, people expect men to be assertive, independent, and able to deal with the most challenging of tasks. In contrast, women are expected to demonstrate more social and communication skills, such as being friendly with others. These expectations influence the jobs men and women are hired to do, as well as they pay they receive in fulfilling those job responsibilities. In addition, leadership styles of both men and women are influenced by their gender roles to some extent. For instance, men are expected to be more autocratic as leaders than women (Raymond, 100).

Even in today's society, women often experience discrimination when competing with men for the same positions at work. In fact, men usually have a greater chance to obtain a desirable position than women do. However, the workplace environment continues to improve. For example, a larger percentage of women are receiving a postsecondary education that was true 40 years ago. The earning of advanced degrees and certifications allow women the opportunity to compete with men for better positions and for good salaries (Ingeborg, 78). However, despite the equal rights bill that helps women to overcome workplace discrimination, and the fact that the number of female employees has increased, men still hold more positions than women. In an effort to become competitive for job opportunities, women feel that they must work even harder than their

counterparts.

Gender discrimination is a serious issue in trying to secure a job. Two kinds of discrimination are direct and indirect. Direct discrimination can occur when an employer gives preference to any employee based only on the employee's gender. This can include the inequality in salaries for people who hold the same position in a company. Indirect discrimination occurs when certain rules or practices appear to apply to everyone but, in fact, are applied differently according to the employee's gender (Raymond, 45). Another kind of gender discrimination involves harassment, including sexual harassment at work. A person who experiences harassment can suffer emotional trauma as a consequence (Raymond, 42). Employees can feel victimized. Not only can this affect their work lives, but it can be detrimental to their personal lives, as well.

In conclusion, cases of gender discrimination can occur at the workplace, and it can have detrimental consequences for both male and female workers. Workers can lose their motivation to work diligently if their efforts are not taken into account, with their salary and promotion based almost solely on gender. Gender discrimination, as is true with any kind of discrimination, is wrong. People should continue to fight discrimination in the workplace and in other areas of society.

## Works Cited

Ingeborg, Heide. *Gender Roles and Sex Equality: European Solutions to Social Security Disputes*. Geneva: International Labor Organization, 2004. Print.

Raymond, Gregory F. *Women and Workplace Discrimination: Overcoming Barriers to Gender Equality*. New Brunswick, NJ: Rutgers Univ. Press, 2003. Print.