Discussion Assignment

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Gender inequality is one of the major issues that has been faced in the workplaces these days. It has to be noted that the problems where always faced by these demographics but now people have realized what are some of the issues that are faced by women and how it can be made sure that the degree of control can be brought in terms of making sure that better representation of females is supposed to be carried out. Now, the paper goes out of the way to make sure that the realization is there among the readers that what are some of the long term issues that are faced by women at the workplace and what is needed to be done by them to make sure that they have this realization that how they can vouch for themselves in an appropriate manner. It is discussed that what are some of the barriers that are faced by women at the given point of time and how effort can be made to make sure that better understanding of these issues is developed at the point of time.

The study goes lengths to ensure that how with the help of the varied sample size it can be made sure that the determination is there among all stakeholders in terms of how it can be made sure that the better representation of different genders is supposed to be carried out. What it has done is that it has given insight about some of the challenges that are faced by these women and how effort can be made to make sure that the better workplace environment can be provided to these women at the workplace. At the moment, there are not coping strategies that female workers are aware off when it comes to ensuring that they are able to cope with some of the challenges that are faced by them at the workplace and how degree of control can be achieved in this regard. The idea is to ensure that how the overall participants in terms of the way overall stratification and allocation of resources is supposed to be done at the particular point of time.

 The important thing that is needed to be kept in mind is that how much organizations themselves are focusing on diversification these days. The idea among different organizational stakeholders is to make sure that they are taking care of the different issues that are faced at the organizational level in terms of the diversification and what can be done to ensure that the level of disparity that exists among different genders is brought down. The major problem for the female employees is that they have a hard time making sure that they are able to take care of themselves in an appropriate manner due to the lower paygrade and less frequent chances of promotion. As a matter of fact, it has been observed that how even if they are working for the same position, the likelihood is quite low that they are going to be getting the same level of benefits as compared to some the male counterparts due to the lack of representation of women and this inherent mindset where women populace at the workplace is pushed behind. Thus there is some great insight in the study and there is lot of scope for future research. It’s interesting to note that the countries with high female labor force participation rates tend to have higher birth rates. The postindustrial countries that have made it possible for women (and men) to balance work and family typically have replacement-level birth rates. Increased gender equality—both in the workplace and at home.

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