Discussion 3
[Name of the Writer]

[Name of the Institution]

Discussion 3

**Introduction**

Gender Discrimination has been a very common issue in recent years. The concept of gender discrimination refers to the idea that both the genders, men and women are not equal and a person’s gender affects a person’s living experience. It is also known as gender inequality. It has been an issue of great interest for the experts in various fields. Scholars and researchers in the areas of sociology, psychology and human resource management have been striving for a long time, to find answers to numerous questions that arise from this notion. The area now also touches the subject of Law as in many countries, gender discrimination has been declared a crime.

Although gender discrimination is an issue, faced by both the genders of the society, male and female, the prominent victims are always females. Females, at every level, face discrimination in significantly higher numbers as compared to the males. Whether it is a workplace or at the domestic level, females have been facing the issue of gender discrimination since ages (Okechukwu et. al., 2014). Talking specifically about the workplace environment, women are undermined in the respect of their skills and capabilities, they are always considered as less-skilled and less-intelligent as compared to men (Basford, Offermann, & Behrend, 2014). This is the reason females are not entitled to good or even equal pay structures and are denied involvement in the decision making the process at various stages in an organization (Mihăilă, 2016).

This attitude is proving to be very toxic for the health of the female employees working in the corporate sector, especially their mental and psychological health. The mental well-being of these female employees is being significantly affected by this negative treatment and they are falling prey to various mental issues like stress, anxiety, and depression. As a result of all this, the most affected area is their job performance. The productivity of an employee falls much below the average if they are discriminated on the basis of their gender and are suffering from depression, anxiety, and stress (Krieger, 2014).

**Problem Statement**

The prevailing issue of gender discrimination or gender inequality is proving to be harmful to the mental and psychological well-being of the employees, especially female employees, which is in return affecting the job performance and productivity of these female employees.

**Research Questions**

In light of the above-mentioned problem statement, numerous research questions arise, which can be answered in this study. Although all the questions that arise out of this problem statement are of extreme importance, this study will only revolve around the basic two research questions that are the most prominent one is the most important out of these.

1. How the various aspects of gender discrimination affect the mental and psychological well-being of the female employee?
2. How are these after effects, impacting the overall job performance and the productivity of the female employees?

**Type of Study**

Based on the problem statement and the research questions, both qualitative and quantitative types of study can be conducted on this topic. But the ideal type of study will be of a quantitative type, as it provides more accurate and specific results.

 For the purpose of conducting quantitative research on this topic, a questionnaire will be designed in order to ask the female employees working in various organizations about their experiences. This questionnaire will inculcate multiple variables like equal pay, equal power, financial freedom, respect, providence or rewards, and incentives and involvement in various strategy designing and decision-making processes. Moreover, the questions will also revolve around variables like type and nature of relationships at the workplace, chances of growth and development and sense of independence (Travis, 2014).

**References**

Basford, T. E., Offermann, L. R., & Behrend, T. S. (2014). Do you see what I see? Perceptions of gender microaggressions in the workplace. Psychology of Women Quarterly, 38(3), 340-349.

Krieger, N. (2014). Discrimination and health inequities. International Journal of Health Services, 44(4), 643-710.

Mihăilă, R. (2016). Female labor force participation and gender wage discrimination. Journal of Research in Gender Studies, 6(1), 262-268.

Okechukwu, C. A., Souza, K., Davis, K. D., & de Castro, A. B. (2014). Discrimination, harassment, abuse, and bullying in the workplace: Contribution of workplace injustice to occupational health disparities. *American journal of industrial medicine*, *57*(5), 573-586.

Travis, C. B. (2014). *Women and Health Psychology: Volume I: Mental Health Issues*. Psychology Press.