Discussion 4

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# Gender inequality in the workplace

**H0:** Women status and social policies designed to mitigate gender inequalities in the workplace does not play a significant role

**H1:** Improvement in social policies and women status has a significant role in mitigating gender inequalities in work places

**Dependent Variable**: Gender inequality. By gender inequality it is meant that female employees have fewer employment opportunities, they are worse off than their counterparts. It is a dependent variable because gender inequality depends on various other variables and any improvement in the independent variable affects the dependent variable, for example, stricter social policies would minimize gender inequality in employment.

**Independent Variables**: Independent variables include those variables which affect the dependent variable. Women status and social policies are independent variables. These variables are taken as independent because the overall wellbeing of a female employee is affected by changes in these variables, for example, a policy for equal pay would make women better off

Gender discrimination is a global issue and the severity of the issue varies in different societies and cultures (Bobbit-Zeher, 2011). Inequalities in the workplace are as a result of various factors which are not only constrained inside the workplace rather it is a result of social policies and nature of societies. Gender discrimination is a result of socially constructed behavior and different expectations associated with the roles of women. Deviance from those roles results in women being punished or treated unequally (Bobbit-Zeher, 2011). Women are being neglected of their basic right to education which puts a barrier to their entry in the job market. Those women who excel to get educated later face the challenges of gender discrimination in the job market that is why in the poverty ratio of women is more than that of women especially in developing countries (WEBSTER, 2006). The case in developing countries is getting even worse when low skilled women are losing their jobs to the autonomy in industrialization and they are getting replaced by efficient machines (WEBSTER, 2006). Empirical study also reveals that women are unhappier than men because of inequalities and discrimination faced by women in the society and workplace which has a greater impact on their mental and physical health (Tesch-Römer, Motel-Klingebiel, & Tomasik, 2008). The issue of gender discrimination and inequality has been tackled to some extent by developed countries but the problem still persists on a global level (Roscigno, 2007). The United States, one of the most developed countries in the world is not able to eliminate gender and racial bias from its country. There is a pay difference between white and black people and this is a result of weak social policies which has resulted in white dominance in the job sector. Compared to men and women, overall women get paid less than their counterparts. Gender equality and women empowerment being third on the list of millennium development goals (MDGs), it is has suggested improving women participation in all levels of education which is primary secondary and tertiary. Secondly, women will be given more participation opportunities in politics, more seats for women in parliament. Thirdly, the goal is to increase the share of women in wage employment section mostly nonagricultural sectors in order to uplift the status of women (Kabeer, 2005). The root cause of gender discrimination in every sector is poverty which results in dependency of women and male dominance. Improving education, employment, and political participation will also improve the status of gender inequalities faced by women

Based on the research data we will reject the null hypothesis H0: that states that gender inequality in the workplace is not affected by the status of women and social policies which can be negated based on the evidence available. We will accept the alternate hypothesis H1

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