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## Effect of gender discrimination on resilience and motivation of women

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### Abstract

Gender discrimination is when someone is being treated unfairly according to their gender. Gender inequality is common in our society, educational set up but it is more likely to be seen in organizational setup. Studies have been highlighted that women are less likely to be hired in organizational set-up and less likely to be treated sympathetically. It is influenced by cultural norms, region, religion and tradition. Family plays vital role in gender discrimination. According to family, women are for households only. The wages also differ based on their gender. The impact of gender discrimination is now the point of concern. Gender discrimination may affect the mood of employees, specially it may lead to depressive symptoms in female employees. Resilience, motivation also get effected by gender discrimination. The most relevant points which are found by the studies are: a) How gender discrimination is influenced, b) How the gender discrimination affect every sphere of life of female individuals, c) How gender discrimination effects on employees' wage, hiring of female employees in organizational set-up, d) Women as victims of gender discrimination in family and e) How gender discrimination effects on individuals' affect, resilience and motivation. Hence, this article is a comprehensive study with accumulated research works which has already been done on this specific topic.

**Keywords:** Gender discrimination, resilience, motivation, family, organization

### Introduction

Gender discrimination is when an individual is being dealt with unjustly according to their gender roles. Gender inequality is harmful by restricting the ways of people to convey and recognizing themselves. It also segregates or marginalizes individuals of our society or community who does not follow the authentic, bounded, and traditional views of gender. Women and men are treated differently in organizations. Sometimes women are treated less sympathetically than men and vice versa. Often the treatment differences of men and women are most likely to be connected to the perceptions of differences (Cleveland *et al.*, 2013) [8]. Employers prefer to hire more male workers than female workers (Coffman *et al.*, 2018) [9]. LGBTQ women were more likely to be victim of gender discrimination than non-LGBTQ women (SteelFisher *et al.*, 2019) [44]. In researchs, it has been found that college students perceive themselves as the immune to gender discrimination (Sipe *et al.*, 2009) [43].

### Historical perspective of gender discrimination

According to a study [22], gender equality can be taken back to the historical period when people started to develop and practice agriculture. This study reported and resulted by analysing the graves between 5000 to 8000 years, exposed a disproportionate higher number of male graves than graves for females and children. Other studies found that gender discrimination had become merged into Middle Eastern society. According to de Plejit & van Zanden (2021) [13], Women were paid according to social norms and they were not allowed to participate in the market economy in Southwestern Europe to the same extent as in Northwestern Europe. Gender-based bias practice elevated mortality rate for women at birth and throughout babyhood and childhood in nineteenth and early twentieth century in Greece (Tapia *et al.*, 2022) [3]. On the other-hand in Vedic era, women were considered fairly equal in terms of both gender's freedom. After British rule in India, the rights of women to apply for divorce or remarry after her husband's death were being restricted (Goldman, 2023) [20].

Historical origin of gender differences are other forms of women labor hiring, giving birth, inequality education, child marriage, domestic violence etc (Giuliano, 2017) <sup>[19]</sup>. In nineteenth century, advocate banned the early marriage of women and influenced remarriage of widow and opened schools for girls (Kohli, 2017) <sup>[30]</sup>.

### Cultural effects and gender discrimination (In different countries)

Gender equality is a difficult task in the most developed countries in the world (Bilan *et al.*, 2020) <sup>[4]</sup>. According to studies <sup>[25]</sup>, top 10 countries perceived as most associated with gender discrimination. Many of them are located in the Middle East.

**Table 1:** The countries and the purpose rankings are

Country	Worst for Gender Equality Ranking	Social Purpose Ranking	Best Countries Overall Ranking
Kenya	10	54	59
Turkey	9	59	32
Kazakhstan	8	82	84
Iran	7	87	87
India	6	71	30
Oman	5	73	65
Bahrain	4	86	58
Qatar	3	76	26
Saudi Arabia	3	75	31
United Arab Emirates	1	48	19

Child marriage exposes low status of women and and young girls and experienced fertilizing and homemaking (Obasola, 2013) <sup>[38]</sup>. Refugee and torture survivors faces trauma, Cumulative Trauma Disorder and Post Traumatic Stress Disorder due to gender discrimination (Kira *et al.*, 2010) <sup>[29]</sup>. Nigerian females are also experiencing unbalanced property assets (Kolawole & Adeigbe, 2016) <sup>[31]</sup>. Gender related discrimination in India is firmly bound in the sociocultural framework which is encircling with deeper cultural and traditional cores and these influences overflowed across the workplace, society and politics with the accepted and undoubtable influence within society and domestic boundary (Batra & Reio, 2016) <sup>[2]</sup>.

### Modern view towards gender discrimination

Children are suitable for reaching their full potential, but discrimination of gender in their lives and in the lives of those who care for them block this reality. A modern perspective on gender discrimination is that all genders should have equal rights, resources, opportunities, respect and protections. United Nations explains Gender equality is not only a fundamental civil right, but a required principles for a peaceful, prosperous and justifiable world. Dalit women in India are struggling for basic human and civic rights (Paik, 2014) <sup>[39]</sup>. Women from North-eastern India are more likely to have mobility, life-choices etc better than the other parts of the country (Chowdhury & Kumar, 2022) <sup>[7]</sup>. According to Das & Pathak (2012) <sup>[12]</sup>, we need to rethink the strategies of rights and nobility of women to stop the acts of differences in gender roles towards women.

### Source or cause of Gender Discrimination

Discrimination against women in the workplace, can be difficult to understand the factors which contributes to discriminatory behaviour (Coffman *et al.*, 2021) <sup>[10]</sup>. Sometimes discriminations are influenced by cultural norms and tradition, religion and region etc (Shastri *et al.*, 2014) <sup>[42]</sup>. Gender discrimination in Asia is revealed from health, education and fertility (Mehrotra & Kapoor, 2009) <sup>[35]</sup>. Gender discrimination in the workplace is being targeted by interplay of gender roles (Heilman & Caleo, 2018) <sup>[23]</sup>. Gender inequality hampers poverty alleviation and

discrimination in distribution of resources lessens poverty (Alam, 2011) <sup>[1]</sup>.

### Effect of gender discrimination on Female and Male in Family Settings

Married women perceive more discrimination in different facets such as property, occupation and schooling than unmarried women (Pokharel, 2008) <sup>[40]</sup>. Researchers found that men are also victims of gender discrimination (Manzi, 2019) <sup>[34]</sup>. Women are being discriminated by enforcing households (Rainer, 2008) <sup>[41]</sup>. Male are more forced to do work related to farm but women are more free to choose own jobs (Gidakou, 2000) <sup>[18]</sup>.

### Impact of gender inequality in workplace

Impact of gender bias in workplace falls on satisfaction and motivation, commitment and enthusiasm and stress level of employees (Channar *et al.*, 2011) <sup>[6]</sup>. Discrimination against women in the workplace on quality of life is generally like to have a negative-consequences on quality of life (Kim, 2015) <sup>[23]</sup>. In organizational setup, gender discrimination is related with women's job demands positively but with job resources it is related negatively (Dubbelt *et al.*, 2016) <sup>[14]</sup>. Product market competition effects the gender wage gap and gender composition firmly (Heyman *et al.*, 2013) <sup>[24]</sup>. Researchers found that it is possible to undo and point out the gender bias and overlooked productivity differences which shows prejudiced and unprejudiced both employers wage (Flabbi, 2010) <sup>[16]</sup>. On Chinese internet job board, hiring of women employees are as often as men but much less requiring of higher level of skills than men (Kuhn & Shen, 2013) <sup>[32]</sup>. Research points out a number of specific actions that can be carried out at the global levels to identify the gender discrimination and gender inequality in the health workplace (Newman, 2014) <sup>[37]</sup>.

### Impact of gender discrimination on mental health and resilience

Workplace gender discrimination is associated with depressed mood and symptoms (Kim *et al.*, 2020) <sup>[27]</sup>. Women are poorly represented in workplace and their resilience can be vary with their experiences (Goyal *et al.*, 2023) <sup>[21]</sup>. Effect of resilience is strongly found on the

gender minorities (Chan & Mak, 2021) <sup>[5]</sup>. Gender affirmation can be recognized according to gender identity, expression and role and can be considered an expression of resilience (Lelitiu-Weinberger *et al.*, 2020) <sup>[33]</sup>. Resilience is effected by the gender related discrimination (Zhang *et al.*, 2021) <sup>[45]</sup>. Gender discrimination is related with resilience and social support (Mitchell, 2022) <sup>[36]</sup>.

### Impact of gender discrimination on motivation

Motivation is understood as an internal state or force that drive an individual to engage and persist in goal-directed behavior. Impact of gender discrimination on motivation in women was been determined (Ehsan *et al.*, 2010) <sup>[15]</sup>. The impact of gender discrimination falls on the satisfaction, motivation, commitment, enthusiasm and stress level of employees (Channar *et al.*, 2011) <sup>[6]</sup>. Female workers are the victims of gender discrimination which comes with stereotypical prejudices about physical characteristics which effect on their motivation (GENÇER & KEŞKEKÇİ, 2023) <sup>[17]</sup>. In researches, it also has been found that there is a also possible influence of gender discrimination on the work motivation of employees (Cornejo, 2007) <sup>[11]</sup>. Stress plays a vital role which causes the impact of gender discrimination on the job satisfaction and employee motivation (Imam *et al.*, 2013) <sup>[26]</sup>.

### Conclusion

Studies have shown that gender discrimination can be influenced by cultural norms, religion, region and traditions. Women are less likely to be hired in organizational set-up and less likely to be treated sympathetically. It also effects the wage of the female workers. Family also plays vital role in gender discrimination. According to family female individuals are only for households. Resilience, motivation, moods got impacted by gender equality.

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