

## **Gender Discrimination and Job Stress: An Analysis with Respect to Gender and Marital Status**

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### **ABSTRACT**

*The study investigated the gender discrimination and stress between the male and female employees at public and private sector in Quetta. It also explored the levels of gender discrimination and stress between married and unmarried employees. A sample of 100 employees, including men (n=50) and women (n=50), married (n=66) and single (n=34), was taken from the employees who are working in the public and private sector in Quetta in various institutions including schools, universities, banks and hospitals. Descriptive research design has been used and Everyday Discrimination Scale by Williams (1997) and Job Stress Scale by Lambert (2007), were used to measure everyday gender discrimination and job stress. The results indicated non-significant mean differences for gender discrimination on gender and marital groups, non-significant mean difference for job stress on marital groups and a significant mean difference on gender. In conclusion, the results are inconsistent with previous literature. This can be due to sample size, levels of education, different age groups and differences in population and society, in general. However, with a limited sample size, the results of current study are encouraging. Further researches can be done by increasing the sample size maintaining the equality of gender and marital groups for more generalized results.*

**Key words:** Gender discrimination, Job stress, Gender, and T test.

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Gender Discrimination is the type of discrimination which is usually based on the gender of the person. Usually women are treated differently and unequal than men in their workplace (Khan, 2015). Gender discrimination at work place can occur, in various ways even though it is admitted by every country that gender inequality essentially be removed which an enormous issue is most specifically concerning to women at workplace (Bohatala, 2014).

There are many historical events that have set the stage to analyze gender differences between men and women in the workplace. Whether these gender differences exist in the way in which they communicate, influence, or lead, men and women have always been viewed as different and unique sets of people. These differences have, to a certain extent, put women in the workplace at a disadvantage because of their perceived inferiority to men, mainly due to historical gender inequalities (Merchant, 2012)

The Main types of discrimination can be formal discrimination and informal discrimination that are being faced by women at workplace. This further describes and categorizes that forbid women to be aggressive or tough or have dominant nature. If they do against this they would face social penalties. Another type of discrimination described as glass ceiling consequence which means that a woman must not reach at higher level management or high level career by interrupting glass ceiling. Discrimination causes stress working atmosphere and without providing equality of opportunities with regard to development in career. Whereas, without discrimination one can enjoy maximum level of job satisfaction and this ultimately enhance productivity in any business or organization. It is understood that due to the non- prevalence of discrimination the employees would get equality in developing opportunities, healthy equal relationships, equitable reward, lesser level of stress, lesser biasness, healthy level of competition, higher level of retention and lesser prejudice (David et al., 2015).

Stress is a state of mental strain resulting from adverse circumstances. Work stress has important focal areas that affect employee's health and simultaneously organizational health. The behavior of employees in an organization is so important for both employee and organization and has far reaching effect on employee motivation and satisfaction. It not only

affects employee but his/her family too. The importance of motivation and negative impacts of stress either enhances or demoralizes organization development or growth along with its employees. As such, any organization depends on its workforce and the level satisfaction of employees can accomplish or refrain the goals of an organization (Wani, 2013).

According to International Labor Organization (1997), the ILO convention number 177 promotes and supports policies that are crucial like skill development, youth employment and proper management of other employment related crisis such as equality and discrimination and the presence of other heinous practices like sexual harassment at workplace. Gender disaggregation has negative impacts on institutional growth and sustainability ratio. Pakistan is also facing such problems especially due to discrimination and inequality.

Pakistan is confronting with economic challenges and lacking economic potential the main reason behind this is also widespread gender inequality. Pakistan comes in lowest place in rank concerning gender equality at workplace. There are various reason such as male have better connections with their male bosses, low female participation, harassment, low access of women toward job opportunities, however no such considerable steps have been taken regarding gender inequality (Hyder, 2018)

In Pakistan female have restrictions like social and cultural which impact negatively at the motivation level, personality and psycho social attributes which she has to cope at her workplace as well as her home or social environment. Due to conservative attitude the women of Pakistan even provided with opportunities to work with men remain in stress not all but mostly, this attitude of people especially at middle class institutions where women working due to compulsion to earn money have to face greater problems (Shaukat, 2016).

Gender discrimination in Baluchistan is greater as compare to other provinces; very few women in the province are enjoying or having jobs. The reasons are our weak legal framework, existence of vulnerable segment of society, breach in constitutional rights, missing basic human rights along with gender equality, obligations, and discriminatory laws. Due to strict customs

and norms and societal attitudes women and particularly women are restricted even to go outside home. Besides, the honor killing which a heinous crime prevails in the most part of the province. Sexual harassment at workplaces is also a major issue especially in the backward areas of the province, to such reasons the participation of women has become observed as the lowest in workplace (Leadership for Environment and Development [LEAD], 2017).

This study was designed to explore gender discrimination and stress between marital and gender groups of employees of private and public sector in Pakistan. The goal of this study was to fold (!) to compare gender discrimination and stress between male and female employees (2) to compare gender discrimination and stress between married and unmarried employees at public and private work place in Pakistan.

### **Methodology**

The research is mainly aimed to explore gender discrimination and stress among gender and marital groups at workplace.

### **Participants**

100 participants were selected from universities (UOB and BUIITEMS), schools (the city school), bank(NBP), and hospitals (civil hospital). Including men (n=50), women (n=50), married (n=66), unmarried (n=34).

### **Instruments**

Everyday discrimination scale by Williams (1997) was used to measure. Employees self-reported gender discrimination by responding to 10 questions of the gender discrimination scale. The job stress scale by Lambert (2007) was used to measure the levels of stress.

### **Procedure**

Participants after an informed consent were asked to fill the questionnaires. Responses were recorded on questionnaires and the on SPSS data sheet for further analysis.

**Results**

To explore the gender discrimination and stress among the participants several analysis were conducted. To assess gender discrimination and stress t test was conducted and to check the psychometric properties of scales.

**Table 1**

S.no.	Scale	No. of items	Mean	SD	α	Range		skewness	
						Max	Min	Skew	Std. error
1	EDS	10	25.35	10.09	.844	47	10	.261	.241
2	Job_S	5	14.25	4.20	.747	25	5	.224	.241

Note: EDS= everyday discrimination scale, Job\_S= job stress scale.

**Score distribution**

Table 1 shows score distribution of everyday discrimination scale and job stress scale. The results indicate mean along with standard deviation, coefficient alpha and ranges. The results do not indicate a significant value of skew. Considering the reliability of the scales both the scales show a very good reliability.

**Table 2**

*Difference in mean of employees from two gender groups on their score of gender discrimination and job stress.*

s. no	Scale	No. of items	Women		Men		t	p	CL 95%		Cohen's d
			M	SD	M	SD			LL	UL	
1	EDS	10	26.52	10.23	24.18	9.91	1.161	.284	-1.65	6.34	0.232
2	Job_S	5	15.26	4.17	13.24	4.01	2.468	.015	.396	3.64	0.493

Note: EDS= everyday discrimination scale, Job\_S= job stress scale.

Table 2 represents the difference between gender groups on gender discrimination and stress. The table shows non-significant difference in gender groups on gender discrimination nut shows significant difference in gender groups on job stress.

**Table 3**

*Difference in mean of employees from marital status on their score of gender discrimination and job stress.*

s.no.	Scale	No. of items	Unmarried		Married		t	p	CI 95%		Cohen's d
			M	SD	M	SD			LL	UL	
1	EDS	10	24.85	10.48	25.60	9.95	-3.52	.726	-4.99	3.49	0.073
2	Job_S	5	14.58	4.57	14.07	4.01	.577	.565	-1.25	2.27	0.18

Note: EDS=everyday discrimination scale, Job\_S= job stress scale.

Table 3 represents mean difference between marital groups on gender discrimination and stress. It indicates a non-significant mean difference on gender discrimination and on job stress between the marital groups.

**Discussion**

Gender discrimination is an unequal or disadvantageous treatment of an individual or a group of individual based on gender (Langston University).

Gender discrimination is one of a variety of stereotypical beliefs about individuals on basis of their sex, particularly as related to the differential treatment of males and females. These biases are often expressed linguistically, as in use of phrase *physicians and their wives* (instead of *physicians and their spouses* which avoids the implication that physicians must be male) or of the term *he* when people of both sexes are being discussed. (APA Dictionary of Psychology).

Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker (Murphy, 2002)

Job stress, within the context of workplace health, refers to a physiological condition in which work-related duties and responsibilities become burdensome and overwhelming to the point that it imposes unhealthy effects on the mental and physical wellness of employees. (Workplace testing)

Results of current study are drawn by applying t test analysis. For knowing the mean difference between gender groups on gender discrimination and job stress, and for knowing the mean difference in marital groups on gender discrimination and job stress. The gender groups include male and female whereby marital groups include married and unmarried.

The first objective of current study is to compare gender discrimination and stress between the male and female employees. The results indicate a non-significant mean difference between men and women on gender discrimination and a significant mean difference between men and women on job stress. The research findings of Alam (2010) indicated that there was no equal status of women. Another study conducted by Delavande and Zafar (2013) indicated that women in south Asia lag behind men and gender discrimination varies in intensity. Comparing the findings of current study and studies done earlier, the results are inconsistent for gender discrimination and are consistent for job stress. Therefore it can be concluded that difference between results is due to the sample size and societal norms which do not allow females to speak for themselves. In most cases even the educated women are reluctant to report such matters.

The second objective of the study is to compare gender discrimination and job stress between married and unmarried employees. The results indicate a non-significant mean difference between the marital groups on gender discrimination and job stress. According to Gilbert Employment Law Firm (2021) married women often experience discrimination from co-workers who assume they won't put their job first but will instead prioritize their spouse or eventually leave when they decide to have kids. According to another study by Jordan and Zitek (2012) participants rated a female employee as less likely to exhibit continued suitability for a job after her marriage compared to a male employee who was also recently married. The results are inconsistent with the previous literature. Hence, it can be concluded that difference between the results is due to the size of sample and difference in population.

Conclusively, the purpose of reporting other studies is to examine the consistency of results. The results are inconsistent with previous literature. This can be due to sample size, levels of education, different age groups and differences in population and society in general. However with a limited sample size the results of current study are encouraging. Further researches can be done by enlarging a sample size maintaining the equality of gender and marital groups for more generalized results.

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