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GENDER DISCRIMINATION

Firstly, what is a gender. A gender either of the two sexes (male and female), especially when considered with reference to social and cultural differences rather than biological ones. The term is also used more broadly to denote a range of identities that do not correspond to established ideas of male and female.

“a condition that affects people of both genders”

Also, what is discrimination . Discrimination is the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, or sex.

“victims of racial discrimination”.

Therefore, Sexism occurs under Gender discrimination. Sexism is prejudice or discrimination based on a person’s sex or gender. Sexism can affect anyone, but it primarily affects women and girls. It has been linked to stereotypes and gender roles, and may include the belief that one sex or gender is intrinsically superior to another. In our society, gender discrimination is mostly affected by the female gender. Despite the fact we are in the 21st Century, the female gender are still been seen as decrepit humans. The opposite gender suffers this stereotypical claims and it affects them in every area of life academically, socially and other wise. Workplace discrimination. Second-generation gender bias is a form of discrimination against women because their practices reflect the values of the men who created the setting, which is often the workplace. In some companies higher position are not given to females who deserve that position because the higher authorities claim that females can’t handle such high positions and it may have the company to be less progressive. This claims instead is vice versa and the men taken to the position might no nothing or little knowledge on how to run the companyGender discrimination may lead to one or all of the following issues in the workplace: Lost Productivity: if employees have to focus on dealing with sexual harassment, the attention they are able to give work may be significantly diminished. Also, in academic field, when a lady gets an award in school the society also says the popular sentence used in the African setting “A WOMAN'S EDUCATION ENDS IN THE KITCHEN “ and this saying will make the opposite gender to have any hope of forward education. Gender discrimination is the main cause of stagnation in our society. No progress because everything falls to most men going to work and women sitting at home. Gender inequality acknowledges that men and women are not equal and that gender affects an individual’s living experience. These differences arise from distinctions in biology, psychology, and cultural norms. Some of these types of distinctions are empirically grounded while others appear to be socially constructed. Studies show the different lived experience of genders across many domains including education, life expectancy, personality, interests, family life, careers, and political affiliations. Gender inequality is experienced differently across different cultures. Discrimination against women is an entrenched, global pandemic.[citation needed] In the Democratic Republic of the Congo, rape and violence against women and girls is used as a tool of war.[107][needs update] In Afghanistan, girls have had acid thrown in their faces for attending school.[108] Considerable focus has been given to the issue of gender inequality at the international level by organizations such as the United Nations (UN), the Organisation for Economic Co-operation and Development (OECD), and the World Bank, particularly in developing countries. The causes and effects of gender inequality vary geographically, as do methods for combating it.

Gender discrimination may lead to one or all of the following issues in the workplace:

Lost Productivity: if employees have to focus on dealing with sexual harassment, the attention they are able to give work may be significantly diminished.

High Employee Turnover: A hostile work environment may lead to a high employee turnover. Employees who do not leave may be overburdened or distracted by having to train replacement employees.

Damaged Morale: A hostile work environment can lower the morale of those directly affected, which can also lead to widespread discontent throughout the workplace.

Damage from gender discrimination can also extend to personal relationships and reputation (this is especially true when sexual harassment is the issue) and can even lead to mental or physical problems.

HOW CAN GENDER DISCRIMINATION BE DEALT WITH IN OUR SOCIETY

* If you or someone you know has faced gender discrimination in the workplace, it is important to take action immediately. Report the discrimination to your employer’s human resources department in writing and keep a copy for your own records.
* Gender discrimination is not also seen among the female gender about also men could also be affected. Any human seen been affected by gender discrimination should be taken for human empowerment programs and the case should be reported immediately.

If gender discrimination is gradually eradicated in our society, they will be progress and affect our economy positively.