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A Comparative Study on the General Perception of Gender Discrimination and Job Satisfaction among Employees

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Abstract

This article delves into the influence of gender discrimination on an individual's work performance and job contentment within the professional setting. It establishes a correlation between these aspects by scrutinizing factors like gender stereotypes, biases, fringe benefits, organizational support and training, opportunities and rewards, workload, participation, and gender orientation. Employing a quantitative methodology, the study gathers data from a survey completed by 400 employees in Karachi, Pakistan, hailing from diverse banks. This analysis includes several techniques, including independent T-test, Excel, correlation, and chi-square analysis. The results of the study are characterized by significant differences in job satisfaction levels between the male and female respondents. An online survey created with Google Forms was used to gather data. Convenience sampling was used by the principal investigator to gather data by creating a link for the questionnaire that was then distributed. This study is exploratory, identifying people's impressions of gender-discriminating elements in addition to their degree of job satisfaction. In addition, Items from Section B of the questionnaire were added together to generate an independent variable of gender discrimination, and similarly items in Section C of the questionnaire were combined to create the dependent variable of job satisfaction, to explore the connection between the two variables.

Keywords: Gender Stereotypes, Gender Orientation, Fringe Benefits, Workload Participation, Job Satisfaction, Gender Discrimination.

Introduction

Individuals, corporations, governments, and other systems across the world discriminate against people based on their gender. Women and girls are the most visible targets, but Tran's persons endure considerable gender discrimination as well. Discrimination damages these groups as well as society as a whole. Here, we will define gender and

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gender discrimination; offer three examples of gender prejudice in action, and explain its harmful consequences (Jagsi et al., 2016)**.** Gender discrimination happens when a person is treated adversely or unequally because of their gender. It includes barriers to education, employment, and healthcare; uneven pay; sexual harassment; and much more (The Simple Truth about the Gender Pay Gap, 2021)**.** Understanding what "gender" is necessary before discussing gender inequality. Here's a good description from the World Health Organization: The term "gender" describes the socially created traits of men, women, girls, and boys. The duties and actions associated with men, women, girls, and boys are what society refers to when discussing "gender norms." The WHO's definition is not entirely wrong, but it is lacking as it seems to be binary. Beyond men, women, girls, and boys, there are other genders.

Gender discrimination can come from a multitude of factors, including long-standing strict rules, cultural norms, and sexist attitudes. This type of behavior is detrimental to women and, in many cases, has serious consequences, including mental health concerns. Employee emotional well-being is essential for an organization's success. However, gender discrimination is a fundamental hindrance to creating an inclusive and equal workplace. It is vital to address workplace issues that impact women's mental health (Glick & Fiske, 1996). Measures should be taken, and women's endeavors to succeed in business should be supported. Determining the minimal number of women who should be hired in every firm, as well as enforcing this practice in executive positions or boards of directors, will serve as a foundation for many women to open previously closed doors (KARAKAPLAN, 2023).

Gender Discrimination and Job Satisfaction

Gender discrimination in the workplace lacks a comprehensive legal definition. It refers to the unequal treatment of one group over another, leading to either advantages or disadvantages. This phenomenon swiftly impacts employees, diminishing satisfaction, motivation, and commitment to the organization, and increasing stress levels. Consequently, it influences the overall working capability of individuals within the organization. Gender discrimination is evident in both public and private organizations (Kumar, 2020). To clarify the relationship between the two factors and their effects, this Research looks at how gender discrimination in the workplace affects people's job satisfaction and performance. In addition to affecting the income and social standing of individuals who are marginalized or excluded from the labor market, unequal opportunities at work are seen as serious issues because they weaken the social and political structure, waste human resources, and result in the underutilization of skills, knowledge, and labor force, and hinder access to the benefits that a globalized economy can offer from many forms of knowledge (Kraal, Roosblad & Wrench, 2009). One urgent problem that still exists in many businesses, including the banking industry, is gender

discrimination in the workplace. Gender inequality persists in the banking industry globally, impacting the prospects and experiences of workers, even despite progress made in advocating for diversity and inclusivity (Fernández, Luna & Rambousek, 2021). In traditionally male-dominated professions like information technology, gender discrimination is defined as treating someone unfairly or with negative views because of their gender. It especially affects women and minorities of color. With its impressive development and innovation, the banking sector has emerged as a key player in the global economy (Sahay & Cihak, 2018). Still, studies show that discrimination based on gender persists in banks, hindering women's and gender minorities' access to career development, pay, and general job satisfaction (Dasgupta & Asgari, 2004). To promote inclusive and fair work environments, it is imperative to comprehend the nature and consequences of gender discrimination in the workplace (Eagly & Carli, 2007).

The objective of this research is to investigate the issue of gender discrimination in banking and clarify its consequences for both individuals and institutions. We can find viable solutions to these problems and establish work environments that embrace diversity and advance equal chances for all employees by looking into the underlying causes and symptoms of gender discrimination (Hewlett et al., 2008). In the banking industry, job satisfaction plays a crucial role that directly affects customer service quality, staff performance, and organizational success. Employee happiness is crucial for retention and productivity in the banking business because of the dynamic and demanding work environment. The many facets of job satisfaction in banking are examined in this introduction, including work-life balance, opportunities for professional progression, competitive pay, and supportive leadership (Judge, Thoresen, Bono & Patton, 2001). Comprehending and augmenting job satisfaction in the banking industry not only promotes personal welfare but also cultivates a favorable corporate atmosphere (Spector, 1997). Studies show that contented workers are more likely to be imaginative, engaged, and dedicated to providing outstanding customer service. This introduction emphasizes the significance of addressing work satisfaction in the banking industry, highlighting its impact on staff morale, performance, and overall organizational success. It does this by drawing on reliable sources and research studies. Distinguished academics' seminal publications as well as current research in the fields of organizational psychology and management are cited (Nahar, Hossain, Rahman & Bairagi, 2013).

How Does Discrimination Based on Gender Look?

Numerous examples of gender discrimination exist, which serve as a catalyst for gender inequality and violence against women. Let's examine three instances in more detail to demonstrate how gender discrimination affects all facets of society globally:

Lowering the Pay for Women Doing Equal Jobs

The issue of the gender wage gap is widespread. Women earn around 20 cents less than males, according to the International Labor Organization. Gender discrimination is a key influence, but there are other aspects as well, such as inequalities in occupations, education, abilities, and experience. Lilly Ledbetter personally saw this in the United States. Ledbetter managed a tire production facility for Goodyear for over two decades. According to an article published by the National Women's Law Center, she encountered (Forum, 2020).

Discrimination Based on Gender Stereotypes and Prejudice

Discrimination based on gender stereotypes and prejudice in the workplace remains a persistent and concerning issue, hindering the progress towards gender equality. Stereotypical expectations about the roles and capabilities of men and women often translate into biased practices within professional settings (Tabassum & Nayak, 2021). Traditional beliefs held that girls were born to be housewives, that male children are superior to female children, that women should perform household chores like child care, cooking, and laundry, and that employment beyond the dwelling is a source of shame for their husbands, that families prioritize boys' education over girls, and that women are the guardians of family values (Taqaddausi, Akbary & Behzad, 2023). While the Iraqi administration encouraged women's access to education and employment, Iraqi cultural and domestic life remained very patriarchal; yet, circumstances varied, and many women were able to achieve success even under patriarchal conditions (Ali, 2018). Even though women have major rights, a lengthy history of discrimination prohibits them from exercising them concretely. These limits stem from various extensively interrelated, historical, and culturally unique processes (Ridgeway, 2011).

Women frequently face obstacles such as the glass ceiling, wage disparities, and limited access to leadership roles. Gendered stereotypes may lead to the perception that women are less competent in certain fields, contributing to occupational segregation and hindering career advancement. These biases not only limit individual career trajectories but also perpetuate a broader culture of inequality within organizations. The workplace becomes a microcosm of societal expectations, where ingrained biases shape hiring decisions, performance evaluations, and promotion opportunities. Discrimination based on gender stereotypes fosters an environment where diversity is undervalued, hindering innovation and creating an atmosphere of inequality that affects both men and women. Efforts to combat workplace discrimination based on gender stereotypes and prejudice require a multi-pronged approach (Nutt, 2005).

Organizations must implement comprehensive diversity and inclusion initiatives, including awareness programs, bias training, and mentorship opportunities. Leadership plays a crucial role in fostering an inclusive culture by promoting equal opportunities and challenging stereotypical thinking. Transparent policies and procedures, coupled with accountability measures, are essential to address instances of discrimination (Lepri, Oliver & Letouzé, 2018). Moreover, promoting a culture that values individuals for their skills and contributions, irrespective of gender, is fundamental to creating a workplace that is truly equitable and supportive of the diverse talents that both men and women bring to the professional arena.

Fringe Benefits

Fringe benefits in the workplace, designed to enhance the overall well-being of employees, often become an arena for perpetuating gender discrimination. The subtle nuances in the provision and allocation of these benefits can significantly contribute to existing disparities between male and female workers. In many instances, women find themselves at a disadvantage when it comes to accessing certain fringe benefits. This discrimination can manifest in various ways, such as discrepancies in health insurance coverage, maternity leave policies, or access to flexible work arrangements (Channar, Abbassi & Ujan, 2011). Health insurance plans, for example, may inadvertently favor male employees, as certain policies may not adequately cover reproductive health needs or family planning services that are predominantly relevant to women. Maternity leave policies, though ostensibly aimed at supporting women, can inadvertently contribute to discrimination if not framed within a broader context of parental leave that encourages equal responsibilities for both genders. (Husu, 2005) Employers must proactively design benefit packages that cater to the diverse needs of their workforce, irrespective of gender. Establishing clear and unbiased guidelines for benefit distribution, promoting equal access to parental leave, and fostering a workplace culture that rejects gender stereotypes are crucial steps toward dismantling discrimination embedded in fringe benefits (Kristal, Cohen & Mundlak, 2011).

Organizational Support for Training

Training about gender discrimination in the workplace is critical to creating an environment of inclusion, diversity, and equality. The goal is to educate workers and leaders about the dangers of gender inequality and raise awareness of the complex issues surrounding it. By investing in projects like these, companies demonstrate their commitment to ending injustice and creating an environment that supports and respects fair labor. Sex education promotes diversity by empowering people to fight against injustices that may prevent them from understanding or benefiting from different perspectives in the workplace. Ultimately, we help create a more welcoming workplace

where people can easily express their opinions without fear of retaliation. Investing in such training can reduce the risk of consequences by ensuring that your organization not only adapts to the culture but also complies with legal standards. This can damage your company's reputation in the market, which helps you achieve your long-term business goals while maintaining a good relationship with your company today. It is a plan that provides additional benefits along with economics, cooperation, and ethics.

Opportunities and Rewards

In a workplace affected by gender discrimination, the use of opportunities and rewards can play a vital role in addressing and rectifying the issue. Let me explain why. By providing equal opportunities for professional growth and advancement, organizations can combat gender discrimination. This would entail awarding promotions and opportunities for career development and challenging assignments to all employees regardless of their gender. When organizations promote meritocracy and equality, they eliminate discrimination in talent and relationships, and it helps everyone to earn what they deserve based on their skills, qualifications, and performances rather than on gender. The insufficient amount of women in academic science represents a hugely missed chance to capitalize on the skills of our brightest future scientists, regardless of gender. Even though more women are starting to work in several scientific fields, this does not prove that bias does not exist (Moss-Racusin, Brescoll & Graham, 2012). The main reasons for the disparity in women's jobs are their educational background, employers' preference for females, the culture of favoritism, societal pressure, social barriers, and membership in a gendered, area, religious, or socio-economic class. In addition, one of the main causes of inequities and unfair treatment of female employees is the HR department's lack of compliance with the standards and regulations of a given company. Male employees are sometimes discriminated against and unequally treated, but this is a very rare occurrence (Cheema & Jamal, 2022).

Rewards and recognition also have a significant impact on addressing gender discrimination. When organizations acknowledge and reward employees based on their achievements and contributions, it helps to eliminate biases and prejudices. By implementing fair and transparent reward systems, organizations can ensure that individuals are recognized and compensated fairly, regardless of their gender. This fosters a sense of equality and motivates employees to strive for excellence. Despite both male and female students acknowledging the importance of networking and mentorship regardless of gender, female students expressed a greater awareness and expectation of gender bias, hindered career advancement opportunities, and unequal pay based on their gender in the workplace (SIPE, FISHER & JOHNSON, 2009).

Moreover, offering mentorship and sponsorship programs can be instrumental in supporting gender equality in the workplace. By providing mentorship opportunities,

organizations can help women overcome gender-related barriers and develop the skills and confidence needed to advance in their careers. Sponsors, on the other hand, can advocate for their mentees' career growth, opening doors to new opportunities and networks. In conclusion, utilizing opportunities and rewards in a gender discrimination workplace is crucial for promoting equality and creating a fair work environment. By providing equal opportunities, fair rewards, and mentorship programs, organizations can empower individuals to thrive based on their abilities, ultimately breaking down gender-based barriers and fostering inclusivity (Cristovam, 2000).

Workload and Participation

When it comes to gender discrimination in the workplace, workload distribution plays a significant role. Unequal distribution of workload based on gender can perpetuate discrimination and hinder equal participation. Gender stereotypes are reinforced when specific jobs or responsibilities are persistently assigned to one gender while others are kept for another. This can lead to inequality. This will prevent people from having many opportunities to showcase their talents, which will impact their involvement and progression in the company. For example, promoting a more equitable distribution of work can help address gender inequality. When roles and responsibilities are chosen based on individual skills, interests, and qualifications rather than gender, a shared and equal work environment results. Because all employees, regardless of gender, can contribute their unique skills and perspectives, teamwork, creativity, and overall productivity increase.

When it comes to leadership, influence, and the distribution of wages and benefits, an organization must value women and uphold equitable representation. According to Awasthi (2018), Disparities in the qualities that people associate with women and with effective leaders give birth to gender stereotypes regarding women's leadership abilities (Dasgupta & Asgari, 2004). Organizations must value women and maintain fair representation when it comes to leadership, influence, salary, and benefits distribution. According to Awasthi (2018), the gap between the qualities people see in women and successful leaders creates gender stereotypes regarding women's ability to lead Dasgupta & Asgari, 2004 To prevent further gender discrimination, employees are encouraged to It will assist in decision-making processes regarding the department. Organizations can ensure that biases and misunderstandings are kept to a minimum by giving people a voice and allowing them to decide what responsibilities are assigned. Finally, this inclusion strategy helps promote equal participation and reduce gender discrimination in the workplace by increasing the sense of ownership, participation, and integration.

Gender Orientation

Gender Discrimination in the Workplace The workplace is greatly affected by the division of labor. Gender inequality encourages discrimination and prevents equal participation, ultimately leading to negative roles for men and women. This not only leads to unfair work but also hinders the person's personal development in the organization because there is no opportunity to develop their skills. However, eliminating inequality through equal employment can enable all employees, regardless of gender, to develop their strengths while promoting equality. Organizations, leadership, policies, pay hours/benefits affect distribution, etc. Promote fair gender representation and include diverse perspectives in all areas, including an environment where everyone is safe and equal! Reducing misunderstandings when allocating roles/tasks and promoting transparency through participatory decision-making processes will further help reduce bias the exclusion process allows every employee's voice to be heardImproves ownership/engagement and makes employees better. The importance of examining gender discrimination in banking workplaces cannot be ignored. The impact on individuals, companies, and society as a whole is profound. Here are a few important reasons why it is important to study this phenomenon:

Importance of Studying Gender Discrimination in the Workplace (Banking)

Studying gender discrimination in the workplace is of paramount importance due to the far-reaching implications it has on individuals, organizations, and society. Here are several key reasons why studying gender discrimination in the workplace is crucial:

Promoting Equality and Social Justice: Understanding and addressing gender discrimination is a fundamental step toward achieving gender equality and social justice. By studying discrimination patterns, we can work to eliminate disparities and create a fair and inclusive work environment for all. Male colleagues see female employees as weak and incapable of making useful contributions, therefore they emphasize secretarial occupations over making decisions. Employers frequently fail to assist female employees in balancing work and family life, despite increased support from families, notably in learning facilities (Tiwari, Mathur & Awasthi, 2018).

Men are not penalized for communicating in either a warm or a domineering fashion. Regardless of how warm-hearted they are, guys are liked and affected by women equally. Although male employees reported being more helpful to their colleagues, they were promoted more frequently. But such selflessness has nothing to do with the promotions of female employees (Eagly & Carli, 2007). Males do not suffer the same detrimental impacts from sexual harassment as females do, as indicated by significant correlations with the outcomes, but at a significantly lower magnitude (Barling, Dekker, Loughlin & Kelloway, 1996). Legal and Ethical Obligations: Many countries have laws and

regulations in place to prohibit gender discrimination in the workplace. Studying these issues helps organizations ensure compliance with legal requirements and adhere to ethical standards.

Enhancing Organizational Performance

Gender diversity has been linked to improved organizational performance, innovation, and decision-making. When gender discrimination is tackled, organizations can harness the talents and perspectives of all employees, leading to better business outcomes (Edgley, Sharma & Anderson-Gough, 2016). Retaining and Attracting Talent: Creating a workplace free from gender discrimination can attract and retain top talent, including women and other underrepresented groups. This can lead to a more diverse and skilled workforce. Reducing Turnover and Costs: Discrimination can contribute to employee dissatisfaction and turnover, which can be costly for organizations in terms of recruitment, training, and lost productivity.

Strengthening Reputation

Organizations that actively address gender discrimination can build a positive reputation as inclusive and socially responsible employers, enhancing their brand image and customer loyalty (Wilton, Sanchez & Caluori, 2018).

Importance of Studying Job Satisfaction in the Workplace (Banking)

Examining job fulfillment in the workforce, particularly in the banking industry, carries immense significance because it has a profound impact on individuals and companies alike. Despite similar perceptions of networking and mentorship opportunities, male and female students differed in their expectations about gender-related biases in the workplace. Specifically, female students were more inclined to anticipate discrimination based on their gender, as well as a negative link between their gender and career advancement and pay (SIPE, FISHER & JOHNSON, 2009). Firstly, understanding job satisfaction is crucial for talent retention. In the competitive field of banking where skilled professionals are in high demand, retaining experienced and satisfied employees becomes a strategic imperative. High job satisfaction is often linked to lower turnover rates, reducing recruitment and training costs while maintaining a knowledgeable and skilled workforce.

Secondly, job satisfaction is intricately tied to employee performance and productivity. Satisfied employees in the banking sector are more likely to be engaged, motivated, and committed to their roles. This, in turn, positively influences job performance, leading to improved customer service, operational efficiency, and overall organizational success

(Arshad, 2020). In the banking industry, where customer trust is paramount, the link between employee satisfaction and enhanced service quality is of particular importance (Spector, 1997).

Research Methodology

This study sets out to investigate the link between Gender Discrimination Perception in the workplace and Job Satisfaction among residents of various districts in Karachi, while also exploring the impact of job training and other pertinent gender discrimination and job-related factors. Our goal is to gain a thorough understanding of these complex dynamics for the benefit of both employees and organizations.

Subject and Sampling

A sample of total 335 respondents, residing in different areas of Karachi participated in this study, out of which 190 were females whereas 140 were males. A convenience sampling method was used to collect data.

Data Collection

Data was collected online using a questionnaire prepared on Google Forms. The primary investigator collected data by generating the link for the questionnaire which was later shared to get responses using convenience sampling. The participants were asked to fill in questionnaires and were assured that the data would be used for educational purposes, keeping their identity confidential.

Type of Data Collected

This study is exploratory research in nature where individuals' perceptions related to gender discriminatory factors are identified along with the level of their job satisfaction. Quantitative data was collected using an online questionnaire which was focused on two Variables that is Gender discrimination and Job Satisfaction.

Ho: There is no association between gender discrimination and job satisfaction.
H1: There is an association between gender discrimination and job satisfaction.

Data Collection Tool

The data collection tool (questionnaire) had three parts i.e. the Section A has a few general questions about subjects' demographics such as gender, age, marital and employment status, etc. The Section B consists of questions directed toward the perceptions of respondents regarding Gender discrimination, and the Section C final part

of the questionnaire consists of questions related to their current level of satisfaction with their job.

Data Analysis

Development of Independent Variable: Gender Discrimination at Workplace

Items from Section B of the questionnaire are adapted from a questionnaire by Tiwari, Mathur & Awasthi (2018) Gender-based discrimination faced by females at the workplace: A perceptual study of working females. The questionnaire has twenty items which cover four factors i.e. Discrimination based on Gender stereotypes & prejudices, Gender orientation, Workload & participation, and Work-family. However in this study only nine items were selected i.e. item number 1, 5, 16, 6, 9, and 8 were used for the factor of Gender stereotypes & prejudices, item number 3 and 7 were used for Workload & participation, and item number 18 was used from the factor gender orientation. Items were to be responded to on a five-point Likert's Scale on level of agreement from strongly agree to strongly disagree with the given statement.

Score and Scale of Perception of Gender Discrimination

Items were scored from 1-5 against each statement that strongly disagrees as 1 to strongly agree as 5. All the responses were totaled to generate a Gender discrimination Score. (Compute command was used for this totaling of scores). This variable had scale-level data that could be used for assessing central tendency and associations through parametric statistics e.g. mean linear correlation etc. The scores for this factor will range from 9 to 45. In this way, the higher scores reflected a higher level of discrimination. The scores were later transformed into the following scale categories:

Low-Level Discrimination	Mid-Level Discrimination	High-Level Discrimination
9-20	21-32	33-45

Development of Dependent Variable: Job Satisfaction

Items from Section C of the questionnaire are adapted from Paul Spector's Job Satisfaction Survey (JSS, 1997). JSS is a 36-item, nine-facet scale to assess employee attitudes about the job and aspects of the job. The nine facets are Pay, Promotion, Supervision, Fringe Benefits, Contingent Rewards (performance-based rewards), Operating Procedures (required rules and procedures), Coworkers, Nature of Work, and Communication. However, in this study, only eighteen items were selected. Items were to be responded to on a five-point Likert's Scale on level of agreement from strongly agree to strongly disagree with the given statement. Eight items were selected from the factor opportunities and rewards three items from this variable were reverse scored, three items

were selected from the factor fringe benefits, two items were selected from the factor organizational support for training, three items were selected from the factor employee feelings about training and development and two items were selected from the factor employee satisfaction with training.

Score and Scale of Job Satisfaction

A summated rating scale format is used, with five choices per item ranging from "strongly disagree" to "strongly agree". Items were scored from 1-5 against each statement that strongly disagrees as 1 to strongly agree as 5. All the responses were totaled to generate a Job Satisfaction Score. (Compute command was used for this totaling of scores). This variable had scale-level data that could be used for assessing central tendency and associations through parametric statistics e.g. mean linear correlation etc. The scores for this factor will range from 18 to 90. In this way, the higher scores reflected a higher level of discrimination. The scores were later transformed into the following scale categories:

Low-Level Satisfaction	Average-Level Satisfaction	High-Level Satisfaction
18-42	43-65	66-90

Descriptive

Descriptive information was to be given for general characteristics, such as gender age, etc. Percentages are given for ordinal or nominal level data and means are given for scale level data.

Associations

To find out the association between gender discrimination and job satisfaction items from section B were summed to form an independent variable of gender discrimination and items from section C were summed to form the dependent variable of Job satisfaction.

Exploring Association through Non-Parametric Statistic

The percentage of women and men having high or low perceptions of gender discrimination within the two groups having high or low levels of job satisfaction was also compared. For this assessment, the cross-tabulation command was used, where the perception of gender discrimination was put in a row (as an independent variable) and the level of job satisfaction was entered in a column (as a dependent variable). The chi-square test was used to assess the statistical significance of the differences. (In the SPSS program 'cross-tabulation' command was used for this assessment).

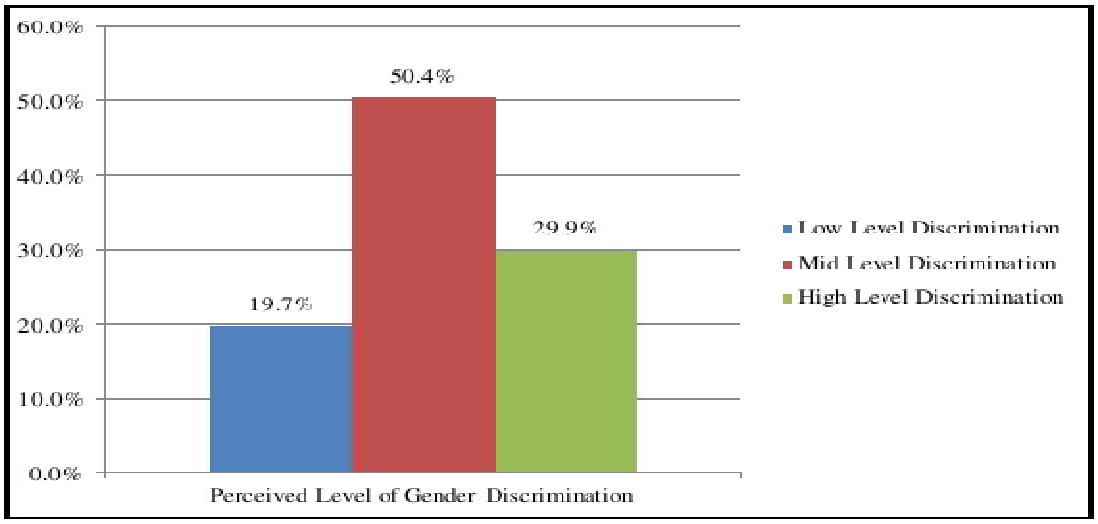
Data Analysis Tool

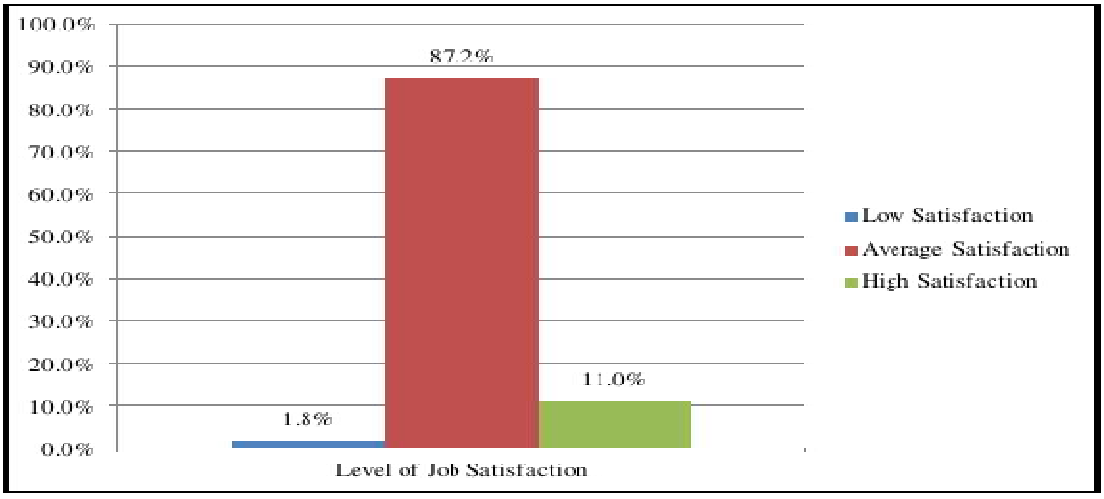
SPSS (Statistical Package for Social Science) version 20.0 was used for the statistical analysis of the data. Microsoft Word and Excel were used for tables and charts used to explain the results.

Results

Demographics

		n=335
GENDER		
	Count	**Percent**
Female	190	56.7%
Male	145	43.3%
AGE GROUP		
18-25 years	165	49.3%
26-35 years	152	45.4%
36-45 years	17	5.1%
46-55 years	1	0.3%
MARITAL STATUS		
Married	120	35.8%
Unmarried	215	64.2%
Among married respondents 55% (66) were married with children and 42.5% (51) were married without children, whereas 0.025% (3) were separated (neither divorced nor widowed) have taken separation from their respective partners.		
EMPLOYMENT STATUS		
Full time employed	204	60.9%
Part-time employed	85	25.4%
Self-employed	26	7.8%
Family Business / Entrepreneurship	20	6.0%
DISTRICT		
Karachi Central	159	47.5%
Karachi East	85	25.4%
Karachi South	17	5.1%
Karachi West	15	4.5%
Kemari	7	2.1%
Korangi	18	5.4%
Malir	34	10.1%



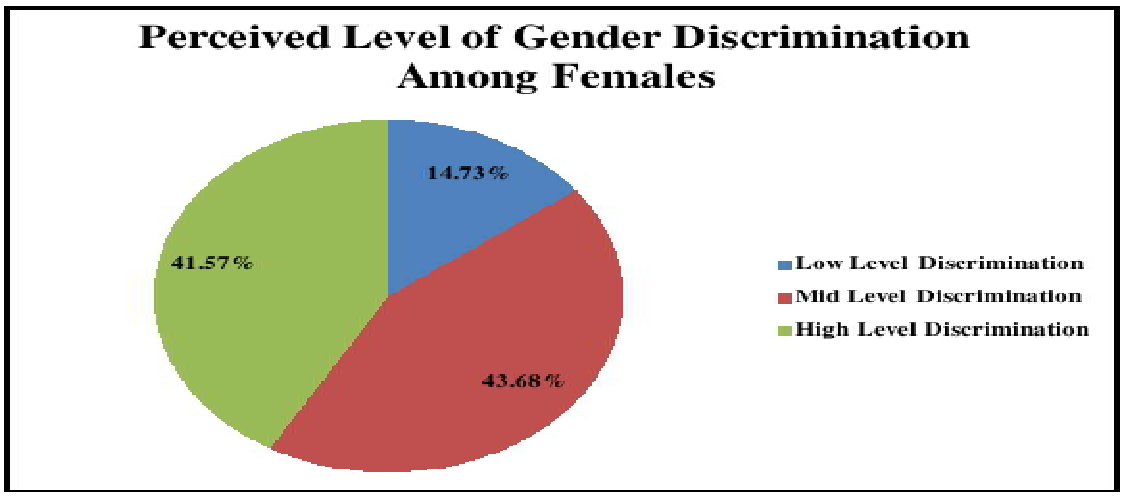


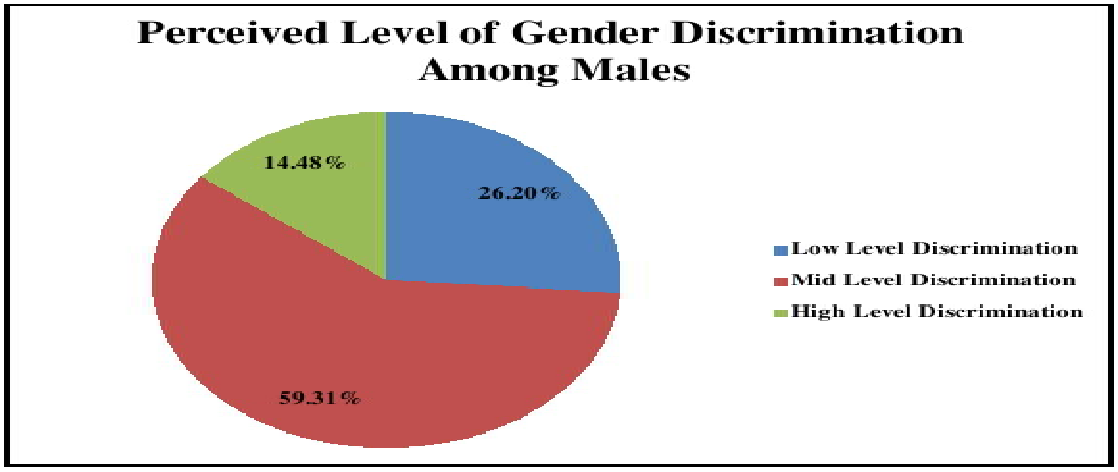
Group Statistics					
	GENDER	**N**	**Mean**	**Std. Deviation**	**Std. Error Mean**
Level of Gender Discrimination	Female	190	2.2684	.70264	.05098
	Male	145	1.8828	.62919	.05225
Level of Job Satisfaction	Female	190	2.0474	.29613	.02148
	Male	145	2.1517	.39671	.03294

Group Statistics					
	GENDER	**N**	**Mean**	**Std. Deviation**	**Std. Error Mean**
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	Male	145	1.8828	.62919	.05225
Level of Job Satisfaction	Female	190	2.0474	.29613	.02148
	Male	145	2.1517	.39671	.03294

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Level of Gender Discrimination	Equal variances assumed	11.872	.001	5.206	333	.000	.38566	.07409	.23992	.53140
	Equal variances not assumed			5.283	324.552	.000	.38566	.07300	.24205	.52927
Level of Job Satisfaction	Equal variances assumed	25.225	.000	-2.757	333	.006	-.10436	.03785	-.17881	-.02990
	Equal variances not assumed			-2.653	257.088	.008	-.10436	.03933	-.18181	-.02690

Association between Perceived Gender Discrimination and Job Satisfaction				
	LOW-LEVEL SATISFACTION	**MID-LEVEL SATISFACTION**	**HIGH-LEVEL SATISFACTION**	**Total**
LOW-LEVEL DISCRIMINATION	0	53	13	66
MID-LEVEL DISCRIMINATION	2	156	11	169
HIGH-LEVEL DISCRIMINATION	4	83	13	100
Total	6	292	37	335
P value =0.10				





MARITAL.STATUS * GD.SCALE * GEN Crosstabulation						
Count						
GEN			GD.SCALE			Total
			LOW-LEVEL DISCRIMINATION	MID-LEVEL DISCRIMINATION	HIGH-LEVEL DISCRIMINATION	
Female	MARITAL STATUS	MARRIED	8	26	32	66
		UNMARRIED	20	57	47	124
	Total		**28**	**83**	**79**	**190**
Male	MARITAL STATUS	MARRIED	10	35	9	54
		UNMARRIED	28	51	12	91
	Total		**38**	**86**	**21**	**145**
Total	MARITAL STATUS	MARRIED	18	61	41	120
		UNMARRIED	48	108	59	215
	Total		**66**	**169**	**100**	**335**

Discussion

The results highlight that out of the sample of n=335, 190 were male and 145 were female respondents, and the majority of the respondents were in the age bracket of 18-25 years. 64.2% were unmarried, whereas, 35.8% of the male and female respondents were married. Since this study aimed to explore gender discrimination and the level of job satisfaction among employees, the results show that job satisfaction is based on employment status as well, i.e. people work as full-time employees or part-time employees and either they are self-employed or engaged in family work and entrepreneurship. The data has provided a picture of people working in different districts of Karachi i.e., it is based on the sample selection from all the districts. Graphical representation of data indicates the degree between job satisfaction and gender discrimination. The study examines gender bias in the workplace and its effects on employee satisfaction, motivation, commitment, passion, and stress levels. The analysis shows that women experience more discrimination than men. The findings reveal that gender discrimination reduces employee satisfaction, motivation, dedication, and enthusiasm while increasing stress.

Conclusion

As our societies progress, the conventional roles of men and women are moving towards greater parity. This shift suggests that the factors influencing job satisfaction for both genders are also evolving. The study found that overall, men and women now report similar levels of general job satisfaction across many countries. However, the specific factors shaping that satisfaction still differ between the genders, indicating that men and women are not yet completely identical in their work preferences. The study examines workplace gender discrimination in Karachi and its impact on workers' psychological factors. Its findings offer insights that can help broaden the understanding of gender issues and provide evidence-based recommendations to support efforts aimed at eliminating gender inequality and achieving sustainable development. The main objective is to explore the level of job satisfaction and its connection to gender disparities among employees and self-employed individuals.

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