

“The effect of Gender Discrimination in private sectors (IT and Finance) of Pakistan resulting in Career Gender Gap. A study based on Banking and Telecom sector”



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Abstract

The main purpose of this research is to determine the gender discrimination prevailing in private sectors of Pakistan. The objective is to detect the barriers and constraints that women face in achieving their career development and the discrimination that is spread across the private sectors of Pakistan.

The research consisted of analyzing the IT and Finance sectors of Pakistan which contains diverse percentage of females working there. The organizations I visited contained only a little percentage of females and most of them did not have any females working and IT and Finance departments. 50 questionnaires were distributed among the four organizations to analyze the discrimination and suggest remedies.

It was observed that inequality was prevailing in all the four organizations in which the survey was conducted. The main reasons of the discrimination was male dominant cultures in those sectors. And other factors were lack of opportunities existing for females in those sectors and the perceptions that females are not fit for those sectors. Long working hours also create barriers for females.

It was also observed that the level of motivation is also lower in females as compared to the male members because women are not too much conscious about excelling in their careers. And as women are also not promoted to higher management positions so their motivation level tends to decrease.

Another factor that was observed is the work life balance of females as women are also responsible of their children and families. So it is assumed that women cannot concentrate well on their career as they have to focus on their family also. And sometimes the families of females are not supportive. They feel disrespect that their women are working outside. So the extra responsibilities leave a negative impact on the careers of females.

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