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### Gender Bias Affects Women In The Workplace

Whenever I am asked who I respect the most, I always answer, “my mom.” My mother is the strongest woman that I have known. She does everything I cannot do or don’t want to do, such as cooking, cleaning, and taking care of my family. Even though she gets sick, she still does the house chores. My dad and I offer to do them for her, but she always says, “no, it’s my job.” Ever since I heard the word “job” from my mom, who does not have a career, I started to pay attention to gender roles in society.

Implicit gender bias is a very complex term to discuss because it is something many people are unaware of, even though it is negatively affecting women in many places. While gender bias is seen or heard over the world, the workplace is one of the places where gender bias can be seen frequently.

As it is named, gender biases are primarily implicit, meaning people unconsciously discriminate against women. The fact that people are discriminating against women unconsciously causes society to have more gender bias. Although there is a very low rate of gender effect in the workplace, it could lead to a more significant issue in their personal life or the bigger picture.

Scientists have proven how these senseless biases are giving women consequences both directly and indirectly. For example, in a hiring process, women are expected to outperform and show higher qualifications and education than men. A study by Yale University stated even though both women and men had the same level of education and work experience, “women were 14% less likely to be promoted each year than men. (2022)” and that employers consistently judged women to be less capable of leadership than their male colleagues. This indicates an evident gender bias in the hiring process. This gender bias significantly impacts the employment and workloads of women. This clear and obvious violation of human rights unbalances the chance for women to succeed. In addition, the article *The challenge of gender bias: experiences of women pursuing careers in STEM* states, “when provided with identical application materials across all applicants, both male and female faculty rated the male applicants more competent and more employable than female applicants” (Becker). In other words, despite the gender bias bringing up the standards and qualifications for women, men are consistently favored over women.

Gender bias doesn't only affect women in hiring processes. The difference in wages between women and men is significant evidence of gender bias as well. “Gender Wage Gap” is the correct word for this, and the statistical data from Government Accountability Office supports this idea by stating, “Women earned an estimated 82 cents for every dollar that men earned (an overall pay gap of 18 cents

on the dollar). (GAO, 2022).” The data shows a significant difference between the wages women earn and the wages men earn. Another important piece of evidence was shown by an article published by NevadaToday, concluding their research by stating, “in STEM fields, men earn 40% more than women (Fry, Kennedy, & Funk, 2021)” What is the reasoning behind this? It could be the educational issue or the qualifications that show gender bias playing behind. However, this is not usually the case. The research conducted by the Institute of Research of Labor and Employment concluded that “even in a female-dominated field like education, female elementary and middle school teachers make only 87 percent of what a man makes for performing the same job. In male-dominated fields like financial management, women earn roughly 70 percent of what men earn for the same work. (IRLE, 2018).” The statistical evidence strongly supports the theory of the gender wage gap.

Some say gender bias hurts men too. Workplace advocates can help women make important career advancements, but the same cannot be said for men. It's also not the only area where women seem to have the edge over men. I do not deny the idea of men getting hurt by gender bias because of the existence of feminism and the fact that people are trying so hard to pursue gender equality by focusing on issues that are harming women. A study research conducted by Princeton University says, “managers view men who have only part-time work experience as less hireable than women with the same part-time work experience —

all due to gender expectations that label men as household breadwinners.”

However, this is exactly what is happening to women as well. Statistics show more effect on women compared to men. Therefore, I see this opinion as the counter argument.

There are no other ways to address this issues but to raise the public awareness of the existence of unconscious gender bias. The researchers say, in order to avoid the effect of gender bias on hiring process, people have to review performance, ensure process transparency, and hold managers accountable for reviews It is not impossible to reduce the potential for gender stereotypes to influence the process.

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