

The effect of employees' gender in being discriminated at workplace in King Abdullah bin Abdulaziz university hospital in Riyadh city, KSA.

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Abstract

The problem of gender discrimination remains a major barrier to human development, and specifically the discrimination occurring in the workplace. Discrimination can be defined as those negative and inequitable actions intended to limit or gainsay the equal treatment of a person and group (Allport, 1954). This research paper investigates the effect of employee's gender in being vulnerable to receive discrimination at workplace, particularly at KAAUH. We hypothesized that there is a gender discrimination occurs at the workplace and happening for the women employees more than men. Data for this research were collected using a cross-sectional questionnaire. The study was conducted on employees from KAAUH, Saudi Arabia. Sociodemographic characteristics which include gender, and age, and general information, which is position, and department were collected. The used scale was Workplace Gender Discrimination scale and it's consisted of six-items. The research findings suggest that there is a significant effect of employees' gender on being vulnerable to discrimination at workplace and women were attaining higher scores of gender discrimination compared with men. In contrast, position and age groups were having no significant influence on the gender discrimination level. It's concluded that, there is a gender discrimination occurs in workplace. Particularly, the female employee is more likely to be discriminated due to her gender than men do at workplace.

Keywords: Workplace, Gender, Discrimination, King Abdullah bin Abdulaziz university Hospital (KAAUH), Employee, bias, Job, Occupation, Career, Racism, workers, workforce, labor market.

Introduction

Discrimination is one of the most common phenomena that spreads and present since ever all over the world. Discrimination can be seen in different contexts and forms, such as race/ethnicity, gender, disability, language, and other areas. According to American Psychological Association APA (n.d.),

discrimination can be defined as individuals or groups being treated unequally or prejudicially based on their features or quality, such as their race/ethnicity, gender, age, and it's in general considered illegal regardless of the context. In addition, discrimination can be defined also as those negative and inequitable actions intended to limit or gainsay the equal treatment of a person

and group (Allport, 1954). In the past, an early leader in comprehensive social science analysis of prejudice and discrimination, analyst Gordon Allport (1954), had bring to light the steps in which a person acts negatively toward individuals of another ethnical group, it was indicates that: verbal hostility (antagonism), avoidance, segregation, physical attack, and extermination (as cited in Blank, 2004). Moreover, discrimination may happen as a result of different factors, for instance, age, gender, race, ethnicity, physical appearance, and social class (Carr & Friedman, 2005; Williams et al., 1997).

Workplace sex or gender discrimination means dealing with persons differently in their work, specifically because a person is a woman or a man. Gender discrimination at workplace could vary from being unaccepted for work, fired, or otherwise harmed in workplace because of the employee' sex or gender. In everyday language as well as in the law, the terms "Gander" and "sex" are used interchangeably, but the two terms have different concepts. John Money is a sexologist initiated the terminological difference between sex and gender as a role in 1955. However, Money's sense of the word did not become pervasive until the 1970s, when feminist theory holds the concept of a distinction between biological sex and the social construct of gender (as cited in Haig, 2004). In order to make an attempt of understanding and explaining inequalities based on these constructed notion of gender, early theorists payed attention to the socialization operations where children learn to

act in particular gendered ways. Today, the distinction is followed in some contexts, especially the social sciences and documents were written by the World Health Organization (WHO). Moreover, the World Health Organization regional office for Europe (n.d) explained sex as characteristics that are biologically determined, whereas gender is based on socially raised features. They recognized that there are differences in how people experience gender-based upon self-perception and expression, and how they behave. In addition, WHO refers to gender as the socially constructed characteristics of women and men, such as norms, standers and parts and connection of and between groups of women and men, and Its move on from society to society and can be changed. on the other hand, in 1993 the US Food and Drug Administration (FDA) started to use gender instead of sex. Gender is characterized by FAO as 'the relations between men and women, both perceptual and material. Gender is not decided biologically, due to sexual characteristics of either women or men, but is constructed socially. It is a central organizing principle of societies, and often governs the processes of production and reproduction, consumption and distribution (FAO, 1997). Later, the FDA (2011) reversed its position and began using sex as the biological classification and gender as "a person's self-representation as male or female, or how that person is responded to by social institutions based on the individual's gender presentation".

Nowadays, gender inequality remains a major barrier to human development, and specifically the discrimination occurring in the workplace. Although there are some actions and regulations are taken to promote equality within the workplace, discrimination of specific social groups such as women still happens, with women faring worse than men on most measures of economic fairness, including income, joblessness, and work-related distribution (Fagenson, 1993; Andersen, 1988). Moreover, discrimination based on gender at the workplace can happen in different forms of either disparate treatment, which happens when a person is treated unequally based on their gender, or of disparate impact, which occurs when individuals of a certain group are negatively impacted by the decision-making process or the presented work practices (Cleveland, Vescio and Barnes-Farrell, 2005, pp. 150-151). Moreover, gender discrimination is particularly obvious in the workplace. For example, averagely females are more likely to work part-time, be employed in low-paid occupations and not receiving a management position (as cited in Verniers &Vala, 2018). Furthermore, according to the European Institute for Gender Equality EIGE (2019) the newest Gender Equality Index for Gender Equality (EIGE) indicates that the European 's score related to gender equality is up just one point to 67.4, according to 2017 publication. While Sweden remains to be the highest country on the scoreboard, with 83.6 points, followed by Denmark, then Greek and Hungary with scores

less than 52. One study has been conducted in Saudi Arabia found that the second most common type of abuse was gender discrimination with 123 of the residents (58.29%) indicating that they had been discriminated due to their gender. Moreover, 69 (57.02%) of these participants were men, while 54 (60%) were women, which shows no significant differences (Fnais et al, 2018).

In conclusion, different studies have emphasized gender as a common type of discrimination. The purpose of this study is to investigate the effect of employee's gender in whether being discriminated in the workplace or not, to know the rates of gender discrimination within workplace in King Abdullah University Hospital in Riyadh, Saudi Arabia. In this light, we hypothesize that the women would attain higher results of discrimination based on their gender than men do.

Research Question

What are the effects of employee's gender in being discriminated or not at King Abdullah bin Abdulaziz University Hospital workplace in Riyadh city, Saudi Arabia?

Aim and objectives of the Study

This study aims to investigate the reception of employees about gender discrimination in the workplace in King Abdullah bin Abdulaziz University Hospital in Riyadh City, Saudi Arabia. This study is designed with two objectives. First, it provides micro-level data on perceived gender discrimination among employees in King

Abdullah bin Abdulaziz University Hospital in Riyadh City, Saudi Arabia. The second objective of the study is to answer the question:

Do male and female employees value the same workplace conditions?

Hypothesis

There is discrimination among women more than men in the workplace, (Men experience better workplace conditions).

Methodology

This chapter presents the findings and the outcomes of the scales that used for the data collection. The data have mainly been presented in a descriptive format, tables and in figures.

Study Design

Data for this study were collected using a cross-sectional questionnaire during February and March 2020. Ethical approval was acquired from the Institutional Review Board at Princess Noura Bint Abdulrahman University in Riyadh city, Saudi Arabia. Informed written consent was obtained from the participants.

Study setting:

King Abdullah bin Abdulaziz University Hospital (KAAUH) is located in the southern region of Princess Norah Bint Abdulrahman University campus, PNU, in Riyadh, Saudi Arabia. KAAUH is an educational hospital with 300 beds, as it serves faculty and students at PNU and the community. KAAUH is a vital part of Princess Nourah Bint Abdulrahman University academic complex, where exceptional healthcare is

combined with the best learning experience. In addition, the hospital is governed by the Ministry of Education, and officially opened on March 28, 2017. KAAUH works as secondary hospital for adults and children, providing its services through ambulatory care and in-patient services (KAAUH home page).

Study Population

The study was executed out with employees from King Abdullah bin Abdulaziz university hospital at Riyadh city, Saudi Arabia. Included both male and female employees throughout all the departments (Medical affairs, Nursing affairs, operation affairs, Admin affairs, Information and technology affairs, Finance affairs, CEO affairs, DCEO- Research & training affairs, and Other).

Sample Size

For calculating the sample size, the total number of populations (number of employees) is 1554, the confidence interval = 95% and to find the sample size an openepi website was used to calculate the sample size. Thus, the result of sample size is 328 employees, and they were randomly selected (162 of the participants are males and 166 are females). Simple random method of probability sampling is used for collecting data.

Inclusion and Exclusion Criteria:

The participants of this study were the employees of King Abdullah bin Abdulaziz University Hospital (KAAUH) including all the departments. The employees in other hospitals were excluded. In addition, the employees who works for less

than 6 months, or who have physical disabilities and the cleaning staff at KAAUH were excluded from the study. As well as the members who refused to give consent.

Data Collection Procedure

The questionnaire that was used with the participants has two section first is about the sociodemographic characteristics which include gender, age, and general information (Position, department), the second section is Workplace Gender Discrimination Scale and this scale is a six-items scale to measures gender discrimination in the workplace through an evaluation of discrimination in the following six items: Recruitment, promotions, pay, deployment, training and lay-offs. The Workplace Gender Discrimination Scale asks the employees to express their degree of agreement on a 4-point Likert Scale (Strongly agree, agree, disagree, strongly disagree) (Table 3.1). Internal consistency, as measured with Cronbach’s alpha,

was acceptable for the total score of the scale (Cronbach’s alpha = 0.7).

In addition, the workplace gender discrimination level was categorized into four categories: None, low, medium, and high. So, in the analysis part, the investigators calculate the sum of all of the six questions for a total score between 0 (strongly disagree with all six items) and 18 (strongly agree with all six items). Moreover, in the Workplace Gender Discrimination Scale the respondents were categorized into the following four groups: scoring 0 on the scale will be no gender discrimination in the workplace, scoring between 1 to 6 will be low level of discrimination in the workplace, scoring between 7 to 12 will be medium level of discrimination in the workplace, or if scoring between 13 to 18 will be at a high level of discrimination in the workplace.

The questionnaire was distributed through online survey using google forms, and also by using paper questionnaire (hard copies).

Table 3.1 Workplace Gender Discrimination Scale.

Questions	Likert scale			
	Strongly agree	Agree	Disagree	Strongly disagree
1. Men are recruited more easily than women	(3)	(2)	(1)	(0)
2. Men are promoted more frequently than women	(3)	(2)	(1)	(0)
3. Men are given more pay and benefits than women	(3)	(2)	(1)	(0)
4. Men and women are allocated different jobs	(3)	(2)	(1)	(0)
5. Men are given more opportunities for job development than women	(3)	(2)	(1)	(0)
6. Women are laid-off more than men	(3)	(2)	(1)	(0)

*Assuming the same level of capability/experience among men and women . . .

Data Analysis

The Statistical Package for Social Studies (SPSS) was used to analyze the data. The data were analyzed to examine and understand the effect of

employee’s gender in being discriminated at workplace in KAAUH in Riyadh city, Kingdom of Saudi Arabia. And to compare between the two variables (gender and discrimination), and T-

test (independent t-test) was used, to find the significance. A p-value <0.05 was considered statistically significant.

Ethical considerations

All procedures that performed in this study were in accordance with the ethical standards of the institutional and/or national research committee. Informed consent was given to all participants which stated the nature and the purpose of the study. The IRB ethical approval was obtained prior to the beginning of the study (see appendix A). In addition, all the participants have been assured that their personal information will not be identifiable, and participants were not asked to reveal their personal identity to confirm participants confidentiality. The participation will be voluntary, and the subjects have the option to refuse to take part in the study. There will be no physical or psychological risks by being in this study. And there will be no direct benefit to the participants. They have also been confirmed that the data collected will be stored in a secured manner in laptops that will only be used for the purpose of research. Each participant was requested to agree the informed consent before they get involved in the study.

Results

Demographic Characteristics

The total number of valid responses was 328. as shown in figure 4.1, most of the participants ages were ranged from 29 to 40 years and above, which constitute the highest percentage of the respondent age groups by (56.7 %) (M=6.76,

SD=3.56), and the ages group from 40 and above was (24%) (M=4.29, SD=4.29). Whereas, the least respondents age group belongs to the group that ranged from 20 to less than 29 years, which constitute about (19.2%) (M=6.75, SD=3.05). Figure 4.2 shows the respondents gender; Male (49.4%) (M=5.24, SD=2.99) and Female (50.6%) (M=8.48, SD=3.65).

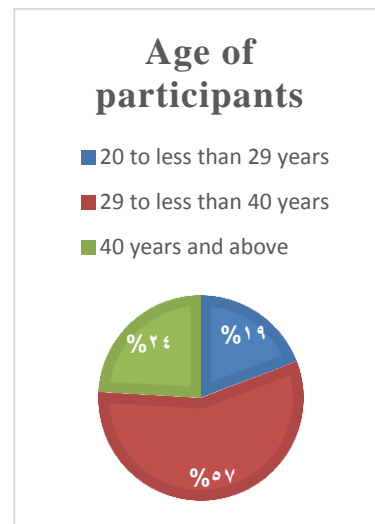


Figure 4.1: Ages of Participants

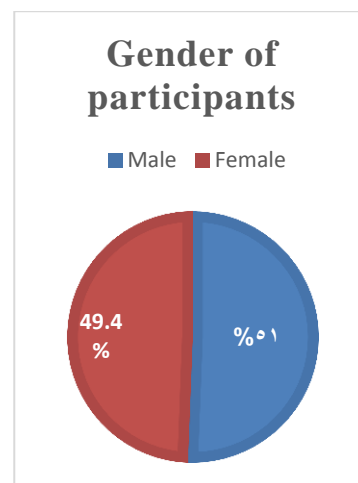


Figure 4.2: Gender of participants

Job Characteristics

The Participants' positions are divided into two categories; Medical employees, and Non-medical. Medical employees represent (43%) of the researched sample, while the non-medical

employees were (57%), which constitute most participants as shown in Figure 4.3. Moreover, the sample was collected from more than eight departments. The most respondent's department belongs to Medical affairs which constitute about (45%) (see Figure 4.4).

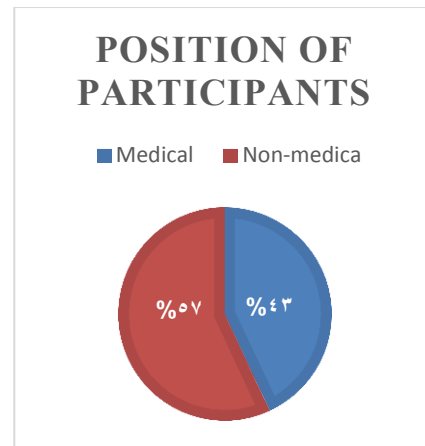


Figure 4.3: Position of Participants

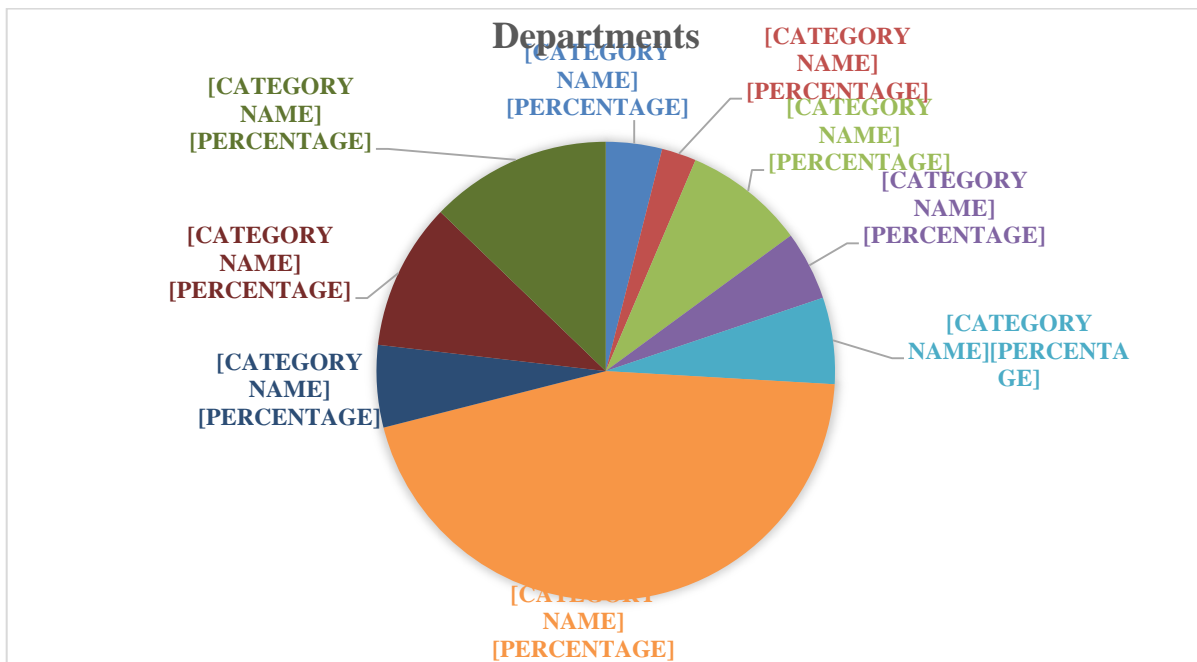


Figure 4.4: Departments in which the participants work.

The effect of Gender on the employees at KAAUH

Workplace Gender Discrimination Scale with Participants Scores in the six areas and the prevalence of answers for each question (see Table 4.1). An independent-samples t-test was conducted to compare the level of gender discrimination received by females and males in order to know if the gender is making the individuals vulnerable to discrimination. There was a significant difference in the scores of

gender discrimination for Males (M=5.24, SD=2.99) and Females (M= 8.48, SD= 3.56); $t(326) = 8.90, p = .000$ (Table 4.3). These results suggest that there is workplace gender discrimination faced by the females more than males.

The levels of gender discrimination in the workplace are divided into four categories. No discrimination, which represented only 21 (6.4%) of the sample, low discrimination which represented 132 (40.2%), while the medium

discrimination was 152 (46.3%) which represents the majority of the participants responses gender discrimination level, and high discrimination which represented only 23 (7%) of the sample (Figure 4.5).

Table 4.1 Workplace Gender Discrimination Scale with Participants Scale

Questions	Responses			
	Strongly agree	Agree	Disagree	Strongly disagree
1. Men are recruited more easily than women	19 (5.8%)	66 (20.1%)	170 (51.8%)	73 (22.3%)
2. Men are promoted more frequently than women	30 (9.1%)	74 (22.6%)	148 (45.1%)	76 (23.2%)
3. Men are given more pay and benefits than women	24 (7.3%)	53 (16.2%)	161 (49.1%)	90 (27.4%)
4. Men and women are allocated different jobs	16 (5.8%)	124 (37.8%)	139 (42.4%)	46 (14%)
5. Men are given more opportunities for job development than women	29 (8.8%)	69 (21%)	144 (43.9%)	86 (26.2%)
6. Women are laid-off more than men	21 (6.4%)	47 (14.3%)	190 (57.9%)	70 (21.3%)

Table 4.2 Independent-Sample T-Test for the effect of Gender on the employees

		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
Total	Equal variances assumed	3.196	.075	8.904	326	.00	3.22832	.36255	2.51508	3.94156
	Equal variances not assumed			8.885	313.62	.00	3.22832	.36333	2.51345	3.94319

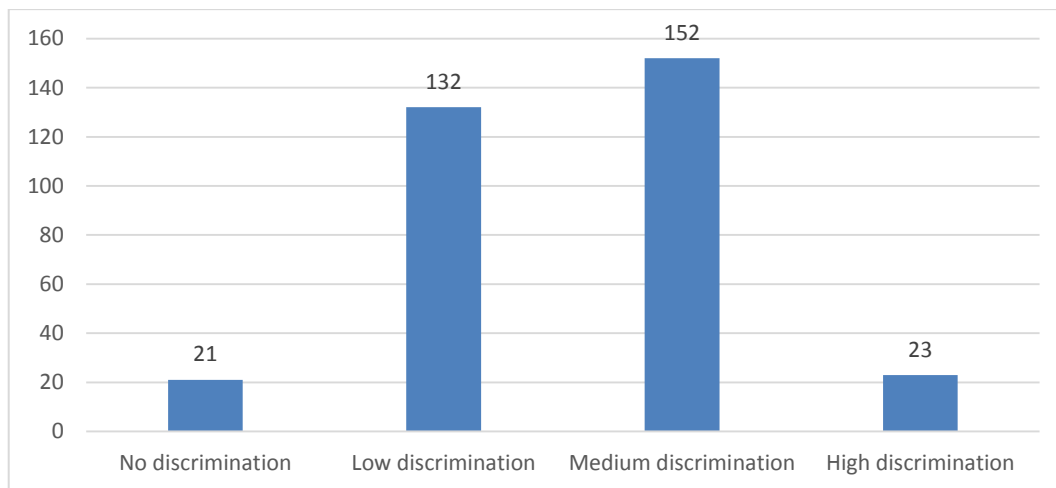


Figure 4.5: Level of gender discrimination in the workplace at KAAUH.

The effect of age group on the reception of gender discrimination

As shown in Table 4.4, overall, there is no association between the age group and gender discrimination. However, there were 63

employees their age group from 20 to less than 29 years most frequently 32 (50.8%) responded medium discrimination. There were 186 employees their age group from 29 to less than 40 years, frequently 85 (45.7%) responded medium

discrimination. And also, there were 79 employees their age group 40 years and above, frequently 35 (44.3%) responded medium discrimination. Overall chi-square was calculated as .137 that showed no significance ($P < 0.05$). (Table 4.4)

Table 4.3 Chi-Square for the Association Between the Age Group and Gender Discrimination

Age	Frequency Percentage	Discrimination level				Total	Chi square test
		No	Low	Medium	High		
20 to less than 29 years.	Count	2	27	32	2	63	P value = .137
	%	4%	25.4%	29.2%	4.4%	63.0%	
29 to less than 40 years.	Count	10	79	85	12	186	
	%	12%	75%	86.2%	13%	186.0%	
40 years and above	Count	9	26	35	9	79	
	%	5.1%	32%	37%	5.5%	79.0%	
Total	Count	21	132	152	23	328	
	%	9.4%	52.8%	37.8%	23%	328.0%	

* $p < 0.05$, $df=6$.

Table 4.4 Independent-Sample T-Test for the effect of position on the level of gender discrimination

Position	M	SD	T-test	Sign
Medical	6.83	3.58	0.042	.97
Non-medical	6.85	3.72		

* $p < 0.05$, $df=326$.

The effect of position on the reception of gender discrimination

As shown in table 4.5 above an independent-samples t-test was conducted to analyze the effect of positions whether Medical or Non-medical on the perception of gender discrimination in participants. Our results suggests that there was no significant effect of positions on the gender discrimination score for Medical ($M=6.83$, $SD=3.58$) and Non-medical ($M=6.85$, $SD=3.72$); $t(326)=.04$, $p= .97$. These results suggest that there is no effect of positions whether Medical or Non-medical on the reception of gender discrimination.

Discussion

In this chapter the results of this study will be thoroughly discussed, and the perspectives of the

researchers will also be highlighted. The findings and the researchers’ standpoints will be reinforced with other relevant previous studies. Due to lack of papers study the gender discrimination in Saudi Arabia we intended to carry out this study which outlined the effects of the gender in being discriminated at workplace, and it is conducted particularly with employees of KAAUH in Riyadh city, KSA. The results showed that there is a gender discrimination at workplace, the employees experienced discrimination based on their gender, and women are likely to be discriminated more than men, this means she is more likely to be discriminated due to her gender than men do at workplace. This is supporting our hypotheses that there is a gender discrimination occurs at the workplace and happening for the women employees more than

men. The position and ages of the employees do not reflect any significance on the effect of gender discrimination, means that whatever the position, whatever the age there will be discrimination faced by women due to their gender than men at workplace. These findings are consistent with another studies results. According to the participants' responses to the questions in the scale, about half of the participants scored between 7-12 which means medium gender discrimination level, around two fifth of the participants scored between 1-6 which indicates a low level of gender discrimination, and the responses that showed none gender discrimination which present 6 percent of the participants were lower than those indicating a high level of gender discrimination.

Lu et al. (2020) found a similar result, a study was conducted with emergency medicine faculty at different programs in US, using overt gender discrimination at work scale, and the study showed that women are likely to experience high level of gender discrimination than men. In addition, Hirsh and Lyons (2010) carried out a study for the purpose of assessing the impact of social status, job characteristics, and workplace environment on the likelihood that workers perceive race discrimination at work, and indicated that women are discriminated more than men despite their color. Steelfisher and her colleagues carried out a study to assess gender discrimination and harassment among US females, one of their finding is a lot of women experience interpersonal and institutional gender

discrimination not only in the workplace but also across a wide range of other areas, comprising health care, higher education, housing and the legal system (Steelfisher et al., 2019). In order to see the impact of discrimination against women in the workplace, Kim (2015) conducted a study to determine whether perceived/experienced discrimination against female impact two subjective type of well-being: job satisfaction and work engagement. The result demonstrated that perceived discrimination negatively related with job satisfaction and work engagement, in contrast to experienced discrimination which only has an effect on the job satisfaction.

Sibe, Johnson, and Fisher (2009) conducted a study with university students to explore the students' perception about different views, one of them was the likelihood that they would experience gender discrimination in workplace, the results showed that most of the students pointed out that the opportunities for advancement, networking, mentoring and pay would not be impacted by their gender. In addition, the majority of the responses indicate that women would not have less opportunity for networking and mentoring due to their gender, and more than half of the students consider that gender would not present barriers to women in the workplace. A study of gender issues in Indian organizations is another study that is inconsistent with the present study findings, which found no discrimination noticed in organizational policies but still a woman position in Indian community is

on crossroad. Although Indian women grouse of gender discrimination than men.

Conclusion

In this paper, we sought to shed light on the effect of employee's gender in being discriminated at workplace in KAAUH in Riyadh city, Kingdom of Saudi Arabia. Gender discrimination is harmful act to everybody in this world and gender discrimination carried a lot of negative consequences. Our findings in this paper demonstrate that gender discrimination in the workplace, in terms of recruitment, promotions, pay, deployment, training and lay-offs, have a significant effect between gender. The study findings showed that there is workplace gender discrimination faced by the females more than males, this indicated when an employee' gender is a female, she is more likely to be discriminated due to her gender more than males do. In addition, there is no effect of age and position on the reception of gender discrimination. Although there was a gender discrimination, but it was not in high levels, and that may indicate that in future people would overcome this.

Limitations

1. This study uses a self-administered questionnaire might create a misunderstanding of some asked questions with the risk of subjectivity in the answers.
2. This study was conducted on one workplace environment, which might constraint to

generalize the results to other workplaces such as corporate sectors, or organizations.

3. All The six-item workplace gender discrimination scale responses were measured by gathering opinions and attitudes from each individual in a survey format. Therefore, all of the figures are based upon personal perceptions of individual respondents and reflect their own experiences. Though such data is meaningful, it is important to take note that one individual's perceived level of discrimination is likely to be different from that of another individuals.
4. we assessed whether gender experienced or not experienced any types of discrimination, without regard to timing or severity.

Recommendations

1. For future researchs to investigate the prevalence of gender discrimination among employees in another workplace.
2. It may efficiently help in being aware and overcoming the gap between men and women at the workplace and creating a balanced and healthier workplace.
3. Future investigations are needed to examine the effects of some further factors, such as low socioeconomic status.
4. More researchs are needed in this field to examine which variables might have a more significant relationship with gender discrimination.

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