An Empirical Study on Gender Based Discrimination at Pakistani Workplaces: Determination of the Causes of Gender Based Discrimination in Pakistan's Private Service Sector Workplaces

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<thead>
<tr>
<th>ARTICLE DETAILS</th>
<th>ABSTRACT</th>
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<tr>
<td><strong>History</strong></td>
<td><strong>Purpose:</strong> Gender-based discrimination in the workplace in the private service sector is well known all over the world phenomenon, but in developing states like Pakistan the issue is comparatively high. The purpose of this paper is to determine the causes and factors of Gender-based discrimination in the private service sector workplaces in Pakistan.</td>
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<td>Revised format: May 2022</td>
<td><strong>Design/Methodology/Approach:</strong> The quantitative method was used. Data was collected through a structured questionnaire. The population of the research is the employees of the private service sector of Pakistan. The sample size was 120 (N=120). Statistical Package for Social Sciences (SPSS) software is used for analysis.</td>
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<td>AvailableOnline: June 2022</td>
<td><strong>Findings:</strong> In this study, it is investigated that Unequal treatment of employees, favoritism, and educational qualification (Independent Variables) are causes of Gender-based discrimination (dependent variable), and this relationship is mediated by the human resource department’s rules and policies, unfortunately, the role of HR policies and the department is not satisfactory in the private service sector of Pakistan.</td>
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<td><strong>Keywords:</strong></td>
<td><strong>Implications:</strong> Managers, policymakers, and educationists must reassess their dependence on stereotypical ideas of women as women become an increasingly important component of the workforce.</td>
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<td>Gender-Based Discrimination, HR Department, HR Policies, Private Service Sector of Pakistan, Workplace Inequalities.</td>
<td><strong>Originality/Value:</strong> The paper explores the factors that contribute to gender-based discrimination and uses HR rules as a unique mediator between these factors and prejudice.</td>
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<td><strong>JEL Classification</strong></td>
<td>©2022 The authors, under a Creative Commons Attribution-NonCommercial-4.0</td>
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**Introduction**

Although gender-based discrimination and gender bias in the workplace in the private service industry are global phenomena, they are more prevalent in developing countries. Since Pakistan is a developing
country, employees there frequently deal with unfair treatment at work from both the employer and the HR division. As a result, the HR division is the primary division in the commercial service sector that is held accountable for gender-based discrimination. Additionally, compared to male employees, women workers in Pakistan's private service sector are denied their rights. The primary obstacles to workplace equality are the HR department's and the organization's leaders' failure to put policies, rules, and laws into practice. Women workers have typically been treated unfairly when it comes to hiring, compensation determination, and advancement. The policies designed to promote equality in the workplace must be put into practice immediately. The problem of gender discrimination affects all countries, not only those in developing nations. Similar to how women in various professions are treated unequally in urban and rural areas.

Pakistan is an underdeveloped state and working women here have to face a lot of complexities due to the patriarchal society and many other reasons (Sadruddin, 2013). The women in the workplace have to bear unequal treatment not only from the side of male employers but also from female employers. It is because women are not exploited only from the male side but also from the women's side. Hence the deprivation of the women is due to the power factor and not due to the element of male dominancy only. On the other side, the poor policy formation by the HR department enhances the problems of women in the private service sector of Pakistan. Women experience disadvantages such as poor pay, few benefits, and privileges, slim prospects of advancement, sexual harassment at work, etc. (Moss, 2022).

Pakistan's private service industry makes a significant contribution to the country's economy. The private service industry employs the majority of our labor force and paid population. Therefore, the private service sector, which includes institutions of higher learning, hospitals, the service sector (which includes banking and insurance), private service enterprises, etc., plays a significant part in Pakistan's growth and prosperity. In Pakistan's private services sector, millions of people are employed. Additionally, any form of discrimination against either male or female employees of a private company leads to subpar work from those individuals, which has a significant impact on the department's output (Mumtaz, 2003).

**Discrimination Based on Gender is a Global Issue**

It is a global issue that gender-based prejudice and discrimination against women exist in both developed and developing nations. The affluent nations of the world are also drafting laws that discriminate against women's equal rights in several spheres of the economy. Similar to this, one of the typical examples of discrimination against women is workplace inequality in the private sector of services, which is a serious injustice to women (Agarwal, 1994). However, due to the passage of pro-women laws and increased public awareness of women's rights, there are fewer inequities against women in industrialized countries than in developing and poor ones. Due to the meddling of the men, the movement for women's rights evolved and grew in strength. But in the modern-day, the awareness campaign for women's rights is at its height (Rizvi, 2008).

The first time that women were included in the private service sector was during World War-I when women had to work in the private service sector instead of men workers and employees because the majority of the men employees headed towards the war field. However, after World War One, when the men returned from the battlefield, the women had to deal with prejudice and unfair treatment because the men were unemployed. In this way, for the first time in history, discrimination against female workers and employees began after World War I. Here, the women launched their fight for survival at work in the private services industry. Prejudice will eventually be used on a global scale. To improve the working conditions for women, women must create several organizations and non-governmental organizations (NGOs) (Flood, 2011).

**Gender-based Discrimination towards Women in Pakistan's Private Service Sector**

One of the major industries in Pakistan's economy that makes a significant contribution to its GDP is the
private services sector. The primary private service organizations where gender discrimination is practiced are banks, insurance firms, private service corporations, etc. And this is detrimental to Pakistan's economy's growth and development. Religious, educational, social, and political factors all play a role in Pakistan's private service sector's gender discrimination. Men are the predominant gender in Pakistani society, which is patriarchal (Sharif et al., 2021). As a result, gender inequality and discrimination against women are widespread in Pakistan's private service industry (Randeree, 2009).

Similar to this, education and a person's background—whether rural or urban—are the key factors that affect gender bias in the workplace in Pakistan's private service industry. Even if they receive their education from the same institutions as their male counterparts, female employees nonetheless receive unequal treatment. When determining pay, bonuses, and promotions, such female employees are not given precedence. Women, therefore, keep their distance from male workers and employees. That's why: Men make up the majority of employees and business owners in Pakistan's private service industry. As a result of their preference for male employees, male employers create policies and procedures that are favorable to male employees and workers (Chaudhry, 2009).

**Gender-based Discrimination and HR Policies**

In the private service sector of any state, there is a direct correlation between gender-based prejudice, discrimination, and human resource department policies. It is thus because the human resources department is the main department in charge of selecting, hiring, promoting, and paying employees and workers (Syed, 2008). There is a potential that the human resources department will favor one gender over another. Due to several factors, the human resources department acts unfairly towards its employees while making decisions about their pay, commission, and advancement. As a result, the human resource department plays a significant influence in the presence or absence of gender-based discrimination at work in Pakistan's private service industry (Özbilgin, 2012).

Ironically, when someone in a developing society like Pakistan discusses discrimination based on gender, it is assumed that they are discussing the unfair treatment of women in the workplace in the private service sector. In contrast, gender-based discrimination is a word that is frequently used to refer to both genders. But because there is such a high level of discrimination and inequality against women, this phrase is frequently used to describe the distinctive behavior of women in Pakistan's private service industry. Pakistan is a patriarchal society, thus the reason. Men also receive preferential treatment in all departments and economic sectors, following the "the majority is the authority idea" (Greig, 2000).

In Pakistan's private service sector, the working atmosphere has altered somewhat in the modern era. In Pakistan's private service sector, numerous laws and regulations have been passed since 2010 to ensure that women are treated equally at work. Legislation has been passed to protect women from discrimination, harassment, and other offensive behavior (Nayab et al., 2021). The situation of women in the workplace has improved since these laws were passed, but there is still a significant wage difference between men and women in Pakistan's private service industry. The final location where laws for the benefit of women will be put into effect is the human resources department. Since women make up half of Pakistan's population, gender disparities will harm the country's development and prosperity (Bielby, 2000).
Statistics of Women's Employment in Pakistan

**Problem Statement**

In Pakistan's private service sector, gender-based workplace discrimination is a major issue. Due to various factors, especially women must deal with unfair treatment at work. The unfairness and discrimination against women are harming Pakistan's progress and development, which ultimately has a significant negative impact on the nation's economy. Given that nearly half of Pakistan's population is female, injustices and inequities affecting women would have an impact on the country's level of prosperity. It is imperative that the government, along with the heads of commercial service organizations, concentrate on putting an end to this discrimination against women in the workplace. To control gender-based discrimination in the workplace, the Human Resources department and regulations are crucial.

**Significance of the Study**

This study is very helpful in understanding the existing discrimination and biases against women that exist in several facets of the private service sector. Following the completion of this study, it will be simple to comprehend the causes, consequences, and recommendations for resolving the issue of gender discrimination in Pakistan's private service industry. This study helps government policymakers comprehend the major problem of gender-based discrimination and allows them to adjust their policies to meet the needs of the time. It also helps private service sector administration and HR departments. The gender-based discrimination issues in Pakistan's private service industry have received relatively
little prior academic attention, making this study unusual. As a result, the research hole that existed before this research endeavor has been filled by the current study.

**Research Questions**
1- What are the many manifestations of discrimination against women at work in Pakistan's private service industry?
2- In Pakistan's private service sector, what part does the HR department play in gender-based workplace discrimination?

**The Objective of the Study**
The goal of the current study is to learn more about the gender-based discrimination, gender bias, and gender discrimination that occurs at work in Pakistan's commercial service sector as a result of the HR department's subpar policies, rules, and regulations. Finding out the many manifestations of gender-based discrimination in the workplace and the part played by the HR department in the unfair treatment of a certain gender is another one of the research's primary goals.

**Literature Review**
This section of the study describes the prior research of the academics that is pertinent to our topic and its variables. Two distinct manifestations of gender bias are gender-based discrimination in the public and commercial sectors. In contrast to the public sector, there are separate rules and regulations governing employee hiring and benefits. Policies in the private service sector are frequently regarded as being more strict than those in the government or semi-government sectors. This is the rationale behind why most people choose to work in the public sector. Because there are fewer opportunities for people to choose alternative employment, among other things, there is a greater level of deprivation among employees in Pakistan's private service sector (Connell, 2010).

According to their particular gender, people are denied and treated unfairly. The majority of victims of gender discrimination at work are women who work in Pakistan's private service industry. Since women are less focused on their careers, firms prefer to hire them so they may reduce their compensation costs. Similar to males, women are content with the low pay, and hiring more women can save employers a tonne of money. Male workers and employees, on the other hand, are career-focused and want high remuneration. For a pay increase and a faster promotion, they also protest and go on strikes. Women, on the other hand, typically do not give these matters any thought. As a result, Pakistan's private service sector treats women less favorably than men in the workplace (Jacobs, 1996).

Various tactics are used by management or administration to treat women less favorably than men in the workplace. The organization's decision-making process occasionally excludes female personnel. When making such decisions, though, their peers participate. One of the most significant discriminations against women workers in the modern business environment is this. The decisions made for the benefit of the corporation are frequently kept a secret from the female employees in a similar manner. Given that they are an integral component of the business, women employees should be informed of company happenings. There are significant disparities and injustices against women in Pakistan's private service sector because they purposefully keep them in the dark about the company's decision-making process.

In certain situations, men are treated differently. When performing their jobs at the workplace, they have occasionally encountered unfairness. The private service sector in developing nations like Pakistan occasionally benefits women. In Pakistan's private service sector, there is no quota system for men and women, therefore business owners hire staff based on their preferences. In this way, they occasionally favor hiring women over men, which is one of the ways that men face discrimination. However, it only occurs very seldom. The management's discrimination and inequities frequently target female employees and workers (Ridgeway, 2004). Inequalities in the workplace in the private service sector are a result of biological and cultural variables (Akbar et al., 2022). Both genders are unable to perform a particular
task due to their biological differences in shape. In the context of Pakistani society, several occupations were viewed as going against social standards, but now women are doing these vocations, although in small numbers, such as pilots and army officers (Smith, 2002).

On the other hand, discriminatory behavior towards women in the workplace in Pakistan is largely a result of the human resources department's rules. In the private service industry of Pakistan, there are frequently no definite norms and laws governing employee hiring, benefits, and privileges. Most often, women are denied their fundamental rights in private service businesses. There is a law allowing for legal women's leave in Pakistan's public and private service sectors, as women do occasionally need to take time off to give birth. Instead of this reality, however, female workers frequently lack this fundamental right. One of the main differences between men and women at work is this (Childs, 2012).

Working women in Pakistan's private service industry must contend with a variety of injustices daily. The main disparities that contemporary women face at work in Pakistan's private service sector include lower pay than their male coworkers, fewer benefits, bonuses, and commissions, preferential treatment of men over women during promotions, and a lack of consultation with female employees during decision-making. Women in Pakistan's private service industry face discrimination at work, which is caused by both the top management and the human resources division (Trentham, 1998).

The disparity between men and women at work in Pakistan's private service sector is also significantly influenced by another important issue. For instance, a male organization's or department's head of human resources' preference for male candidates for promotions and high wages is based on their shared gender. In rare instances, the male head of the company or human resource department prefers the opposite gender for promotion and a decent wage since they get along well with each other. When it comes to hiring, choosing, paying, promoting, and providing benefits to male and female employees and workers in the private service sector, the role of the company's top management and the preference of the human resources department are very important factors to consider (Sipe, 2009).

**Methodology**

The primary data collection strategy is employed in this study, which is founded on a quantitative approach to research. An organized questionnaire was used to collect the data. In addition, the population of the study includes those who work for private service providers in Pakistan, including educational institutions, hospitals, banks, insurance corporations, and private service firms. The study uses a sample of 120 people.

**Variables**

Unequal treatment of employees, favoritism, and educational qualification are independent variables. Gender-based discrimination is the dependent variable in the current study. Mediating Factor is the human resource department’s rules and policies are the key mediating factors that are responsible for gender-based discrimination in the workplace in the private service sector of Pakistan.

**Data Analysis and Interpretation**

<table>
<thead>
<tr>
<th>Statements</th>
<th>SDA (%)</th>
<th>DA (%)</th>
<th>DKn (%)</th>
<th>A (%)</th>
<th>SA (%)</th>
<th>M (%)</th>
</tr>
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<tbody>
<tr>
<td>Do you think male coworkers advance more quickly in their careers than female coworkers do at your place of employment?</td>
<td>4.8</td>
<td>9.8</td>
<td>2.3</td>
<td>21.5</td>
<td>62.4</td>
<td>3.8</td>
</tr>
<tr>
<td>Do you think that male and female employees with the same qualifications receive remuneration that is different from that of the other?</td>
<td>1.7</td>
<td>16.0</td>
<td>03.0</td>
<td>21.3</td>
<td>58.0</td>
<td>3.9</td>
</tr>
<tr>
<td>Would you say your gender has affected your chances of</td>
<td>1.7</td>
<td>5.8</td>
<td>10.0</td>
<td>55.8</td>
<td>26.7</td>
<td>4</td>
</tr>
<tr>
<td>Question</td>
<td>1.7</td>
<td>6.7</td>
<td>18.3</td>
<td>3.5</td>
<td>26.7</td>
<td>9.3</td>
</tr>
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<td>-------------------------------------------------------------------------</td>
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<tr>
<td>Getting a promotion in your current job?</td>
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<tr>
<td>Do you believe you and your male coworkers are treated similarly by your boss at work?</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Have you ever been a victim of job discrimination based on gender?</td>
<td>1.7</td>
<td>18.3</td>
<td>6.7</td>
<td>55</td>
<td>18.3</td>
<td>3.7</td>
</tr>
<tr>
<td>Do you think any action is being taken to promote gender equality?</td>
<td>9.2</td>
<td>26.7</td>
<td>2.5</td>
<td>55</td>
<td>6.7</td>
<td>3.2</td>
</tr>
<tr>
<td>A hidden barrier that prevents women from advancing in their careers is frequently referred to as the &quot;glass ceiling.&quot;</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>How much do you believe there is a glass ceiling at work?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Are there equal professional growth chances for men and women at work?</td>
<td>3.3</td>
<td>65.5</td>
<td>6.7</td>
<td>2.5</td>
<td>22.5</td>
<td>4</td>
</tr>
<tr>
<td>Do women have to put in more effort at work to advance to the same status as their male counterparts?</td>
<td>1.7</td>
<td>10.8</td>
<td>2.5</td>
<td>57.5</td>
<td>27.5</td>
<td>3.9</td>
</tr>
<tr>
<td>Do you believe that salaries for male and female employees are set differently at your company?</td>
<td>1.7</td>
<td>20</td>
<td>3.3</td>
<td>50.8</td>
<td>24.2</td>
<td>3.7</td>
</tr>
<tr>
<td>Do you think that when it comes to promotions, men employees have received preferential treatment?</td>
<td>0</td>
<td>17.5</td>
<td>5.8</td>
<td>47.5</td>
<td>29.2</td>
<td>3.8</td>
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<tr>
<td>Are the rules and regulations created by the human resources department the main cause of the injustice and disparities among employees in the private service sector's workplaces?</td>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>Do you believe that workplace inequality is less pronounced in organizations like these where women lead the human resources division?</td>
<td>0</td>
<td>19.2</td>
<td>2.5</td>
<td>48.3</td>
<td>30</td>
<td>3.9</td>
</tr>
<tr>
<td>Do you believe that in businesses like these where men dominate the human resources sector, there are more workplace inequalities?</td>
<td>0</td>
<td>20.8</td>
<td>23.3</td>
<td>40.8</td>
<td>15</td>
<td>3.5</td>
</tr>
<tr>
<td>Do you believe that the human resource department treats men and women differently when it comes to hiring and selection even when they both have the same educational background?</td>
<td>1.7</td>
<td>25</td>
<td>7.5</td>
<td>53.3</td>
<td>12.5</td>
<td>3.5</td>
</tr>
<tr>
<td>In the human resources department, there is a culture of partiality/Favoratism</td>
<td>0</td>
<td>16.7</td>
<td>12.5</td>
<td>60</td>
<td>10.8</td>
<td>3.6</td>
</tr>
<tr>
<td>Although the human resources department has failed to put equal pay for equal work and promotion guidelines into practice, why is that?</td>
<td>0</td>
<td>14.2</td>
<td>13.3</td>
<td>58.3</td>
<td>14.2</td>
<td>3.7</td>
</tr>
<tr>
<td>In terms of pay and promotion, the human resources department has purposefully broken these rules.</td>
<td>1.7</td>
<td>16.7</td>
<td>10</td>
<td>53.3</td>
<td>18.3</td>
<td>3.7</td>
</tr>
</tbody>
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**Interpretation of Results**

The numbers are displayed as percentages, and the percentage with the highest value is taken as the primary response to a given query. As a result, the majority of respondents stated that they were only very rarely treated equally at work, while a minority stated that they were treated equally in Pakistan's private service sector. This conclusion was reached after analyzing the data that had been gathered. In Pakistan's private service industry, the vast majority of respondents claimed that they are not treated fairly at work. In addition, the majority of female respondents stated that male coworkers receive promotions more quickly than female workers. According to the data gathered, a significant portion of respondents stated that pay disparities between men and women in the workplace exist and are a major issue for employees. Many of the respondents claimed that one of the main factors influencing promotion in Pakistan's private service sector is gender. In addition, while a minority of respondents believed the opposite, the majority of respondents claimed that they had experienced discriminatory treatment at work. However, the majority of respondents claimed that they had never observed any...
action taken to promote equality among workers. The majority of respondents in a different situation, however, claimed that there are many obstacles standing in the way of women's advancement and promotion inside the business. Furthermore, a large majority of respondents in the data that was gathered and later interpreted stated that they thought opportunities for equal professional advancement for men and women in the workplace were extremely rare. A sizable number of those polled claimed that to be promoted to the same level, female employees had to put in more effort than their male counterparts. Additionally, a large majority of the respondents stated that it is extremely unlikely that men and women will be treated equally in the business when determining their salaries. According to the data gathered, the majority of the respondents claimed that preference is commonly provided for promotions based on gender. Additionally, the vast majority of respondents believe that the human resources department creates rules and policies that lead to injustice and inequalities. In a similar vein, the vast majority of respondents concur that there are fewer workplace inequalities when women hold leadership positions in the human resources department. The minority, however, disagrees with this point of view. The majority of respondents claimed that there is more inequality in the workplace where men dominate the human resources field. On the other hand, the majority of responders who have the same educational background are treated unfairly, including both men and women. Similar to the previous statement, the majority of respondents claimed that the human resources division has a culture of partiality. Finally, even though the human resource department fails to put the rules and regulations into effect, the majority of respondents said that there are equal rules and regulations. The majority of respondents claimed that the human resources department did not abide by the laws establishing equal rights for men and women.

Research Findings
In terms of gender-based discrimination at work, this paper details the actual reality that exists in Pakistan's private service sector. As a result of the human resources department's neglect, the study's findings indicate that there are several sorts of injustices and inequities that primarily affect women who work in Pakistan's private service industry. From the time a candidate is hired until they are promoted or retire, there are disparities or injustices present. The majority of instances of gender discrimination, also known as gender-based discrimination, involve bias and injustice directed against female employees of private service companies.

Furthermore, the study's findings indicate that the human resources division is typically held accountable for any disparities between female employees and workers within a private sector business. The fundamental causes of employment disparities for women are their educational background, their employer's preference for hiring women, the culture of favoring, societal pressure, social barriers, and their membership in a certain gender, area, religion, or socioeconomic class. Additionally, one of the main causes of unfairness and inequality among female employees is the HR department's failure to follow the policies and regulations of a business. There are occasional instances where male employees are treated unfairly and unequally, but these are extremely rare. Female employees are not treated equally when compensation and commission are set, according to the data gathered and the study's subsequent findings. It is a well-known fact that female employees are less focused on their careers and are more willing to accept lower pay than male employees. In light of the information gathered for this study, it can therefore be said that employers favor hiring men over women when it comes to commission and compensation rates. Additionally, when it comes to choosing which employees will be promoted, men are given preference. This situation describes how Pakistan's private service sector treats its female employees and workers unfairly at work.

Discussion
In developing nations like Pakistan, prejudice against women is a problem. Equal opportunities are not afforded to male and female employees and workers. Due to same-gender attraction and social influence, this has occurred. Due to the same gender attraction factor, preference is given because the majority of huge organization owners and employers are men. There are extremely few female business owners, and the majority of people in Pakistan's private services industry believe that men hold the
majority of the country's leadership positions. The same findings were drawn from the study about the influence of culture, according to Farah Yasmin's (2013) investigation on the question of whether gender discrimination is a myth or the reality regarding women's standing in Pakistan. According to the research, one of the key factors contributing to gender inequality and workplace discrimination against women employees in Pakistan's private service sector is the culture of male dominance or influence. Similarly, a recent study discovered that women are not primarily career-oriented due to domestic issues. As a result of marriage, women frequently have to relocate. They frequently end up having to quit their employment as a result. After marriage, men do not, on the other hand, relocate from one location to another.

Women's access to equal chances and amenities at work in Pakistan's private service sector is thus being hampered by a gender-specific issue. Similar to this, Woods (1994) did research on the subject of Gender Discrimination and Sexual Harassment as Experienced by Hospitality-Industry Managers; this study discussed the connection between women's domestic issues and disparities among women in the workplace. The results of the current and prior studies indicate that women experience issues at work because of domestic issues as well as because they are women.

In a company, the human resources division is seen to be in charge of creating the disparities that exist between men and women in the private service sector of Pakistan. For hiring, selecting, setting salaries, and promoting people, the human resources department develops policies, rules, and regulations. The amount of inequality between the employees of both genders will therefore increase if the human resources department creates one policy for men and another for women.

Additionally, male employees and workers are preferred over female employees when it comes to promotions and the calculation of bonuses and other benefits in the private service sector. This is one of the most severe forms of discrimination against female workers. For the organization's progress and the welfare of the state, this type of culture must be eradicated from the workplace. Unfairness when it comes to wage, bonus, and promotion determination breeds a feeling of inferiority among female employees, which is bad for private service organizations.

Women employees are treated differently than men employees, and this behavior even occurs in the presence of both female and male organizational leaders. Because having a male leader in an organization is not the only factor contributing to the injustice toward women; power is also a factor. When a woman assumes leadership, her attitude changes, as do the executives of private service companies. Gender stereotypes are still prevalent and actively contribute to workplace discrimination, according to a study done in the past (Heilman, 2008).

In Pakistan's private service sector, according to Industrial and Organizational Psychology, women are primarily denied their legal entitlements at work because of issues with gender, social pressures, and favoritism. Consequently, the rules and regulations about women's empowerment and gender equality should be put into place to end the discrimination against women.

**A Path Forward**
The treatment of women should be humane. Both women and men employees have the same potential. In contrast, research indicates that female employees are more devoted to their jobs than male employees in some instances and that in some instances, women work more conscientiously. Since women have distinct physical characteristics and genders than males, they cannot be treated differently. Because women are now considered to be equal members of society with men and have the same rights, leaders of the business sector should put gender equality laws into practice. In Pakistan's private service industry, gender-based workplace discrimination is a problem that the government should take seriously. For women to be treated equally at work in Pakistan's private service industry, we must first treat them as human beings.
**Conclusion**

Women are not often career-oriented due to household issues, according to the current study. As a result of marriage, women frequently have to relocate. They frequently end up having to quit their employment as a result. After marriage, men do not, on the other hand, relocate from one location to another. Therefore, barriers to equal chances and facilities for women at work in Pakistan's private service sector are being caused by gender-specific issues. Similar to this, (Woods, 1994) researched the subject of Gender Discrimination and Sexual Harassment as Experienced by Hospitality Industry Managers; this study discussed the connection between women's domestic issues and disparities among women in the workplace. HR department's rules and policies are the key mediating factor, which is responsible for gender-based discrimination in the workplace in the private service sector of Pakistan. So, Studies from the past and present can be used to conclude that women's challenges at work are caused by both domestic issues and by belonging to a particular gender.

**References**


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