**Equity and discrimination affects on workplace**

Name

Professor

Institutional affiliation

Course

Date

**Equity and discrimination affects on workplace**

This article examines workplace discrimination, its impact on wages/gender pay gap, age, disability, race and generational inequalities, offering insights to advance equality and justice in the workplace. As a result of discrimination in the workplace, workers may face financial hardship, social isolation, loss of confidence and suicidal thoughts Gershon et al.,(2008). An organization with equity is sure to achieve all its goals, have good relationship and collaboration between staff and also equity enables positive growth of the organization.

**Effects of discrimination on workspace**

### Reduced productivity and lower morale- when a worker faces discrimination they become dissatisfied and as a result their work performance reduces and their overall work productivity reduces too.

* When an employee is dissatisfied they may have frequent absenteeism this can affect the output and hence lowering profit for the employer.
* One of the main reasons for employee disengagement, which can negatively impact a business's financial performance, is discrimination.
* Discrimination in the workplace can lead to demoralization, increased sick leave, and staff absenteeism, as well as stress, anxiety, and health issues among employees.

**Analysis and recommendation on discrimination on workplace**

1. Gender pay gap

The gender pay gap persists in many companies coming out as a challenge in the workspace. Men get paid more than the women in the same workspace Blau & Kahn, (2017) . The management need to recognize and acknowledge the discrimination before they can be effectively avoided , hence necessitating organizations to address it through mentor-ship programs, professional development, pay equity audits, and clear policies Goldin, (2014).

1. Age discrimination

Age discrimination at work has a detrimental effect on older workers' job and promotion prospects Davern et al., (2015). Organizations should promote and enforce clearly defined policies that an organization will not tolerate unfair treatment based on age, reviewing the interview or hiring process to make sure the process does not accidentally discriminate against older workers, provide training on diversity and inclusion and encourage inter generational collaboration to mitigate age-related biases Posthuma & Campion, (2009).

1. Disability discrimination

Discrimination and obstacles to employment are commonplace for people with impairments Hernandez et al., (2018). To establish an inclusive workplace, organizations should give individuals with impairments priority to accessible programs, reasonable accommodations and disability awareness training and talks Hernandez et al., (2018). The organization should make it clear that there is no use of inappropriate, offensive or negative towards disabled people.

1. Racial discrimination

Many organizations still practice racial discrimination, which has a detrimental impact on workers' well-being and organizational effectiveness Wang & Smith, (2022). Racism can have many psychological sources for example, cognitive biases and psychological insecurity. Organizations should use diverse recruiting practices and processes, zero-tolerance policies on racial discrimination , and diversity training to combat racial prejudice Wang & Smith, (2022) it is crucial that all staff are knowledgeable and skilled in recognizing and tackling racism. Managers should treat complaints on such discrimination with respect, properly investigating their claims in a fair manner.

1. Generational differences

Workplace miscommunications and disputes can result from generational disparities, particularly those between Gen Z, Gen Y, Gen X, and Baby Boomers Lyons & Kuron, (2014). To accommodate a range of generational preferences, organizations should develop flexible work arrangements, encourage communication and recognize how the different generations prefer to communicate, collaboration at work with the aim of achieving the same goal, and support inter-generational mentoring programs Lyons & Kuron, (2014). The organization should be mindful of technology hence all staff regardless of the generation should be comfortable with the technology used at work.

**References**

Banerjee, R. (2008). An examination of factors affecting perception of workplace discrimination. *Journal of Labor Research*, *29*, 380-401.

Strachan, G., Burgess, J., & French, E. (2011). Equity in the twenty-first century workplace. In *Research handbook on the future of work and employment relations*. Edward Elgar Publishing.

Fenner, D. E. (2020). Equality, equity, and justice. *American Journal of Obstetrics & Gynecology*, *223*(5), 619-620.

Hirsh, C. E., & Kornrich, S. (2008). The context of discrimination: Workplace conditions, institutional environments, and sex and race discrimination charges. *American journal of sociology*, *113*(5), 1394-1432.

Kumar, S., & Baroda, S. (2021). Gender and Workplace Equity. *Journal homepage: www. ijrpr. com ISSN*, *2582*, 7421.

Makgetla, N. (2006). The challenge of employment and equity in the workplace. *South African Human Rights Commission (SAHRC), Reflections on Democracy and Human Rights: A Decade of the South African Constitution*, 37-53.