ABSTRACT

Gender discrimination against women in the workplace reveals itself in the areas like inequality in education and vocational training, job placement and employment, salary, working conditions, manners in the workplace, promotion, dismissal, etc. and sometimes with mobbing activities. It should be determined whether women are really otherized and face different and unfair treatment in the workplace.

Starting with this point, it was necessary to examine the subject of discrimination and mobbing against women. The subject of discrimination and mobbing against women was examined and a fieldwork was conducted, in this context, on the academic and administrative female personnel of Isparta Süleyman Demirel University in the study.

As a result of the conducted questionnaire, it was established that there was a significant relationship between the state of being exposed to discrimination and being a woman. However, it was determined in the face to face meetings that the respondents perceived the discrimination not as a concrete practice, but as a manner, behavior and treatment that they felt.

A questionnaire was also conducted in terms of mobbing treatment resulting from discrimination in order to determine whether the respondents were subject to mobbing. It was revealed that the awareness of the respondents to perceive the mobbing was not strong.

Keywords: Women, Discrimination, Discrimination in the Workplace, Gender Discrimination, Mobbing.