



GENDER INEQUALITY IN WORKPLACE

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ABSTRACT:

Despite of the progresses we have made these many years gender inequality in the workplace is the real phenomena in many countries. Womens are still facing different challenges to excel in their carrier. This research covers all the dimensions of inequalities in workplace including, unequal pay, racism, harassment, unfavourable recruitment etc. The data collected from various working men and women from different companies, organisations, and business practices. The method used in this research paper is questionnaire method . The issues faced by the people are collected through online forms. Hence this research paper focuses on Gender Inequalities prevailing in the workplaces.

INTRODUCTION:

Gender Equality is attained only when the company treats both men and women equally without any bias. This includes, Equal pay roles, Equal consideration of needs, Equal opportunities for progression.

In addition it is irony that women undergo sexist comments, racism, Sexual harassment which badly affects the mental and physical health of women and becomes a barrier to their growth and advancement in their carrier.

Indian Penal Code has come up with various laws to prevent these discreapancies and make it a better workplace to work. It includes Equal Remuneration Act 1976, Maternity Benefit Act 1961, (Equal Opportunities, protection of rights & full participation Act 1955) also Article 15 of the constitution protects from discrimination on grounds of religion, race, caste, sex or place of birth.

TYPES OF INEQUALITIES :

1. Unequal pay

It is defined as the difference in remuneration provided for the men and women for the same job.

Despite of the continuous efforts by policy makers and activities unequal pay is still happening in the society. Researches show that this is mostly against women and it is favourable for men. In Organised sectors, women may earn consistently but the space they have for negotiation, and the number of women who are qualifying for higher promotion with higher packages itself is very much limited.

In India where the gender ratio is similarly equal, men alone earns 82% of the labour income whereas women's earn only 18% of it. Researchers says that this is because women are tend to take parental leave or forced to leave the job during or post pregnancies.

When policies would favour working women, create awareness and address the role of gender in creating pay gap as a part of equality and basic opportunity, things can gradually change for us.

2. Bias

Favorable or unfavorable attitudes, or beliefs about a group that informs how we perceive, interact, behave toward the group that are automatically activated. Bias directly and indirectly develops over time through your everyday experiences.

Conscious Bias: Biased attitudes about a group we are aware of; can be (in)visible; can be accessed.

Unconscious Bias: Biased attitude operating outside your awareness and control, are difficult to access or be aware of, & influence your action more than conscious biases.

Some types of unconscious bias includes :

- Gender bias – preference towards one gender over another which often comes from deep rooted beliefs about gender roles and stereotypes.

- Affinity bias – an unconscious preference towards people who share qualities or viewpoints with us or with someone close to us.
- Halo effect – viewing one particularly strong positive trait about someone in a way that overpowers our judgement of them and can skew our ability to see any of their negative traits.
- Horns Effect – focussing on one badly perceived trait that can cloud judgement of the positive ones.
- Beauty bias – a social behaviour that often adversely affects women in the workplace. For example, attractive women being viewed as less competent than their male counterparts and tall people being treated like leaders from their peers from a young age.
- Confirmation bias – selectively seeking information to back up an opinion that is already held without looking at the bigger picture.

3. SEXUAL HARASSMENT

Sexual harassment includes such unwelcomed sexual behavior whether directly or by implication such as Physical contact and advances, A demand or request for sexual favours., Sexually colored remarks, Showing pornography, Any other welcome physical verbal or non verbal conduct of sexual nature.

The impact of sexual harassment in workplace is far reaching and it is a injury to the rights of the women. Not only it impacts her but also has a direct bearing on the workplace productivity as well as development in the society. Here are the lists of such negative impacts,

- Decreased work performance
- Increased absentism
- Loss of promotional opportunities
- Loss of pay
- Retaliation from the respondents/colleagues/friends.
- Subject to gossip and scrutiny at work
- Becomes objectified
- Becomes publically sexualized
- Defamation

- Job and career consequences
- Weakened support network.

The Sexual harassment of women at workplace (Prevention, Prohibition, and Redressal) Act 2013 addresses the issues of workplace sexual harassment faced by women. This Act recognizes the right of every woman to a safe and secure workplace environment irrespective of her age or employment/work status. Hence, the right of all women working or visiting any workplace whether in the capacity of regular, temporary or daily wages basis is protected under the Act.

4. BARRIERS IN PROMOTION :

Many Researches say that only 14% of the women are being promoted in a company and they are criticized that they have less leadership potential compared to men. But even with high potential skills women are not being promoted. Employers tend to interpret men's assertive behavior in the workplace as strong, commanding, and direct, but when women display the same assertiveness, their employers often see them as aggressive, pushy, and shrill.

5. HIGHER BURNOUT IN WOMEN :

Research shows that more women than men, especially in higher-up positions, are burned out and dealing with constant stress in the work environment. The pandemic nearly doubled the burnout gap between men and women. This makes women more prone to accepting "accommodations" like part-time work or internal roles that further derail their careers and contribute to gender inequality.

STEPS MANAGERS CAN TAKE TO ELIMINATE GENDER INEQUALITY IN ORGANIZATION :

1. Educate employees on unconscious gender bias

Everyone can have unconscious biases and prejudices about people or groups. Offer implicit bias training through the Implicit Association Test (IAT) to managers to make them aware of these hidden biases towards minorities so that they can actively avoid discriminatory behavior and make more informed decisions to promote gender equality.

2. Appoint diverse interviewers and implement longer shortlists to hire more women in top positions

Research shows that an extended shortlist of candidates for open positions creates more gender diversity because it pushes managers to think beyond the gender stereotypes associated with a role. Train Human Resources managers on how to make these types of longer shortlists when hiring, especially for male-dominated roles, so that more women get recruited in top positions.

Take steps to ensure interviewer diversity when reviewing résumés and conducting interviews. Research shows that women are more attracted to roles when they see that the interviewer is a woman.

3. Conduct an audit and make salaries transparent

Conduct a company-wide audit to ensure that men and women in the same roles get paid equally. Use the findings to adjust salaries and close any gender wage gaps. In 2013, Buffer adopted complete transparency and disclosed all salaries. As a result, their job applications rose from 1,263 in the 30 days before the announcement to 2,886 in the next month, expanding the talent pool.

4. Give employees the flexibility to work when and where works for them

The pandemic has proven that remote work is equally, if not more, productive. Provide flexibility in when and where employees can work. For women, this flexibility in work hours can prove to be a “critical enabler” of retention in the workforce because it allows them to maintain a work-

life balance. However, if your organization follows a hybrid model, beware of falling prey to presenteeism, where men who choose to go to an office may be more ‘visible’ at work and therefore disproportionately rewarded.

5. Provide development opportunities to enable women to transition to higher-skilled roles

Provide women with opportunities to learn new skills and become more tech-savvy. Between 40 million and 160 million women globally are estimated to transition to higher-skilled jobs by 2030, which could lead them to more productive and better-paying work. Prioritizing women’s advancement has many benefits for organizations, too, including high revenue growth, more innovation, and increased customer satisfaction.

6. Empower women through coaching sessions

Women are disproportionately affected by Covid-19, and coaching empowers them to stay and advance in the workforce. But there is a gender gap in access to coaching, too. Provide women with regular coaching sessions so they can build skills and develop the mindsets they need to thrive, especially in leadership roles. BetterUp Labs coached 440 women across different organizations and found that the coaching sessions helped women achieve giant strides in self-awareness, inclusive leadership, and overall employee experience.

7. Provide resources to improve well-being and mental health

At any given time, 55% of the workforce is languishing. Make mental fitness part of the company culture by modeling empathy and training managers to be more empathetic. Offer personalized support to meet women where they are at and help them grow in their careers.

8. Establish mentor-mentee relationships

Give employees scheduled time to participate in mentoring programs. Mentoring programs benefit the mentor as much as the mentee, according to a recent study. Provide opportunities for women to take up mentoring positions because it helps them see themselves as leaders and role models. There's another benefit when women mentor men — it helps to eliminate gender bias.

9. Offer at least 4 months for paid parental leave :

Paid time off to nurture a new child has immense health and career benefits. Establish generous policies for maternity leave, with a minimum of four months. Provide separate parental leave for fathers, like Sweden and Iceland, to encourage men to take time off and share in household responsibilities as well as let women back into the workforce.

REVIEW OF LITERATURE

1. In the Article, The fight against the bias by Maggie wooll the article showed that Gender inequality in organizations is a complex phenomenon that can be seen in organizational structures, processes, and practices. For women, some of the most harmful gender inequalities are enacted within human resources (HRs) practices. This is because HR practices (i.e., policies, decision-making, and their enactment) affect the hiring, training, pay, and promotion of women.

2. In the article, Gender equality in the workplace: going beyond women on the board by the authors Marie Froehlicher, Lotte Knuckles Griek, Azadeh Nematzadeh, Lindsey Hall, Nathan Stovall, They say that it will take another 100 years to achieve gender equality based on the current rate of progress. This prediction has been widely used as a shock therapy to push governments, NGOs, associations, investors and companies into action. In the face of the Covid-19 pandemic and economic crisis, efforts will have to be doubled if we are to avoid losing another 10 years to achieve gender equality. Based on past experience, economic slowdowns not only disproportionately affect women, but also trigger gender equality topics to slip down governmental and corporate agendas. Women represent 39% of the global workforce but

accounted for 54% of job losses as of May 2020. Furthermore, women are over-represented in sectors which are most heavily hit by the pandemic, such as hospitality or the food services industries, further exacerbating inequalities. These inequalities also disproportionately affect certain groups of women, depending on the intersections of gender with race, ethnicity, religion, class, ability, sexuality and other identity markers.

3. In the theory of gendered organizations by Acker j (1990) it is argued that organizational structure is not gender neutral; on the contrary, assumptions about gender underlie the documents and contracts used to construct organizations and to provide the commonsense ground for theorizing about them. Their gendered nature is partly masked through obscuring the embodied nature of work. Abstract jobs and hierarchies, common concepts in organizational thinking, assume a disembodied and universal worker. This worker is actually a man; men's bodies, sexuality, and relationships to procreation and paid work are subsumed in the image of the worker. Images of men's bodies and masculinity pervade organizational processes, marginalizing women and contributing to the maintenance of gender segregation in organizations. The positing of gender-neutral and disembodied organizational structures and work relations is part of the larger strategy of control in industrial capitalist societies, which, at least partly, are built upon a deeply embedded substructure of gender difference.

4. From the article on reducing sexual violence on campus by Banyard V.L., Moynihan, the framework is grounded in research about the causes of sexual assault on campuses and factors identified by health behavior theories for changing attitudes and behavior. Evaluation of data using a bystander model is just beginning to appear. The current study presents a brief evaluation of one bystander program conducted with two groups of student leaders on one midsize public university campus in the Northeast. Results show the program to be effective, even among a group of student leaders who have a higher level of general awareness of campus community problems and training in working with students. Implications for programming and future research are discussed.

5. From the book Maternal employment and time with children by Bianchi S.M it is showed that employed mothers seek ways to maximize time with children: They remain quite likely to

work part-time or to exit from the labor force for some years when their children are young; they also differ from nonemployed mothers in other uses of time (housework, volunteer work, leisure). In addition, changes in children's lives (e.g., smaller families, the increase in preschool enrollment, the extended years of financial dependence on parents as more attend college) are altering the time and money investments that children require from parents. Within marriage, fathers are spending more time with their children than in the past, perhaps increasing the total time children spend with parents even as mothers work more hours away from home.

6. From the article Organizational values, job experiences and satisfactions among managerial and professional women and men by Burke R.J the study examined the relationship of managerial and professional women's and men's perceptions of organizational values supportive of work-personal life balance and their job experiences, work and non-work satisfactions and psychological wellbeing. Managerial women reporting organizational values more supportive of work-personal life balance also reported greater job and career satisfaction, less work stress, less intention to quit, greater family satisfaction, fewer psychosomatic symptoms and more positive emotional wellbeing. Managerial men reporting organizational values more supportive of work-personal life balance also reported working fewer hours and extra hours, less job stress, greater joy in work, lower intentions to quit, greater job, career and life satisfaction, fewer psychosomatic symptoms and more positive emotional and physical well-being. Multiple regression analyses indicated more independent and significant correlates of organizational values supporting work-personal life balance among men than among women. Possible explanations for why men might benefit more from such organizational values are offered.

STATEMENT OF OBJECTIVE :

If someone is experiencing gender discrimination at work, mental health issues often follow. An individual being discriminated against may develop higher anxiety levels, be more prone to outbursts and depression. It increases the conflict in the work environment. With increases in conflict and morale falling, office productivity will diminish, as well. As a business leader, you know that employees who are happy and comfortable at work are the best performers. When

people are trying to avoid negative behavior, such as experiencing or witnessing gender discrimination, it can have a significant impact on the bottom line of the business itself.

OBJECTIVES :

- To analyse the gender inequality in the workplace.
- To analyse the laws to prevent these discriminations.
- To analyse the ways to eliminate gender inequality.

METHODOLOGY :

The methodology so used in this research study is of three types:

1. Descriptive research

This research methodology focuses on finding out the characteristics rather than the factors that causes it. The inequalities in the workplace is thoroughly discussed in this study.

2. Qualitative research

It is used collect, compare, analyse large descriptive data from the sample collected from the various groups of people. In this study too, the data collected from people are from various groups and is not focused on a particular group.

3. Quantitative research

It collects the data through quantitative and close-ended questions and the data is analysed using statistics, mathematical and computerized tools. The data collected from the people through the online form titles the gender inequality in the workplace would be put into tabular columns and would be differentiated respectively.

The sources of this research study are taken from both primary and secondary data. The most part of understanding what the research is about was derived from primary data but the findings

and decisions taken from this research was through and through from the secondary data collected from people.

RESULTS AND DISCUSSIONS

The data collected from various group of people is put into tabular format for better understanding.

TABLE 1 : AGE

AGE	NO OF RESPONSES	PERCENTAGE
18-25	10	32
26-35	20	8
36-45	16	20
45 & ABOVE	4	40
TOTAL	50	100

GENDER

GENDER	NO OF RESPONSES	PERCENTAGE
MALE	20	40
FEMALE	30	60
OTHERS	0	0
TOTAL	50	100

INCOME

INCOME	NO OF RESPONSES	PERCENTAGE
BELOW 1 LAKH	18	36
BELOW 2 LAKH	4	8
MORE THAN 2 LAKH	18	36
OTHERS	10	20
TOTAL	50	100

MARITAL STATUS

MARITAL STATUS	NO OF RESPONSES	PERCENTAGE
SINGLE	12	24
MARRIED	38	76
TOTAL	50	100

OCCUPATION

OCCUPATION	NO OF RESPONSES	PERCENTAGE
PUBLIC	8	16
PRIVATE	14	28
PROFESSIONAL	18	36
BUSINESS	10	20
TOTAL	50	100

TABLE 2 : OPINION TABLE 1

Earned less than a Man/Women doing same job

OPTIONS	NO OF RESPONSES	PERCENTAGE
YES	18	36
NO	16	32
MAYBE	16	32
TOTAL	50	100

Been denied a promotion because of your gender

OPTIONS	NO OF RESPONSES	PERCENTAGE
YES	16	32
NO	28	56
MAYBE	6	12
TOTAL	50	100

Were you been treated as if you are incompetent ?

OPTIONS	NO OF RESPONSES	PERCENTAGE
YES	18	36

NO	20	40
MAYBE	12	24
TOTAL	50	100

Do you feel or know of women getting lower positions in your occupation because of their gender ?

OPTIONS	NO OF RESPONSES	PERCENTAGE
YES	14	28
NO	28	56
MAYBE	8	16
TOTAL	50	100

Does women are respected based on thier skintone ?

OPTIONS	NO OF RESPONSES	PERCENTAGE
YES	14	28
NO	26	52
MAYBE	10	20
TOTAL	50	100

Have you experienced/Heard any sexual harrasment in your workplace ?

OPTIONS	NO OF RESPONSES	PERCENTAGE
YES	28	56
NO	20	40
MAYBE	2	4
TOTAL	50	100

Does women of child bearing age not given job in your workplace ?

OPTIONS	NO OF RESPONSES	PERCENTAGE
YES	10	20
NO	30	60
MAYBE	10	20
TOTAL	50	100

Your higher authority is of what gender ?

OPTIONS	NO OF RESPONSES	PERCENTAGE
MALE	40	80
FEMALE	6	16
OTHER	4	4
TOTAL	50	100

Were your occupation given any flexibility to work where and when

OPTIONS	NO OF RESPONSES	PERCENTAGE
ONLY FOR MEN	6	12
ONLY FOR WOMEN	2	4
FOR BOTH	36	72
FOR NONE	6	12
TOTAL	50	100

Is your business has career progression opportunities favourable for men alone ?

OPTIONS	NO OF RESPONSES	PERCENTAGE
YES	12	24
NO	36	72
MAYBE	2	4
TOTAL	50	100

Does Men/Women are equally involved in decision & policy making of the company ?

OPTIONS	NO OF RESPONSES	PERCENTAGE
ONLY MEN ARE INVOLVED	12	24
ONLY WOMEN ARE INVOLVED	2	4
BOTH ARE EQUALLY INVOLVED	36	72
TOTAL	50	100

Does women get more holidays compared to men ?

OPTIONS	NO OF RESPONSES	PERCENTAGE
YES	14	28

NO	24	48
MAYBE	12	24
TOTAL	50	100

Men spend more time in office than a women. Do you agree ?

OPTIONS	NO OF RESPONSES	PERCENTAGE
YES	22	44
NO	18	36
MAYBE	10	20
TOTAL	50	100

CONCLUSION :

To conclude with educating employees on unconscious gender bias, appointing diverse interviewers and implement longer shortlists to hire more women in top position, establishing mentor-mentee relationship, supporting women to senior roles, having clear policy on discrimination could eliminate gender inequality in organization.

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