

## A CRITICAL ANALYSIS ON GENDER INEQUALITY IN WORKPLACE

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### ABSTRACT

*Gender inequality in the workplace might include hiring or training only one gender for a particular role. India struggles with gender inequality issues beyond just equal economic process and access to educational resource opportunities. The target of the research is to analyse the gender discrimination in workplace, to analyse the steps taken by the government regarding women empowerment, to analyse the worldwide situation regarding gender inequality in workplace. The research method used is emperical research. The sample size is 200. The findings show reproduction of a gendered normative order through two sorts of norms and practices: one, norms and practices that favour men and second, socio-cultural norms that devalue women publicly spaces which help to take care of masculinity within the workplace. Although these practices could be found elsewhere within the world, the way during which they're enacted reflects national cultural norms. Although we portray gender inequality as a self-reinforcing system that can perpetuate discrimination, important levers for reducing discrimination are identified.*

**KEYWORDS:** Struggles, Inequality, social cultural norms, workplace, women empowerment.

### INTRODUCTION:

Although the constitution of India grants men and women equal rights, gender disparities remain. Research shows gender discrimination mostly in favour of men in many realms including the workplace. Discrimination affects many aspects in the lives of women from career development and progress to mental health disorders. While Indian laws on rape, dowry and adultery have women's safety at heart, these highly discriminatory practices are still taking place at an alarming rate, affecting the lives of many today. According to recent report by the McKinsey Global Institute (MGI) for the Asia-

Pacific region, gender inequality in India is extremely high at the workplace and in terms of legal protection and political voice. A general strong association of cognition in older ages with education emerges as a potential explanation for gender gaps and cohort differences. Female disadvantage in cognition is greater in India, both before and after controlling for education. The process of rural-urban migration draws more cognitively able women to cities in China but not in India. In Singapore, the women's labour-force-participation rate doubled from 28 percent in 1970 to 58 percent in 2016, reflecting a range of policies helping women to achieve work-life

balance, including paid maternity leave, paid and unpaid childcare leave, increased tax relief, tax rebates, and childcare subsidies. Various studies have indicated gender gap in India. Equal Remuneration Act, 1973 provides for payment of equal remuneration to men and women workers for the same work of similar nature without any discrimination. In order to ensure social security to the workers including women in the unorganised sector, the Government has enacted the Unorganised Workers Social Security Act 2008. The factors are affecting the gender inequality in workplace are Unequal pay, Racism, sexual harassment, Women are promoted less often than men, Fear of asking to be paid what you're worth. In Middle East and North African women still have half the rights of men. Research shows gender discrimination mostly in favour of men in many realms including the workplace. Discrimination affects many aspects in the lives of women from career development and progress to mental health disorders.

#### OBJECTIVES

- To analyse the gender discrimination in workplace
- To analyse the steps taken by the government regarding women empowerment.
- To analyse the global situation regarding gender inequality in workplace

#### LITERATURE REVIEW

1. **Renu Batra, Thomas G Reio Jr**-India struggles with gender inequality issues beyond just equal economic growth and access to educational resource opportunities. Gender inequality exists in the form of socially constructed, predefined gender roles firmly anchored in India's sociocultural fabric that has deep cultural and historical roots. Sociocultural influences have spillover effects across all domains, including the organizational workforce, and social and political contexts. This unquestionable influence is still accepted as the

norm within the societal and familial periphery.(Blesia, n.d.)

2. **Namrata Gupta**-Since liberalization in the 1990s, India has witnessed a growth in the number of educated middle-class women in professions. However, there are few women in leadership positions and decision-making bodies. While the earlier notion of the ideal woman as homemaker has been replaced by one which idealizes women of substance, a woman's role in the family continues to be pivotal and is even viewed as central in defining Indian culture.(Hirsh, Hollingdale, and Stecy-Hildebrandt, n.d.)

3. **Priti Jha, Niti Nagar**-The reality of gender inequality in India is very complex and diversified, because it exists in every field like education, employment opportunities, income, health, cultural issues, social issues, economic issues etc(Billing and Sundin, n.d.)

4. **Singh Sumanjeet**-Despite a high growth rate and plentiful Government measures to encourage gender equality, the gender gap still exists in India. Lack of gender equality not only limits women's access to resources and opportunities, but also imperils the life prospects of the future generation.(Vokić, Obadić, and Ćorić 2019)

5. **Namrata Gupta, Arun K Sharma**-social stereotypes infiltrate the workplace and that there are latent aspects in the work environment that place women academic scientists at a disadvantage. These disadvantages are a function of a 'patrifocal' structure of Indian society, a general 'lack of critical mass' of women scientists and a lack of 'universalism' in science.(Dashper 2019)

6. **Meena Razvi, Gene L Roth**-Gender discrimination in India affects poor women's socio-economic development. This paper describes and interprets recurrent themes indicating that the Indian government, non-governmental organizations (NGOs), and other international human rights organizations show growing concerns regarding gender inequality

in India.(Dashper 2019; "Social Media, Gender Inequality and the Workplace" 2016)

7. **Reena Patel, Mary Jane C Parmentier**-It is often expected that women's participation in the professional realm will contribute to a breakdown of traditional gender roles. And indeed, the data illustrate that women are working in the IT sector in India in increasing numbers. (Bradley 1999)

8. **Sanjukta Mukherjee**-Part of this new image of a modern, progressive and tech savvy India that has embraced open market policies is the increasing visibility of and dependence on educated middle class professional women and a hegemonic discourse of 'empowerment that is symbolic of the IT (information technology) sector.(Flynn, Haynes, and Kilgour, n.d.)

9. **Mamta Mehrotra**-The status of women is how society perceives a woman and not what it should be. Women at every stage are deprived of opportunities because of their sexuality.Women are the pillars of any society and the foundation stone of any family.(Flynn, Haynes, and Kilgour, n.d.; Johnson, n.d.)

10. **Supriti Bezbaruah**-Experiences of gender inequalities are geographically reconfigured in the Indian banking sector through the interplay between gendered organisational practices, local cultural discourses on femininity, institutional factors, particularly government laws and organisational structures.(Liebig, Gottschall, and Sauer 2016)

11. **David Weir, Margaret Lay, Kenneth Langa**-A general strong association of cognition in older ages with education emerges as a potential explanation for gender gaps and cohort differences. Female disadvantage in cognition is greater in India, both before and after controlling for education. The process of rural-urban migration draws more cognitively able women to cities in China but not in India.(Nemoto 2016)

12. **Shoba Arun, Richard Heeks, Sharon Morgan**-One ICT initiative-" gender-blind" and pursued within the globalised, competitive context of an increased role for markets and flexibility'-has generally reinforces gender inequalities. By contrast, a gender-focused ICT initiative involving significant state intervention has brought about positive changes to livelihood outcomes and empowerment of poor women.(Rao et al. 2015)

13. **Berta Esteve-Volart**-We model gender discrimination as the complete exclusion of females from the labor market or as the exclusion of females from managerial positions. The distortions in the allocation of talent between managerial and unskilled positions, and in human capital investment, are analyzed. It is found that both types of discrimination lower economic growth; and that the former also implies a reduction in per capita GDP, while the latter distorts the allocation of talent.(Connelly, Barriteau, and International Development Research Centre (Canada) 2000

14. **Namrata Gupta**-Scientists refuse to blame the organization for inequalities by delinking gender issues from the organizational domain. This delinking occurs through rationalizing gender inequality as "social", through separating informal behavior from the "system" and perceiving women as "privileged". Such discourses while keeping intact the rationality and meritocracy of the organizations/institutions, reproduce the ideological "public-private dichotomy" and the male dominance at the workplace.(Heisler et al. 2020)(Nemoto 2016)

15. **Anu Rammohan, Patrick Vu**-Women's schooling attainment in India continues to lag considerably behind that of men.Economic development is an important factor in narrowing gender gaps in education, with wealthier districts more likely to educate girls than poorer districts. However, the norm of patrilocal exogamy, where wives migrate to co-reside with their husband's kin, is associated with worse outcomes for women's schooling

relative to men’s schooling; and, in keeping with anthropological research, gender-differentiated inequities in education are more pronounced in Northern India.(Sandberg 2013)

16. **Sutapa Saryal**-United Nation in its Millennium Summit in 2000 declared ‘Gender Equality and Women Empowerment As one among the eight ‘Millennium Development Goal To be achieved by the year 2015. However these goals are far from being realized in a country like India.(Leach 2015)

17. **Nazia Zabin Memon, Lalatendu Kesari Jena**-Gender inequality (GI) at the workplace and the ensuing opportunity loss of economy has long been studied, and results were established in different context. Several empirical research confirmed the impact of non-fulfilment of job characteristics and employee expectations on job satisfaction and motivation levels.(Lipman 2018)

18. **Rajashi Ghosh**-In the wake of globalization and changing nature of work, human resource development (HRD) professionals are faced with an ambitious task of unraveling these complexities and identifying effective ways to manage diversity and promote gender equality in organizations and in the Indian society at large.(Saddhono et al., n.d.)

19. **Namrata Gupta, Arun K Sharma**-Gender inequality in science is common to most nations. To a large extent, this inequality is a product of the socio-cultural environment in which science is conducted. The professional environment and the socio-cultural context are inextricably linked together in the practice of science.(Bradley 1999).

20. **Carol Hymowitz and Timothy D. Schellhardt (March 24, 1986)** - “The Glass Ceiling: Why Women Can’t Seem to Break the Invisible Barrier That Blocks Them from the Top Job. They were the first to use this term. The term resonated with women around the world because it captured their frustrations and the

term “glass ceiling” has now become commonplace.

**RESEARCH METHODOLOGY:**

The research method followed is empirical research. A total of 200 samples have been taken out of which is taken by a convenient sampling method. The sample frame taken by the researcher through online . The independent variables taken for the survey are age, gender, occupation and educational qualification. The statistical tool used in the study is graphical representation.

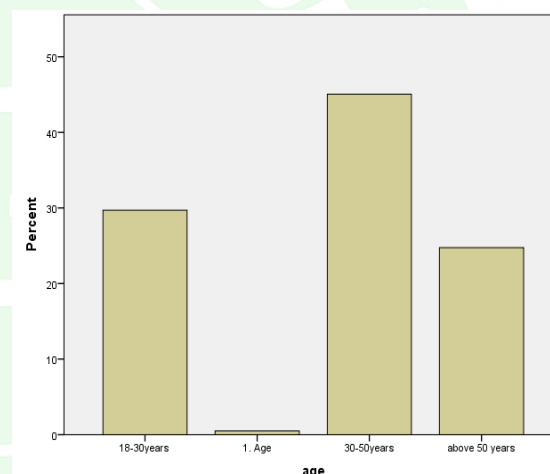


Fig .1 shows the distribution of the respondents over the age group of 18-30 years,30-50 years and above 50 years.

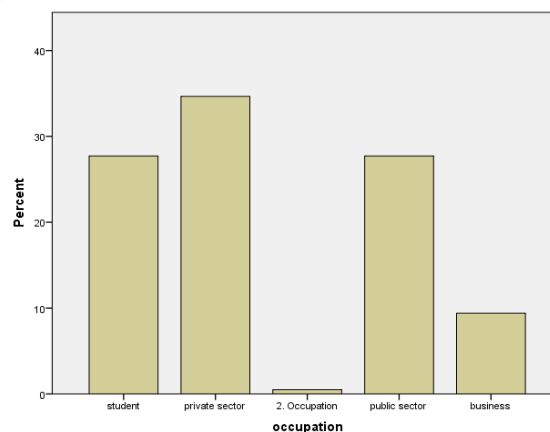


Fig .2 shows the distribution of the respondents over the occupation of student ,private

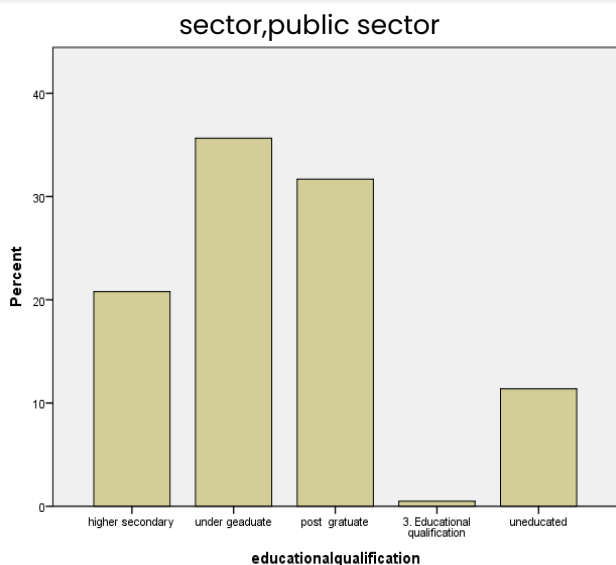
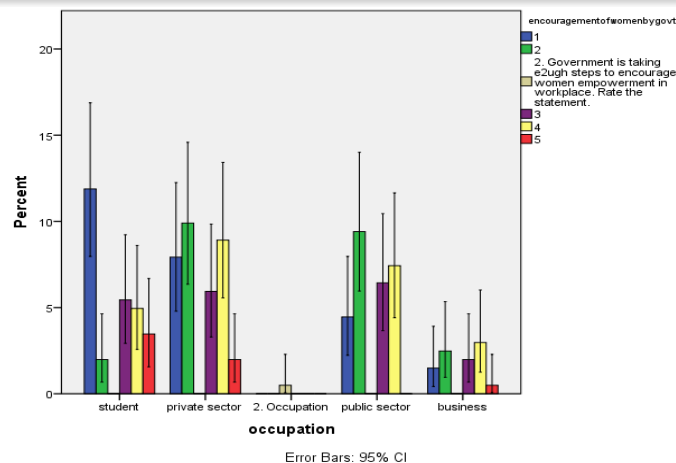
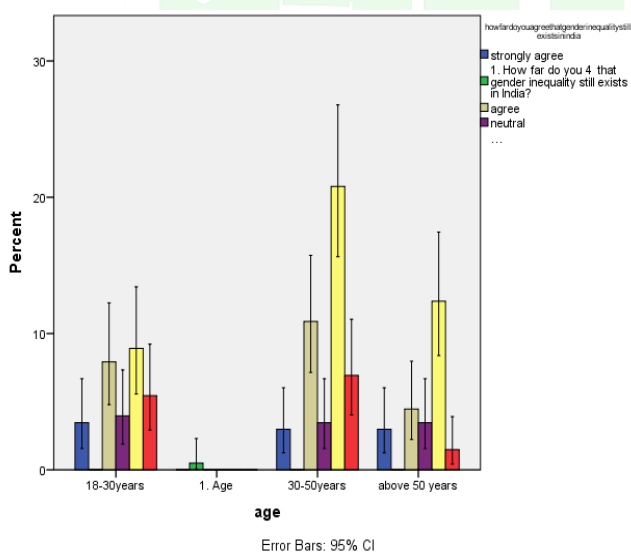


Fig .3 shows the distribution of the respondents over the educational qualification of higher secondary, undergraduate, postgraduates and uneducated.



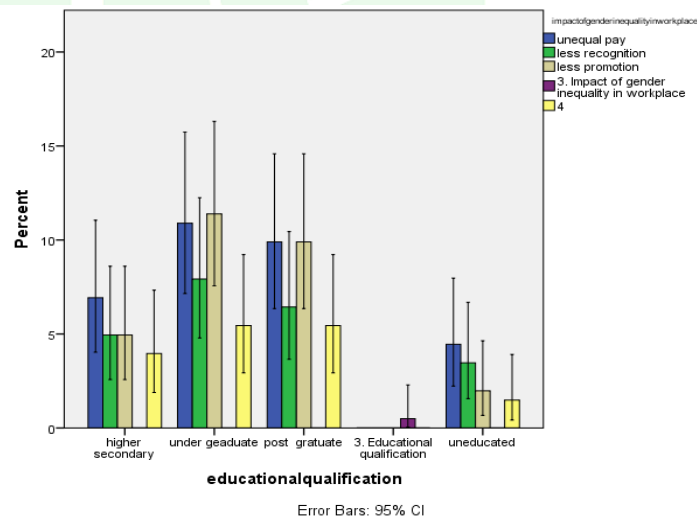
**LEGEND:**

Fig 5 shows the distribution of the respondents among various occupations and their opinion on government is taking enough steps to encourage women empowerment in workplace.



**LEGEND:**

Fig 4 shows the distribution of the respondents among various age groups and their opinion on gender inequality still exists in India.



**LEGEND:**

Fig 6 shows the distribution of the respondents among various educational qualifications and their opinion on impact of gender inequality in workplace.

**RESULT:**

From Fig .1 shows the distribution of the respondents over the age group of 18-30 years,30-50 years and above 50 years.

From Fig .2 shows the distribution of the respondents over the occupation of student, private sector, public sector

From Fig .3 shows the distribution of the respondents over the educational qualification of higher secondary, undergraduate, postgraduates and uneducated.

From Figure 4, The responses have been differentiated by the author that from the age group 18-30 , 9% of the people strongly agree to the statement and 30-50 years ,20% of the people agree to the statement and above 50 Years ,13% of the people agree to the statement.

From Figure 5, The respondents from various occupations answered for the question, Government is taking enough steps to encourage women empowerment in workplace the student

The responses have been differentiated by the author that from the occupation 13% of the students strongly agree with this statement and 9% of private sector people strongly disagree with this statement and 8% of public sector people strongly disagreeing with the statement and 3% of business people agree with this statement.

From Figure 6, The respondents pursuing higher secondary for the question supported in unequal pay for 8% , and the respondent who are undergraduate for the question supported in less promotion for 12%, and the respondent who are post graduate for the question supported in unequal pay and less promotion are equal , uneducated people are supported in unequal pay for 4%.

#### **LIMITATION:**

The Major limitation of the study is the sample frame. The sample frame Collected through online platforms like sending mail, sending links via WhatsApp is the limitation of the study, the real field experience is missed out due to corona pandemic. The restrictive area of sample size is yet another drawback of the research. Collection of data via online platform

is limiting the researcher to collect data from the field. Since the data is collected on online platform wherein the respondent is not known, the original opinion of the respondent it is not found, The researcher could only come to a approximate conclusion of what the respondent is feeling to convey.

#### **DISCUSSION**

From graph 1 , The responses have been differentiated by age and educational qualification we can see maximum people from all age accepted that gender inequality still exists in India. From graph 2, The responses have been differentiated by occupation we can see maximum people from all except that our government is taking enough steps regarding women empowerment. From graph 3, The responses have been differentiated by educational qualification we can see maximum people from all educated people are mostly supported in unequal pay and less promotion.

#### **CONCLUSION**

The paper highlights how various norms and practices enacted in the specific Indian socio-cultural context construct and maintain masculinity at the workplace depriving opportunities to professional women which affect their rise to leadership positions.

The findings show reproduction of a gendered normative order through two types of norms and practices: one, norms and practices that favor men and second, socio-cultural norms that devalue women in public spaces which help to maintain masculinity in the workplace. Although these practices might be found elsewhere in the world, the manner in which they are enacted reflects national cultural norms.

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