



Gender Inequality At Workplace: A Sociological Study

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ABSTRACT - Gender inequality is a pressing issue in Indian society. Despite a constitution that guarantees equal rights for men and women and decades of legislation, some deep-rooted gender discrimination in India takes a brutal toll on women's lives. Even after rapid economic growth, gender disparities remain all too familiar: 1,000 girls die each day before reaching the age of five due to neglect. This paper titled "Gender Inequality at Workplace: A Sociological study", is an efficient effort to study this inequality. This study is based on the primary data and is conducted in Aligarh district of UTTAR PRADESH. Sample size of 40 is taken for the study. This study will help in building strong suggestions and recommendations to cure gender inequality.

KEYWORDS- Inequality, Economic, Growth, Legislation.

INTRODUCTION- Gender inequality is the social phenomenon in which people are not treated equally on the basis of gender. This inequality can be caused by gender discrimination or sexism. The treatment may arise from distinctions regarding biology, psychology, or cultural norms prevalent in the society. Some of these distinctions are empirically grounded, while others appear to be social constructs. While current policies around the world cause inequality among individuals, it is women who are most affected.

Gender inequality weakens women in many areas such as health, education, and business life. India has been ranked low on various indices that measure gender equality — including economic participation and opportunity; educational attainment; health and survival; political empowerment; and legal protection — due to multiple factors such as high levels of women discrimination in India as well as various discriminatory social norms, laws and cultural practices. Some of the key areas or examples of gender inequality in India where women face discrimination include less access to education and employment, under-representation in political positions, poorer health and nutrition than men, and the most obvious violence against women.

India ranks 132 out of 187 nations on the gender disparity index - decrease than Pakistan (122), according to the UNDP HDR 2016. The report stated all nations in South Asia, aside from Afghanistan, have been a better place for girls than India, with Sri Lanka (74) topping them all. Nepal ranked 102 and Bangladesh 111th. Gender inequality is especially tragic not only as it excludes ladies from simple social possibilities, however also as has it gravely imperiled the lifestyles potentialities of future generations. Indian families often select boys to girls, and girl feticide is tragically commonplace. Only 28% of Indian girls above the age of 16 in 2012 have been a part of the US labour force, compared to 8.6% men.

Gender discrimination is the reason for 98 per cent of employment gap between males and females in India, according to a new report of Oxfam India. The report said self-employed males earn 2.5 times more than females. The report highlighted that woman in India despite their same educational qualification and work experience as men will be discriminated in the labour market due to societal and employers' prejudices.

According to 2011 census, the female literacy rate was 65.46% compared to 82.14% for males. The underlying thought that is that educating women is of no value as they will only serve their husbands and family in future. It makes the parents unwilling to spend on girl's education. Women are not able to enjoy equal status in society as men and have very little say or authority. The grant of equal rights by the Constitution does not bring any significant change in their position and respect in the society.

According to the famous sociologists Sylvia Walby, patriarchy is "a system of social structure and practices in which men dominate, oppress and exploit women". Women's exploitation is an age old cultural phenomenon of Indian society. The system of patriarchy finds its validity and sanction in our religious beliefs, whether it is Hindu, Muslim or any other religion. For instance, as per ancient Hindu law giver Manu: "Women are supposed to be in the custody of their father when they are children, they must be under the custody of their husband when married and under the custody of her son in old age or as widows. In no circumstances she should be allowed to assert herself independently.

By considering inequality in the workplace from a career perspective, the issue can be discussed from a managerial perspective. Based on the existing data, women in leadership positions are significantly fewer than men. As Tastad and Bass (2020) argue, gender disparity in this aspect is obvious, and in Figure 1, one can see what relevant statistics the authors offer. Based on these indicators, the conclusion is clear that women's career prospects are limited.

NEED AND SIGNIFICANCE OF THE STUDY-

- (1) Gender equality is a critical component of any workplace environment. It's vital for employers to acknowledge the importance of gender equality and actively promote policies and practices that support it.
- (2) The gender pay gap; a 2016 article in The Hindu stated that the gap in India was as high as 27%. Which means, all else being equal, a woman colleague would earn only three quarters of her male counterpart.
- (3) Gender equality prevents violence against women and girls. It's essential for economic prosperity. Societies that value women and men as equal are safer and healthier.
- (4) Gender equality is not a 'women's issue'. The effects of gender inequality touch all parts of our community. Gender stereotypes have negative effects on people of all genders.

(5) Reducing inequality strengthens economies and builds stable, resilient societies that give everyone the chance to thrive.

OBJECTIVES OF THE STUDY-

- 1- This study will address the main cause of gender inequality at workplace.
- 2- Unequal pay for work at the workplace is the main issue that oftenly face by the employees of the respective organisation hence, this study will fill a gap in the pay scale.
- 3- Gender inequality is the main common factor due to which women are lacking in better opportunity at workplace as man power is oftenly seen as compare to women power.
- 4- Gender inequality is also seen as a non cooperative nature of men employees with women employees hence, this study will address the respective issues.
- 5- Gender inequality is not always faced by women it is also faced by men as their working hours and their time are some time unfavorable.

HYPOTHESIS-

The following hypothesis are drawn to conduct the study:

- 1- The mode of work and the gender has no direct relationship between them .
- 2- The gender and the amount of pay they received for their work has no direct relationship between them .
- 3- The working hours should be independent of the gender.

REVIEW OF LITERATURE-

In Indian and international perspective, many study and research have been conducted. some of them are as follows –

1. Jayachandran, S. (2014), has presented the roots of gender inequality in developing countries. This paper also discussed the several mechanisms through which the economic development could improve the relative outcomes of women & gender gaps can be reduced as country grows.
2. Dunn, D. (1998), has focused on the situation of women in scheduled castes and tribes groups which are considered to as „weaker sections of people“ and granted special safeguards and concessions under the Indian Constituents. This paper represented a descriptive picture of scheduled caste and tribe women's status in Indian society and also suggested that socio- economic development plays an important role to reduce the disadvantage of scheduled group women.
3. Thomas, R.E. (2013), has highlighted his paper with the state of gender based inequality in the modern India. It has presented gender inequality with the help of some facts & figures and representing the inequality practiced in India & its comparison with other Asian & Western countries.

4. Chaudhary, & Sarkar, D. (2012), has tried to find out some factors i.e. educational status, work participation, level of gender inequality, of the Cooch Behar, a district of West-Bengal, India and suggested some relevant strategies implication for reducing this gender inequality to promote the deprived women of this district.
5. Raju, E. (2014), has examined the gender discrimination in India on the basis of demographic, social, economic and political context. The paper has broadly discussed the issue of gender inequality, women empowerment & reproductive health among women of India. Some measures under taken by the International and national organizations were also discussed in this paper.
6. Rustagi, P. (2005), has concluded the great potential of economic growth & increasing women's economic participation towards eliminating gender inequalities in income & wages, unless supported by concerted efforts at altering attitudes towards women's role & contribution that are harbored by different agents within the labor market.
7. Heilman & Caleo (2018) Gender discrimination is regarded as an important concern for organisations. According to the survey by Pew Research Center, 42% of the women in the US faced some form of gender discrimination at their workplace (Center, 2020). Some of the common types of gender discrimination include unequal opportunity to pay, unfair treatment, getting less support and recognition from supervisors, less opportunity for promotion, harassment, provided with low demanding or not so important tasks, and others.
8. Tabassum and Nayak (2021) stated that career progression is an important aspect for both employees and the organisation because the development of an organisation is dependent on the career of employees. An employee can develop their career with the help of managerial as well as professional experience and skills that brings them promotion and rewards.
9. Liani et al (2020) agreed with the fact that said that career development comprises responsibilities and higher status within an organisation. In order to move to a higher position, an employee has to give a lot of time and effort for business betterment.
10. De Cabo et al. (2020) further added that even though career progression is an important aspect for all employees but still it is most prone to gender discrimination. Many of the top management and senior executives claim that women do not have the desire to excel in current job positions. They lose the desire to excel due to different reasons such as family demands, stereotyping, lack of opportunities, and most importantly discrimination.
11. It has been analysed from the study by Harnois and Bastos (2018) that gender discrimination is also present in the workplace in the form of restrictions on growth and promotion. They are not promoted to higher management positions even though they are well fit for the position due to various misconceptions. People believe that women cannot lead men effectively and that it won't be suitable for them to get promoted to higher positions due to which they are kept at lower levels. The career progression of women managers is regarded as a glass ceiling which are artificial and invisible barriers that women face at the time of promotion to higher positions due to which they are kept at lower levels. The career progression of women managers is regarded as a glass ceiling which are artificial and invisible barriers that women face at the time of promotion to higher managerial levels.

12. According to Imam et al(2013), to reach the top level, women face problems as they are not considered in the hierarchy for the top position and male employees are given preference. This is majorly due to the concept that women do not desire to reach the top level or they cannot lead especially men.

13. Neeraj Kaushik (2014) In developing countries like India, changing economic and social condition necessitated working of women irrespective of their religion, class or social status. But at the same time, it raised number of related issues like managing for family adjustment, working environment, etc. The purpose of this paper is to study gender issues like gender stereotype, gender discrimination and sexual harassment in the context of Indian environment.

DATA TABULATION AND INTERPRETATION –

Higher percentage of people are from the age group of 31-35 with 32.5% and least percentage of people are 41 and above as illustrated in the table. The above table illustrates that the government sector employees contributes more with 62.5% whereas private sector contributes only 37.5%. The above table illustrates that the government sector employees contributes more with 62.5% whereas private sector contributes only 37.5%.

AGE	FREQUENCY		PERCENTAGE	
25-30	9		22.5	
31-35	13		32.5	
36-40	11		27.5	
41 and above	7		17.5	
GENDER	FREQUENCY		PERCENTAGE	
Men	30		75	
Women	10		25	
WORKING SECTOR	FREQUENCY		PERCENTAGE	
Private	15		37.5	
Government	25		62.5	
WORKING HOURS	WOMEN FREQUENCY	MEN FREQUENCY	PERCENTAGE	
5-6	8	10	45	
6-8	2	15	42.5	
8-10	0	5	12.5	
PAY SCALE	WOMEN	MEN	W PERCENTAGE	M PERCENTAGE
10k-15k	0	0	0	0
16k-20k	5	0	50	0
20k and above	5	30	50	100
SATISFACTION WITH SALARY	WOMEN	MEN	W PERCENTAGE	M PERCENTAGE
Partially satisfied	3	15	30	50
Fully satisfied	7	10	70	33.33
Partially dissatisfied	0	5	0	16.66
Fully dissatisfied	0	0	0	0

Table 1- socio-economic status of respondents

Mostly women's pay ranges from 16k and above whereas men's pay ranges from 20k and above with 100%. The men category is partially satisfied with their salary constituting 33.33% and only 16.66% are partially dissatisfied with their salary. Where in the case of women, 70% are fully satisfied and 30% are partially satisfied.

PROBLEMS AT WORKPLACE	WOMEN FREQUENCY	MEN FREQUENCY	W PERCENTAGE	M PERCENTGE
Being discriminated	0	0	0	0
Less pay scale	5	20	50	66.66
More working hours	10	30	100	100
Exploitation	0	0	0	0
Unfavorable conditions	0	20	0	66.66
Lack of leadership opportunity	10	0	100	0
Non-cooperative environment	10	0	100	0
FACED GENDER INEQUALITY	FREQUENCY		PERCENTAGE	
Yes	30		75	
No	10		25	
LEGAL ACTION(REPORTED)	FREQUENCY		PERCENTAGE	
YES	10		25	
NO	30		75	

Table 2- Problems and reporting

Men faces the problem of more working hours with 100% where as the women faces many problems such as lack of leadership opportunity, non cooperative environment, less pay scale with 100- 50% voting. Maximum number of respondents faced gender inequality with 75% satisfied response where as only 25% respondents are dissatisfied. Least number of respondents reported against the gender inequality with only 25% whereas maximum number of respondents didn't reported against in with 75%.

CONCLUSION AND SUGGESTION- When it comes to gender equality at the place of work, a substantial improvement is noted as compared to past couple of years. It is essential for companies to achieve gender equal- its not because it is the right thing to do and fair but because it is linked to country's overall economic growth. Over the years, inequality amongst women and men in the workplace has diminished, but has not yet disappeared. Two income households have become increasingly normalized and it is now common for both males and females to seek paid employment. However, despite this modernization, women still experience a number of unequal employment issues stemming from historical perspectives on the role of women. These barriers consist of difficulty advancing in the workplace, stereotyping, unequal pay, a narrowed scope of job opportunities, current HR practices and policies as well as negative attitudes (Wolf & Fligstein, 1979, p. 235). After further research, it has become clear that these issues could be lessened or resolved by implementing strategies, such as, mentoring programs, flexibility for family needs, anti- discriminatory legislation for women and minorities entering the workforce and HR policies that implement gender equality practices. Although the wage gap has persisted despite ongoing improvements in the different sectors of gender inequality, it is

important to first address the barriers presumably responsible for the majority of discrepancies. The current attitudes and behaviors directed towards women in work need modifications if the goal is to move towards a more equal employment sector overall. Then, through application of these strategies alongside a greater understanding of gender inequality, we will have the means necessary to shrink the gap between men and women in the workforce. A scenario where women have equal opportunity to men in the workplace should no longer be an aspiration, but a requirement.

Suggestion - There is a solution of every problem. For reducing gender inequality in India, we should offer high level of education to girls and increase women empowerment. We should also give them opportunity in active politics & social activities so that social integration in Indian society can be made. Government should make policies & strategies regarding stopping the sex identification & abortions. NGOs can also play an important role to eradicate Gender Inequality. Politicians should frame out policies for increasing social welfare development regarding this issue. The Campaign of our Prime Minister Mr. Narendra Modi “Beti Bachao Beti Padhao” can be successful, when the mindset of Indian society will be changed towards women.

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