



# “The Intersection Of Gender Bias And Law: Men’s Experience In Compensation Disparities”

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**Abstract:** Complex dynamics in compensation inequities are revealed by the intersection of gender bias and the law, especially when it comes to men's experiences. Though most conversations on the gender pay gap centre on how much less women make than men, it's important to look at how these differences also impact males, particularly in situations when they might already be at a disadvantage.

According to research, males are more likely to hold higher-paying positions in traditionally male-dominated fields like technology and construction, which are also linked to higher risks and rewards. But in fields where women predominate, like nursing or teaching, men may face prejudices that prevent them from advancing in their careers or result in lower pay than women in similar fields. These phenomena can be linked to gender-based career routes being dictated by society expectations and preconceptions, which frequently make males feel excluded from particular work sectors.

Furthermore, for both genders, the influence of parenthood has a major impact on the trajectory of remuneration. Mothers frequently suffer salary penalties as a result of caring responsibilities, whereas males typically enjoy a "fatherhood wage premium," where their earnings rise after having children. Because of this discrepancy, men's earnings may be supported by conventional family responsibilities, while women may face structural obstacles that restrict their ability to earn more money.

Legal frameworks that deal with pay discrimination based on gender frequently overlook these complex experiences. Men's experiences within the same system can also reflect prejudices, either through underrepresentation in certain sectors or through the stigma associated with men pursuing careers traditionally perceived as feminine. However, the focus is typically on rectifying women's disadvantages rather than taking this into full consideration.

Men's experiences with wage inequities must be included in a thorough investigation in order to fully comprehend the junction between gender bias and the law. Policymakers can create more equitable solutions that meet the demands of all genders in the workforce by acknowledging the complexity of these problems.

**Key Words-** Gender Bias, Compensation Disparities, Equity, Discrimination, Workplace Inequality, Legal Framework, Men's Rights.

## INTRODUCTION

The intersection of gender bias and law, particularly concerning men's experiences in compensation disparities, presents a complex and often overlooked dimension of the broader conversation about wage inequality. Although the majority of the discourse surrounding the gender wage gap centers on the disadvantages that women face, it is important to acknowledge that males also confront particular difficulties in this context. The purpose of this introduction is to examine the subtleties of gender bias in pay, emphasizing the ways in which legal frameworks and societal norms might affect men's experiences with wage inequality.

For this study secondary data has been collected. From the website of KSE the monthly stock prices for the sample firms are obtained from Jan 2010 to Dec 2014. And from the website of SBP the data for the macroeconomic variables are collected for the period of five years. The time series monthly data is collected on stock prices for sample firms and relative macroeconomic variables for the period of 5 years. The data collection period is ranging from January 2010 to Dec 2014. Monthly prices of KSE -100 Index is taken from yahoo finance.

## UNDERSTANDING GENDER BIAS IN THE CONTEXT OF MEN'S EXPERIENCES IN COMPENSATION DISPARITIES

All genders are impacted by the widespread problem of gender bias, which can appear in a variety of settings, including the workplace. Although women's experiences with pay discrepancies have received a lot of attention, it is crucial to investigate how gender bias affects males as well, especially when it comes to pay and workplace dynamics.

Gender bias is often discussed in the context of women's experiences, particularly with regard to compensation disparities. However, it's also important to consider how men might experience gender bias, especially in areas like compensation, where societal expectations and stereotypes can play a role. In some cases, men may face disadvantages or biases when it comes to compensation or career advancement, especially in fields or roles traditionally dominated by women. For example, men in nursing, teaching, or administrative support roles may encounter lower pay or fewer opportunities for advancement compared to women in similar positions. This can be tied to the historical undervaluing of these professions, which are seen as "feminine" and often compensated less.

Additionally, men in caregiving roles, whether as stay-at-home parents or in part-time caregiving positions, can experience societal bias and unequal pay, as caregiving has traditionally been viewed as a woman's role. Men who choose to take time off for family reasons or opt for jobs with less pay to maintain a work-life balance may be penalized in terms of compensation and career progression. On the other hand, men in high-paying, traditionally male-dominated fields like tech, finance, and engineering may not experience compensation disparities in the same way that women do, but may face pressure to conform to rigid gender norms about work behavior, work-life balance, and career trajectories.

Ultimately, understanding gender bias in the context of men's experiences with compensation disparities requires acknowledging the nuanced ways in which societal expectations influence both men and women's career choices, job satisfaction, and earning potential. Efforts to address these disparities often require challenging traditional gender norms and promoting more equitable workplace policies for all genders.

## DEFINITION OF GENDER BIAS

The propensity to favor one gender over another, which frequently leads to unequal opportunities and treatment, is known as gender bias. This bias affects hiring procedures, promotions, and pay decisions and can be either explicit or implicit. For example, men may be preferred for positions requiring these qualities because they are thought to be less emotional and more analytical.

Gender prejudice, in the eyes of males, is a two-edged blade. Men may profit from structural advantages, but they may also be pressured to adhere to traditional masculine norms, limiting their emotional expression and personal choices. For example, social norms frequently require males to be domineering or stoic, creating a limiting context for individual behavior and identity.

## A CLOSER LOOK AT COMPENSATION DISPARITIES

Compensation disparities are typically framed within the context of women earning less than men. The perspectives of males, who are likewise impacted by discriminatory compensation policies, may be obscured by this viewpoint. Despite having comparable training and duties, males in caring or service-oriented positions frequently make less money than women. In addition to having an impact on their pay, this discrepancy also helps explain why they are underrepresented in certain sectors.

Compensation disparities, often discussed in the context of gender, can also be analyzed from a male perspective. In recent years, the conversation has begun to expand to consider how men may experience disparities in the workplace, particularly in industries or professions where women tend to dominate or where gender norms are shifting.

For men, compensation disparities might be seen in a few key ways:

**1. Occupational Segregation:** In certain sectors, like healthcare, education, or social work, women may outnumber men and could be more likely to receive better pay or more opportunities for advancement, as some employers focus on gender equity initiatives. Men in these industries may sometimes feel overlooked or undervalued, especially in roles traditionally dominated by women.

**2. Parental Leave Policies:** Men can face a compensation disparity when it comes to parental leave. While there's an increasing push for paternal leave policies to be more inclusive and equitable, in many countries, men still receive less paid time off compared to women. This can affect long-term earnings, as men might be expected to return to work faster, which can hinder career growth.

**3. Cultural Expectations:** There are also cultural expectations around masculinity and career success. Men are often socialized to prioritize work, and some may feel pressure to suppress their personal lives or emotional well-being for the sake of advancing in their careers. This "breadwinner" mentality can sometimes lead to burnout, unequal treatment in workplace benefits, or even wage stagnation, as men might

not take advantage of opportunities like flexible work hours or parental leave, fearing it could affect their earning potential.

**4. Wage Gaps in Male-Dominated Fields:** In some male-dominated industries, such as tech or engineering, the issue of compensation disparities may stem from a lack of diversity, which can affect pay equity. Men might not always recognize the disparities within their own ranks, as the focus tends to remain on gender inequality where women are concerned. However, even among men, certain demographics (e.g., racial minorities) face greater challenges in securing fair compensation.

**5. Leadership and Seniority Roles:** While men dominate senior leadership roles in many industries, this doesn't necessarily translate to universal compensation equity. Some men, particularly in lower-level or entry-level positions, may experience disparities when compared to their more senior counterparts, particularly if they are in industries where pay scales are influenced by gender-based trends or biases. Moreover, younger men or those in non-traditional roles might be paid less despite similar qualifications and work experience.

## THE EFFECTS OF LAWS AND REGULATIONS

The Equal Pay Act and Title VII of the Civil Rights Act, two existing statutes that promote pay parity, mainly address the structural obstacles that women encounter. Although these regulations are essential for promoting gender equity, they frequently overlook the ways in which gender stereotypes can disadvantage men as well. For instance, in workplaces that value conventional masculine roles, men may find it challenging to negotiate pay or pursue promotions, which could result in unequal prospects for progress.

The intersection of gender bias and law reveals complex dynamics in compensation disparities, particularly affecting men. Various laws and regulations can have unintended consequences that exacerbate these disparities, leading to a nuanced understanding of how gender biases manifest in the workplace.

### I. GENDER DISCRIMINATOR LAWS

Laws intended to protect women may unintentionally disadvantage men in some jurisdictions. Males' advocacy groups, for example, contend that Indian laws like IPC 498A establish a presumption of guilt against males in domestic conflicts, resulting in social biases that impact their access to economic opportunities and compensation outcomes. Males may be deterred from seeking just recompense or exposing abuses by such legal frameworks, which might reinforce the idea that males are innately guilty.

### II. IMPACT OF OCCUPATIONAL SEGREGATION

Pay disparities are largely caused by gender biases in occupational roles. Women predominate in lower-paying industries like care services, whereas men are frequently overrepresented in higher-paying industries like technology and finance. Legal frameworks that influence career trajectories and societal expectations



have an impact on this occupational segmentation. Laws that ignore these discrepancies may unintentionally reinforce current gaps as industries change, affecting men's experiences with compensation.

### **III. ADVOCACY FOR GENDER-NEUTRAL LAWS**

Gender-neutral laws that handle matters like child custody and domestic abuse without favoring one gender over the other are becoming more and more popular. Proponents contend that these changes are required to establish a more equitable judicial system that takes into account the difficulties and experiences of males in the context of gender bias<sup>2</sup>. By putting these measures into effect, some of the pay gaps that men currently face may be lessened.

### **WORKPLACE DYNAMICS AND SOCIETAL EXPECTATIONS**

Workplace cultures can reinforce prejudices against men. People who provide care may feel under pressure to uphold stereotypically masculine standards, which may discourage them from asking for flexible work schedules or taking parental leave. In addition to hurting men's job chances, these social norms impede initiatives to make the workplace more inclusive. The workforce as a whole suffers from a lack of diversity and creativity when men are discouraged from pursuing positions that fit their interests and skill set.

### **PROMOTING MEN'S ISSUES**

The necessity of promoting men's experiences in the discussion of gender bias is becoming increasingly apparent. Recognizing the particular difficulties men confront is crucial, according to groups and organizations devoted to resolving men's issues in the workplace. These organizations aim to establish a more equal workplace for all people, regardless of gender, by promoting equal treatment in pay and opportunities.

### **UNDERSTANDING DIVERSE EXPERIENCES THROUGH INTERSECTIONALITY**

An intersectional perspective is necessary to comprehend men's experiences in the context of gender bias. Racial, socioeconomic, and educational factors can have a big impact on men's experiences at work. Men of race, for example, may have exacerbated biases that impact their incomes and professional prospects. To effectively address compensation discrepancies, it is imperative to acknowledge these intersecting identities. The experiences of men with unequal pay serve as an example of why it is essential to have an intersectional perspective in legal settings. Policymakers and legal professionals can more effectively handle the complexities of discrimination by acknowledging the ways in which different types of bias interact, whether through race, class, or cultural norms. In addition to helping men, this strategy promotes social justice by enabling everyone to overcome their own obstacles free from institutionalized prejudice.

## TOWARD EQUITABLE REMUNERATION

Promoting laws that acknowledge and address the complexity of gender bias that affects everyone is essential to establishing a fairer workplace. Promoting equitable compensation policies that honor achievements on the basis of merit rather than following conventional gender norms is one way to achieve this.. Employers ought to establish clear compensation plans and guarantee that all workers, regardless of gender, have equal access to chances for professional progression.

Equitable pay means equitable and just reward for work, independent of gender, color, or background. In the case of males, it is vital to understand that, while men have traditionally had more access to higher-paying positions, they continue to face issues linked to equal payment.

One perspective is that males may feel pressured to obtain a specific wage based on cultural expectations, such as being the major earner, which can contribute to stress or burnout. Furthermore, many traditionally male-dominated businesses or professions (such as construction or engineering) may have salary inequalities based on the type of labor or skill sets, contributing to disparities between men in various disciplines.

However, the wider discussion on equal remuneration has been focused on women, who, on average, earn less than males for the same work. Addressing this entails raising awareness and taking active steps to eliminate gaps, ensuring that both genders are paid fairly for equal labor, and acknowledging men's particular experiences and problems in many circumstances.

## CONCLUSION

The complicated terrain of pay discrepancies, which disproportionately impact men's experiences, is shown by the confluence of gender bias and the law. Although women's wage disparities are frequently the focus of conversations, it is important to acknowledge that males face substantial compensation-related obstacles in the workplace as well. Pay gaps are glaring for men, especially in fields like law, where they make a lot more than women—on average, 59% more in the legal field alone. This instance demonstrates how gender bias can not only harm women but also foster an atmosphere in which males may feel under pressure to fit into traditional roles that put more income and career progression ahead of work-life balance and job satisfaction. Stress and discontent might result from society's assumption that males should be the primary breadwinners. While much of the focus on compensation disparities has been on women, it's important to acknowledge that men too can face unique challenges in the workplace. Understanding how societal expectations, industry norms, and evolving gender dynamics contribute to disparities can help create more balanced discussions around pay equity. While males may have some advantages owing to gender prejudice, they are also susceptible to cultural constraints that limit their roles and expressions. Understanding gender prejudice necessitates considering both the benefits and limits that individuals encounter because of their gender identification. Laws and regulations have a variety of complex and frequently unexpected effects on men's experiences with pay discrepancies. Despite the fact that many laws are designed to advance gender equality, they can also reinforce prejudices that harm males in other ways. In order to address these

problems, current legal frameworks must be carefully reevaluated to make sure they promote true equity for all genders in the workplace.

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