

A Study on Gender Equality in the Workplace

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Abstract: This study mainly deals with the “GENDER INEQUALITY ISSUES” that occur in the work environment. Despite decades of progressive efforts, there’s still a major deal of inequality in workplaces across the country. Gender equality is vital so as to capture the talents, ideas and perspectives that every gender has got to offer. So a descriptive research method was used to observe and survey the various gender inequality issues in the organization, in order to learn and assess them to find the gap and provide a feasible solution to the organization and employees. A descriptive research design was used to collect data from both Primary & Secondary sources. Questionnaire will be considered as the research instrument for the study. Convenience sampling method adopted as sampling design with a sample of 94 respondents. Appropriate statistical tools will be applied for testing the data such as Correlation, Chi-square, Regression analysis and weighted average method.

Keywords: Gender Inequality, Equal Pay, Equal Opportunities, Promotion, Positive Environment

1. Introduction

A gender-equal work environment where all employees feel appreciated and valued generates an on the whole more positive work environment for all of the employees

A company that practices gender equality treats men and ladies an equivalent Gender equality within the workplace means employees of all genders have access to an equivalent rewards, opportunities and resources at a corporation, including:

- Equal pay and benefits for roles with similar responsibilities
- Equal opportunities for promotions and career progression
- Equal consideration of needs

Employees shouldn’t face any kind of discrimination because they're male or female, or are undergoing gender reassignment. Establishing equality may be a top challenge that the whole human society is facing at the instant . Businesses and specifically people management can play a big role during this regard by making the workplace better for everybody.

When a corporation fosters equality within the workplace, the most important advantage is that the huge increase in opportunities to seek out competent candidates for hiring. Employees like to be a part of a culture where they are treated as equals. They stay longer where they are valued for his or her individuality and unique contribution.

Upholding equality within the workforce creates a more balanced and representative workforce. It builds inclusive company culture and uplift communication and teamwork. Equality within the

workforce, therefore, may be a huge driver of employee satisfaction, productivity and company growth. Having a various and inclusive workforce is one among the topmost criteria in determining a company's culture and building positive brand image.

2. PROBLEM STATEMENT

Gender inequality still turns out to be a major issue in a lot of places. The study is mainly conducted to find out the various gender equality issues that occur in the workplace such as difference in pay scale of men and women, whether both genders are provided with equal opportunities and equal level of benefits. The study mainly aims to find that decisions are made without any gender bias.

3. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To analyze if all genders are treated equally in the workplace.

SECONDARY OBJECTIVE

- To examine whether both men and women received equal treatment during recruitment and selection.
- To determine if both the genders receive equal pay for the same work.
- To analyze if both genders receive equal benefits from the organization

RESEARCH DESIGN

The type of research design utilized in the study is DESCRIPTIVE RESEARCH.

SAMPLING DESIGN

POPULATION

- The respondents are from general, junior, middle and top-level management.
- The total number of respondents in the study are 94 members.

SAMPLING METHOD AND TYPE

Convenience sampling method is the sampling technique used.

DATA DESIGN

TYPES OF DATA USED

PRIMARY DATA

Primary Data was collected through Questionnaire.

SECONDARY DATA

Secondary Data was collected from Internet, Books and various Journals.

DATA ANALYSIS AND INTERPRETATION

1.GENDER

TABLE 1 GENDER WISE CLASSIFICATION OF RESPONDENTS

GENDER	NUMBER OF RESPONDENTS	% OF RESPONDENTS
MALE	46	48.9
FEMALE	48	51.1

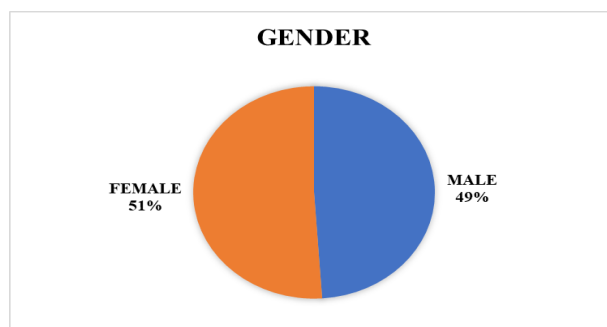


FIG 1 GENDER WISE CLASSIFICATION OF RESPONDENTS

SOURCE : PRIMARY SOURCE

INTERPRETATION : It is inferred from the above table that 48.9% of the respondents who filled the survey were male and 51.1% of the respondents who filled the survey were female.

INFERENCE: Majority of the respondents are female.

2.Age group

TABLE 2 SHOWING AGE WISE CLASSIFICATION OF RESPONDENTS

AGE	MALE	FEMALE	NO OF RESPONDENTS	%TOTAL
16-20	0	1	1	1.1
20-30	19	32	51	54.3
30-40	25	14	39	41.5

Above 40	2	1	3	3.2
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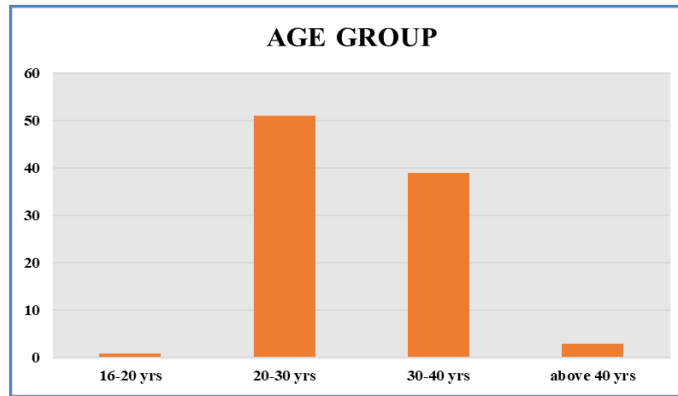


FIG 2 SHOWING AGE WISE CLASSIFICATION OF RESPONDENTS

SOURCE : PRIMARY SOURCE

INTERPRETATION: It is inferred from the above table that 1.1 % of the respondents belong to the age group 16-20 years, 54.3 % of the respondents belong to the age group 20-30 years, 41.5% of the respondents belong to the age group 30-40 years and 3.2% of the respondents belong to the age group of above 40 years.

INFERENCE: Majority of the respondents are of age group 20-30 years.

3. Do you feel that your workplace has a gender inclusive culture?

TABLE 3 SHOWING GENDER INCLUSIVE CULTURE OF THE ORGANIZATION

GENDER INCLUSIVE CULTURE	MALE	FEMALE	TOTAL	%TOTAL
YES	43	43	86	91.5
NO	3	5	8	8.5

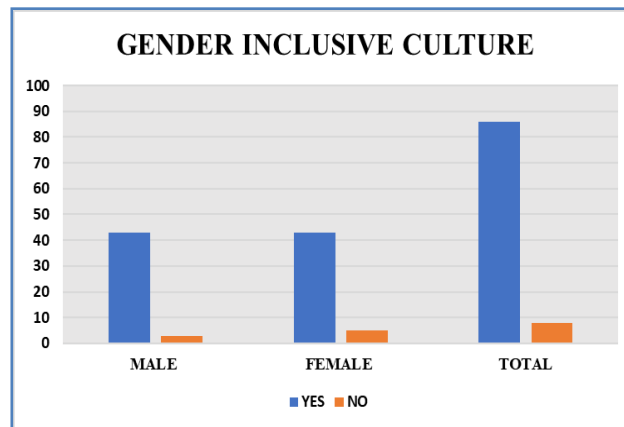


FIG 3 GENDER INCLUSIVE CULTURE OF THE ORGANIZATION

SOURCE : PRIMARY SOURCE

INTERPRETATION: It is inferred from the above table that 91.5% of the respondents mentioned that the organization had a gender inclusive work culture where as 8.5% of the respondents mentioned that the organization did not have a gender inclusive work culture.

INFERENCE: Majority of the respondents stated that the organization had a gender inclusive culture.

4. Based on your experience do you feel that men and women at your workplace are treated equally in the following areas

TABLE 4 WHETHER BOTH MEN AND WOMEN ARE TREATED EQUALLY IN TERMS OF RECRUITMENT AND SELECTION

RECRUITMENT AND SELECTION	MALE	FEMALE	TOTAL	%TOTAL
WOMEN AND MEN TREATED EQUALLY	39	42	81	86.2
WOMEN TREATED LESS FAVORABLY	6	4	10	10.6
MEN TREATED LESS FAVORABLY	1	2	3	3.2



FIG 4 WHETHER BOTH MEN AND WOMEN ARE TREATED EQUALLY IN TERMS OF RECRUITMENT AND SELECTION

SOURCE : PRIMARY SOURCE

INTERPRETATION :It is inferred from the above table that 86.2% of the respondents mentioned that both men and women were treated equally during recruitment and selection process in the organization,10.6% of the respondents mentioned that women were treated less favorably than men during recruitment and selection process in the organization , 3.2% of the respondents mentioned that men were treated less favorably than women during recruitment and selection process in the organization.

INFERENCE: Majority of the respondents mentioned that both men and women are treated equally in terms of recruitment and selection in the workplace.

5.Based on your experience do you feel that men and women at your workplace are treated equally in the following areas

TABLE 5 WHETHER BOTH MEN AND WOMEN ARE TREATED EQUALLY IN TERMS OF WAGES

REMUNERATION	MALE	FEMALE	TOTAL	%TOTAL
WOMEN AND MEN TREATED EQUALLY	36	38	74	78.7
WOMEN TREATED LESS FAVORABLY	7	9	16	17
MEN TREATED LESS FAVORABLY	3	1	4	4.3

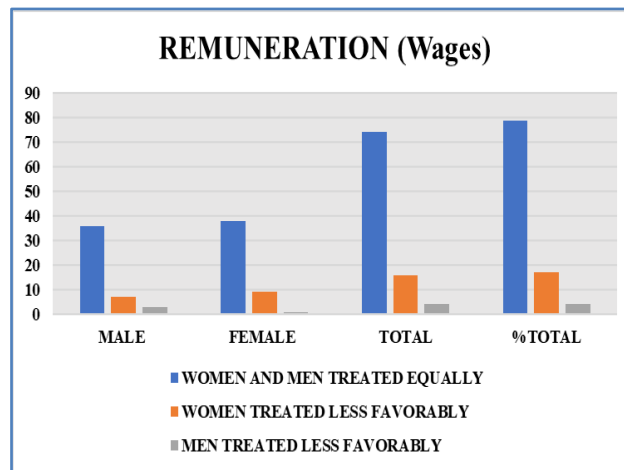


FIG 5 SHOWING WHETHER BOTH MEN AND WOMEN ARE TREATED EQUALLY IN TERMS OF WAGES

SOURCE : PRIMARY SOURCE

INTERPRETATION :It is inferred from the above table that 78.7% of the respondents mentioned that both men and women were treated equally in terms of wages in the

organization,17% of the respondents mentioned that women were treated less favorably than men in terms of wages in the organization , 4.3% of the respondents mentioned that men were treated less favorably than women in terms of wages in the organization

INFERENCE: Majority of the respondents mentioned that both men and women are treated equally in terms of wages in the workplace.

6.Do you think you get equal benefit with comparison to your opposite gender peer coworker?

TABLE 6 WHETHER EQUAL BENEFITS ARE PROVIDED TO BOTH GENDERS

EQUAL BENEFITS	MALE	FEMALE	TOTAL	%TOTAL
YES	27	23	50	53.2
NO	19	25	44	46.8

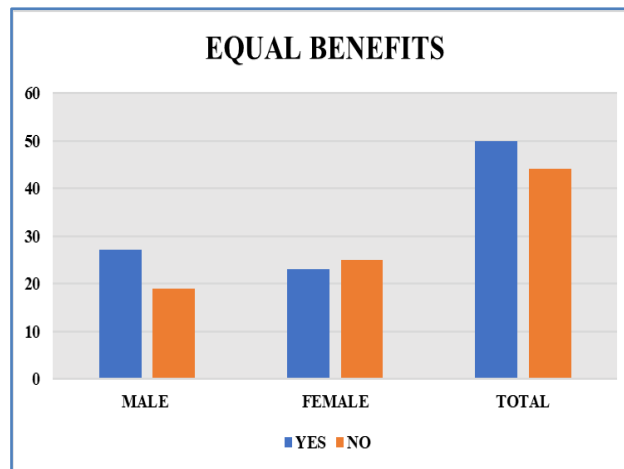


FIG 6 SHOWING WHETHER EQUAL BENEFITS ARE PROVIDED TO BOTH GENDERS

SOURCE : PRIMARY SOURCE

INTERPRETATION :It is inferred from the above table that 53.2% of the respondents mentioned that they received equal benefits in the organization and 46.8% of the respondents mentioned that they did not receive equal benefits in the organization.

INFERENCE: Majority of the respondents mentioned that they received equal benefit with comparison to the opposite gender peer coworker.

CORRELATION ANALYSIS

CORRELATION ANALYSIS BETWEEN ORGANIZATION PROMOTING GENDER EQUALITY AND WORKPLACE GENDER INCLUSIVE CULTURE

NULL HYPOTHESIS:

H₀: There is no relationship between organization promoting gender equality and workplace having a gender inclusive culture.

ALTERNATE HYPOTHESIS:

H₁: There exists a significant relationship between organization promoting gender equality and workplace having a gender inclusive culture.

Correlations			
		organization_promote_genderequality	workplace_genderinclusive_culture
organization_promote_genderequality	Pearson Correlation	1	.301**
	Sig. (2-tailed)		0.003
	N	94	94
workplace_genderinclusive_culture	Pearson Correlation	.301**	1
	Sig. (2-tailed)	0.003	
	N	94	94

** . Correlation is significant at the 0.01 level (2-tailed).

INTEPRETATION

From the above table, it is found that the correlation coefficient $r=0.301$

INFERENCE

From the correlation analysis, it is found that there exists a positive correlation between organization promoting gender equality and workplace having a gender inclusive culture.

CHI SQUARE TEST

ANALYSIS BETWEEN AGE GROUP AND GENDER DISCRIMINATION

HYPOTHESIS STUDY

NULL HYPOTHESIS:

H₀: There is no significant relationship between age group and gender discrimination in the workplace.

ALTERNATE HYPOTHESIS:

H₁: There exists a significant relationship between age group and gender discrimination in the workplace

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
agegroup * Gender_discrimination	94	100.0%	0	0.0%	94	100.0%

agegroup * Gender_discrimination Crosstabulation							
Count							
		Gender_discrimination					Total
		Strongly Agree	Agree	Neutral	Disagree	Strongly disagree	
agegroup	20-30 yrs	2	4	15	11	21	53
	30-40 yrs	0	2	11	3	22	38
	Above 40 yrs	0	1	1	0	1	3
Total		2	7	27	14	44	94

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.135 ^a	8	0.331
Likelihood Ratio	9.199	8	0.326
Linear-by-Linear Association	0.525	1	0.469
N of Valid Cases	94		
a. 9 cells (60.0%) have expected count less than 5. The minimum expected count is .06.			

INTEPRETATION

From the above table, it is found that the $p=0.331$

INFERENCE

From the analysis, it is found that there is no significant relationship between age group and gender discrimination in the workplace.

CONCLUSION

The study was mainly conducted to analyze the various gender equality issues that occur in the workplace. The study reveals that the mindset of society is changing, with the analysis of data collected, has indicated that majority of the men and women are treated equally at the workplace, the immediate supervisor doesn't discriminate between male and female while assigning crucial work. Respondents have indicated that equal benefits and opportunities are provided by the organization in the workplace. The modern workplace is a crucial arena for moulding societal gender inequalities. Gender equality is continuously evolving. As the business world becomes increasingly cutthroat, organizations cannot afford to miss out on the contributions of talented women. By working to beat biases in decision-making that harm women's outcomes within the workplace, organizations can take full advantage of the offerings of the whole population and reap the advantages of increased gender diversity.

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