

A Study on Gender Inequality in the Workplace with Special Reference to Jhansi

Dr. Atul Goyal¹, Ms. Shilpi Verma²

¹Assistant Professor, Bundelkhand University, Jhansi

²Research Scholar, Bundelkhand University, Jhansi

Abstract:

As we know gender inequality considered as the social phenomenon, in which people are treated differently or we say unequally just because of their gender. In modern era as well, we cannot deny the fact that, gender inequality is still prevailing in our society. If we look our surrounding, gender inequality can be seen at the workplace too, kind of significant issue that persists in many industries and organizations. Gender inequality can be manifest in various forms, such as the gender wage gap, lack of representation in leadership positions, and the impact of gender stereotypes. The present paper is an attempt to analyze the gender inequality at the workplace. The analysis is based on the primary data, for which well-structured questionnaire has been prepared and responses collected from 200 respondents working in public as well as private sector at Jhansi. The study reveals that such kind of gender inequalities, which is related to the employment, are moderately seen at the workplace. The male-female income ratio of 49.25% indicates the significant gender income gap, with women earning less than half of what men earn, which seems quite alarming.

Keywords: Gender Inequality, Workplace, Jhansi, Modern world, Male-female Income Ratio.

1. INTRODUCTION:

In today's scenario, we see many changes every day, the world seems more peaceful than earlier. We have also come forward from various orthodoxy or backward thinking, influencing the most of the population on earth. Gender inequality is also one of the most practiced things in our world. Gender inequality means when men and women are treated differently, just because of their gender. Despite framing so many laws by the government, still gender inequality somehow persists in our world. If we look around us, whether men or women, everybody wants or working hard to make their own identity. We also cannot deny the fact that, men as well as women are equally important for the foundation of the healthy society. Nowadays, women are also so enthusiastic towards their work life, trying their best to prove themselves in the changing era and maintain quality of work life very impressively, but we are also aware about the other half of the reality that in such a modern era, women are experiencing various difficulties at their workplace, which comes into picture time to time such as, gender stereotypes, biases, unequal access to training, lack of flexible work arrangements, limited representation in leadership role and so on. "Between 2019 and 2020, the global women's labour-force participation rate declined by 3.4% as compared to 2.4% for men. Women have been reentering the workforce at a slightly higher rate than men since then, resulted in a modest recovery in gender parity. Between 2022 and 2023 editions, parity in the labour -force participation increased from 63% to 64%. However, the recovery remains unfinished" (World Economic Forum 2023).

Gender inequality still prevailing at the workplace, in such a modern world, which can be considered as the threat for the society. We need to tackle such things by fostering a culture of equality and inclusivity, we can create a more equitable workplace where everyone has the opportunity to thrive and succeed, regardless of their gender.

2. REVIEW OF LITERATURE:

(Channar, Abbassi, & Ujan, 2011), in their research work ‘Gender Discrimination in workplace and its impact on the employees’ tried to study or assess gender discrimination in workplace in the private and public organization of Hyderabad and Jamshoro district, and considered various factors as their base for assessment of gender discrimination such as job satisfaction, motivation, commitment, enthusiasm, and stress levels in women workers. The study found that female employees were prone to gender bias at their workplace, both in public and private sectors. Women experienced low job satisfaction, motivation, they showed less commitment and enthusiasm towards their job. The study also found the positive relation between gender discrimination and stress level, which means higher the gender discrimination, higher will the level of stress and vice versa. Another researcher named as (Chen), conduct research on ‘Impact of gender discrimination on work-place gender inequalities in China in the last decade’ tried to investigate gender inequality issues in workplaces in China during the last decades, for which interviews are conducted to gather data. The study found that there are serious gender inequalities such as fewer working opportunities, unequal treatment, and lower salary, another research work of (Barger, May 8, 2021), in his thesis ‘Gender Inequality in the workplace’ tried to analyze the history of gender inequality in the workplace. The main aim of the researcher to conduct the following study is to broaden the view of readers and gain perspective into a world, which may or may not be familiar to them. (Ryan, November 22, 2022), in his research ‘Addressing workplace gender inequality: Using the evidence to avoid common pitfalls’ stated that despite so much progress in the past 50 years, workplace gender inequality remains a persistent problem in our society. The researcher took four initiatives to conduct his study such as When we don’t go beyond describing the numbers; When we try to fix women rather than fix system; When we are overly optimistic about the progress we have made; when we fail to recognize the intersectionality of the experiences that women face. (Leanne S. Son Hing, 2023), in their research work ‘Gender inequalities in the workplace: A holistic review of organizational processes and practices’ tries to build up the cumulative gender inequalities in the workplace model, which provides some insights to the reasons that why after so many decades after women participation to the workplace in Canada and United States, still the ideal of gender equity has not been realized, particularly from an intersectional lens. (Alexandra Kalev, June, 2018), in their research work ‘Gender inequality and workplace organizations: Understanding reproduction and changes’ first they provide the quick review over the role of gender in the modern division of labor and present data on intersectional patterns of gender inequality in labor force participation as well as horizontal and vertical occupational sex segregation.

(Deepa Sharma, 2020), conducted research on ‘Reality of gender discrimination on workplace’ tries to study about female faculty facing segregation, frustration or disconnection in educational sector. The study has been conducted by using both the primary and secondary source of data collection. The research work covers a distinction in the social, cultural and personal problems, challenges or obstacles experienced by working women.

3. SIGNIFICANCE OF THE STUDY:

The study would be helpful in understanding the existence of gender inequality at workplace in current scenario. The study would be helpful to know, understand and address the disparities faced by individuals based on their gender and also help us to know that whether individuals getting equal opportunities and equitable work environment.

4.OBJECTIVE OF THE STUDY:

To analyze gender inequality at workplace.

5.METHODOLOGY OF THE STUDY:

5.1 Proposed study area: Jhansi district of Bundelkhand Region.

5.2 Sampling method: To conduct the study, the non-probability sampling method has been taken into consideration. In the following study, convenience sampling has been used to collect the data.

5.2 Source of data collection: The study is based on primary data collection method.

5.3 Tool used: The data has been collected from 200 respondents through a well-structured questionnaire.

6.DATA AND ANALYSIS:

Gender Inequality at workplace (Questions has been asked from the respondents)	Yes (in percentages)	No (in percentages)	May be (in percentages)
Is Men and women have same rights in the country?	57%	26%	17%
Is men and women should be treated equally?	92%	8%	-----
Is gender equality present at your workplace?	58%	38%	4%
Ever experienced gender inequality at your workplace?	30%	53%	17%
Ever lost a job opportunity because of your gender?	20%	72%	8%
Are men being more superior than women at your workplace?	11%	80%	9%
Are women would be able to fill a top-level position at workplace?	93%	-----	7%
Are men get promoted more than women at your workplace?	11%	70%	19%
Are female employees get fair and equal opportunities as male employees at your workplace?	56%	33%	11%

Are men and women get paid equally at your workplace?	60%	22%	11%
Do women get enough moral support at their workplace?	39%	42%	19%
Do women receive sufficient emotional support to pursue their careers?	17%	63%	20%

The respondents of the study belong to the different working age groups. The data showed that around 32% of the respondents are from the age group between 15 to 25, around 43% of the respondents belong to the age group between 26 to 35, around 14% of the respondents belong to the age group between 36-45, and 11% of the respondents are from the age group of above 45. when the question being asked, whether men and women should be treated equally. The responses clarify that, around 92% of the respondents agreed that men and women should be treated equally and around 8% of the respondents not agreed for the same.

The above data showed that, around 57% of the respondents agreed that, men and women enjoying same rights in the country, around 26% of the respondents disagreed that, men and women are having same rights in the country and around 17% of the respondents have stuck between the responses of may be. Around 58% of the respondents agreed that their workplace has gender equality, around 38% of the respondents disagreed that there is no role of gender equality at their workplace and around 4% of the respondents answered may be. Around 30% of the respondents agreed that they have experienced gender inequality at their workplace, and around 53% of the respondents disagreed that, they have never experienced gender inequality at their workplace and around 17% of the respondents not sure and they have answered may be as their responses. Around 20% of the respondents agreed that they have lost job opportunities due to their gender, and around 72% of the respondents disagreed that, they have never lost any job opportunities because of their gender and around 8% of the respondents have answered may be as their responses. Around 11% of the respondents agreed that men are more superior than women and around 80% of the respondents disagreed that, men are nor superior than women and around 9% of the respondents have answered may be as their responses. Around 93% of the respondents agreed that, women would be able to fill a top-level position at workplace and around 0% of the respondents disagreed that, women would not be able to fill a top-level position at their workplace and around 7% of the respondents have answered may be as their responses. Around 11% of the respondents agreed that men get promoted more than women at their workplace and around 70% of the respondents disagreed that, there is no such things at their workplace and around 19% of the respondents have answered may be as their responses. Around 56% of the respondents agreed that female employees get fair and equal opportunities as male employees and around 33% of the respondents disagreed for the same and around 11% of the respondents have answered may be as their responses. Around 60% of the respondents agreed that men and women get paid equally and around 22% of the respondents disagreed for the same, and around 18% of the respondents have answered may be as their responses. When the question has been asked from the respondents, whether women get enough moral support at workplace, around 39% of the respondents agreed, around 42% disagreed. Another question has been asked the respondents, whether women receive

sufficient emotional support to pursue their career, the responses showed that around 17% of the respondents agreed that women get enough or sufficient emotional support to pursue their careers, around 63% of the respondents disagreed for the same.

MALE-FEMALE INCOME RATIO:

$$\begin{aligned} \text{Male-female income ratio} &= (\text{Female-Income Percentage} / \text{Male-Income Percentage}) \times 100 \\ &= (33 / 67) \times 100 \\ &= 0.4925 \times 100 \\ &= 49.25\% \end{aligned}$$

The male-female income ratio is 49.25%, this means that for every Rs.100 earned by men, women earn Rs.49.25. To make it more clear, male income = Rs.100 and female income = Rs.49.25. So, the income gap is Rs.50.75 (Rs.100 – Rs.49.25). In other words, we can conclude that, for every rupee earned by men, women earn approximately 49 paise. The male-female income ratio of 49.25% indicates a significant gender income gap, with women earning less than of what men earn.

7. FINDINGS AND CONCLUSION:

The findings of the study were based on the primary source of data collection. The study is based on 200 respondents of different age group consisting 54% of female and 46% of the male, resides in Jhansi District of Bundelkhand Region in Uttar Pradesh, working in private as well as in public. The study was conducted to analyze the gender inequality at the workplace. The study found that, around 57% of the respondents agreed that men and women have the same rights in our country. Around 92% of the respondents agreed to that, men and women should be treated equally. Around 58% of the respondents agreed to that, they enjoy gender equality at their workplace. Around 72% of the respondents agreed to that they have never lost any job opportunity because of their gender. Around 80% of the respondents agreed to that men are not superior than women. Around 93% of the respondents, which was enormous, agreed to that, women would be able to fill a top-level position at their workplace. Around 56% of the respondents said that female employees get fair and equal opportunities as male employees. Around 70% of the respondents agreed that there is no bias, or any kind of gender discrimination regarding salary structure of male and female employees. The study showed the satisfactory results, which showed that gender inequality at workplace, vanishing from people's mind. Women also getting or enjoying same rights and equality as men do, but still there are some percentages or data which showed that results are not fully satisfactory, which need to be change or improve.

Key findings of male-female income ratio:

1. For every Rs.100 earned by men, women earn Rs.49.25.
2. The income gap between men and women is Rs. 50.75.
3. Women earn approximately half of what men earns.

8. RECOMMENDATIONS:

1. Need to focus on the root causes of the gender pay gap.
2. Implementation of policies and programs promoting equal pay and job training for women required.
3. Encourage diversity and inclusion in the workforce to bridge the gender income gap.

9. REFERENCES:

1. Alexandra Kaley, G. D. (June, 2018). Gender Inequality and workplace organizations: Understanding reproduction and change. Research Gate.
2. Barger, K. (May 8, 2021). Gender Inequality in the workplace.
3. Channar, Z. A., Abbassi, Z., & Ujan, I. A. (2011). Gender discrimination in workplace and its impact on the employees. Pakistan Journal of Commerce and Social Sciences (PJCSS).
4. Chen, L. (n.d.). Impact of gender discrimination on work-place gender inequalities in China in the last decade. Linneuniversitetet.
5. Deepa Sharma, D. C. (2020). Reality of gender discrimination on workplace. Research Gate.
6. Leanne S. Son Hing, N. S. (2023). Gender Inequalities in the workplace: A holistic review of organizational processes and practices.
7. Ryan, M. K. (November 22, 2022). Addressing workplace gender inequality: Using the evidence to avoid common pitfalls. British Journal of Social Psychology .

FIGURES:

Fig: 1.1 Describing the percentages wise data of the age groups of the respondents participated in the study. (table 1.1).

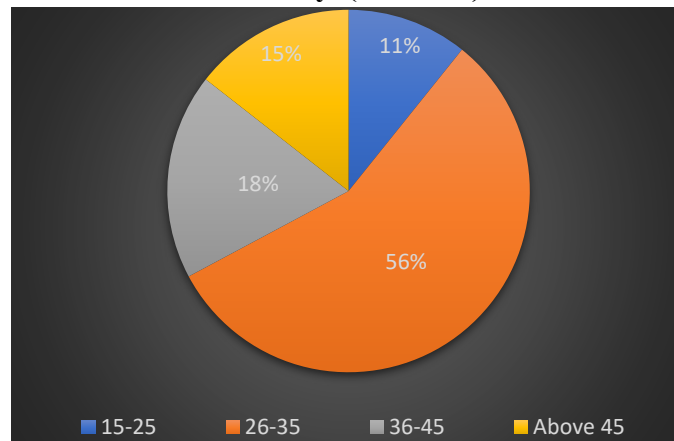


Fig:1.2, describing the percentages of the respondents' gender participated in the study. (table 1.2).

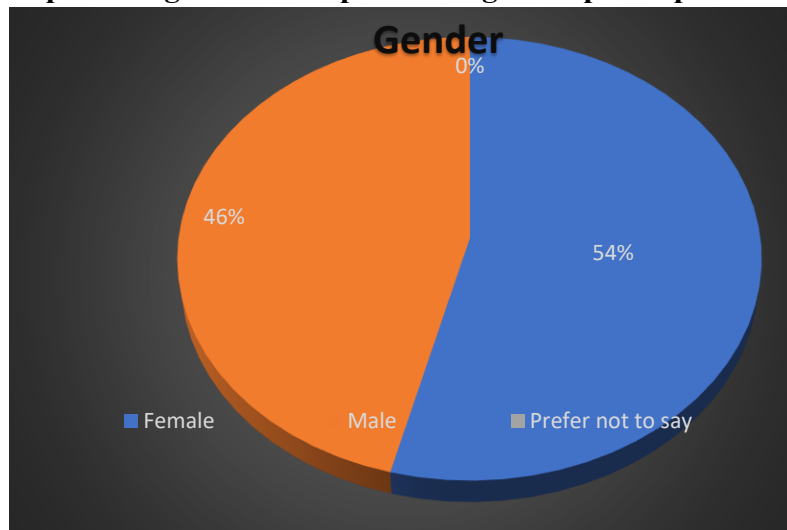


Fig: 1.3, showing the responses of the respondents, when the question being asked, whether the men and women should be treated equally. (table 1.3)

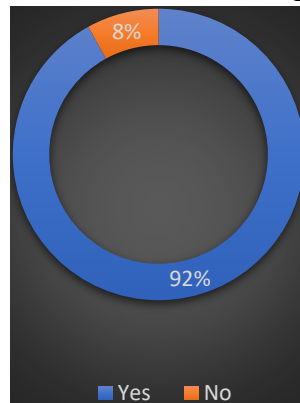


Fig: 1.4 showing the responses of the respondents, when the question being asked, whether the men and women have the same rights in our country. (table 1.4).

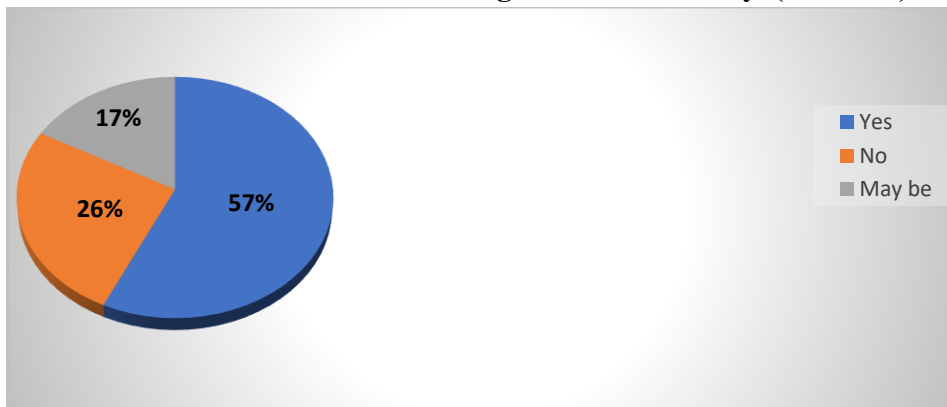


Fig: 1.5, showing the responses of the respondents, when the question being asked, whether there is gender equality at their workplace (table 1.5)

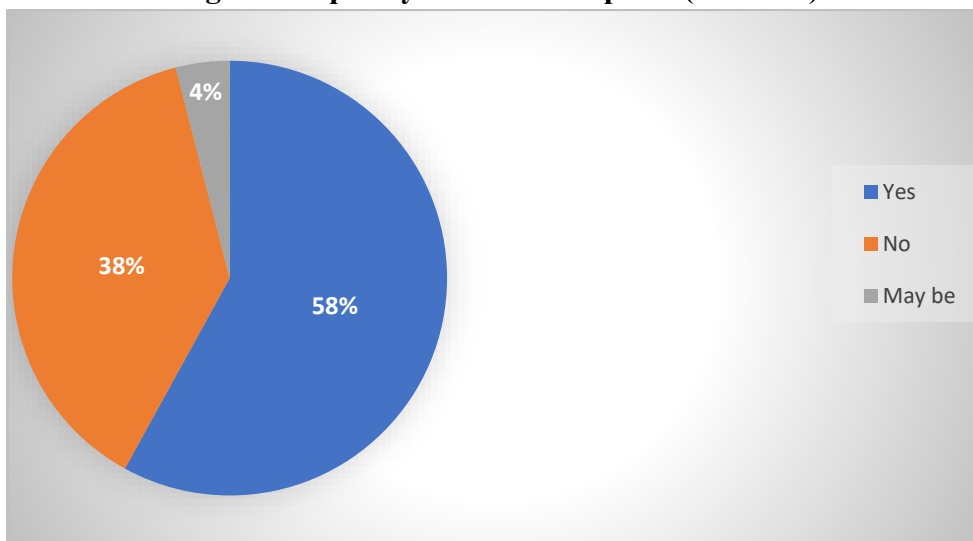


Fig: 1.6, showing the responses of the respondents, when the question being asked, whether they have experienced gender inequality at their workplace. (table 1.6).

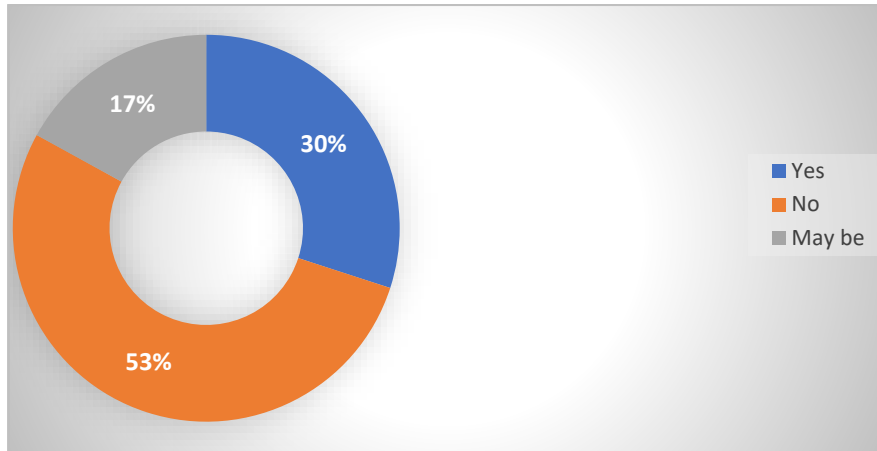


Fig: 1.7, showing the responses of the respondents, when the question being asked, whether they have lost any job opportunities because of their gender. (table1.7)

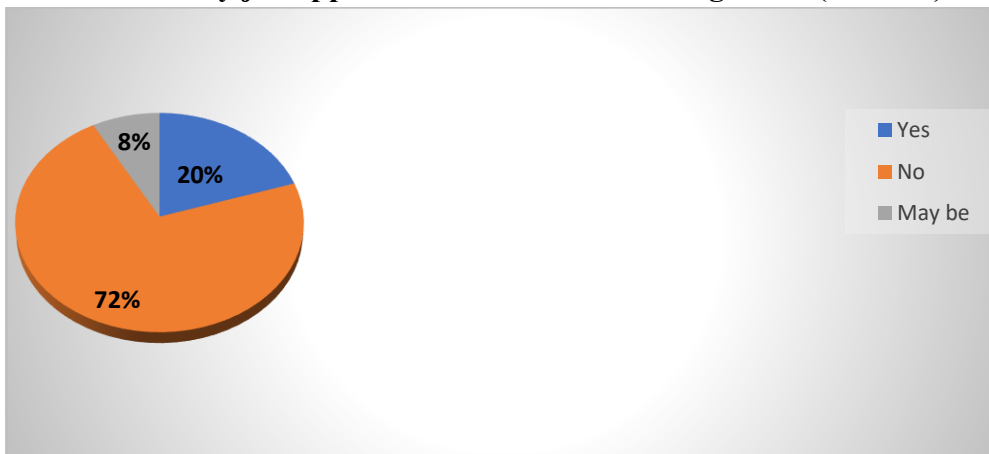


Fig: 1.8, showing the responses of the respondents, when the question being asked, whether men are more superior than women at their workplace. (table 1.8).

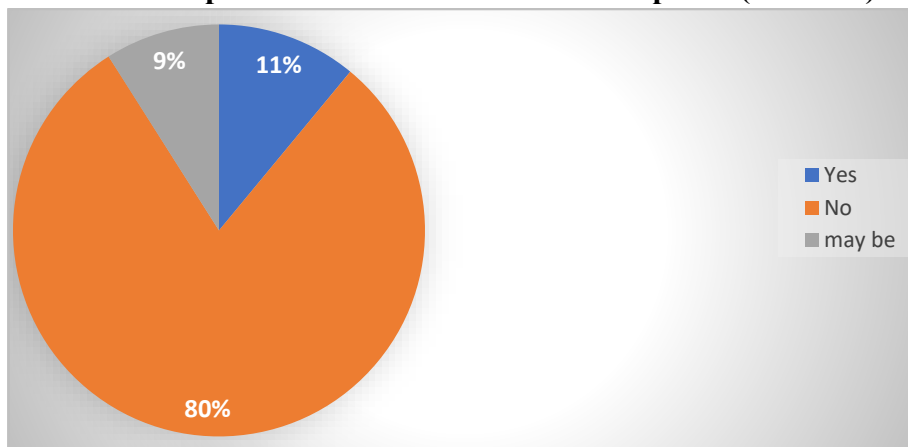


Fig: 1.9, showing the responses of the respondents, when the question being asked, whether women would be able to fill a top-level position at their workplace. (table 1.9).

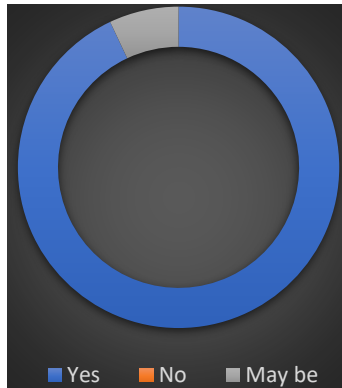


Fig.1.10, showing the responses of the respondents, when the question being asked, whether men get promoted more than women at their workplace. (table 1.10).

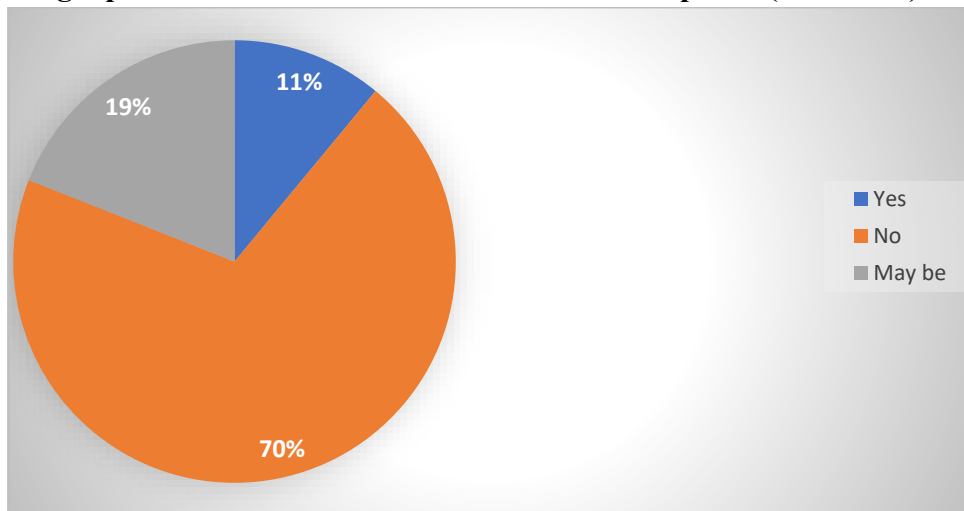


Fig.1.11, showing the responses of the respondents, when the question being asked, whether female employees get fair and equal opportunities as male employees. (table 1.11)

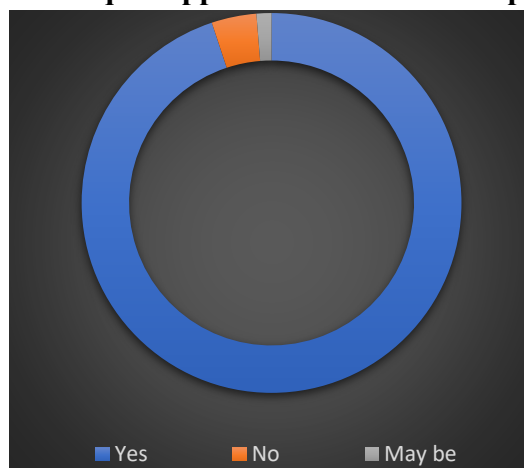


Fig: 1.12, showing the responses of the respondents, when the question being asked, whether men and women get paid equally at their workplace (table 1.12)

