



GENDER DISCRIMINATION AT WORKPLACE AGAINST WOMEN

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ABSTRACT

Research on gender inequality has posited the importance of gender discrimination for women's experiences at work.

This research paper explores the issue of gender discrimination in workforce and its impact on the satisfaction and motivation, commitment and enthusiasm and stress level of employees. Close ended questionnaire was administered from 24 females of lower, middle and higher category employees of public and private sector. The results show that women are working with confidence and dedication, because their discrimination is based on low salary payments and slow rate of promotion, but not on the work performance

Keywords: Gender discrimination, Workforce, Satisfaction & Motivation,

INTRODUCTION

Any preference, importance or elimination made on the basis of gender or sex of an employee is considered as gender discrimination. If a company doesn't provide equal opportunities to its employees then it is committing gender discrimination. It is unfair, unequal treatment in employment opportunities of an individual on the basis of his/her gender. Employment opportunities include promotions, an increase in pay and benefits. Mostly women are subject to gender discrimination but men can also be victims. Transgender are also the target of gender discrimination in the workplace.

Gender discrimination cases have been observed in private sector, businesses, NGOs as well as in government offices and educational institutions. Different salaries, facilities, working conditions, promotion opportunities and hiring criteria based on the gender of the employee are different

scenarios of gender discrimination.(Gender Discrimination and Growth: Theory and Evidence from India)

In everyday language as well as in the law, the terms “gender” and “sex” are used inter-changeably, but the two terms have different meanings. Social scientists use the term “sex” to refer to a person's biological or anatomical identity as male or female, while reserving the term “gender” for the collection of characteristics that are culturally associated with maleness or femaleness. Discrimination is generally illegal regardless of whether it is based on sex, or gender or both sex and gender.



Women have proven themselves equally capable of accomplishment in employment, athletics, academics, and politics, but discrimination against women has a long history and discrimination against women remains a troublesome aspect of our society.

Description

Gender discrimination is the unfair treatment of a person because of gender. Gender discrimination affects both men and women. It is apparent in work situations where one gender is given preferential treatment or one gender receives less pay or job responsibilities because of gender bias and unfair stereotypes. Gender discrimination also exists in sports, educational institutions and political organizations. Genders also experience sex discrimination when applying for housing or applying for credit.



Foundation

The long history of inequality among the sexes in the United States is the basis for gender discrimination and the foundation for efforts to decrease inequality among the sexes. Historically, women were underrepresented in the workplace, athletics and academics. The residual effects of favoritism towards men and unfair treatment of women is the primary cause of gender discrimination.

Here are some examples of potentially unlawful sex/gender discrimination that women, for example, may face:

- **Hiring/Firing/Promotions:** You apply for a job for which you have experience and excellent qualifications, but you are not hired because some of the company's long-time clients are more comfortable dealing with men; you are told that you are laid off due to company cutbacks and reorganization, while men in the same job and with less seniority than you keep their jobs; you have worked for your company for several years, receiving exemplary reviews and an employee-of-the-year award, yet each of the five times you have applied for promotions, the positions you applied for are instead filled by less qualified men.
- **Pay:** You worked your way up from the position of cook's helper to chef. A male chef with similar training and work experience was recently hired, and you find out that he will be paid more than you; you are a top salesperson for your company, but are moved to a less desirable territory while a man with much lower sales is given your territory and client base, enabling him to make much more in commissions than you will make for several years.
- **Job Classification:** You work at a company for four years and put in many hours of overtime. After you return from having a baby, you tell your employer that you will not be able to put in as many hours of overtime. Your position is then changed to a lower level and you get less pay, while male coworkers in similar positions are allowed to cut back their overtime hours for personal reasons without any changes to their positions or pay.
- **Benefits:** Your company's health insurance policy does not cover your spouse, because it is assumed that he will have his own benefits, while your male coworkers have their wives covered by the policy. Because your husband is between jobs, you have to pay increased health benefits on his behalf that your coworkers do not pay for their wives.



If any of these things have happened to you on the job, you may have suffered sex or gender discrimination.

One unique aspect of gender discrimination is sexual harassment. Both men and women have a right to be secure and perform their jobs free of unwanted demands for romantic or sexual relationships, unwanted communication, or sexual behaviors that interfere with their ability to work. Sexual harassment includes the harassment of lower-tier employees by a manager or executive of a lower position and sexual harassment among coworkers.

Gender discrimination against women in the market place reduces the available talent in an economy, which has negative economic consequences. Gender discrimination takes many forms. Many social practices seen as normal from a religious or cultural point of view (which may have deep historical roots) leave women out of the economic mainstream. These social practices may have profound economic consequences because they do not allow society to take advantage of the talent inherent in women. This paper investigates these economic consequences. Although gender discrimination may have a myriad of other important consequences, including psychological, sociological, and religious, these are not discussed in this paper.

Implications

As we discussed earlier there are several factors which create a discriminatory environment mostly for women. Job capabilities, bargaining skills, nature of job and work-load are few issues. These are challenges which mostly women face while entering the job market and on the other hand men face several other challenges. Moreover, there is not much institutional support to decrease gender discrimination.

Objectives of the Study

- To study the impact of gender discrimination on women employees.
- To assess the gender discrimination in work force.
- To analyze women's perspective towards workforce and level of confidence.

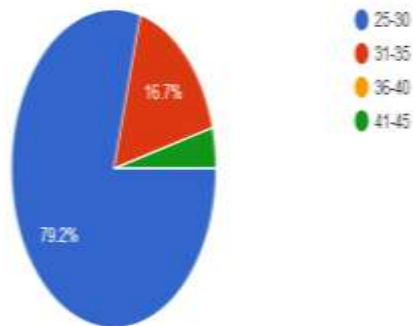
RESEARCH METHODOLOGY

The research is based on primary data as it is collected through the mode of questionnaire from working employees. The results are based on their individual responses. In all 24 respondents have been a part of this survey & results have been drawn on the basis of outcomes.

Following are outcomes of the question with the detailed results on pie-charts & bar graphs

What is your age?

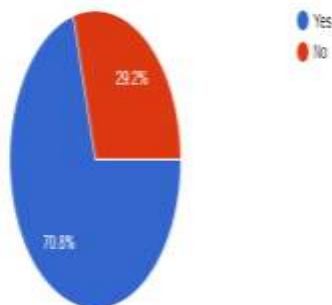
24 responses



Around 80% female comprises of 25-30 age group.

In your current workplace, do you feel that men & women are treated equally?

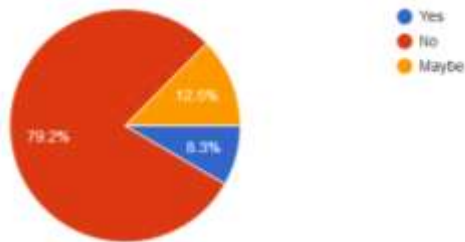
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Around 1/3rd women of sample feels that Women are treated equally at workplace.

Have you ever lost a job opportunity because of your gender?

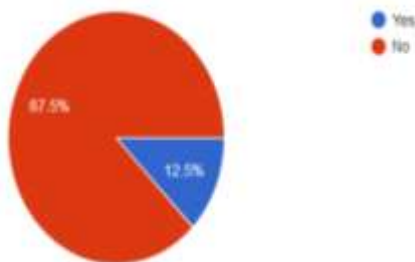
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Around 80% female of women have an opinion that there is no job loss due to gender issues.

Do you feel that men are more superior in handling work than women at workplace?

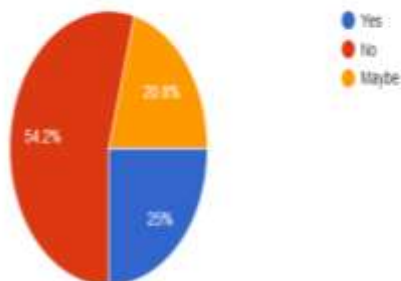
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Around 88% of women have a strong opinion of feeling superior in handling their work at workplace.

Do you feel like you have to work harder at your place due to your gender?

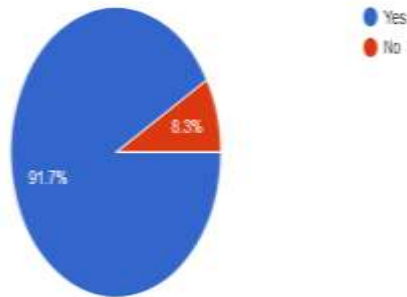
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Around 55% of women feel that they work harder and 21% of women are not sure, how hard they work

Do you think that a women can acquire a top position at workplace?

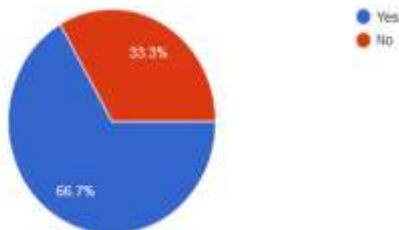
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Almost 92% of women are confident for achieving top position at workplace.

Do you feel that some women take gender advantage to acquire higher positions at workplace?

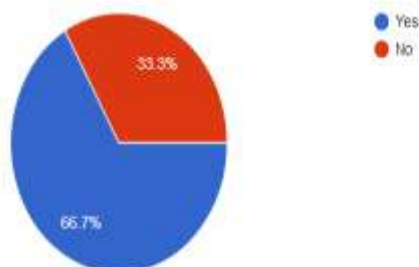
24 responses



Almost 66.7% women take advantages of gender to acquire higher position at workplace

Do you feel that gender inequality decreases job satisfaction?

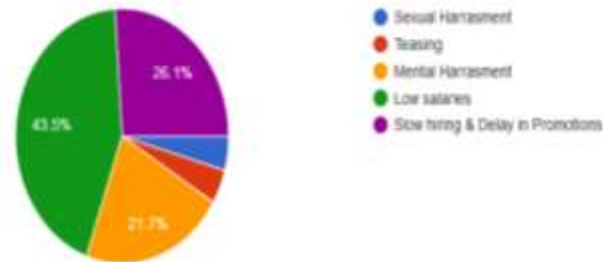
24 responses



Almost 66.7% female feel that gender discrimination decreases job satisfaction at workplace

According to you what type of discrimination you noticed at workplace?

23 responses



An around 44% woman feels that low salary payment is a strong reason for discrimination

Conclusion

- 1) From the above outcomes, we can say that women are working with confidence and dedication, because their discrimination is based on low salary payments and slow rate of promotion, but not on the level of work.
- 2) Women also have the zeal & dedication towards work to acquire higher positions in organisation.
- 3) Additional reason to confidence in working place is also due to feeling of commitment towards work with no fear of other gender.
- 4) An abstract outcome that women take their gender advantage at workplace can also be seen.
- 5) From above we also conclude that discrimination is inversely related to job satisfaction

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