



A STUDY OF GENDER DISCRIMINATION AT THE CORPORATE SECTOR.

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ABSTRACT

Even in this day and age, after we bring up equal rights for men and women there are still cases of discrimination supported by gender. Gender discrimination is not something that may be unnoticed or tolerated in silence. Discrimination based on gender has become deeply seated in society all around the geographical point. Stalking, in conjunction with sexual and verbal abuse, is one of the most underappreciated varieties of harassment. It endangers women's physical safety as well as their productivity and morale. Such behaviour towards girls should stop as it infringes on their right to safety, causes physical and psychological damage, and exacerbates gender inequity. A lady takes on full- life role within the geographical point in this century. Ladies wish for employment and a place in society. They plan to be independent, autonomous and unafraid of people. one thing is certain girls, in general are working to achieve equality in the geographical point now adays. Gender discrimination happens once an individual is denied a chance or is underestimated strictly because of their gender. It refers to any uneven treatment reckoned on somebody's gender. Gender discrimination within the world will make numerous forms, however it typically refers to once associate degree worker or job someone is



treated otherwise or less favourably thanks to their sex or individuality. Gender discrimination in today's organisations is one in all the considerations that, if not properly addressed, might result in different difficulties inside the business that may cause important damage. The data are collected with the convenience sampling approach, that is a non-probability technique. The goal of this study is to gain information and to be told a lot of concerning the various causes that end up in gender discrimination, like wise because of the issues and challenges that girls confront in today's work environment.

Key Words: Gender Discrimination, Work Environment, Employee, Job.

Introduction:

Discrimination Against Women Discrimination based on gender is known as gender discrimination. Gender discrimination begins in childhood, when a youngster observes the outside world, including the workplace, family, and friends. Women's participation in the workforce is a severe topic, as few women do so, and the majority of them are not permitted by their families. They are subjected to discrimination in a variety of settings, including job interviews, workplace harassment, and the focus placed on male promotions. This actually deters female workers from contributing to the economy. There are different workplace laws presently, however owing to various cultural restraints, the law loses its efficacy. Improvement measures such as life expectancy, infant mortality, and literacy rate show that India has made significant progress in social and economic development. Nonetheless, progress in improving women's health has lagged in key areas. In India, inequalities, discrimination against girls, and gender marginalisation still exist. The exploitation of women workers highlights how the family system is intimately implicated in the exploitation of women. One of the most enduring clichés about India is that it is a country of contradictions, with Indian women at its centre. It's true that women are among the world's most privileged groups, and it's also true that they are among the most open-minded groups, but there's still a mismatch in our words and actions. Gender inequality refers to social practises that deny women equal opportunities and rights to men. In our patriarchal society, it is common practise to grant additional benefits to men over women. Patriarchy is a social structure in which males have complete control over all political, moral, familial, and economic authority and privileges. Gender bias occurs in the fields of education



and social life, as well as in any other field, whether revealed or not, whether purposefully or unintentionally. Gender discrimination arises when we believe that men and women are not equal. It refers to unequal treatment or any form of prejudice based on a person's gender, whether good or negative.

Gender discrimination in India, in particular, has existed for centuries. Initially, it was not employment that exhibited the symptoms of prejudice, but rather everyday social interactions. Prejudices developed as a result of the patriarchal system in the country, which eventually became dominant owing to the desire to be superior to the opposing gender. It leads to the establishment of a social culture that seeks to marginalise the other gender. Later on, it led to various instances of gender bias and harassment, particularly in the workplace. Working conditions become unequal in terms of opportunities and compensation.

The purpose of this study is to look into gender issues and how they affect organisational effectiveness.

Review of Literature:

1. **Devinder S Hooda. (2021).** Gender inequality in India: Status and determinants.

This study looked at women's health, education, and labour force involvement in India. With women's unequal status in India in mind, this research tries to highlight causes of women's inadequacy across fundamental development metrics. Though there are various ways to determine the extent of gender inequality, the indicators of access to education, health, economic engagement, and decision-making power among marginalised groups are being examined in this study. The level of societal inequalities in these parametric frameworks repeats all of the key areas of inadequacy in tendencies that have a negative impact on women's empowerment, country productivity, distribution, efficiency, and economic growth.

2. **Yermek and khamzina. (2019).** Gender equality in employment: the experience of Kazakhstan.

This research contributes to the study of gender discrimination in Kazakhstan's labour market, particularly during the hiring process. One of the most common forms of gender inequality at this time is discrimination against women. Several inadequacies in labour legislation were discovered during the research. It has been assessed how present labour law complies with the equal rights and opportunities policy for men and women.



Recommendations were made with the goal of modifying legal norms to prevent gender discrimination and to address existing gender issues in the workplace.

3. **Namrata Gupta. (2017).** Gender Inequality in the work environment: a study at private research organisations in India.

The study examines how numerous norms and behaviours enacted in the unique Indian socio-cultural framework construct and perpetuate masculinity at work, denying professional women opportunities and limiting their ability to aspire to positions of leadership. The data reveal that two types of norms and practises reproduce a gendered normative order: first, norms and practises that favour men, and second, socio-cultural norms that devalue women in public areas, which serve to perpetuate masculinity in the workplace. Although these activities exist in other parts of the world, the way they are carried out reflects national cultural norms.

4. **NaziabMemom and KesariJena.(2017).** Gender inequality, job satisfaction and Job motivation: Evidence from Indian Female Employees.

The purpose of this study was to see how gender discriminatory practises affect female employees' job satisfaction and motivation. The suggested approach and empirical findings set out to analyse and assess the links between gender inequality, job satisfaction, and job motivation objectively. This study found that when female employees feel discriminated against at work because of their gender, their job satisfaction and motivation suffer dramatically. This lower level of job satisfaction and motivation lowers their marginal productivity, resulting in a loss of overall organisational production.

5. **Priti Jha and Niti Nagar. (2015).** A study of gender inequality in India

It has been attempted to identify the variables that are causing this situation in India. As a result, the multi-dimensional background of gender inequality in India is highlighted in this article. Overall, the study highlights the disparities in economic, social, cultural, and legal biasness, which pose a significant challenge for policymakers and social scientists in achieving true equality across the board. We can deduce from the foregoing facts that gender disparity in India is caused by economic, social, cultural, legal, and political causes.

Need of study:



Women's empowerment and gender equality are accelerators for increasing development activities. Gender equality investments give the highest returns of any development investment. Gender discrimination in the workplace is a source of concern for any democratic and progressive country since it stifles individual growth, national development, and societal evolution to the detriment of both men and women. Gender issues are more than just women's issues. Understanding gender entails comprehending both men and women's potential, limits, and the consequences of change. Equal opportunities and development for female employees has become a necessity throughout time; as a result, campaigns promoting women's empowerment and rights in many areas, including education, employment, and promotion, have sprung up around the world. Over the years, the number of women in the workforce has risen dramatically, accompanied by an increase in the number of highly educated women with technical knowledge. Indian women have made considerable inroads into the higher value added parts of the IT business, without a doubt. Female software programmers account for 38 percent of all programmers, the highest proportion of any demographic. Female programmers are thought to encounter prejudice in terms of pay and promotion. However, few research on gender discrimination have been conducted in BPO (Business Process Outsourcing) and IT (Information Technology), which are expanding areas of work environment. This sector has a homogeneous set of people in terms of age, education, and other factors, therefore it will be the ideal place to investigate whether gender discrimination exists in this industry and propose solutions.

Objectives of Study:

1. To determine there is gender inequality in the workplace.
2. To Identify the disparities in employment factors and working circumstances between men and women.

Scope of the study:

The research paper titled “**A Study of Gender Discrimination at the Corporate Sector.**” limits its scope to the employees working at the corporate sector in Bengaluru city. Further this study is restricted to two companies with 45 respondents.

Research Methodology:

The data required for this study is gathered from using both primary and secondary source. This study takes up under descriptive method of research. The primary data for the study collected through the set of questionnaire with close ended questions with five-point Likert scale through

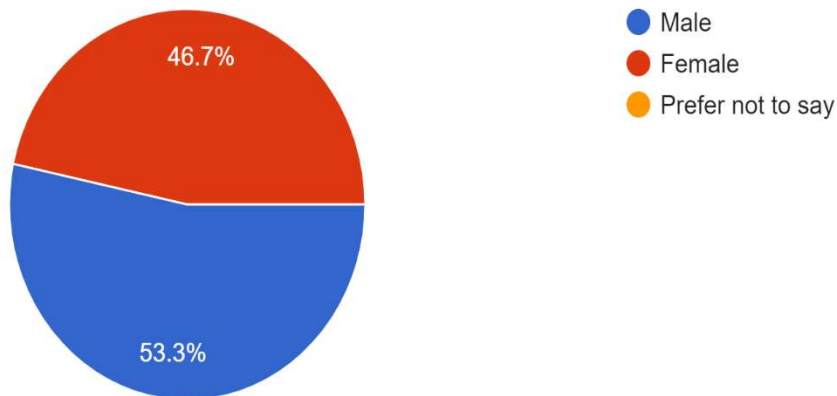


google forms. Simple random sampling with convenience sampling was adopted and secondary data through various sources like research papers, websites, articles.

Analysis of Data

Table 1: Table showing the gender wise.

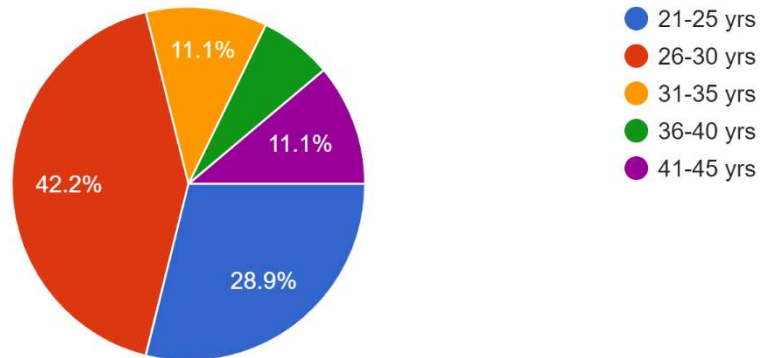
Respondent	Percentage
Male	53.3
Female	46.7



The above chart depicts about the gender percentage on the basis of data collected. This shows the male respondents with 53.3% are more than the female employees with 46.7% according to the samples collected.

Table 2: Shows the percentage of different age groups of the respondents.

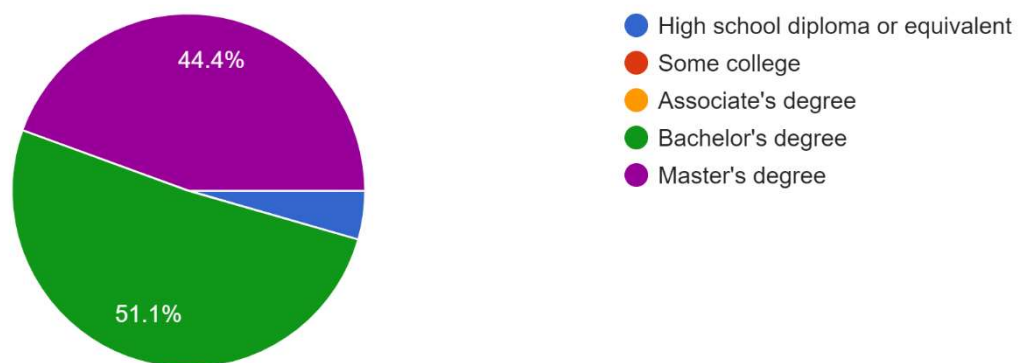
Age of respondents (years)	Percentage
21-25	28.9
26-30	42.2
31-35	11.1
36-40	6.7
41-45	11.1



The above chart gives the details of the age of the respondents in which the age group between 26-30 are of more percentage with 42.2 with that 21.5% between 21-25 years, with the lowest percentage of 6.7 between 36-40 age group of respondents.

Table 3: Shows the percentage of level of education.

Level of education	Percentage
High school diploma or equivalent	4.4
Some college	---
Associate's degree	---
Bachelor's degree	51.1
Master's degree	44.4

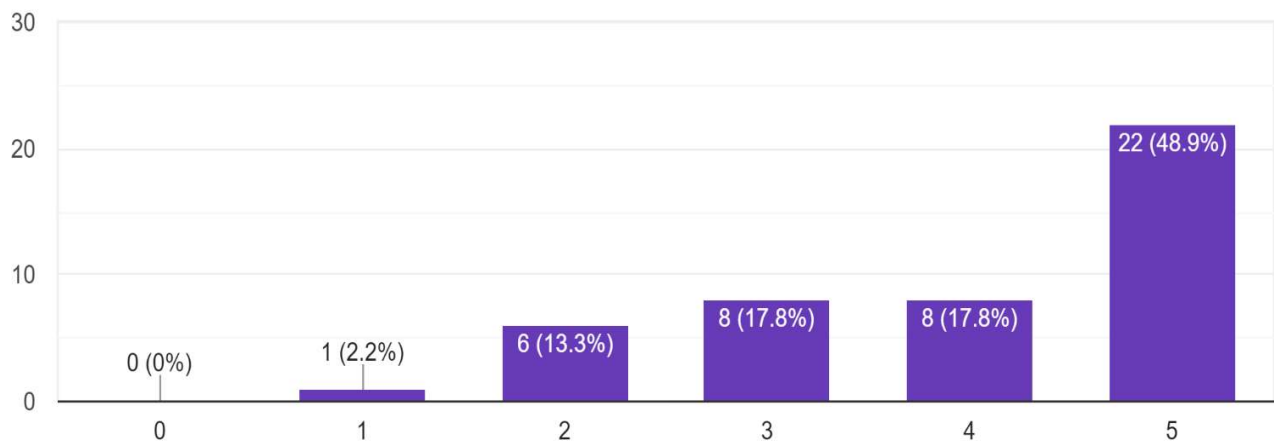


The above table gives the details about the qualification of the respondents with more number of the respondents with 51.5 % are of degree holders with that of 44.4% with the master’s degree and lowest with 4.4% of high school or diploma.



Table 4: Shows the percentage of equality at the work place.

Equal treatment at workplace (0- strongly No, 5- strongly Yes)	Percentage
0	NIL
1	2.2
2	13.3
3	17.8
4	17.8
5	48.9



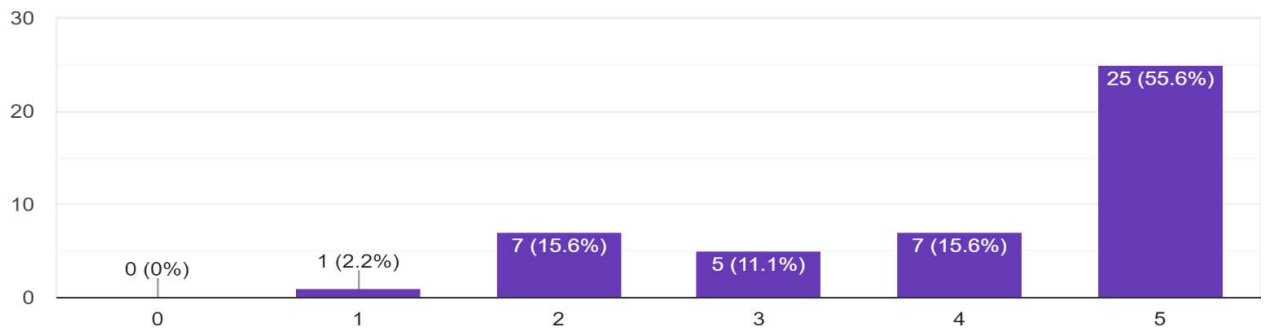
The above table and chart give the details about the treatment of employees at the work place. Here it shows whether is any differential treatment of employees based on their gender. 50% of the employees agree that they strongly agree there is no difference in the treatment of employees as per their gender at the workplace. Where as 18% are neutral nor they feel it has or it does not have. Only 2.2 % feel they have gender discrimination at the work place. This shows still there is some percentage of bias done at the work place related to gender.

Table 5: Shows the percentage of women advancement opportunities at work place.

Women advancement at workplace (0- strongly No, 5- strongly Yes)	Percentage
0	NIL
1	2.2
2	15.6



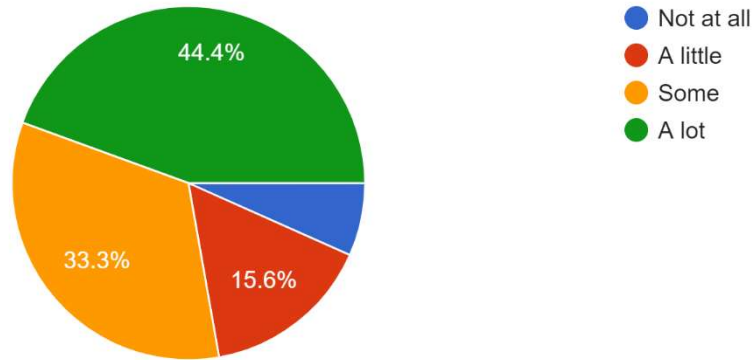
3	11.1
4	15.6
5	55.6



The table 5 gives the clear concept about whether the advancement opportunities for women is same at the working place. Around 55.6% of the employees agree there is opportunities to grow for women and it has no difference based on gender. Where as 15.6 are on average basis and 2.2 strongly disagree that there are equal opportunities. This tells that slowly there is an improvement in the work place by giving equal opprtunities and making the women to grow at the work place.

Table 6: Shows the percentage organisation values for gender equality.

Organisation values for gender equality.	Percentage
Not at all	6.7
A little	15.6
Some	33.3
A lot	44.4



The above chart depicts that 44.4% of employees agree that the organisation has equal treatment for both male and female in the work place, 33.3 % feel that there is some difference being made, 15.6% agree only a little differentiation is done and 6.7% of the employees does not feel that organisation values gender equality. This gives a detail concept that organisations are considering gender equality by valuing the gender equal treatment among their employees.

Table 7: Shows the percentage about the work place gender inclusive culture.

Work place gender inclusive culture	Percentage
Yes	48.9
No	26.7
May be	24.4

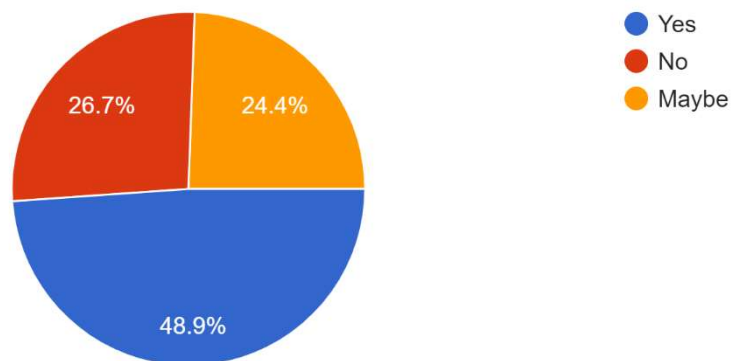


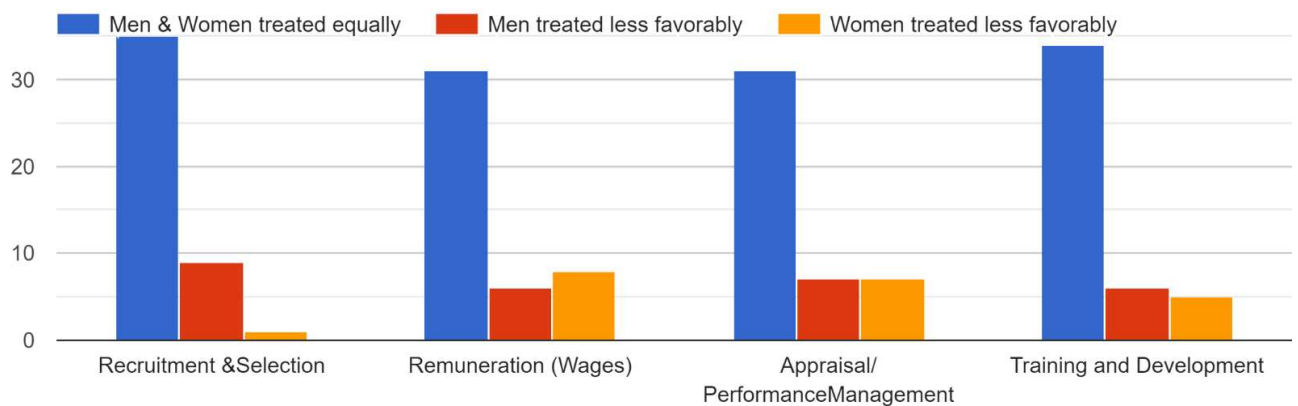
Table 7 gives the details on the culture adopted in the organisation. 48.9% of the employees agree that there is gender inclusive culture adopted in the organisation. 26.7% disagree that they



have gender inclusive culture. Whereas 24.4% feel there may be a gender inclusive culture in the workplace.

Table 8: Shows the percentage about the work place equal treatment in certain areas.

Equal treatment in following areas	Percentage		
	Men & Women treated equally	Men treated less favourably	Women treated less favourably
Recruitment & Selection	77.7	20	6.66
Remuneration (Wages)	68.8	13.3	17.77
Appraisal/Performance Management	68.8	15.5	15.5
Training and Development	75.5	13.3	11.11

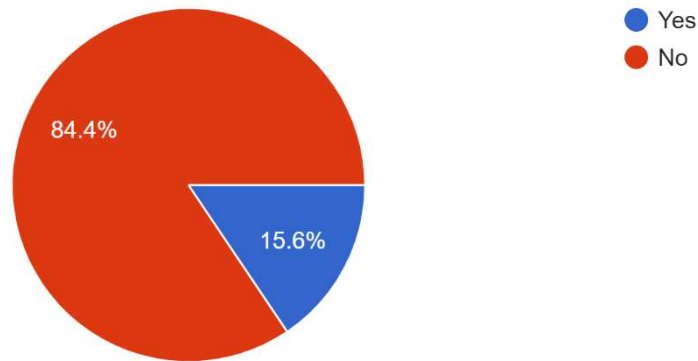


The above chart and table gives the details about whether there is any discrimination done based on recruitment and selection, payment of wages, performance appraisal, training and development based on the gender. On basis of recruitment and selection, 77.7% agree they are treated equally, 6.66% agree women are treated less favourably, on basis of wages 68.8% agree they are treated equally, 13.3% feel men are treated less favourably, 17.77% feel women are treated less favourably. While on the performance and appraisal 68.8% are equally treated and both less favourably based on men and women is 15.5%. about training and development 75.5% agree with equal treatment, 13.3% men feel unequal treatment, 11.11% feel women are treated unequal. With this it shows maximum feel there is no differentiation done based on gender in the above areas. So there are equal treatment in all the areas at workplace.



Table 9: Shows the percentage about women at lower position

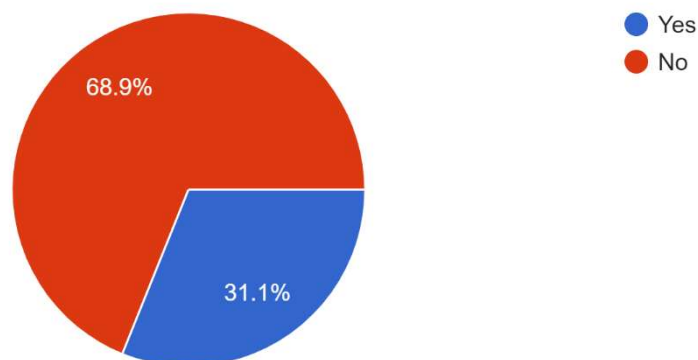
Women at lower position	Percentage
Yes	84.4
No	15.6



The above chart shows whether based on gender women has given lower position at the work place. 84.4% agree there is lower position given because of gender discrimination.

Table 10: Shows the percentage about advancement in work based on gender

Advancement in work based on gender	Percentage
Yes	68.9
No	31.1



The above chart gives the brief about whether personally the employee of organisation has felt or suspected that they have lost the opportunity in advancement of their job because of gender in



which around 70% agree that feel they have lost it because of their gender. This shows that few of the management still have gender inequality in the organisation.

Findings:

1. Most of the employees feel there is no discrimination done based on the gender at the work place.
2. On the basis of advancement in the work on individual basis the employees they have felt that they have lost it because the gender bias in the organisation.
3. Majority of the employees have agreed women gets lower position at the work place because they are female that is there is discrimination made.
4. Majority of the employees agree that there is no differentiation done based on gender during fixing wages, recruitment and selection, performance appraisal. Training and development.
5. The study tells there is gender inclusive culture adopted in the organisation. That is no discrimination made.
6. The study reveals that the organisation values the gender equality. It gives importance for both male and female.

Suggestions:

1. The study suggests that the organisations have to treat the employees equally, even though majority of the employees feel there is no discrimination made but as few employees still feel unequal there thinking should be changed.
2. As there is technological advancement and both male and female are upgrading themselves with the technology the organisation should feel free in giving projects or higher position to the women employees also.
3. Organisations have to give the same projects for both male and female without making discrimination making a team work and even female employee to be made the team leader.

Conclusion:

From the above study we can conclude that gender discrimination or gender inequality at the work place is slowly moving out and both male and female employees are treated equally in all the different areas in the organisation. But somewhere a few of the employees feel still there is gender bias done so to totally remove out



The concept of gender inequality organisations has to give equal opportunities for both male and female about the task. Targets and giving promotions. Hence it can be concluded that there is no much discrimination in the workplace as compared to previous decades. Most of the organisations have adopted to the equality-based work and opportunity to the employees.

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