

Gender Differences at Workplace

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ABSTRACT

Gender discrimination in the workplace can take several forms, but in general it means that an individual or job candidate is viewed differently or less favourably because of their sex or gender, or that the person is involved with an association or community identified with a particular sex or gender. In the past few years, gender differences and glass ceiling effect has been seen very prominently inspite of the type of organisations. Glass ceiling effect is seen as term that describes the invisible obstacles that make it difficult for women and minorities to advance in the workplace. The research was a secondary research and was conducted using research papers and research articles available on the internet.

Keywords: Workplace, Gender Discrimination, Glass Ceiling Effect, Stereotypes, Glass Cliff Effect

The staff of today's companies is diverse in terms of age, ethnicity, religion, schooling, and so on. Today, workforce diversity has become a demographic fact all over the world, and it is critical to consider the consequences of workplace inequality based on diversity.

Discrimination is described as “the unfair or prejudicial treatment of various groups of persons, particularly on the basis of ethnicity, age, gender, or disability.” Discrimination in the workplace is founded on preconceived notions and happens when a person is punished unfairly because of their gender, sexual orientation, ethnicity, faith, pregnancy and childbirth, or impairment.

Stem (1993) found that Indian society, like Europe, has the diversity of a continent and the units of a civilization. This is the measure of diversity in Indian society, the characteristics of which Indian industry has inherited (Ratnam and Chandra, 1996). Diversity in the workplace poses new challenges for people in organizations today. Differences create conflict, and poor performance is often the result of that conflict, though. While our inherent diversity enables companies to face future challenges, discrimination decreases their long-term efficiency and effectiveness as it affects employee morale and engagement.

In the study of inter-group inequality, Social Identity Theory (Tajfel & Turner, 1985) has gained a lot of coverage. In a study of recent trends in relational demography,

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Received: July 25, 2021; Revision Received: November 01, 2021; Accepted: November 20, 2021

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Chattopadhyay et al (2004) suggest that workers equate their own demographic characteristics (e.g., sex, race) with those of other members of their workgroup or unit, and that the degree of perceived dissimilarity with their peers affects their affiliation with their workgroups. This has been primarily explained by two similar theories known as Social Identity Theory (Tajfel & Turner, 1986) and its evolution as Self-categorisation Theory (Tajfel & Turner, 1986). (Turner, 1987).

According to Social Identity Theory, racial discrimination is a function of inter-group social contrast. So far, the best reason for differences in job engagement and performance consequences has come from Social Identity Theory (SIT). According to social identity theory, the social world is organised into meaningful categories, resulting in intergroup discrimination. Citizens, according to SIT, categorise themselves into several hierarchically organised social groups (Stryker, 1968). The social environment is classified as "us" (in-group) or "them" (out-group), which results in racist behaviour and hostile views toward out-group members. Self-serving interests drive this bigotry. Individuals disposition themselves favourably against members of their own community and discriminate toward members of other groups in order to preserve and improve a healthy self-esteem. It is commonly held that people are encouraged to preserve or improve their good self-image by contrasting themselves to others in a way that benefits the self (Tesser, 1988). This incentive, according to SIT, can also be fulfilled by favouring one's in-group over the out-group, a mechanism that usually results in in-group favouritism (Brewer, 1979). According to research, members of an in-group partake in self-enhancement not just by celebrating their own group but also by praising others.

We utter "Half the sky thou art woman" and mark International Women's Day (IWD) at the same time, not only to recognise the importance of women in society, but also to draw attention to gender problems or gender inequality, which are all pervasive and constantly disrupting our modern society. Women are still struggling for their rights in all facets of life in the twenty-first century, and female workers are no different. According to an Accenture study survey, women believe that the gender barrier is a determining factor in their career accomplishments.

The term "glass ceiling" refers to an invisible obstacle inside a hierarchy that prevents eligible women or minorities from advancing in their careers. Society has deliberately upheld the tradition that "a woman's position is at home." Most women also feel that their responsibilities are limited to housework and caring for their children. To be honest, our culture forces women not to look about that. However, the advent and development of education, as well as the changing mentality of 'generation Y,' have forced women to think differently while also upholding social norms and ethics.

For example:

- Being refused promotions despite having the necessary credentials and a good work record.
- Being subjected to demeaning or insulting remarks regardless of one's race or gender.
- Exclusion from committees or email chains in which critical knowledge about the department or business is communicated.

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While women in the workforce are breaking through the glass ceiling to enter senior management roles (particularly in the public sector), there is little research on what happens to these women after they achieve positions of leadership. Even when playing the same leadership positions as men, women administrators are rated less favourably, earn less recognition from their colleagues, are removed from critical networks, and face more attention and critique. Women in positions of leadership face an uphill struggle with these obstacles, which could set them up for failure, throwing them off the edge—a phenomena known as the "glass cliff."

Glass cliffs seem to be the product of a confluence of social psychological and social structures. The former is a type of blatant discrimination (issues of inequality and inequity), while the latter is a more nuanced component reflecting a tendency to assign women to high-risk positions—setting them up for failure (Ryan and Haslam 2005, 2007). In other words, as women face glass cliffs, they are more likely to abandon the organisation. The phenomenon of the glass cliff is now being discussed. In several respects, the cliff effect is similar to the glass ceiling that women experience when ascending to the highest hierarchical levels in an organisation. However, after they break through the glass ceiling and reach senior ranks, they are reluctant to exercise authority in the same manner as men do. Women in these fields seem to be less likely to be interested in policy making, to feel less motivated, and to report workplace inequities. Ryan and Haslam (2005, 2007) used graduate business students, law students, and high school students in a series of tests. Both of these studies found that participants preferred women to be blamed for mistakes and less successful when in charge of carrying out crucial decisions. All of these experiments led the scientists to the conclusion that when women are put in insecure situations, they are more likely to fail. They also contend that, after smashing through the glass ceiling, women face implicit forms of sexism under which they are given fewer leadership positions, have less decision-making power, and are left to face problems such as a lack of resources and work-life imbalances. Other causes that contribute to the possibility of sliding off the edge go beyond those explained by leadership psychological and sociological hypotheses. Glass cliff effect can be attributed to many other factors like male dominance in organization, overt sexism or discrimination in the workplace and deliberately placing women in higher positions where they are likely to get less support from their peers.

The planet has come a long way toward promoting gender equality over the years. In certain parts of the world, women are well represented in society, have more job opportunity, and have access to better healthcare. However there still exists a gap between genders and it would take centuries before gender equality actually becomes a reality. Factors that cause this gap include:

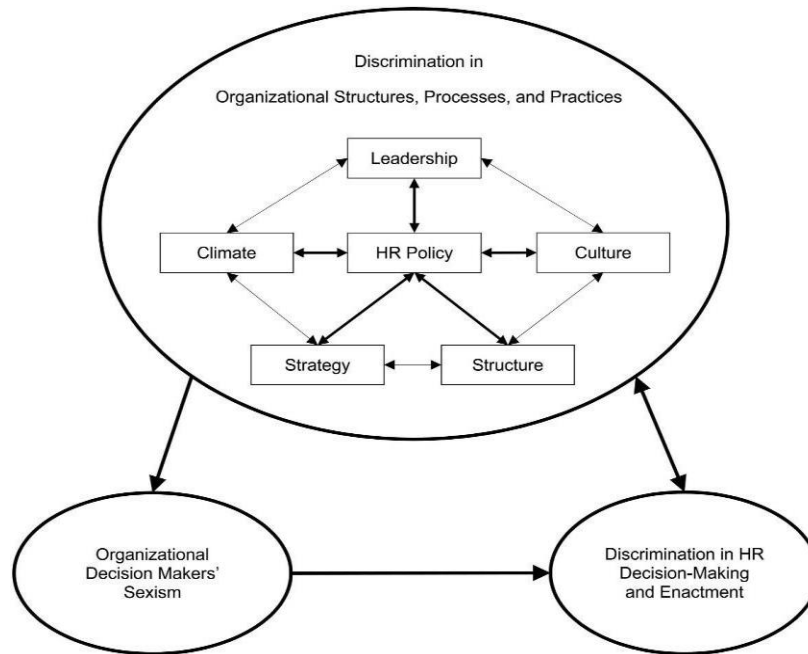
- **Uneven Access to Education:** Women continue to have less access to education than men around the world. 14 percent of young people aged 15 to 24 will not complete high school. This population accounts for 58% of those who do not complete their basic education. Two-thirds of the world's illiterates are women. When girls are not trained at the same standard as boys, it has a significant impact on their future and the types of opportunities available to them.
- **Lack of Employment Equality:** Just six nations in the world provide women with the same legal employment status as men. In reality, in most economies, women have just 34% of the rights that men have. According to studies, if jobs were a more even playing field, it would have a positive knock-on impact on other fields vulnerable to gender discrimination.

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- **Job Segregation:** The separation of labour is one of the sources of gender discrimination in the workplace. Many cultures have an ingrained assumption that men are inherently best suited to such occupations. Much of the time, those are the highest-paying workers. Women's salary is reduced as a result of this inequality. Women still have the main responsibility for unpaid labour, because even though they work full-time, they have additional work that is never compensated financially.
- **Lack of Legal Protection:** According to World Bank report, over one billion women lack legal safeguards against domestic sexual abuse or domestic economic violence. Both have a major effect on women's desire to succeed and live freely. In certain nations, there are still no legal safeguards against office, education, or public abuse. These areas become dangerous, and without defence, women are often forced to make choices that compromise and restrict their ambitions.
- **Lack of Bodily Autonomy:** Many women all over the world lack control over their own bodies or whether they become mothers. Birth control is often impossible to obtain. About 200 million women who do not wish to get pregnant do not use contraceptives, according to the World Health Organization. This is due to a variety of factors, including a lack of choices, insufficient access, and cultural/religious opposition. On a global scale, about 40% of pregnancies are unplanned, and while 50% of them result in abortion, 38% result in births. These mothers often become financially dependent on another individual or the state, thus losing their independence.

Organizational gender inequality is a dynamic phenomenon that can be found in organisational structures, strategies, and behaviours. Some of the most detrimental gender inequality for women are enacted inside human resource (HR) activities. This is due to the fact that HR activities (i.e., strategies, decision-making, and their implementation) have an effect on the recruiting, preparation, compensation, and advancement of women. We suggest a gender inequality paradigm of human resources that stresses the mutual existence of gender differences within organisations. Cultural discrimination in HR decision-making and HR experience results from gender differences in wider corporate systems, procedures, and activities. Leadership, structure, plan, philosophy, corporate environment, and HR policies are all part of this. Furthermore, the misogyny levels of corporate decision makers will influence their probability of making gender biased HR- related decisions and/or acting discriminatory when enacting HR practises. Importantly, institutional segregation of corporate systems, procedures, and practises plays a significant role because it not only affects HR practises but also provides a socialising framework for executive policy makers' aggressive and benign sexism degrees.

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Institutional Discrimination in HR Policy

Institutional prejudice refers to human resource practises that are automatically discriminatory toward a certain category of individuals, regardless of their job-related experience, expertise, ability, or results. Institutional sexism against women may occur in any sort of HR programme, beginning with an individual's induction and selection into an institution and continuing through his/her job assignments, preparation, salary, performance assessments, promotion, and termination. For example, if women are under-represented in a specific college programme or career type, and certain qualifications or prior work experience are expected to be eligible for placement, women are being discriminated against actively, although perhaps unintentionally. In another case, there is gender inequality if a questionnaire is included in the selection battery that produces larger gender gaps than those produced by work performance scores (Hough et al., 2001). Thus, structural sexism can exist in different areas of HR hiring policy which can have a negative impact on women's employment outcomes.

Women face institutional disparity in performance assessments, which are used to assess workplace incentives (e.g., compensation), prospects (e.g., advancement, job assignments), and penalties (e.g., termination). Gender segregation may be formalised into HR policies if the metrics used by executive decision makers to determine work performance benefit men over women on a consistent basis. For example, "face time" is a primary performance measure that favours workers who are present in the workplace over those that are not. Given that women continue to be the main caregivers (Acker, 1990; Fuegen et al., 2004), women use flexible job schedules more often than men and, as a result, face workplace consequences because they rate lower on face time (Glass, 2004). As a result, gender inequality can be exacerbated by discriminatory standards in performance appraisal policies. Personal Discrimination in HR related Decision-Making HR-related decision-making includes cognitive cognition, in which corporate decision-makers measure others' ability, capacity, and deservingness. Thus, HR-related decision-making, like other aspects of social cognition, is susceptible to personal prejudices. HR choices are crucial because they decide women's wages and prospects at work (e.g., promotions, training opportunities). Personal discrimination against women by corporate decision makers may occur at any level of

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human resource-related decision-making, including recruiting and selection, job assignments, training opportunities, compensation, performance assessment, advancement, and termination.

Various studies using various methodologies indicate that women experience personal sexism during the hiring process (e.g., Goldberg, 1968; Rosen and Jerdee, 1974). Meta-analyses show that when female applicants are selected for male-typed (i.e., male-dominated, believed-to-be-for-men) occupations, they are judged more negatively and approved for employment less often by research participants than matched male candidates (e.g., Hunter et al., 1982; Tosi and Einbender, 1985; Olian et al., 1988; Davison and Burke, 2000). In audit reports, for example, female candidates are less likely to be interviewed or called back than male applicants, despite the fact that they are ostensibly actual applications for job openings (e.g., McIntyre et al., 1980; Firth, 1982). Male and female biology, chemistry, and physics professors rated an undergraduate science student for a laboratory manager job in a recent survey (Moss-Racusin et al., 2012). The male applicant was considered slightly more professional and hireable, was paid a higher starting wage (approximately \$4000), and was given more job mentoring than the female applicant. To conclude, women are often at a disadvantage when it comes to male typed roles.

Certain groups of women are more likely to face discrimination in hiring and performance appraisal decisions. Agentic women, that is, any who act assertively and task-oriented, are ranked as less likeable and less hireable than comparable agentic male candidates (Heilman and Okimoto, 2007; Rudman and Phelan, 2008; Rudman et al., 2012). Furthermore, there is proof of pregnancy prejudice while applying for work (Hebl et al., 2007; Morgan et al., 2013). Furthermore, women who are mothers are less likely to be promoted than women who are not mothers or men with or without children (Heilman and Okimoto, 2008). Why will people discriminate against agentic women and pregnant women or moms, who seem to be so dissimilar? The stereotype content model explains how agentic women who are perceived to be high in competence but low in warmth will face discrimination due to feelings of competition, while pregnant women and mothers who are perceived to be low in competence but high in warmth will face discrimination due to a perceived lack of deservingness (Fiske et al., 1999, 2002; Cuddy et al., 2004). Taken together, studies have shown that various aspects of prejudice against particular subtypes of women have the same general effect—bias in selection and results.

Personal Discrimination in HR Enactment

Personal gender discrimination can arise when corporate decision makers send sexist messages to workers in relation to HR enactment. This form of personal gender inequality is known as gender harassment, and it consists of a variety of verbal and nonverbal acts that express racist, offensive, or aggressive attitudes toward women (Fitzgerald et al., 1995a,b). The most prevalent type of sex-based discrimination is gender harassment (Fitzgerald et al., 1988; Schneider et al., 1997).

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While sexism in HR policy and decision-making is incredibly difficult to identify (Crosby et al., 1986; Major, 1994), gender harassment in HR enactment provides recipients with clear clues that discrimination is taking place. In other words, even if sexism in HR policies and decisions adversely impacts women's lives in tangible ways (e.g., not getting a job, being underpaid), they do not attribute their negative outcomes to gender discrimination. Indeed, there is a plethora of evidence that women and other stigmatized community participants are unable to attribute unfavourable assessments to bigotry (Crosby, 1984; Vorauer and Kumhyr, 2001; Stangor et al., 2003), preferring to make internal attributions until they are convinced the evaluator is biased towards their group (Ruggiero and Taylor, 1995; Major et al., 2003). Women, on the other hand, should be more likely to view HR policy and HR-related actions as patriarchal as corporate decision makers partake in gender discrimination after HR enactment.



Objectives of the research study

- This paper aims to study:
- Gender differences in the workplace
- Gender Differences in terms of wages
- Glass ceiling effect

REVIEW OF LITERATURE

Gender problems of discrimination have been investigated by Nath (2000), Gupta et al (1998), and Honour and Palnitkar (1998). Kundu (2003) found gender and group (racial) segregation in Indian organisations in a large empirical sample. Male workers perceived female employees to be less skilled, capable, and efficient than females perceived themselves to be. Workers in the general group believed that black and economically marginalised employees were less knowledgeable and efficient. Almost all workers believed that minority, economically marginalised, and disabled employees received fewer organisational assistance in terms of working conditions, promotions, and pay raises. Also, females in the general category thought they had a lower risk of earning working conditions, raises, and pay rises than males in the general category. Furthermore, each group of workers thought they were more significant than the others. The research, however, fails to capture the organisational activities that are influenced by prejudice. Kingdom et al. (2001) studied the degree to which schooling leads to women's lower labor-force engagement and earnings compared to men. The findings indicate that women face high levels of pay discrimination in the Indian urban labour market, but that education has no impact on this discrimination. This research looked at each aspect separately. Several studies by Kleiner (Kleiner 1998;

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Phomphakdy and Kleiner, 1999; Kapur and Kleiner 2000; Carton and Kleiner 2001) and Shepherd (1995) indicate that age, faith, ethnicity, gender, colour, and disability all work together in the workplace. As a result, a holistic view of prejudice in Indian organisations is needed in order to appreciate and comprehend its dynamic manifestation in the workplace.

A paper titled 'Legal protection against gender discrimination in the workplace in China' written by Sadie Young (2009) draws on a survey of opinions in 25 cities about women in the workplace to demonstrate how pervasive attitudes to men and women in China have systemically worked against women at work in the new reform epoch. The paper then examines the efficacy of proposed gender equity legislation and highlights their flaws. Promoting gender equality in China is a long-term strategy for societal reform. In the article's conclusion, the authors make clear recommendations to lawmakers, the judiciary, and international donors for addressing employment inequality in China.

An essay titled 'Equality in the workplace: an analysis of gender problems in Indian organisations' written by Neeraj Kaushik and Anita Sharma explores gender issues such as gender stereotypes, gender inequality, and sexual harassment on a pan-India scale, spanning different industries and contributing to the topic from an Indian viewpoint. The findings revealed seven job-related factors (infrastructure, HR roles, organisational environment, legal pursuit, empowerment, training and growth, and ethical concerns) as well as two individual factors (interpersonal and mindset) that are thought to be essential for women workers in Indian organisations. The analysis shows that, while age and management level have no major impact on these variables, male and female respondents have substantially different perspectives on these issues.

Sarmishtha Nandy's (2014) article, 'Corporate Glass Ceiling: An Impact on Indian Women Employees,' reflects on the glass ceiling effect or gender diversity problem in organisations, as well as cultural biases, gender norms, and approaches that all organisations can take to facilitate and facilitate qualifying women in respectful and managerial roles. For decades, it has been observed that the participation of women in senior managerial roles is very poor, despite possessing strong scholastics, a wealth of experience, consistency, and productivity, and this is only attributed to obstacles such as mental blockage, prejudices, and the glass ceiling phenomenon. Organizations post their balance sheets to report their financial wellbeing and to inspire shareholders based on financial considerations, but the unseen balance sheets of human capital have been unbalanced for a long time in terms of ethnicity, discouraging our community and people. Until now, women have been treated as if they were from another planet. Women are always treated as though they came from other worlds, and cultures are fascinated by them but lack confidence in them. Organizations handle women in areas where they have investments in women but cannot count on their productivity, just like a modern gadget in a new industry. As a result, women in organisations continue to face obstacles to promotion, gender stereotyping, and other challenges from within or outside the organisation. There is a fine distinction between female feticide and gender diversity or gender stereotyping because murdering people for honest reasons is very much associated with killing lives. This situation needs to be reversed, and only restructuring of organisational management thought processes, along with constructive social shifts, will do so. Every organisation should value talent above all else in order to succeed, which in turn makes the community grow. Any organisation should prioritise "human capital" over "man resource" or "women resource" separately. All should be balanced, because nothing will flourish if it is not. Some programmes for women have

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been implemented, such as a women's bank and a women's police station, which are entirely directed by women.

According to Amitav Banerjee and Bhavana Sharma (2011) in their paper titled 'Gender gaps in understanding of workplace sexual assault by prospective professionals,' sexual harassment at the workplace has been studied mainly in developing countries with a few exceptions. Particularly in developing countries where occupational sexual harassment has been widely studied, observational evidence has not come to definitive conclusions regarding its antecedents and effects, both at the personal and organisational levels. Studies have shown that even mild sexual harassment, such as crude remarks or sexist jokes, can induce substantial psychological trauma over time. One big issue of workplace sexual harassment is its perceptual essence. Men and women may have different ideas of what constitutes sexual assault. Powell stressed the importance of studying the influence of gender, as his research found that men viewed less acts as sexual harassment. Other researchers came to the same conclusion: women have a wider concept of sexual assault than men, have more aggressive views, are less forgiving, and believe teasing, looks, expressions, unwanted physical touch, and comments to be sexual harassment. They also see it as a more serious issue than men do. Indian society is undergoing a period of rapid social change. Women are joining the workforce in professions that were formerly thought to be only male domains. Gender tensions are to be expected in a patriarchal society, of which the majority of our population belongs. The current research sought to investigate gender gaps in workplace sexual harassment knowledge among prospective professionals. The paper concludes that there is a need to educate potential practitioners, especially men, about the full definition of sexual harassment. There is also a need to instil gender equity ideals in a constantly evolving world order, maybe beginning at the school level. A safe social atmosphere in which women do not feel inhibited or fearful of sexual abuse at work will allow them to work to their full capacity and contribute significantly to society. Such behavioural improvements are desperately needed as more women join the labour force in a constantly shifting global environment.

Another academic study, titled 'Cultural Gaps in Pay,' written by Francine D. Blau and Lawrence M. Kahn, discusses gender pay disparities in the workplace (2000) The gender wage gap has shrunk significantly over the last 25 years, and women are gradually entering predominantly male professions. These two labour market outcomes are inextricably related, since substantial evidence shows that overwhelmingly female occupations pay less, even after correcting for estimated personal characteristics of employees and a range of occupation characteristics, though the understanding of such findings is still debatable. The article outlines these notable gains, analyses their origins, and highlights some major gender disparities that exist. It also assesses where American women are in comparison to women in other nations, and it concludes with some reflections on the gender wage gap's future prospects. The paper concludes that, in terms of income structure, there seems to have been a slowing of the movement toward increasing inequality during the 1990s. If this trend persists, a significant impediment to gender difference convergence would be reduced. Taking all of these considerations into account, it is likely that the gender wage gap will begin to shrink, although slowly, in the coming years. But it seems unlikely to vanish. Women continue to face sexism in the labour market, but the degree of this discrimination seems to be diminishing. Furthermore, at least some of the remaining wage disparity is undoubtedly related to the gender division of labour at home, both directly through its effect on women's labour force attachment and circuitously through its effects on the strength of statistical discrimination against women. In most American families, women continue to

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bear primary responsibilities for housework and child care. This trend, however, is shifting as families adapt to increased work market prospects for women, which raise the opportunity cost of such structures. Furthermore, initiatives that promote the convergence of job and family roles, both voluntary and enforced by the state, have become more common in recent years. Employers are expected to continue to broaden those strategies in response to a changing workforce structure and a need to attract workers in which they have made significant investments. In the long term, the increased availability of such strategies would make it easier for women to balance work and family life, as well as for men to take on a larger share of household responsibilities.

Nikala Lane and Andrew Crane's essay "Revisiting Gender Role Stereotyping in the Sales Industry" (2002) is an effort to revisit gender roles in the sales sector. Current trends indicate that women are now joining occupations that were formerly thought to be solely male (Hansard, 1990; Jolson et al., 1997). In recent years, there has been a significant increase in the number of women working in the sales industry (Dawson, 1992). However, despite these developments, the great problem for women is not so much getting into sales—the figures indicate that they have—as it is promoting higher-grade sales (Brockbank and Travis, 1996; Lane, 1998). Women in sales continue to be concentrated in low-level and low-paying positions (Marchetti, 1996; Broadbridge, 1997; Mengue, 1998; Lane, 2000a). Gender stereotyping, according to literature from the United States and the United Kingdom, is the primary source of this ongoing apartheid (Halford et al., 1997; Comer et al., 1998; Lane, 2000b). The stereotypical assumption that some areas in advertising and sales management are "men's occupations" can be seen as excluding women from joining and succeeding in certain careers (Morgan and Knights, 1991; Comer and Jolson, 1991; Comer and Drollinger, 1997).

The dominant stereotype of women in sales and marketing places them as lacking in the key skills of "testosterone decision-making" (toughness, assertiveness, and the desire to manipulate and dominate) (Maclaran and Catterall, 2000, pp. 638 and 639). The paper concludes that, while there is strong scientific proof that women are more likely to possess such abilities in general, there are legal issues for those who seek to use this finding to boost women's positions in the field. Existing gender differences, as well as stereotyping in general, continue to be prevalent in the industry. As a result, considering the developments in contemporary understandings of successful sales and sales strategy, there is obviously a need for further studies to investigate the implications of these phenomena. The paper also highlighted some of the risks of framing discussions along gender lines, as well as some of the issues with gender-based academic studies. Only by comprehending the vocabulary and rhetoric used in business and academia, as well as the influence that these rely on and maintain, can new and more progressive understandings of gender role roles in sales be created.

According to a paper titled "Perceived gender discrimination, belief in a just world, self-esteem, and depression in Korean working women: A moderated mediation model" (2018) authored by Eunha Kim and Hansol Park, previous research has found that perceived gender discrimination, belief in a just world, self-esteem, and depression in Korean working women: A moderated mediation model" (2018). Given the high prevalence of gender inequality in South Korea, this relationship and the process that causes it remain unstudied. Using a moderated mediation paradigm, this study looked at married Korean working women's views of gender inequality, self-esteem, confidence in a fair society, and depression. According to the findings, perceived gender inequality was adversely linked to

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self-esteem, but only at elevated levels of confidence in a just society. Furthermore, evidence was found to support a moderated mediation effect in which self-esteem mediated the interaction between perceived gender inequality and depression, but only at elevated levels of confidence in a just society. These studies add to the body of knowledge by emphasising the importance of a belief in a fair society in recognising women's self-esteem and depression in the form of gender inequality.

A paper titled "A cultural feminist perspective on leadership in non-profit organizations: A case of women Leadership in India" (2012) authored by Triparna Vasavada highlights women have specific attributes, characteristics, and skills that help them employ an androgynous style of leadership that includes a balance of feminine and masculine characteristics. In line with this, the paper contends that the importance of women's leadership lies not in their willingness to adhere to dominant male leadership norms, but rather in women's special skills. Gender roles and hierarchical dominance hierarchies are collectively established and imposed by social interactions under which authority is associated with males and males (Eagly & Karau, 2002). Companies favour and reinforce gender stereotypes while downplaying the importance of feminine ideals in order to maintain male dominance in society (Acker, 1990). Social institutions may also be used to subvert or preserve gendered power systems. The paper emphasises the importance of male and female models coexisting in organisations (Syed & Murray, 2008). As they collaborate, men and women will think more about one another. A more stable workplace is one that is diverse and can change its atmosphere based on the skills of its employees, regardless of gender. Changing leadership priorities is a long and slow process. However, rather than attempting to make women more male-like, dwelling on "differences" and the characteristics of both feminine and masculine values will be a step forward.

Susan Hason's paper "Changing Places by Women's Entrepreneurship" (2009) Gender inclusion in entrepreneurship studies has implications for the meaning and implementation of economic geography. Although entrepreneurship connotes a focus on the individual, this brief examination of the work of women's entrepreneurship geographers suggests that the term should instead connote a relationship between people and place (see also Stam 2007). This correlation is at the heart of the entrepreneurial process, whether someone is beginning a business out of desperation or because they see an opportunity. This perspective highlights the importance of the social relations networks that are in place, whether they are informal personal ties or more formalised hierarchical structures, and whether they are highly localised or transcontinental. Women's entrepreneurship that perpetuates the status quo of persons (in terms of normative gender identities) or roles (in terms of gender hierarchies of values, governments, and practises) is unacceptably patriarchal. Although some of these approaches for woman entrepreneurs to transform roles include pursuing practical gender interests rather than modifying the rules of the game, some, such as launching the first company of its kind in a position (such as the geriatric case management firm in Worcester), reshape the rules of the game and encourage women's strategic gender interests. Despite The Economist's ("Womenomics Revisited" 2007) plea for assistance, the paper concludes that women do not aspire to be men; most of us do not even aspire to administer or save the world's economies. We just want to make equality of opportunities a possibility for all on the planet, while also acknowledging - and accepting - distinction.

Over the past few decades, it has been common knowledge that raising women's status is one of the most important levers of international growth. When women are trained and able to gain and manage wealth, a variety of positive outcomes occur: infant mortality falls, child

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health and nutrition improves, agricultural productivity increases, population growth decreases, markets increase, and cycles of suffering are broken, according to Isobel Coleman's paper "The Global Glass Ceiling: Why Empowering Women Is Good for Business" (2009). The author has proposed numerous tactics in this article, such as attitude change, where governments in emerging-market countries are starting to recognise that in order to compete, they will need to adapt to the growing demands of the global economy on women's empowerment, and the five-point agenda, which enlists concepts to embed gender empowerment in the business world.

A report titled "Sex AND THE MBA: Gaps in Career Trajectories, Institutional Support, and Outcomes" investigates gender differences in career trajectories (2018) Sarah E. Patterson and Sarah Damaske wrote it. How do men's and women's occupations differ? Following MBA graduation from a prestigious university, it was discovered that they pursue one of three career paths: lockstep (stable employment), transient (3 or more employers), and exit (left workforce). While similar numbers of men and women followed the lockstep pathways and embarked on accelerated occupations, there were substantial gender discrepancies on the transitory path; men's careers soared as women faltered—the modal category for men. Men performed significantly better than women as they transitioned to new organisations on the transitory path, implying that gender may become more dominant as individuals have a shorter experience working with a community. Our results show that while consistent building blocks to promotions eliminate gender disparity and uncertainty in the promotion process, frequent external movements impede women, placing them at a clear disadvantage to men, whose forward advancement is less likely to be stalled by such moves. The paper concludes that demand side examples of gender gaps play an important part. Previous MBA study has found that where the criteria for advancement and pay are discretionary, gender discrimination is more prevalent. Women progress more rapidly where there are basic production building blocks that are easy and accessible to entry-level staff. Lockstep and temporary men were more active on Wall Street, while lockstep women worked more in the private sector. Women in transition is over-represented in government and non-profit organisations. While non-profit/government positions can be more welcoming to women, they frequently offer lower pay and less benefits. Although men were more likely than women to have accelerated employment on both the lockstep and transitory routes, women on the lockstep path have made much more gains than those on the transitory path. With the mounting evidence that occupational instability is on the rise, even in professional workers, the discovery that lockstep pathways have the highest probability of gender equity is deeply concerning.

Shelly J. Correll's paper "Gender and the Career Choice Process: The Role of Biased Self-Assessment" Creates a supply-side framework to explain how gender societal values influence men's and women's early career decisions differently. Cultural attitudes toward gender are argued to predispose individuals' perceptions of their performance in various career-relevant positions, as well as to control their actual capacity. Societal views regarding gender are channelled to men and women in dramatically different occupational directions, to the extent that individuals behave on gender-differentiated stereotypes when making work decisions. According to the results of this study, males assess their own mathematical abilities rather than their otherwise identical female counterparts. Furthermore, the effect of performance ratings on self-evaluations was discovered to differ by gender. In females, math grades have a far greater positive effect on mathematical self-assessment than in males. Women can need further proof of their abilities since they face lower social expectations of their mathematical ability. More generally, this suggests that where there are no social

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benchmarks for achievement, individuals' evaluations of their own competence for various positions are more reliant on contextual results. The study's results suggest that widely held cultural beliefs associated with various tasks affect not only how individuals are channelled into particular behaviours and subsequent career pathways by others, but also how individuals "self-select" to work-related activities. This shows that gender-segregated labour may be partially mirrored by men and women making independent and seemingly voluntary choices.

According to an article titled "Gender Change, Organizational Change, and Gender Equality Strategies" by Yvonne Benschop and Mieke Verloo, change is at the heart of gender studies, and gender, work, and organisation are no exception. Since second-wave xenophobia provided impetus to question women's and men's roles in society, a growing flow of research has questioned the gendered division of labour and called for gender equality. The pursuit of excellence is then more or less important to the country. Despite many attempts to turn organisations into gender-balanced or gender-equitable cultures, progress has been slow at best. Only from a historical perspective, looking back a few decades, does it become clear that changes to equity have often occurred at various times (welfare states, organisations and attitudes of people). Mills' research on gender in the airline industry demonstrates that gender change is occurring. Direct sex discrimination and sexual harassment became illegal in the twenty-first century, at least in many Western nations. About all careers are now legally open to both men and women, though the first women to join those male jobs still make headlines. Nonetheless, there is an alarming amount of evidence on gender asymmetry in economics, culture, and politics (Fraser, 2009). Most laws remain unaffected by social justice theories, which could help understand how gender roles can shift. Second, although gender change requires an eclectic mix of tactics in fact, solutions are typically discussed in scholarly work as though they are not and cannot coexist. This obscures reflection on the potential implications of policy integration to reform organisations to support gender equality. More progress in gender equality practises in organisational change philosophy and gender theory is badly needed. However, what seem to be the most constructive approaches – gender mainstreaming and post-equity – do not transcend any of the transitional obstacles. These challenges include: the managerialist proclivity for expected reform, the need for simultaneous short- and long-term change agendas, the issue of resistance, the need to transcend gender-related emotions and behaviours, the intersectionality of multiple disparities, and the presence and voice of all stakeholders, not only small categories of women. The Gender Xchange project should develop a cross-cutting strategy (Squires, 2007; Yuval-Davis, 2006) that recognises the need for dialogue across diverse points of view, organises an inclusive contribution to a wide equity project, and differentiates between positioning, identity, and values so that participants can negotiate a common political platform to encourage and promote substantive change.

According to an essay titled "Improving Decisions That Concern Gender Equity in the Workplace" written by Edward H. Chang and Katherine L. Milkman, A number of studies have found differences in decision-making that lead to disparities in job outcomes between men and women. In one type of experiment designed to test discrimination in recruitment, researchers send equivalent candidates in response to job openings, with the main exception being whether the applicant's name indicates whether the applicant is male or female. If there are disparities in findings (e.g., different call-back rates for interviews) favouring resumes with male names over resumes with female names, this indicates that gender inequality will hinder women's job outcomes and lead to sub-optimal hiring decisions. At a time when the business landscape is becoming more diverse, businesses cannot afford to

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ignore the contributions of talented women. Companies will make full use of the goods of the whole population and reap the gains of greater gender equity as they aim to overcome gaps in decision-making that threaten women's results at work. This paper demonstrates how pervasive and damaging gender discrimination can be. While decisions about hiring, supporting, and mentoring are among the most critical decisions that people make in organisations, they are often prone to systemic errors. High stakes are insufficient to ensure accuracy or continuity, which is why addressing gender equity in the workplace is critical. The example of gender discrimination demonstrates the importance of being vigilant and reviewing our decision-making processes in all ways in order to make informed choices. The strategies we propose to address gender discrimination are not free, but by forcing ourselves to reconsider and change our decision-making processes in areas where gender differences can exist, we may reduce the number of mistakes that make organisations less efficient, competitive, and rational.

METHODOLOGY

Review of literature was conducted to write the study. Existing evidence were summarised and compiled in order to improve the general efficacy of testing. Secondary reporting involves research contained in research journals and other related papers. Sources like google scholar, Research Gate and Jstor were used and papers were found using specific key words, the papers studied are dated between 2005-2020.

The study tries to study the existing Gender Differences and metaphors like Glass Ceiling and Glass Cliff effect at the workplace in the 21st century and the various factors causing this difference. The study also explains how it affects the people who are discriminated and how can they gender inequality be reduced.

DISCUSSION

“A world full of empowered women isn't one where men are marginalized. It's a world where everyone thrives.”

—Purnima Mane, President and CEO of Pathfinder International

The world economic structure is much more transparent today than it was just a decade earlier in the new industrial economy. The world is rapidly becoming an interconnected global market place. Competitiveness would be on an international scale, with expertise and capabilities of the population posing a significant threat as the main economic tool of the twenty-first century.

According to Maslow's hierarchy of needs, gender disparity and sexism can harm an individual's quality of life. Especially for higher order needs such as psychological, esteem, and self-actualization. Women face gender discrimination in the workplace. While many women earn more than men, the average woman's earnings are still smaller than that of men. According to one report, the median earnings of a year-round, full-time female worker in 1992 were 16 lakhs, while the median earnings of a male worker were 27 lakhs.

Many people believe that certain positions are made for men but should be done by women, such as actuary, financial analyst, financial engineering, administrator, and so on. Inequality between men and women is unjust. Although women are entering the labour force in greater numbers, they are stagnating in lower-paying jobs. Since this practise has persisted for a long time, occupational discrimination has emerged, which means that women are often seen as being unsuitable for some specific work. This type of sexism has resulted in a wage

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disparity between men and women. It is calculated that direct inequality in the labour market accounts for one-half of the wage disparity. As a result, women crave self-actualization more because they feel it would be more difficult for them to improve their imagination and problem-solving skills, as well as harder for them to achieve their goals. Typically, what people need is what they need. Women ultimately have a greater desire for self-actualization than men.

Despite profound structural changes such as industrialization and the movement of production out of the household, women's accelerated entry into the labour force since World War II, and, most recently, women's entry into male-dominated occupations, a system that benefits men over women in material resources, power, status, and authority (i.e., gender hierarchy) has persisted in one form or another (Hartmann 1976; Reskin and Roos 1990). What explains gender hierarchy's chameleon-like tendency to reassert itself in new hierarchical ways as the old ones erode?

While there is no single solution, one aspect of the solution can be found in the way gender stratification is mediated by interactional mechanisms that are widely assumed. Employment is one of two interdependent institutional pillars that continue to support our current structure of gender hierarchy; the other is household division of labour. Few attempts have been made to comprehend the latter's interactional mediation (Berk 1985; Risman 1987), but little have been made to comprehend the former. A sizable research industry has attempted to justify the prevalence of pay disparities and gender segregated employment. Statistical inequality, internal labour markets, and the transformation of labour queues into gender queues have all been established as key mechanisms, but answers are still lacking. An examination of mediating interactional mechanisms which help us answer some vexing questions, such as why jobs continue to be labelled as male despite occupational change, how employers' apparent preferences for male workers persist even under competitive market pressures, why women's work is undervalued, and whether and how people act in their gender interests in employment matter.

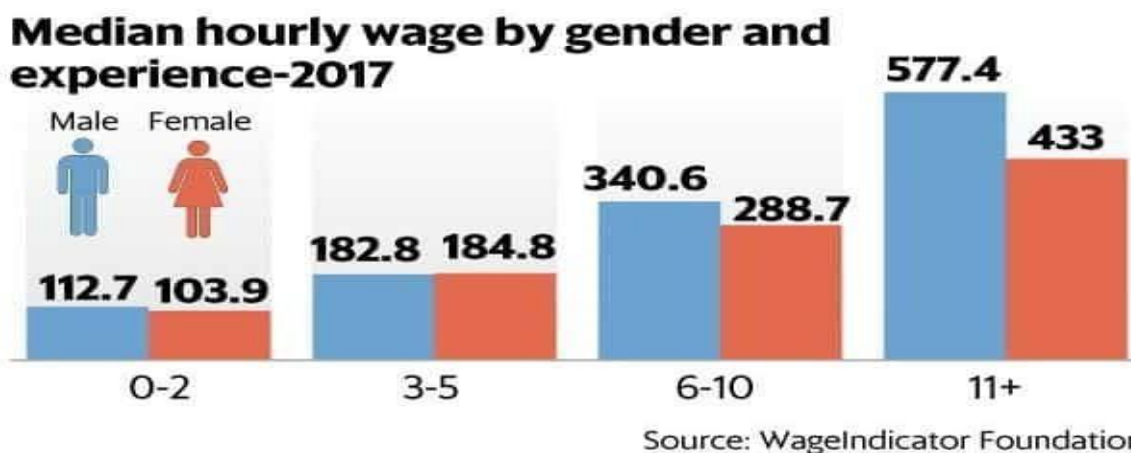
Adding an interactional account of job discrimination to labour market and corporate accounts helps understand why gender is such a powerful factor in the labour process. Hiring, career interviews, placement, performance assessment, role assignment, promotion, and interacting with customers, employers, supervisors, colleagues, and subordinates all require either overt or indirect contact (e.g., resume evaluation). Interacting with a concrete other elicits primary cultural guidelines for making sense of oneself and one's surroundings, prompting actors to sex categorise one another in both of these circumstances. Sex categorization introduces gender into the interactionally mediated job environment by cueing gender roles, including status beliefs, and by biasing the contrast of others. Sex is an insidious mechanism since it is typically an unconscious, context identity whose successful salience differs situationally, interacting with more salient job identities and changing their output. Interactional gender mechanisms become part of the framework for enacting more formal processes that reflect gender inequality, such as career ladders and appraisal schemes, in bureaucratically well-ordered work environments.

Organizational engagement is an important concept to consider when assessing the fit between persons and organisations. People who are deeply loyal to their workplaces are able to put in more time, associate more strongly with the employer's ideals, and strive to preserve their affiliation with the organisation (Steers, 1977). Managers want dedicated staff so they are assumed to put in more time and perform well, as well as having reduced rates of

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attrition and absenteeism, resulting in lower replacement and training costs. Men have marginally higher average rate of organisational engagement than women, owing to gender gaps in commitment-related employment and career attitudes. Women in similar occupations can be marginally more loyal to their employers than men. We see no reason to conclude that gender differences in OC are the result of differences between men and women in family roles, or that those roles' relationships to organisational engagement vary significantly by gender. Since it has been shown that OC is linked to turnover.

There is a perception that gender differences in this field are very humble This corresponds to Marini's (1988, p. 376) statement that Gender gaps are often thought to be bigger than they are. As previously stated, there are reasons to believe in both men and women. Women will demonstrate greater interpersonal engagement, but our findings show that the gap in OC between men and women is much lower than within-gender differences. Furthermore, the principal factors influencing this kind of attachment to an object. Organizational characteristics have far less to do with people's characteristics and have more to do with positional characteristics. The fact that job-related variables have the greatest influence on OC means that employers looking to increase the degree of OC in female workers should pay attention to the same factors that increase it in male employees: their working environments and prospects (see Bielby, 1992, p. 290). According to our findings, a healthy interpersonal environment and the ability to function autonomously are especially important for OC.



In terms of pay, it was noticed that women in India earn 20% less than men. The gender pay difference has shrunk by around five percentage points since 2016, when it stood at 24.8 percent. However, for talent with experience, the gap has grown and now stands at 25% for those with 11 years or more of experience. According to study, men earned a median gross hourly wage of Rs231, while women earned just Rs184.8. According to the numbers, the gender pay gap in India grows with work experience. Men with 0 -2 years of experience, for example, earn 7.8 percent more than women, men with 6-10 years of experience earn 15.3 percent more, and men with 11 or more years of experience earn 25 percent more. Surprisingly, there was a slightly reversed pay difference in the 3 -5year experience group, with women earning more.

Approximately 36% of all respondents suggested that corporate India needed to step up and introduce constructive strategies to close the wage divide, transform employee perceptions of a stable work atmosphere (44%), and promote fair opportunity (17%). In addition, about 44 percent of men agreed that they could be successful reform agents for gender initiative initiatives in the workplace. About 39% of women agreed. However, 40% of women

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believed men were just partners of gender equity in private either they were afraid of being judged by male colleagues or actually didn't know what to do with those topics.



How does Gender discrimination impact the people at a workplace?

- **Mental health issues:** When an individual is subjected to gender inequality at work, it is common for mental health problems to arise. Individuals who are discriminated against can experience increased anxiety, outbursts, and depression. She may resort to drugs or alcohol to cope, which may impair her ability to fulfil her job duties. Mental wellbeing problems are also a significant problem for company owners who have dysfunctional workers who engage in occupational retaliation.
- **Increased conflict at work:** Discrimination is a form of harassment, and it has heightened tension in the workplace. The team's concentration moves from work roles to workplace drama. It has the potential to split a team, with one party supporting the individual being discriminated against and the other supporting the accused discriminator. Conflict like this is bad for the office, and it may have a negative impact on the job performance of a whole department or team.
- **Poor organizational Productivity:** With increased friction and declining morale, office efficiency would suffer as well. As a corporate executive, you understand that workers who are satisfied and relaxed at work perform well. When people want to escape disruptive actions, such as observing or seeing gender inequality, it may have a direct effect on the business's bottom line.
- **Consider Legal issues:** When it comes to gender inequality, employers must consider more than just business efficiency and competitiveness. There are procedural ramifications to remember. Discrimination of every kind, even gender equality, will result in legal ramifications. If the company fails to respond adequately to discrimination allegations and behaviour, a dissatisfied employee will file a complaint against the company for failing to defend his rights.

Women face gender discrimination in social situations as well. Many citizens already believe that women belong in the lower social classes. Gender inequality is still a major issue. An online survey has asked if you believe that gender discrimination should be a high priority. According to the results, 85.6 percent of respondents accepted or strongly agreed that gender discrimination should be a concern. Another concern considered whether the government should expand financial support for women's equality organisations and put women's equality to the attention of policymakers. The findings equate to an average of 4.19

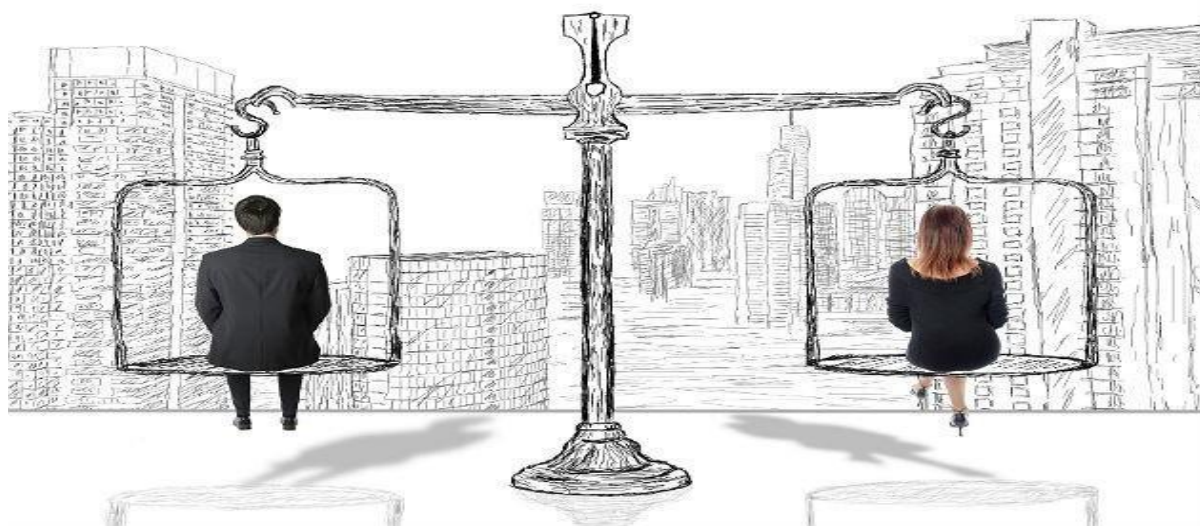
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(out of a possible 5), indicating that the respondents largely approved. In the other hand, that is more evident in the case of school.

In the parents' mind, having a child is preferable to having a girl because they think boys would be more competitive than girls in the future. Depending on their beliefs, parents will send their sons to school and train them while leaving their daughters at home to do simple housework. In China, for example, girls account for just 44 percent of primary school enrolment. Girls account for 39% of students in high schools. Women make up just 26% of undergraduate and higher education enrolment. As a result, women outnumber men in terms of respect and social need. Women want to be respected by others, and they want to be known by their performance. Women, on the other hand, would have a greater desire for sex affection due to their natural characteristics.

CONCLUSION

Gender differences is a topic widely discussed in every aspect of life whether it is social or corporate, hence the debate whether gender equality exists or not is still very relevant in contemporary world. Discrimination is described as “the unequal or prejudicial treatment of different groups of people, especially based on race, age, gender, or disability.” Discrimination in the workplace is based on preconceived conceptions which occurs when a person is disproportionately disciplined because of their gender, sexual identity, race, religion, pregnancy and childbirth, or disability.



Everyone is aware that the ideas of gender discrimination in the workplace have persisted for a long time. Because of stereotypes and a lack of systematic schooling, women have historically been denied the ability to work. Women have further opportunities as a result of feminism's advocacy and the advancement of culture. Women, like men, eventually make their way into society. Gender disparity in the workplace, on the other hand, is also a historical and global phenomenon that persists in today's society. According to similar figures, the number of women attending college has exceeded that of men. Women currently have a higher standard of education than males. Any of them win more accolades and awards than men and enjoy greater success. Malayet performs a survey in the article “CEO Gender and Firm Performance” to determine whether companies led by female CEOs perform at the same level as companies led by male CEOs. Surprisingly, the results show that when the CEO is female, the company does more than when the CEO is male (Malayet).

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Despite the fact that females' valuable traits such as carefulness, outstanding coordination, and modesty are contributing to company growth, the majority of women still struggle in job competition with men.

From a historical standpoint, a series of sexist theories confine women's importance to the mundane; they just need to take care of the home, and they are completely financially dependent on their husbands. Women have historically been denied the right to work due to stereotypes and a lack of access to education. People believe that women should not have the same degree of capability as men in the workplace. For example, men are employed at a higher rate than women in certain professions because men are perceived to be wealthier, more enterprising, and hardworking. All of these theories point to the conclusion that women are less likely to be promoted and cannot access the same opportunities as men. Furthermore, employers fail to hire women in order to avoid the extra risk of women's natural attachment costs in order to ensure their own economic advantages. According to Gary Becker's "Economic Models of Inequality," this principle concludes that men and women should be paid equally, regardless of whether they face discrimination or not. However, there is taste prejudice. It means that employers would continue to maximise their own interests by not hiring women or paying them less than men (Becker).

Discrimination of taste ensures that females are more likely to dedicate their time to parenting, housework, and other activities that are unrelated to their employment. As a result, businesses would employ male work force to retain earnings. Employers find it impossible to prevent and prosecute workplace discrimination due to the generality and inapplicability of applicable laws, as well as vague punishment. The explanation for this is that the legal standard is vague in fact. Furthermore, the policy's scope is very limited in order to cover all categories of female victims. As a result, even though applicable law and regulation exist, women's rights cannot be implemented successfully to a wide degree in practise.

Gender inequality in the workplace can take several forms. The first is gender inequality in recruiting and jobs, which is the first and most significant barrier to female college students finding work. India has enacted a number of laws to protect the rights and interests of women. Take, for example, the retirement age in the India, where both men and women hit the age of 60. This law provides the appearance that labour policy protects women's labour rights and desires. Distinction applies to gender demission, which is the hiring of women into low-skilled, low-paying positions. Exclusion refers to the case in which certain employers set an unfair work ratio, such as a smaller number of women working than men on equal terms. According to a recent study of Pew Research Center survey results, women face gender discrimination in jobs and re-employment, accounting for 42 percent of all respondents, while men account for 22 percent, 20 percentage points lower than women. Furthermore, even though a male and female employee had similar test scores, employers were more likely to select males, according to one study.

Sex discrimination in the workplace is the second form of gender discrimination. Despite the first form of sexism, females face discrimination in many other areas of the workplace, such as advancement, less funding, passing over crucial tasks, and so on. According to Pew Research Center survey results, the largest problem of gender inequality is the wage disparity between men and women: about 25% of females report that their wages are lower than a man doing the same work. However, only 5% of males report that they are paid less than a female counterpart (Kim Parker and Cary Funk), reflecting the wage disparity

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between men and women. Females, like their male counterparts, are denied the opportunity to demonstrate their true strengths and skills due to the turning over of critical tasks. This is also a waste of women's talents and human resources. Furthermore, pregnancy inequality is another barrier to employment for women. In certain cases, after a woman becomes pregnant, her boss can compel her to leave by intimidation, work shifts, and pay reductions. As can be seen, women in America are now especially vulnerable to workplace discrimination.

In terms of pay, it has been discovered that women in India receive 20% less than men. Since 2016, when it stood at 24.8 percent, the gender wage gap has narrowed by around five percentage points. However, the maturity gap has risen and now stands at 25% for people with 11 years or more of experience. Men earned a median gross hourly pay of Rs231, while women earned just Rs184.8, according to the report. The gender pay gap in India, according to the data, widens with work experience. For eg, men with 0 -2 years of experience earn 7.8 percent more than women, men with 6-10 years of experience earn 15.3 percent more, and men with 11 or more years of experience earn 25% more. In this progressing world it is becoming increasingly important to improve the gender equality at workplace, some strategies to do the same include:

- **Consider Unconscious bias training:** To fight implicit bias, consider providing or requiring unconscious bias training to all workers, including managers and human resource practitioners. Employees will begin to understand where they are making conclusions based on prejudices and perceptions by experience, and these factors can be removed from workplace decisions. HR should also create simple, understandable, actionable, and straightforward metrics for recruiting, engagement, promotion, and compensation so that choices are made on merit rather than racial bias.
- **Building Diversity and Inclusion in the organizational Culture:** Building a community of inclusion and diversity must begin at the top, with a strong declaration of leadership commitment to a culture of inclusion and acceptance. A dynamic and welcoming workplace supports all workers and the organisation as a whole. Managers will help to promote an inclusive atmosphere by encouraging the creation of ethnic and women-focused employee resource groups that involve men in order to foster expanded participation and networking opportunities. Furthermore, bonuses for key leaders will be tied to specific equity and equality actions.
- **Review Leave Policies:** Another consideration for employers is the effect of leave on pay and promotion. Women also take more and longer leave from work than men, usually to care for children and family members. These leaves of absence have been linked to a decrease in earning ability. Employers should consider inclusive employment arrangements that encourage a work-life balance for caregivers and other workers during the ebbs and flows of their employment to minimise this penalty and facilitate opportunities for people who have family responsibilities. To stop women being penalised for taking time off, employers should perform annual analyses to decide whether salary and status align with commitments to the business.
- **Increase Compliance by changing Pay Equity Laws:** Employers can review corporate practises and handbooks to ensure that they are in accordance with relevant state and local legislation. Remove all rules and comments that prevent workers from negotiating pay, as most states now demand disclosure.
- **Be Flexible:** Employers should consider strategies that allow for flexibility to counter the pay "penalty" often faced by women who find themselves in caregiver

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positions. These strategies can include encouraging workers to work from home or working fewer hours at various times of their lives and careers. Employers can encourage versatility by measuring job advancement based on company outcomes and success rather than physical appearance in the workplace. They should allow all male and female workers in positions of leadership to take advantage of inclusive job practises as a means of assuring all employees that the employer respects such policies.

Gender inequality in the workplace has evolved a lot from the past to the present, in my opinion, but the influence is still present in today's culture. Inequality has not yet been entirely eradicated. Women are viewed unequally in fields such as compensation, advancement, work, reemployment, and so on... Both of these various forms of gender inequality have led females to become casualties in this silent battle, resulting in a decrease in women's productivity, low self-esteem, and a fear of loneliness and violence.

And, based on the statistics and papers I've read, gender discrimination in the workplace in India is still a pressing problem that needs to be addressed. If our culture or government do nothing to change this situation, women's rights will continue to be violated. Simultaneously, regardless of their high level of education or excellent characteristics, an increasing number of women will face gender inequality in the workplace.

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Acknowledgement

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

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Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Mahajan R. (2021). Gender Differences at Workplace. *International Journal of Indian Psychology*, 9(4), 727-749. DIP:18.01.071.20210904, DOI:10.25215/0904.071