

## Gender Discrimination is Still Alive at Workplace

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### ABSTRACT

Gender discrimination in work place is a concept to explaining the unequal treatment between males and female. In India there is a highest disparity with women. This study aims to evaluate the gender biasness prevailing at the workplace in India. Further a collation of a comprehensive dossier providing possible corrective measures has been made. This study finding provides that wide gender disparity exists in the Indian industry, society, workplace, and community. Conceivable reforms have been suggested for adoption at workplace so as to bridge the gender inequality gap at workplace.

*Keywords: Gender Discrimination, Workplace*

This study has shown the ways that men and women are treated differently in the workplace, it can be nearly imperceptible at the level of the individual and it emerge mainly from the cultural factor that negatively influence women not to be feel superior than men. for example, large number of women do not acknowledge about the ways that they self-gender discriminated. They are more likely to assume personal responsibility for receiving fewer organisational resources than their male co-workers. These same women, however, believe that gender discrimination exists in the workplace and affects the resources that other women receive. It may be occurred due to the reason that there are fewer top position and initial career success which form discriminations as female have other burden of house and management system want quick success.

According to (Stangor, 2001) in other words Stereotype forms related to women by the influence of attitude and behaviour of superior men in group which influence the men in intergroup to think related in influence of group and separate women as outgroup and form prejudice towards them.

Research has demonstrated that even when the actual qualifications of men and women are equivalent, men are viewed as having higher performance ability, (Heilman, Martell & Simon, 1998), and are therefore favoured over women in the selection process for male gender-typed jobs (Davison & Burke, 2000).

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### *Impact of stereotype thinking*

In many societies around the world males are considered good at physical works and other outdoor works and females are considered as good at doing household chores and the work which needs less power. female also perceived as less powerful and intelligent than men from ancient time, Performance is likewise evaluated differently for men and women. According to (Sackett, DuBois & Noe 2001), In an analysis of actual performance evaluation data, showed that women were systematically rated as performing less than men even after controlling for ability and experience, and that the gender discrepancy in evaluations was greater in male gender-typed jobs. That is, as the proportion of women in the work group decreased, evaluations of them were more negative relative to men, women are treated inferior for jobs which require power or more energy. According to (Sackett et al, 2001) they said Women are also underpaid relative to equally performing men against working mothers Working women, specifically working mothers and recently married women, face more discrimination in the workplace as the management thinks they are unable to manage their work effectively with pregnancy or their family.

In some companies are work for betterment for Women and they allowed to take maternity leave for the end of their pregnancy to the first two months with their baby. They are also allowed additional baby bonding time which is used for mothers to be able to bond with their babies. The issue with working mothers and recently married women is that, the training cost as well as the cost for paid leaves is too much to hire them. “To successfully navigate such jobs in the U.S. context, mothers must engage in extensive mothering whereby they outsource the day-to-day care of children to devote themselves fully to paid work” (Glass & Fodor, 2018). Due to the fear of losing their jobs over caring for their children as well as paid leave, women hire extra care for their children so they can focus strictly on work and earn a living for themselves and their children. Some argue that men deal with the same issues when taking time off to balance their work life and raising their children. “Fathers mention fear of this resistance and negative career consequences as the main reason for not work fewer hours” (Vinkenburg, et al., 2012). Working fathers feel the same type of discrimination as do women therefore, the bias against working mothers is no more than that of working fathers. This argument is not fitting as women are discriminated against not only for leave, but in many other aspects as well. Overall, women deserve equality. Research on this topic will help women land jobs in male dominated work forces, merge the gender pay gap so that women and men are played the same for doing the same job, and working mothers have better benefits and are not seen as a burden for corporations. The time to change our societal issue of gender discrimination is now. Action must be taken. With this research, the goal is to push law makers, the general public, and corporations to advocate for change and help in the fight against gender bias. This would bring equality to men and women and allow women to flourish in the work force as they deserve. In certain professions, women are especially targeted and underrepresented. “Occupational segregation, the historical concentration of women in a few occupations, including domestic work, clerical/ secretarial work, sales, teaching, and nursing, has been described as “a crucial barrier to the attainment of economic equality for women”. These job positions were commonly joined by women when starting in the workforce. As time went on, however, women progressed to finding positions in white collar jobs such as; attorneys, physicians, pharmacists. In specific blue-collar jobs, women were struggling to find jobs in certain fields such as; construction, mechanics, and firefighting. Due to this issue, more jobs were available to both men and women breaking the typical gender roles in those job types.

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### ***Gender inequality in management roles***

Our country is a male dominated country, where it is believed that women can only do household chores, they are not able to do official work, but now the thinking of the society has changed a lot, women are equal to men in every field. and not just equal, women are performing better than men. But still, if we talk about the management company, then people feel that they cannot do a good job, the officials working in the high position of the management company do not want to give the opportunities to women in the high position of the company, they feel that women have a big responsibility. If she wants to see the management of the company, then only men are given a high position to handle this responsibility. But this is a wrong protest of some people towards women because if you see, not only in India, women are handling big management company in other countries, taking all the responsibility of the company and making the company better. Women have a good understanding of management, whether they work in a company or take care of the house. In our country also you will see how many management companies are there in which women are working in high positions and are also performing their responsibilities very well. Women have a good understanding of management, whether they work in a company or take care of the house. In our country also you will see how many management companies are there in which women are working in high positions and are also performing their responsibilities very well. There are some such names about which almost everyone will know, women who have achieved a lot in their life on the basis of their hard work, people used to think that only a man can do that work, but some women have done that work to men. Also very well done, one of those names is very well-known name is Indra Nooyi, she is currently the Chief Executive Officer of PepsiCo and she is consistently ranked among the world's 100 most powerful women. Another name is Shikha Sharma, she was an Indian economist and banker. These two names are such that almost everyone is known, there are many women who are doing very excellent work in management companies and are taking care of the company by serving in big positions.

### ***Approach for protection and promotion of women employees at the workplace***

The implementation and monitoring of gender equality at workplace is mainly categorized into two aspects in India. First is voluntary cognizance of the need of gender balancing HR policy and second in mandatory polices as obligated by the statute. Voluntary acceptance of moral responsibility towards the employees can be multi-faceted. The organizations may adopt a combination of multiple policies and programs. The most crucial policy that must be implemented is the removal of gender pay gap. By introduction of transparent payroll policies, provision for salary calculators, pay slips and pay brackets may also be disclosed for every specific designation. The work to life balance maintenance is the next important reform to be implemented. Employees have to manage the household operations along with office requirements. Female employees have been seen to be more burdened with household work than the male employees. Therefore, suitable adjustments can be made in the work culture for the women employees such as flexible work timings, provision for family leaves, no salary deduction for occasional short working hours. Provision for paternal leaves to male employees and maternity benefits to female staff also provides much needed job satisfaction. Organizations may draft a well-documented promotion and transfer policy. Complete transparency in promotion process avoids rumors and reports of prejudice and preferentialism. Specific HR department personnel must ensure that the organizations police are being implemented with the same intent with which they were drafted.

## CONCLUSION

From the above study it is found that Gender discrimination is a prejudice towards women which inhibits their success rate and try to realise them inferior in society. Women are discriminated in workplace as of stereotype thinking of male oriented society, as top management didn't get full time work from them as most of them must support their family and children. They are discriminated from male and judge inappropriate for works which thinks as male oriented. Organisations also shows biasness in salary and powerful positions towards women. To resolve such issues and make organisations unbiased government and management team should form a proper policy related to job with no discrimination related to gender in the form of salary, timings, leaves and nature of work.

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### **Conflict of Interest**

The author(s) declared no conflict of interest.

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