



## Gender Discrimination in Workplace of Entry and Mid-Level Employees in Uttarakhand

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**Abstract:** Research on gender inequalities and discrimination in workplace has put forward the struggle women and men face in vocational life. Previous studies suggested gender discrimination in western countries and thus does not give a proper understanding about the workplace discrimination faced by women in India. By investigating an arrangement of authentic work settings, the assessment sheds light on the social underpinnings and auxiliary settings in which abusive exercises occur. Past examinations explored the difficulties faced by the employees in their vocational life with regard to their gender and the type of discrimination they faced in their work place like detachment from social groups in their work place environment.

**Keywords:** Gender Inequalities, Discrimination, Job Satisfaction, India

### I. INTRODUCTION

During a time where we talk about identical rights for individuals, there are still occasions of people being misled because of their gender. Gender discrimination isn't an issue, which one can ignore or suffer unobtrusively. People should comprehend that gender discrimination at workplace is a certified kind of business discrimination, which should not be delivered. Gender based discrimination is described as tragic movement or differential treatment against a person that would not have occurred if the individual had been of another sex. Gender discrimination is considered as an authentic sort of injustice and is illegal in explicit conditions in most of the countries around the world.

There is a need to make various leveled culture suitable to social characteristics that supports and impels more women to participate in the fiscal and open improvement works out. There is a troublesome task for the relationship in future to hold and welcome the rapidly growing women's interest in the work power both transparently and private territory. In ordinary social requests, the division of work has reliably been established on sexual direction occupations. We have grown up by acknowledging what credits are fit to our sexual direction and the positions each sex has in a family. Men were continually considered to work outside the family being the ones that brought the bread home, along these lines called the 'suppliers'. Women were working in the house managing everyone and all that relating to step by step life and were (and still are) called the 'house maker'. It is only that women have adequately looked into the job organized situations since around the focal point of the twentieth century and have truly amassed in the fields of their work at comparably high mentioning standards as men who might be attempting to be used at a control of equivalent worth. In contemporary social requests, the idea of the regular family has changed. We moreover watch various sorts of 'family' with a genuine creating number of single-parent families where the guideline gatekeeper, similarly as supplier/provider, is normally the woman. Women nowadays essentially all work outside the nuclear families while up 'til now finding opportunity to partake in childcare practices accepting a twofold activity. This twofold activity woman has might lead them to work less hours outside the home accordingly enduring lower-pay occupations. The human capital procedure agrees with the above as it communicates that women put less in the situations, as such 'receive less benefits.

The women's dissident conflict sees something fundamentally the same as from a substitute perspective. They include women's different needs and experiences inside the workplace through parenthood and the centrality of maternity rights Women regardless of everything have the fundamental obligation of their youths and their family as they did 'generally' during the earlier century. Regardless, there are approaches that reproach natural determinism and comparing occupations of careful and mothering and for over-summarizing women's experiences.

Women complete 66% of the world's work, get a humble measure of the world's pay, and own one percent of the techniques for creation. There are still in the Western World a couple of social requests that have

not balanced into a sexual direction free business compensation system. UNICEF saw that women who work outside the family secure on ordinary far not as much as men. They get low salary, insignificant cash related security, and no social focal points. (UNICEF, 2007) Gender isolation impacts youngsters and women all through their lifetime thusly women bear the most dejection.

From the Daughters of Liberty in 1765 to the key Brazilian woman president in 2010 a ton has changed. During the World War I women's activity in the open field was stretched out as they entered the workforce. In 1963 the Equal Pay Act makes it unlawful for associations to make uneven characters among individuals for a comparative action. Notwithstanding, what amount did that happen? Do they have comparable open entryways for occupations that so far were accepted particularly to be open for men? In 1968 the Supreme Court presumed that women with the limits can work in occupations that have as of late been considered routinely fitting only for men. During the 70s, women begin to accumulate progressively more at the University level entering purposes for living like drug, law, dentistry, and business.

The current research gives the answer to the questions

- Is there gender discrimination in work life of young adults, and
- Are there cultural stereotypes faced by the women in workplace.

This study gives an insight of gender discrimination at work place and in the changing times like today it helps in stopping this malpractice and maintains a healthy work culture for all the employees.

## II. LITERATURE REVIEW

**2.1 Organizational culture as a predictor of job satisfaction: The role of gender and age (Bellou, 2010).** Bellou studied the impact of organizational culture on job satisfaction taking gender and age in account. The study revealed that employees see certain social attributes as work satisfaction magnifier. These are fairness, open entryways for personal development, energy for the movement and extraordinary reputation. Other social quality, that is forcefulness, seems to limit work satisfaction. Going well beyond, clearly delegate employee gender and age sway the way that organizational values affect their job satisfaction. The literature clearly speaks about the factors like better salary, superiority in job and timely promotion give men a better job satisfaction compared to women. However, the study also reveals that the as compared to men women tend to cope up with it more effectively with time although women seem unsatisfied with slow growth but with time they cope with it nicely as they deal with it as a harsh reality. Although the study has limitation like its subjects were of medical background it proves a very important point to this study as this gives an insight to woman's change in ideology as overtime they come to in submissive terms to this discriminative workspace. The following literature also gives evidence that woman in corporate jobs show more precision in their work and prefer to go by rules so they are seen equally compared to men who at times layback as they enjoy certain privilege.

**2.2 Gender Discrimination at Work: Connecting Gender Stereotypes, Institutional Policies, and Gender Composition of Workplace (Bobbitt-Zeher, 2011).** The study gives a direct insight on the discrimination faced by the employees on the basis of gender, the study gives a prominent number of about four to five percent of workers perceive that they have experienced discrimination respect to different aspects like hiring, promotions, performance evaluation, wages and even sexual harassment . The study looks upon processes that lead to unequal outcomes for women and men and the real challenge that is to uncover how discrimination unfolds in actual work settings. The one aspect the study gives is that the root of this discrimination can be cultural factor and thus the employees consciously or not, but tends to have a gender stereotypical mindset which causes gender based groups and categorize the workspace according to sex. The study also gives reference to cognitive psychologist perspective about how the descriptive and prescriptive stereotypes and both have harmful effect on vocational life of women as the descriptive stereotypes have a mindset that specific gender will have certain traits gives work accordingly but if not these traits are not found they tend to dislike or makes work environment uneasy for women employee. On the other hand the prescriptive stereotypes tend to expect certain traits should be there and if not found they tend to make the work environment hostile for not having desired traits according to gender. The literature descriptively studies the organizational policies used by organization also restricts the women to enjoy certain men privilege like overtime. Concluding the study reveals that both cultural stereotypes and organizational policies different for men and women amplifies gender discrimination in a work place.

**2.3 Men's and Women's Definitions of "Good" Jobs: Similarities and Differences by Age and Across Time (Tolbert & Moen, 1998).** This study explored the mind-set of the two genders on what according to them is a good job. The comparison done in the study gives an insight of what both genders aspire and how age effect aspiration among both. The study results show that women due to need of flexibility in work hours tend to trade promotion and better salary for it on the other hand men having the privilege of working late tend to take promotions easily. The study comes to a conclusion that both genders expectation narrows down to social expectations and pressure. Also concludes that women incline towards stability in job for the cost of fewer wages while men tend to choose growth and dynamic growth at cost of anything. This literature helps in this study as this gives reason for why women tend to make peace with their secure job and sacrifice growth.

**2.4 Gender Differences in Organizational Commitment Influence Of Work Position and Family role (Marsden et al., 1993).** The study sheds light on work commitment of both the genders. The study after a thorough research concludes that men are slightly more organizational commitment and the reason for women's commitment to be little less is because of the more family roles that women play in their life. The study also gives a proper understanding that women are more committed toward their employers also the right way to make organizational commitment is positive interpersonal climate and opportunity to work autonomously are of special relevance for organizational commitment. The following study gives a perfect reason that why don't deserve any discrimination as their organizational commitment is same as men. Support from this study it was found that discrimination has nothing to do with organizational commitment and is due to cultural and gender stereotype thinking.

**2.5 Minimizing Workplace Gender and Racial Bias (Bielby, 2000).** The study gives a very prominent percentage in wage distribution among the two genders that is women earn 75 percent as much as men. The study gives ideas that can reduce workplace racial and gender bias, some of the policies that the literature suggest for lowering these bias are reducing stereotypes and taking equal employment committee's policies in account. It also gives an insight about nature of some companies that find these bias irrelevant and voice against this practice as an offence for this the study recommend that they need to be made understand that this will only makes their employees satisfied and better goal achievement. The study gives a method for this research to find if the policies recommended are being used and if yes they are effective.

**2.6 University Students' Perceptions of Gender Discrimination in the Workplace: Reality Versus Fiction (Sipe et al., 2009).** The study deals with a very different perspective on gender discrimination in workplace as the participants were university students this perspective gives support to this study as it will deal with young adults facing gender discrimination with the help of a cross tabulation method and gives the insight about the reality v/s fiction of gender discrimination. The study gives a surprising revelation that although previous studies reveal that gender discrimination exists in today's workplace environment 90 percent of the students responded that opportunities for advancement, networking, mentoring, and pay would not be affected by their gender. 90% of students perceived that women would not have fewer opportunities for networking and mentoring because of their gender. Among these 75% believed that women would not face pay disparity, and 60% believed that gender would present no obstacle to women in the workplace. Compared to men 45% of female understudies uncovered that women would likely face some kind of sexual direction tendency in the workplace, only 13% of these proportional female understudies acknowledged that sexual direction tendency would impact them before long. Also, 13% of female understudies demonstrated that women would more likely than not believe that its all the more difficult to organize, yet only 7% of these same understudies acknowledged that their own ability to network would be affected by their sexual direction. Correspondingly, while 48% of females uncovered that a parental leave would most likely impact a woman's occupation, only 29% of females saw That their calling would be impacted by a parental leave. In addition, 27% of female's understudies acknowledged that women would have less an ideal chance to devote to work considering their sexual direction, anyway simply 17% of these equal respondents uncovered that their own time for work would be limited by their sexual direction. Last, 33% of female understudies communicated that a woman's sexual direction would impact her remuneration, and only 27% of female understudies acknowledged that their sexual direction would impact their own remuneration. These numbers talks a lot about the young adult's mindset toward work place as many believed discrimination won't be there and thus won't affect them a good number of women believed it will on different aspects of job.

### III. OBJECTIVES OF THE STUDY

The objectives of the study are:

- to reveal gender discrimination faced by young adults
- to study different types of discrimination in workplace

### IV. SAMPLING

Sample size: 9 participants

Age range: 21- 35 years of age

Sampling procedure: Snowball Sampling

### V. RATIONALE OF THE STUDY

The study is important as there is very less previous studies done that deals with gender discrimination in work life of young adults in India. The study will help give insight to women's perspective towards job satisfaction in India.

### VI. DATA ANALYSIS

Due to the COVID-19 situation, the researcher was not able to meet the participants face-to-face. Hence, telephonic interviews were conducted after which thematic analysis was used to yield results.

### VII. DISCUSSIONS

The analysis was conducted with the help of thematic analysis and Themes and categories were coded and collected and were used for continuous analysis across interviews. The interviews had been coded line by line and themes were assumed that are to be explored further. Another aspect of the scrutiny of the data identified themes out of the range of data collected by working employees in different private and public sectors. The interviews were conducted and were analysed by the researcher. The themes and sub-themes were derived by the researcher after discussing different factors encountered after the interview.

Five major themes had been derived from the analysis

1) *Discrimination*

2) *Promotion*

3) *Salary*

4) *Solution for gender discrimination and better career opportunities, and*

5) *Job opportunities*

Under the first theme, three sub themes were found 1) Gender discrimination 2) Alienation, and 3) Avoidance.

Under the second theme, two sub themes were found 1) expectation for promotion, and 2) despair for promotion.

Under the third theme three sub themes were found 1) Unequal salary at same level, 2) Equal salary at same level, and 3) Bonus.

Under the fourth major theme, four sub themes were formed 1) Equality and unity, 2) Self dependency, 3) Change in ideology, and 4) Professional help.

Under the fifth major theme, two sub themes were derived 1) Fair job opportunities, and 2) Unfair job opportunities.

#### **7.1 Discrimination**

**7.1.1 Gender discrimination:** More than partial of the interviewees gave an insight about facing gender discrimination by their peers and on certain occasion by their superiors too. Interviewees confessed to have faced sexist comments and patriarchal ideology of the peers and superiors and execution of their ideology in the organization. Some of the subjects also faced gender discrimination due to their egoistic mentality towards their superior of their opposite gender.

**7.1.2 Alienation:** Many interviewees due to discrimination at their work place faced a feeling of alienation and felt out of space. The feeling developed due to the group formation by the peers at work place. Some of the interviewees also faced alienation due to being new in the organization.

**7.1.3 Avoidance:** Majority of the interviewees claimed that they faced avoidance at their work place by their peers and faced unequal work distribution where they are avoided because of them being new. The interviewees were avoided by peers in casual and work related conversations.

## **7.2 Promotion**

**7.2.1 Expectation for promotion:** Majority of interviewees expected promotion and claimed to deserve it as they worked hard and gave their best to help their organizations grow. Time spent in the organization also increased the expectation for promotion.

**7.2.2 Despair for promotion:** Some interviewees claimed to have given up on the thought of getting promotion, the reason for which some claimed to have come to a saturation point in their career and have directed their priority towards family. A few of the interviewees were unsatisfied from the work culture and thus wanted to leave the organization thus don't expect any promotion.

## **7.3 Salary**

**7.3.1 Unequal salary at same level:** A few interviewees claimed to have unequal salary at same level in their organization. The reason for unequal salary were mainly due to project based salary system in which the employee was paid according to number of projects, other reason was time based salary system where the employee was paid according to time.

**7.3.2 Equal salary at same level:** The interviewees who were working in well-established private sectors and in government sector claimed to have similar salary at the same level. They explained that it was because of their work at the organization and also the organizations salary policy.

**7.3.3 Bonus:** Majority of the interviewees claimed to have the provision of bonus in their organization; they stated that a certain amount was paid to them or their fellow colleagues as bonus when they did overtime or exceptionally well in their given work. This was found in both private and public job sectors.

## **7.4 Solutions for gender discrimination**

**7.4.1 Equality and Unity:** To put a stop to gender discrimination many interviewees suggested the idea of equality and unity at the work place. They stated that treating everyone equally despite their gender will help to stop gender discrimination; also they suggested that unity among the peers in an organization will give a moral boost to the one facing discrimination and thus will help stop it.

**7.4.2 Self-dependency:** After thorough analysis of the interviewees' statement it can be interpreted that self-dependency as claimed by the interviewees can be helpful to stop gender discrimination. It was seen that depending on one's own hard work and trying not to get bothered by others opinion can be helpful for reducing the effect of gender discrimination on the mind of an employee.

**7.4.3 Change in ideology:** The interviewees state that a change in ideology of peers and superior is beneficial against gender discrimination. They suggest that a constructive thinking to develop every employee's career and no stereotypic and patriarchal thinking of the peers and superior is helpful to stop gender discrimination.

**7.4.4 Professional help:** Majority of the interviewees suggested the help of the professional at work to help them cope up with gender discrimination, in the absence of a professional help they suggested the need of a human resource team to maintain a healthy work culture.

## **7.5 Job opportunities**

**7.5.1 Fair job opportunities:** Majority of the female interviewees and some male interviewees believed in fair and equal job opportunities for all despite of their gender and think that women and men is not a criteria to not enjoy equal job opportunities

**7.5.2 Unfair job opportunities:** A very few female and male interviewees claimed that there are difference in males and females when it comes to job as there are some work that require masculine and physical strength and thus can't be done by women.



The above themes and sub themes sheds light on gender discrimination in work life of young adults, solution to gender discrimination and also gives a brief insight about what type of other discrimination is faced by young adults and also by whom.

#### VIII. CONCLUSION

The current research was done on the topic "Gender discrimination in work life of young adults". The research has five major theme namely discrimination, promotion, salary, solution for gender discrimination and job opportunities. While the theme discrimination and job opportunity directly states the cause and existence of gender discrimination in work place and also its effect on the employee who experiences it, other themes like salary and promotion gives a underlying insight of the aspects of job that are effected due to gender discrimination. The study also shed light on the fact that not only women but men also face discrimination due to certain reasons. The major theme solution for gender discrimination as the name suggest gives remedies given by working employees and people who faced gender discrimination. The study can be really helpful for both the researchers who are looking to study gender discrimination at work life and also by employees experiencing it in real life.

#### IX. LIMITATIONS AND FUTURE STUDIES

The study is limited to Indian population. The study only studies gender discrimination and its causes. The study is done only on the working employees of age 21- 35 years. The study did not include any participant of third gender. The research is focused on studying gender discrimination in work life of young adults. Further the research can be expanded to other age groups too, also the research focuses on only two gender in further study the considerations of third gender can help the research to expand more and be relatable to other gender too.

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