



GENDER BASED DISCRIMINATION FACED BY FEMALES AT WORKPLACE: A PERCEPTUAL STUDY OF WORKING FEMALES

Aditya Kumar

**Research Scholar, (Sociology),
Central University of South Bihar, Gaya.**

ABSTRACT

The presence of discriminatory problems has remained same especially when it comes to working females. This study aims to study about the different factors contributing to discriminatory problems which females are facing. Many studies have been conducted for understanding the discriminatory issues related to females at different sectors but this study evaluated the underlying factors which contribute more in discriminatory problems faced by working females when it comes to promotion, work allocation etc. This study includes the working females from Gwalior city. The measures for this were used



as Factor analysis, Cronbach's Alpha. The results show that on actual ground discrimination is still exists in the workplace for females & major contributing factors are gender-based stereotype & prejudices gender orientation, workload participation & work & family.

KEYWORDS: Gender-Based Discrimination, Working Females, Gender Stereotype, Gender Orientation, Work-Family.

INTRODUCTION :

In 1950's the issues related to gender discrimination were highlighted but considered as the most important issue around 1980's & 1990's. Importance was given to female issues in that organization where males were dominating according to researchers.

Gender discrimination is existing in various areas of management which includes differences in wages, salary, promotion, participation, decision making

etc. Many of the employees are affected by the discriminatory issues & problems on gender bases. Therefore this study is conducted to study issues which contribute to gender discrimination in the workplace. This study is helpful for those companies where females are working & being discriminated against on the ground of lack of gender sensitivity & orientation & how it also affects their performance. An organization must accept the importance of females & should follow fair

representation in every functioning of the organization when it comes to distribution of salary or wages, promotion, leadership, power etc. The top management should avoid such discrimination as it may affect their survival.

If we talk about our country, then India is the country who is a witness of discrimination from its early history until today which is due to so many practices like political, social & religious also. It has not been stopped even after the enforcement

equality law. People discriminate against females on the ground of work, allocation of food, healthcare & fertility choices. Only making of law & enforcing it is not the solution but there should be some practices adopted by organizations for social awakening & attitude change in the mind-set of male counterparts. This will not only reduce gender discrimination but also helps in women empowerment. The most of the researches show different factors that stuck women's involvement & participation in managerial leadership and in positions where decision making is important. It has been observed that these factors are interrelated. These include: lack of adequate educational facilities required for women, absence of commitment by the superiors (top management decision making) body, backward socio cultural attitudes, lack of insufficient experience to women for holding & controlling the leading top position, overburden or excessive household obligations, as well as negative predispositions of men towards women, and last but not the least the weak confidence in women themselves. All these factors understood as major hurdle considered as the barrier to senior position & leadership.

In many of the organization it has been seen that females are entertained in terms of hiring, selection, wages due to the awareness among the females & also as per the norms in terms of policies for women in employment. But still, that has been seen that leadership & power allocation is also influenced by gender. Many researchers tried to study the relationship between leadership & gender.

It should be understood like both man & women have their importance in every field. So the made us study about even after so many changes in our social status regarding gender still there is discrimination. This discrimination not only affects the employee's productivity but mental peace, quality of work life, relationships at home & at workplace too.

LITERATURE REVIEW

As per the study conducted by Gberevbie et al. (2014) shows that there is an effect of cultural belief where female child is taken as second fiddle & does not have the cultural right to compete with male counterparts. It means that males are enjoying the birth right of females as per the cultural & family norms of our Indian society. A family gives primary focus to male instead of female. The institutes should have gender inclusive in recruitment as per the survey findings. Similarly, Shastri (2014) also stated that female role is to look after the household & the major factor behind this is our society & its beliefs which were also influenced by lack of education. One of the studies Barahmand & Nafs (2013) shows that working woman & non-working woman both significantly reported poor adjustments with their spouses.

According to Ross (2008), discrimination is somewhere is simple to identify &, and there could be so many different hypothetical analysis in the way of dealing treatment of one individual with another individual towards different sex. The main focus for the working woman is to be able & to show that a man was always in fact dealt with more favorably than the females which are highly visible & observable in giving promotion & recruitment & selection also. Likewise one of the thesis explained that there is an influence of gender discrimination on job satisfaction & job performance by Tesfaye (2011). This study revealed about the despite many advances & improvement gender discrimination still persists at workplaces, and it continues to be experienced by working women in the professional workspace. Similarly, Hora (2014) said that women not only denied for superior leadership positions, but also stopped from availing to higher education which will make them more developed in terms of skills, and also gives them with lot of experience in learning & applying managerial decision-making methods, help them in enhancing their self-confidence in holding & controlling leadership positions. Sikdar (2008) examined the role of socially constructed gender stereotypes in leadership and their influence on leadership behaviour of people. Hypotheses are tested by creating measures of congruence-self-made, self-female, male leader and female leader based on respondents rating of self, males or females and leaders. Correlation between four types of congruence and leadership, intention and behaviour would be used to test the hypothesis. Shikha & Yuvika (2014) in their study shows that there is a variation which could be seen in between characteristics of male and female leaders. Many respondents believe women have the right stuff to be leaders on basis of emotions, creativity, intelligence, hard work and honesty. But when we talk about decisiveness and arrogance male leaders

have upper hand. In one of the study, the researchers states that how management can be studied on the bases of gender in different ways. Broadbridge and Hearn (2008) mentioned the new directions in the context of gender & management.

Rehman & Azam (2012) stated that increased participation of women in the labour force creates challenges for them to balance work and family obligations. The situation becomes more complicated in patriarchal societies such as Pakistan due to women's stereotypical domestic roles, religious prescriptions as well as cultural norms and values. Lack of sufficient time, gender bias, social and cultural norms as well as family responsibilities are the most significant challenges women face to achieve balance in a patriarchal Islamic society.

Justifying Worldwide Gender Discrimination of Workplace

The latest release from the World Economic Forum-the Gender Gap Report 2016 indicates that in the past 10 years, the global gender gap across education and economic opportunity and politics has closed by 4%, while the economic gap has closed by 3%. Extrapolating this trajectory, the report underlines that it will take the world another 118 years- or until 2133 to close the economic gap entirely. Gender inequalities are especially blatant in the workplace. For instance, on average women are more likely to work part time, be employed in low paid jobs and not take on management positions.

There is evidence that gender inequalities in the workplace stem, at least in part, from the discrimination directed against women. Indeed, several studies have documented personal discrimination against women by decision makers (for meta-analyses see), some of them having more specifically examined the role of the decision makers level of sexist attitudes on discriminatory practices. For instance, Masser and Abrams found in an experimental study that the higher the participants scored in hostile sexism, the more they were likely to recommend a male candidate rather than a female one for a managerial position. In spite of consistent evidence that higher sexism is related to greater bias toward working women, little is known regarding the underlying processes linking sexism to discrimination. This question remains an important one, especially because the persistence of gender discrimination contradicts the anti-discrimination rules promoted in modern societies. In fact, the issue of gender equality in employment has given rise to numerous policies and institutional measures in advanced industrial countries, all aimed at tackling gender discrimination with respect to recruitment, promotion and job assignment. In the USA, for instance, the 1964 Civil Rights Act and the 1963. Equal Pay Act provided the legal foundation for the implementation of anti-discrimination laws within the workplace. The Treaty on the European Union and the Charter of Fundamental Rights of the EU, all contain provisions relating to the promotion of equality between women and men in all areas, and the prohibition of discrimination on any ground, including sex. The member states of the European Union must comply with these provisions. In this respect, some countries have incorporated legislation on equal treatment of women and men into general anti-discrimination laws (e.g., Austria, Bulgaria, Czech Republic, Germany, Ireland, Poland, Slovenia, Sweden, Great Britain), while other countries have opted for a specific gender equality act (e.g., Spain). Comparable policies have been implemented in the Asian-Pacific area, with countries including gender equality into broad anti-discrimination laws (e.g., Australia), and other countries having passed laws especially dedicated to addressing discrimination against women (e.g., Japan, the Philippines). The purpose of this research is to further explore the psychosocial process involved in the stubborn persistence of gender discrimination in the workplace, using a comparative and cross-sectional perspective of national representative samples.

Psychosocial Process involved in justified Discrimination

According to several lines of research, the expression of prejudice in contexts where social and political anti-discrimination values are prevalent implies justifications. Crandall and Eshleman defined justifications as "any psychological or social process that can serve as an opportunity to express genuine prejudice without suffering external or internal sanction". According to social dominance theory, justification of practices that sustain social inequality arises through the endorsement of legitimizing myths. Moreover, research conducted in the field of system justification theory has

extensively documented an increased adherence to legitimizing ideologies (including social stereotypes, meritocracy, political conservatism, etc.) in contexts where motivation to justify unequal social arrangements is heightened. Relying on this literature Pereira, Vala and Osta-Lopes provided evidence of the mediating role of myths about social groups on the prejudice-support for discriminatory measures relationship. Specifically, they demonstrated that the myths according to which immigrants take jobs away from the host society members and increase crime rates mediated the relationship between prejudice and opposition to immigration (see also). We assume that an equivalent mediational process underlies the justification of gender discrimination in the workplace, or, put differently, that the sexism-opposition to women's career relationship is mediated by legitimizing myths. Glick and Fiske conceptualised sexism as a multidimensional construct that encompasses hostile and benevolent sexism, both of which having three components: paternalism, gender differentiation and heterosexuality. We suspect that the gender differentiation component of sexism in particular may be related to gender discrimination in the workplace, because the maintenance of power asymmetry through traditional gender roles is at the core of this component. Accordingly, it is assumed that the higher the endorsement of sexist attitudes regarding gender roles in the family, the higher the opposition to women's work. In support of this assumption, Glick and Fiske stated that gender roles are part of the more general interdependence between women and men occurring in the context of family relationships and, importantly, that these traditional, complementary gender roles shape sex discrimination. However, given that the expression of hostility towards women became socially disapproved and that gender discrimination in the workplace is subjected to sanctions (see for instance, the release of sexism with regard to women's role in the family and women's professional opportunities may require) justification.

Organizational commitment as defined by Bateman and Strasser (1984) states that organizational commitment is multidimensional in nature, involving an employee's loyalty to the organization, willingness to exert effort on behalf of the organization, degree of goal and value congruency with the organization, and desire to maintain membership. Organizational commitment and organizational effectiveness has a relative stronger relationship. Gender discrimination is consistently viewed as a crucial factor in determining various attributes for instance job satisfaction, job involvement, organizational commitment and many more. The key influencing factor affecting employee commitment to organization, quality of work life and job satisfaction is perceived organizational support. Women working in organization are proved more productive in performance of their organizational responsibilities in an indiscriminative, helpful work environment. Those women who themselves have experienced discrimination within their organization or have seen others been affected, are less committed towards their work. If women are believed to be committed towards organization but are constrained by family circumstances and men are not, women will not be given same considerations for promotion. The males and females' different level of organizational commitment in view of society and this level of commitment differ because of discrimination women experience within the organization. Discrimination from supervisor, coworker and organization itself has an adversely affect on organizational commitment, job satisfaction and organizational citizenship behavior. Women perception of gender discrimination is more than men and discrimination among workers affect organizational commitment and their intentions to leave the Job. Sexual harassment and gender discrimination and their significant relationship between organizational commitment and conflict between work and family. In order to have organizational commitment, there should be an indiscriminative work environment.

Gender Discrimination has A Negative Impact on Employee Performance

Employee performance plays a very significant role in determining the progress of a company. The definition of performance is based on who suggested that "Performance refers to as the result or impact of activities of an individual over a given time span". The four traits of employee performance in an organizational culture are consistency, involvement, adaptability, and mission which are also important predictors of other efficiency criteria such as employee satisfaction, quality, and overall

performance. Thought of a gender performance is particularly helpful in getting the construction and upholding of gender identities and gendered power associations in the workplace.

Organizations need to manage their human resource effectively to get the maximum contribution of employees to organization achievement. For achieving overall goals of an organization, managing and improving employee performance are decisive because employee performance has a direct relation to organizations productivity and triumph. A report by General Accounting Office, Washington (1998), emphasizes the importance of agencies addressing an HRM issues of management of employee performance and aligning with agencies goals and mission.

Employee performance depends on several indicators such as: increments, performance appraisal system, job security, job satisfaction, training and development, organization structure and so on. On the other hand, a study by showed that there are no of factors effecting employee performance such as intrinsic, extrinsic rewards, well defined job description and a pessimistic impact of gender discrimination.

CONCLUSION

As this study contributed significantly to the lack of participation on the part of working female respondents in revealing the actual issues faced by them at the workplace, there are few limitations. This study focuses only on the experiences & perspective of working female's only. That's why future research needs to be seen from the perspective of male employee's also.

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