

A Study on Gender Based Discrimination in Corporate Sectors

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Abstract

Workplace gender discrimination comes in many different forms, but generally it means that an employee or a job applicant is treated differently or less favorably because of their sex or gender. Although it is common discrimination against men in the workplace does happen. In the present study the investigator adopted the survey method. The accessible population for the present study consisted of male and female employees working in corporate sectors in and around Chennai. The investigator has used simple random sampling technique for selecting the sample from the population. The sample consists of 500 employees from IT companies, Electronics Hardware, Corporate hospitals, Private banking and Finance, and textiles. The investigator constructed a tool on “Employees knowledge on Gender Discrimination” which includes five dimensions namely mental health, job security, social class, glass ceiling and health care. The data was analyzed using t' - test. The major findings from the study were (i) there is significant difference in gender discrimination in corporate sectors with respect to male and female, age and experience.

Key Words: Gender Discrimination, Corporate Sectors, Ways to mitigate discrimination

INTRODUCTION

Gender discrimination is a problem as old as time and it has not been eliminated completely and it is always an issue in corporate sectors. It is insidious in the every developing country, where women's rights and privilege has not enhanced as it is expected. Gender discrimination is explained as the unfavorable treatment of someone because of gender. There

are uncountable reasons for gender discrimination in corporate sectors such as Poverty, Illiteracy, Lack of Employment Facilities, Social Customs, Beliefs and Practices, Social Attitude.etc., Difference in earnings between men and women doing the same kind of work is seen many corporate and other sectors. The overall economic performance of the organization is disrupted and it affects individual employees too. There are miles to travel to bring a sea change to reach out for strict implications. Gender inequality represents a huge loss of human potential, with costs for men as well as for women. Gender equality is therefore integral to democracy, development and a human rights system to which all people are entitled. This research paper highlights the problems of discrimination in corporate sectors and the ways to mitigate gender discrimination in the workplace.

CONSEQUENCES OF GENDER INEQUALITY

Mental health

Mental health effects do not only affect the victim of harassment, but it also extends to other members of the organization. Energy, focus and morale of the whole team could be exhausted or sapped by the presence of gender inequality.

Stress

Unfair treatment increases stress levels which can lead to greater chances of physical illness. This causes employees to become tardy or absent because of health problems. When employees do not want to work, they can always avoid it which costs business productivity. Moreover, such health problems can increase health care claims.

Decreased job satisfaction

High level of job satisfaction comes with the opportunity to have autonomy and exercise control over working conditions that lead to a high-status job. When there is gender inequality happening at the workplace, discriminated individuals never reach the level needed for a high-status job and therefore do not have a high satisfaction with their job.

Cycle repeats on increased turnover

Negative impact on one's happiness and health, sexual harassment increases the chances of employee turnover. Women, more often than men, leave high paying executive positions, citing lack of opportunities, inflexible work hours and a lack of female peers. Every time an employee leaves, it costs a company or business money in order to recruit and train a new worker. In case another woman is hired, and gender inequality is still present, then the cycle repeats.

Inequality contributes to harassment

Organization culture can be less attentive to sexual harassment issues. Victims of gender inequality are less likely to come forward with complaints in such culture than they would be in a workplace that embraces both genders. This is because the victims believe that their complaints will not be taken seriously or will fall on deaf ears.

Bad reputation

The harmful effects of gender inequality do not stop at the company's lobby doors. Public allegations of gender discrimination can hurt the brand image of a company as well as its stock price. Moreover, employers will have a hard time recruiting in-demand workers if their company develops an image of a hostile working environment. This leads to a less effective workforce and more recruitment costs which can hurt both employers and employee.

Increased Workplace Conflict

Discrimination is a form of harassment, and it has increased the conflict in the work environment. Team focus shifts from job duties to the drama of the office. It can fracture a team, with one group siding with the person discriminated against, and one side for the alleged discriminator. Conflict like this is not good for the workplace, and it can affect the job performance of an entire department or team.

Poor Company Morale

When conflict increases in the office, people feel it. It permeates the company, down to the least-significant activities, such as getting coffee at a different time to avoid the conflict. The overall morale of the team falls, as people start walking on eggshells to avoid any escalation in the conflict. Poor morale has a negative effect on corporate culture and is directly felt by customers.

Objectives

1. To find difference in gender discrimination in corporate sectors with respect to the background variables.
2. To find difference in gender discrimination in corporate sectors with respect to age
3. To find difference in gender discrimination in corporate sectors with respect to experience

Methodology

The investigator followed the survey method. The investigator constructed a tool viz., “Employees knowledge on Gender Discrimination”. The reliability of the tool is **0.708** which reveals that the tool is reliable. The ‘t’ – test was used to analyze the data based on the selected variables. The employees working in corporate sectors in and around Chennai are the accessible population. The investigator selected a sample of 500 employees working in IT companies,

Electronics Hardware, Corporate hospitals, Private banking and Finance, and textiles through purposive sampling technique

Data Analyses

Table No.1

Difference in Gender Discrimination in Corporate Sectors with respect to the background variables

Gender Discrimination	Mean		Standard deviation		t-Value	P Value	Remarks
	Male	Female	Male	Female			
Mental Health	54.46	64.15	10.42	9.21	4.904	0.000	Significant
Job Security	36.07	28.92	6.53	5.76	4.522	0.000	Significant
Socio Class	45.35	38.37	7.54	6.60	4.806	0.000	Significant
Glass Ceiling	36.85	39.74	7.60	7.15	4.211	0.000	Significant
Health Care	9.92	10.90	3.27	2.97	3.358	0.001	Significant

Table value at 0.05 level of significance is 1.96

It is very clear from the above table that the calculated 't' values are greater than the table value in all the dimensions. Therefore, there is significant difference between male and female employees in all dimensions. Comparing the mean scores female employees experience more gender discrimination than male employees.

Table No.2

Difference in Gender Discrimination in Corporate Sectors with respect to Age

Gender Discrimination	Mean		Standard deviation		t-Value	p Value	Remarks
	Below 30	Above 31	Below 30	Above 31			
Mental health	62.14	56.06	10.02	9.01	4.092	0.000	Significant

Job Security	33.20	31.49	6.88	5.17	3.526	0.002	Significant
Socio Class	41.40	39.31	7.55	6.42	2.342	0.017	Significant
Glass Ceiling	38.57	36.25	7.94	7.04	2.983	0.326	Significant
Health Care	11.47	9.17	3.39	3.03	3.008	0.006	Significant

Table value at 0.05 level of significance is 1.96

It is very clear from the above table that the calculated 't' values are greater than the table value in all the dimensions. Therefore, there is significant difference between employees whose age is below 30 and above 31 in all the dimensions. Comparing the mean scores employees whose age is above 31 are more affected on gender discrimination than employees whose age is below 30.

Table N0. 3

Difference in Gender Discrimination in Corporate Sectors with respect to experience

Gender Discrimination	Mean		Standard deviation		t-Value	p Value	Remarks
	Up to 5 years	More than 5 years	Up to 5 years	More than 5 years			
Mental health	57.98	60.21	9.03	9.94	3.255	0.009	Significant
Job Security	31.16	33.52	5.84	6.18	3.649	0.007	Significant
Socio Class	38.57	41.83	6.69	7.23	3.937	0.000	Significant
Glass Ceiling	36.45	39.27	7.27	7.72	3.176	0.006	Significant
Health Care	9.48	11.19	3.15	3.34	3.979	0.000	Significant

Table value at 0.05 level of significance is 1.96

It is very clear from the above table that the calculated t' values are greater than the table value in all the dimensions. Therefore, there is significant difference between employees whose experience is more than 5 years than the employees whose experience is upto 5 years in all the dimensions. Comparing the mean scores, employees whose experience is more than 5 years experience gender discrimination than the employees whose experience is upto 5 years.

Discussion of Findings

The t-test reveals that there is significant difference between all the selected variables. Although women have made clear they have the ability to perform with the same skill and success in every endeavor engaged in by men, the issue of gender discrimination still holds many back. Gender, age, experience are treating individuals differently in their employment specifically because an individual is a woman or a man. Many of these systems are created by men for men. Despite the growing presence of women in the workforce, the workplace still reflects the male standards of work ethics, which have been designed by men for themselves. Attitudes and policies related to hiring employees, such as fear of an unmarried woman employee getting married, and recruiters doubting a married woman's commitment to the job can reflect gender inequality in the workplace.

Ways to Mitigate Gender Discrimination

The Ministry of Women and Child Development is administering following schemes for gender equality/socio-economic development/empowerment of women:

1. *Support to Training and Employment Program for Women (STEP) to ensure sustainable employment and income generation for marginalized and asset-less rural and urban poor women across the country.*
2. *National Mission for Empowerment of Women (NMEW) to strengthen the overall processes that promote all-round Development of Women*
3. *One Stop Centre to provide integrated support and assistance to women affected by violence.*
4. *Equal Remuneration Act, 1973 provides for payment of equal remuneration to men and women workers for the same work of similar nature without any discrimination.*
5. *The Maternity Benefit Act, 1961 regulates employment of women in certain establishments for a certain period (12 weeks) before and after childbirth and provides for maternity and other benefits.*
6. *The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has been enacted, which covers all women, irrespective of their age or*

employment status and protect them against sexual harassment at all workplaces both in public and private sector, whether organized or unorganized.

Conclusion

Gender discrimination is a very harmful activity to everyone in this world. In traditional, education and religious view, women are weaker compared to men and it is now a reason for gender discrimination as every person has human rights in this world. Other than that, gender discrimination brought us a lot of negative effect for us. The best solution to fight these gender issues is to strict state laws in all the states to prohibit any discrimination based on the gender of an individual. Remedies for cases of gender discrimination should be established where offenders in financial institution, education institutions and work places should compensate those they discriminate against. Certain inclusion and promotion of diversity will also be very essential in remedying gender discrimination and enhance both sexes equality. Despite so much hue and cry in the whole world for equal treatment of-both men and women in every aspect of life we are still lagging behind in achieving the goal.

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