



A STUDY ON GENDER INEQUALITY IN THE WORK PLACE AT MANAPPARAI- TRICHY(DT)

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ABSTRACT:

A major social and economic problem in many parts of India, especially semi-urban areas like Manapparai in Tiruchirappalli District, is gender imbalance in the workplace. This study intends to investigate the degree and kind of gender inequality in Manapparai workplaces across several industries, with an emphasis on factors including employment opportunities, income discrepancy, opportunities for advancement, and workplace atmosphere. Surveys and interviews with male and female staff members from different companies were used to gather data. According to the findings, women frequently have limited participation in decision-making processes, unequal access to higher jobs, and lower incomes than their male colleagues. These differences are caused in part by organizational biases, ignorance, and social conventions. The study's recommendations for actions to advance equality and diversity in the workplace include equal opportunity policies, gender-sensitive training, and awareness campaigns.

KEYWORDS:

GENDER INEQUALITY, WORKPLACE DISCRIMINATION, EQUAL OPPORTUNITY, MANAPPARAI, TIRUCHIRAPPALLI.

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I. INTRODUCTION

Gender is a common term generally refers to the socially constructed roles, behavior, activities and attributes that a particular society considers appropriate for men and women. Gender basically refers two sexes " (i.e) men and women. Well biologically both are having different roles and some major responsibilities which they have to fulfill. Physically a female role is to look after house, children, family, relatives and on the other hand men are made for bread earner, for hardship and for struggle for earning. Well all these thinking made our women weaker and deprived from basic things. Both are equal in human right.

Women are discriminated in this male dominating society. The distinct roles and behavior may give rise to gender discrimination. Gender discrimination is the prejudicial treatment of an individual or group due to gender. Gender discrimination is not biologically define to anybody rather than it is society, norms, culture, people, etc. who create the atmosphere of gender discrimination. Generally, gender inequality or discrimination word used for "women", because they considered being most inferior and weaker section of our society. From our total population fifty percent are female population. Among them two-thirds are illiterate. It's really very unbelievable. India is a male dominant society and gender discrimination is customized habitually. In our country, a woman holds a unique and important position in society. We worship women in many forms and also are respected in the norms

of deities for eg: Sara Swati, Durga, Lakshmi, Kali and Chandi.

It means we worship women by different names. From the ancient time it is well known that they are most respectable person in the family. There is well and reputed ancient saying which describe or shows the importance of women, they are as follows:- " Ya Devi SarvaBhuteshu, Matrurupen Sansthite, Namastasya, Namastasya, Namastasya, Namoh, Namah". "Matra Devo Bhava, Pitra Devo Bhava, Acharya Devo Bhava". Well these ancient words clearly shows that women is the another name of goddess as they deserve respect. Earlier women are having a respectable position in society. They perceive equal right over everything as men are having. They are having equal opportunity in religious sacrifices.

Now in today's scenario these words have no meaning. Women are not treated equally as they deserve. They need equal respect too because somewhere women are losing their status. They are considered inferior section of our society. This is the reason that most of the women face discrimination in this society. Our society and law of nature has accorded different status and role to men and women. Gender includes both men and women. For example, when a child birth takes places in a family, then the process of gender differences arose automatically and the process of gendering starts. When a son was born in a family it was celebrated with lot of fun just like festival,

and on the same hand when a birth of a daughter takes place in a family, then on the very first day of her birth she was considered as a burden, which they had to carry till their marriage.

I have collected my questionnaire from various field, like school employees(teachers), Doctors, nurses, chit company, telecom industry, crave tech employees, super market, garments workers, lab technicians.,

NEED FOR THE STUDY

- Need to improve the gender equality in the workplace.
- Need to encourage the equal pay and work time between the men and women.
- Need to eliminate the unfair promotion.
- Need to increase the employment equality.

SCOPE OF THE STUDY

- Gender Inequality means disparity between men and women in different social, economical & political, cultural and legal aspects.
- To create gender awareness regarding gender based violence and other preventive measures such as financial support for women.
- Create the awareness regarding the equality between the men and women in the workplace.
- To eliminate the occupational segregation.
- The employer should give the equal responsibilities to men and women in the workplace.
- To ensure that women should have same rights as men in the workplace.

II. REVIEW OF LITERATURE

- **Dunn, D. (1998)**, has focused on the situation of women in scheduled castes and tribes groups which are considered to as „weaker sections of people“ and granted special safeguards and concessions under the Indian Constituents. This paper represented a descriptive picture of scheduled caste and tribe women’s status in Indian society and also suggested that socio-economic development plays an important role to reduce the disadvantage of scheduled group women.
- **Rustagi, P. (2005)**, has concluded the weal potential of economic growth & increasing women’s economic participation towards eliminating gender inequalities in income & wages, unless supported b concerted efforts at altering attitudes towards women’s role & contribution that are harbored by different agents within the labor market.
- **Chaudhary, & Sarkar, D. (2012)**, has tried to find out some factors i.e. educational status, work

participation, level of gender inequality, of the Cooch Behar, a district of West-Bengal, India and suggested some relevant strategies implication for reducing this gender inequality to promote the deprived women of this district.

- **Thomas, R.E. (2013)**, has highlighted his paper with the state of gender based inequality in the modern India. It has presented gender inequality with the help of some facts & figures and representing the inequality practiced in India & its comparison with other Asian & Western countries.
- **Jayachandran, S. (2014)**, has presented the roots of gender inequality in developing countries. This paper also discussed the several mechanisms through which the economic development could improve the relative outcomes of women & gender gaps can be reduced as country grows.
- **Raju, E. (2014)**, has examined the gender discrimination in India on the basis of demographic, social, economic and political context. The paper has broadly discussed the issue of gender inequality, women empowerment& reproductive health among women of India. Some measures under taken b the International and national organizations were also discussed in this paper.
- **Rohini Pande and Anju Malhotra**, Son Preference and Daughter Neglect in India“, shows that son preference in India is a well-documented and its implication shows that is there is more sex ratio, female feticide and higher child mortality rate for girls. Education plays an important role in this matter. In findings it is found that less educated mother wants more sons while more educated mothers did not have this feeling. Many mothers want a balance of sons and daughter.
- **Kokila Meena**, ‘Exclusion, Discrimination and deprivation of Women in India“, trys to explains the basic differences between discrimination, exclusion and deprivation of women in India. Further explains that women are considered excluded from the society and the condition of women in this society is very cruel. Further this paper shows that exclusion, and discrimination derives from social institution/ societal relations and deprivation is the outcome of exclusion. Different forms of exclusion are the major causes of deprivation of women in India.
- **Arpita Banerjee**, Status of Women and Gender Discrimination In India“: A State wise Analysis, reveals from her study that there are some states in India where gender discrimination is higher. A woman is lagging behind in terms of education, health, employment, social status and so on. Means they are not treated equally in worldwide. There is strong disparity seen in different states. Whereas in issue like declining sex ratio, the

developed states are performing very badly owing to the factors like excessive son preference, patriarchal social structure, patrilineal property transfer, religious and ritualistic practice, lower status ascribed to women, prejudice against girl children through the use of modern techniques of sex selective abortion. So in conclusion it can be said that government of these states should frame policies and enforce it through the proper use of machinery so that these extreme form of gender discrimination can be reduced immediately.

III. RESEARCH METHODOLOGY

DESCRIPTIVE RESEARCH DESIGN:

The aim of the descriptive research design is to describe the characteristics of a phenomenon. It is more rigid than exploratory research. It describe various aspects related to a population. It is the study that is designed to depict the population in much more accurate way. It attempts to describe, explain and interpret the conditions in much detailed approach. It examines a phenomenon that is occurring at a specific place and at specific time.

SCHEME OF RESEARCH:

The following methodology was adopted in project

- Comprises of understanding the theoretical concepts in general.
- Questionnaire study
- Analysis of primary data
- Analysis of secondary data

SAMPLING DESIGN:

Sampling unit: Any field workers (employees)

Sample size: 125

Sampling procedure: Simple Random Sampling

METHOD OF DATA COLLECTION

PRIMARY DATA:

The data which is directly collected by the researcher and was not available before is called primary data. It includes the personal observation of the researcher and respondent. The sources of primary data are very useful in finding the real facts about the incidents or events. The primary data are the freshly collected data that provide information about a particular problem. These data can be collected through questionnaire.

TOOLS FOR ANALYSIS

data collected from the source are classified, tabulated and analyzed by using the following statistical data.

The following statistical tools were used in this study

- Percentage analysis
- Correlation
- Chi –square analysis

IV. DATA ANALYSIS AND INTERPRETATION

TABLE 1: CLASSIFICATION OF RESPONDENTS BASED ON GENDER

S.No	Particulars	No of respondents	Percentage(%)
1	Male	48	38.4
2	Female	77	61.6
3	Transgendered	0	0
Total		125	100

INFERENCE

Respondents were classified based on gender. 38.4% of the respondents belong to the category of male,61.6% of the respondents belongs to the category of female.

TABLE 2: CLASSIFICATION OF RESPONDENTS BASED ON BELIEVE GENDER INEQUALITY

S.No.	Particulars	No. of respondents	Percentage (%)
1.	Yes	99	79.2
2.	No	26	20.8
Total		125	100

INFERENCE

Respondents were classified based on believe in gender inequality. 79.2% of the respondents belong to the category of believe in gender inequality,20.8% of the respondents belongs to the category of not believe in gender inequality.

TABLE 3: CLASSIFICATION OF RESPONDENTS BASED ON PROMOTIONAL ACTIVITY DEPENDENT ON GENDER

S.No.	Particulars	No. of respondents	Percentage(%)
1.	Agree	81	64.8
2.	Neutral	33	26.4
3.	Disagree	11	8.8
Total		125	100

INFERENCE

Respondents were classified based on promotional activity dependent on gender.64.8% of the respondents belong to the category of agree, 26.4% of the respondents belongs to the category of neutral.8.8% of the respondents belong to the category of disagree.

TABLE 4: CLASSIFICATION OF RESPONDENTS BASED ON YOUR FEEL MEN SHOULD EARN MORE MONEY THAN WOMEN

S.No	Particulars	No. of respondents	Percentage(%)
1	Agree	74	59.2
2	Disagree	52	40.8
Total		125	100

INFERENCE

Respondents were classified based on men should earn more money than women. 59.2% of the respondents belong to the category of agree on men should earn more money than women, 40.8% of the respondents belongs to the category of disagree on men should earn more money than women.

TABLE 5: CLASSIFICATION OF RESPONDENTS BASED ON BELIEVE IN PAY INEQUALITY EXISTS BETWEEN MALES AND FEMALE WITH THE SAME CREDENTIALS IN YOUR WORKPLACE

S.No	Particulars	No. of respondents	Percentage(%)
1	Highly Agree	22	17.6
2	Agree	47	37.6
3	Neutral	31	24.8
4	Highly disagree	13	10.4
5	Disagree	12	9.6
Total		125	100

INFERENCE

Respondents were classified based on believe in pay inequality exists between males and female with the same credentials in your workplace .17.6% of the respondents belong to the category of highly agree ,37.6% of the respondents belongs to the category of agree,24.8% belongs to the category of neutral,10.4% belongs to the category of highly disagree,9.6% belongs to the category of disagree.

CHI-SQUARE TEST

TABLE 6: ANALYSIS OF OPINION REGARDING GENDER AND PAY INEQUALITY

NULL HYPOTHESIS

H0: There is no significant difference between observed and expected frequency of gender and pay inequality.

ALTERNATE HYPOTHESIS

H1: There is significant difference between observed and expected frequency of gender and pay inequality.

Pay Inequality	Gender		
	Male	Female	Total
Highly agree	22	0	22
Agree	26	21	47
Neutral	0	31	31
Highly disagree	0	13	13
Disagree	0	12	12
Total	48	77	125

S.NO	O _i	E _i	(O _i -E _i)	(O _i -E _i) ²	(O _i -E _i) ² /E _i
1	22	8.448	13.552	183.6567	21.7396
2	0	13.552	-13.552	183.6567	13.5519
3	26	18.048	7.952	63.2343	3.5036
4	21	28.952	-7.952	63.2343	2.1841
5	0	11.904	-11.904	141.7052	11.9039
6	31	19.096	11.904	141.7052	7.4206
7	0	4.992	-4.992	24.92	4.9919
8	13	8.008	4.992	24.92	3.1118
9	0	4.608	-4.608	21.2336	4.6079
10	12	7.392	4.608	21.2336	2.8725
TOTAL					75.8878

RESULT

Calculated value =75.8878

Degree of freedom = (R-1) (C-1) = (5-1) (2-1) =4 Level of significance =5%

Table value 4 of DOF at 5% level of significance =9.488 Calculated value is greater than tabulated value (75.8878) > (9.488) Hence, Null hypothesis is rejected.

INFERENCE

There is significant difference between observed and expected frequency of gender and pay inequality.

CHI-SQUARE TEST

TABLE 7: ANALYSIS OF OPINION REGARDING GENDER AND PROMOTION AT WORK PLACE

NULL HYPOTHESIS

H0: There is no significant difference between observed and expected frequency gender and promotion at work place.

ALTERNATE HYPOTHESIS

H1: There is significant difference between observed and expected frequency gender and promotion at work place.

Promotion at workplace	Gender		
	Male	Female	Total
Very Negatively	12	0	12
Negatively	13	0	13
No Impact	22	0	22
Positively	1	30	31
Very Positively	0	47	47
Total	48	77	125

S.NO	O _i	E _i	(O _i -E _i)	(O _i -E _i) ²	(O _i -E _i) ² /E _i
1	12	4.608	7.392	54.6416	11.8579
2	0	7.392	-7.392	54.6416	7.3919
3	13	4.992	8.008	64.1280	12.8461

4	0	8.008	-8.008	64.1280	8.0079
5	22	8.448	13.552	183.6567	21.7396
6	0	13.552	-13.552	183.6567	13.5519
7	1	11.904	-10.904	118.8972	9.9880
8	30	19.096	10.904	118.8972	6.2262
9	0	18.048	-18.048	325.7303	18.0479
10	47	28.952	18.048	325.7303	11.2507
TOTAL					120.9081

RESULT

Calculated value =120.9081

Degree of freedom = (R-1) (C-1) = (5-1) (2-1) =4 Level of significance =5%

Table value 4 of DOF at 5% level of significance =9.488 Calculated value is lesser than tabulated value (120.9081) > (9.488) Hence, Null hypothesis is rejected.

INFERENCE

is significant difference between observed and expected frequency gender and promotion at work place.

CORRELATION

TABLE 8: KARL PEARSON COEFFICIENT CORRELATION RELATIONSHIP BETWEEN GENDER OF THE RESPONDENTS AND PROMOTIONAL ACTIVITY

Parameter	Male	Female	Transgender
Gender (x)	48	77	0

Parameters	Agree	Neutral	Disagree
Promotional Activity (y)	81	33	11

CORRELATION TABLE

x	y	u	v	u ²	v ²	uv
48	81	6.334	39.334	40.119	1547.163	249.141
77	33	35.334	-8.666	1248.491	75.099	-306.204
0	11	-41.666	-30.666	1736.055	940.403	1277.729
$\bar{x}=41.666$	$\bar{y}=41.666$			$\sum U^2=3024.665$	$\sum V^2=2562.665$	$\sum UV=1220.666$

RESULT

CORRELATION VALUE:

$$r = \frac{\sum xy}{\sqrt{\sum x^2 * \sum y^2}}$$

$$r = \frac{1220.666}{\sqrt{3024.665 * 2562.665}} = 0.4384$$

Hence the relationship satisfied.

INFERENCE

There is positive relationship between gender of the respondents and their promotional activity.

V. FINDINGS

- Respondents were classified based on gender. 61.6% of the respondents belongs to the category of female.
- 79.2% of the respondents belong to the category of believe in gender inequality.
- 64.8% of the respondents belong to the category of agree based on promotional activity dependent on gender.
- 59.2% of the respondents belong to the category of agree on men should earn more money than women.

CHI-SQUARE TEST

- There is significant difference between observed and expected frequency of gender and pay inequality.
- There is no significant difference between observed and expected frequency gender and promotion at work place.

CORRELATION

- There is positive relationship between gender of the respondents and their promotional activity.

VI. CONCLUSION

- Men and women are concentrated in different jobs and at different levels in the health sector, with women in fewer jobs and at lower levels. This points to unequal opportunities for men and women and an associated wage differential.
- There is evidence of unequal opportunity for career advancement for female health workers, positive beliefs about men as managers, negative beliefs about women as managers, and perceptions of pregnancy and family responsibilities as the bases for the lack of career advancement for female health workers.
- Some health workers appear to experience work-family conflict, without a range of family-friendly policies to mitigate it. There is/are: No policy on flex-time (especially for pregnant women and breastfeeding mothers, or fathers who need to provide child care and take care of other parental responsibilities), No official breaks for breastfeeding mothers , No official child care leave, Very few days (only four) provided for male employees for paternity leave.
- Sexual harassment exists in the public health sector, appears to be experienced mainly by female employees, and remains largely silent as those affected do not talk about it or report it. Government regulations on sexual harassment have not reached health facilities, and there are no reporting mechanisms.

- Managers and recruitment personnel at the

district level have a largely positive understanding that affirmative action provides the means to equalize opportunities and to increase access for women to better jobs in the health sector

- In this project I can learn many things about the gender biases in the workplace.

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