

GENDER EQUALITY IN WORK PLACE

Abstract

Gender equality in the workplace is an important issue to be addressed. The perception of women in the workplace has changed drastically in the last few decades, with more and more women being accepted and respected in many positions that were traditionally held by men. Despite this progress, there is still a need for further progress in terms of gender equality and fairness in the workplace. This paper will shown an detail view of the present state of gender equality in workplace, Discussions of various forms in discrimination and the various initiatives that have been taken to address the issue. Despite many years of progressive continuous efforts, there's still a major problem of workplaces inequality happens across the world. Gender equality is very important to identify their talents, ideas and perspectives so, that every gender will have an equal opportunity. In order to address gender discrimination in the workplace, governments and organizations have implemented a number of initiatives. These initiatives include the introduction of laws and regulations that require employers to provide equal pay for equal. In this paper our study also provides insights into an organization development. High-skilled employees are played a vital role on small firms; big companies consistently rely on all the ordinary-level employees.

Keywords: Gender, Equality, Work Place, Women and Discrimination.

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I. INTRODUCTION

In this paper we are going to identify the key factors for gender equality in work place which helps to make sure equal rights and opportunities for working- women, Trans - gender, men and other People. In this paper I am using secondary data and review of related papers for the study. This paper has been contributing to show the best ways which has been useful for all genders to respect each other. Now a day's many companies ensure non – discrimination by equal recruitment, equal pay, equal rewards, equal resources sharing and equal opportunities etc. We can see gender inequality in workplace like unequal pay, unequal promotion opportunities, sexual harassment and racism. Universally Gender equality in work place requires quantum leap from government, workers and employers, women's organizations, schools and academia, and you and me.

II. LITERATURE REVIEW

Mary Ann Clawson's article "The Gender Wage Gap: Exploring the Intersectionalist of Race and Gender in the Workplace" is featured in the book "Gender and Society: Intersectional Perspectives" edited by Tracy Ore and Patricia L. Hattery. The article explores how the gender wage gap is compounded by the intersectionalist of race and gender in the workplace. Clawson argues that gender salary gap is not only result gender discrimination but also racial discrimination, as women of color experience a larger wage gap than white women.

Clawson examines the various factors contribute to the gender wage gap, including occupational segregation, education, experience, and discrimination. She also discusses the role of social policies and corporate practices in perpetuating the gender wage gap. Overall, Clawson's article provides a nuanced and intersectional perspective on the gender wage gap, highlighting the need for further research and policy interventions to address the multiple forms of discrimination that contribute to this issues.

"Breaking the Glass Ceiling: Women in Management" is a chapter in the book "Gender and Leadership: Women in Organizations," edited by Karin Klenke. The chapter H authored by Dianne Kirby and Melanie E. Jones and discusses the challenges faced by women in breaking through the glass ceiling in management positions. According to the authors, women have made significant progress in the workforce over the past few decades, but they continue to face obstacles in reaching the highest levels of management.

The chapter begins by discussing the historical context of women in the workforce and the progress that has been made over time. It then goes on to examine the different factors contribute to glass ceiling, includes gender stereotypes, bias and discrimination. The authors argue that these factors are deeply ingrained in organizational culture and can be difficult to overcome. The chapter also explores some of the strategies that women can use to overcome the glass ceiling, such as mentoring and networking. The authors suggest that women can benefit from seeking out mentors who can provide guidance and support as they navigate their careers. They also recommend that women build strong networks both within and outside their organizations to expand their opportunities and gain visibility.

The authors conclude by highlighting the importance of continuing to work towards gender equality in the workplace. They argue that breaking the glass ceiling is not just

fairness and justice, but also has economic benefit for organization and society. They call for more research on the topic and for organizations to take concrete steps to address the barriers that prevent women from reaching top management positions.

The chapter "Gender Equality in STEM: A Review of Research and Practice" by Londa Schiebinger and Shannon Gilmartin provides a review of the current state of gender equality in Science, Technology, Engineering, and Mathematics. The authors review various interventions and programs aimed at promoting gender equality in STEM, such as bias training, mentorship programs, and outreach initiatives. They also highlight the importance of collecting data on the experiences of women in STEM fields to better understand the barriers they face and develop effective solutions.

The chapter concludes with a call to action for all stakeholders in STEM fields; including policymakers, educators, and employers, to work together to create more inclusive environments that promote gender equality and diversity. The authors emphasize gender equality in STEM is not only for social justice but critical to addressing the complex challenges facing our society today.

"The Motherhood Penalty and the Fatherhood Bonus: Work and Family in the United States" is a chapter in the book "The Gendered Society Reader", edited by Michael Kimmel and Amy Aronson. The chapter is written by Michelle J. Budig and Melissa J. Hodges, and it explores the ways in which parenthood affects work and income in the United States, with a focus on the different experiences of mothers and fathers. The authors argue that there is a significant "motherhood penalty" in the United States, meaning that mothers tend to earn less money than women who do not have children. This penalty is often the result of discrimination and bias against mothers in the workplace, as well as the difficulty of balancing work and family responsibilities.

In contrast, the authors suggest that there is a "fatherhood bonus," which refers to the tendency for fathers to earn more money than childless men, as a result of employers assuming that fathers are more committed and responsible than men without children. This bonus is also a reflection of the social expectation that fathers should be breadwinners, while mothers are expected to prioritize their family responsibilities over their careers.

"Sexual Harassment and Gendered Organizations" by Joan Acker This explores the ways in which sexual harassment is embedded within gendered organizations, and how gendered power relations contribute to the prevalence and persistence of sexual harassment in the workplace.

Acker argues that sexual harassment is a type of gendered power that reflects in organizational structures and practices. She contends that organizations are gendered in that they are structured around masculine norms and values, which create a hierarchical power dynamic that privileges men over women. This power dynamic is further reinforced by sexual harassment, which serves to intimidate and control women in the workplace. Acker also discusses the ways in which sexual harassment is cause and consequence for gender inequality in workplace. At the same time, gender inequality contributes to the prevalence of sexual harassment by creating a power imbalance that allows men to harass women with impunity.

In addition, Acker explores the role of organizational policies and practices in perpetuating sexual harassment. She argues that policies that focus on individual behavior, rather than systemic change, are inadequate in addressing the root causes of sexual harassment. Instead, she advocates for policies that address the gendered power dynamics within organizations and promote gender equality. Overall, "Sexual Harassment and Gendered Organizations" provides a comprehensive analysis of the ways in which sexual harassment is embedded within gendered power structures in the workplace. Acker's insights highlight the need for systemic change to address the root causes of sexual harassment and promote gender equality in organizations.

In their chapter on "Transgender Employees in the Workplace," Jillian T. Weiss and Drew F. Bialko offer insights and recommendations for creating a work environment for transgender employees. The authors begin an overview of the challenges faced by transgender employees in workplace includes discrimination, harassment, and lack of access to appropriate facilities and benefits. They also discuss need for creating a culture of inclusion and respect in the workplace and the role of managers in promoting such a culture.

The authors then offer a set of best practices for creating an inclusive workplace environment for transgender employees. These include: Developing and implementing nondiscrimination policies that explicitly include gender identity and expression. Transgender healthcare benefits, including coverage for gender-affirming medical procedures. Offering training and education programs for all employees on transgender issues and inclusive workplace practices. Using inclusive language in all workplace communications, including job postings, training materials, and employee hand books. Respecting an employee's chosen name and pronouns, and ensuring that these are reflected accurately in all workplace systems and communications.

The authors also emphasize the importance of leadership in creating an inclusive workplace environment. They note that senior leaders must be committed to promoting diversity and inclusion and that they should model inclusive behaviors and hold all employees accountable for upholding these values. Overall, Weiss and Bialko's chapter provides a comprehensive set of recommendations for creating an inclusive and welcoming workplace environment for transgender employees. By following these best practices, employers can help to ensure that all employees feel respected, valued, and supported in the workplace.

The chapter "Gender and Negotiation: A Social Role Analysis" by Deborah Gruenfeld and Carolyn Parkinson explores how gender stereotypes and social roles impact negotiations. The authors argue that gender stereotypes influence negotiation behavior, as individuals tend to conform to the expected gender roles assigned to them by society.

These gender stereotypes can lead to different negotiation outcomes for men and women. Men may be seen as effective negotiators when they act assertively, while women who act in the same way may be perceived as aggressive and unlikable. On the other hand, women who act cooperatively may be perceived as weak and not effective negotiators. The authors suggest that gender stereotypes can be overcome by acknowledging and challenging them. By recognizing that gender stereotypes exist and by consciously choosing to act in

ways that challenge those stereotypes, negotiators can avoid falling into gendered roles that may limit their effectiveness.

The chapter also explores the ways in which negotiation settings can be designed to promote gender equality. For example, negotiations can be structured to minimize the impact of gender stereotypes, such as by using anonymous communication or by focusing on objective criteria rather than personal characteristics. Overall, the chapter highlights the importance of recognizing the impact of gender stereotypes and social roles in negotiations and of taking steps to promote gender equality in these settings.

Susan Burch's chapter "The Intersection of Gender and Disability in Workplace" explores the complex relationship between gender and disability in the context of the workplace. Burch argues that individuals who identify as both disabled and female experience unique challenges and obstacles in the workplace that are not experienced by their non-disabled or male counterparts. Burch begins by discussing the historical and cultural roots of the intersection of gender and disability, noting that disability has often been stigmatized and marginalized in many societies.

Burch also examines the way in which gender and disability shape the experiences of individuals in the workplace, including the ways in which they are recruited, hired, and promoted. She notes that women with disabilities are often excluded from the workforce altogether, and when they are able to find employment, they may be limited to low-paying and low-status jobs. Additionally, women with disabilities may face workplace harassment and discrimination, including sexual harassment that is compounded by their disability status.

Burch concludes by discussing strategies for promoting greater inclusion and equality for women with disabilities in the workplace. She emphasizes the importance of creating workplace cultures that are more welcoming and accommodating to individuals with disabilities, and suggests that employers can take steps such as providing reasonable accommodations and implementing inclusive hiring practices. She also highlights the need for greater advocacy and representation for individuals with disabilities, particularly women, in policy and decision-making processes. Overall, Burch's chapter offers a comprehensive analysis of the complex ways in which gender and disability intersect in the workplace, and provides valuable insights for individuals and organizations seeking to promote greater diversity, equity, and inclusion.

III. THE PROBLEM STATEMENT:

A study of Gender Equality in work place will bring about considerable awareness about the gender equality in the companies and the extent of steps taken to increase and maintain workplace gender equality. Since Gender In- equality is in the order of the day, it leads to substantial and persistent public problem in work place and it is quite a serious concern to take efforts to retain gender equality in work place, since humans are the essence of an organization.

IV. OBJECTIVES OF THIS RESEARCH:

- The main objective is to find out the level of gender equality in Work place.

- To study the various factors contributing to gender equality within the organization.
- To identify different methods for the management to improve gender equality practices in organization.
- To suggest various ideas to promote gender equality in work environment.

1. **Scope:** The study helps the industries to improve the gender equality in the work environment. Gender equality will be achieved through people from company in all levels are able to access and enjoy equal rewards, resources and opportunities regardless of gender. Organizations have to provide proper work places for equal salary to work of equal.
2. **Need:** Industries always try to engage their employees and empower the workforce for better positioned to adapt and anticipate for changing market. Work place gender equality efforts are tangible benefits for company culture and if that culture is defensive or inflexible it spoils total work place environment.

V. FAMILY FRIEND POLICIES:

Family-friendly policies can help create a more inclusive and supportive work environment for employees with care giving responsibilities, particularly mothers. Here are some ways to implement family-friendly policies:

1. **Flexible Work** arrangements Offers flexible work conditions such as part time work and flexible schedules help employee's balanced work and care giving responsibilities. Employers can also consider providing additional resources, such as technology and equipment, to support remote work.
2. **Paid Parental Leave:** Providing paid parental leave can give new parents time to bond with their children and adjust to their new roles as caregivers. Employers can offer both maternity and paternity leave, and consider extending the leave period for employees who adopt or foster children.
3. **Childcare Options:** Employers can provide on-site childcare facilities or partner with local childcare providers to offer discounted rates to employees. Employers can also offer backup childcare services for emergency situations.
4. **Support For Breastfeeding:** Employers can provide private and comfortable spaces for breastfeeding or pumping milk, and offer breaks for employees to do so.
5. **Employee Resource Groups:** Establishing employee resource groups, such as parent networks, can provide a supportive community for employees with care giving responsibilities. These groups can offer resources, information, and support for employees navigating work and family responsibilities.

Implementing family-friendly policies can benefit both employees and employers. Employees with care giving responsibilities are likely to stay with their employer and be productive when employees have access to supportive policies. Employers can also attract and retain talented employees by offering family-friendly policies.

VI. CONCLUSION

Companies should provide equal opportunities for career advancement to all their employees, regardless of their gender. This means creating a workplace culture that is inclusive and supportive of women's career development, and ensures that all gender will have the same access to training, mentorship and leadership opportunities.

To achieve this goal, companies should make sure that bias and discrimination should not be entertained on any form by reviewing their recruitment, promotion, and leadership practices. This can be practically possible by regular diversity and inclusion training for managers and employees, as well implementing policies and procedures that promote equal opportunities for all.

Additionally, companies should create mentorship and sponsorship programs that are specifically designed to support women in their career development. These programs can provide women with access to senior leaders who can offer guidance and support, as well as opportunities to develop new skills and gain exposure to different areas of the business.

Finally, it's important for companies to ensure that their promotion and hiring processes are transparent and fair, with clear criteria for evaluation and promotion. This can include implementing performance-based promotion and compensation systems that are free from bias, and regularly monitoring and reporting on gender diversity and pay equity within the organization by providing equal opportunities for career growth and development, companies can help to create a more inclusive and equitable workplace, where everyone has the chance to reach their full potential.

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