

GENDER INEQUALITY IN HEALTH CARE

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ABSTRACT

Gender inequality continues to be persists in India . It is present in fields like education, employment opportunities, fitness and many others. Due to patriarchal traditions normal inside the Indian society, men are usually favored over ladies and that they face discrimination at each and every face of lifestyles. Authorities in India has formulated diverse regulations, programmes to eliminate gender inequality and empower ladies , however still the problem of gender inequality persists.

The present study was undertaken in a Super speciality hospital in Mohali to analyze the magnitude of gender inequality ,reasons and what impact it has on the female employees. A survey was conducted after taking the approval from top management . 170 questionnaire were distributed among the female employees. The response rate was 150 which was 88 % of the sample. The result of the study suggested 42% of women feel gender discrimination at workplace. The female employees felt inequality at the time of recruitment, being offered inequitable salary , being given different working conditions and inequitable career advancement opportunities at workplace. Around 49% of the employees find it stressful and also suggested that it effected their performance.

Key words: Gender inequality in India ,Women at workplace

INTRODUCTION

Gender discrimination in the Indian society is present in many forms. Years old patriarchal traditions prevalent society has lead to the women facing discrimination at each and every phase of life , preference is usually given to boys as compared to girls within the families, during the time of education, marriage and career building.

Girls are also sometimes not given equal property rights.

In education front, less number of girls are still seen less in number in schools in some states of India. Within the families, male child is sometimes given more privileges and rights. Even after marriage, in some cases, women have to face poor treatment and dominance from their husband, In-laws and other family members. At work, discrimination can be seen in the form of unequal working conditions for female employees,unequal salary,poor promotion opportunities and performance appraisals, sexual harassment .

In rural areas , it has also been observed that women are also neglected and given poor health facilities or in cases no health facilities. Women sometimes are neglected during their ill heath , no health treatment during maternity leading to high death rates and complications during pregnancy.

Violence against women is present in many forms in India like rape, kidnapping, sexual harassment at workplace, dowry deaths , acid attack. In recent years, their have been alarming increase the number of crimes against women. Government has India is making efforts in reducing such incidents and to promote gender equality in the society by formulating policies and acts but still number of such incidents are increasing. Strict laws and rules should be further made to promote the .advancement of women like more education facilities, greater employment opportunity and equality in the society.

LITERATURE REVIEW

Gender inequality is not one homogeneous phenomenon but a collection of desperate and interlinked problem. Inequality between men and women is prevalent in many parts of the world. Gender inequality can be in the form of parents wanting male child rather than female child. Educational opportunities may be less for girls than boys. Share of women is also sometimes less in household property [1].

Apart from this, inequality is also sometimes faced in employment opportunities as well as promotions where men may be preference than females. Such type of discrimination exists even in developed countries.Due to patriarchal traditions,

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the son of the family is commonly seen as the heir of the family giving him more rights and privileges[2]. Gender inequality has led to a steady decrease in the participation of women in the workforce in India. The International Labor Organization's (ILO, 2013) Global Employment Trends Report indicated that Indian women's labor force participation rate fell from just over 37% in 2004-2005 to 29% in 2009-2010. Out of 131 countries with available data, India ranks 11th from the bottom in female labor force participation[1]

The Literature on gender inequality is the subject of many fields like psychology, management and research related to women. Despite India being a rapidly developing country, it is facing several societal issues like gender inequality that result in disparities of income and opportunity [3].

Employment decisions or recruitment is done usually by senior managers usually males which may result in inequality in employment[4]. Senior managers may prefer male employees and in case females are recruited, they may be offered less salary than their male counterparts.

Gender inequality in employment means treating female employees differently because of their gender, not related to their merit or job requirements[5]. Gender discrimination at workplace is faced in both developed and developing countries.

OBJECTIVES OF THE STUDY

1. To investigate the magnitude of Gender inequality at workplace
2. To investigate the impact of Gender inequality on Employees
3. To study the relation between Job stress and Gender inequality at workplace.

RESEARCH METHODOLOGY

This study was conducted on 500 bedded Super-speciality hospital in Mohali. Prior to administering the questionnaires, it was necessary to obtain approval from the top management of the hospital. All the concerned members of top management granted permission. The opinion of employees was measured on close ended questionnaire using 5 point Likert scale ranging from strongly agree (5) to strongly disagree (1) for the primary data collection.

Questionnaires were distributed among female employees at different levels and in different departments which included Medical services, H.R, Marketing, Public relations and other administrative Department.

Instructions and purpose of the study were explained to each respondent. Respondents were assured about the confidentiality of their information. The response rate was 150 which was 88% of the total sample selected.

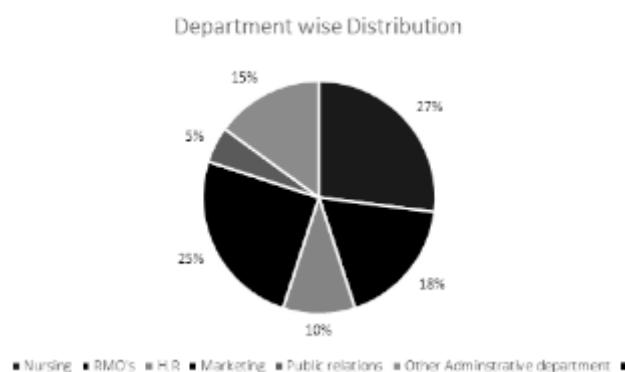
DATA ANALYSIS

The research study assesses the magnitude of Gender inequality at workplace, reasons and its impact on employees. The female employees of the super speciality hospital were taken as population. Tables below show the results which are discussed further.'

1. Salary is equal for both women and men employees

Around 42% of the female employees strongly agree that they receive inequitable salary as compared to men employees

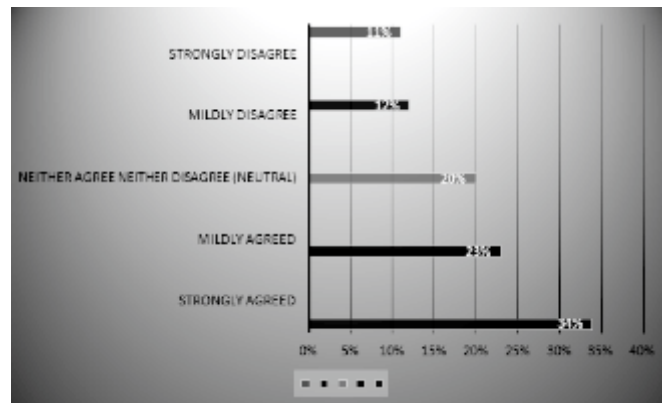
27% of them work in Nursing department, 18% are Resident medical doctors (RMO's), 25% in Marketing department, 10% in Human resource department, 5% in Public relations department, 15% in other administrative department.



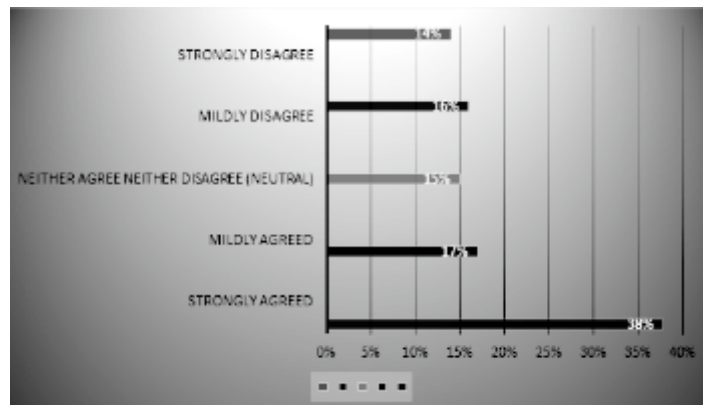
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2. Performance appraisals are unfair and preference is given to male employees

During the study ,it was observed that considerable percentage (34%) of female employees strongly agreed that they feel performance appraisals are not fair and preference is given to male employees . 23% of the employees mildly agreed and 11% strongly disagreed.



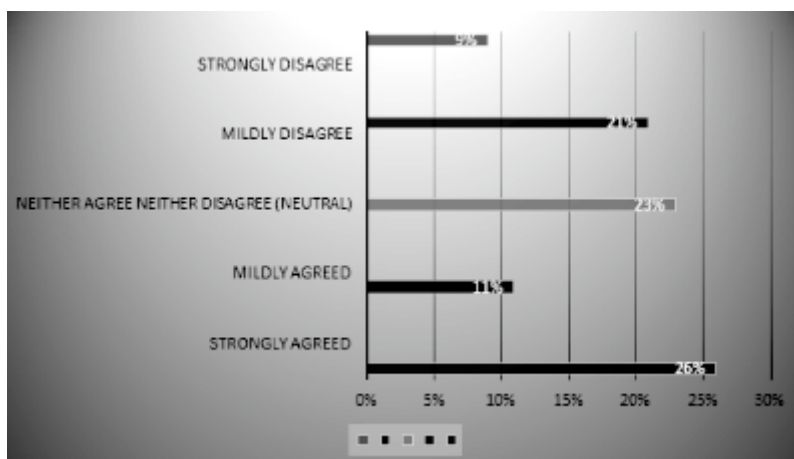
3. Male employees are preferred by top management for promotions



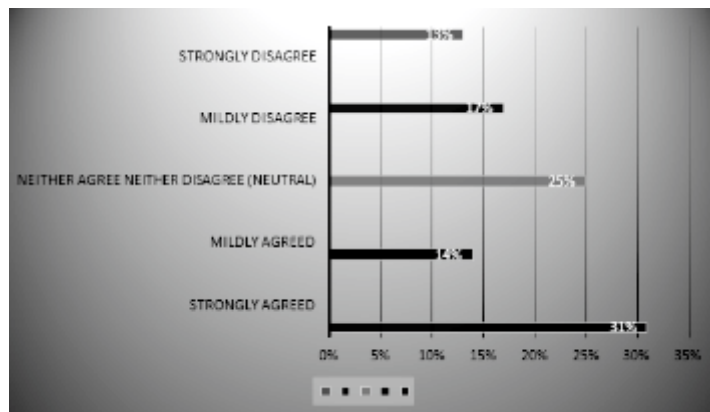
About 38% of the female employees strongly feel that male employees are given preference for promotions. 17% of the female employees mildly agree.

4. Female employees have to make extra efforts than male employees to prove their capability and skills

Considerable proportion of female employees (26%) strongly agree that they have to make extra efforts than the male employees in order to prove their capabilities and skills. 23% of female employees neither agree, neither disagree (Neutral). 9% of the females strongly disagree.



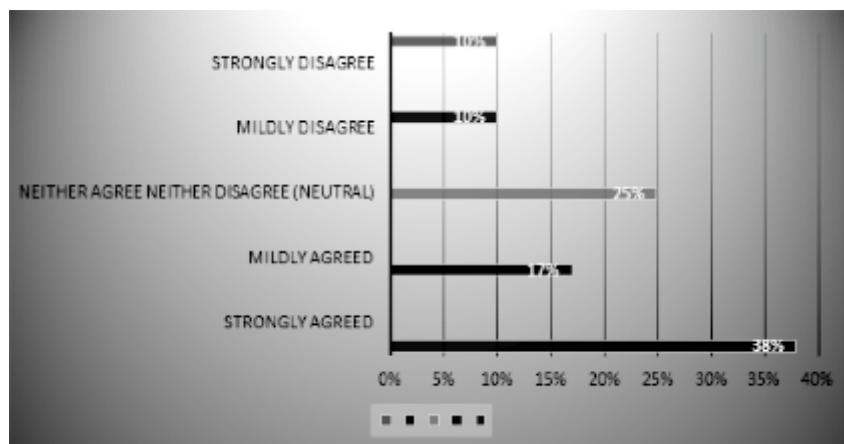
5. Female employees don't get the same benefits in the organization as male employees



31% of the female employees strongly agree that female employees doesn't get the same benefits as compared to the men within the organization. However 13% strongly disagree.

6. Does Gender Discrimination affect the Performance of female employees

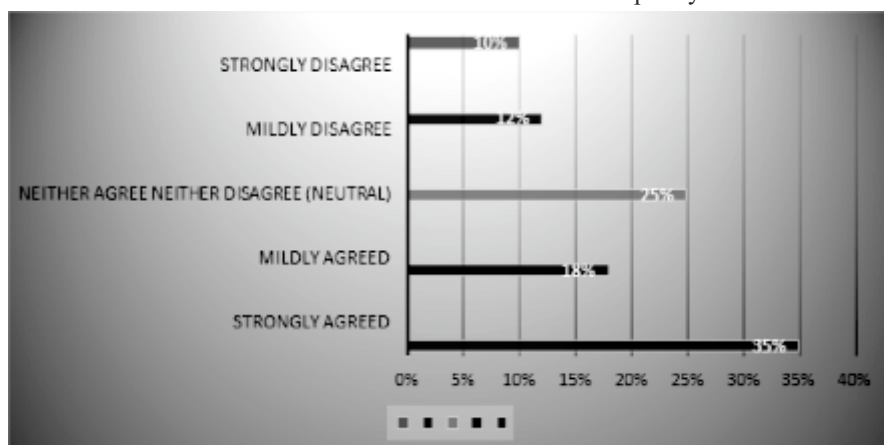
38% of the female employees strongly agree that gender inequality affects their performance. This is because of the stress they feel because of the discrimination.



25% of the female employees neither agreed neither disagreed (Neutral)

7. Does Gender Discrimination cause stress among female employees:

During the study it was observed that Gender discrimination proves to be stressful for the female employees. This is because of the de-motivation and decreased confidence because of the inequality.



35% of employees strongly agreed that they feel stress because of the discrimination they face at workplace. 18% of the employees mildly agreed and 10% strongly disagreed.

CONCLUSION

The objective of the study was to find out the magnitude and presence of Gender inequality at workplace, its reasons and impact on the employees.

The result of the study suggested that the considerable proportion of female employees feel that gender inequality exists at workplace. Discrimination is faced at the time of recruitment, performance appraisals and promotions.

The study also revealed that Gender inequality plays a role in workplace stress. Some employees believe that because of the discrimination they face, their performance is effected because they feel demotivated and stressed.

Despite Government taking initiatives and making schemes and policies to eliminate Gender inequality in India, still it persists . Society needs to change their mind set in order to eliminate this problem in India. Strategies for empowering women should be adopted like giving equal education opportunities, more respect and better employment opportunities.

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