ANALYSIS OF GENDER ISSUES AT WORKPLACE

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INTRODUCTION

The World Health Organization defines sex as "the biological and physiological characteristics that separate males and women." It defines the anatomy that a person is born with in layman's terms. Whereas gender according to WHO refers to the socially created roles, attitudes, activities, and qualities that a certain culture thinks suitable for men and women. The main distinction between sex and gender is that sex is biologically determined, but gender is a choice made by the individual. Gender is a continuum, not a binary idea. Gender sensitization, on the other hand, is a concept of gender sensitivity in which gender roles are recognised, privilege and discrimination among genders are identified, and most significantly, gender awareness is created. Team, U. B. (2021)

Gender sensitization refers to the notion of gender sensitivity, which includes understanding gender roles, identifying privileges and discrimination among genders, and, most importantly, raising awareness of gender equality. A person's workplace is a very important area where they may learn, grow, and flourish. Workplace performance and productivity are primarily determined by how employees, regardless of gender, are treated. Choudhury, I. (2021)

In India, where patriarchal culture still persists, gender sensitization has long been a critical concern. Women are constantly at risk when they wish to move about freely in society. The topic of Delhi gang rape demonstrates men's insensitivity to women. Eve teasing is a regular occurrence among Indian women, who have learnt to cope with it. We might even argue that it has become a part of their everyday lives. They have decided that ignorance is bliss. Working women are more prone to taking risks. Sexual harassment, eve-teasing, and stalking are all concerns that women encounter on a daily basis. To add icing to the cake, she is constantly advised to dress well, speak politely, and avoid being open with the males in her environment. Society still appears to be unable to comprehend

the physical and emotional state of women who are subjected to such abuse. Even in the twenty-first century, the yearning for a secure haven for women continues. Kashyap, Geeta. (2014)

But gender equality, is not a woman's issue; it is a human issue that affects us all. The fact that this problem is not limited to our own nation, India, but is a worldwide issue is particularly concerning. This is an issue that affects both men and women, and its past time for us to see beyond the rose- coloured glasses and realise what a big disservice we're doing to society as a whole by pushing men and women to conform to gender standards. S.Vasundhara (2020)

For many years, Indra Nooyi, the former CEO of PepsiCo, was included among Forbes' top 100 most influential women in the world. For a little while, one would believe that her prominent workplace was gender neutral and treated her equally. However, the truth was exposed by herself at Tina Brown's Women in the World Summit in 2016, when she discussed the problems she faced, one of which being suffering prejudice from male co-workers. Nooyi's storey reflects the challenges of many other women who have had to fight against all obstacles just to be women in a male-dominated workplace. Despite being qualified and put in equal positions, women employees are occasionally paid less than their male counterparts. In every industry, the average proportion of female CEOs and leaders is less than 50%. One of the key causes for this lack of representation is gender discrimination on the side of women.

Women suffer from uncertainty, lack of confidence, and low self-esteem as a result of unequal and discriminatory treatment. While some of them fight back against this injustice, others become constant targets of masculine hostility. It's worth noting that, while women are the most common victims of gender discrimination, "less manly" males and gender non-binary individuals are also viciously targeted by perpetrators. Choudhury, I. (2021)

Gender discrimination leads to greater levels of poverty, fewer retirement savings, low self-esteem, and a lack of confidence and drive for women on an individual level. Gender discrimination in the workplace results in decreased productivity, lower corporate morale, more conflict, and, in certain severe circumstances, legal issues. *Randstad India*. (2019).

Gender differences seen in some situations:

Social situations: The social roles dictate that the family's head be a man. He is also the primary breadwinner, while the wife is typically viewed as the housekeeper, nurturer, and caretaker.

Situations in politics: Power is unequally distributed between men and women. Men are more likely to be found at the national level of politics, while women are more likely to be found at the local level.

Situations in education: There is a clear gender divide in terms of educational possibilities and expectations. The family's resources for higher education go to the family's son. Girls are typically encouraged to pursue academic disciplines that are less demanding.

Economic circumstances: Men and women have different levels of access to profitable occupations and financial resources. Credit and loans, as well as property ownership rules, are skewed toward men.

"MEN AND WOMEN BREAKING GENDER STEREOTYPES":

When we look back on history, we can see how men and women's lives have changed dramatically from domesticity and family to independent voices in practically every sphere of work and life. When we call to have our power supply repaired, do we see any female electricians, female plumbers, or female truck drivers? Despite the fact that we have seen numerous women achieve significant success in international corporations, there are still several job pathways that are deemed male-dominated. Breaking the norm, Ishita Malaviya made news for her remarkable surfing talents, earning the title of India's first surfer girl. Bachendri Pal Poorna Malavath and Mary Kom are two additional instances. Many guys have also defied society's harsh and cruel prejudices by blossoming into lovely flowers, sharing the scent of their abilities that aren't regarded particularly macho in their individual cultures. Breaking preconceptions, Jaden Smith, Gerard Butler, Ranveer Singh, and Kanye West all wore skirts to important social events, demonstrating to the world that one's clothing does not have to make one feminine or masculine, and that a guy may wear a skirt or even a dress with panache.

REVIEW OF LITERATURE

The researcher found and examined research papers in this process. A study of related literature was conducted in order to have a complete grasp of empirical research in the topic of Gender Sensitisation at Workplace. Since an attempt has been made to evaluate

the linked literature, a proper knowledge of the research work has been achieved. Any study can benefit from a review of the literature. It assists in avoiding repetition of work that has previously been completed.

Francis Onditi & Josephine Odera (2016) investigated the gaps in the MDGs and their successor, the SDGs, in terms of gender equality and women's empowerment (GEWE). According to the report, the MDGs were reductionist in approach and minimalist in results in terms of GEWE. In a dynamic development context, the GEWE aim was based on three measures that spoke little to the huge and immediate problems of the majority of women and girls. Whereas Gender equality and women's empowerment are at the heart of sustainable development efforts, particularly in developing countries. The history and ownership of the agenda for gender equality and women's empowerment has taken a long and winding road, but progress has been made, albeit at a slower pace than anticipated. In a single time-bound international framework, it is improbable that all expectations will be satisfied. Because the SDG framework is broader, it should be able to overcome all of the problems that GEWE had under the MDGs.

Ananta Narayana, Tauffiqu Ahamad (2016) women should be represented in the media in a respectable and dignified manner, and the media should encourage respect and dignity for women while avoiding negative portrayals of women. Media workers should be educated on gender issues, and a system of prizes might be established for those who can depict women in a good light. Those who disobey the rules should also face severe consequences. Women must be shown in new and inventive ways in the media, depending on Indian culture and society.

Connie T. Schliebner (1994) Increased number of women misusing alcohol and other drugs. Gender issues, socialisation, cultural attitudes and expectations, numerous roles, childhood trauma, sexual and physical abuse, psychological characteristics, and economical concerns are all contributing causes to this trend.

Uday Kumar Kalva and A. Arun Kumar (2013) The Multinational corporations may have more economic clout than small businesses. This economic power is especially vital in developing nations like India to promote women's empowerment. Corporate social responsibility, at its best, is corporate governance and behaviour that contributes to the attainment of women's empowerment.

Santanu Mallick and Pallavi Julasaria (2020) Corporates have a greater role to play as a

catalyst for social change. Gender equality and women's empowerment will not be a far-fetched goal if the business sector, government, and women themselves take the necessary steps. Women suffer from depression and demotivation as a result of unequal pay, which leads to work-family conflicts and a decline in their job performance, it leads to gender disparities in the workplace, which are still common

Neeraj Kaushik, Anita Sharma and Veerender Kumar Kushik (2014) Examined that In India's organised sector, women make up 18.95 percent of the workforce. Managers must reassess their dependence on stereotyped ideas of women now that women are such an important component of the workforce. Females are achieving success in traditionally male-dominated fields. She's come a long way from the confines of her home to a successful job, but examples and exceptions cannot constitute history. Organizations are a vital component of any culture, and gender is a socio-cultural phenomenon.

Marisa Turesky & Mildred E. Warner (2020) Although women feel valued in planning offices, a nationwide poll of gender and workplace relations indicates that they still report uneven opportunity, salary, and communication prejudice (e.g., mansplaining). It illustrates how theories on expectation states, role congruity, and representational bureaucracy are important.

Kate Grosser and Jeremy Moon (2008) Workplace profile; recruitment, retention, and promotion of women against defined objectives; governance pertaining to gender equality; litigation and tribunals; and employee attitudes were among the areas where they discovered enhanced reporting of performance information. The company's ON benchmark rating on gender equality in the workplace is frequently included in reporting, as is the rating in the 'impact' section in one example. It is important to note that these improvements have occurred in the absence of any new reporting regulations.

J. Jill Suitor; Dorothy Mecom; Ilana S. Feld (2001) In terms of the division of domestic labour, academic families are similar to other families, with women bearing a disproportionate amount of both housework and child care.

Meena S Wilson and Amit H Desai (2016) the three most difficult challenges to overcome in order to achieve gender equity: line managers' struggles, women's over-mentoring and under-sponsoring, and the fragmented vs eco-systemic approach to tackle gender disparities. Four techniques were propose to address these issues: a thorough diagnosis, an integrated systemic plan, training managers to establish psychologically safe

workplaces for their direct reports, and the use of hard questions and analytics to uncover unconscious biases

Analysis of Data

Number of males and females of analysis
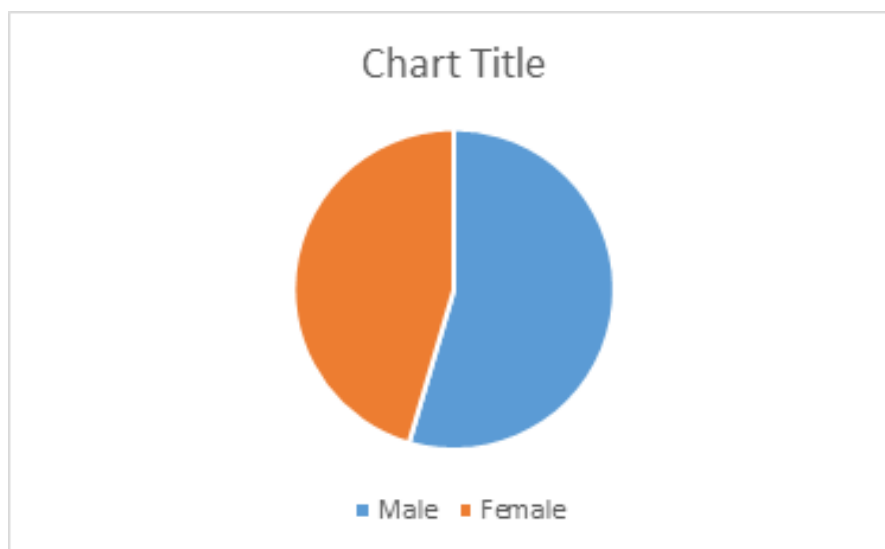
Occupation	Male	Female
Government Employee	7	1
Private Job	4	12
Self Employed	4	0
Others	3	2
Total	18	15

Income	Male	Female
Less than 2 Lakh	6	7
2-5 Lakh	1	1
More than 5 Lakh	11	7
	18	15

- **Agreement of males and females on personal issues.**

- **On average 89%males and 81%females have personal issues at workplace.**

1. Personal Issues at workplace	Male	Female
1.1 Do you agree that a good relationship with co -workers facilitate a conducive environment for positive performance?	89.47	93.33
1.2 Do you agree that your personal health issues may create a problem in your work life for temporary, medium or longer period of time to get paid time off for serious medical conditions?	88.88	93.33
1.3 Do you agree that financial stress can crea te a impact at your work?	88.88	86.66
1.4 Do you agree that any legal issues like divorce, pending court cases, etc will impact your work and the environment of workplace?	83.33	86.66
1.5 Do you agree that LGBT community remain unprotected at workplace?	33.33	46.66
1.6 Do you agree that job burnout can result in less motivation towards your job?	77.77	93.33
1.7 Do you agree that females pregnancy is a big news of announcement but before making it public she start thinking that how this news going to affect her job?	88.88	73.33
Average	89.175	81.9
Standard Deviation	20.44345978	17.09070118

- **Agreement about professional issues at workplace.**

- **On average 69.83%males and 59% females have professional issues at workplace.**

1. Professional Issues at workplace	Male	Female
2.1 Do you believe that having a rigid hierarchical structure at work makes it difficult to express yourself freely?	88.88	86.66
2.2 Do you agree that harassment are common for both male and female in work environment?	72.2	60
2.3 Do you agree that both men and women are dissatisfied with their pay in relation to their performance?	61.11	80
2.4 Is it true that you have sometimes experienced gender discrimination at work?	66.67	33.33
2.5 Do you agree that different employees may communicate different opinions and you may get targeted when you disagree with them at work?	66.67	60
2.6 Would you agree that you give less importance to your personal development in your professional life?	61.11	33.33
2.7 Being a part of a new work culture can sometimes be frustrating, don't you think?	72.22	60
Average	69.83714	59.04571429
Standard Deviation	9.541830	20.52217813

Conclusion

According to the findings, males and Females have more personal issues at work. The information provided will aid in the analysis of workplace personal and professional concerns. The study's limitations include the fact that the number of respondents who provided data was limited to 50. Furthermore, the findings should aid future research in understanding the perspectives of males and females at work.

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