

Gender Equality at Workplace

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Abstract - the Term Gender Refers to the Economic, Social and Cultural Attributes and Opportunities Associated with Being Male or Female. in Most Societies, Being a Man or a Woman is Not Simply a Matter of Different Biological and Physical Characteristics. This Paper Deals with Importance of Gender Equality Towards Achieving the Goal of Women Empowerment. It Outlines the Gender Inequality Scenario in India and Types of Inequalities Between Men and Women. This Paper Sheds Light on Importance of Gender Equality and Role of Gender Equality in Women Empowerment, Gender Concern in Development and Gender Mainstreaming in Development. This Paper Concludes with Some Interesting Findings Along with Policy Suggestions.

Index Terms – Economic, Social, Cultural Attributes, Women Empowerment.

I.INTRODUCTION

Gender at the Workplace Revolves Around on Both Physical and Emotional Aspects. They Are Features That Affect How People Interact in the Workplace. Men and Women Face Differences in the Way They Perceive in the Work Environment. This Type of Perception Can Be Linked to the Company Structure, Problem-Solving Techniques and How People Look and Work-Related Conflicts. Some Organizations Advocate for Gender Diversity and Allows Both Men and Women to Take Part in Making Critical Decisions and Giving Equal Opportunities.

Gender Equality in Corporate Organizations
the Women of Wipro (Wow) Programs Are a Framework for the Inclusion of Women in Every Stage of Their Life/Career. the Framework Structures Wipro's Internal Policies, Processes, and Initiatives That Promote Gender Inclusion and Empowerment. Built on an Innovative and Unique "Life-Stage" Based Approach, Our Wow Programs Are Not a "One-Size-Fits-All" But Have Been Tailored and Customized to

Cater to the Needs of Women at Every Stage of Their Life and Work.

Focused Training and Mentoring Programs for Women, Networking Opportunities with Women Leaders from Across the Industry, and Inclusive Policies and Practices Foster a Gender-Inclusive Work Environment at Wipro.

II.LITERATURE REVIEW

Gender Equality in 1960s is Like the Women Should Not Work in Public, They Should Do Only Households Works, But Now in 21st Century Women and Men Are Equally Working in Society. There is a Huge Difference in Previous Century's and Now, in 1960s Century the Percentage of Working Women is Very Low (<50%). in 21st Century the Percentage of Working Women is More Than 80%.

the Process and Means of Gender Equality Improvement, Therefore, Has Become a Popular Topic. Numerous Studies Have Discussed in Depth How to Enhance Gender Equality and Its Influence Upon the World of Professionalism. as Far as Progress in Gender Equality is Concerned, the Past Three Decades is One of the Most Critical Eras. Women Made Great Progress in the Labor Market as Well as Inside the Household (1998). the Female Labor-Force Participation Rate and Labor Force Attachment Increased Sharply, While Occupational Segregation and the Gender Gap in Earnings Both Declined Substantially. Within Families, the Relative Wages of Wives Went Up; Wives Reduced Their Housework Hours, While Their Husbands Spent More Hours on Housework. Women Caught Up with or Even Surpassed Men in Education. Women Now Are More Likely Than Men to Graduate from High School and Earn a College Degree.

III. DATA DESCRIPTION AND RESEARCH METHODOLOGY

There is Wage Inequality Between Men and Women in India. the Largest Wage Gap Was in Manual Ploughing Operations in 2009, Where Men Were Paid Rs. 103 Per Day, While Women Were Paid Rs.55, a Wage Gap Ratio of 1.87. for Sowing the Wage Gap Ratio Reduced to 1.38 and for Weeding 1.18. for Other Agriculture Operations Such as Winnowing, Threshing and Transplanting, the Men to Female Wage Ratio Varied from 1.16 to 1.28. for Sweeping, the 2009 Wages Were Statistically Same for Men and Women in All States of India.

Gender Equality is Intrinsically Linked to Sustainable Development and is Vital to the Realization of Human Rights for All. the Gender Equality is Very Essential to Achieve the Goal of Women Empowerment. the Overall Objective of Gender Equality is a Society in Which Women and Men Enjoy the Same Opportunities, Rights and Obligations in All Spheres of Life. Equality Between Men and Women Exists When Both Sexes Are Able to Share Equally in the Distribution of Power and Influence; Have Equal Opportunities for Financial Independence Through Work or Through Setting Up Businesses; Enjoy Equal Access to Education and the Opportunity to Develop Personal Ambitions, Interests and Talents; Share Responsibility for the Home and Children and Are Completely Free from Coercion, Intimidation and Gender-Based Violence Both at Work and at Home.

Within the Context of Population and Development Programs, Gender Equality is Critical Because It Will Enable Women and Men to Make Decisions That Impact More Positively on Their Own Sexual and Reproductive Health as Well as That of Their Spouses and Families. Decision-Making with Regard to Such Issues as Age at Marriage, Timing of Births, Use of Contraception and Recourse to Harmful Practices Female Genital Cutting Stands to Be Improved with the Achievement of Gender Equality.

Gender Distribution

as Mentioned Above, We Focus on Four Types of Employees: Executives, Specialized Workers, Administrative Staff, and Auxiliary Workers. Under Each Type, We Construct Two Variables to Measure Gender Distribution. the First is the Female Labor Force Percentage (Lf%), Which is Defined as: $Lf\% = \frac{\text{Female Employees}}{\text{Female Employees} + \text{Male Employees}}$

(1) the Other Variable is Gender Equivalence, Which is Defined as

$\text{Gender Equivalence} = 1 - |Lf\% - 0.5|$,

(2) and It is Between 0.5 and 1. We Further Divide Our Entire Sample into Three Groups According to the Distribution of the Firms' Sizes, Namely Their Total Number of Employees. We Define "Big Firms" as Those Firms with More Than 50 employees. Those Firms with Between 20 and 50 Employees Are "Medium Firms," While "Small Firms" Have Less Than 20 Employees. We Then Look into How This Size Difference Affects the Relationship Between Gender Equality and Productivity.

Among the Administrative Staff, This Unequal Gender Distribution Seems to Be Less Severe Among the Medium and Small Firms, as 35% of Them Hire More Female Staff Than Male Staff. However, the Majority of the Auxiliary Workers Are Male. Over Half of the Big Firms Still Have Purely Male Auxiliary Workers. This Finding Also Exhibits the Prevailing Sex Segregation. Most of the Female Employees Are Stranded in Low-Level, Non-Production Positions.

Gender Equality and Women's Empowerment

Gender Equality Implies a Society in Which Women and Men Enjoy the Same Opportunities, Outcomes, Rights and Obligations in All Spheres of Life. Equality Between Men and Women Exists When Both Sexes Are Able to Share Equally in the Distribution of Power and Influence; Have Equal Opportunities for Financial Independence Through Work or Through Setting Up Businesses; Enjoy Equal Access to Education and the Opportunity to Develop Personal Ambitions. a Critical Aspect of Promoting Gender Equality is the Empowerment of Women, with a Focus on Identifying and Redressing Power Imbalances and Giving Women More Autonomy to Manage Their Own Lives.

Women's Empowerment is Vital to Sustainable Development and the Realization of Human Rights for All. Where Women's Status is Low, Family Size Tends to Be Large, Which Makes It More Difficult for Families to Thrive. Population and Development and Reproductive Health Programs Are More Effective When They Address the Educational Opportunities, Status and Empowerment of Women. When Women Are Empowered, Whole Families Benefit, and These Benefits Often Have Ripple Effects to Future Generations. the Roles That Men and Women Play in

Society Are Not Biologically Determined They Are Socially Determined, Changing and Changeable. Although They May Be Justified as Being Required by Culture or Religion, These Roles Vary Widely by Locality and Change Over Time.

Key Issues and Linkages

Reproductive Health: Women, for Both Physiological and Social Reasons, Are More Vulnerable Than Men to Reproductive Health Problems. Reproductive Health Problems, Including Maternal Mortality and Morbidity, Represent a Major – But Preventable Cause of Death and Disability for Women in Developing Countries. Failure to Provide Information, Services and Conditions to Help Women Protect Their Reproduction Health Therefore Constitutes Gender-Based Discrimination and a Violation of Women's Rights to Health and Life.

IV. CONCLUSION

It Could Be Seen Clearly from the Above Discussion That Gender Equality is Very Essential to Achieve the Goal of Women Empowerment. It is Observed That Women in India Have Been Subjected to Various Types of Discrimination and Disabilities Towards Enjoyment of Benefits of Development Consequent Upon Disempowerment. Hence the Empowerment of Women Could Be Possible Through Attainment of Gender Equality. in Order to Promote Gender Equality in Socio Economic Development, the Following Measures Can Be Considered.

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