

A Comparative Study on Gender Pay Analysis Across Various Industries

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Abstract: The gender pay gap is one of the most persistent problems and despite the progression of society and the world, it remains a pervasive issue that plagues societies all across the world despite advancements in gender equality and diversity in the workplace. This study uses existing literature on the topic as secondary data and aims to analyze the gender pay parity across various industries to analyze the factors causing the gender pay gap such as occupational segregation, discrimination, etc. Primary data is collected via a structured questionnaire which is circulated amongst 85 respondents, which includes questions on demographic details, their work experience, and awareness of the gender pay parity and the data is then scrutinized to reach a conclusion. In this study, it is seen that the respondents are aware of the prevalence of the gender pay gap and are concerned about the unfair compensation due to the gender of the employed person. This study interprets the data and then comes up with suggestions on how to improve the gender pay gap across the world. This study uses the results to contribute to the existing knowledge to provide evidence-based intervention for the gender pay gap.

Keywords: factors influencing gender pay gap, gender pay gap, interventions for gender pay gap

I. INTRODUCTION

The gender pay gap remains one of the most persistent and pervasive issues plaguing societies worldwide, despite significant advancements in gender equality and workplace diversity. This phenomenon reflects the systemic disparities in earnings between men and women, often resulting from a complex interplay of social, economic, and cultural factors. While strides have been made to address this gap, significant challenges persist, underscoring the need for continued research and action to achieve true parity.

The authors (Judge and Livingston, 2008) have done research on the above-mentioned explanations as to the perceptions of men and women differ when it comes to gender pay parity.

In practice, however, gender is not the only factor affecting how people perceive differences in different organizations, industries and societies. More theoretical and empirical work is needed to explain how people understand the gender pay gap phenomenon, how they experience it, and why they see the phenomenon differently in different workplaces and countries.

The persistent nature of the gender pay gap is not only due to economic inequality, but also represents a fundamental injustice that undermines the principles of justice and equality. Beyond the ethical implications, the gender pay gap has far-reaching consequences for individuals, families, and society as a whole. Women's lower incomes not only affect their financial security but also contribute to wider social problems such as poverty, wealth inequality, and economic stagnation.

When studying salary data, it is important to conduct regular analysis to understand the nature of changes and the changing role of influencers. The study would analyze data from NSS round 68:

- To determine if there is a gender pay gap in India using a salary survey.
- To study the factors that determine the gender pay gap. women workers in various sectors, as revealed by the data of the 68th round. Factors considered in the study are age, education, marital status, caste, professions and industries. (Sengupta and Puri, 2021)

It can be concluded that closing the gender pay gap requires a concerted effort from all sectors of society,

including governments, businesses, academia and civil society. By recognizing the systemic nature of the problem and implementing evidence-based solutions, we can move closer to achieving gender equality in working life and beyond. This study aims to contribute to this ongoing dialogue and encourage action towards a more just and inclusive future.

Research Questions:

- How is gender pay prevalent across various industries?
- What are the factors influencing gender pay?
- What measures can be taken to eliminate the gender pay gap?

II. REVIEW OF LITERATURE

According to the authors of this paper (Sterling, A. D., Thompson, M. E., Wang, S., et.al 2020) who have conducted research studies, there are no fewer women than men working in STEM fields. The focus of the wage gap is on short-term employment. When men and women enter the workforce with their degrees, the debate about the gender wage gap in this study begins with the authors (Sterling, A. D., Thompson, M. E., Wang, 1999). S., et.al, 2020). The authors conducted a survey among 599 engineering and computer science students and found that self-efficacy and the effect of gender on an individual's initial salary and degree and grade were associated with self-efficacy regarding the importance of wages the source is set The authors did not find any theory by which to explain the wage gap for which no differences in wages between men and women were reported. People have also seen no support for the idea that women are paid less because workplace culture is more important to them. Overall, it is suggested that attention be paid to the gender pay gap by reflecting cultural beliefs in self-reliance, ie. the determination of confidence intervals.

In this paper, the author (Constantopoulos, 2021) discusses wage inequality and the wage gap and the research questions that contributed to this thesis are how gender wages began and evolved over the years. In this paper, the author discussed how culture and society are major factors in the gender wage gap including discrimination and prejudice women face. He also discusses how work-related experience plays an important role. The author then also highlights ways

to resolve this issue. In the research, the author used a combination of desktop literature review and at the same time searching various previously published articles online The author was able to find three main solutions in his research that can has helped to address this issue. Through this study, only male and female genders have been analyzed, however, as time goes on, LGBTQ+ communities should also be analyzed and analyzed.

In this paper, the author (Organization, World Health, 2022) explains how the gender wage gap is a universal problem, has been going on for decades, and needs robust solutions that can be applied to various places. Over the years, statistics from the past 20-30 years show that less educated women have been able to narrow the wage gap between men and women with less education and men with less education, (Blau & Khan, 2007). but the problem doesn't go away at all. Despite the gradual narrowing of the gender pay gap, the study found that factors such as gender discrimination in jobs and working hours were the main drivers of the gender gap between in compensation within the company occurs (Boll, 2016). Factors such as age, ethnicity, sexual orientation, disability status and education level are also found to be significantly associated with the gender pay gap In this report, this author takes a valuable step in this direction by allowing the most comprehensive and in-depth analysis of the gender wage gap in health care - the trade-off of it involves a large number of women. Evidence suggests that salaried workers are 20% less likely to be defensive than men, and that very little of this difference is due to different gender characteristics and endowments Gender division of labor, especially equal pay, . playing a responsibility The time has come for policy makers and governments, social partners, academics, civil society and the private sector to play an active role in improving our health and well-being. The problem of gender equality in pay is explored by the authors (Deshpande, A., Goel, D., & Khanna, S, 2018) in this paper focusing on the gender pay gap a has developed in developing countries, such as India. Nationally representative data from the Employment and Unemployment System (EUS) of the two major rounds of the National Sample Survey (NSS) conducted in 1999-2000 and 2009-2010 are used in this study though to the robust gender pay gap in regular wage /Wage Workers in India (RWS), . In the middle and the wage dividends are all out to spy on the

net result. They conclude that the mean of gender wages in both years is largely unexplained, suggesting the possibility of discrimination. The Blinder-Oaxaca (BO) and Machado-Mata-meli (MMM) decompositions show that, over a ten-year period, most of the variance is found to be discriminatory, with a high discriminatory fraction at the bottom of the wage distribution being discrimination. It also noted that the RWS has a “active ground” for women. The main survey shows how one-sided the labor market is gender-based.

According to the author of this paper (Salekar, S. A., 2023), the attention of policy makers and social scientists in the postmodern era after World War II has been directed towards gender issues and issues. While both men and women have gender challenges, most of the gender inequality is women. Since then, gender inequality has become a well-accepted subject in sociology. The objective of this study is to find out whether gender imbalance is observed in non-urban and rural workplaces in the country or not. A repeated survey was conducted among employees working in a non-urban district of Maharashtra. The findings of the study showed that women’s career success is hurt even though women occupy the leading position and yet are treated equally and this is hindered mainly due to Indian societal beliefs, and family responsibilities and expectations. Several machine learning techniques were used to estimate wages and classify them by sex. Spotting showed that the situation now is much better than it was a decade ago. The authors discuss in this article the difficulties women face in their working lives in securing equitable opportunities, and men’s perspectives on gender inequality.

The gender-based distribution of subjects in higher education in a large developed country has been discussed by the authors in this paper (Sahoo, S., & Klasen, S., 2021). Unobserved heterogeneity reduced by controlling for fixed effects across regions and households reveals that girls are 20 younger than boys compared to anthropology, even after which the gap remains large and significant. The robustness of these estimates is established through a variety of sensitivity analyses: sibling fixed effects are included, family relationships between individuals are considered, and sample selection issues are addressed. When the results are broken down into different streams, girls are noticeably more underrepresented in science classes. The lack of engagement of girls in science by

the dissipation of influence in groups. The causes of gender inequality such as occupational segregation and the gender wage gap are driven by gender strategies that are established much earlier in life, especially at the school level, as seen in this study in the 19th century.

The wage gap that separates gender incomes has been studied by us in affluent countries, but there is not much research in developing countries. Research often focuses on specific countries. These studies break down the wage gap into components - the observable part that is related to traits or endowments, and the unexplained part that comes from gender wage gap ratios, sometimes found to be biased. Recent research aims to understand how the gender gap changes with income. The authors of this paper (Si, C., Nadolnyak, D., & Hartarska, V., 2021) use data from the World Bank STEP (Skills) to explore the determinants of gender differences wages in 12 developing countries per occupation and occupation) measurement survey, which measures household demographic characteristics, educational training, Provides job and professional background. A combination of quantile regression and Blinder-Oaxaca decomposition is used using decomposition methods that use the basis of a refocused effect function and use this to obtain a distributional decomposition of the wage gap using covariates and quantiles so. Through this paper, the authors have shown how the wage gap between men and women decreases in earnings and through differences in preventive medicine and the movement of fewer minutes of compensation in educational benefits heaven for women. The explanatory part of the gender wage gap, although relatively small, is due to lower levels of education and relatively lower levels of maternal punishment. The main conclusion from this paper is that improving female education and training, and child-friendly employment policies.

Despite its curious effects, the magnitude of the impact of globalization on the gender wage gap remains unknown, suggesting a narrowing and widening effect. Through this paper, the author (Oostendorp, R. H., 2009) contributes to the existing literature in three ways ie. first, a large-scale cross-country study examining the impact of globalization on wage differentials is conducted. Second, it uses the ILO October Inquiry database, which is rarely used and is known worldwide for its comprehensive coverage of wages. Third, the study focuses on the occupational

wage gap, providing a new perspective on the raw wage gap and the common residual Findings indicate that occupational gender wages differences decrease as economic growth increases, especially in high-income countries. In addition, the gap is narrowed by trade and foreign direct investment in rich countries. However, there is little evidence that FDI has the same effect on reducing the labor wage gap in poorer countries.

According to previous research, it is widely known that the gender wage gap varies across countries. In OECD countries such as Australia, Belgium, Italy and Sweden, women earn 80% as much as men, while women in Austria, Canada and Japan earn around 60%. But these studies ignore labor market institutions affecting women's lifetime employment behavior, which is very important in wage gap analysis using individual data In this paper the authors (Polachek, S. W., & Xiang, J., 2009) explore labor market organizations associated with women's specifically lifetime employment behavior They are. Based on data from the ISSP (International Social Survey Programme), LIS (Luxembourg Income Study), and OECD wage data for 35 countries from 1970 to 2002, the authors argue that the gender wage gap is factors such as fertility rate (using religion) is positively associated as an instrument both exogenously and endogenously). age of husband and wife at first marriage, low tax rates, which combine to prevent a woman from participating in the labor force throughout her life. Furthermore, our study shows that collective bargaining is negatively related to the gender wage gap, which is consistent with previous research.

In this paper, the author (Kräft, C., 2022) investigates the glass ceiling effect in the oil industry, a predominantly male-dominated industry, paying particular attention to two key factors: gender-based differentiation increase in employee salaries and barriers to promotion of women to senior management positions. Studies and surveys show that even when women are promoted to executive positions, they face prejudice compared to their colleagues. This suggests that despite advances in glass breaking in this male-dominated industry, wage discrimination still exists. Interestingly, studies of labor roles show that the gender-based pay gap narrows as one climbs the ranks. This issue has raised the fundamental question of how far women need to climb the ladder to overcome

gender pay equality. Our research confirms that there is a gender gap in overall pay, with senior men earning more than their female counterparts. These findings have important implications for policy decision makers. Thus, initiatives such as corporate leadership training that focus on gendered communication styles can help build understanding and break entrenched masculine workplace cultures.

Further evidence on the magnitude and determinants of regional differences in wage disparities is provided by the authors in this paper (Fuchs, M., Rossen, A., Weyh, A., et.al., 2021). Clear differences in the spatial influence of the estimated factors are found in the Oaxaca–dark decay, explaining the profound variation in sub-gender wage gaps with individual occupational characteristics based on theory. Gender differences in work-related attitudes have been identified as important drivers in areas with high gender wage gaps, while individual characteristics come into play in areas with low negative gaps The role a has been established systems established in a sector, various services provided for gender pay emphasis by the results The gender and wage gap (GPG) is described as an increasingly political and social issue that exists not only between countries but also between regional subgroups The author of this paper provides an alternative response to the above the questions of the. (2018) conclusions. When applied to Germany and its 401 NUTS 3 community, the OB decomposition measures individual, systemic, and regional determinants Observed gender differences in individual and systemic characteristics of regional relationships exhibit heterogeneous roles, reflecting deep local differences in male and very large- paid services Special emphasis has been placed on the regional GP as a key determinant of service availability

The authors of this paper (Crothers, L. M., Schmitt, A. J., Hughes, T. L. et.al, 2010) aimed to examine the pay and promotion negotiation behavior of male and female staff in school psychology, which is predominantly female In this case research have surveyed 191 female to 115 male f faculty members, and 148 female and 56 male school psychologists, on earnings communication styles and job satisfaction The authors of this paper find that even under the assumption of years of experience, level of education, etc., women earn less under the assumption that male work in elementary school is desirable there is no

communication with the faculty. This was calculated because of the usual fixed salary schedule. This study highlights how the gender wage gap persists despite comparable gender bargaining behaviors, suggesting that factors beyond education, time work, and communication styles are consistent with these differences.

Any development must consider the needs of all people, especially those who generally do not have a voice in decision-making at any level if it is to be effective and sustainable. The present study examines the status of women in the Indian IT industry, as well as the major challenges they face. Women play important roles both at home and outside and make up about 50 % of the population. Consequently, the future of humanity is linked to the development of women's empowerment. Gender inequality is a major issue for women, hindering economic growth and social progress. Gender equality helps reduce income inequality and increases economic flexibility, which strengthens economic resilience. One of the 17 Sustainable Development Goals that the United Nations has set for itself is gender equality, which is a major barrier to women's advancement in technology. India has a huge gender pay gap in IT in the workplace. Women had the lowest pay gap in 2015 in the IT industry in India. In 2016, the female pay gap was the largest, with men earning 14.8% more than women. Very few executive positions are filled by women. The challenges faced by women in the information technology industry are different and unique compared to similar industries. Among many other important factors, gender equality boosts economic growth and improves growth outcomes. Which means that understanding the causes of gender inequality and taking appropriate actions is essential for any economy.

The authors in this paper (McElhane, K., & Smith, G, 2017) attempt to eliminate the often superficial nature of the term "equal pay" by focusing on wage status through pay an equal focus, and proposals are made to standardize equal pay effort everywhere the exceptional section. This paper was developed using an extensive literature review, an analysis of differences in wage data, and an analysis of gender wage data. The first part of the paper deals specifically with gender pay equality at Gap, identifying a culture based on gender equality and the inclusion of gender equality with female characteristics of gender pay is

affected by imperfection. The authors' research focuses specifically on an area of high female participation and examines a company culture that enables women to rise through the ranks: one that identifies psychological barriers through role modelling, mentoring, and support for overcoming traditional risk aversion and reducing women's confidence. Gap also has a robust plan to analyze pay data annually and provide feedback to empower managers, examine the impact of a culture committed to gender equality and inclusion, and female attitudes towards collaboration, coalition and stakeholders built itself up in time. While one can speculate that the achieved equal pay is due to the sector, remember that the pay gap is greater in female-dominated areas and that lessons about increasing their effectiveness have a payoff that is equality and women who help move up the ranks, can be seen by others in the gap.

Understandably, equal pay and gender equality are never fully achieved, but both require sustained effort and constant monitoring. While Gap has proven itself to be a leader in this space, it still has further room to grow, as with companies across the spectrum. Gender inequality is a process and a journey so requiring intervention, not the final destination.

The gender wage gap in our society is due to the fact that both men and women basically believe that female employees should be paid less than otherwise equal male employees. Two distinct theoretical perspectives explain the "fair" wage gap: equal gender identification and wage expectancy theory. The mainstream approach states that women in particular compare their lower incomes with those of other low-wage women; The following approach shows that both men and women have an advantage. Two different theoretical approaches explain "fair" wage inequality: gender equity theory and wage expectancy theory. This approach emphasizes that low-wage women are compared to low-wage women relative to men; While the following approach addresses the fact that both men and women view sex as a state variable that otherwise fits low expectations of how much each man and woman should be reimbursed for the same job the solution of the problem. In this article, the authors (Auspurg, K., Hinz, T., & Sauer, C., 2017) first look at the theory that contrasts the two theories through an experimental factor survey design. In 2009, some 1,600 German residents appreciated more than 26,000 descriptions of fictional workers. The labor market

characteristics of each worker and the amount of information provided about them varied over time throughout the specification. The results essentially support the wage expectations hypothesis. Males and females accounted for the difference between the gender pay gap in fairness ratings (only female and male pay averaged .92). Fair compensation was based on respondents' professionally trained gender distinctions, and some evidence of specific gender evaluation criteria was evident.

Despite the fact that gender inequality is a prevalent issue in countries around the world, women often face discrimination and inequality in various areas of life, including education, healthcare and the labor market for many know and try to deal with including. There is an obstacle. The aim of this study is to examine the gender wage gap and its impact on gender equality and sustainability. The article identifies the causes of the wage gap, explores its consequences on women's empowerment and economic growth, offers recommendations to close the gap and build men and encourage women's equality as the main driver of development has been sustainable results. To address the gender pay gap, they found that several policies could be implemented, including greater transparency, greater flexibility, supportive training and mentoring, and preventing bias or discrimination.

The findings of this study indicate the need to put in place effective interventions to address these challenges, such as providing women power in the workplace.

The idea that women's efforts are not valued is what feminism is all about. In developing countries such as Brazil, Indonesia, South Africa and Turkey, this concept does not provide an appropriate analytical tool to assess gender differences in the labor market not to mention the contribution of women their homes are nothing. As a result, it can help reduce poverty. Women are also better off because they are now able to participate in family decision-making and ensure that the primary income is spent on needs such as healthcare, children's education, etc. This is so given the gender gap in employment in development of countries. Chapter will focus on the main reasons for the gender gap in employment. There is therefore a need to find better policies that specifically address the causes of gender inequality in the workforce that will transform the emerging labor market into an inclusive

system and promote equal opportunities for men and women.

Vocational education and training is important for women entrepreneurs who simultaneously juggle family expectations, personal lives and other jobs. In fact, entrepreneurship education in general may not be capable of developing an understanding of gender identity and its relationship to the creation and management of entrepreneurial organizations. To help address the gender gap, this article examines gender issues in training programs for women entrepreneurs, the researcher collected primary data from trainers through personal interviews 28 there, and secondary data from 43 training evaluation papers by Civil Service Training for trainers -Thailand participation events. The researcher identifies three issues related to gender differences and effectiveness in vocational training contexts. These include the (1) gender mainstreaming, (2) gender-sensitive training approaches, and (3) appropriate technology and innovation for working women. The second argument also highlights that the women entrepreneurs in this study address the need for professional development in order to foster participation in gender empowerment, technology and innovation other services. Opportunities for professional development may be limited by family and social commitments. Interacting with experienced female entrepreneurs and role models can enhance understanding of female entrepreneurship in three areas. This article describes a new way of integrating gender issues, training, and professionalism. It concludes with a commentary on the relative effectiveness of vocational training in reducing the gender gap for working women.

The gender pay gap is a constant worldwide. The uncorrected gender wage gap is an important indicator of gender equality and women's economic empowerment. Decisions made by analysts based on their accounts (i.e., age and labor supply), earnings counts (i.e. annual earnings and hourly wages), and calculation of specific amounts (i.e. if average or median) influence the size of the gender pay gap and the perceived seriousness of. Whatever statistics are used for the gender-unadjusted wage gap, it reflects gender differences in human capital, labor, and services, among other determinants, and discrimination based on gender. the explanation for earnings inequality that has been prevailing between men and women, attachments which are strong to the

labour market over its life course, and the reliability of the labour market as an income source is focused in this article.

The gender wage gap measures the difference in wages earned by female workers relative to male workers. Measuring the gender pay gap more accurately is an important exercise in assessing how far we are from the ideal of equal pay for work of equal value. It is also very important to identify different areas of pay of the differences and we have formulated appropriate measures to eliminate these differences.

We develop an enhanced approach to measure and decompose the gender pay gap. This method is based on the methodology of Data Envelopment Analysis (DEA), and Malmquist Index (MI). Using DEA and MI, we construct an index of adjusted differences in the gender wage gap, considering multiple characteristics and wages. Furthermore, we propose to classify the gender wage gap into four components: the equality of the gender wage gap; significant gender differences; productivity bias; and suffers from package bias. The method is used to compare 15,712 men and 17,175 women working as business managers and associates in the finance and insurance industry in 20 countries. The results show that there is a gender wage gap by country overall and the price of the difference, as well as, vary greatly from country to country. It requires different arrangements to deal with it.

In this article, we contribute to the development of an enhanced method for measuring and decomposing the gender wage gap. This approach allows for more bonuses such as salary to be included, adjusting for a wider range of factors such as education and experience. Ensuring that no unambiguous way to measure the gender wage gap (Kunze, 2008), is considered in this regard.

Research Gap:

From the existing research papers, it is found that not much study has been done on factors causing the gender pay gap such as occupational segregation, cultural differences, pay transparency, etc. Our study aims to analyze the gender pay gap in various industries, an analysis of the above-mentioned factors causing the gender pay gap, and at the same time take suggestions from the general public to eliminate this issue shortly.

III. RESEARCH METHODOLOGY

Research Objectives:

1. To investigate the factors that influence gender pay such as occupation, industry type, and other differentials within the industry.
2. To analyze gender pay gaps in various industries.
3. To give suggestions and recommendations for addressing and reducing such gender pay parity based on the findings.

Research Approach

This study examines the issue of the gender wage gap using a descriptive approach. The aim of this study is to collect primary data from respondents which acts as a structured questionnaire, which will provide information on gender pay equality experienced by women as well as men in various industries in today's modernity during this period. This questionnaire was developed to assess the causes of the gender pay gap and to ask participants for their suggestions on how the gender pay gap could be addressed. The questionnaire will be administered online and designed in such a way as to ensure confidentiality and anonymity of the respondents. This will be analyzed and accurately tested after the primary data have been collected.

This study also aims to use secondary data in the available literature through extensive research on the same topic by different researchers from various reputed journals and other reference sources to so. Review criteria include importance of the topic, method of study and date of publication. Data from this will contribute to a more comprehensive understanding of the gender wage gap, its causes, ways to eliminate it, and the gap in the literature.

Through a questionnaire and literature review, the findings of the primary and secondary data collection will provide a general overview and understanding of the gender wage gap. This collaborative approach will help build on existing knowledge and provide evidence-based interventions for bridging the gender pay gap.

Population:

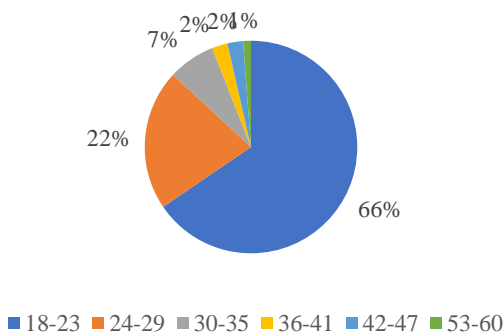
The respondents of the questionnaire are employees who work across various industries and have different job profiles. These respondents are from India. They are of different ages, ranging between 18 to 60 years of age, having different levels of experience. For this

purpose, a sample of 85 people is taken and data is collected from them in the form of a structured questionnaire having various questions including demographic details as well as their view on the gender pay gap. For this purpose, purposive sampling is conducted.

IV. DATA ANALYSIS AND DATA INTERPRETATION

The data is collected, analyzed and interpreted by combining the responses of the various respondents and their views on the gender pay gap. From this quantitative data collection method, it has been concluded that around 73.8% of the responses are from women compared to 23.8% to men, which showed a preference of getting the views of women, who face this disparity. The majority of the respondents of this survey was 66% who belonged to the age group of 18 to 23 years, following which, the next set of respondents represented 22% who belonged to the age group of 24 to 29 years, followed by 30-35 years (7%), 36-41 years (2%), 42-47 years (2%) 53-60 years (1%). From this, we can conclude that since a majority of responses are from women, women have a higher awareness or are more concerned regarding gender pay disparities.

Age in Percentage

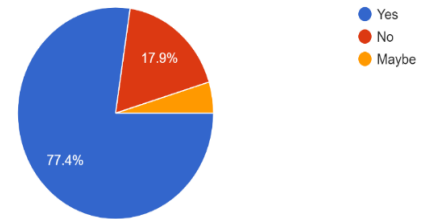


The respondents of this survey are from diverse working environments which include various industries such as Information Technology, healthcare, Academia, etc., who have a wide range of working experience ranging from less than a to 10 years of working experience which suggests that the gender pay gap exists regardless of the experience of tenure in the workplace. As per the results of this survey, it is seen that the gender pay gap is reported across various

industries and is not just specific to one particular industry which indicates that it is not an industry issue but a systematic issue widespread across various fields of employment.

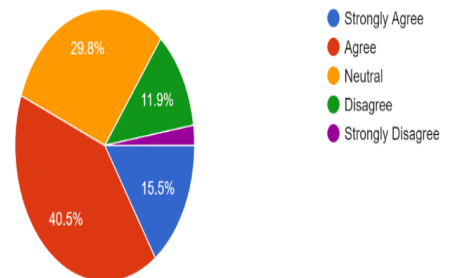
From the responses, it can be perceived that a majority of the respondents have an awareness of the prevalence of the gender pay gap as an issue which highlights their knowledge and concern about unfair or unequal compensation due to the gender of the employee.

Have you heard of gender pay gap?
84 responses



From the responses, it is found that some of the employees do face gender pay disparity in their workplace and have faced discrimination based on their gender. 15.5% of the respondents strongly agree that gender-based discrimination is something that they have faced, following which, 40.5% agree they have faced it, followed by 29.8% of the respondents are neutral, followed by 11.9% of respondents saying that they haven't experienced discrimination based on gender which shows that there has been some progress in overcoming the gender-based parity.

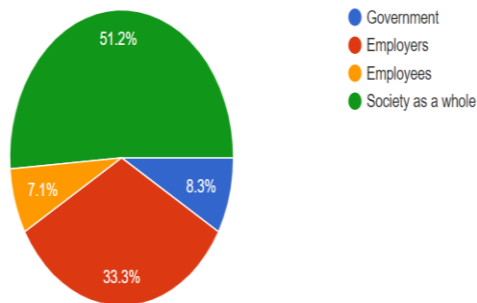
Discrimination based on gender is something you have experienced
84 responses



From the following, it is concluded that the respondents believe that the society as a whole is responsible for gender pay parity as well as the employers and that the companies are not doing enough to help ensure that there is absence of gender based disparity.

Who do you think bears the most responsibility for addressing gender pay gap?

84 responses



V. SUMMARY OF FINDINGS:

From the above data analysis, the following can be summarised:

- Promoting fairness and equity to both genders fosters an inclusive working environment and ensures that individuals are rewarded based on their merit and output and not gender.
- Enhancing the organizational performance can be achieved by tapping into the entire talent pool irrespective of gender which helps in utilizing the experience, skills, etc of the employees.
- It is the social responsibility of the organizations to embrace and ensure that there is gender equality in the working environment which shows the importance that the organization gives to diversity, equity, and inclusion and shows the commitment of the organization towards a social change that is nothing but positive.

VI. IMPLICATIONS OF THE STUDY:

From the study, it can be implied that the gender pay gap in workplaces is multifaceted and has significant implications such as:

- Organizational Policies and procedures that are required to evaluate their compensation structures and practices critically to identify and address disparities based on gender
- Talent Acquisition and Retention by addressing gender pay gaps which thus promotes equal

opportunity and helps in attracting and retaining top talent.

- Employee morale and engagement can be achieved by eliminating the gender pay gap, which thereby motivates and engages the employees further because they are valued and rewarded fairly.
- Not addressing the gender pay gap, organizations can face legal risks such as lawsuits, regulatory fines, damage, etc.

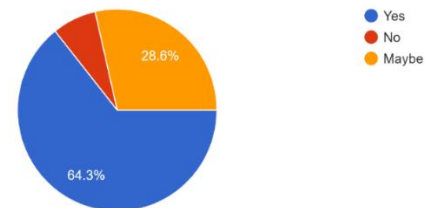
Thus, addressing the gender pay gap is significant.

VII. SUGGESTIONS AND RECOMMENDATIONS:

From the survey, 64.3% believe that the gender pay gap can be addressed in the future, while 28.6% are unsure due to how the issue has been addressed in the past.

Do you think gender pay gap can be eliminated in the future?

84 responses



However, seeing as more exposure is being given and society is changing its perceptions, it won't be wrong to believe that the gender pay gap can be resolved in the future. Some of the ways that this can be done is as follows:

- Conducting regular auditing of pay equity which helps the organizations to review their pay structure and address any disparities in pay and this helps in discovering and eliminating unconscious bias, discriminatory practices, etc.
- Transparency in pay is another policy that can be implemented which will help in outlining the criterion of compensation which will help alleviate bias and ensure that employees are aware of the determination of their compensation structure which thus promotes fairness and accountability
- Diversity, equity, and inclusion, a workplace culture that shows the values and morals of the organization and encourages open dialogue about gender issues, discrimination, stereotypes, etc.,

thereby providing the employees a medium to share their opinions and experiences.

- Promoting equal pay for equal work irrespective of gender and doing so can help prevent gender-based disparity.
- Fostering an environment that promotes women's leadership and advancement which includes implementing mentoring, training, and sponsorship programs that provide leadership opportunities and establish a path for career growth that is clear.

There are some other suggestions -

- Provide salary negotiations without any unconscious or intentional bias.
- Invest in equal opportunity programs.
- Advocate for policy changes at various levels that help address gender disparities.

By implementing these recommendations, organizations can thereby take steps to close the gender pay gap in ways that promote equal opportunities and provide a working environment that it is inclusive and diverse.

VIII. LIMITATIONS OF THE STUDY

Despite its contribution, the study has several limitations. The sample taken cannot be taken as the full representative of the entire population as it is huge. Secondly, since the majority of the respondents are women, the gender pay gap faced by men in certain industries might not be taken fully into consideration as the data for that is not completely available. Additionally, this study may overlook potential other variables that could influence the gender pay gap.

IX. CONCLUSION

To conclude, this study contributes valuable insights into the gender pay gap across various industries and by addressing the limitations of the study and using the findings, suggestions, and recommendations, further research can help in enhancing our understanding of the gender pay gap and come up various other solutions for addressing the issue to promote a more inclusive work environment that is based on rewarding as per merit and not gender, thereby eliminating gender pay gap.

X. ACKNOWLEDGEMENT

We would like to express our sincere gratitude to Jain (Deemed-to-be-University) Center for Management Studies for their invaluable support and guidance throughout the course of this research. Their guidance has been instrumental in shaping the entire process of this work. We would also like to thank our college for giving us mentors who helped us in this entire process, without whom, we would not have been successful. We would also like to express our appreciation to the International Journal of Innovative Research in Technology for their support in publication without which this research would not have been successful.

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