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A case study on gender differences at workpalace

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Abstract
Almost every company and government in the world has made promoting gender parity in the workplace a top priority. To this day, not even in the world's most progressive nations can we find full sex equality.

The purpose of this thesis is to debate whether or not institutionalized discrimination against women exists. We have made an effort to identify the roots of the gender gap that still exists in our society, which is widely recognized as a significant barrier to the development process in any nation. When designing a workplace that fosters productivity and success for people of both sexes, it's important to keep gender in mind. According to research by Jennifer Ber dahl in the journal Group Dynamics: Theory, Research, and Practice, "Women tend to prefer egalitarian standards in professional groups," whereas males prefer hierarchical arrangements.

We've made an effort to learn more about the disparities in attitudes about work and coworkers, the quality of the workplace, job satisfaction, pay, and other areas.

Within the framework of the research, we have highlighted some of the fundamental reasons of the gender gap against women, such as a lack of awareness of women in leadership roles, maternity breaks, lack of promotion chances, and so on. As a result, we've outlined some policy recommendations for addressing the country's gender gap.

Keywords: Gender discrimination, gender gap, human resource practices, workplace environment and job satisfaction

1. Introduction
There has been a lot of research on gender prejudice. Discrimination against women in the workplace and in the home is something we've seen often. How they impact society and national development is a pressing topic.

Work With Me: The 8 Blind Spots Between Men and Women in Business by John Gray and Barbara Anni's argues that inherent differences between the sexes cause a variety of problems in the workplace. Such prejudice often has unfavorable results for businesses. It fosters an atmosphere of mistrust and discontentment among workers. A person's response to gender discrimination in the workplace may greatly alter the extent to which the prejudice affects that person.

In this paper, we have looked at some of the root causes of the gender gap in terms of things like pay, promotion prospects, and the prevalence of stereotypes about women in leadership roles. Workplace attitudes have been proven to be significantly impacted by gender discrimination. It causes discontent, a lack of support from superiors and peers, unfavorable feelings and inaccurate assumptions.

The International Labor Organization (ILO) commissioned a survey of private sector employers in January 2015 to learn more about the criteria they use when making hiring decisions. Here is a chart detailing the factors that were taken into account.
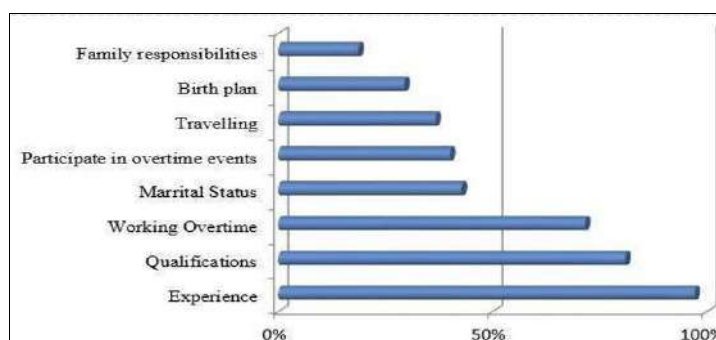

Fig 1: Factors considered by employers during job interviews

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Applicants' availability to work outside of typical working hours and their marital status and future intentions to have children were shown to be more influential than academic credentials and job experience.

2. Review Literature

What we mean by "gender inequality" is when people are treated differently or have different expectations of them because of their gender. It's a frequent and intricate phenomenon that may be seen in the ways that businesses are set up and operate. The unequal hiring, training, salary, and promotion of women are mostly attributable to gender biases in HR practices (i.e., policies, decision-making, and their implementation).

It's not wise to make broad assumptions about gender disparities in the workplace, but it's interesting to think about the conditions in which we may see these differences. We'll talk about these factors below-

1. **Workplace environment:** There is a correlation between a positive work environment and increased worker happiness, health, efficiency, and output. In a non-discriminatory setting, employees are more likely to feel safe opening up to one another and sharing ideas, which in turn increases morale and output. A Harvard University psychiatrist and expert on gender issues in the workplace, Dr. William Pollack, has remarked, "Women are conditioned by earlier experiences to not behave with as much confidence as males."

2. **Communication:** The ability of a leader to effectively convey ideas to his or her team is crucial to the achievement of organizational goals. Researchers have shown that women are naturally more empathic than men, which makes them excellent communicators.

3. **Gender Pay Gap:** the responsibilities of the employee's job conflict with, or are in addition to, the needs of their family. Because women are more negatively impacted by work-family conflict than males, it is a key source of the gender wage gap. It causes unfavorable results including an increase in stress, illness-related absences, and voluntary departure among staff. The gender wage gap in India was found to be 27% in a poll conducted in May of 2016.

4. **Human Resource Practices:** Human resource policies that help businesses retain working mothers—such as paid maternity leave, working from home, flexible work arrangements like flexible scheduling, telecommuting, etc.—can contribute to the advancement of women and the elimination of gender inequality.

5. **Glass Ceiling:** It refers to the unspoken barrier that exists in many workplaces that prevents qualified women and people of color from advancing in their respective companies.

6. **Sexual harassment:** There are a lot of cases of sexual harassment and underestimation of women in the workplace, but many victims never speak out for fear of losing their jobs or social standing.

Thus, we conclude that a variety of variables influence working culture and gender discrimination in the firm, and that creating a positive work environment would immediately increase productivity, safety, and higher morale among workers of both sexes.

3. Objective of study

1. To quantify discrimination based on gender in the workplace.
2. Investigate the factors that contribute to the gender pay gap.
3. Suggesting policy changes to lessen discrimination based on gender

4. Research methodology

Based on secondary sources, this study is descriptive in character. The information has been compiled from a wide range of online resources, such as articles, blogs, publications, journals, and the personal accounts of experts of both sexes in their fields. Following this conversation, we came to the conclusion that there are still many places where gender discrimination occurs, and that it must be eradicated if we want to foster a productive workplace and establish a space that guarantees the success of both sexes.

5. Changing trends in organization in conext of gender biasness

Although there was an era when discrimination based on a person's gender was commonplace in American culture and the workplace. However, the situation has shifted, necessitating a new perspective. Working moms are taken into account when making organizational changes and new positions and responsibilities are given to women. A few of the modifications are explained below:

▪ Women are gaining access to higher education and the workforce at record rates.

▪ Human resource policies are changed to benefit working women, such as providing paid maternity leave, flexible scheduling, and other similar policies.

▪ Third, more women have entered the workforce as a consequence of family-friendly policies including flexible scheduling, maternity leave, and help with child care costs.

▪ For example, if a female employee is getting married or her future husband or wife has a job offer in another city, she may be eligible for relocation.

▪ To ensure the safety and security of their female employees, especially those working night hours, several companies now provide them transportation to and from the workplace.

▪ As a result, we can observe that the way people see women is changing over time, and that empowered women, supported by progressive HR policies and procedures, are increasingly contributing to the success of businesses.

6. Discussions

Discrimination based on a person's gender is a deeply rooted and convoluted social problem in today's society. Women's reliance on males stems mostly from their being denied education, information, and the chance to develop and showcase their talents. They also suffer from low levels of confidence and low self-esteem. However, times have changed, and so have people's attitudes and treatment of them. They are now having the chance to prove their worth to society in other ways, such as via education, independence, and gainful employment, rather than only as a means to an end in the home.

Our research revealed that there are distinguishing factors in how men and women are handled in the workplace.

Organizational sexism is therefore a real issue. Because of the work-home conflict that often plagues working moms, women are often not granted the same level of control or status as males. This led to greater stress at work, interpersonal and intrapersonal conflict, lower output, a wider wage disparity between men and women, and more employee turnover.

But times change and so do attitudes inside businesses, which are now more eager to implement HR rules and procedures that help lessen discrimination based on gender. Human resources policies are drafted with the goals of lowering stress levels in the workplace, enhancing the company culture, and keeping working moms in their positions.

7. Conclusion

We may infer that gender discrimination in the workplace has existed for a very long time from the results of the preceding research. Even so, it's undeniable that significant progress has been made toward gender parity. When employers invest in making their workplaces more pleasant for their staff, they see benefits in terms of morale, productivity, communication, excitement, and even employee health.

Discrimination based on a person's gender may spark tensions in the workplace and alter the established culture of an organization. Human resources policies are often updated to improve workplace efficiency, foster a more positive culture, reduce instances of discrimination based on gender, and enhance companies' public profiles. Organizational elements such as leadership, structure, strategy, culture, and environment are altered to make them more welcoming to people of all genders.

Human resources policy nowadays often priorities accommodating workers in a variety of ways, such by allowing them to choose their own schedules, work from home, use technology, or work less hours. Paid parental leave, on-site child care, and other family-friendly policies are also available. These measures help working moms feel less pressure and remain with the company.

Therefore, closing the gender gap helps workers be happy in their jobs, achieve their professional goals, feel accomplished, and realize their full potential (self-actualization).

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