

A STUDY ON GENDER EQUALITY AT WORK PLACE IN RAMAUSSYS TECHNOLOGY PRIVATE LIMITED KOVILPATTI

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ABSTRACT:

Gender equality is a fundamental principle of human rights and a cornerstone of sustainable development. It is the concept of providing equal rights, opportunities, and treatment to all individuals regardless of gender. Achieving gender equality involves addressing the systemic discrimination and biases that have historically disadvantaged women and marginalized genders. This abstract explores the multifaceted dimensions of gender equality, including access to education, economic empowerment, political participation, healthcare, and representation in decision-making processes. Despite significant progress in recent decades, gender disparities persist globally, with women and girls disproportionately affected by poverty, violence, and discrimination. Efforts to advance gender equality require comprehensive policies, legislation, and social norms changes that challenge gender stereotypes and promote inclusivity and diversity. By fostering gender equality, societies can unlock the full potential of all individuals, contribute to economic growth, and build more equitable and just communities.

KEYWORDS: Gender equality, Workplace, Equality

INTRODUCTION:

Gender equality is a fundamental human right that promotes the equal participation and representation of all genders in all aspects of society. It encompasses the belief that individuals should not be discriminated against or treated differently because of their gender identity or expression. This includes challenging societal norms and stereotypes that perpetuate inequality and advocating for policies and practices that ensure equal opportunities and treatment for everyone, regardless of gender. Achieving gender equality not only benefits individuals but also contributes to the overall social, economic, and political development of communities and nations.

PROMOTING GENDER EQUALITY IN THE WORKPLACE:

Achieving equal pay for equal value:

- Ensuring commitment and leadership from the top adoption of policies and practices
- Social dialogue and collective bargaining helps to acquire information, develop partnership solutions to create inclusive employment systems and close gender wage gap

- Pay equity policy pay equity committee, sex-disaggregated pay data collection, job evaluation, recruitment and selection policies, and pay adjustments
- Evaluation of gender pay gap and gender neutral job assessment identification of skills, qualifications, effort, responsibility and working conditions of jobs and determination of wage gaps
- Pay transparency and reporting helps to assess gender discrimination and rectify pay gaps; negotiate fair remuneration.

Preventing and ending gender-based violence at work:

- Leadership and zero tolerance approach ensures serious treatment
- Workplace policy on violence and harassment definition, rights and responsibilities, complaints and investigative procedures, right to privacy.
- Inclusion of violence and harassment in the management of OSH assessment of policies, hazards and risks, enforcement mechanisms and the prevalence and nature of complaints
- Awareness-raising and training activities tailored to specific needs and relevant to workplace; tackle particular harmful practices and improve workplace culture
- Mitigating impact of domestic violence in the world of work measures to support the victims and incorporation of domestic violence into workplace risk assessments and policies
- Addressing unequal gender-based power relations.

SCOPE OF THE STUDY:

The scope of a study on gender equality can include examining various aspects, such as equal representation in decision-making, access to resources, and opportunities for both men and women. It can also explore the impact of gender equality on social, economic, and political systems. The goal is to understand the barriers, challenges, and benefits of achieving balanced participation and creating a more inclusive society. When studying gender equality, the scope can involve analyzing factors like equal opportunities in education, employment, and leadership positions. It can also explore the impact of gender stereotypes, societal norms, and policies on achieving gender equality. The study may examine the importance of promoting women's empowerment and the benefits of creating a more inclusive and diverse society. By considering a wide range of factors, we can gain a comprehensive understanding of gender equality and work towards creating positive change.

OBJECTIVES OF THE STUDY:

Primary objective:

The primary objective of the research is to examine the gender equality at workplace in Ramaussys Technologies Pvt Ltd.

Secondary Objective:

- To know a balanced participation of women and men in decision making
- To ensure the equal pay and benefits for comparable roles with similar responsibilities
- To access the equality of women to justice
- To ascertain gender mainstreaming in all policies and measures

REVIEW OF LITERATURE:

Paul Blyton & Jean Jenkins (2010) examine the fate of redundant workers and their community in the industrial region of South Wales, U.K., where redundancy has been a ‘normal rather than exceptional feature’ of life since the middle of the last century. It analyses the experiences of workers made redundant by the international clothing company Burberry, as it closed its manufacturing plant in the Rhondda Valleys and moved its production to China. The chapter begins by considering redundancy in the context of contemporary capitalism. It then briefly examines the particular experience of the South Wales valleys, followed by an evaluation of the impact of job loss on the lives of the individual employees, their families and their community

Kat Banyard (2011) argues passionately and articulately that feminism continues to be one of the most urgent and relevant social justice campaigns today. She looks at the facts. Forty years after the Equal Pay Act, women are paid on average 22.6% less per hour than men, and 30,000 of them are sacked every year simply for being pregnant. Women make up only 12% of FTSE 100 directors, and remain starkly in the minority in parliament and the legal profession. In the workplace, they continue to be victims of sexual harassment; at home, they are likely to be victims of violence.

CONSTRUCTION OF QUESTIONNAIRE:

The researcher constructed a questionnaire. Then it was circulated to respondents, to collect primary data from them.

SAMPLING DESIGN:

By adopting random sampling method, 50 respondents was selected from Ramaussys Technologies Pvt Ltd and the questionnaire was distributed to get the primary data from them.

DATA ANALYSIS AND INTERPRETATION:

Data analysis and interpretation are fundamental processes in any project or research endeavor aimed at extracting meaningful insights from raw data. Data analysis involves examining, cleaning, and organizing data to uncover patterns, trends, and relationships. It encompasses various techniques such as statistical analysis, machine learning algorithms, and visualization methods to explore, summarize, and derive actionable conclusions from data.

TABLE 1

ABLE SHOWING THE AGE OF THE RESPONDENTS

S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE
1	20-30 Years	24	48%
2	30-40Years	18	36%
3	40-50Years	6	12%
4	Above 50Years	2	4%
	Total	50	100%

INFERENCE:

From the above chart, it reveals that 48% of the respondent were 20-30 years, and the 36% of the respondent were 30-40 years, and the 12% of the respondent were 40-50 years, 4% of the respondent were above 50 years.

TABLE 2

GENDER COMPOSITION OF THE TOP LEADERSHIP TEAM

S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE
1	Mostly men	2	4%
2	Mostly women	4	8%
3	Balance with equal representation of men and women	36	72%

4	Not sure	8	16%
	Total	50	100%

INFERENCE:

The overwhelming majority of respondents (72%) perceive the gender composition of the top leadership team as balanced, with equal representation of men and women. A smaller percentage (16%) are unsure, while only a very small fraction indicated that the top leadership team is mostly men (4%) or mostly women (8%).

TABLE 3
EQUAL PAY REPRESENTATION

S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE
1	Neutral	16	32%
2	Agree	21	42%
3	Strongly agree	13	26%
	Total	50	100%

ASSOCIATION BETWEEN THE GENDER BALANCE IN DECISION MAKING AND THE EQUAL PAY REPRESENTATION

HO: There is no significant association between the gender balance in decision making and the equal pay representation.

H1: There is significant association between the gender balance in decision making and the equal pay representation.

THE GENDER BALANCE IN DECISION MAKING * TABLE SHOWING THE EQUAL PAY REPRESENTATION OF THE RESPONDENT Crosstabulation					
Count					
		THE EQUAL PAY REPRESENTATION CLASSIFICATION OF THE RESPONDENT			Total
		Neutral	Agree	Strongly agree	
TABLE SHOWING THE GENDER BALANCE IN DECISION MAKING CLASSIFICATION OF THE RESPONDENT	Neutral	4	8	1	13
	Important	8	6	5	19
	Very important	4	7	7	18
Total		16	21	13	50

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.691 ^a	4	0.223
Likelihood Ratio	6.094	4	0.192
Linear-by-Linear Association	2.213	1	0.137
N of Valid Cases	50		
a. 4 cells (44.4%) have expected count less than 5. The minimum expected count is 3.38.			

INTERPRETATION:

Based on the percentages you provided, it seems that opinions on equal pay are somewhat divided. Approximately 32% of respondents expressed a neutral stance, while 42% agreed with the idea of equal pay. A smaller percentage, 26%, strongly supported the concept of equal pay.

TABLE 4
PERFORMANCE EVALUATION

HO- There is no significant association between the gender and performance evaluation

H1- There is significant association between the gender and performance evaluation

SVARIABLE	GENDER	MEAN	SD	t value	p value
PERFORMANCE EVALUATION	Male	3.6957	0.70290	0.583	0.563
	Female	3.8148	0.73574		

$p > 0.05$ is no significant at the 0.05 level (2-tailed)

p value 0.05 there is no significant between gender and performance evaluation.

INFERENCE:

There is no significance different in the performance evaluation of recognition of employee based on the gender.

FINDINGS :

- The study reveals that 38% of the respondents said they were occasionally involved in the decision-making process within their team or department.
- The study reveals that 48% of the respondents said they were fairly balanced in the decision-making process within the organization.
- The study reveals that 38% of the respondents said they were occasionally involved in the decision-making process within their team or department.

- The study reveals that 32% of the respondents said they were offering mentorship and sponsorship programs to encourage more women to participate in decision-making.
- The study reveals that 38% of the respondents said it was important to think about gender balance in decision-making.
- The study reveals that 88 % of the respondent said that have personal experienced any challenge or biases related gender in decision making setting
- The study reveals that 48% of the respondents said they somewhat perceive the workplace to be regarding salary structure and benefits for different roles.
- The study reveals that 24% of the respondents said that disparities in pay and benefit between employees in comparable roles
- The study reveals that 36% of the respondents said neutral to ensure pay and benefit for comparable roles with similar responsibilities.
- The study reveals that 38% of the respondents said it was important to ensure equal pay and benefits for comparable roles with similar responsibilities.
- The study reveals that 88% of the respondents said yes, there is gender-based pay disparity within the organization.
- The study reveals that 52% of the respondents said they occasionally have pay equity reviewed and assessed within the organization.
- The study reveals that 36% of the respondents said that there is a there is a high representation of women in leadership positions.
- The study reveals that 26% of the respondents said that gender bias within the legal system is perceived as the main barrier preventing women from accessing justice equally.
- The study reveals that 42% of the respondents said that yes, with some difficulties, they were able to access the justice system easily.
- The study reveals that 72% of respondents said that, balanced with equal representation of men and women, the gender composition of the top leadership team.

SUGGESTIONS:

- In order to improve diversity Hiring Practices to be alter increase, this will in-turn improve the culture and diversity of the workplace
- A great way to promote gender equality is by granting leadership roles for deserving candidates, irrespective of their gender.

- The gender equality relieve the stress of working mothers and to make them achieve their career goals, paternal leaves should be provided for fathers, as it not only allows mothers to concentrate on their career, even fathers will get involved in the upbringing of the child.
- Companies should ensure they provide strict punishment for such offences.
- Employees should be appreciated based on their talent and performance, and not by the employer's personal favorites.
- The workplace have to Support women's leadership and participation in decision-making roles in politics, business, and community organizations.

CONCLUSION :

Achieving gender equality in the workplace is not only a moral imperative, but it is also essential for creating a more equitable and just society. The project “Gender Equality in the Workplace: aims to identify the key barriers and propose evidence-based recommendations for implementing inclusive policies and practices that support women in the workplace..Through a comprehensive analysis of the current state of gender equality in the workplace, the project has identified key barriers, including discrimination, unconscious bias, lack of access to leadership positions, and inadequate family-friendly policies. The project has also proposed a set of inclusive policies and practices that address these barriers and support the advancement of women in the workplace.

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