



Gender Discrimination & Work Life Balance of Women Employees

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Abstract

Females are nearly fifty per cent of the total population but the representation in public life is at lower level. Gender is the general term but gender discrimination is prejudice in action. It means taking specific action towards or against the person based on persons group. For example glass ceiling prevents women from reaching top management posts. Discrimination against women goes beyond glass ceiling. Working woman also confront gender role stereotypes, the tendency to associate women with certain non managerial job. India is the male dominant society and gender discrimination is customized habitually

Now a days in India there are more households were both adults work, more one parent households, more women in the workforce. Such trains leads many employers to bolster their work life balance which includes child care elder care fitness facilities and flexible work schedule benefits those help employees to balance their family and work life.

This paper is going to examine the presence of gender discrimination in work life balance at industry level.

Keywords:

Gender discrimination, Work Life Balance, Women Employees

Introduction:

Gender discrimination comes in many forms for today's working women. Gender discrimination engaged involves treating someone unfavorably due to the person's sex, whether or not they are applying for employment or are a current employee. Although women have made clear they need the flexibility to perform with the identical skill and success in every endeavor engaged in by men, the problem of gender discrimination still holds many back. Gender discrimination, although predominantly a problem for

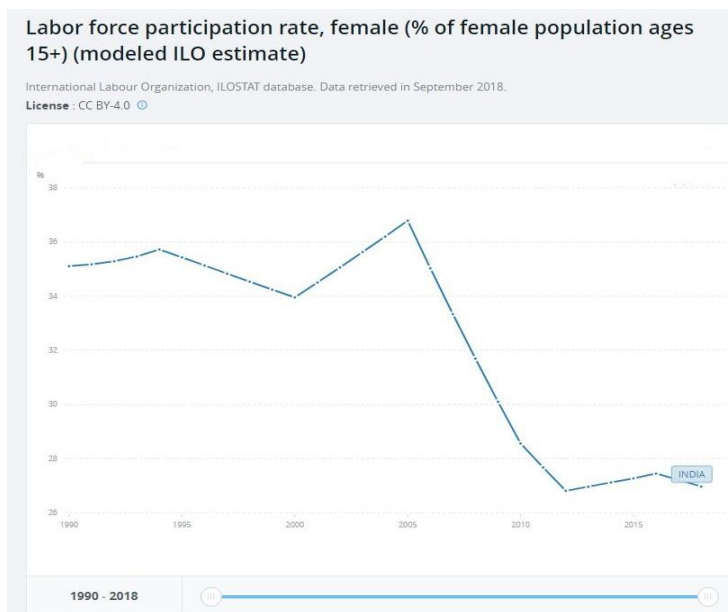
ladies, can sometimes be directed towards men moreover. In every country round the world, women (even full-time working women) spend longer on the average on household responsibilities than men.

Gender discrimination at workplace & work life balance: it is not uncommon to listen to from women who are crushed by too many responsibilities, sometimes preventing them from continuing to figure, not to mention from aspiring towards a prestigious career. Taking care of children or, an awfully common issue in our ageing societies, taking care of elderly members of the family, is nearly exclusively a woman's responsibility.

Women in India have struggled to determine an identity and make an area for themselves in their workplace. The largest worry of contemporary times is that ladies have longer saving devices but less time. Women are very stressed by life which seems to stay speeding au courant them. They work longer hours and take less holidays. Gender inequality is systemic; it's rooted within the unequal norms, structures, and processes of the workplace. Many of those systems are created by men for men. Despite the growing presence of girls within the workforce, the workplace still reflects the male standards of labor ethics, which are designed by men for themselves. Many social prejudices discriminate against women workers, and attitudes about women and their role in society get reflected in workplace dynamics. These pose major challenges for working women by creating gender unequal workplaces. Attitudes and policies associated with hiring employees, like fear of a woman employee getting married, and recruiters doubting a married woman's commitment to the task can reflect gender inequality within the workplace. Women, who are answerable for taking care of the young, the sick, and therefore the aged other than household chores, are appeared to be more desperate to leave at the stipulated time. Thus, it's assumed that they're less committed.

With more women entering the workforce, the 21st century organization must listen to the changing power equations, and therefore the response of men in coping with this transformation. The labor force participation rate of females in India is among the bottom within the world. And this comes as no surprise. Human resource officials said that both organizational and societal factors play a job within the fewer number of ladies joining the workforce. Work-life balance, isn't nearly women juggling a home and family-although that's certainly a crucial a part of it. That's also about adjusting working patterns in order that everyone, irrespective of age, race or gender, can find a rhythm that allows them more. Easily to mix work with their other responsibilities or aspirations. Life may be a balancing act, and it's safe to mention that in current fast paced society everyone seems to be constantly trying to find the correct work-life balance. It's imperative to search out verity meaning of work-life balance. Indian women belonging to all or any It is imperative to find the true meaning of Work-Life Balance. Indian women belonging to all classes have

entered into paid occupations due to rise in education.



According to a 2018 World Bank report, the labor force participation rate among females in India was 26.97 percent in 2018. The planet average stood at 48.47 percent in 2018. The rate for girls has been falling since 2005, when it had been at a high of 36.78 percent. The NSSO'S periodic labor force survey report for 2017-18 that was accessed by business standard said that the decline in lfpr for females (age group of 15 years and above) was between 2011-12 and 2017-18 compared to 2011-12, the lfpr for females fell by around 8 percentage points to 23.3 percent in 2017-18, whereas the lfpr for males dipped by 4 percentage points to 75.8 percent in 2017-18. The 2017-18 report of the nssso also said that the decline within the lfpr was way more in rural areas (from 67.7 percent to 58.7 percent) than in urban areas (from 49.3 percent to 47.6 percent).

What caused the decline?

A direct link to the turn down within the number of girls in rural areas is additionally associated with the quantity of women quitting of college, post teenage years. Human resource officials add that non-availability of basic facilities like clean toilets and long commute dissuade parents in remote locations from sending their daughters to high school once the women attain teenage years.

In many areas, daughters are sent to girls' only schools after attaining teenage years. These schools often have poor infrastructure and teaching facilities that impact their learning outcomes. A report by Parham (annual status of education report-rural) 2018 said that 13.5 percent women within the cohort of 15-16 years don't seem to be enrolled at school. In states like Gujarat and Madhya Pradesh, it's higher at 24.9 percent and 26.8 percent respectively.

The current representation of women and men in corporate India reveals a disconnect between current strategies and women's inclusion.



Here are some samples of potentially unlawful sex/gender discrimination that women, may face:

- hiring/firing/promotions: women apply for employment that she has experience and excellent qualifications, but she isn't hired because a number of the company's long-time clients are easier handling men; she has been told that she has laid off thanks to company cutbacks and reorganization, while men within the same job and with less seniority than her keep their jobs; she has worked for her company for several years, receiving exemplary reviews and an employee-of-the-year award, yet each of the five times she has applied for promotions, the positions she applied for are instead filled by less qualified men.
- Pay: she worked her high from the position of cook's helper to chef. A male chef with similar training and work experience was recently hired, and she or he determine that he are going to be paid quite her; she may be a top salesperson for her company, but are moved to a less desirable territory while a person with much lower sales is given her territory and client base, enabling him to form far more in commissions than her will bring several years.
- Job classification: she worked at a corporation for four years and put in many hours of overtime. When she returned after having a baby, she has been told by her employer that she is going to not be ready to put in as many hours of overtime. Her position is then changed to a lower level and she or he gets less pay, while male coworkers in similar positions are allowed to chop back their overtime hours for private reasons with none changes to their positions or pay.
- benefits: her company's insurance policy doesn't cover her spouse, because it's assumed that he will have his own benefits, while her male coworkers have their wives covered by the policy. Because her husband is between jobs, she has got to pay increased health benefits on his behalf thathercoworkers don't buy theirwives.

Today'sscenario:

The catalyst, which may be a global non-profit firm performing on women's inclusion within the workplace, said that Indian women face a posh set of socio-cultural challenges.

Reliable infrastructure outside of labor, including daycare or transportation options, as per a reportbycatalyst.



Apart from issues around maternity benefits, the pay gap is additionally a transparent factor that exists. The monster salary index released in the week said that Indian women earn 19 percent but men. Here, the median gross hourly salary for men in India in 2018 stood at rs 242.49, while for ladies it stood at around rs 196.3. Albeit sectors like it/ites employ a better number of girls, there's a 26 percent pay gap between men and ladies. Apart from the societal factors live, some subconscious biases at the workplaces also had a task to play when it came to women's participation within the workplace. The questions asked to a lady are different than what's asked to a person even in job interviews. A person are going to be judged supported his professional qualifications while there'll be conversations round the likelihood of marriage and pregnancy during a prospective female candidate," he added. Flexi-working is additionally a facility offered by companies on paper. But when it involves implementation, it's not uniform. Rajesh said that flexibility is at the core of the labor force participation rate of girls within the country which this could be taken seriously. Sectors-based biases also exist. As an example, manufacturing firms traditionally employ men in large numbers. Hr consultants accepted that albeit a lady is eligible, these companies wouldn't hire them.

Maternity act and related issues

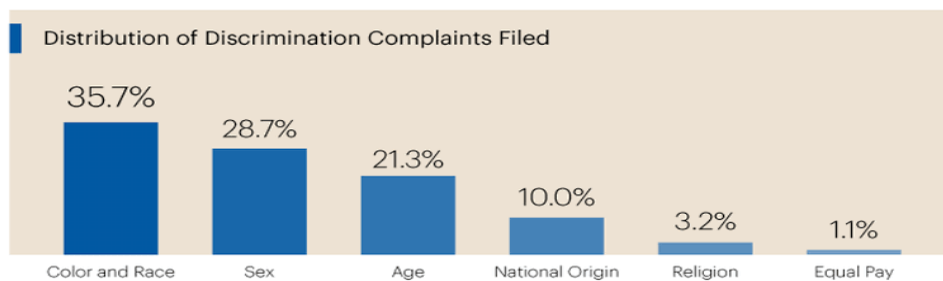
earlier, the law allowed three months or 12 weeks of maternity leave which has now been extended to 26 weeks as per the maternity benefit (amendment) bill, 2016. This new law will apply to all or any establishments having 10 or more employees and can be applicable just for the primary two children. For smaller companies, the important challenge consistent with hr consultants is keeping the amount of girls constant.

The catalyst report said that almost half surveyed companies (48 percent) reported not offering any family care options like on-site/near-site child care, emergency child care, referral and support services for child and elder care. Therefore the work life balance of girls employees become harder .such a scarcity of organizational support for post-leave care giving responsibilities raises questions on the extent to which India inc is fully supporting women's ability to successfully integrate work-life needs. According to a 2017 international bank for reconstruction and development report, but a 3rd (27 percent) of girls who are 15 years or older are working or actively trying to find employment. Three of each five prime working age Indian women (26-45 years) aren't economically active, meaning that these individuals are

neither performing on a farm or in businesses nor are they earning any wage. Only few countries like Afghanistan, Pakistan and Saudi Arabia rank less than India, which is an outlier with far lower female lfprs compared to most countries at an equivalent level of income. A dolomite report on empowering women released on March 7 said that empowering girls and ladies through targeted education and rescaling interventions, combined with reframing societal constraints, can potentially accelerate their learning and enhance their skill sets. This may end in women emerging as an equitable stakeholder within the workforce, households, and communities.

#complaints of gender discrimination:

Historical Employment Discrimination Complaint Reporting From 1997 to 2018



Cases of Gender Discrimination at workplace:

1. Apparel Export Promotion Council v. A.K Chopra
2. Vishaka et al. v. State Of Rajasthan et al.
3. Smt. Kiran Lata...Petitioner v. State Of Haryana
4. V. Barani v. Commissioner Of Labour
5. Dr. Minu Kashyap v. Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidyapeeth
6. Punita K. Sodhi (Dr.)... v. Union Of India
7. Shardaben Murlibhai Gurjar v. State Of Gujarat
8. Dr. Kirti N. Borkar v. Pio, Esic, New Delhi

Solutions to Gender Discrimination and Work Life Balance:

1. Assign job responsibilities supported competence, not gender: there's an inclination for organisations to stereotype activities, tasks or jobs by assigning them to women and men supported distinctly feminine or masculine characteristics, and not on their professional competencies and private capabilities. Be constantly mindful of such biases while allocating tasks.
2. Pay equal wages and benefits: Women professionals are often discriminated against through lower wages/salaries, also as limited opportunities and promotion to managerial and senior roles. this can be discrimination, and de-motivating for girls employees.
3. Founded clear criteria for hiring : During the recruiting process, use clear criteria to pick out candidates supported the task requirements and role. Research has demonstrated more formal and

structured criteria that emphasise gender diversity lead to gender-sensitive work environments. Examine these criteria you employ to choose hiring choices. Are they excluding any particular group?

4. Raise awareness among employees about how stereotypes work: Training programmes and participatory workshops that help employees examine their own biases go an extended way in creating a gender-sensitive workforce. Being constantly mindful of our prejudices influences how we interact and cater to one another within the workplace. this is often especially important for leaders and people in senior management roles.

5. Be accountable: Organisations and leaders have to be answerable for the alternatives they create and also the HR policies they formulate. Make compliance with laws such the Prevention of molestation Act, 2013 non-negotiable across the organisation. Gender sensitive leaders have to constantly remind themselves of the standards (both legal and ethical) that we must follow so as to form a gender equal workforce.

6. Flexible working: that's worker's control over when and where they work, has increased substantially over the years across most industrialised countries. Furthermore there's increasing demand for more flexibility within the workplace especially from the younger generation. Previous studies have shown that flexible working allows mothers to keep up their working hours after childbirth. This ability may increase women's satisfaction with work-life balance by allowing women to take care of both. during this sense, flexible working are often a great tool to further enhance gender equality in our societies.

However, because of our society's pre-existing views on gender roles and therefore the gender normative views we've towards men and women's roles and responsibilities, flexible working can potentially traditionalize gender roles within the labour market and therefore the household

Steps taken by corporate:

Tata Motors has founded skill development centres across all plant locations, where it targets 50 percent to be women primarily from rural/small towns/economically-deprived areas. The pilot batch that the corporate started last year had 70 percent women. Similarly, the automotive firm encompasses a state-approved apprenticeship programme under the Swarn Jayanti Rozgar Yojana and saw 200 women being hired. The duration was three years, during which the ladies received industrial training and appeared for an Industrial Training Institute (ITI) examination at the lean of every year. Upon completion of their term, the ladies received state approved ITI certification and an on-job training certificate by Yamaha.

Conclusion:

It is important to recollect that an office may be a space where people from different backgrounds move to figure. An organisational culture that promotes gender equality creates an enabling environment that creates employees productive, generating efficiency and more business for the organisation. Women manage to require on different roles in our society, but the important difficulty for a girl is in reconciling family life (with all the various aspirations a girl may justifiably have) along with her aspirations in terms of labor and career, which

are even as justifiable. Organizations should confirm that positive/conducive work environment is established. Negative interpersonal conflicts/issues need to be addressed immediately or these issues may create severe problems and might damage the image of a corporation. Hence, workshops/seminars are to be organized to widen the thinking horizon of employees so a affable and professional relationship is maintained. Some extra care and facilities are to be provided for ladies workforce. Any misbehavior, unacceptable behaviour/gesture within or outside of the organization towards women employees, have to be resolved strictly. (Such as gender discrimination of any type) Organizations should provide protective measures to women workforce. Male workforce is to be sensitized about the problems associated with women (Gender Discrimination) and treat them with respect and dignity.

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