

# Should The Gender Ratio in A Workplace Be Equal

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## Abstract:

The Industrial Revolution is considerably one of the most prominent events to have transpired and one such event that popularised the term gender ratio in the workplace. The term as self-explanatory as it is, has been a major motive in policy making. These policies are to attain equal gender ratio in the workplace, because as per the majority, equal gender ratio would mean that equal opportunities are provided to both genders. This paper plans to delve into the understanding of the term gender ratio in the workplace and the possibilities of using it as a valid source of evidence in policy making any possibilities of attaining equal gender ratio; is it necessary for the gender ratio to be equal in a workplace. Moreover, related terms will be broken down and analysed as much as possible, regardless of its clarity. Additionally, this paper intends to validate popular arguments, articles and some words of the wise. Then, suggest alternate arguments to support or reject a stance. To conclude, an answer to the question “Should the gender ratio in a workplace be equal?” will be presented as per the research.

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## Introduction:

During Industrial revolution, households with no or disabled men, in other terms, households where the responsibility of being the breadwinner lied on women, is known to be a major reason in the upraise of working women. Especially after events such as French revolution and the America revolution, the majority of the households had injured soldiers or soldiers who succumbed to their injuries hence, the rise in working class women was at its prime during this period. Additionally other factors such as: The lack of labour forces; recognition of women's rights by a vast majority; Development in the employment sector. These set of events popularised the term gender ratio. And to avoid biasment in providing opportunities to women the term was upheld, as a final act of redemption for the cruelty faced by women. Currently, gender ratio in the workplace is the most prominent source of evidence to debunk theories stating that equality is attained in the workplace, as the current gender ratio in the workplace is more shifted towards the male gender. Moreover, gender ratio in the workplace is more based under the concept of morality and justice for women. Key discussion of famous speakers is an important source to argue otherwise or to validate the bases to an extent of does attaining equal gender ratio in workplace contribute to equality in opportunity in justice for the economy as a whole.

## Research question:

- Is gender ratio in the workplace a valid source of info to denote opportunities provided to both genders?
- What constitutes to equal opportunity to both genders?
- Are there any alternate methods of measurement of gender equality in workplace?
- Should the gender ratio in workplace be equal in order to attain gender equality?

## Research problem:

The excluded factors of measurement from gender ratio in the workplace, in order to conclude the attainment of its motive in related policies form a flow in the conclusion. And hence propagandas are open to criticism. Favours one gender over another in policy making.

## Hypothesis:

The main reason for using gender ratio in the workplace to obtain gender equality is because of the lack of alternatives.

## Objectives:

To present a valid conclusion to whether gender ratio in workplace a valid consideration to measure gender equality in workplace. And does equal gender ratio profit the economy as whole and give justice to all the parties in relation to having equal gender ratio in the workplace.

## Methodology:

The employment of the Indian national sample survey for 2011-12(round 60) is the prime source for data in our research. The analysis sample consisted of 136465 women and 131542 men, who did not receive formal education. The source of data collection was through surveys. Other factors taken into account includes; wage labour; casual labour; unpaid labour; self-employment.

## Result:

Male participation in the workplace averages 96% whilst female participation in the work place averages at 27%. Moreover, female participation in the workplace was lower in urban areas.

Is gender ratio in a workplace a valid source of info to denote opportunities provided to both genders?

The prior methodology shows an example to how gender ratio has been calculated. Although, the example shows a steep priority towards men in the workplace. The research doesn't provide a value-added question of whether the jobs provided bases upon their gender. At the same time as the majority is to the height of a mountain, the chance of negotiation for a job under the bases of a gender, is more likely. Moreover, the biological difference between men and women also come into play. In a hypothetical scenario, if the samples are from the same territory and the territory is vastly filled with masons and builders, it is more likely for men to work there. The average man is stronger physically than the average women and women are better at taking care. Hence even though equal opportunities are provided to both gender one would prevail over another as per the job.

Nonetheless working-class women to men should not have such a high difference as in a certain job men would prevail and the other women would prevail. A valid answer to that would be that there are more jobs related to physical strength than jobs in the care taking sector or the fact that the right of women are not recognised in some parts of the world and women are not permitted to work. A common answer would be the pregnancy and menstrual period that women face. During the period of pregnancy there is a need for excess care to avoid miscarriage. As safety is the priority women tend to stay back at home, whilst the man goes to work. In a case where maternity leave is not provided, the lady can only quit her job.

Here enters the idea of maternity leave to provide maternity leave, either the organization must consist of enough labour force or must be successful enough to manage its loss in a period of 6 to 8 months. Hence, hesitations towards hiring pregnant or newly married women comes to play. Another factor should be analysed when taking a survey.

In the field of hygiene or physical strength women again are at disadvantage with respect to their menstrual cycle. Hesitation in the hygiene sector for menstrual blood and period cramps cannot help them get further into physical work. Moreover, other symptoms such as mood-swings and headaches during menstrual cycle do not do any good either. In any form of selection process

(interview questionnaire) women will be disadvantaged, with no respect towards the opportunities. Thus, to attain equal opportunities, gender ratio in the workplace as standalone evidence will not suffer no matter the details taken into consideration during the research.

### What constitutes to equal opportunities for both genders in workplace?

In layperson terms, unbiased and gender-neutral access to major-projects work, promotion and other work based in incentives and advancement, during selection process or labour. Although, the prior definition is only acceptable or given priority to when the subjects to selection process or labour, are equals. Unfortunately, with respect to the prior discussions, the biological difference is a big leap to cross. At the same time other factors arising from those biological difference causes disruption in the exact mindset of the lady, during the selection process or labour. Equal opportunity is based upon a stance that the person will -make best use of the opportunity, he or she has been awarded. In this case, women, whilst isolated from their best self, cannot perform their obligations and the assumption that has been set out. With a flawed base equal opportunity for both genders in workplace is a vague concept and hence, open to criticism and misrepresentation.

### Are there any alternatives to measure equal opportunity, other than gender ratio in the workplace?

A first choice, would include surveys of similar interviews, with similar experience, education qualification, speaking and answering skill set, and similar dressing sense. In other terms, very similar people to an extent that it can be proven beyond suspicion that the only reason for alternate results is the interviewer's gender. The subjects must be for an interview in a more gender-neutral field. In detailed a work field, where the biological differences play a more minimal role, than other fields. Moreover, the interview and possible field must be such that the field can afford maternal leave with minimal changes and flexible to present the best self.

Nevertheless, the subjects will include of very few candidates that fit the description. A valid conclusion of whether opportunities to a workplace or gender - neutral or not, cannot be formed, as the conclusion cannot represent the entire population. Moreover, with similar people also comes

in other form of discrimination, such as skin tone. A statement made under similar behavioural patterns would again be open to criticism under the factor of other discriminating methods.

To the alternative, gender ratio in the workplace would directly not influence the conclusion for the question of the equal opportunities, it can however, be used as a consideration. In cases of major difference in the gender ratio in workplace, vague assumption that the rights of women are still not recognised in some parts of the world, can be consider. Other researches negate such assumption can be overthrown. Hence, other researches although does not have the direct influence can help negate the other factors that arise from the conclusion of one of the researchers.

Should the gender ratio in work place be equal in order to attain gender equality?

"The worst form of inequality is to make unequal things equal"

Firstly, as per Aristotle quote and a fact that no two people are equal, any measure in managing in gender ratio would be a near equivalent of inequality. And to attain the purest form of gender equality would in all means, be unobtainable. Gender equality moves both ways, which is often neglected during policy making. During policy making, priority to watch increasing the number of business women, women doctor, women engineers and others is concerning, under the facts that the number of drainage cleaners, sweepers, and others are majorly men.

Polices can focuses on increasing the number of women candidates in law paying jobs in order to increase the ratio of women in the work place. Moreover, the substantively low eligibility would mean that illiterate women with minimum capability on attaining a formal education will be able to support their family as much as possible. Moreover, gender ratio in the workplace, not including the wages received, is a major distraction in policy making. especially the majority of low paying jobs are of men, allotting high paying jobs that requires a lot more eligibility seems to be the absurdity.

To the other side of the coin, low-paying jobs, although has less eligibility, would need a lot more manpower. So, many circumstance include a loss for the employer and especially as the employer cannot afford stability during the absence of the employee during maternity leave or menstrual cramps. Now, there is a need for more than just jobs, rather training for these jobs have the become



a necessity. Hence policy-making must also include coaching classes and training programmes for employees and lessons related to financial management.

### Conclusion:

Using gender ratio in workplace as the primary data to conclude a validity of a policy, with the motive of attaining gender equality is flawed whilst other related studies can be used to negate some assumption. Additionally, policy-making should be rectified and lessons must be provided to both employee and employer, which can be fulfilled with a help of volunteers and non-governmental organisation. the purest form of gender equality can never be obtained, hence any measure in equalising the gender ratio will lead to more in equality in the other gender. A more viable option would be to increase the participation of women in the care taking sector, and increase the participation of men in the more physical works, to enhance efficacy. In other terms, embracing the properties of both genders and prioritising it, to attain maximum efficiency. To conclude, although gender equality cannot be obtained, allotting the majority of a gender to certain workforces can be used as alternative, with the help of using gender ratio in the workplace and related surveys, for a specific field of work.

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