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**SOCIAL RELEVANCE PROJECT**  
**ON**  
**GENDER DISCRIMINATION IN THE WORKPLACE**

**BY**  
**BAHETI RUTIKA SHYAMSUNDER**  
**MMS 2018 – 20 (FINANCE SPECIALISATION)**  
**ROLL NO: 57**

**PROJECT FACULTY GUIDE**  
**PROF. BIJOY BHATTACHARYYA**

## PROJECT COMPLETION CERTIFICATE

This is to certify that this project titled: **Gender Discrimination in the Workplace** is successfully done by Mr. / Ms. **Rutika Baheti** during the fourth semester in partial fulfillment of the Master's Degree in Management Studies recognized by the University of Mumbai through **S.P. Mandali's Prin. L. N. Welingkar Institute of Management Development & Research, Matunga, Mumbai.**

This project in general is done under my guidance.

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Signature of Faculty Guide

Name: **Prof. Bijoy Bhattacharyya**

Date: \_\_\_\_\_

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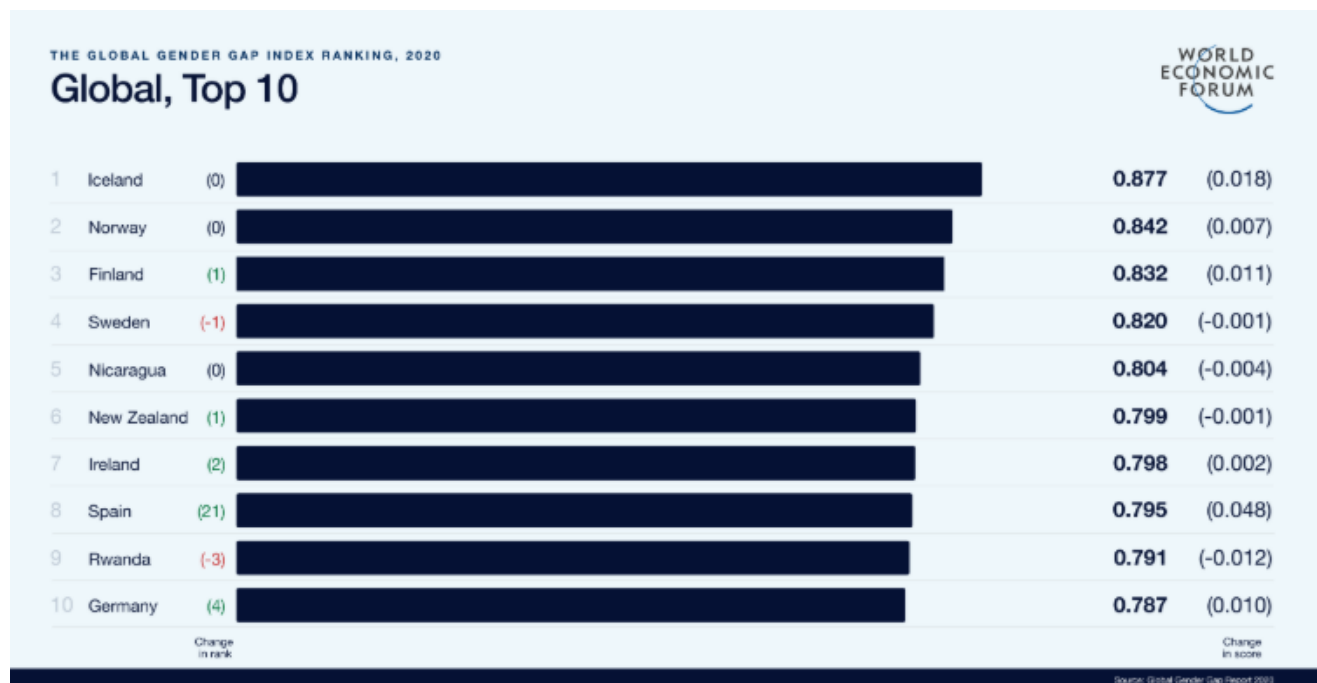
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## 1) INTRODUCTION

Perfect equality is hard to find in human society. In all communities and at all times there are different types of discrimination, such as social, political, cultural, religious, skin color, age, etc. Indian society is no exception in this respect.

Gender discrimination in the workplace occurs in different fields that include discrepancies in compensation, benefits, promotion, involvement, decision-making, etc. Many of the workers are impacted by gender based discrimination problems & concerns. Gender inequality awareness is now widespread in government, non-governmental organizations and in India's politics.



**Source:** Global Gender Gap Report 2020 [1]

In terms of gender gap, India has slipped four places to rank 112 globally, despite widening gap in terms of women's health, economic and survival participation. Whereas Iceland remains the most gender-neutral country in the world, India ranked below countries like China (106th),

Nepal (101st), Bangladesh (50th), and Sri Lanka (102nd) from its 108th position last year on the World Economic Forum (WEF) Gender Gap Survey.

The WEF report said that one of the key obstacles to bridging this gap is the under-representation of women in emerging positions such as cloud computing, data, engineering and Artificial Intelligence.

The WEF released its first study on gender gap in 2006, when India ranked higher in 98th place. India's score has since declined on three of four metrics used for the overall ranking. Though India has improved to 18th rank on political empowerment, it has fallen to 149th over economic participation and opportunity, 150th over health and survival and to 112<sup>th</sup> for educational achievement.

The WEF said women's economic opportunities in India (35.4 percent) are extremely small. This also listed India as being just 13.8 percent among countries with very low female representation on company boards.

In the past few decades a lot of discussions have been going on about women and their evolution. Consequently, various national and international organizations are attempting to foster women's empowerment & full involvement in the development process and to eliminate all types of discrimination against women. Feminism has risen gradually in popularity and gained scholarly reputation.

This report discusses issues faced by employees. Also this report shows how women are discriminated against on the grounds of lack of gender sensitivity & sexuality and how it also affects their performance. An organization must recognize the importance of women and should pursue fair representation in all of the organization's roles when it comes to salary distribution, leadership, influence, etc.

It has been seen in many of the organization where women are encouraged in terms of recruiting, selection, salaries due to gender sensitivity. But still, it's been seen that gender often affects the distribution of leadership & power. It should be understood that in every region, both men and women have their importance. Not only does this prejudice affect the productivity of the employee, but also mental health, quality of work life, relationships at home and at work.

### **1.1) OBJECTIVE OF STUDY**

For a stress free working surrounding the employees should not face inequality for growth in career. No discrimination results in overall job satisfaction, leading to higher productivity and higher retention rate. The objective of this report is:

- 1) To identify the factors those are responsible for gender inequality in the workplace.
- 2) To study the impact of gender discrimination on females.
- 3) To suggest different measures for reducing gender inequality.

### **1.2) RESEARCH METHODOLOGY**

This report is based on secondary data collected on Gender discrimination. The data has been collected through various annual reviews, journals, newspapers, several reports were studied and websites for facts.

## **2) LITERATURE REVIEW**

“A Study of Gender Inequality in India” by Priti Jha and Niti Nagar, 2015 [2]. This research paper looks at the gender gap that exists in every country, social class, and prevents Indian economic growth from improving Indian people's lives. The reality of gender inequality in India is very complex and diversified as it occurs in all areas such as education, work opportunities, employment, health, cultural issues, social issues, economic issues, etc. The author has made an attempt to find out certain factors in India that are responsible for this problem. Accordingly, this paper highlights the multidimensional sense of gender inequality in India. The researchers have tried to propose some important approaches and policy implications for raising this gender imbalance and supporting Indian women's dignified role.

“Gender inequality & workplace harassment of women in India”, Sarwade Walmik Kachru, 2019 [3]. The goal of this paper is to learn about sexual harassment of women in India and to find out the significant reasons for harassment of women in workplaces. To break down the adequacy of the 2013 Workplace Sexual Harassment of Women (Prevention, Prohibition and Redressal) Act to regulate sexual harassment in India's workplace environment.

“Study of Gender Discrimination at workplace”, by Dr. Shine David, Divya Dhupiya, Monica Raghuwanshi and Ritu Swami, 2015 [4]. This research paper illustrates gender inequality that today, being a male or a female, there is no gender specificity. In this paper, the author has highlighted Gen X as the demographic factor is gender, male or female.

“Laws protecting women from gender discrimination in India - a critical analysis”, Sree Krishna Bharadwaj H, 2015 [5]. This paper explores India's constitution, which not only addresses inequality but also provides women with a special status and offers various enabling provisions for taking up the oppressed women in society through various opportunities. This paper analyzes Indian gender equality laws.



“Gender-Based Discrimination faced by females at Workplace: A Perceptual study of working females”, by Mansi Tiwari, Dr. Garima Mathur, Dr. Suvijna Awasthi, 2018 [6]. The goal of this study is to research the various factors that lead to the discriminatory problems faced by women. This research examined the fundamental factors that lead more to patriarchal issues faced by working women in supporting, allocating jobs, etc. This research involves Gwalior city's working females. The findings reveal that gender-based assumptions & biases, gender identity, workload engagement & job & family still exist in the workforce for women and major contributing factors.

### 3) METHODOLOGY

#### 3.1) GENDER INEQUALITY

Gender discrimination is treatment that is unequal, based on the gender of an individual. Unfair treatment may include endorsing, raising wages, or even insulting women. Although most gender discrimination is directed against women, it is possible to discriminate against anyone because of gender.

Gender Inequality means gender disparity in different social, economic & political, educational, and legal aspects. This problem is simply referred to as gender bias, which means either gender stratification or a male or female discrepancy.

**Types of Gender Inequality:** There are seven forms of gender inequalities in India according to Prof. Amartya Sen. They are:

**1) Mortality Inequality** - In this, disparity between women and men specifically affects issues of life and death, which takes the harsh form of exceptionally high mortality rates for women and a consequent preponderance of men in the overall population, as compared to the preponderance of women found in communities with little or no gender bias in health care and nutrition.

**2) Employment Inequality** - Women also face greater handicaps in terms of employment as well as advancement at work than men. This is clearly illustrated by the fact that men prefer greater opportunities for work and wages than their female counterparts.

**3) Natality Inequality** - In this form of discrimination boys are given preference over females. In many male dominated cultures it is adamant and these manifest in the form of parents who want their newborn to be a boy. Gender selective abortions have become popular in India with the availability of modern techniques to determine the gender of the foetus.

**4) Ownership Inequality** - Property ownership in many cultures can also be very unequal. Since ages the traditional property rights in most parts of India have benefited men. The absence of

property claims can not only minimize women's voices but also make it more difficult for women to enter and succeed in cultural, economic and even other social activities.

**5) Household inequality** -There are often enough, underlying differences in family or household gender relations, which can take several different forms. Also in cases where there are no obvious signs of anti-female prejudice in, say, survival or child preference or employment, or even in promoting higher management roles, family arrangements may be very unequal in terms of sharing the burden of housework and child care.

**6) Special Opportunity Inequality** - However if there is no disparity in basic services like childcare, there could be far less opportunities for higher education for young women than for young men. Even in India gender inequality can be found in higher education and professional training.

### **3.2) HISTORY OF GENDER INEQUALITY**

In ancient India, an Indian woman was in a high admiration and was called in the Vedas and Upanishads by the word Devi (goddess) or maata (mother). According to Manu Smriti, woman was considered a precious being, and girls were cared for with respect in the early Vedic period. Then the practice of polygamy weakened the status of the woman, and the traditions of the purdah system, dowry system, and sati system came into being in the medieval era. Through the passing of time the woman's status has been reduced. In the evolution of science and technology, a significant number of people practice female feticide. This has also contributed to a decrease in the proportion of women. Instead the dowry became common, and in a few places it was the beginning time of female infanticide activities.

#### **Gender Discrimination in Ancient India:**

No world society ever had complete equality between men and women. Across all cultures, racism on the basis of position and status has always existed in some form or the other. India is no exception to this. The subject of male-female representation in India's history varied at various times.

##### **1. Vedic Period**

The women enjoyed a very respectable position within the Indian society in the ancient Vedic era. They were free, and treated with men on equal terms. They had the same rights to education, marriage, income and heritage. They were free to get themselves educated. They should have openly participated in the men's debate. At an adult age they will get married, and with their consent. The custom of remarriage of widows was also prevalent.

##### **2. Smruthi Period**

Smruthi era followed after the Vedic era and women lost their fair status which they are now fighting for. For women, this epic era may be called 'dark time'. Their position was merely that of a servant to man. They had removed their right to Upanayana and to education. Women were confined to the house and were not allowed to go to public places freely. Child marriage tradition followed. The women had been born to serve their husbands. If a girl child becomes a widow she

did not remarry. She had to lead a miserable life and live a secluded life according to the customs.

### **3. Medieval Time**

The Women's Status declined during the medieval era when the Arabs started invading India. The women were constrained to defending them from Islam's religious ideology. Differences between religions and castes were greater. System Purdah or Veil was introduced. The women were trapped inside the house's four walls. There persisted the tradition of child marriage. The widows were compelled to follow the ritual of 'Sati', i.e. burning themselves alive at their husband's funeral. Even the women were sold out as slaves. The women suffered oppression and suffering of many forms.

Male supremacy has always been the root of the gender inequality. In India at least a woman still wants a husband and a family anchor. A dominant nature has caused women to walk a heads downwards. All has been practiced from the start and is followed up to the date. The opposing parties claim that women are born to do domestic duties and to handle children and family in the case of a woman quota in parliament. Across several parts of India, women are seen as cultural and financial liability despite having contributed to our culture, economy and their families in many ways.

Women crime is on the rise day by day. A common affair today is domestic abuse, rape, sexual assault, molestation, eve-teasing, forced prostitution, sexual exploitation, in the workplace. So, this is a disturbing problem for our country. The key reasons for gender discrimination are described as the family's need for a male child, massive dowry, and ongoing physical and financial support for girls, education, domestic violence, farming as the main job for the women and caste system.

**Status of Women during British Period:**

East India Company of British came to India in 1600. Their influence had been strongly established since 1857. The British politically exploited India and destroyed its agricultural handicrafts industries. They united India into one nation state and gave us the federal political system; they set up a proper administrative structure worldwide as well. They introduced modern education system alongside the postal system. British arrival put Indian cultural practices at a blow.

The Christian missionaries started to condemn Sati' for ill-treatment and cruel procedure. The view had attracted some Indian social thinkers like Raja Ram Mohan Roy. He raised his voice against Sati's inhumane action. The British government has taken effective steps to counter the bad practices of culture practiced in India. In 1829 the Sati Restriction Act was passed, and in 1865 the Hindu-widow Remarriage Act was enacted. The provincial government was encouraged to pass for the girls to decrease the age of marriage. The British Government took few positive steps to boost Indian Women's status. But, it is indeed hard to smash social and cultural traditions. The Sati' custom has been stopped but young girls' early marriages are still continuing.

**Gender Discrimination in present period:**

In 1947 India attained independence. Indian culture has since passed through changes in various spheres. The Government has implemented socio-planning approach for five years. Given a massive population growth, there are positive trends in per capita income, living standards, educational achievements, industrialization, urbanization, transportation and communications. But we cannot say equality between men and women is one hundred percent. In many socio-economic and other spheres women continue to be discriminated against.

### 3.3) FACTORS BEHIND GROWING GENDER INEQUALITY

In India, there are several factors responsible for gender inequality. Those are:

#### 1) Economic Factors

- **Labor participation-** In India, wage disparity exists between male and female. A large number of women enter the labor market after the thirties, usually after the completion of their child-bearing and rearing reproductive roles.
- **Property Rights-** While women are equally entitled to own property under the law and obtain equal inheritance rights, women are at a disadvantage in practice. The Hindu Succession Act of 2005 grants ancestral and jointly owned property equal rights of inheritance, the law is weakly implemented.
- **Access to credit-** Large inequalities exist between men and women in terms of access to banking services. Women also lack collateral for bank loans due to low rates of property ownership and micro-credit schemes for abusive lending activities have been scrutinized.
- **Employment inequality-** Some common workplace disparities are the gender-based imbalances of individuals in power and command over organizational management. Compared to men, women are unable to step up to higher paying positions quickly. Some companies have more disparities than others, and the degree to which this occurs will vary considerably. The men typically occupy the higher positions in the workforce and the women sometimes occupy lower paying positions such as secretaries.
- **Women's inequality in proper inheritance-** The religious constitution does not grant equal inheritance to women; there is a limitation in giving women property, because they will not be granted the land that men will possess. Though Islamic constitution requires women to have at least half of the property as men, society is reluctant to give women the desired property let alone to give the equal share.

## 2) Social Factors

- **Education-** In India the rate of female literacy is lower than that of male literacy. According to the 2011 Indian census, female literacy is 65.46 percent compared to 82.14 percent males.
- **Health-** On health problems, the gender disparity between the life expectancy of men and women and women lives in good health relative to men due to a lot of violence, illness, or other related factors.
- **Women's inequality in decision making-** In India, women have fewer rights to legal recognition and security than men, as well as less access to public knowledge and information, and less power to make decisions both within and outside the home. This is also one of the explanations for gender inequality.
- **Gender-based violence-** Gender-based abuse such as rape, sexual harassment, modesty attack, intimate partner or relative brutality, kidnapping, abduction, trafficking, dowry persecution, indecency and all other crimes against women are committed. Those crimes demonstrate India's high level of inequality.
- **Patriarchal Society-** Most of India has strong patriarchal tradition, where men hold authority over members of the female family and inherit property & title. This is the tradition in which inheritance goes from father to son, women move in with the husband and his family after marriage and marriage requires a bride price or dowry.
- **Dowry-** India's dowry scheme leads to gender discrimination by affecting the belief that girls pose a burden on families. Such a conviction restricts the resources parents have invested in their girls and reduces their family bargaining power.



### 3) Cultural Factors

- **Old age support from sons-** The preference for sons is a key factor behind gender discrimination, as they are considered more valuable than females. They are supposed to back their parents' old age welfare.
- **Son Preference-** Boys are given the exclusive right to inherit the family name and properties and are considered an extra privilege for their children. In addition, the risk of parents losing daughters to the husband's family and the costly daughter dowry further discourages parents from having daughters. There is a clear conviction daughter is a liability.
- **Role of sons in religious rituals-** Another consideration is that of religious practices which for the afterlife of their parents can only be performed by males. Sons are often the only person with the ability to execute funeral rights for their parents.
- **Patrilineality system-** It is a traditional kinship system in which the family membership of a person derives from and is traced through the ancestry of his or her parents. It usually includes the inheritance of land, names, or titles by individuals linked through the male kin.

### 4) Legal & Political Factors

According to India's constitution, both men and women are equal in the eyes of the laws and thus have equal rights. Unfortunately, however, legal & political inequality has hindered the legislation from achieving the achievement of gender equality. This is yet another explanation for gender discrimination.

### **3.4) TOP ISSUES OF GENDER INEQUALITY ON THE WORKLACE**

Let's face it. Women make the world go around, literally. Yet despite juggling all of life's crazy demands - birthing and raising children, providing financial stability and preparing healthy, home-cooked meals while also trying to find time for exercise, time with friends, and the occasional moment of relaxation - women are still treated as "less than" in the workforce. Here are five major challenges faced by women in the workplace.

#### **1. Unequal pay**

The new research takes into account part-time employees and women who have taken time off from work to take on the demands of having and raising children or other family responsibilities. More than half of women leave the workplace for at least one year, which is double the rate of men. Experts say new measures are required to help reduce this gap, including more paid maternity leave, child care assistance and other family policies.

#### **2. Sexual harassment**

Sexual harassment is a problem that many females face in the workplace. Although the #MeToo campaign has helped shed some light on the topic, until now little had been learned about how many women are being subjected to this form of mistreatment. Data also connect employment-related factors to an increased risk of workplace sexual harassment or abuse. Women who lack permanent immigrant status or who only have a temporary visa for work are also at increased risk of sexual abuse or assault.

#### **3. Racism**

Unfortunately, it seems that race plays a major role in how women are handled and paid on the job. The pay that a woman gets can vary depending on her race and ethnicity. Statistics from the Institute for Women's Policy Research showed that women from Asia / Pacific Island have the highest median annual earnings and get \$46,000 in compensation. White women follow at \$40,000 while Native American and Hispanic women receive \$31,000 and \$28,000 a year on the lowest wages. In addition, earnings differ by race as opposed to what people are paid for.

#### **4. Women are promoted less often than men**

Despite being more educated than men, and making up almost half of the workforce, women are promoted far less often at work than men. This is known because women make up less than 5 per cent of CEOs and less than 10 per cent of women in the S&P 500 are top earners. Women of color are also worse off, as both the S&P 500 boards and Fortune 500 boards are nearly invisible. The lack of female role models in the workforce is one explanation given for why more women don't step into higher-up executive-type positions.

#### **5. Fear of asking to be paid what you're worth**

Females also struggle in a job with seeking a higher wage. Although it's linked to the topic of unequal pay, fear of talking about money is a different issue that affects women more than men. For women, negotiating pay is often seen as selfish or desperate, leading to reluctance when it comes to asking for their worth on the job. New Glass-door studies showed women negotiated their wages less frequently than their male counterparts. The survey showed that 70% of women accepted the wage they were offered without bargaining, while only 52% of men did the same.

### **3.5) WHY GENDER GAP PERSISTS IN INDIAN WORKPLACES?**

It is projected by the International Monetary Fund that comparable women's participation in the workplace would increase India's GDP. A research by the McKinsey Global Institute has determined that the economic effect of achieving gender equality in India by 2025 is expected to be US\$ 700 billion of GDP added.

Researchers Glory George, Amit Jain Chauradia and Chandrasekhar Sripada researched women's career choices, as part of Pradhan Mantri Kaushal Vikas Yojana's (PMKVY) short-term capacity development activities. These researchers conducted an ethnographic analysis to understand the ecology of PMKVY and the importance of main buildings such as gender and location. They further studied a massive dataset of over a million observations to understand the dynamics behind the 'skills-to-jobs conundrum' in India.

- **Impact with skill development-**

The skill creation environment in India has long been jinxed by insufficient educational facilities, obsolete curricula and stigma against the vocational education system. Long-term skilled trades' education systems are controversial. They have high dropout rates and reduced enrollment. To address this state of affairs, a centralized institutional framework has established the Ministry of Skill Development and Entrepreneurship to offer skill development and entrepreneurship programs.

Government-sponsored training programs also serve as tools for incorporating the unemployed and economically deprived into the mainstream workforce in emerging economies. These programs give the beneficiaries ample time to obtain occupational certificates through basic education and work training. They provide opportunities on the other end of the institutional continuum to organizations that provide funding for these programs.

The researchers found that PMKVY, the skill development system, bridged the gap between the required workforce and skills in a job. Students who earned training gained the knowledge and skills needed to help them find suitable employment. The life-skills training, apart from the technical skills gained, made the students more comfortable and self-reliant in seeking employment opportunity.

A main finding from this research is women's transition to self-employment after completing the training program. Past work has attributed the entry of women into entrepreneurship to human or situational factors. Women who opt for self-employment frequently cite the flexibility of working hours, the lack of institutional support to cover the cost of child care and work-life balance as reasons for joining an entrepreneurial realm.

The researchers found that the option of placement– self-concerned with wage-employment was favorably moderated by women in comparison to male trainers who taught in the training program. Male trainers are more likely to help their students get paid to self-employment while female trainers are more likely to help their students get self-employed rather than wage-job. Anecdotal evidence from the ethnographic study suggests that male trainers are more likely to impart skills in job readiness whereas female trainers are more likely to impart nutritional skills together with advice on developing a company.

- **Same job, different pay-**

Researchers point to deep-rooted gendered stereotypes that exist in India. Researchers found that higher-grade women are less likely to be put in wage-employment. This gender related discrimination is not necessarily deliberate. This is also due to the incoherence between perceived masculine work skills and feminine assumptions about women. The idea of 'lack of fit' contributes to women being penalized for achievement. Women are stereotyped as "sweet but incompetent" while men are stereotyped as "competent but maybe not so sweet".

The researchers also tested whether there was a variation in what men and women are earning for the same position in the work. They found that for the same job position women earned 3 percent less than men. A complicated combination of latent gender inequality and work discrimination among women leads to an unsustainable period of lower earnings for women.

- **The Diversity Dividend-**

The professions of women also represent strong societal values and behaviors related to gender and gender roles. From the perspective of public policy, the government needs to concentrate on building an environment that supports equal opportunities for women. Only a small proportion of Indian women currently have access to services that can provide them with safe livelihoods.

Training initiatives such as the PMKVY serve as catalysts in getting more women into workforce by offering sector-specific training and providing women with much-needed access to better-paid jobs, high quality and opportunities for self-employment.

When more women are eligible to enter the workforce, the labor force skills set is shifting. This in effect improves labor market competition and offers workers more opportunities to select from a growing, more skilled human capital pool.

### 3.6) EFFECTS OF GENDER DISCRIMINATION IN THE WORKPLACE

- **Individual Mental Health Issues:** Mental health problems frequently occur when someone is experiencing gender discrimination at work. A person discriminated against may develop higher rates of anxiety, may be more prone to outbursts, and may experience depression. He / She may resort to drugs or alcohol to cope with, and this may have a detrimental impact on his / her ability to perform job duties. Mental health problems are also a significant problem for company owners who have disturbed workers in the workforce taking retaliatory actions.
- **Increased Workplace Conflict:** Discrimination is a form of harassment & the dispute in the work environment has grown. Team attention changes from job duties to workplace drama. It can split a team with one party siding with the individual being discriminated against & one side with the suspected discriminator. Conflict is really not good for the workplace and can impact the work performance of a whole department or team.
- **Poor Company Morale:** When there's growing tension in the workplace, people feel it. It permeates the company, down to the least significant things, like having coffee at a different time to avoid the dispute. When people start walking on eggshells to prevent further escalation in the conflict, the overall morale of the team falls. Low morale has a negative influence on the organizational culture and is felt directly by clients.
- **Reduced Organizational Productivity:** With increasing tension and declining morale, the efficiency of the company would also decrease. You know as a business executive that the best performers are workers who are satisfied and relaxed at work. When people choose to prevent negative behavior, such as experiencing or observing gender inequality, this can have a huge effect on the business's very bottom line. When workers need to concentrate on struggling with sexual abuse, there may be a major drop in the attention they devote to work.
- **Consider Legal Issues:** Employers need to be more concerned than just about corporate values & profitability when it comes to gender discrimination. Legal problems need to be addressed. Discrimination of any sort can lead to adverse legal actions. When the

organization does not handle properly allegations of discrimination and behavior, a disgruntled employee can bring a complaint against the organization for failing to protect his rights.

- **High Employee Turnover:** A hostile work atmosphere may cause a high turnover of employees. Workers not leaving can be overburdened or overwhelmed by having to train substitute workers.



#### **4) ANALYSIS**

##### **4.1) DIFFERENT MEASURES FOR REDUCING GENDER INEQUALITY**

To rising gender gap in India, we should give girls a high level of education and increase empowerment for women. We should also give them opportunities in active politics and social events so that social participation can be achieved in Indian society.

Growing gender diversity by improving hiring practices can be achieved by- Building an inclusive gender diverse workforce, encouraging gender equity through clearer job requirements, providing a diverse panel of interviews, ensuring fair pay policies.

Implementation of legal systems such as the Maternity Benefit Amendment Act should be controlled and promoted where possible, in particular to catalyze the private sector's initial acceptance of such progressive legislation.

The paper 'Strategy for New India' proposes offering tax incentives for companies that hire more than 30 percent of women employees.

Skills training programs need to be modified with a view to educating women in non-traditional fields such as infrastructure and taxi driving.

In addition, it is important to achieve the inclusive integration of women who work in the informal sector with the formal economy through the successful implementation of legal and social security steps.

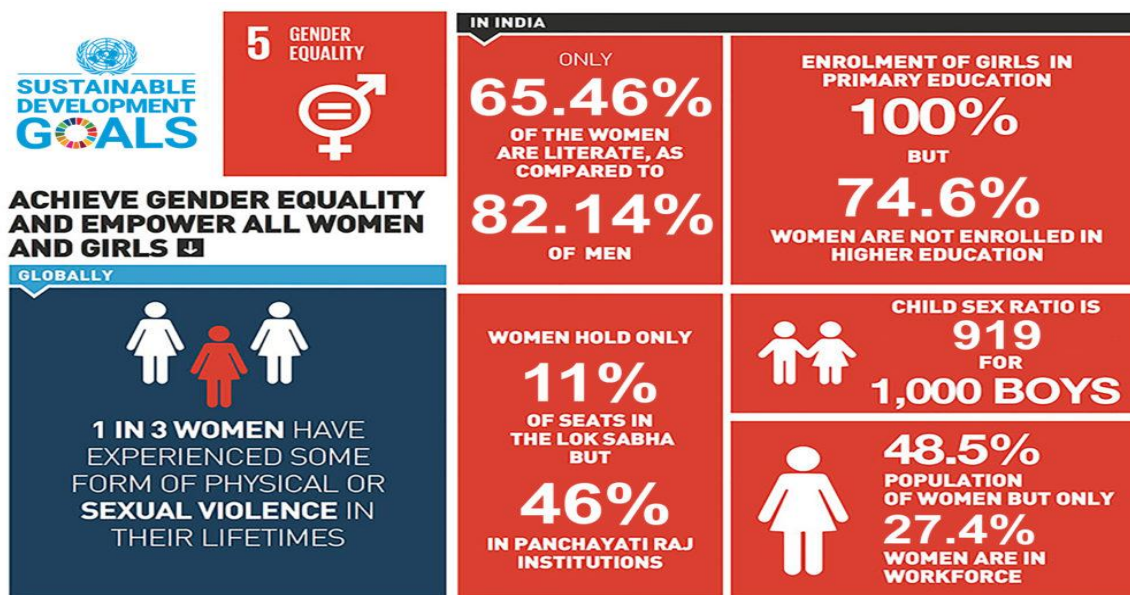
The private sector also must do its part. At the moment, only 5 per cent of Bombay Stock Exchange firms have female CEOs. It is important to ensure consistency in recruitment and promotion policies and to correct any gender inequalities that affect salaries, as is the strict application at Workplace Act of the Sexual harassment of women.

On average one out of four women at every workplace has been abused either physically or mentally. It is the duty of the employer to have a keen eye on these issues at an early stage and to avoid bullying women. In these situations, employers should intervene quickly to ensure that the culprit has been convicted, and take the appropriate steps to assist the victim in whatever way

possible. Employers should take precautionary steps at the workplace for future avoidance of these misdemeanors. Ignorance in these organizational behaviors is a strong sign in gender imbalance within the organization.

Through a greater balance of women in leadership positions, gender equity at the workplace unintentionally increases as more women are recruited around the board. In turn, with a high number of women in leadership positions, there would be a greater proportion of female workers joining due to career development and mentoring opportunities.

Only when the employers, owners, supervisors and team members have a specific and open-minded approach can gender equality be accomplished at the workplace. When certain departments within the company are gender biased, then the company's success will definitely be impacted in the long run. Employees should be rewarded on the basis of their talent and results, not by personal preferences of employers.



**Source:** SDG-5: Gender Equality [7]

So, though there is no silver bullet to close the gender gap, focused policy initiatives along with private sector and citizens efforts will make the achievement of Sustainable Development Goals-5 a reality by 2030.

Government has introduced various schemes to achieve gender equality:

- i. **Beti Bachao Beti Padhao**-To resolve the deteriorating Child Sex Ratio and related women's empowerment concerns across a span of the life-cycle. It is an initiative of Women and Child Development Ministries, Human Capital Development Ministries and Health & Family Welfare,
- ii. **Pradhan Mantri Matru Vandana Yojana**- Contribute to a healthier world by the introduction of welfare benefits for good health and safety for pregnant and nursing mothers.
- iii. **Scheme for Adolescent Girls**- Its goal is to empower and enhance the social status of girls in the 11-14 age group through education, life skills, home skills and vocational training.
- iv. **National Nutrition Mission**- It aims to achieve "Supohit Bharat" and also aims to improve the nutritional status of pregnant women and mothers who are lactating and to reduce anemia among women and children.
- v. **Rastriya Mahila Kosh**- Extending micro-finance programs to give vulnerable women a socio-economic boost.
- vi. **Mahila-e-Haat**- A special digital direct online marketing channel for women entrepreneurs/ NGOs/ SHGs.
- vii. **Pradhan Mantri Mahila Shakti Kendra**- This will enable rural women to create an atmosphere in which they achieve their full potential through community involvement.

## **5) CONCLUSION**

We may interpret from the study that India needs to eliminate the discrimination between the genders. The needs of the day are developments where girls are not only able to break out of the traditionally defined patterns of jobs but are also able to provide guidance on career prospects that go beyond the conventional work list.

The presence of women in the work force in India is one of the lowest in the world. Women make up half of the Indian population but represent less than a quarter of the workforce. In the nation three in four Indian women are not working. Looking at the extremely low rates of women's participation in the labor market, one wonders if India's phenomenal performance in economic transformation has forgotten and left its women behind.

While companies are taking deliberate steps to preserve female workers and have more women in leadership positions, the country has seen little progress on this subject. This is especially significant in the technology sector, as it is India's second largest employer of women after agriculture.

Organizations should take steps to create more gender uniformity, strategically develop efficiency in their female workforce, while at the same time sensitizing both genders. They can work to combat implicit discrimination and raise awareness of the many advantages of gender diversity, while also creating strong networks of support for women in the workforce to lift the ladder higher.

At the level of society, we can begin by being cheerleaders for our women's workforce, by unlearning gender discrimination and by correcting our expectations of what women can bring to the job. There is a lot that can be achieved on an individual level and luckily, it is addressed. More flexible programs, day-care centers, the new Maternity Benefits Act, etc., have helped to ease the burden on women staff. Yet there is more to it.

It's shocking that women tend to live under stress and pressure, with so many rules. We still have miles to go to ensure our women have equal status. Man and woman are like a carriage's two spokes. One's existence is incomplete without another.

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