GENDER INEQUILITY IN THE WORKPLACE SRILANKA

Project Report

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Higher National Diploma in Software Engineering 23.2 Full Time

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STATISTICS FOR COMPUTING

Assessment-04

National Institute of Business Management

Higher National Diploma in Software Engineering

Under supervision

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DECLARATION

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Acknowledgement

We extend our deepest gratitude to all those who contributed to the successful completion of this assignment. Foremost, we express our appreciation to Ms. Chami Muthugamage, our lecturer, for affording us the opportunity to delve deeper into the realm of Statistics for Computing. Our heartfelt thanks also go to our dedicated group members whose collaboration and unwavering commitment significantly enriched the project's outcome. Furthermore, we acknowledge the invaluable support and resources provided by our institution, without which this assignment would not have been possible. Lastly, we extend our sincere thanks to our friends and family for their patience, understanding, and unwavering encouragement throughout this endeavor.

Abstraction

The collected data sheds light on gender inequality within the workplace, particularly in Sri Lanka. Participants, representing diverse demographics, shared their perceptions and experiences regarding gender disparities in employment. The data revealed significant challenges faced by women, including limited access to leadership positions, lower wages compared to male counterparts, and prevalent discrimination and harassment. Despite legal protections against gender-based discrimination, enforcement mechanisms appear inadequate, leading to underreporting and perpetuation of inequitable practices. Additionally, societal expectations and cultural norms contribute to the persistence of gender inequalities, with traditional gender roles often limiting women's participation in the workforce. Efforts to address these challenges include advocacy for gender-sensitive policies, initiatives to promote women's leadership, and awareness campaigns to challenge stereotypes. However, sustained action and collaboration across sectors are needed to achieve meaningful progress towards gender equity in the workplace.

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CHAPTER 01:

Introduction

Gender inequality remains a persistent challenge in workplaces worldwide, including Sri Lanka, despite significant strides towards gender parity in recent decades. In this project report, we delve into the nuanced dynamics of gender inequity within Sri Lanka's professional landscape. Our investigation aims to illuminate the multifaceted nature of this issue, exploring its underlying causes, pervasive effects, and potential remedies.

The Sri Lankan workforce, like many others globally, grapples with systemic barriers that disproportionately impact women's access to opportunities and advancement. Despite legal safeguards and societal aspirations for gender equality, disparities persist across various facets of employment, ranging from recruitment and retention to career progression and remuneration.

Through empirical research and statistical analysis, we endeavor to shed light on the complex interplay of factors contributing to gender inequality in Sri Lankan workplaces. By examining perceptions, experiences, and demographic trends, we aim to uncover patterns and correlations that elucidate the underlying dynamics of this pervasive issue.

Our inquiry extends beyond mere description to offer actionable insights and recommendations for stakeholders invested in fostering more inclusive and equitable work environments. By interrogating the root causes of gender inequality and identifying strategic interventions, we aspire to contribute to the ongoing dialogue and efforts aimed at realizing substantive progress towards gender equity in the Sri Lankan workplace.

Methodology

In investigating gender inequality in the workplace in Sri Lanka, our methodology employs a sample size of 200 individuals, selected through stratified random sampling to ensure representation across various sectors and regions. Utilizing a structured questionnaire, we assess perceptions of Workplace Policies and Practices, Workplace Environment, Leadership and Representation, Work-Life Balance, and Career Development and Opportunities, alongside the dependent variable of Perception of Gender Inequality Assessment. Statistical analysis using SPSS20 includes descriptive statistics, correlation analysis, and multiple regression to explore relationships and predict the perception of gender inequality. Ethical considerations, including informed consent and confidentiality, guide data collection, while acknowledging limitations such as potential biases in self-reported data. Findings will be reported transparently, offering insights into addressing gender disparities in Sri Lankan workplaces and informing future research endeavors.

Developing a conceptual framework

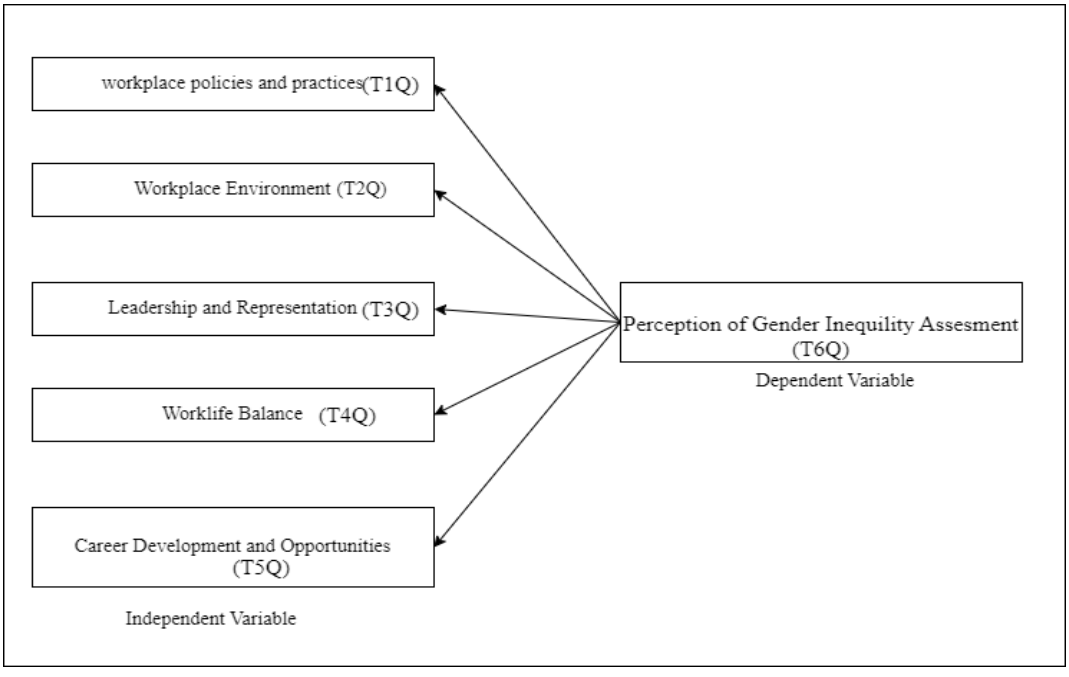
Independent variable:

- Workplace policies and practices
- Workplace Environment
- Leadership and Representation
- Work-life Balance
- Career Development and Opportunities

Dependent Variable : Perception of Gender Inequality Assessment

Rationale :

By examining workplace policies, environment, leadership, work-life balance, and career opportunities, we aim to understand factors contributing to gender inequality perception, informing strategies for inclusive workplaces



CHAPTER 02 :

ANALYSIS

Reliability Analysis

Reliability Statistics

Cronbach's Alpha	N of Items
.942	6

Figure 1. Reliability Statistics

The reliability statistics presented here indicated the internal consistency of questionnaire that we designed. The Cronbach's Alpha coefficient, with a value of .942 suggests a high value of reliability. This coefficient ranges from 0 to 1, with higher values indicating greater internal consistency among the items. In here, the 6 items assessed demonstrate a strong correlation. Additionally, a Cronbach's Alpha of .942 implies that the set of questions in questionnaire work well together and consistently to measure the satisfaction of target Employees.

Frequency Of Gender

Statistics

		Gender
N	Valid	200
	Missing	0

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	111	55.5	55.5	55.5
	Female	85	42.5	42.5	98.0
	Other	4	2.0	2.0	100.0
	Total	200	100.0	100.0	

Figure 2. Gender

This presents a detailed overview of the gender distribution within a dataset. The frequency table breaks down the distribution into three distinct categories Female and Male and Other . The Female category has a frequency of 85, representing 42.5% of the valid responses, while the Male category has a higher frequency of 111, representing 85% and Other category has a frequence of 4 , representing 2%.

Frequency Of Age Group

Statistics

		Age Group
N	Valid	200
	Missing	0

Age Group

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-25	67	33.5	33.5	33.5
	26-35	75	37.5	37.5	71.0
	36-45	29	14.5	14.5	85.5
	46-55	21	10.5	10.5	96.0
	55 above	8	4.0	4.0	100.0
	Total	200	100.0	100.0	

Figure 3. Age Group

This table illustrates the distribution of participants across different age groups in the .It shows that 37.5% of the participants were between 26 and 35 years old, 33.5% were between 18 and 25 years old, and 14.5% were between 36 and 45 years old.

Frequency Of Educational Background

Statistics

		Educational Background
N	Valid	200
	Missing	0

Educational Background

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High School Diploma	62	31.0	31.0	31.0
	Bachelor's Degree	97	48.5	48.5	79.5
	Master's Degree	20	10.0	10.0	89.5
	PhD or Equivalent	1	.5	.5	90.0
	Other	20	10.0	10.0	100.0
	Total	200	100.0	100.0	

Figure 4. Educational Background

The table illustrates the educational backgrounds of a sample population, outlining the frequency and percentage of individuals within each category. Among the respondents, the most prevalent educational attainment is a high school diploma, held by 31% of the sample. Following closely behind, 48.5% of respondents hold a bachelor's degree, indicating a significant portion of the population has pursued higher education beyond high school. A smaller proportion, constituting 10% of the sample, has completed a master's degree, signifying a higher level of academic achievement. Interestingly, only 0.5% of respondents have attained a PhD or its equivalent, suggesting a rarity in the highest level of academic qualification within the surveyed population. Additionally, 10% of respondents fall into the "Other" category, representing diverse educational paths beyond those specified. Cumulatively, after accounting for respondents with a high school diploma and bachelor's degree, approximately 79.5% of the sample population's educational backgrounds are represented. This data offers valuable insights into the distribution and diversity of educational achievements within the surveyed population.

Frequency Of Job Position

Statistics

		Job Position
N	Valid	200
	Missing	0

Job Position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Entry-Level	73	36.5	36.5	36.5
	Mid-Level	70	35.0	35.0	71.5
	Senior-Level	36	18.0	18.0	89.5
	Managerial	15	7.5	7.5	97.0
	Executive	6	3.0	3.0	100.0
	Total	200	100.0	100.0	

Figure 5. Job Position

The table showcases the distribution of job positions within a surveyed group, delineating the percentage of individuals in each category. Entry-Level roles dominate, accounting for 36.5% of respondents, followed closely by Mid-Level positions at 35%. Senior-Level roles represent 18% of the sample, while Managerial and Executive positions constitute 7.5% and 3%, respectively.

Frequency Of Year Of Experience In Current Role

Statistics

		Years of Experience in Current Role
N	Valid	200
	Missing	0

Years of Experience in Current Role

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 1 year	62	31.0	31.0	31.0
	1 to 3 year	45	22.5	22.5	53.5
	4 to 7 year	25	12.5	12.5	66.0
	8 to 10 year	23	11.5	11.5	77.5
	More than 10 year	45	22.5	22.5	100.0
	Total	200	100.0	100.0	

Figure 6. Years of Experience in Current Role

The table provides shows of the years of experience individuals have in their current roles, presenting both the frequency and percentage of respondents within each category. The majority of individuals, comprising 31%, have less than one year of experience in their current role, followed by 1 to 3 years at 22.5%. Additionally, 22.5% of respondents have more than 10 years of experience in their current position. The data suggests a diverse range of experience levels within the sample population, with significant proportions at various stages of their careers, from beginners to seasoned professionals.

Frequency Of Industry Sector

Statistics

		Industry Sector
N	Valid	200
	Missing	0

Industry Sector

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Technology	50	25.0	25.0	25.0
	Healthcare	28	14.0	14.0	39.0
	Finance	32	16.0	16.0	55.0
	Education	47	23.5	23.5	78.5
	Manufacturing	15	7.5	7.5	86.0
	Other	28	14.0	14.0	100.0
	Total	200	100.0	100.0	

Figure 7. Industry Sector

The table outlines the distribution of respondents across various industry sectors, providing insights into the frequency and percentage of individuals within each category. Technology emerges as the most represented sector, with 25% of respondents working within this field. Healthcare follows, comprising 14% of the sample, while Finance and Education sectors each account for 16% and 23.5%, respectively. Manufacturing represents 7.5% of respondents, with the remaining 14% falling under the "Other" category.

Frequency Of Company Size

Statistics

		Company Size
N	Valid	200
	Missing	0

Company Size

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Small(1-50 employees)	105	52.5	52.5	52.5
	Medium(51 - 500 employees)	52	26.0	26.0	78.5
	Large(501+ employees)	43	21.5	21.5	100.0
	Total	200	100.0	100.0	

Figure 8. Company Size

The table presents data on the distribution of respondents based on the size of their respective companies, showcasing the frequency and percentage of individuals within each category. The majority of respondents, constituting 52.5%, work in small companies with 1-50 employees. Medium-sized companies, employing 51-500 individuals, account for 26% of the sample. Large companies, defined as those with 501 or more employees, represent 21.5% of respondents.

Frequency Of Employment Status

Statistics

		Employment Status
N	Valid	200
	Missing	0

Employment Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Full-time	162	81.0	81.0	81.0
	Part-time	23	11.5	11.5	92.5
	Contract	9	4.5	4.5	97.0
	Freelance	2	1.0	1.0	98.0
	Other	4	2.0	2.0	100.0
	Total	200	100.0	100.0	

Figure 9. Employment Status

The table offers an overview of respondents' employment status, detailing the frequency and percentage of individuals in each category. The majority of respondents, accounting for 81%, are employed full-time. Part-time employment represents 11.5% of the sample, while contract-based work comprises 4.5%. Freelance work is the least common, with only 1% of respondents engaged in this type of employment. Additionally, 2% of respondents fall into the "Other" category.

Frequency Of Marital Status

Statistics

		Marital Status
N	Valid	200
	Missing	0

Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	95	47.5	47.5	47.5
	Married	95	47.5	47.5	95.0
	Divorced	6	3.0	3.0	98.0
	Widowed	1	.5	.5	98.5
	Other	3	1.5	1.5	100.0
	Total	200	100.0	100.0	

Figure 10. Marital Status

The data presents the marital status of a group of 200 individuals. Nearly half of them are single (47.5%), while an equal percentage is married. A small portion is divorced (3%) and even smaller numbers are widowed (0.5%) or fall under the category of "Other" (1.5%). This breakdown provides insights into the distribution of marital statuses within the surveyed population.

Frequency Of Geographic Locations

Statistics

		Geographic Location
N	Valid	200
	Missing	0

Geographic Location

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Urban	113	56.5	56.5	56.5
	Suburban	54	27.0	27.0	83.5
	Rural	33	16.5	16.5	100.0
	Total	200	100.0	100.0	

Figure 11. Geographic Location

The data outlines the geographic distribution of a sample of 200 individuals. A majority of them reside in urban areas, constituting 56.5% of the total. Suburban areas are home to 27% of the sample, while rural areas account for 16.5%.

Correlation Analysis

Correlations

		T1Q	T2Q	T3Q	T4Q	T5Q	T6Q
T1Q	Pearson Correlation	1	.833**	.812**	.667**	.772**	.693**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	200	200	200	200	200	200
T2Q	Pearson Correlation	.833**	1	.783**	.665**	.756**	.677**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	200	200	200	200	200	200
T3Q	Pearson Correlation	.812**	.783**	1	.653**	.754**	.728**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	200	200	200	200	200	200
T4Q	Pearson Correlation	.667**	.665**	.653**	1	.743**	.702**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	200	200	200	200	200	200
T5Q	Pearson Correlation	.772**	.756**	.754**	.743**	1	.776**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	200	200	200	200	200	200
T6Q	Pearson Correlation	.693**	.677**	.728**	.702**	.776**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	200	200	200	200	200	200

**. Correlation is significant at the 0.01 level (2-tailed).

Figure 12. Correlations

- The table depicts correlations between various variables labeled as T1Q through T6Q. Each cell in the table represents the correlation coefficient between two variables, along with their statistical significance.
- For instance, the correlation coefficient between T1Q and T2Q is 0.833, indicating a strong positive correlation. This means that as values of T1Q increase, values of T2Q tend to increase as well, and vice versa.
- Similarly, the correlation coefficient between T3Q and T5Q is 0.754, implying a strong positive correlation between these variables.

- All correlations presented in the table are statistically significant at the 0.01 level (2-tailed), denoted by "**".
- These correlations unveil relationships between the variables under study, offering valuable insights into how they co-vary with each other. Strong positive correlations suggest that changes in one variable are associated with corresponding changes in another variable in the same direction. Conversely, strong negative correlations would indicate changes in opposite directions between the variables.

Regression Analysis

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	T5Q, T4Q, T3Q, T2Q, T1Q[b]	.	Enter

a. Dependent Variable: T6Q

b. All requested variables entered.

Figure 13. Variables Entered/Removeda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.819[a]	.671	.662	.55695

a. Predictors: (Constant), T5Q, T4Q, T3Q, T2Q, T1Q

Figure 14. Model Summary

- The model summary outlines the performance and composition of a regression model aimed at predicting the dependent variable T6Q based on several independent variables, T1Q through T5Q.
- The correlation coefficient (R) between the predicted and actual values of T6Q is 0.819, indicating a strong positive correlation. This suggests that the model has captured a significant portion of the variability in T6Q.
- The coefficient of determination (R Square) stands at 0.671, indicating that approximately 67.1% of the variability in T6Q can be explained by the independent variables T1Q through T5Q. When adjusted for the number of predictors, the Adjusted R Square is 0.662.
- The standard error of the estimate, which reflects the average difference between observed and predicted values of T6Q, is 0.55695.

- All independent variables (T1Q through T5Q) were included in the model simultaneously, without any removal, using the 'Enter' method.
- In summary, this model provides valuable insights into the relationship between T6Q and the independent variables, indicating a strong predictive capability of the model in explaining variations in T6Q based on T1Q through T5Q.

Missing Value Analysis

Univariate Statistics

	N	Mean	Std. Deviation	Missing		No. of Extremes[a]	
				Count	Percent	Low	High
T1Q1	200	3.84	1.149	0	.0	0	0
T1Q2	200	3.77	1.151	0	.0	0	0
T1Q3	200	3.76	1.061	0	.0	11	0
T1Q4	200	3.62	1.167	0	.0	16	0
T1Q5	200	3.73	1.083	0	.0	12	0
T2Q1	200	3.62	1.201	0	.0	21	0
T2Q2	200	3.57	1.118	0	.0	15	0
T2Q3	200	3.62	1.159	0	.0	15	0
T2Q4	200	3.62	1.078	0	.0	13	0
T2Q5	200	3.66	1.034	0	.0	11	0
Gender	200	1.46	.539	0	.0	0	0
AgeGroup	200	2.14	1.117	0	.0	0	0
EducationalBackground	200	2.10	1.152	0	.0	0	21
T3Q1	200	3.58	1.171	0	.0	18	0
T3Q2	200	3.69	1.092	0	.0	12	0
T3Q3	200	3.69	1.044	0	.0	10	0
T3Q4	200	3.65	1.059	0	.0	11	0
T3Q5	200	3.61	1.129	0	.0	15	0
T4Q1	200	3.44	1.227	0	.0	20	0
T4Q2	200	3.42	1.281	0	.0	27	0
T4Q3	200	3.54	1.102	0	.0	13	0
T4Q4	200	3.41	1.187	0	.0	17	0
T4Q5	200	3.41	1.187	0	.0	19	0

T5Q1	200	3.67	1.203	0	.0	0	0
T5Q2	200	3.69	1.144	0	.0	14	0
T5Q3	200	3.69	1.099	0	.0	13	0
T5Q4	200	3.67	1.080	0	.0	13	0
T5Q5	200	3.78	1.091	0	.0	14	0
T6Q1	200	3.51	1.190	0	.0	23	0
T6Q2	200	3.65	1.046	0	.0	10	0
T6Q3	200	3.71	1.079	0	.0	11	0
T6Q4	200	3.59	1.103	0	.0	14	0
T6Q5	200	3.56	1.172	0	.0	16	0
JobPosition	200			0	.0		
YearsofExperienceinCurrentRole	200			0	.0		
IndustrySector	200			0	.0		
CompanySize	200			0	.0		
EmploymentStatus	200			0	.0		
MaritalStatus	200			0	.0		
GeographicLocation	200			0	.0		

a. Number of cases outside the range (Q1 - 1.5*IQR, Q3 + 1.5*IQR).

Figure 15. Model Summary

The table provides comprehensive univariate statistics for various variables within the dataset, including mean, standard deviation, and the count of missing values. Notably, it indicates that there are no missing values for any of the variables, denoted by a count of 0 and a percentage of 0%.

This absence of missing data is crucial for ensuring the reliability and completeness of the dataset for analysis. When missing values occur, they can introduce biases and inaccuracies in statistical analyses, potentially skewing results and interpretations. However, in this dataset, the absence of missing values suggests a high level of data quality and completeness, facilitating more robust and reliable analyses.

CHAPTER 03 :

Discussion And Recommendation

- Interpretation of Results:

The statistical analysis conducted provides valuable insights into the factors influencing gender inequality in the workplace in Sri Lanka. The descriptive statistics offer a comprehensive overview of the demographic composition of the sample, revealing insights into the gender distribution, age groups, educational backgrounds, job positions, years of experience, industry sectors, company sizes, employment statuses, marital statuses, and geographic locations of the participants.

Inferential statistics, including reliability analysis, frequency distributions, correlation analysis, and regression analysis, uncover significant associations and relationships between various factors and the perception of gender inequality in the workplace. These factors include workplace policies and practices, leadership representation, career development opportunities, work-life balance, and employees' perceptions of gender inequality. Strong correlations and predictive capabilities identified through regression analysis highlight the interconnectedness of these factors and their impact on gender disparities within organizational settings.

- Implications for the Organization and Management:

The findings have several implications for organizations and their management:

  - Gender-sensitive Policies: Organizations should prioritize the development and implementation of gender-sensitive policies and practices to address systemic barriers and promote gender equity in the workplace.

  - Leadership Development: Efforts should be made to promote women's leadership and representation across all levels of the organization through mentorship programs, leadership training, and targeted recruitment initiatives.

- Workplace Culture: Fostering an inclusive and supportive workplace culture is essential for addressing gender inequalities. This may involve challenging stereotypes, promoting diversity and inclusion, and creating a zero-tolerance policy for discrimination and harassment.
- Advocacy and Awareness: Organizations should engage in advocacy efforts and awareness campaigns to educate employees about gender issues, promote allyship, and create a culture of accountability.

- Recommendations for Improvements:

Based on the analysis, the following recommendations are proposed for improving gender equity in the workplace:

- Training and Education: Provide training and education programs on gender sensitivity, unconscious bias, and diversity inclusion to employees at all levels of the organization.
- Equal Opportunities: Ensure equal opportunities for career advancement, promotion, and leadership positions regardless of gender. Implement transparent and merit-based selection processes to mitigate biases.
- Flexible Work Policies: Introduce flexible work policies such as remote work, flexible hours, and parental leave to accommodate diverse needs and promote work-life balance for all employees.
- Reporting Mechanisms: Establish clear reporting mechanisms for incidents of gender-based discrimination, harassment, or inequity. Encourage employees to speak up and ensure prompt and effective resolution of complaints.
- Monitoring and Evaluation: Regularly monitor and evaluate progress towards gender equity goals, using metrics such as gender representation, pay equity, and employee satisfaction surveys. Adjust strategies and interventions as needed to address emerging challenges and opportunities.

By implementing these recommendations, organizations can create a more inclusive and equitable workplace where all employees have the opportunity to thrive and succeed, regardless of gender.

Conclusion

The comprehensive analysis of workplace dynamics in Sri Lanka underscores the pervasive gender disparities evident across various facets, such as leadership representation, wage differentials, and discriminatory practices. Women face systemic hurdles in accessing leadership roles, encountering barriers that impede their career progression and limit their influence within organizations. Moreover, the study illuminates significant wage gaps between genders, reflective of entrenched biases and unequal treatment. Discriminatory practices further exacerbate these disparities, perpetuating an environment where women encounter systemic obstacles in achieving professional success. Urgent action is imperative to address these challenges, necessitating the implementation of gender-sensitive policies, workplace interventions, and advocacy efforts. By fostering inclusive workplaces that prioritize gender equity and provide equal opportunities for all employees, organizations can mitigate the impact of entrenched inequalities and create environments conducive to the advancement and empowerment of women in the workforce.

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