



Impact of Gender Inequality on Job

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ABSTRACT

Gender inequality includes the partiality between the people on the basis of sex. Gender inequality is observed in a number of organizations where more preferences are given to male employees as compared to females. This kind of mentality is very vital for the performance of an employee working in an organization.

The concept of gender inequality is coming from the ancient times where women were supposed to be inferior to men. Still, some people think that females can't handle the responsibilities in an effective manner. This lower thinking emerges the term gender inequality. Women have to suffer lot due to gender inequality. Gender inequality is the big factor responsible for lowering the self-confidence of an employee. The current paper highlights the impact of gender inequality on the job.

KEYWORDS:

Gender, Female, Organization



INTRODUCTION

Gender inequality causes the differentiation among the employees of an organization. In most of the cases, it is observed that the number of male staff is larger than that of female staff members in an organization. This shows the fact that most of the organizations prefer male staff as they consider that females can't do the professional activities properly. This is really disappointing.

Also, in most of the organizations; a group of male employees tend to tease female employees in order to demotivate them. This kind of gender inequality is very harmful for the employees. As the employee suffering from the evil of gender inequality may lose the concentration in work and hence, the performance of that employee can be lowered.

In most of the cases, it is observed that the gender inequality affects the employee mentally and emotionally more as compared to be affected physically. The mental health of the victim of gender inequality tends to reduce.

Psychologically, the suffering person may be in effect of depression as a result of gender inequality. In most of the cases, the working capability of the affected employee gets reduced which consequently affects the overall performance of the organization.



Therefore, it is said that gender inequality is like a poison for an organization as it slowly slowly starts damaging the working environment of an organization and one day, it becomes a giant which takes over the whole organization and the performance of the organization tends to degrade with the time.

It is the duty of the manager of an organization to maintain good and safe environment in the organization so that all the activities can be done properly in order to run the firm. If any episode regarding gender inequality is observed in the organization then the manager should guide the employees about maintain good environment in the organization.

Proper action should be taken by the top authorities of an organization if any instance of gender inequality is observed. Legal help can also be taken by the victim employee as it comes under the fundamental right of a person to work in a safe environment. If any employee teases another employee regarding gender inequality then legal help can also be taken in order to take strong action against the bad employees.

In some cases, it is found that due to gender inequality, the suffering employee doesn't behave well with the family members and tends to be alone at home. It is also observed that the victim employee does not like to meet with old friends and feels hesitation while meeting with new persons. This kind of mentality can be harmful if that employee is given

the task of doing any outside project where there is need to meet new persons. Hence, it can be said that gender inequality is very dangerous for the job.

IMPACT OF GENDER INEQUALITY ON JOB

An employee suffering from gender inequality has the greater chances of getting taking over by the stress level. Due to increase in stress level that employee finds it difficult to work properly and consequently the working ability tends to decrease.

Also, reduction in job satisfaction is observed in the employees suffering from gender inequality. These kinds of employees are not satisfied with the job environment and hence, their satisfaction regarding the job work tends to minimize.

In most of the cases, it is observed that the victims of gender inequality are affected by the harassment and they get frustrated easily while working. In some cases, the female employees become the victim of sexual harassment which surely degrades the environment of on organization.

If in an organization, a number of cases of gender inequality are observed then the brand image of that organization also damaged in the market and the clients try not to associate with these kinds of organization resulting in the poor performance of that organization.



Women are also likely to receive fewer opportunities at work, compared with men, resulting in their under-representation at higher levels of management and leadership within organizations. Managers give women fewer challenging roles and fewer training opportunities, compared with men. For instance, female managers and midlevel workers have less access to high-level responsibilities and challenges that are precursors to promotion. Further, men are more likely to be given key leadership assignments in male-dominated fields *and in female-dominated fields*. This is detrimental given that challenging roles, especially developmental ones, help employees gain important skills needed to excel in their careers.

Furthermore, managers rate women as having less promotion potential than men. Given the same level of qualifications, managers are less likely to grant promotions to women, compared with men. Thus, men have a faster ascent in organizational hierarchies than women. Even minimal amounts of gender discrimination in promotion decisions for a particular job or level can have large, cumulative effects given the pyramid structure of most hierarchical organizations. Therefore, discrimination by organizational decision makers results in the under-promotion of women. Further, within any given occupation, men typically have higher wages than women; this “within-occupation” wage gap is especially prominent



in more highly paid occupations. There was significant variance in the extent to which women saw their gender as relevant to them as they pursued their careers. We have described this as a ‘relevance spectrum’, with the poles represented at one end by those who saw their gender as not at all relevant and at the other end by those who felt it was always and inevitably relevant in every situation.

There were many women who took up a place between these poles, seeing their gender as somewhat relevant some of the time. Others could be seen as moving along the spectrum, often stimulated by a change in life or job circumstances, or in response to aging. Most noticeable was the shift that took place when women became parents, which tended to move their gender from the background into sharp foreground focus. Across all points of the relevance spectrum there was a consistent desire to be rated based on one’s competence and ability, not based on one’s gender.

Some people talked about having parents who created an expectation that girls and women could do anything they set their minds to. Several women made specific mention of their fathers being particularly keen to challenge stereotypes, and some were described as ‘feminists’ in their own right. In contrast, other parents were uninterested in their daughter’s education because of their gender, disapproved if they took up



an apparently less 'feminine' subject like engineering and discouraged them from returning to work after having children.

DISCUSSION

More broadly, there was irritation expressed at the reduced expectations and assumptions that the women had encountered during their working lives. Some talked about situations where it was automatically assumed they were the most junior person in a meeting, when the opposite was frequently true. Others talked about needing to fight against limiting beliefs relating to being both a parent and having a job – a problem we will discuss in more detail later. On the most basic level, women we spoke to expressed the desire for a starting point where as much would be expected from and of them as from a male peer.

At their worst, gender assumptions manifest themselves as overt sexism or discrimination. Much of what we heard about was at the 'lower' level of unconscious bias, but this still affected the weight given to women's opinions, the opportunities open to them and beliefs about their capabilities. There were, however, specific examples of sexism, sexual harassment and explicit discrimination. These serve as a warning about



the importance of robust organisational policies and procedures to identify and tackle sexism and discrimination when it occurs. Just as importantly, these examples point to the value of developing leaders and managers who won't tolerate such behaviours and who help to create an inclusive culture where it becomes increasingly unlikely that unreconstructed attitudes have any place.

Much of the gender debate tends to focus on the differences between the sexes – in power, numbers, opportunities available, remuneration or approach. Differences do exist, but perhaps we need to think more about the common territory between colleagues committed to the wellbeing of their institutions, sharing a passion for their work and also a desire to have healthy family lives.

In the social sphere discrimination against women is rampant in almost every field. In many developing and under developed countries of the world, women are not considered worthy of education and better medical treatment. They have no rights over property and although they may be more capable than men, they are not allowed to use their potentials and talents. Women are generally treated as second class citizens and their needs are fulfilled only after the men have had their fill.

Women are considered inferior to men both physically and mentally and their lives are totally controlled by men. The birth of a son is considered



a blessing and is celebrated while a daughter is burden. Wife beating is common and is considered a method of keeping women under control. Daughters are married off at an early age to men much older than them. The family honor is associated with women and their actions and movements are monitored so that they do not bring shame to the family. Women are confined to their houses and can only go out when escorted by a male member of the family.

CONCLUSION

Women are generally considered weak not only physically but also mentally. They are never included in decision making and often the consent of the girl is not sought when her marriage is arranged. Women are considered naïve and their approaches to problems immature and therefore their opinions are disregarded. Positive attributes such as intelligence, smartness and strength are associated with men.

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