

Gender Disparities in Service Sector

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ABSTRACT

“Equal task means Equal payment”. This statement depicts delusion that whenever same task is provided then payment is also made to be equal. Gender disparity refers to an unequal treatment of any of the gender with any opposite gender. Gender disparities in service sectors like income disparities which is linked to job stratification, human capital, glass ceiling etc. Wage bias exists when workers are equally capable and perform the same work but one group of workers is paid more than another. Historically, wage discrimination has favoured man over similarly qualified women. Income discrepancy between genders roots from processes that determine the excellence of job and earnings related with jobs. Human capital theories refer to the education, knowledge, training, know-how or skill of a person which makes them potentially priceless to an employer. As women come into an occupation, this reduces the amount of status associated with the jobs and men consequently leave these profession. The incoming of woman into specific occupations suggests that less proficient workers have begun

to be hired or that the occupation is becoming deskilled. Men are reluctant to enter female dominated occupations because of this reason and similarly resist the entrance of women into male dominated occupation. The unforeseen barriers to the women are also considered a possible provider to the gender wage gap or income inequality. Furthermore, not all the service sub-sectors offers the same occasion to men and women. This paper looks at dynamic underlying the gender disparities in service sectors. Learning about the sex inequality in our economy is more important. As per NSSO and census 2011 we analyse the data at statewise workforce participation rate 2011, labourforce participation rate 2011, average wage / salaried employees of age and we conclude by this stats that opportunity to men is provided more as compared to women employment.

KEYWORDS: 3E’S (Employment , Empowerment , Entrepreneurship) , Basis of gender disparities in private sector , Data analysis and findings.

INTRODUCTION

Biasness against women is not new in India; it's an historical occurrence. Biggest disappointment of Indian private sector: Gender discrimination and salary disparity. Employees form the basic building blocks of any commercial sector until and unless employees are happy, and stimulated, no company can dream of becoming a great corporation. The basic problem for the employee in the organisation is mismatch salaries of their peers for the same role and work level they perform in that particular company and the delinquent is HR and Pay Roll department here, as per my opinion employees feel that external hires are paid more compared to in-house resources.

“Gender Parity Can Boost India’s GDP By 27%”. In genuinity gender disparity exist at lower / middle ground level. If we talk about for top level look at any female CEO, no one can dare to show disparity as they are doing. Companies suffer due to disparities among employees in a company such as less efficiency, negative inspiration, decrement of performance and reliability among employees. Here, 3 E’s are discussed below:

3 E’s are:

1. **EMPOWERMENT:** It is a protuberance that cherish endowment for people use in their own lives, their commonwealth and in their fraternity by acting on issues they define as important . It is giving employees a certain degree of autonomy and responsibility for decision making regarding their specific organisational task . It allows decisions to be made at lower level of an organisation where employees have an unique view of an

issues and problems facing the organisation at a certain level.

2. **EMPLOYMENT :** It is a consanguinity betwixt two parties , usually based on a contract where work is paid for , where one party which may be corporation for profit , not for profit organisation , co-operative or other essence is the employer and other is the employee.[1]
3. **ENTREPRENEURSHIP :** Competence and enthusiasm to develop , systematize and manage a business undertaking along with any of its risks in order to make earnings[2]. To define entrepreneurship is still a difficult task. Albeit, there is no general agreement mingled with academics as to how entrepreneurship should be defined a definition is needed not just for the sake of explanation, but for study research and plan. As per my opinion “making changes and creation of wealth”.

Booming entrepreneurs have the ability to lead a business in a positive route by proper planning, to adapt changing environments and understand their own strength and weakness.[3]

Gender disparity is at present theoretical diagnostic tool conceive social realities with esteem to men and women. Gender inequality in India refers to health , education, economic and political inequalities between men & women in India[4]. Various worldwide gender disparity indices rank India differently on each of these factors as well as on a amalgamated basis, and these indices are controversial[5][6].

BASIS OF GENDER DISPARITIES IN PRIVATE SECTOR :

1. **Age:** An employment guidelines or practice that applies to everyone, despite the consequences of age, can be illegal if it has a pessimistic impact on applicants or employees age 40 or older. The law forbids favouritism when it comes to any aspect of employment, including hiring, firing, pay, job coursework, promotions, layoff, training, fringe profit, and any other term or condition of employment.
2. **Sex:** You apply for a job for which you have experience and excellent qualifications, but you are not hired because some of the company's long-time clients are more comfortable dealing with men; you are told that you are laid off due to company cutbacks and reorganization, while men in the same job and with less seniority than you keep their jobs; you have worked for your company for several years, receiving exemplary reviews and an employee-of-the-year award, yet each of the five times you have applied for promotions, the positions you applied for are instead filled by less qualified men.

3. **Equal pay and compensation discrimination:** In this case the men and women were not paid equal amount for their work that they perform.
4. **Salary hikes :** Most probably salary of an employee is not increase very rapidly, basically for female employees.

DATA ANALYSIS

It is important to learn about sex inequality of males & females in Economy, so that curative decision may be taken for overall financial growth of the Nation. The main source used in collecting of data is from NSSO (National sample survey office) and Census 2011. NSSO carries out such surveys

Once in almost every 5 years covering about 5 lacs individuals. Here, are the NSSO data in a table showing gender disparity. The data includes the various states of India that represent the disparity between genders done by the organisation.

Table 4.1 State-wise Workforce Participation Rate : 2011

State/Union Territory	Rural			Urban			Combined		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
A&N Islands	17.9	59.1	39.8	17.7	60.35	40.47	17.81	59.59	40.08
Andhra Pradesh	44.6	58.4	51.5	19.1	54.14	36.75	36.16	56.98	46.61
Arunachal Pradesh	39.5	48.5	44.1	21.3	50.91	36.97	35.44	49.06	42.47
Assam	23.7	53.1	38.7	14.9	56.79	36.41	22.46	53.59	38.36
Bihar	20.2	46.7	34.0	10.4	44.90	28.62	19.07	46.47	33.36
Chandigarh	14.2	62.2	42.6	16.0	56.34	38.17	16.00	56.51	38.29
Chhattisgarh	46.3	56.4	51.3	17.4	53.09	35.66	39.70	55.59	47.68
Dadra & Nagar Haveli	33.4	56.8	45.9	14.7	66.51	45.48	25.25	61.57	45.73
Daman & Diu	15.9	58.2	38.6	14.5	75.12	53.58	14.89	71.48	49.86
Delhi	9.7	49.3	31.1	10.6	53.08	33.34	10.58	52.99	33.28
Goa	22.6	55.5	39.1	21.5	57.48	39.89	21.92	56.76	39.58
Gujarat	32.0	57.1	44.9	11.4	57.18	35.73	23.38	57.16	40.98
Haryana	20.8	50.1	36.4	12.1	51.15	32.95	17.79	50.44	35.17
Himachal Pradesh	47.4	59.0	53.3	19.9	55.72	39.22	44.82	58.69	51.85
Jammu & Kashmir	20.8	46.3	34.2	14.5	52.68	35.23	19.11	48.11	34.47
Jharkhand	35.0	50.8	43.0	10.1	46.72	29.26	29.10	49.76	39.71
Karnataka	38.8	59.8	49.4	20.8	57.81	39.66	31.87	59.00	45.62
Kerala	20.2	53.6	36.3	16.0	51.76	33.12	18.23	52.73	34.78
Lakshadweep	12.6	52.3	32.9	10.5	44.56	28.01	10.96	46.25	29.09
Madhya Pradesh	39.3	54.3	47.0	15.1	51.66	34.18	32.64	53.56	43.47
Maharashtra	42.5	56.7	49.8	16.8	55.16	36.95	31.06	56.00	43.99
Manipur	41.2	52.4	46.9	33.2	49.87	41.41	38.56	51.58	45.09
Meghalaya	35.0	47.0	41.0	23.6	47.68	35.63	32.67	47.17	39.96
Mizoram	41.9	53.9	48.0	31.1	50.89	40.98	36.16	52.35	44.36
Nagaland	52.3	55.7	54.0	25.9	47.95	37.44	44.74	53.42	49.24
Odisha	29.7	56.5	43.2	14.1	54.08	34.81	27.16	56.11	41.79
Puducherry	21.1	54.2	37.4	16.1	54.41	34.84	17.63	54.36	35.66
Punjab	14.3	54.9	35.6	13.2	55.51	35.75	13.91	55.15	35.67
Rajasthan	42.7	51.7	47.3	12.0	50.75	32.27	35.12	51.47	43.60
Sikkim	44.6	61.0	53.3	24.8	57.52	41.90	39.57	60.16	50.47
Tamil Nadu	41.2	60.0	50.7	21.8	58.54	40.16	31.80	59.31	45.58
Tripura	26.3	55.3	41.1	16.0	56.97	36.76	23.57	55.77	40.00
Uttar Pradesh	18.3	47.4	33.4	11.3	48.94	31.16	16.75	47.71	32.94
Uttarakhand	32.9	49.1	41.0	11.3	50.98	32.36	26.68	49.67	38.39
West Bengal	19.4	57.2	38.7	15.4	56.84	36.69	18.08	57.07	38.08
India*	30.0	53.0	41.8	15.4	53.76	35.31	25.51	53.26	39.79

Source: Census 2011 data, Office of the Registrar General, India.

Table 4.2 : State-wise Labour Force Participation Rate : 2011-12

State/Union Territory	Rural			Urban		
	Female	Male	Total	Female	Male	Total
A & N Islands	30.0	60.3	45.7	24.8	63.3	43.7
Andhra Pradesh	44.8	61.2	52.8	18.0	57.6	38.0
Arunachal Pradesh	28.2	49.2	38.9	13.9	47.5	31.8
Assam	12.9	56.4	35.9	9.7	57.3	34.8
Bihar	5.8	48.7	28.4	5.4	44.1	26.7
Chandigarh	4.7	56.7	34.9	13.5	57.9	37.9
Chhattisgarh	41.6	56.3	49.0	25.2	51.7	39.3
D & N Haveli	16.1	48.8	32.5	11.5	57.6	36.7
Daman & Diu	3.4	69.4	42.5	15.2	59.5	35.7
Delhi	14.6	54.4	37.1	10.9	54.8	34.9
Goa	21.2	58.6	39.9	17.4	52.6	35.3
Gujarat	27.9	60.2	44.8	13.5	60.7	38.7
Haryana	16.4	53.2	36.5	10.2	53.5	33.1
Himachal Pradesh	52.9	54.7	53.8	23.6	61.2	43.3
Jammu & Kashmir	26.3	55.9	41.5	14.5	56.3	36.2
Jharkhand	20.4	54.2	37.8	7.3	50.3	30.0
Karnataka	28.9	62.0	45.4	17.1	59.4	38.8
Kerala	25.8	58.3	41.0	22.2	56.7	38.6
Lakshadweep	17.7	59.8	38.3	17.8	58.2	39.3
Madhya Pradesh	23.9	56.4	40.7	11.9	53.3	33.4
Maharashtra	38.9	58.2	49.0	17.2	56.0	37.4
Manipur	27.0	52.3	40.0	20.4	48.3	34.7
Meghalaya	39.2	52.9	46.1	21.0	51.5	35.0
Mizoram	40.5	59.9	50.5	26.7	50.7	
Nagaland	37.1	59.0	48.3	22.4	50.9	37.6
Odisha	25.1	60.6	42.7	15.8	60.3	39.5
Puducherry	22.3	52.1	36.6	15.3	56.3	36.0
Punjab	23.7	57.9	41.4	14.1	58.6	37.9
Rajasthan	34.9	50.0	42.7	14.4	50.7	33.6
Sikkim	49.2	58.6	53.9	27.4	62.8	46.3
Tamil Nadu	38.6	60.7	49.5	21.1	59.9	40.3
Tripura	28.7	59.9	44.9	26.0	59.4	42.7
Uttar Pradesh	17.8	49.6	34.1	10.6	53.3	33.1
Uttarakhand	31.5	46.5	39.0	10.8	51.9	32.2
West Bengal	19.4	60.2	40.0	18.6	63.0	41.9
India	25.3	55.3	40.6	15.5	56.3	36.7

Source: National Sample Survey Office, 68th Round, July 2011 - June 2012.

Notes: 1. Figures are based on usual status approach and includes principal status and subsidiary status persons of all ages.

2. The figures represent size of labour force as percentage of population.

4.3 : State-wise average Wage/Salary (in Rs.) received per day by Regular Wage/Salaried Employees of Age

State/Union Territory	Rural		Urban	
	Female	Male	Female	Male
A&N Islands	435.15	530.37	773.96	654.08
Andhra Pradesh	225.01	251.28	244.30	427.82
Arunachal Pradesh	474.94	672.73	629.15	705.38
Assam	179.71	343.97	561.63	615.23
Bihar	188.42	450.49	369.02	417.10
Chandigarh	282.78	462.73	654.22	568.13
Chhattisgarh	162.55	266.76	252.07	351.60
D&N Haveli	155.15	188.04	390.06	324.00
Daman & Diu	267.64	282.04	423.02	459.66
Delhi	386.91	529.74	683.98	569.56
Goa	255.97	372.41	435.98	459.04
Gujarat	173.13	268.69	271.86	326.34
Haryana	357.38	396.44	635.59	810.93
Himachal Pradesh	250.69	434.72	306.55	426.03
Jammu & Kashmir	222.37	453.56	484.71	497.61
Jharkhand	294.26	515.47	380.00	576.69
Karnataka	151.85	237.53	391.97	518.58
Kerala	240.45	368.44	412.47	519.84
Lakshadweep	290.41	730.80	591.57	690.68
Madhya Pradesh	108.56	270.94	320.58	459.66
Maharashtra	306.76	369.14	370.30	516.55
Manipur	522.57	591.97	646.92	666.55
Meghalaya	358.51	446.29	444.08	527.21
Mizoram	602.98	662.86	610.51	850.29
Nagaland	490.26	544.70	417.63	596.60
Odisha	223.23	245.30	286.42	457.66
Puducherry	126.19	316.53	224.19	409.82
Punjab	157.61	302.79	399.38	352.58
Rajasthan	177.86	328.61	412.89	417.14
Sikkim	547.98	573.97	418.87	541.06
Tamil Nadu	199.44	292.55	297.63	420.76
Tripura	218.73	319.64	301.52	409.66
Uttar Pradesh	171.27	296.51	378.00	496.53
Uttarakhand	392.71	457.89	445.76	447.54
West Bengal	119.76	297.35	323.56	454.61
India	201.56	322.28	366.15	469.87

Source: National Sample Survey Office, 68th Round, July 2011 - June 2012.

FINDINGS :

In India, especially developing parts of India, the male participation rates are significantly higher than females. Women participation rates in employment are almost half as compared to men.

1. Table 4.1 stats the statistics of state wise workforce participation rate : 2011. In this we find that the participation rate of workforce in a state for men is high as compared to women in both rural and urban areas.
2. Table 4.2 stats the statistics of state wise labour force participation rate 2011-12. In this we find the participation rate of labour workforce in a state for men is again to high as compared to women in both rural and urban areas.
3. Table 4.3 stats the statistics of state wise average wage /salary (in rupees) recd. per day by regular wage / salaried employees of age. In this we find that the wages / salaries paid to female labour is too much low as compared to male labour.

CONCLUSION

The study of this paper is done to measure or compare the gender disparity between male and female. The broad conclusions emerging from study are:

1. Workforce participation rate 2011 : In this we conclude that in rural areas males are twice the female labour and when we conclude on urban areas it presents that males are three time more than females. Similarly, this conclusion is same

for labour force participation rate 2011-12.

2. Average wages / salaries recd. (in rupees) : In this we conclude that in rural areas rate of male are higher as compared to female rates.
3. In this paper we want to conclude from my side that giving opportunities to female employees also lead to the development of the economy of the country that will increase the GDP (Gross Domestic Product) of the country.

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