

A STUDY ON GENDER EQUALITY IN THE IT SECTOR

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

by

MOHAMMED AYUB. A

Register No. 39410121



SCHOOL OF BUSINESS ADMINISTRATION

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
Jeppiaar Nagar, RAJIV GANDHI SALAI, CHENNAI - 600 119**

April - 2021



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SCHOOL OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **MOHAMMED AYUB. A, Register No. 39410121** who have done the project entitled **"A study on gender equality in the IT sector"** under my supervision from January 2021 to march 2021.

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DECLARATION

I, **MOHAMMED AYUB. A**, Register No. **39410121**, hereby declare that the Project Report entitled “**A study on the usage of social media platforms by small business firms to build a brand and create awareness**” done by me under the guidance of **Dr. M JOHN BRITTO**, is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

MOHAMMED AYUB. A

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I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

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MOHAMMED AYUB. A

ABSTRACT

Gender equality between women and men refers to the equal rights, responsibilities and opportunities for women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration recognizing the diversity of different groups of women and men. The ultimate goal in gender equality is to ensure that women and men have equitable access to, and benefit from society's resources, opportunities and rewards.

This study aims at finding if there occurs any gender discrimination in the IT industries. The data of 115 employees have been collected and SPSS tools have been used to find the results. This study finds if the employees are subject to any discrimination at work whether it be through salary, promotion etc. the results ultimately reveal that there is not much gender discrimination at the workplace and the few instances it happens can be avoided with more strict laws and morals

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CHAPTER-1 INTRODUCTION

1.1 INTRODUCTION

Gender equality, also known as sexual equality or equality of the sexes, is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender

Gender equality is the goal, while gender neutrality and gender equity are practices and ways of thinking that help in achieving the goal. Gender parity, which is used to measure gender balance in a given situation, can aid in achieving gender equality but is not the goal in and of itself. Gender equality is more than equal representation; it is strongly tied to women's rights, and often requires policy changes. As of 2017, the global movement for gender equality has not incorporated the proposition of genders besides women and men, or gender identities outside of the gender binary.

UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike.

Since World War II, the women's liberation movement and feminism have created a general movement towards recognition of women's rights. The United Nations and other international agencies have adopted several conventions which promote gender equality.

Such legislation and affirmative action policies have been critical to bringing changes in societal attitudes. A 2015 Pew Research Centre survey of citizens in 38 countries found that majorities in 37 of those 38 countries said that gender equality is at least "somewhat important," and a global median of 65% believe it is "very important" that women have the same rights as men. Most occupations are now equally available to men and women, in many countries.

Similarly, men are increasingly working in occupations which in previous generations had been considered women's work, such as nursing, cleaning and

child care. In domestic situations, the role of Parenting or child rearing is more commonly shared or not as widely considered to be an exclusively female role, so that women may be free to pursue a career after childbirth.

Promoting gender equality is seen as an encouragement to greater economic prosperity. Female economic activity is a common measure of gender equality in an economy.

Gender discrimination often results in women obtaining low-wage jobs and being disproportionately affected by poverty, discrimination and exploitation. A growing body of research documents what works to economically empower women, from providing access to formal financial services to training on agricultural and business management practices, though more research is needed across a variety of contexts to confirm the effectiveness of these interventions?

Gender biases also exist in product and service provision. The term "Women's Tax", also known as "Pink Tax", refers to gendered pricing in which products or services marketed to women are more expensive than similar products marketed to men.

Since the 1950s, social scientists as well as feminists have increasingly criticized gendered arrangements of work and care and the male breadwinner role. Policies are increasingly targeting men as fathers as a tool of changing gender relations. Shared earning/shared parenting marriage, that is, a relationship where the partners collaborate at sharing their responsibilities inside and outside of the home, is often encouraged in Western countries

A key issue towards insuring gender equality in the workplace is the respecting of maternity rights and reproductive rights of women. Different countries have different rules regarding maternity leave, paternity leave and parental leave. Another important issue is ensuring that employed women are not de jure or de facto prevented from having a child. In some countries, employers ask women to sign formal or informal documents stipulating that they will not get pregnant or face legal punishment. Women often face severe violations of their reproductive rights at the hands of their employers; and the International Labor Organization classify

forced abortion coerced by the employer as labor exploitation. Other abuses include routine virginity tests of unmarried employed women.

1.2 INDUSTRY PROFILE

Information Technology in India is an industry consisting of two major components: IT services and business process outsourcing (BPO). The sector has increased its contribution to India's GDP from 1.2% in 1998 to 7.7% in 2017. According to NASSCOM, the sector aggregated revenues of US\$180 billion in 2019, with export revenue standing at US\$99 billion and domestic revenue at US\$48 billion, growing by over 13%. As of 2020, India's IT workforce accounts for 4.36 million employees. The United States accounts for two-thirds of India's IT services exports.

India's IT Services industry was born in Mumbai in 1967 with the creation of Tata Consultancy Services who in 1977 partnered with Burroughs which began India's export of IT services. The first software export zone, SEEPZ – the precursor to the modern-day IT park – was established in Mumbai in 1973. More than 80% of the country's software exports were from SEEPZ in the 1980s.

Within 90 days of its establishment, the Task Force produced an extensive background report on the state of technology in India and an IT Action Plan with 108 recommendations. The Task Force could act quickly because it built upon the experience and frustrations of state governments, central government agencies, universities, and the software industry. Much of what it proposed was also consistent with the thinking and recommendations of international bodies like the World Trade Organization (WTO), International Telecommunications Union (ITU), and World Bank. In addition, the Task Force incorporated the experiences of Singapore and other nations, which implemented similar programs. It was less a task of invention than of sparking action on a consensus that had already evolved within the networking community and government.

Regulated VSAT links became visible in 1994. Desai (2006) describes the steps taken to relax regulations on linking in 1991. In 1991 the Department of Electronics

broke this impasse, creating a corporation called Software Technology Parks of India

(STPI) that, being owned by the government, could provide VSAT communications without breaching its monopoly. STPI set up software technology parks in different cities, each of which provided satellite links to be used by firms; the local link was a wireless radio link. In 1993 the government began to allow individual companies their own dedicated links, which allowed work done in India to be transmitted abroad directly. Indian firms soon convinced their American customers that a satellite link was as reliable as a team of programmers working in the clients' office.

A joint EU-India group of scholars was formed on 23 November 2001 to further promote joint research and development. On 25 June 2002, India and the European Union agreed to bilateral cooperation in the field of science and technology. India holds observer status at CERN, while a joint India-EU Software Education and Development Center will be located in Bangalore.

1.3 NEED FOR THE STUDY

The twentieth century has seen a steady increase of what sociologists of work have labelled knowledge work: economic production in which immaterial resources such as talent, knowledge, creativity, communication and presentation skills are the key resource. Employers and contractors hire employees, self-employed or freelancers because they expect them to make a particular contribution based on their capacity to produce output with their brains rather than through interaction with raw materials, tools and machines.

At first glance, the fact that knowledge work focuses on individual talent and knowledge seems to offer opportunities for lessening gender inequalities in the workplace. First, physical strength, which gives men a competitive advantage in industrial and agricultural production, is irrelevant to the job performance of knowledge workers. Second, the possession of knowledge and talent is not dependent on gender. On the contrary, as they regularly outperform men in higher education (HEPI, 2009), one could argue that women might even be better placed

to acquire the crucial resources for knowledge work. From this perspective, a growing proportion of knowledge work in a society's economic A double-edged sword 9 Downloaded by Kungliga Tekniska Högskolan At 05:52 07 March 2016 (PT) activity could be expected to increase the opportunities for gender-neutral participation and advancement in the workplace.

1.4 OBJECTIVES OF STUDY

1.4.1 PRIMARY OBJECTIVE

The primary objective is to analyse how gender plays a major role in how people are being treated at work especially in the IT sector

1.4.2 SECONDARY OBJECTIVES

- To investigate key concepts such as gender wage gap and gender stereotyping
- To analyse what steps can be taken to improve equality
- To analyse theories of gender segregation at work and the related ideologies of gender equality

1.5 LIMITATIONS OF THE STUDY:

- This study confines within the limited period.
- The study covers only the city of Chennai
- The result fully depends upon the information given by the respondents which may be biased

CHAPTER-2

REVIEW OF LITERATURE

1. **Doris Ruth Eikhof (2012)** to uncovers the hidden gender consequences of three current trends in the workplace, the increase in knowledge work, information and communication technology (ICT) and work-life balance policies. he paper synthesizes and analyses existing empirical evidence from research on knowledge work, work-life balance and boundary, women's work and careers. Knowledge work, ICT and work-life balance policies are found to increase the temporal and geographical flexibility of work. Such enhanced flexibility should facilitate women's participation and advancement in work and therefore gender equality. However, all three trends also have hidden gender consequences that significantly prevent women from participating and advancing.
2. **Kat Banyard (2011)** argues passionately and articulately that feminism continues to be one of the most urgent and relevant social justice campaigns today. She looks at the facts. Forty years after the Equal Pay Act, women are paid on average 22.6% less per hour than men, and 30,000 of them are sacked every year simply for being pregnant. Women make up only 12% of FTSE 100 directors, and remain starkly in the minority in parliament and the legal profession. In the workplace, they continue to be victims of sexual harassment; at home, they are likely to be victims of violence
3. **Mai Camilla Munkejord (2016)** advances our understanding of work–life balance by analysing the everyday stories of self-employed immigrant parents. In this study, work–life balance is constructed in contrasting ways between mothers and fathers on the individual level and simultaneously in binary and potentially competing ways on the couple level. Hence, through an analysis of the participants' work and family availabilities, this study sheds light on how gender relations may be shaped at the micro level within the Nordic dual-earner family model.
4. **Paul Blyton & Jean Jenkins (2010)** examine the fate of redundant workers and their community in the industrial region of South Wales, U.K., where redundancy has been a 'normal rather than exceptional feature' of life since

the middle of the last century. It analyses the experiences of workers made redundant by the international clothing company Burberry, as it closed its manufacturing plant in the Rhondda Valleys and moved its production to China. The chapter begins by considering redundancy in the context of contemporary capitalism. It then briefly examines the particular experience of the South Wales valleys, followed by an evaluation of the impact of job loss on the lives of the individual employees, their families and their community.

5. **Gry Agnete Alsos, Elisabet Ljunggren, Sara Carter & Mariell Opdahl Jørstad (2016)** investigate the challenges women entrepreneurs face when combining owning and managing their firm with family life and responsibilities, and the strategies they adopt to manage such challenges. Acknowledging that entrepreneurial activities are embedded in the family, we examine the work-family interface and the actions taken by the women entrepreneurs to deal with sometimes conflicting, sometimes mutually supportive, requirements and opportunities in the firm and in the family. The study relies on in-depth interviews with women entrepreneurs in seven growth-oriented businesses, all with under-aged children. We find that women entrepreneurs develop three main types of strategies for work-life balance: 1) business-related strategies, 2) household-related strategies, and 3) strategies in the business-household interface.
6. **Susan Marlow, Maura McAdam (2013)** aim to critically evaluate the association between gender and business performance suggesting that this critique has implications for the broader development of our understanding of entrepreneuring behaviours. Women-owned businesses are frequently described as under-performing in that the majority remain small and marginal. The authors dispute this description; within this paper, it is argued that such performance profiles reflect the constrained performance of most small firms. The assertion that women owned firms under-perform reflects a gendered bias within the entrepreneurial discourse where femininity and deficit are deemed coterminous
7. **Adelina Broadbridge (2010)** aims to show how using the framework of social capital can be useful in understanding the careers of senior retail managers. A qualitative research design in the form of 17 biographical interviews with 11

men and six women was adopted to understand the perceived influence and active involvement of social capital factors in retail career development at senior levels. Findings – Men and women were equally aware of the importance of accumulating social capital factors for career development purposes, although they considered that the accumulation of human capital factors to be crucial in their own career development. Evidence indicated that women and men had benefited from borrowing social capital early in their career.

8. **Doris Ruth Eikhof , Juliette Summers , Sara Carter (2013)** discuss the impact gendered media representations of entrepreneurs may have on the reality of female entrepreneurship. It analyses the representation of women entrepreneurs in a women's magazine. Media representations influence, firstly, whether women perceive entrepreneurship as desirable and attainable, and thus impact the strength and direction of their entrepreneurial aspirations. Secondly, media representations shape how key stakeholders such as bankers or clients view and interact with female business owners, thereby impacting women entrepreneurs' business relations and opportunities.
9. **Mohammadd Wazir Shafie b. Hj. Aliasah, Zuraidah Abdullah, Salwati Shafee (2020)** look at the level of work-life balance as well as the work involvement of non-academic employees of higher learning institutions in Malaysia. Additionally, it also looks at how the work-life balance affects individual work involvement. Data of this quantitative study were gathered through a set of questionnaire which was administered to 335 non-academic employees of higher learning institutions in Malaysia. Analysis of findings was based on descriptive analysis using SPSS 23 version by looking at the mean and standard deviation. It also looked at the effects of work life balance on work engagement by undertaking pearson correlation analysis. The findings of the study provide and insight on the level of work life balance and work engagement as practiced by the non-academic employees of Malaysian higher learning institutions. The findings also illustrate the significant relationship between work life balance as well as work engagement among non-academic employees in Malaysian higher learning institutions.
10. **Bridget Conor, Rosalind Gill & Stephanie Taylor (2015)** introduce a new collection which explores these issues, marking the significance of gender for

an understanding of creative labour in the neoliberal economy. Inequalities within the cultural and creative industries (CCI) have been insufficiently explored. International research across a range of industries reveals gendered patterns of disadvantage and exclusion which are, unsurprisingly, further complicated by divisions of class, and also disability and race and ethnicity. These persistent inequalities are amplified by the precariousness, informality and requirements for flexibility which are widely noted features of contemporary creative employment

11. **John Thompson (2009)** explores the possible reasons why the participation rate for women is higher, ask whether it matters, and consider what should be done. This report concerns gender differences in graduate employment, based on the most comprehensive data available. However, these predate the recent sharp rise in graduate unemployment following the economic downturn. To provide some recent context for the analysis in this report, information from the Labour Force Survey was obtained from the Office for National Statistics.
12. **Leslie McCall (2009)** highlight the substantial degree of variation in inequality across jobs, occupations, industries, firms, regions, and countries that cannot be attributed to human capital differences alone. It begins with a theoretical review of organizational and institutional theories of gender and racial inequality, follows with a brief description of the new context of economic restructuring, and then focuses on the gendered and racialized aspects of economic restructuring and organization-level restructuring. It also examines the institutional differences across advanced industrial countries that have mediated the terms of women's economic incorporation during this period.
13. **Harriet Bradley (1991)** provides a survey and critique of the research material concerned with the sexual division of labour. The result is an account of how women's lives have changed over the last 250 years. Harriet Bradley draws on her own research, and addresses issues of gender, work and inequality. Her "case studies" are taken from a variety of occupations from agriculture to nursing, from shopwork to hosiery production. She constructs a systematic account of the development of gender-based job segregation in Britain from the Industrial Revolution to the present day.
14. **Stephen Linstead, Joanna Brewis and Alison Pullen (2005)** provide a critical review of existing contributions to gender and change management

and in doing so highlight how organizational change needs to be read more readily from a gendered perspective. This paper argues that gender has received little attention regarding the change management side of managerial practice and reviews recent contributions to gender and change to demonstrate this. The paper then questions how men and women both cope with and drive change and whether the identified differences are more than superficial. The concept of gender is then read into management theory in order to understand how gender affects the way managers think and act, and the gendering of management is discussed. The paper concludes by outlining future research areas – change agents, entrepreneurs, female innovators, psychoanalytic treatments of change and gender experiences

15. **Paula England (1984)** tests two explanations of occupational sex segregation that have been generated from the neoclassical theory of human capital. Both theses assert that men and women have a pecuniary reason to choose occupations traditional for their sex. Regression analyses using 1974 data from the Panel Study of Income Dynamics refute both theses. Controlling for education and experience, women have higher lifetime earnings if they work in predominantly male occupations
16. **Heilman, Madeline E. (2001)** posits that the scarcity of women at the upper levels of organizations is a consequence of gender bias in evaluations. It is proposed that gender stereotypes and the expectations they produce about both what women are like (descriptive) and how they should behave (prescriptive) can result in devaluation of their performance, denial of credit to them for their successes, or their penalization for being competent. The processes giving rise to these outcomes are explored, and the procedures that are likely to encourage them are identified
17. **C. Elizabeth Hirsh, Youngjoo Cha (2008)** review recent research on employment discrimination on the basis of sex, race, and ethnicity in US work establishments. Unlike blatant discrimination of the past, contemporary discrimination is typically more subtle, often unintentional, and develops in relationship to the social context in which it is embedded. Focusing on this covert and dynamic nature of discrimination, we review recent research that identifies factors at the individual, workplace, and societal level that contribute to variation in sex and race discrimination across employment contexts.

18. **Kate Grosser and Jeremy Moon (2008)** investigate the potential and actual contribution of corporate social responsibility (CSR) to gender equality in a framework of gender mainstreaming (GM). It introduces GM as combining technical systems (monitoring, reporting, evaluating) with political processes (women's participation in decision-making) and considers the ways in which this is compatible with CSR agendas. It examines the inclusion of gender equality criteria within three related CSR tools: human capital management (HCM) reporting, CSR reporting guidelines, and socially responsible investment (SRI) criteria on employee and diversity issues.
19. **Cailin S. Stamarski and Leanne S. Son Hing (2015)** propose a model of gender discrimination in HR that emphasizes the reciprocal nature of gender inequalities within organizations. Gender inequality in organizations is a complex phenomenon that can be seen in organizational structures, processes, and practices. For women, some of the most harmful gender inequalities are enacted within human resources (HRs) practices. This is because HR practices (i.e., policies, decision-making, and their enactment) affect the hiring, training, pay, and promotion of women
20. **Etta Olgiati, Gillian Shapiro, Raymond-Pierre Bodlin, Eric Verborgh (2002)** describe the operation of workplace gender equality strategies in seven countries of the European Union and assesses their impact on both employees and the organisation.. It explains the reasons for the success or failure of these programmes and draws up recommendations for action aimed at providing decision makers with the relevant information they need in order to give an impetus to gender equality in the workplace.
21. **Edward H Chang, Katherine L Milkman (2020)** summarize research that documents how gender bias can lead to mistakes in decision making that are harmful to gender equality and to organizations. Specifically, they begin by summarizing research that documents how gender bias can lead to a litany of mistakes in decision making that are harmful to gender equality and to organizations. They then present a variety of solutions that research suggests can help alleviate these biases in order to improve workplace equality and help firms leverage their talent to the fullest extent.
22. **José Antonio Caveró-Rubio, Antonio Collazo-Mazón, Araceli Amorós-Martínez (2019)** aim to study whether it also has a favorable impact on the

financial performance of Spanish companies. To do so, the variation in financial performance has been analyzed before and after the concession of this distinction, taking into consideration its relationship with a series of economic and gender variables. The implementation of a panel data regression has shown that sales, worker efficiency, and how efficiently directors manage the company have a positive influence on financial performance in the period subsequent to institutional recognition for adopting equality measures in the workplace.

23. **Gesine Fuchs (2013)** explores legal and institutional factors that can account for the varying levels of legal mobilization in countries with a civil law system. It examines the different legal opportunity structures (LOS) (such as judicial access and material and procedural law) and the extent to which strategic litigation has been employed by trade unions and other social actors to promote equal pay in four European countries:
24. **Kate Grosser, Jeremy Moon (2004)** examine the reasons for company disclosure on this issue and the barriers to better reporting. It examines the reasons for company disclosure on this issue and the barriers to better reporting. It finds that new and substantial forms of gender performance reporting have emerged. However such reporting remains idiosyncratic and largely non-comparable. Market, civil society and governmental drivers inform reporting practices, however firms perceive no strong demand for, and significant risks associated with more detailed reporting. The paper considers policy options beyond regulation.
25. **Neeraj Kaushik, Anita Sharma, Veerander Kumar Kaushik (2014)** study gender issues like gender stereotype, gender discrimination and sexual harassment in the context of Indian environment. A structured questionnaire was developed to collect primary data from 500 firms in India. The data collected through questionnaire was coded and tabulated keeping in context with the objective of the study and was analysed by calculating frequencies, factor analysis and one way analysis of variance.
26. **Carolina Pía García Johnson, Kathleen Otto (2019)** develop an integrative model of gender equality in the workplace for HRM academics and practitioners. First, it analyzes relevant antecedents and consequences of gender-based discrimination and harassment (GBDH) in the workplace.

Second, it incorporates the feminist, queer, and intersectional perspectives in the analysis. Third, it integrates literature findings about women and the LGBTQ at work, making the case for an inclusive HRM. The authors underscore the importance of industry-university collaboration and offer a starters' toolkit that includes suggestions for diagnosis, intervention, and applied research on GBDH. Finally, avenues for future research are identified to explore gendered practices that hinder the career development of women and the LGBTQ in the workplace.

27. **Nina Pološki Vokić, Dubravka Sinčić Ćorić, Alka Obadić (2017)** study if whether highly educated women suffer less inequality in the workplace. To test it, both secondary and primary researches were conducted. Secondary data refer to the field of education, participation in knowledge-intensive activities, hierarchical status, and pay gap of highly educated women compared to men in selected European countries, while primary data reveal perceptions of highly educated women on women's contextual career factors and personal critical incidents' experiences concerning equality.
28. **Sofia Elwér, Lisa Harryson, Malin Bolin, Anne Hammarström (2013)** highlights the importance of utilizing a multidimensional view of gender equality to understand its association to health outcomes. Questionnaire data from the Northern Swedish Cohort (n=715) have been analysed and supplemented with register data about the participants' workplaces. The register data were used to create gender equality indicators of women/men ratios of number of employees, educational level, salary and parental leave. Cluster analysis was used to identify patterns of gender equality at the workplaces. Differences in psychological distress between the clusters were analysed by chi-square test and logistic regression analyses, adjusting for individual socio-demographics and previous psychological distress. The cluster analysis resulted in six distinctive clusters with different patterns of gender equality at the workplaces that were associated to psychological distress for women but not for men. For women the highest odds of psychological distress was found on traditionally gender unequal workplaces
29. **Angel Sharma (2016)** investigates the relationship of performance appraisals, sociocultural issues, affirmative action (AA), and organizational capabilities in managing diversity and equality in the workplace. Firstly, performance

appraisals were found to be a major source of discrimination especially due to raters influence on the actual process. Sociocultural issues had major role as some managers went out of their way in helping their subordinates, especially in paternalistic countries, whereas some left it to workers themselves. AA was laid out to ensure that organizations meet statutory requirements but it often came down to managerial commitments. Finally, this paper found that organizations have to develop capabilities so as to encourage diversity and equality in the workplace.

30. **Maureen A Kilgour (2007)** argues that the Global Compact has a strong gender equality mandate, which has not been fulfilled. The paper advances a number of reasons why this may be the case, including the lack of women's participation at many levels, the pervasive nature of women's inequality and the fact that it may not be in the interests of Global Compact signatories to address this inequality. Despite the limitations of this voluntary initiative, it does have some potential to effect positive change.

CHAPTER-3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

The objectives of the dissertation, a quantitative research was held. The main characteristic of quantitative research is that it is mostly appropriate for small samples, while its outcomes are not measurable and quantifiable. Its basic advantage, which also constitutes its basic difference with quantitative research, is that it offers a complete description and analysis of a research subject.

3.2 SOURCES OF DATA:

The data collected for this project work was from two sources

1. Primary Source
2. Secondary Source

3.2.1 PRIMARY DATA

Primary data is collected from people by using structured questionnaire.

3.2.2 SECONDARY DATA

The secondary data was collected by company website, books, internet and Wikipedia.

3.3 SAMPLE SIZE

The sample of 115 respondents was taken into consideration for my study and the data was collected.

3.4 SAMPLING TECHNIQUE

To study the project a simple random sampling technique under descriptive method is used.

3.5 PERIOD OF STUDY

This period of study is 4 months.

3.6 ANALYTICAL TOOLS

Techniques are used to obtain findings and arrange information in logical sequence from the raw data collected. After the tabulation of data the tools provide scientific and mathematical solutions to complex problems. The present study uses the following statistical tools for analyzing the collected data.

1. Percentage analysis
2. Chi-Square test
3. Correlation

CHAPTER-4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

TABLE 4.1.1 GENDER

Sl. No	Particulars	No. of Respondents	Percentage
1	Male	66	57.4
2	Female	49	42.6
Total		115	100

Source: Primary data

Gender
115 responses

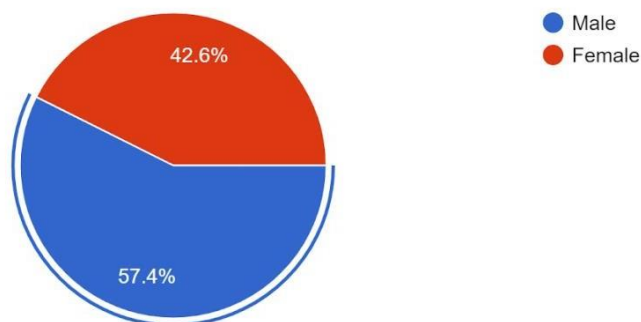


CHART 4.1.1 SHOWS THE GENDER

INTERPRETATION

From the above table it is interpreted that 57.4% of the respondents are Male and the remaining 42.6% of the respondents are Female

INFERENCE

The majority of the respondents are Male

TABLE 4.1.2 AGE

SL. NO	YEARS	NO. OF RESPONDENTS	PERCENT
1	21-30	51	44.3
2	31-40	36	31.3
3	41-50	20	17.4
4	50 OR MORE	8	7
TOTAL		115	100

Source: Primary data

Age
115 responses

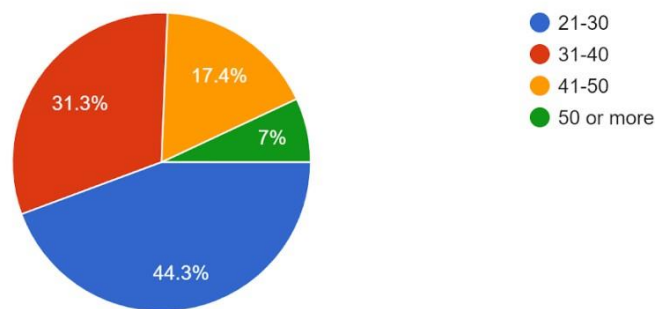


CHART 4.1.2 SHOWS THE AGE OF RESPONDENTS

INTERPRETATION

From the above table it is interpreted that 44.3%, 31.3%, 17.4% and 7% of the respondents are of the age group 21-30, 31-40, 41-50 and 50 or above respectively

INFERENCE

Majority of the respondents are of the age group 21-30

TABLE 4.1.3 EDUCATIONAL QUALIFICATION

SL. NO	EDUCATIONAL QUALIFICATION	NO. OF RESPONDENTS	PERCENTAGE
1	BACHELOR'S DEGREE	49	42.6
2	MASTER'S DEGREE	47	40.9
3	DOCTORATE	11	9.6
4	DIPLOMA	8	7
TOTAL		115	100

Source: Primary data

Educational qualification
115 responses

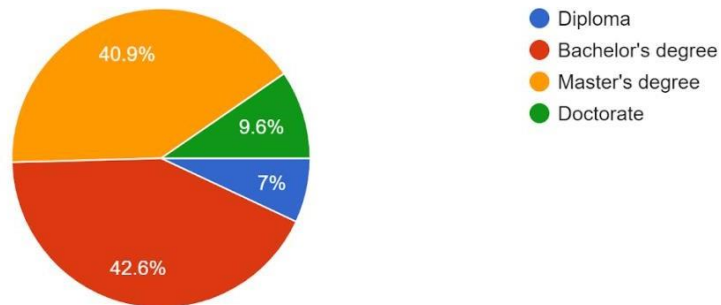


CHART 4.1.3 SHOWS THE EDUCATIONAL QUALIFICATION

INTERPRETATION

From the above table it is interpreted that 42.6%, 40.9%, 9.6% and 7% of the respondents have bachelor's degree, master's degree, doctorate and diploma respectively

INFERENCE

Majority of the respondents possess bachelor's degree

TABLE 4.1.4 MARITAL STATUS

SL NO	MARITAL STATUS	NO OF RESPONDENTS	PERCENTAGE
1	SINGLE	50	43.5
2	MARRIED	65	56.5
TOTAL		115	100

Source: Primary data

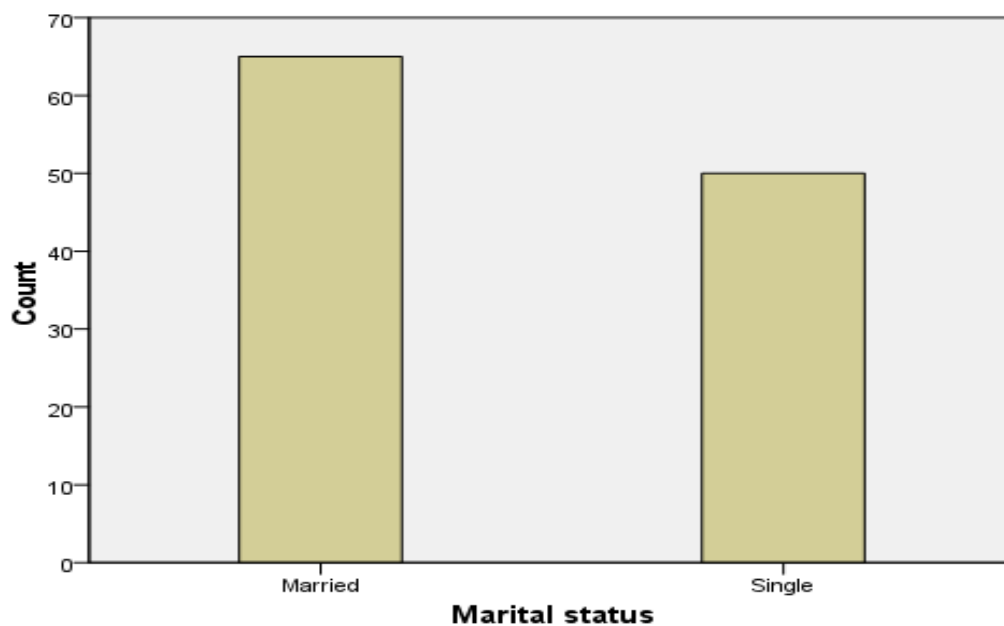


CHART 4.1.4 SHOWS THE MARITAL STATUS OF RESPONDENTS

INTERPRETATION

From the above table it is interpreted that 56.5% and 43.5% of the respondents are single and married respectively

INFERENCE

Majority of the respondents are married individuals

TABLE 4.1.5 POSITION IN THE ORGANIZATION

SL NO	POSITION	NO OF RESPONDENTS	PERCENTAGE
1	PROJECT MANAGER	13	11.3
2	HELP DESK SUPPORT	12	10.43
3	SALES EXECUTIVE	12	10.43
4	BUSINESS ANALYST	14	12.17
5	HARDWARE TECHNICIAN	9	7.82
6	NETWORK ENGINEER	6	5.21
7	SOFTWARE ENGINEER	6	5.21
8	MARKETING SPECIALIST	10	8.69
9	ACCOUNTING CLERK	11	9.56
10	CLOUD COMPUTING ENGINEER	5	4.34
11	DATABASE ENGINEER	6	5.21

12	INFORMATION TECHNOLOGY ANALYST	4	3.47
13	WEB DEVELOPER	7	6.08
14	INFORMATION SECURITY SPECIALIST	3	2.6
TOTAL		115	100

SOURCE: PRIMARY DATA

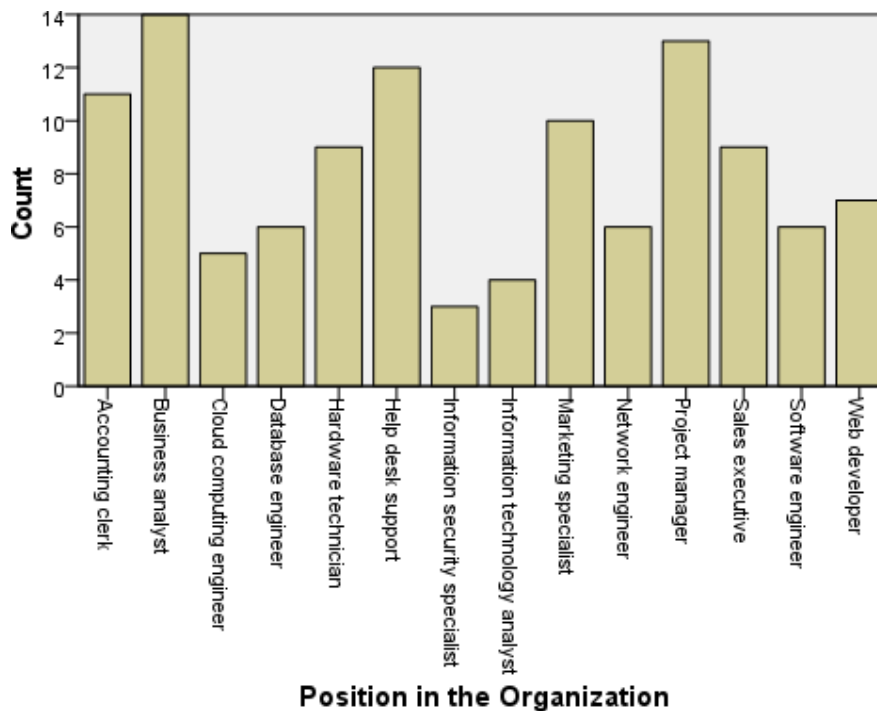


CHART 4.1.5 SHOWS THE POSITION IN THE ORGANIZATION

INTERPRETATION

From the above table it is interpreted that 11.3%, 10.43%, 10.43%, 12.17%, 7.82%, 5.21%, 5.21%, 8.69%, 9.56%, 4.34%, 5.21%, 3.47%, 6.08% & 2.6% of the respondents are Project managers, help desk support, sales executive, business analyst, hardware technician, network engineer, software

engineer, marketing specialist, accounting clerk, cloud computing engineer, database engineer, information technology analyst, web developer and information security analyst respectively

INFERENCE

Majority of the respondents are Business analysts

TABLE 4.1.6 ORGANIZATION TENURE

SL NO	YEARS	NO. OF RESPONDENTS	PERCENTAGE
1	LESS THAN A YEAR	24	20.9
2	2-5	44	38.3
3	6-10	29	25.2
4	11-20	14	12.2
5	MORE THAN 20 YEARS	4	3.5
TOTAL		115	100

Source: Primary data

How long have you been employed at your present Organization?

115 responses

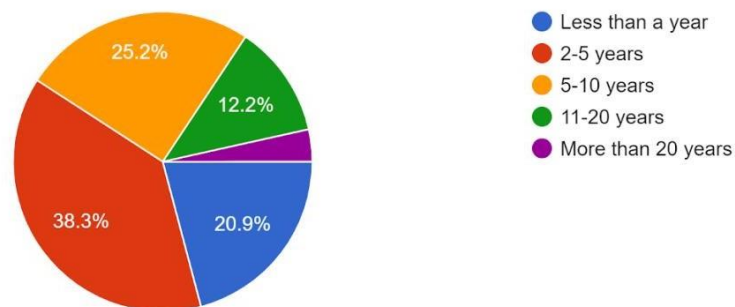


CHART 4.1.6 SHOWS THE ORGANIZATION TENURE

INTERPRETATION

From the above table it is interpreted that 20.9%, 38.3%, 25.2%, 12.2% and 3.5% of the respondents have been working for less than a year, 2-5 years, 6-10 years, 11-20 years and more than 20 years

INFERENCE

Majority of the respondents are working for 2-5 years

TABLE 4.1.7 WORK HOURS IN A WEEK

SL NO	HOURS	NO. OF RESPONDENTS	PERCENTAGE
1	40-49	73	63.5
2	50-59	40	34.8
3	60 OR MORE	2	1.7
TOTAL		115	100

Source: Primary data

On average, how many hours do you work in a week?

115 responses

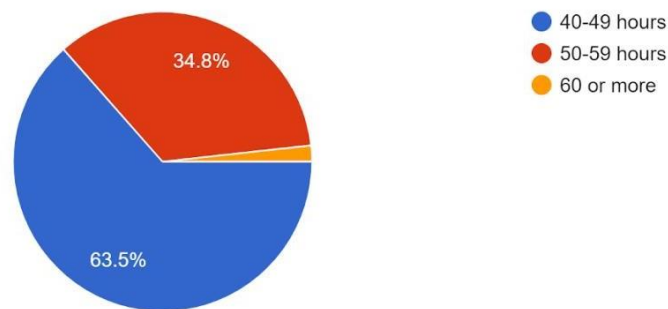


CHART 4.1.7 SHOWS THE NUMBER OF HOURS THE RESPONDENTS WORK

INTERPRETATION

From the above table, it is interpreted that 63.5%, 34.8% and 1.7% of the respondents are working on average for 40-49, 50-59 and 60 or more hours in a week

INFERENCE

Majority of the respondents are working on average for 40-49 hours in a week

TABLE 4.1.8 GENDER AND PROFESSION

SL NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	STRONGLY AGREE	5	4.3
2	AGREE	16	13.9
3	NEUTRAL	27	23.5
4	DISAGREE	38	33
5	STRONGLY DISAGREE	29	25.2
TOTAL		115	100

Source: Primary data

Does your gender influence your profession?
115 responses

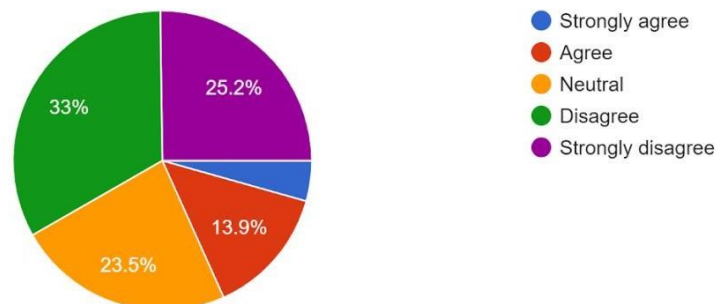


CHART 4.1.8 SHOWS THE RELATONSHIP BETWEEN GENDER AND PROFESSION

INTERPRETATION

From the above table, it is interpreted that 4.3% of them feel strongly influenced, 13.9% of them feel influenced, 23.5% of them are neutral, 33% of them do not feel it influences and 25.2% of them feel that their profession isn't strongly influenced by their gender

INFERENCE

Majority of them feel that their profession is not influenced by gender

TABLE 4.1.9 GENDER AND ASSIGNMENTS DELEGATED

SL NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	STRONGLY AGREE	5	4.3
2	AGREE	15	13
3	NEUTRAL	25	21.7
4	DISAGREE	43	37.4
5	STRONGLY DISAGREE	27	23.5
TOTAL		115	100

Source: Primary data

Does your supervisor consider gender while delegating assignments?

115 responses

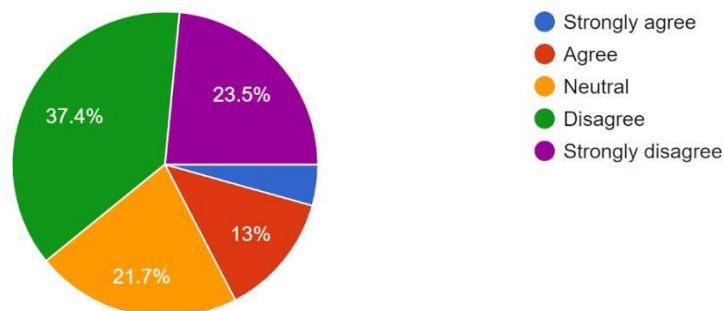


CHART 4.1.9 SHOWS THE RELATIONSHIP BETWEEN GENDER AND ASSIGNMENTS DELAGTED BY SUPERVISOR

INTERPRETATION

From the above table, it is interpreted that 4.3% strongly agree, 13% agree, 21.7% are neutral, 37.4% disagree and 23.5% strongly disagree that their supervisor considers gender while delegating assignments

INFERENCE

Majority of the respondents disagree that their supervisor delegates assignments on the basis of gender

Table 4.1.10 WORK TIME COMPARED TO COLLEAGUES

SL NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	YES	34	29.6
2	NO	81	70.4
TOTAL		115	100

Source: Primary data

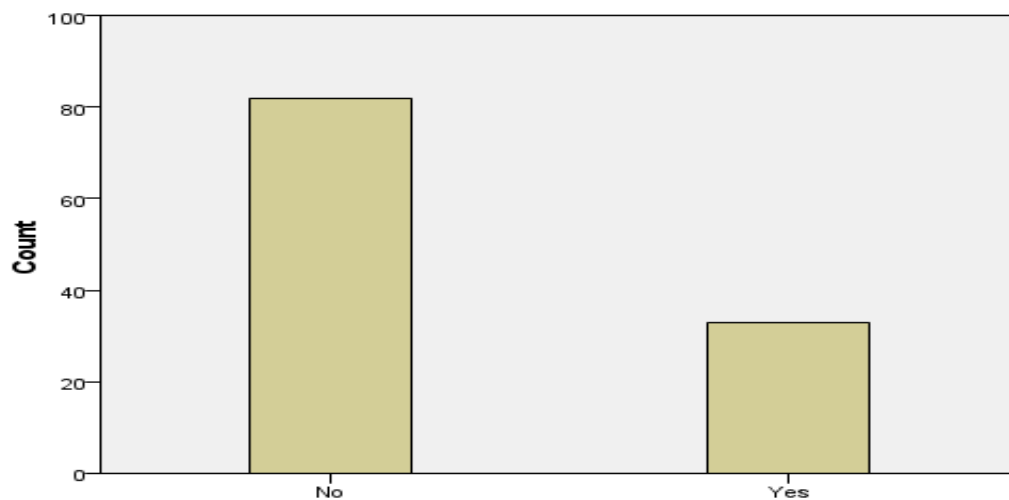


CHART 4.1.10 SHOWS THE WORKTIME OF RESPONDENTS COMPARED TO COLLEAGUES

INTERPRETATION

From the above table, it is interpreted that 70.4% of the respondents disagree and 29.6% of the respondents agree to work more than their colleagues

INFERENCE

Majority of the respondents do no work overtime

Table 4.1.11 WORK OVERTIME FOR OTHER'S WORK

SL NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	YES	31	27
2	NO	84	73
TOTAL		115	100

Source: Primary data

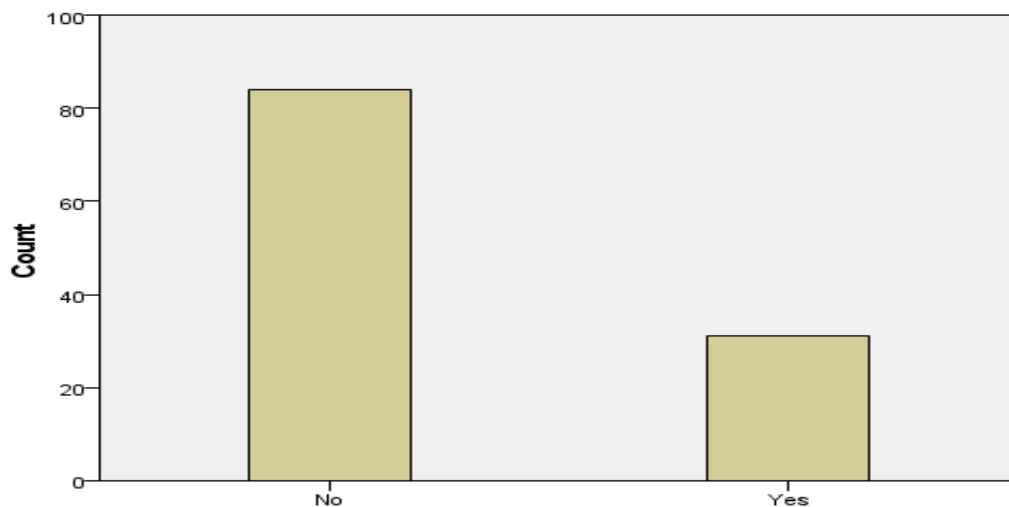


CHART 4.1.11 SHOWS IF THE RESPONDENTS WORK OVERTIME TO COVER THEIR COLLEAGUES WORK

INTERPRETATION

From the above table, it is interpreted that 73% of respondents disagree and 27% of the respondents agree that they are made to work overtime to cover up for their colleague's work

INFERENCE

Majority of the respondents do not work overtime to cover up for someone else's work

Table 4.1.12 TREATMENT OF COLLEAGUES TOWARDS RESPONDENT

SL NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	YES	13	11.3
2	NO	102	88.7
TOTAL		115	100

Source: Primary data

Do your colleagues unfairly treat you at work?

115 responses

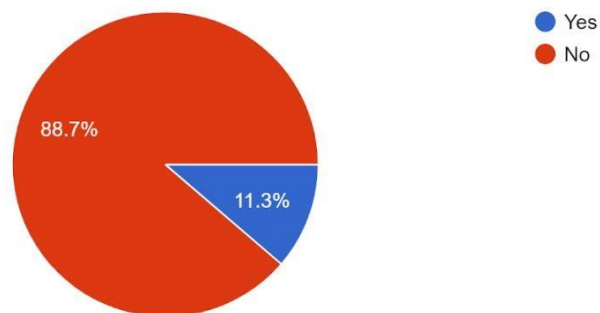


CHART 4.1.12 SHOWS THE HOW THE RESPONDENT'S COLLEAGUE TREAT THEM AT WORK

INTERPRETATION

From the above table, it is interpreted that 11.3% of the respondents agree and 88.7% of the respondents disagree to have their colleagues treat them unfairly at the workplace

INFERENCE

Majority of the respondents do not feel being treated unfairly by their colleagues

Table 4.1.13 RELATIONSHIP WITH COLLEAGUES

RATING	NO. OF RESPONDENTS	PERCENTAGE
1	0	0
2	5	4.3
3	22	19.1
4	65	56.5
5	23	20
TOTAL	115	100

Source: Primary data

How is your relationship with your colleagues?
115 responses

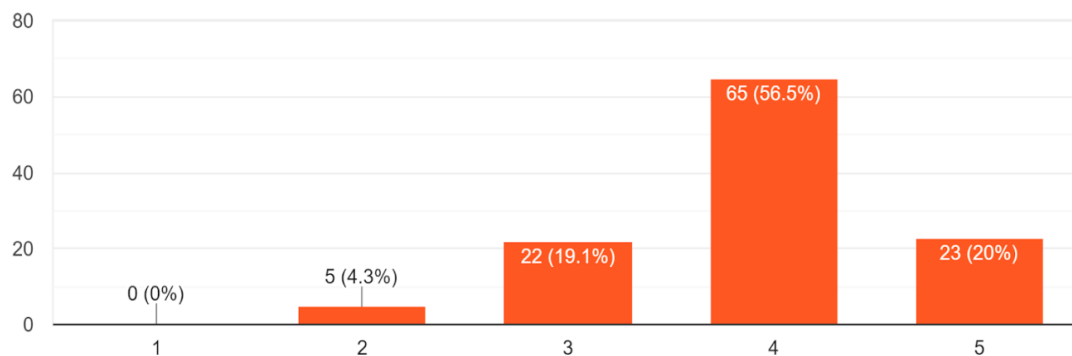


CHART 4.1.13 SHOWS THE RELATIONSHIP OF RESPONDENTS AND THEIR COLLEAGUES

INTERPRETATION

From the above table, it is interpreted that from the respondents 0% have a poor relation, 4.3% have a bad relation, 19.1% have a neutral relation, 56.5% have good relation and 20% have an excellent relation with their colleagues

INFERENCE

Majority of the respondents do not feel being treated unfairly by their colleagues

Table 4.1.14 TREATMENT OF SUPERVISOR TOWARDS RESPONDENT

SL NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	YES	21	18.3
2	NO	94	81.7
TOTAL		115	100

Source: Primary data

Does your supervisor unfairly treat you at work?

115 responses

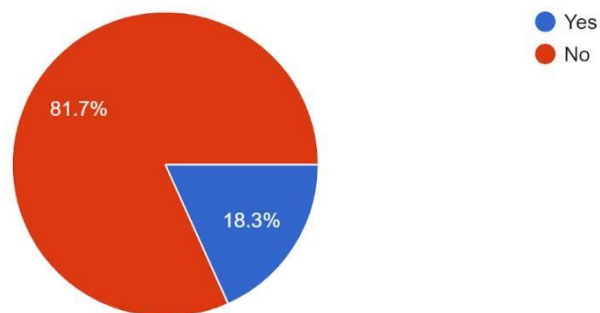


CHART 4.1.14 SHOWS HOW THE SUPERVISOR TREATS THE RESPONDENTS AT WORK

INTERPRETATION

From the above table, it is interpreted that from the respondents 18.3% agree and 81.7% disagree that their supervisor treats them unfairly at work

INFERENCE

Majority of the respondents do not feel being treated unfairly by their colleagues

Table 4.1.15 RELATIONSHIP WITH SUPERVISOR

RATING	NO. OF RESPONDENTS	PERCENTAGE
1	2	1.7
2	8	7
3	39	33.9
4	55	47.8
5	11	9.6
TOTAL	115	100

Source: Primary data

How is your relationship with the supervisor?

115 responses

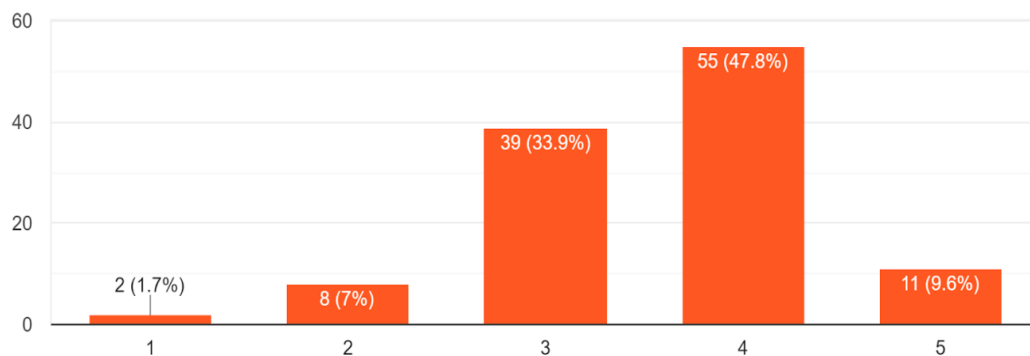


CHART 4.1.15 SHOWS THE RELATIONSHIP OF RESPONDENT WITH THE SUPERVISOR

INTERPRETATION

From the above table, it is interpreted that of the respondents 1.7% have a very poor relation, 7% have a poor relation, 33.9% have a neutral relation, 47.8% have a good relation and 9.6% have an excellent relation with their supervisor

INFERENCE

Majority of the respondents have a good relationship with their supervisor

TABLE 4.1.16 SALARY

SL NO	SATISFACTION LEVEL	NO. OF RESPONDENTS	PERCETAGE
1	VERY SATISFIED	14	12.2
2	SATISFIED	53	46.1
3	NEUTRAL	35	30.4
4	DISSATISFIED	9	7.8
5	VERY DISSATISFIED	4	3.5
TOTAL		115	100

Source: Primary data

How satisfied are you with your current pay?

115 responses

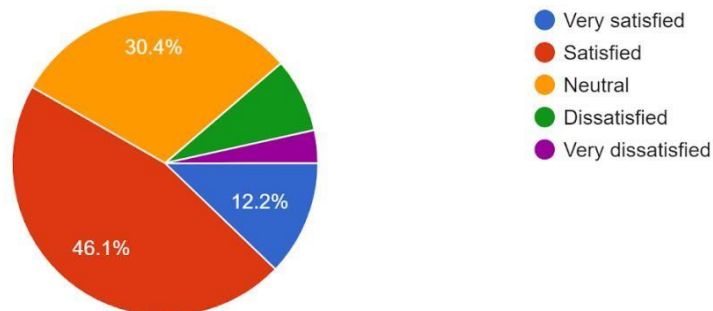


CHART 4.1.16 SHOWS THE SATISFACTION LEVEL OF RESPONDENT AND THEIR SALARY

INTERPRETATION

From the above table, it is interpreted that of the respondents 12.2% are very satisfied, 46.1% are satisfied, 30.4% are neutral, 7.8% are dissatisfied and 3.5% are very dissatisfied with their current pay

INFERENCE

Majority of the respondents are satisfied with their current pay

TABLE 4.1.17 SALARY GAP BETWEEN RESPONDENT AND COLLEAGUES

SL NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	YES	35	30.4
2	NO	80	69.6
TOTAL		115	100

Source: Primary data

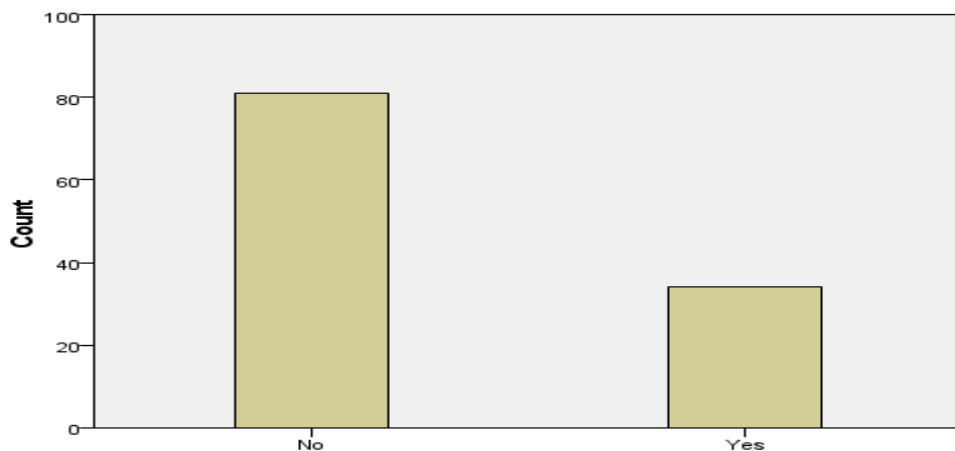


CHART 4.1.17 SHOWS THE RELATIONSHIP BETWEEN RESPONDENT AND COLLEAGUES

INTERPRETATION

From the above table, it is interpreted that of the respondents 69.6% disagree and 30.4% agree that there is a pay gap between them and their colleagues in the same department at work

INFERENCE

Majority of the respondents disagree that there is any pay gap between them and their colleagues at work

TABLE 4.1.18 SALARY BEING DENIED TO RESPONDENT

SL NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	YES	18	15.7
2	NO	97	84.3
TOTAL		115	100

Source: Primary data

Have you been unfairly denied salary?

115 responses

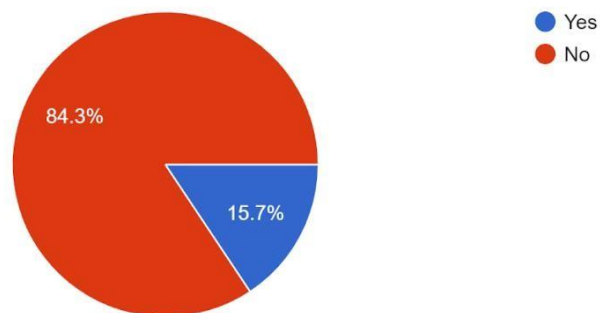


CHART 4.1.18 SHOWS IF THE REpondENTS ARE EVER DENIED THEIR SALARY

INTERPRETATION

From the above table, it is interpreted that of the respondents 84.3% disagree and 15.7% agree that they have been unfairly denied salary at work

INFERENCE

Majority of the respondents disagree that they are unfairly being denied they're salary

TABLE 4.1.19 SALARIES AND EMPLOYEE PERFORMANCE

SL NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	STRONGLY AGREE	20	17.4
2	AGREE	45	39.1
3	NEUTRAL	24	20.9
4	DISAGREE	23	20
5	STRONGLY DISAGREE	3	2.6
TOTAL		115	100

Source: Primary data

Are the salaries based on employee performance?

115 responses

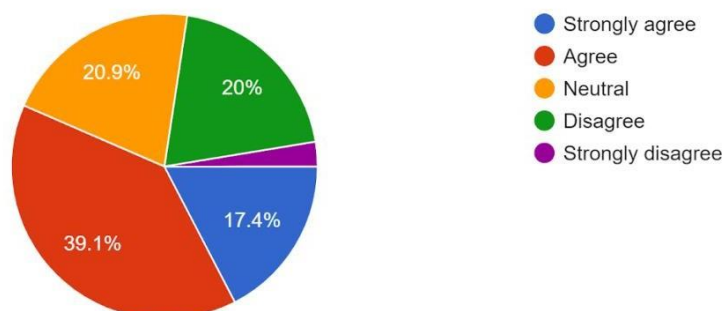


CHART 4.1.19 SHOWS THE RELATIONSHIP BETWEEN EMPLOYEE PERFORMANCE AND SALARY

INTERPRETATION

From the above table, it is interpreted that of the respondents 17.4% strongly agree, 39.1% agree, 20.9% neutral, 20% disagree and 2.6% strongly disagree that the salaries are based on the employee performance

INFERENCE

Majority of the respondents agree that the salaries are based on employee performance

TABLE 4.1.20 CAREER DEVELOPMENT

SL NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	YES	19	16.5
2	NO	96	83.5
TOTAL		115	100

Source: Primary data

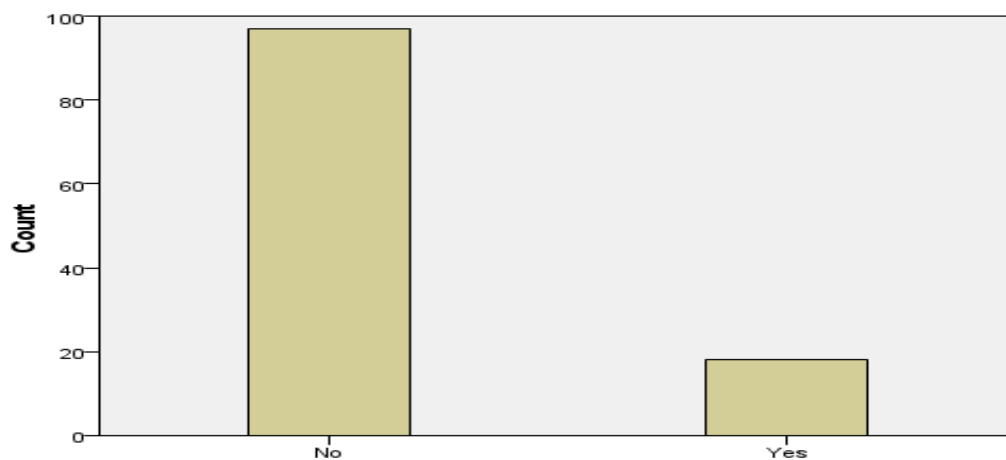


CHART 4.1.20 SHOWS IF THE RESPONDENTS ARE DENIED THE CHANCE TO ADVANCE FUTHER IN CAREER

INTERPRETATION

From the above table, it is interpreted that of the respondents 83.5%disagree and 16.5% agree that they are denied any opportunities to advance further in their careers

INFERENCE

Majority of the respondents disagree that they aren't given any opportunities to advance further in their careers

TABLE 4.1.21 PROMOTION

RATING	NO. OF RESPONDENTS	PERCENTAGE
1	0	0
2	22	19.1
3	43	37.4
4	33	28.7
5	17	14.8
TOTAL	115	100

Source: Primary data

How likely are you to get promoted?

115 responses

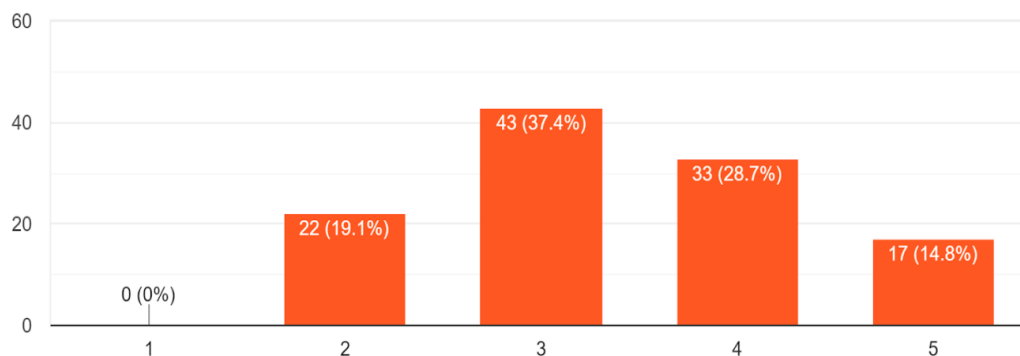


CHART 4.1.21 SHOWS IF THE RESPONDENT IS LIKELY TO BE PROMOTED ANYTIME SOON

INTERPRETATION

From the above table it is interpreted that of the respondents 0% are highly unlikely, 19.1% are unlikely, 43% are neither likely nor unlikely, 28.7% are likely and 14.8% are highly likely to get promoted

INFERENCE

Majority of the respondents feel that they're neither likely nor unlikely to get promoted anytime soon

TABLE 4.1.22 PROMOTON AND EMPLOYEE PERFORMANCE

SL NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	STRONGLY AGREE	37	32.2
2	AGREE	43	37.4
3	NEUTRAL	24	20.9
4	DISAGREE	8	7
5	STRONGLY DISAGREE	3	2.6
TOTAL		115	100

Source: Primary data

Are promotions based only on employee performance?

115 responses

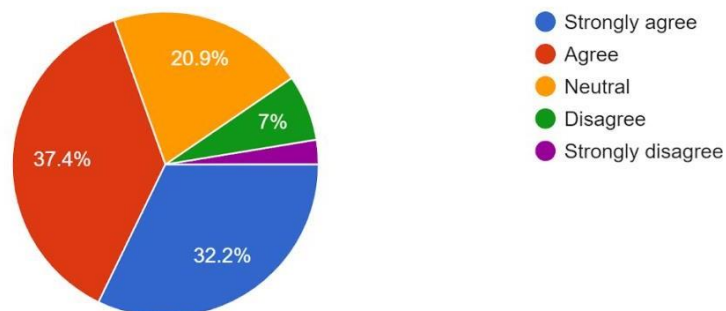


CHART 4.2.22 SHOWS THE RELATIONSHIP BETWEEN PROMOTION AND EMPLOYEE PERFORMANCE

INTERPRETATION

From the above table, it is interpreted that of the respondents 2.6% strongly disagree, 7% disagree, 20.9% neither agree nor disagree, 37.4% agree and 32.2% strongly agree that promotions are based on employee performance

INFERENCE

Majority of the respondents agree that promotions are based on employee performance

4.2 CHI-SQUARE TEST

TABLE 4.2.1: TABLE SHOWS THE ASSOCIATION BETWEEN GENDER AND SALARY OF THE RESPONDENTS

Null hypothesis (Ho) – There is no association between gender and the salary of the respondents

Alternate hypothesis (H1) – There is an association between gender and the salary of the respondents

CASE PROCESSING SUMMARY

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Sex * How satisfied are you with your current pay?	115	100%	0	0.0%	115	100%

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	4.121 ^a	4	.390
Likelihood Ratio	5.610	4	.230
Likelihood-by-Linear Association	.349	1	.555
N of Valid Cases	116		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.76.

Source: Primary data

INTERPRETATION

Since p value is higher than 0.05, we accept the null hypothesis and reject the alternate hypothesis. Therefore there is no association between gender and the salary of the respondents

4.3 PEARSON CORRELATION

TABLE 4.3.1 SHOWS THE RELATIONSHIP BETWEEN TENURE OF EACH RESPONDENT IN THE COMPANY AND THE PROBABILITY THAT THEY WILL GET PROMOTED

CORRELATIONS

		Working_ tenure	How likely are you to get promoted
Working_tenure	Pearson Correlation	1	.095
	Sig. (2-tailed)		.312
	N	115	1
How likely are you to get promoted?	Pearson Correlation	.095	1
	Sig. (2-tailed)	.312	
	N	115	115

Source: Primary data

INTERPRETATION

Since p value is (0.095) it is positive correlation. Hence there is a positive correlation between tenure of each respondent and the probability that they will get promoted

CHAPTER-5

5.1 FINDINGS

1. Majority of the respondents are Male
2. Majority of the respondents are of the age group 21-30
3. Majority of the respondents possess bachelor's degree
4. Majority of the respondents are married individuals
5. Majority of the respondents are sales executives
6. Majority of the respondents are working for 2-5 years
7. Majority of the respondents are working on average for 40-49 hours in a week
8. Majority of the respondents feel that their profession does not feel influenced by gender
9. Majority of the respondents disagree that their supervisor delegates assignments on the basis of gender
10. Majority of the respondents do no work overtime
11. Majority of the respondents do no work overtime to cover up for someone else's work
12. Majority of the respondents do not feel being treated unfairly by their colleagues
13. Majority of the respondents do not feel being treated unfairly by their colleagues
14. Majority of the respondents do not feel being treated unfairly by their colleagues
15. Majority of the respondents have a good relationship with their supervisor
16. Majority of the respondents are satisfied with their current pay
17. Majority of the respondents disagree that there is any pay gap between them and their colleagues at work
18. Majority of the respondents disagree that they are unfairly being denied they're salary
19. Majority of the respondents agree that the salaries are based on employee performance
20. Majority of the respondents disagree that they aren't given any opportunities to advance further in their careers
21. Majority of the respondents feel that they're neither likely nor unlikely to get

promoted anytime soon

22. Majority of the respondents agree that promotions are based on employee performance

5.2 SUGGESTIONS

- Altering Hiring Practices to increase diversity, this will in-turn improve the culture and diversity of the workplace
- A great way to promote gender equality is by granting leadership roles for deserving candidates, irrespective of their gender.
- To relieve the stress of working mothers and to make them achieve their career goals, paternal leaves should be provided for fathers, as it not only allows mothers to concentrate on their career, even fathers will get involved in the upbringing of the child.
- Companies should ensure they provide strict punishment for such offences.
- Employees should be appreciated based on their talent and performance, and not by the employer's personal favorites.

5.3 CONCLUSION

Gender inequality is a term that defines the discrimination and sexism towards a certain individual based on their gender. It mainly affects women especially in growing societies or third world countries. This debate has been around since the beginning of civilization. At certain times, gender equality was not achieved nor guaranteed by any legislation or laws. However, present times define a different approach for gender equality where both genders are protected against any form of discrimination. Where payment gaps seem to carry some valid reasons along with it, and where the laws and the constitution enforce a strict unbiased equal system in all fields. People come from various backgrounds and have varying ideologies and beliefs which will in turn promote employee- employee relationship and workplace environment. At the same time leadership roles for both Men and Women is commonly mistaken belief that only men thrive in leadership roles and women are apt for support-oriented roles. These types of stereotypes form the base for gender discrimination at the workplace. Individuals with the right attributes deserve a leader's role. Also work-life balance is considered to be a vital aspect of a healthy work environment, maintaining a proper work-life balance helps to minimize stress levels in the workplace. Women, in general, find it difficult to reach their career goals due to lack of childcare support facilities in enterprises across the globe. Inadequate childcare support from companies contributes towards a drop in female labor force participation rates. A strict and effective policy against harassment and workplace offence is of paramount importance to have a strict policy against workplace offences such as sexual harassment, racism, bullying, and more. Gender equality can be achieved at the workplace, only when the employers, process owners, managers, and team leads have a broad and open-minded policy. If most of the departments within the enterprise are gender-biased then it will surely affect the growth of the company in the long term.

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ANNEXURE- I (QUESTIONNAIRE)

1. Gender
 - (a) Male (b) Female
2. Age
 - (a)21- 30 (c) 31-40 (d)41-50 (e) 50 or more
3. Educational qualification
 - (a) Diploma (b) Master's (c) Bachelor's (d) Doctorate
4. Marital status
 - (a) Married (b) Single
5. Position in the Organization
 - (a) Project manager (b) Help desk support (c) Business analyst
 - (d) Hardware technician (e) Network engineer (f) Sales executive
 - (g) Software engineer (h) Marketing specialist (i) Accounting clerk
 - (j) Cloud computing engineer (k) Database engineer
 - (l) Information technology analyst
 - (m) Web developer (n) Information security specialist
6. Does your spouse work?
 - (a)Yes (b) No
7. Do you have children?
 - (a)Yes (b) No
8. How many hours on average do you spend with your children in a week?
 - (a)Less than 5 (b)5-9 (c)10-14 (d)15-19 (e)20 or more
9. On average, how many hours do you work in a week?
 - (a) 40-49 (b) 50-59 (c) 60 or more
10. How long have you been employed at your present company?
 - (a)Less than a year (b)2-5 years (c) 5-10 years (d) 11-20 years
 - (e) More than 20 years

11. Does your gender influence your profession?
- (a) Strongly agree (b) Agree (c) Neutral (d) Disagree
(e) Strongly disagree
12. Does your supervisor consider gender while delegating job assignments?
- (a) Strongly agree (b) Agree (c) Neutral (d) Disagree
(e) Strongly disagree
13. Are you made to work more than your colleagues?
- (a) Yes (b) No
14. Does your supervisor make you work overtime to cover up for others work?
- (a) Yes (b) No
15. Do your colleagues unfairly treat you at work?
- (a) Yes (b) No
16. How is your relationship with your colleagues? (1 being poor and 5 being excellent)
- (a) 1 (b) 2 (c) 3 (d) 4 (e) 5
17. Does your supervisor unfairly treat you at work?
- (a) Yes (b) No
18. How is your relationship with the supervisor? (1 being poor and 5 being excellent)
- (a) 1 (b) 2 (c) 3 (d) 4 (e) 5
19. How satisfied are you with your current pay?
- (a) Very satisfied (b) Satisfied (c) Neutral (d) Dissatisfied
(e) Very dissatisfied
20. Is there any pay gap between you and your colleague working in the same department?
- (a) Yes (b) No
21. Have you been unfairly denied salary?
- (a) Yes (b) No

22. Are the salaries based on employee performance?

- (a) Strongly agree (b) Agree (c) Neutral (d) Disagree
(e) Strongly disagree

23. Are you denied any opportunities to advance further in your career?

- (a) Yes (b) No

24. How likely are people to get promoted in the organization (1 being least likely and 5 being very likely)

- (a) 1 (b) 2 (c) 3 (d) 4 (e) 5

25. Are promotions based only on individual employee performance?

- (a) Strongly agree (b) Agree (c) Neutral (d) Disagree
(e) Strongly disagree

ARTICLE

GENDER EQUALITY IN THE IT SECTOR

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ABSTRACT

This study aims at finding if there occurs any gender discrimination in the IT industries. The data of 115 employees have been collected and SPSS tools have been used to find the results. This study finds if the employees are subject to any discrimination at work whether it be through salary, promotion etc. the results ultimately reveal that there is not much gender discrimination at the workplace and the few instances it happens can be avoided with more strict laws and morals

KEYWORDS: *Gender, equality, IT sector, salary, promotion, discrimination, laws*

INTRODUCTION

Gender equality is a trending topic in today's world, especially in the work space. It means to give equal opportunity to both men and women regardless of the gender. The ways of achieving gender equality is by practicing gender neutrality, gender parity and gender equity. While gender neutrality and gender equity are the important practices, gender parity can help in achieving this goal as it can measure gender balance in the given situation but it's not the goal. Gender equality is more about voicing out the inequalities in today's world and it is strongly tied to women's rights. Till the year 2017, The Global Movement for Gender Equality has not included other genders besides men and women

From the beginning of World War II, a general movement towards recognition of women's rights has been put forth by the Women's Liberation Movement. Since then, major governing bodies such as the United Nations have adopted several conventions to promote gender equality

In 2015, a research done in 38 countries found that 37 out of the 38 countries stated gender equality as "somewhat important" and a global mean of around 65% believe that it is a pressing matter for women to have the same rights and opportunities as men do. Due to this, many jobs and services are now equally available to both men and women in many of the countries

Similarly now a days, men can be seen working in jobs which was previously seen as a woman's job. Some jobs such as nursing, cleaning, child care, chefs etc are now having more men in the work place as compared to the previous generations. The parenting role has seen a major change since the previous generation. Before it was the job of the wife to take care of the house and the kids regardless if she was working or not. Now, men equally contribute in taking care of the kids when they're wives are held up at work or other important stuff. This has led to women pursuing their jobs even after childbirth, which is a huge leap from the last 50 years

Since 1950, the "male breadwinner role" has been heavily criticized by social scientists along with other issues such as "gendered arrangements" at work. Shared earnings/ shared parenting marriage where the partners equally share responsibilities for running the house and taking care of the kids is encouraged in the western countries

GENDER EQUALITY

Gender equality also referred to as sexual equality means the accessibility of resources and opportunity regardless of gender whether it be a male or a female. Opportunities include, economic participation, decision making, valuing different behaviors, needs and aspirations of the individual

REVIEW OF LITERATURE

- **Doris Ruth Eikhof (2012)** uncovers three current trends in the workplace namely 1) increase in knowledge work, 2) information and communication technology and 3) work-life balance policies. He synthesizes and analyzes evidence from his research on these three aspects. From this he found that all three can increase the temporal and geographical flexibility of work.
- **Kat Banyard (2011)** argues that feminism is still one of the most important and relevant social justice campaign in today's world. Forty years since the Equal Pay Act, women are paid roughly 22.6% less per hour than men and 30,000 of women are being fired from their work for being pregnant. At work, women continue to be the victims of sexual harassment and at home they are victims to violence
- **Mai Camilla Munkejord (2016)** analyzes the everyday lives of immigrant parents and helps us in understanding what work-life balance means. Work-life balance is made in contrasting methods between the mothers and fathers. This study sheds a light on how gender relations can be formed at the domestic level through an analysis of the individuals work and family responsibilities
- **Paul Blyton & Jean Jenkins (2010)** examine the life of redundant workers in the industrial region of South Wales. They analyze the international clothing company, Burberry (as they have closed the manufacturing plant in Rhondda Valleys and moved it to China), the experiences of the redundant workers. Their paper talks about redundancy with reference to capitalism followed by the impact on the individual workers due to the job loss
- **Gry Agnete Alsos, Elisabet Ljunggren, Sara Carter & Mariell Opdahl Jørstad (2016)** investigate the challenges faced by women entrepreneurs when managing their respective firms as well as their family responsibilities. They examine the strategies adopted by these women to combat the daily struggles. They've conducted interviews with many women entrepreneurs and found that these women develop three main strategies 1) business-related strategies, 2) household-related strategies and 3) strategies in business-household interface.

OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE

The primary objective is to analyse how gender plays a major role in how people are being treated at work especially in the IT sector

SECONDARY OBJECTIVE

- To investigate key concepts such as gender wage gap and gender stereotyping
- To analyse what steps can be taken to improve equality
- To analyse theories of gender segregation at work and the related ideologies of gender equality

RESEARCH METHODOLOGY

SAMPLE SIZE

The sample size of the research study is 115

SOURCE OF DATA

The research study used both primary and secondary data

SAMPLING TECHNIQUES

The research study adopted convenience sampling method and data collection was done through questionnaire method

STRUCTURE OF QUESTIONNAIRE

Closed-end questions are asked to the respondents

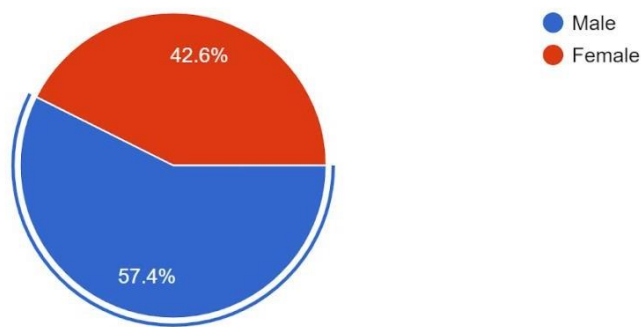
DATA ANALYSIS AND INTERPRETATION

I. GENDER OF THE RESPONDENTS

Sl. No	Particulars	No. of Respondents	Percentage
1	Male	66	57.4
2	Female	49	42.6
Total		115	100

Source: Primary data

Gender
115 responses



INFERENCE

The majority of the respondents are Male

II. SATISFACTION LEVEL OF THE SALARY RESPONDENTS ARE RECEIVING

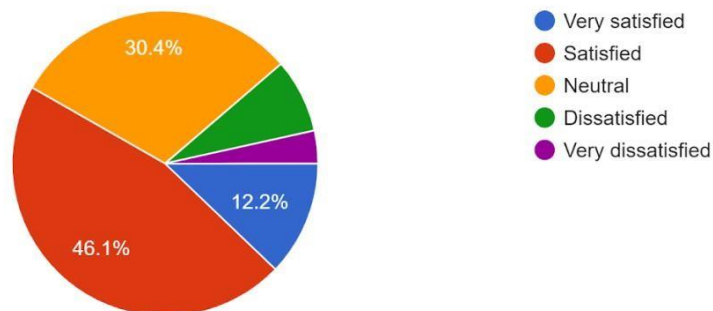
SL NO	SATISFACTION LEVEL	NO. OF RESPONDENTS	PERCETAGE
1	VERY SATISFIED	14	12.2
2	SATISFIED	53	46.1
3	NEUTRAL	35	30.4
4	DISSATISFIED	9	7.8

5	VERY DISSATISFIED	4	3.5
TOTAL		115	100

Source: Primary data

How satisfied are you with your current pay?

115 responses



INFERENCE

Majority of the respondents are satisfied with their current pay

III. CHI-SQUARE TEST

TABLE SHOWS THE ASSOCIATION BETWEEN GENDER AND SALARY OF THE RESPONDENTS

Null hypothesis (Ho) – There is no association between gender and the salary of the respondents

Alternate hypothesis (H1) – There is an association between gender and the salary of the respondents

CASE PROCESSING SUMMARY

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Sex * How satisfied are you with your current pay?	115	100%	0	0.0%	115	100%

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	4.121 ^a	4	.390
Likelihood Ratio	5.610	4	.230
Likelihood-by-Linear Association	.349	1	.555
N of Valid Cases	116		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.76.

SOURCE: PRIMARY DATA

INTERPRETATION

Since p value is higher than 0.05, we accept the null hypothesis and reject the alternate hypothesis. Therefore there is no association between gender and the salary of the respondents

SUGGESTIONS

- A great way to promote gender equality is by granting leadership roles for deserving candidates, irrespective of their gender.

- To relieve the stress of working mothers and to make them achieve their career goals, paternal leaves should be provided for fathers, as it not only allows mothers to concentrate on their career, even fathers will get involved in the upbringing of the child.
- Employees should be appreciated based on their talent and performance, and not by the employer's personal favorites.

CONCLUSION

The result of the study is that there exists a slight degree of gender inequality in the workplace, not a big difference but small differences which can be sorted out. The organization can adopt stricter laws, alter hiring practices to increase diversity, granting leadership roles irrespective of gender. Employers must appreciate the talents and performances of the employees and not have any personal favorites

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