
**“PURGING INEQUALITY TO WOMEN FROM THE PREDICAMENT OF GENDER
BASED ISSUES” IN CONTEXT TO NORTH EAST**

EKTA CHAKRAVARTY

Abstract: Work is a vital way that most of us participate in the task of maintaining and growing the societies we live in and rely on. It provides the opportunity for many of us to share our talents and interests in the pursuit of the common good, and the growth of our common wealth. And because a sizeable part of this common good is the right for all people to live free from the fear of violence, work and workplaces must rise to the challenge of contributing to the prevention of men’s violence against women. Gender based issues are usually confronted by the managers in the workplace. Strategies and actions taken to optimise the gender based issue in workplace and most managers help in creation of no difference in it, knowing it and some unknowingly. Most of the time is spend on managing situation arising from exacerbated by gender –based misunderstandings- including them. Women not respected are lost by many organisations disproportionately because of masculine model. Therefore unappreciated and undervalued, the women tend not to stick to the workplace.

This study is an attempt to aware the managers of the injustice prevailing known to them or someplace unknown can be annihilated and freedom of work for women is given in workplace. The data collected are based on both primary and secondary methods of data collection. The primary data is been gathered by the means of interview, telephonic communication, observation and online questionnaire distributed in Shillong, Agartala and Guwahati city. The secondary data is been collected via internet, magazines and journals. The study further attempts to put forward suggestions to annihilate gender based issue in workplace and help the undervalued women to fight for justice as power needs to be fought for and it is not given.

Keywords: women, gender equality, workplace and justice.

Introduction: The difference between men and women in the society is gender. Conventionally men are shown in an active role whereas women as a cosmetic element. Gender-based problems at workplace have recently showered discussions in social context. The most prevalent issues of discrimination arising at various points in life of a woman at work place are sexual harassment, marginalisation and segmentation in occupational structure favouring men and making women backward and less advanced in social, economical, professional and political context. These therefore highlight the role of women in a social context as well as in professional terms.

These issues need to ensure gender equality in the labour market requiring concerted efforts at academic and policy levels. The idea is providing equal opportunities to women and be professionally well-qualified landing at reputed place in an organization treated at par with men and show their talent by ensured safety at a work place. Thus, for a successful business no hire or fire of persons on the basis of gender should be entertained.

An unwanted sexual conduct in a workplace is sexual harassment. Discrimination against women denies right to work in a rewarding atmosphere having cumulative effects on the entire organization. A very unpleasant condition for a women worker often seeks alternative employment incurring significant costs in

recruiting and replacing these workers by the organisation. The interest of employers therefore is to ensure that workers are treated with dignity. This research would help them with the ways by which they can action out the negative bounces of gender equality.

Objectives- a study is been conducted and the objectives are:

- a. To study the reason of gender variation in participation of work.
- b. To study the designation of women in the organisation.
- c. To study the organisational environment consequences on gender issues.

Methodology: The methodologies employed in determining the data of various causes, effect and ways of empowerment are based on both primary and secondary data. The primary data is been collected from 20 organisations in the nearby area of Shillong, Agartala and Guwahati City. The methods implemented for collecting primary data were observation, interview and distribution of electronic questionnaire in the cities mentioned. Secondary data is based on journals, readers’ digests, magazines, newspapers and web. A cover letter explaining the purpose of the research and assuring respondents of the anonymity and confidentiality of the research accompanied each questionnaire.

Findings- The study is been conducted and the

findings as per the first objective which is reason of gender variation in participation of work:

- a. Sexual harassment and men's violence against women is been reported by 58% of the respondents as a reason of non participation of women in field work or joining organisation.
- b. Occupational sex segregation is been regarded as a reason of gender variation in participation of work by 14% of the total respondents.
- c. Glass ceiling is been regarded by 12% of the respondents as a reason of non participation of women in workplace.
- d. Male female earning gap is been regarded as a reason of gender variation in participation of work by the employees by 9% of the total respondents.
- e. Norms and values restriction is been regarded by 7% of the respondents as a reason of non participation of women in workplace.

The findings as per the second objective that the designations of women in the organisation are given as:

- a. Nearly seven out of ten respondents (67.22%) worked directly within the HR function as a CEO, director, senior manager, manager, adviser or administrator. Approximately a quarter (26.73%) worked in general roles as chief executive officers, director, manager, supervisor or consultant. Respondents describing themselves as an accountant, barrister, solicitor, recruiter or academic each constituted a small proportion of the sample.
- b. Nearly half of the total employees (45.64%) reported by the sample group are from organisations with a general gender profile that is roughly fifty-fifty. Nearly one in three (31%) are from organisations in which females are in a distinct majority, while one in five (21.18%) are from organisations in which males represent a majority of the workforce from 70% to 90%.
- c. nearly two-thirds of the same sample (61.76%) report that the gender profile of those with management and leadership positions in their organisation fall within the 100% - 70% male majority groupings, while only 8.75% fall within the comparable female majority groupings.

The findings as per the third objective that the organisational environment consequences on gender issues are:

- a. Two-thirds of the sample (65.86%) believe that performance management and promotion practices in their organisation are designed to minimise gender bias, though nearly one in three (30.63%) believe that not to be the case in their organisation.
- b. More than a third of respondents (36.58%) report having personally experienced or witnessed

gender bias in their organisation.

- c. More than half of the sample group (56%) are not aware of pay inequities in their organisation based on gender, more than a third (34.5%) report being aware of pay inequities.

Analysis: Gender equality is achieved when people are able to access. The rewards, resources and opportunities they enjoy are regardless of the fraternity they belong, a woman or a man. The violence acted by men against women is a workplace issue. Being a blunt infringement of women's rights, the violence caused by men imposes very substantial health and economic costs on workplaces and organisations. If we are to address how workplaces can be part of the solution, we must first address how they are part of the problem in three ways. First, workplace gender inequalities – including unfair divisions of labour and power and norms of male dominance – contribute to women's economic and social disadvantage and men's privilege. Workplaces thus can intensify the wider gender inequalities in which violence against women flourishes. The cultures prevailing in some of the workplaces encourage and institutionalise violence-supportive social norms. In Occupational Sex Segregation Men and women tend to be concentrated in different types of jobs in the labour market, with men in occupations considered as 'masculine' and women in those considered as 'feminine'. This leads to limited employment opportunities for both sexes, but women tend to be more negatively affected as the jobs associated with women usually carry less prestige and rewards and women are kept locked into these jobs. In Glass Ceiling the invisible barriers limits typically women, racial and ethnic minority workers. Upward occupational mobility here harms the want of working in an organisation. Even though there has been an increase in the wage of women, a gap between the earnings of men and women still persists. Gaps are therefore likely to be in jobs with less earning because of this occupational sex segregation and glass ceiling.

Worldwide countries have made significant progress towards gender equality in areas such as education with women earning less than men which advance their careers less and spend their final years in poverty. The main aim to bring gender equality in the workplace is achieving equal outcomes for women and men. To achieve this requires:

- Providing equal remuneration of equal value of work in workplaces to women and men.
- Removing barriers to participation of women in the workplace
- Genuine access for working to all occupations and industries.

Therefore achieving gender equality in workplaces is important for it is fair thing to do in a women life and to the business is growing productivity of the nation.

Recommendation- Workplaces are increasingly prominent sites for violence prevention and intervention. While most of the strategies focus on victimisation of women, number of organisations also engages in activities designed to prevent men’s violence against women. Through face-to-face educational programs and social marketing, workplace-based strategies can raise men’s awareness of issues of gender inequality in general or men’s violence against women in particular. Workplaces can promote zero tolerance culture for sexist and disrespectful behaviour. Undermining established masculine norms and cultures is crucial to such kind of efforts. Therefore it should include annihilation traditional models of masculine leadership. Men can involve themselves through their professional roles themselves. Men can be mobilised as advocates for change in workplaces.

Educate leaders at all levels in unconscious bias and the benefits from having a diverse workforce. Provide guides and support tools for leaders. Developing and implementation of a diversity strategy incorporating initiatives aimed to minimise gender inequity and development of women. Job design, job specification, recruitment & selection, promotion and pay should all be objective items. They should all contribute positively to the end result of a company resulting best outcome possible unaffected by gender. Recruiting more females and developing them in preparation for leadership roles in future. A stronger support network for females needs to be provided who do work on projects outside the main office of the organisation. Ensuring equal opportunities to women, when it comes to hiring, pay, promotion and development. HR practice should be levelled so that it applies to all persons regardless of gender.

A workplace that is equally appealing for women and men will provide businesses access to the entire talent pool. As both men and women are likely to remain with an organisation viewing as fair then employee turnover for that organisation offering gender equality is reduced. A considerable body of research suggests a link between gender equality and better organisational performance. While there are a

range of reasons explaining this link, a factor called diversity brings together varied perspectives and produces holistic analysis of the issues an organisation faces and spurs greater effort which leads to improved decision-making. The World Economic Forum has found a strong correlation between a country’s competitiveness and how it educates and uses its female talent. It says that empowering women means a more efficient use of a nation’s human talent endowment and reducing gender inequality enhances productivity along with economic growth. It concludes that a nation’s competitiveness depends on other things whether and how it educates, utilizes and enhances its female talent.

Conclusion: Men’s violence against women is ubiquitous in our world. The increasing focus on the primary prevention of this violence is evidence of a growing determination by governments, community organisations, and individuals to address the problem at its roots. Only when the foundational conditions that allow this violence to flourish are changed can we hope to see a sustained reduction in the rates at which women are hurt – a system of male privilege and power, comprising structural inequalities, sexist social norms, and everyday patterns of privilege and disadvantage. Work and the workplace is one sphere of our human world which contributes to the continuation of this patriarchal system. The challenge for workplaces does not know what to do to prevent gender inequality against women – it is finding the will to do it. The evidence is that the will of public organisations, governments and workplaces alike, to make progressive change is influenced in powerful ways by pressure for change. In particular, progress in policies, laws, and services regarding gender issues against women around the world has been influenced by the presence of organised women’s movements. If workplaces are to contribute to the prevention and reduction of men’s violence against women, then pressure for change by women and men both in and outside workplaces is vital. By balancing the scales of equality, men and women have an equal chance of contribution to both home and workplace. This thereby enhances their individual well-being and also that of society.

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Gauhati University, Guwahati
"Solace", House No-8, 3rd Floor, By Lane-2, Shreenagar,
Dispur P.O, Guwahati-5, Pincode-781005, Guwahati, Assam, India
Addictedlife24@Gmail.Com