

## GENDER STEREOTYPING : IS THERE BIAS IN THE WORKPLACE ?

<sup>1</sup>K.V.Srilakshmi , <sup>2</sup>Dr.Murugan Ramu

<sup>1</sup>Student, First Year .BBA LLB,Saveetha School of Law,Saveetha University, Saveetha Institute of Medical and Technical Sciences ,Chennai -77, Tamil nadu , India

<sup>2</sup>Assistant professor of management.Saveetha school of law, Saveetha university, Saveetha Institute of Medical and Technical Sciences ,Chennai -77, Tamil nadu , India

<sup>1</sup>[kvenkatasrilakshmi@gmail.com](mailto:kvenkatasrilakshmi@gmail.com) , <sup>2</sup>[muruganramu.ssl@saveetha.com](mailto:muruganramu.ssl@saveetha.com)

### Abstract:

According to an article published, India has 74% total literacy rate out of which 82% are male and 65% are female. India is among the countries which have the widest gender gaps at 52.1 points.Globally the unemployment rate for women stands at 6.2% in 2017 , representing a gap of 0.7% points from the male unemployment rate of 5.5%. The paper examines the issues of women access to education, professional courses, other aspects in India.

**Keywords:** Expectations, Multitasking , Stereotypes, Empowerment, Participation

### Introduction:

The society still doesn't expect women to be equally capable as men because our expectation is men are more capable than women. Then they are problems involved with women is family, relatives, neighbours who oppose her to only take care of house work.Even though sometimes family members accept her work outside she again faces problems at work place like being paid less than men, getting less chances, sexual harassment etc.Some women who handle both house and workplace are multitasking and face more stress than men. This proves women are more capable than men but not able to prove themselves because of family, workplace ,society pressure .This study is about women challenges in education, profession, and other aspects compared to men.Family responsibility is the only reason for which women are not expressing their talent.Family responsibility is not the only reason for which women are not expressing their talent.

**Aim:** To study about challenges faced by women and the reason why women are still back lagged.

**Methods and materials :** Study method used for research is empirical type of method. This investigation is finished by a review survey method of 20 questionnaires where 50 responses from various people is gathered regarding gender bias. This review incorporates inquiries like the type of difficulties still faced by women in workplace, education and in other fields despite being equally capable of men.

Fig1: This picture discusses the reasons why women are not able to themselves still in the form put their talent due to family pressure

**Why are some women still not able to empower themselves?[CAN SELECT MORE THAN ONE OPTION]**

50 responses

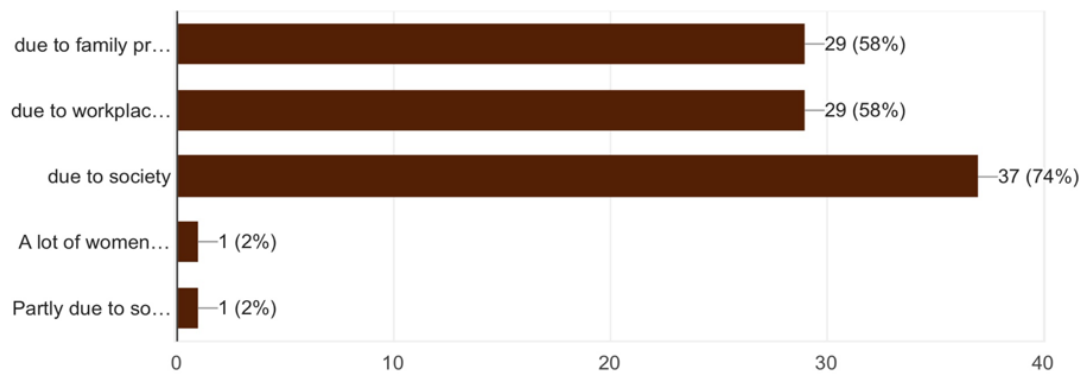
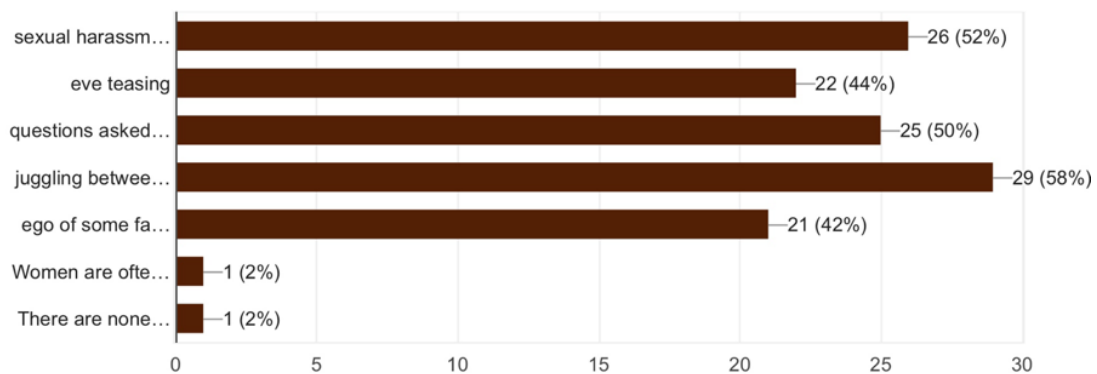


Fig2 : This image discusses The major problem faced by working women are juggling between their work, home, relationships, personal life, sexual harassment, questions raised by society

about her character, Eve teasing ,and ego of some family members.

**What are the challenges faced by working women ?[can select more than one option]**

50 responses



**Results:** As indicated by the overview led the aggregate number of respondents recorded are 50 .Out of 50 respondents the lion’s share 64% were females, 36% were males. 78% of respondents heard stereotype about women is that women are obsessed with shopping, if women starts earning money more than partner by working can raise problems ,22% of respondents heard stereotypes is women are better in household , supposed to cook, look after their children . The most heard stereotypes by 66% of respondents is men in the family must only take huge decision, men do not help in housework and not take all the time responsibilities of children ,men are stronger than women, 34% respondents heard stereotypes is men must more than their partner, men must not cook .majority of 50% respondents feels that women are not fairly treated as men in only few aspects, 42% felt that women are treated fairly, 8% felt women are not at all treated fairly.A major share of 60% felt they were discriminated due to gender in a situation, whereas 20% felt no that they were not discriminated , equally 20% felt they were discriminated due to gender in few aspects.majority of 64% people have their fathers decision as final word in family,22% have both the parents involved in taking decisions in family, 8% are independently have taken their own decision , 6% of them have their mother taking decision in family.

74% of respondents felt that women are still not able to empower themselves because of society, and workplace problems, 26% of respondents felt that women are not able put their talent due to family pressure. 56% of them felt women need special reservations apart from men in all fields, 28% felt women need reservations in a few aspects, 16% of them felt women don't need special reservations.

The major problem faced by working women is juggling between their work, home, relationships, personal life, sexual harassment, questions raised by society about her character, Eve teasing, and ego of some family members. Majority of 70% members were stopped to reach their goal due gender bias whereas 16% of them experienced that they were maybe stopped and 14% of them felt they are never stopped reaching their goals. For the respondents in their college or working felt that boys are more with 76%, girl are more with 14%, both are equal with 10%. 64% of respondents felt that boys and girls were opposed being friendly in their area, 32% felt maybe opposed in some areas, 4% of them felt no they are not opposed. Majority of 80% felt that women participation in animation and filmmaking is less, and even remaining respondents felt that women participation in commercial pilot, web designing, journalism, forensic sciences, chef, racing is less. The STEM courses in which women are not participating much are life science, civil engineering, electrical engineering, computer programming, psychology, accounting, statistics. 87.5% of respondents feel that unorganised women are being discriminated during payment of wage, whereas 12.5% of them felt the women are not discriminated. 88% disagreeing that women being incapable than men is the reason for gender discrimination, whereas 12% of were neutral about the statement. Majority of the respondents felt that to stop gender discrimination awareness in people must start from their home, college, working place, society, among friends. 46% of them felt that making gender equality part of education and training could prevent gender inequality and others felt that standing up for your rights, raising awareness, become an activist could prevent gender inequality. Finally 94% of them felt that women are not allowed in few aspects even in 2017, whereas 6% of them said no to the statement.

#### **DISCUSSION AND SUGGESTIONS:**

The study of gender bias in workplace, education explains that their has been a mere change in people thinking about women in participation distinct education, profession and various other fields. Now, women are succeeding in all sectors.

There has to been equality in education and other departments. The distinction between boys and girls for choosing careers has been changed. But we cannot agree the fact fully as it is because in some rural areas still girl child has been married at the age of 18. And has been restricted from being educated. This is also a reason behind the failure of economic growth in India.

Every girl child has to be educated, as the technology and world modernisation is growing day by day, it's mandatory to study at least to survive in this society. Education is so important for a women, to know her rights and act accordingly. Women are being put down and ignored and has also been distinguished with men. Equality is what every women should be thought of.

#### **CONCLUSION:**

The country has experienced rapid economic growth, structural shifts in the economy accompanied by high rates of urbanisation, increase in educational attainment levels, and declining fertility rates among other things. The proportion of 25-60 year old women who are part of the labour force has declined by 23%. In some case studies, researchers have found a U-shaped relation between economic growth and women's employment. The challenge of trying to understand women's economic activity is that it is influenced by both, market and household.

#### **REFERENCE:**

- 1) ([Broadbentetal.2017](#))Kaye Broadbent., Glenda Strachan., Geraldine Healy. (2017). Gender and The (Broadbent et al. 2017)Profession: International and contemporary perspective. Routledge.pp1-202.
- 2) ([Mayock 2016](#))Ellen Mayock. (2016). Gender Shrapnel in the academic workplace. Springer.Pp53-123.
- 3) ([Mercat-Bruns 2016](#))Marie Mercat – brans. (2016). Discrimination at work :Company European, French and American Law. Unit of California press. Pp 61-145
- 4) ([Conley and Wright 2012](#))Dr Hazel Conley., Mstessa Wright. (2016). Gower handbook of discrimination atwork. Univ of California Press. Pp 57-247
- 5) ([Sarkar 2016](#))Siuli Sarkar. (2016). Gender Disparity in India unheard whimpers.PHI learning pot.Ltd. Pp1-273

- 6) ([Raftery and Valiulis 2013](#))Deirdre Raftery., Maryann Valiulis.(2013). Gender balance and gender bias in education. Routledge. Pp 1-110
- 7) ([DiPrete and Buchmann 2013](#))Thomas A. Diprete., Claudia Buchmanh. (2013). The rise of women : the growing gender gap in education and what it merits for American schools. Russell Sage foundation. Pp 77-275
- 8) ([Kandola and Kandola 2013](#))Binna Kandola ., Jo Kandola .(2013). The Invention of difference: The story of gender bias at work. Book baby. Pp 1-290
- 9) ([Schultz and Shaw 2014](#))Ulrike Schultz., Giselashaw. (2013). Gender and judging. A and C black. Pp 145-523
- 10) ([Bank 2011](#))Barbara J. Bank . (2011). Gender and higher education. JHU press, Pp 165-351
- 11) ([Martin 2011](#))Jennifer Martin, J. (2011). Women as leaders in education. ABC-CLIO, Pp 1-699
- 12) ([Gurian 2010](#))Michael Gurian. (2010). Boys and girls learn differently! A guide for teachers and parent. (2nd ed.). John Wiley and Sons, pp 1-400
- 13) ([Powell 2010](#))Gary Powell, N. (2010) Women and Men in management. SAGE, Pp 1-251
- 14) ([Kumar 2009](#))Dr. Bipin kumar. (2009). Globalisation and women empowerment. Deep and Deep publication, Pp 42-313
- 15) ([Mathu 2008](#))Anuradha Mathu. (2008). Gender and development in India. Gyanendra publishing house, Pp 13-245
- 16) ([Nielsen and Nelson 2006](#))Laura Beth Nielsen., Robert Nelson, L. (2006). Handbook of employment discrimination research rights and realities. Springer science and business media, Pp3-137
- 17) ([Dipboye and Colella 2005](#))Robert L. Dipboye., Adrienne corella. (2005). Discrimination at work: The psychological and Organisations bases. Psychology press. Pp 1-536
- 18) ([Moore 2001](#))Erin Moore, P. (2001) Gender, law and resistance in india. University of Arizona, Pp 26- 181

- 19) ([Walden 2000](#)) Nancy elder Walden Ph.d (2000). Gender bias as related to women in the workplace. Xlibris corporation, Pp 1-116
- 20) ([Beal 1994](#)) Beal CR.(1994) Boys and girls: The development of gender roles. McGraw-Hill Humanities, Social sciences and World Languages.
- 21). Dr.Lakshmi T and Rajeshkumar S , 2018. “In Vitro Evaluation of Anticariogenic Activity of Acacia Catechu against Selected Microbes”, International Research Journal of Multidisciplinary Science & Technology, Volume No. 3 , Issue No. 3, P.No 20-25, March.
- 22). Trishala A , Lakshmi T and Rajeshkumar S, 2018.“ Physicochemical profile of Acacia catechu bark extract –An In vitro study”, International Research Journal of Multidisciplinary Science & Technology, Volume No. 3 , Issue No. 4, P.No 26-30, April

