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## ADDRESSING GENDER DISCRIMINATION IN THE WORKPLACE

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### ABSTRACT

*In the nation of India, gender discrimination is a significant problem that primarily affects women who experience many kinds of inequality and segregation. Equality between men and women is an essential human rights principle that is consistent with the basic tenets of the United Nations. The systemic and widespread patterns of violence against women and girls and gender-based segregation that are engrained in society systems continue to exist. The unequal treatment or opportunities that people receive because of their gender are all included in the category of gender discrimination. Although there are more voices calling for equality, especially through female-led feminist movements, gender discrimination is still a pervasive and ongoing problem in India that negatively affects women all around the country.*

**KEY WORDS:** *Equality, Pervasive, Discrimination, Opportunities.*

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### 1. INTRODUCTION

Human resource management in any association is worried and anxious about the staffing, preparing, creating, persuading and keeping up with the workers.

Staffing is worried about recruitment and human resource planning and selection. Earlier HRM was significantly less difficult in the light of the fact that work force was extremely homogenous i.e., the workspace was of same kind, but presently work force has changed or converted from homogeneous to heterogeneous or the workspace has been diversified.

Even though everyone in India is guaranteed equal rights under The Constitution of India, status differences nevertheless exist. Studies reveal that prejudice based on gender, especially directed against women, exists in a number of settings, including the workplace. Women's lives are negatively impacted by this segregation in many ways, including their ability to succeed professionally and emotionally. In today's worldwide world, it is especially important for

organizations to promote proper diversity. It is anticipated that managing diversity will reduce unfair divides and promote fair competition among staff members.<sup>1</sup>

Companies are urged to embrace a holistic approach to diversity, taking into account the complex interactions between the factors described in the model. Treating alignment issues effectively requires concentrating on multiple factors rather than just one.

Legislators, advocacy groups, and governmental authorities have been working to address issues like gender-based wage inequities in an effort to guarantee fair treatment for all in recent times. Businesses must fully understand the laws that are in place as well as their obligations to their workforce, since this is a critical component of the modern corporate environment.

## **2. DISCRIMINATION ANALYZATION IN HR-RELATED PRACTICES: PRIORITIES, DECISIONS, AND ACTION**

The characteristics of gender inequality in HR practices, such as policies pertaining to HR-related choices, and the implementation of such policies by organizational decision-makers. Human resource practices implement HR rules and decisions, which are different from official HR-related decision-making. HR regulations are applied to specific situations and individuals based on decisions made by management. When HR rules are implemented, job seekers or employees and organizational decision-makers engage directly in the enforcement of HR. Organizational executives may display individual bias in HR-related decision-making and enforcement, even while HR strategy may represent institutional prejudice.<sup>2</sup>

## **3. INSTITUTIONAL DISCRIMINATION: EXAMINING BIASES IN HR POLICIES**

Human resource practices that are firmly ingrained and prejudiced against a particular set of individuals, irrespective of their abilities, performance, or credentials relevant to the position, are known as institutional separation.

Institutional segregation can occur in any form of human resources policy or tactics, from hiring and selecting an applicant to managing his or her work duties, preparation, compensation, performance reviews, promotion, and termination.

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<sup>1</sup> Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4584998/#B133> [Last Accessed on 23<sup>rd</sup> January 2023].

<sup>2</sup> Available at: <https://www.brighthr.com/articles/equality-and-discrimination/gender-equality/> [Last Accessed on 23<sup>rd</sup> January 2023].

For Instance, during the hiring process, women are underrepresented in certain educational programs or job categories. While credentials or prior professional experience are anticipated to be taken into account, women are often believed to be efficient.

For Instance, there is orientation separation if a test is used in the battery of determinations, leading to more obvious differences in sexual orientation than there are in work performance evaluations.

Discrimination on the part of institutions also happens in productivity evaluations that judge valuable opportunities (such as job tasks, advancement), disciplines (e.g., termination), and hierarchical rewards (e.g., compensation). If the frameworks that authoritative leaders use to evaluate how well employees execute their jobs intentionally favor men over women, then orientation segregation can be codified into HR strategy. For instance, "exposure" is a critical exhibition statistic that provides employees with a bigger incentive than non-attendees.<sup>3</sup>

#### **4. EXAMINING DISCRIMINATION ON A PERSONAL LEVEL IN HR-RELATED DECISION MAKING**

Management uses social judgment while making decisions pertaining to human resources, evaluating candidates' potential and competency. It is essential given the importance of HR-related decision-making, which covers topics like pay and career prospects (such advancements and retraining), among other things. Every step of HR-related advice, including hiring and selection, work assignments, training programs, pay, performance reviews, promotions, and terminations, can lead to gender imbalance. Every stage of HR-related decision-making can be influenced by organizational leaders' biases, and it has been shown that these discriminatory HR decisions negatively affect women's pay and career chances.<sup>4</sup>

#### **5. INDIVIDUAL INSTANCES OF DISCRIMINATION IN THE IMPLEMENTATION OF HR POLICIES**

HR Implementation refers to situations in which present or future representatives go through HR cycles or receive information about their outcomes about HR-related matters from hierarchical heads. To be more specific, this type of private orientation segregation is known as orientation

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<sup>3</sup> Available at: <https://www.betterup.com/blog/gender-inequality-in-the-work-place> [Last Accessed on 23<sup>rd</sup> January 2023].

<sup>4</sup> Available at: [https://naarisamata.org/gender-discrimination/?gclid=Cj0KCQiA\\_bieBhDSARIsADU4zLcU3rAH6ntn-2tYggGC41H-kHiAQWORSb9jt6ypf-vXTZgFnnfH7ccaAje7EALw\\_wcB](https://naarisamata.org/gender-discrimination/?gclid=Cj0KCQiA_bieBhDSARIsADU4zLcU3rAH6ntn-2tYggGC41H-kHiAQWORSb9jt6ypf-vXTZgFnnfH7ccaAje7EALw_wcB) [Last Accessed on 23<sup>rd</sup> January 2023].

provocation, and it includes a variety of spoken and nonverbal behaviours that indicate a hostile, sexist, or contemptuous attitude toward women.

After defining institutionalized bias against women in HR policy and personal unfair treatment in decisions regarding HR and HR enactment, we can move on to the topic of comprehending the reasons behind this discrimination: personal biases of executives in organizations and gender discrimination in the organization's structures, procedures, and practices.<sup>5</sup>

## **6. STRATEGIES FOR MITIGATING GENDER DISCRIMINATION IN ORGANIZATIONAL SETTINGS**

The model put forth to understand orientation segregation in HR procedures is complex. Assert that in order to appropriately depict the realities of organizational life, this level of intricacy is necessary.

Association can reduce orientation separation in the following ways by concentrating on: -

- A. HR Approaches and closely associated organizational concepts, periods, and procedures,
- B. HR-related guidelines and approval,
- C. The leaders of a hierarchy who engage in these kinds of activities.

## **7. INFLUENCE OF ORGANIZATIONAL STRUCTURES, PROCESSES, AND PRACTICES ON HR DECISION-MAKING**

When there are organizations, work stepping stools, and divisions that are specifically linked to orientation separation in HR rehearsals, gender inequality may be ingrained in the development of an association. For instance, if HR strategies are designed in a way that determines compensation based on evaluations conducted among individuals within a division (e.g., division-wide detailing structure, sets of expectations, execution assessments), this may lead to a degradation of offices that are overrun with women.

In essence, networks led by women receive lower compensation as well. For example, in a study involving over 2,000 supervisors, after accounting for execution, type of work, and utilitarian area (such as deals, bookkeeping, and showcasing), those who worked with female troughs were paid less than those who concentrated with male executives.

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<sup>5</sup> Available at: [https://www.pathfinder.org/focus-areas/gender/?utm\\_source=adgrant&utm\\_medium=cpc&utm\\_campaign=womensempowermentpathfindercountries&source=QGXXXXXX-A&utm\\_medium=grant&utm\\_source=google&utm\\_campaign=XX&utm\\_content=&utm\\_term=gender%20discrimination&gclid=Cj0KQCQia\\_bieBhDSARIsADU4zLfB1P42\\_vK0GRjcTrQD0e9v9m3JCl6tAsyVuXfHrofBefqY2Og6cvAaArenEALw\\_wcB](https://www.pathfinder.org/focus-areas/gender/?utm_source=adgrant&utm_medium=cpc&utm_campaign=womensempowermentpathfindercountries&source=QGXXXXXX-A&utm_medium=grant&utm_source=google&utm_campaign=XX&utm_content=&utm_term=gender%20discrimination&gclid=Cj0KQCQia_bieBhDSARIsADU4zLfB1P42_vK0GRjcTrQD0e9v9m3JCl6tAsyVuXfHrofBefqY2Og6cvAaArenEALw_wcB) [Last Accessed on 23<sup>rd</sup> January 2023].

Finally, differences in orientation should be evident in settings with authority. In an institutional setting, official and informal dominant practices, procedures, and schedules that result from direct interactions with the association's way of life are commonly perceived by authoritative individuals. The majority of the time, magisterial settings are thought of and focused as "environments for" hierarchical techniques. The two types of environments that most clearly display orientations inequalities are those that encourage variation and those that encourage obscene conduct.

Company policies, procedures, and architecture may all exhibit gender disparities. It is not necessary for organizational leadership, structure, strategy, culture, and climate to be sexist by nature. These procedures, behaviours, and organizational structures may help advance gender equality. We address this matter once more in the concluding section.

## **8. IMPACT OF HOSTILE AND BENEVOLENT SEXISM ON ORGANIZATIONAL DECISION-MAKING IN HR PRACTICES**

There is a relationship between higher degrees of hostile and benign sexism and organizational leaders in terms of structures, procedures, and practices. The initiation of organizational membership and the socialization of organizational members serve as the foundation for this claim. Decision-makers in an organization may act biasedly without consciously adopting more prejudice. In this dynamic, observational learning is critical because leaders who observe others pursuing populist policies with unfavourable consequences or engaging in discriminating practices with favourable outcomes may internalize and reinforce prejudiced inclinations in their own HR procedures.

## **9. REDUCING ORGANIZATIONAL DECISION MAKERSSEXISM**

Targeting business leaders' sexist beliefs—both benign and hostile—is a direct way to reducing orientation-based inequities in HR-related decision-making and enforcement. Racial awareness education, such as that found in workshops, courses, or seminars, is frequently incorporated into interventions meant to dispel these misconceptions. These instructional sessions usually include lectures, group discussions, and hands-on activities. Participants gain knowledge about social construction of gender roles in society and sexism. Studies show that while these studio-based interventions are helpful in reducing hostile sexism, their impact on beneficial discrimination may be less reliable. It is difficult to reject and lessen benevolent gender discrimination through such actions because of its complex and sometimes positive nature. Nonetheless, when people are made

aware of the negative effects of these beliefs, the prevalence of benignant sexism tends to decline. Regretfully, the effectiveness of these interventions in the field is unknown because they have not undergone thorough testing in the context of organizations.

## 10. COMMON EXAMPLES HIGHLIGHTING PERSISTENT CHALLENGES

- a) *Inconsistent compensation*: One of the most notable instances of discrimination at work is compensate reporting. Within the company, there is a salary difference between male and female staff members.
- b) *Unfavourable recruitment strategy*: This can include asking a rising female star if she intends to have children or suggesting in your employment specification that the position belongs to a different gender entirely.
- c) *Various open doors*: Presuming that your company has a professional movement, great doors that give preference to men over women.
- d) *Holding sexist views*: There is a promotion of outdated views about men and women. For example: ousted gender stereotypes.

Therefore, it's imperative that you exercise caution and establish clear protocols for how you expect the people who represent you to behave around the office.

## 11. A ROADMAP FOR ACHIEVING GENDER EQUALITY IN THE WORKPLACE

- It's critical for equitable representation of women in the workplace as well. It encourages an honest workplace, which guarantees the highest level of total corporate productivity.
- Examine your work history to find out whether there are any obstacles that prevent women from applying for leadership roles.
- Be honest about how much you will be paid. In the unlikely event that your small or medium-sized company employs fewer than 250 people, be transparent about salaries to ensure that women aren't paid less for equivalent work to that of males.
- Promote a better ratio of light-hearted to serious activities for both genders.
- Provide coaching and preparation to all employees in your company.
- Ensure that your company has an arrangement in place to address harassment and stop it from occurring at all.

## 12. CONCLUSION

It is imperative that gender equality be prioritized in governance, requiring authority and in-depth investigation. Because of its critical importance, pre-service health education, continuing

professional development, and employment systems must all be addressed in order to improve health system results and expand health coverage. The adoption of suggested measures is expected to result in noticeable advancements in the development of strong health workforces that can meet the demands of modern healthcare. In conclusion, collective action by organizational members can address systemic inequalities and elevate the position of women, regardless of gender. Modifications intended to alleviate gender-based inequalities in any organizational structure, policy, or practice have the potential to set off a series of reforms that will promote a more equitable atmosphere for every member of the organization.