A QUANTITATIVE STUDY ON GENDER PARITY: A CASE OF PUNE CITY

A Johri[1], R.Praveen[2] and S. Marhatta[3]
[1]Lexicon, MILE, Pune
[2,3]ASM IBMR, Pune
[1]dranuja.johri@gmail.com, [2]thammaiah.roopa@gmail.com, [3]ashu.shakti@gmail.com

_____

ABSTRACT

'Diversity & Inclusion' is the new HR jargon which has knocked corporate for so long but with diversity gender parity has also given lot of importance. Where organisation is hiring diverse workforce specifically on the basis of gender however the issues of gender parity have also risen. Nevertheless, diversity has been recognised in the workplaces but one perspective of diversityie gender has always been a debatable and conflicting. The present research is a quantitative research based on the analysis of the variables related to diversity specifically gender diversity and parity. The present research is undertaken with an objective to analyse and prove that the women are treated equally with men on the parameters of hiring, compensation, project etc. Responses of 311 employees including both men and women working across Pune in different sectors viz IT, manufacturing, service etc in different capacity were captured through self-structured questionnaire. Findings revealed that women are hired more in comparison to men but are not paid equally in terms of salary. Data also depicted that project wise same number of opportunities were given to both male and females.

_____

Introduction

'Diversity & Inclusion' is the new HR jargon which has knocked corporates for so long but with diversity gender parity has also given lot of importance. Where organisation are hiring diverse workforce specifically on the basis of gender however the issues of gender parity have also risen.

With globalisation and competition spurring, having a diverse workforce is increasingly becoming imperative in improving the firm's performance, and no longer organisation can choose to overlook the fact of having diverse workforce. It is well recognized, today that diversity enhances both tangible and intangible value. (Nair &Vohra).

Nevertheless, diversity has been recognised in the workplaces but one perspective of diversityie gender has always been a debatable and conflicting. Since time immemorial women have been considered subservient to men, but at the same time, they are known for playing diversified roles in society. Despite the diverse role that women play, they have long been discriminated against and considered as the "second sex". This discrimination against women also exists in the modern corporate world, creating a glass ceiling that limits women from enjoying equal opportunities. In today's era, survival in the cut-throat competition cannot be imagined without utilizing this source of talent. Nevertheless, the late introduction of women in the corporates has made them the "second citizens". (Singla & Rani, 2014).

The present research is undertaken with an objective to analyse and prove that the women are treated equally with men on the parameters of hiring, compensation, project etc.

Review of Literature

Gender Parity or gender equality always remained a most researchable topic over the span of time. Many researches have been conducted on this topic and researchers have looked upon it in different discipline whether it is management or sociology or economics.

Considering the current research revolving around workplace diversity and gender parity various researches suggested that gender equality remains elusive and difficult to achieve in spite ofhard work on the part of leaders to reassure it. Andrade(…..)

Understandings from research provide persuasive reasons in terms of organizational outcomes for female hiring, development and promotion Eikh of (2012) in his research synthesized and analysed the existing empirical evidence from research on knowledge work, work-life balance and boundary, women's work and careers. He suggested that enhanced flexibility should enable women's participation and progress in work and consequently gender equality. However, all three trends also have hidden gender consequences that considerably

avert women from participating and progressing.

Miller(2009) analysed 2000 US Census and found that gender pay gap is different for the sectors and the distribution of it as well. The gender pay differential in the private sector in the US does not display either the glass ceiling or sticky floor effects that have been reported for many other countries. The government sector is, however, described by a unique sticky floor effect in the female–male pay differential.

Globally America in 2000s may not have witnessed discrimination in pay or hiring in private sector but it existed in the government sector .Foley in her research analysed in Australia that , women are disproportionately represented among workers earning the national minimum wage or modern award minima (Birch and Preston, 2020), which are 10% lower, on average, in industries and occupations where women predominate (Broadway and Wilkins, 2017).

After looking at global scenarios condition in India is not very happening. One research suggests that the percentage of working women in India has almost halved over the last decade.

Problem Statement

Gender Diversity has been addressed by the organisation has by hiring more women and making them part of the workforce. But the truth is pervasive that despite of increased hiring of women, still onvarious parameters of HRM such as policies of training, recruitment, promotion, benefits, incentives, involvement, health, and safety are not treated at par with men. This problem is omnipresent across the globe, in various countries, across different sectors and organizations. Through this research a researcher attempts to answer the question -Are women treated at par with men?

Research Methodology

The present research is a quantitative research based on the analysis of the variables related to diversity specifically gender Diversity. Ordinal and categorical variables are being utilised to analyse and comprehend about the HR perspective of treating myriad parameters of gender diversity. Research utilises data collection in both primary as well as secondary data.

The primary data was collected from the random sample of 400 employees working across Pune in different sectors viz IT, manufacturing, service etc in different capacity through self-structured questionnaire. Out of 400 questionnaires 311 questionnaires were utilised for the purpose of fulfilling the data analysis. For conduction of survey digital mode was adopted by creating Google Form and Microsoft 365 form. Data was analysed with SPSS Version 22.0 and excel was utilised.

The data gathered comprised of continuous data &categorical data. On the basis of objectives and hypothesis formed different variables were tested to understand and analyse the relationships and dependency among different variables. Research utilised both the descriptive as well as inferential statistics to prove the objectives.

T Test – to understand the significant difference in variables such as Recruitment, Salary, Project count for gender diversity. Research also utilises secondary data sources from Google, research article, papers, blogs from Google scholar etc.

Table No:1 Hypothesis, Variables & Test Applied Under Study: Framework

To analyze and prove that women are treated at par with men.			
Variables Under study	**Null Hypothesis (H0)**	**Alternate Hypothesis (Ha)**	**Test Applied**
1.Recruitment	The count of men & women hired through the recruitment source is not equal.	The count of men and women hired through the recruitment source is equal.	Count
2.Salary	The salary of men and women is not at Par.	The salary of men and women is at Par.	T Test
3.Project Count	The count of special projects given to men and women are not equal.	The count of special projects given to men and women are equal.	T Test

Data Analysis & Discussion

Both descriptive and inferential were utilised to observe and analyse the results of the data collected-

(I)　Descriptive statistics

- 57% (176) are women and 43% (135) men.
- Employees can be broadly categorized into 3 areas - Production, IT and Others.
- 61% Employees are in Production, 23% in IT, and 16 % in other.
- Production has 60% women, IT have 51%, whereas others have 50% women.

Discussion

From the descriptive statistics it is revealed that number of women Pune across myriad area on diverse position is more in comparison to men. Sample consisted of employees working majorly in sectors such as production, IT and others. From the data analysis we get an insight that the recruitment of women and representation of women on the basis of the count is more than the men so i.e.,57% (176) are female and 43% (135) are male. So, here we accept our null hypothesis that the count of men & women hired through the recruitment source is not equal.

(II)　Inferential Statistics & Hypothesis Testing

• **Salary & Equality**
H0: The salary of men and women is not at Par.
Ha: The salary of men and women is at Par.

Table 2: T Test Analysis For Salary

t-Test: Two-Sample Assuming Unequal Variances		
	Salary (Male)	**Salary (Female)**
Mean	70629.400	67786.727
Variance	589775464.481	665932595.605
Observations	135.000	176.000
Hypothesized Mean Difference	0.000	
df	296.000	
t Stat	0.996	
P(T<=t) one-tail	0.160	
t Critical one-tail	1.650	
P(T<=t) two-tail	0.320	
t Critical two-tail	1.968	

Discussion

From the Table 2 we can see that the mean value of the salary earned by the males(70629.400) is higher than the females(67786.7). So, we can infer from the data that the males are accruing more than the females

To test the hypothesis two tail T Test was conducted at 5percent significance level. P Value method was used for accepting and rejecting the hypothesis. From the table it is evident that the P Value (0.32) for two tail Test conducted is more than 0.05 at 5 Percent significance level is not significant so we fail to reject null hypothesis that the salary of men and women is not at Par. **So** eventually we conclude for the parameter of salary that men and women are not treated equally. Men always earn more in comparison to women irrespective of any sector or position.

• Project Count & Equality

H0: The count of special projects given to men and women are not equal
Ha:The count of special projects given to men and women are equal

Table 3: T Test Analysis for Special Project Count

T-Test: Paired Two Sample For Means		
	Gender ID	**Special Projects Count**
Mean	0.434	1.219
Variance	0.246	5.520
Observations	311.000	311.000
Pearson Correlation	0.087	
Hypothesized Mean Difference	0.000	
df	310.000	
t Stat	-5.866	
P(T<=t) one-tail	0.000	
t Critical one-tail	1.650	
P(T<=t) two-tail	**0.000**	
t Critical two-tail	1.968	

Discussion

For understanding whether men and women are given equal opportunity in the process of allocating the new project.

To test the hypothesis two tail T Test was conducted at 5 percent significance level. P Value method was used for accepting and rejecting the hypothesis. From the table it is evident that the P Value for the T test conducted is 0.000 for two tail Test is less than 0.05 at 5 Percent significance level which is significant enough to reject the null hypothesis. This means that the we accept alternate hypothesis that the count of special projects given to men and women are equal.

The opportunities given to men and women for the research conducted are at par and no discrimination is practiced.

Conclusion

Several researches have been conducted on different dimensions related to the women equality and gender diversity but the crux remains the same that there is long way to go in achieving parity or inclusion of women in mainstream. Organisation's toady is implementing equality and diversity through myriad ways but in reality, they need to push hard themselves in implementing the strategies favouring women. Women are not given their due pay, there is glass ceiling in top positions, promotions are denied and there many issues related to parity. The research conducted clearly depicted that the women financially are paid less. There are lot of hidden parameters for future studies which require in depth analysis to understand issues related to diversity and equality.

References

1. Doris Ruth Eikhof (2012),A double-edged sword: twenty-first century workplace trends and gender equality, Gender in Management, ISSN: 1754-2413
2. Andrade, M.S. (2022), "Gender equality in the workplace: a global perspective", Strategic HR Review, Vol. ahead-of-print No. ahead-of-print. https://doi.org/10.1108/SHR-07-2022-0038
3. Birch, E., & Preston, A. (2021). The Australian labour market in 2020. Journal of Industrial Relations, 63(3), 303–320. https://doi.org/10.1177/00221856211002224
4. Barbara Broadway, R Wilkins(2017), Probing the Effects of the Australian System of Minimum Wages on the Gender Wage Gap, https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3082004
5. Neeraj Kaushik,Anita Sharma, Virender Kaushik (2014)Equality in the workplace: A study of gender issues in Indian organisations, Journal of Management Development ,DOI:10.1108/JMD-11-2013-0140
6. Paul Miller(2009), The Gender Pay Gap in the US: Does Sector Make a Difference? ,Journal of Labor Research, 2009, vol. 30, issue 1, 52-74
7. Nisha Nair, NeharikaVohra (2015) Diversity and Inclusion at the Workplace: A Review of Research and Perspectives, IIM Ahmedabad Publication.
8. Foley, M., & Cooper, R. (2021). Workplace gender equality in the post-pandemic era: Where to next? Journal of Industrial Relations, 63(4), 463–476. https://doi.org/10.1177/00221856211035173