

WAGE DISPARITY A CHALLENGE FOR WOMEN WORKERS WORKING



GUNJA KUMARI

M.Phil., Roll No. 150143 Session 2015-16

Department of Economics, B.R.A. Bihar University, Muzaffarpur, India

gunjagupra20155@gmail.com

ABSTRACT

On the other hand, in both developed and developing nations, workers who are illiterate or have only completed primary education are more likely to be employed in informal settings than individuals who have completed secondary and higher levels of education. This is due to the fact that workers who are illiterate or have only completed primary education are less likely to have access to formal employment opportunities. The following table, which is based on the official secondary data source known as the Periodic Labour Force Survey (PLFS), includes some estimates of the many different types of informal labor, as well as the numerous features of informality when viewed through the lens of gender (2017–18).

keywords: Wage Disparity, Challenge

INTRODUCTION

People above the age of 15 and living everywhere in the globe can be found working in the unofficial economy in numbers that exceed two billion. This figure represents 61.2% of the total workforce across the whole planet. The percentage of men whose principal source of income is unofficial labor is much greater than the percentage of women (63 vs. 58.1%), which indicates that men are more likely to engage in such activity. (ILO, 2018). Despite the fact that the absolute numbers are lower, a considerably bigger percentage of women workers

in India are engaged in informal employment than males. This is the case despite the fact that the numbers involved are smaller in absolute terms. According to research that was conducted and released by the International Labour Organization (ILO) in 2018, there is a growing tendency toward the use of informal work arrangements all over the world. According to the findings of the research, the degree to which informality varies varies in a manner that is inversely proportional to the level of socio-economic development and the level of education. As a result, emerging and developing nations have significantly greater proportions of the informal labor force in compared to industrialized nations. On the other hand, in both developed and developing nations, workers who are illiterate or have only completed primary education are more likely to be employed in informal settings than individuals who have completed secondary and higher levels of education. This is due to the fact that workers who are illiterate or have only completed primary education are less likely to have access to formal employment opportunities.

Women in India are almost always engaged in some form of productive and/or reproductive activity; however, the majority of their work is invisible, and they are primarily employed in low skilled, low paid informal work with little or no social security. In addition, the majority of the work that they do is performed in unsafe conditions (Chen, 2016; Chen and Raveendran, 2012; Raveendran, 2017; Sastry, 2004). For instance, some of them work as domestic workers, while others run their own businesses out of their homes (Chen, 2016; Chen and Raveendran, 2012; Raveendran). In addition, it is essential to keep in mind that the kind of marginalization and the degree to which it affects a woman are not going to be the same for any two women. In certain locations, it varies according to a particular caste or religious group, which suggests a consolidation of disadvantages based on caste or religion, even within the larger context of women's marginalization (Neetha, 2014).

Within this informal workforce, which maintains gender-based occupational segregation, the COVID-19 pandemic is exacerbating pre-existing inequalities and exposing vulnerabilities in every area, from the realm of health to that of the economy, and from the realm of security to that of social protection. In other words, the pandemic is exacerbating pre-existing inequalities and exposing vulnerabilities in every area. Informal workers are already facing the direct impacts of the economic impact that the lockdown induced by the virus would have. This is because the lockdown is already taking place. It is likely that women would bear the brunt of job losses to a greater extent than any other group. This is because to the significant and

growing gender gaps in labor participation rates, employment, and income that were projected to widen throughout the post-lockdown period (Chakraborty, 2020a).

The following table, which is based on the official secondary data source known as the Periodic Labour Force Survey (PLFS), includes some estimates of the many different types of informal labor, as well as the numerous features of informality when viewed through the lens of gender (2017–18). The purpose of this section is to provide a better understanding of the social and economic effects that the COVID-19 lockdown and the time after the lockdown have had on the lives of women who are employed in informal settings by providing some information that was obtained from microstudies. This information was obtained in order to gain a better understanding of these effects.

REVIEW OF LITERATURE

Somjee (2014) makes a number of quite trenchant observations and criticisms. She has stated that "Throughout the history of women's studies, which is not very long, a number of techniques have been employed in attempt to understand women's problems and find answers to them." The history of women's studies is not very lengthy. Such approaches range from how women are perceived in various cultures and historical settings, given their biological functions and what nature 'intended' them to do, to their decline in power and status vis-à-vis men in the complex social evolution, to a widely shared emphasis on the need to make women equal through the economic on the need to make women equal through the economic and legal route which treats them as individuals rather than those having the sole responsibility for caring for children and elderly relatives.

Mitra (2015) investigates the factors that led to the problem and reaches the following significant findings: "Relationship between women and professions might be regarded as one of women in full-fledged professions, such as medical, law, and academics, etc., and another in the semi-professions, such as nursing, teaching, clerks, etc."

According to the findings of Okolo's (2016) research, one of the challenges is that there are not enough role models of executive women since women are underrepresented in senior managerial positions. In a similar vein, the findings of this study revealed that after a woman has succeeded in climbing the corporate ladder, there is no longer any gender disparity in the organizational hierarchy. "The absence of influence on women might arise because executive

and management women have acquired survival traits becoming immune to the effects of men's hierarchies," says one researcher. It is possible for a hierarchy made up entirely of males to have an impact on the election of a managerial board; but, beyond that, the hierarchy's ability to exert influence is limited.

Researchers Ronald J. Burke, Mustafa Koyuncu, and Lisa Fiksenbaum (2017) investigated the relationship between the perceived presence of organizational practices designed to support women's career advancement and the attitudes and levels of satisfaction that employees have regarding their work as well as the psychological well-being of those employees. A total of 286 working women in management and professional positions at a prominent Turkish bank provided responses for this survey, yielding a response rate of 72 percent. The following five organizational experiences were taken into consideration: masculine norms, unfavorable attitudes towards women in the workplace, career hurdles, equal treatment, and support. Women who reported more supportive organizational experiences and behaviors were more involved in their work, reported larger levels of satisfaction with their jobs and careers, and showed greater levels of psychological well-being.

Wentling (2018) demonstrated that the dual responsibilities of women create friction and conflict owing to the still-prevalent fact that women's social structures are more prominent. In her research on working women in Delhi, she came to the conclusion that "the traditional authoritarian set up of Hindu social structure continues to be basically the same," which is why "women face the problem of role conflict." She suggested that a change in the attitudes of both men and women, in accordance with the circumstances, would be helpful in solving this issue.

RESEARCH METHODOLOGY

This study is exploratory in nature, and its goal is to uncover the difficulties and obstacles that urban women confront in various professional areas, such as public sector companies, banks, schools and colleges, hospitals, and commercial organizations, amongst others. The second objective of the study is to determine the organizational supports that are available to female workers. This will allow female employees to attain their maximum potential while also contributing their utmost efforts to their respective organizations. Only metropolitan women employees in white collar positions who have been in their workplaces for at least six months were questioned for this study. Within the city of Rourkela itself, the research was carried out. Rourkela city is a steel plant city; multi-linguistic, multi-ethnic, multi-religious and multi-

cultural. Because of its rich diversity, this area is an excellent choice for this research project. The research looked at a variety of local institutions, including schools, universities, banks, hospitals, businesses in the public sector, engineering services, and commercial organizations, among other places. Using a mixed-methods approach that includes face-to-face interviews, Focus Group Discussions (FGDs), and questionnaires, primary data was obtained from a total of one hundred working women who were part of the organized sector. It was determined that 75 of the replies were both comprehensive and legitimate. The time frame for the gathering of the data was from December 2013 to January 2014, with a gap of one month in between.

DATA ANALYSIS

The study addresses the following key research objectives:

1. To gain sufficient knowledge about the problems and challenges faced by urban workingwomen in the workplace.
2. To identify the key socio-economic pointers contributing to women's status, safety and security.
3. To study women's involvement in various activities/ organizations for upliftment offamily, community and society that can lead to their overall development.
4. To find out possible solutions that could help them to overcome the problems that theyface in the workplace.

The questionnaire consisted of 16 close ended and 4 open ended questions to meet the objectives of the study. The items in the questionnaire included urban working women issues related key parameters like sexual and mental harassment, promotion issues, family care issues, discrimination based on gender, workplace discrimination and prejudices, safety and security issues etc.

The graphical representation of each of the items is given below:

1. How long did it take for you to get promoted in comparison to male colleagues of thesame position?

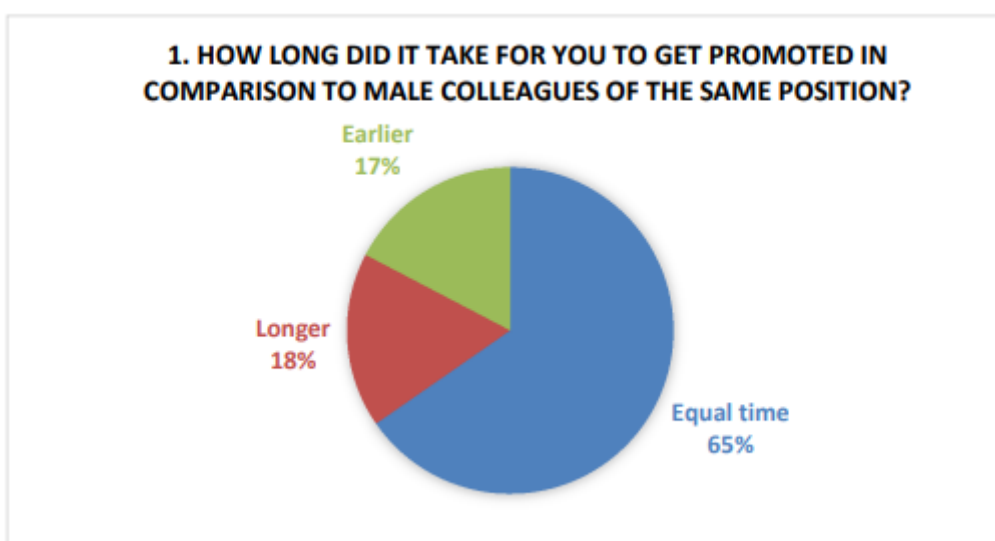
Table 1 Time Taken For Women To Get Promoted As Compared To Their Male

5/12

*Gunja Kumari *, University Department of Economics: B.R.A. Bihar University, Muzaffarpur. India.*

Colleagues (In Nos.)

	No. of respondent	Percentage (%)
Equal time	49	65
Longer	13	18
Earlier	13	17



Fig, 1 Percentage Distribution Of Time Taken For Women Employees Getting Promoted As Compare To Their Male Colleagues

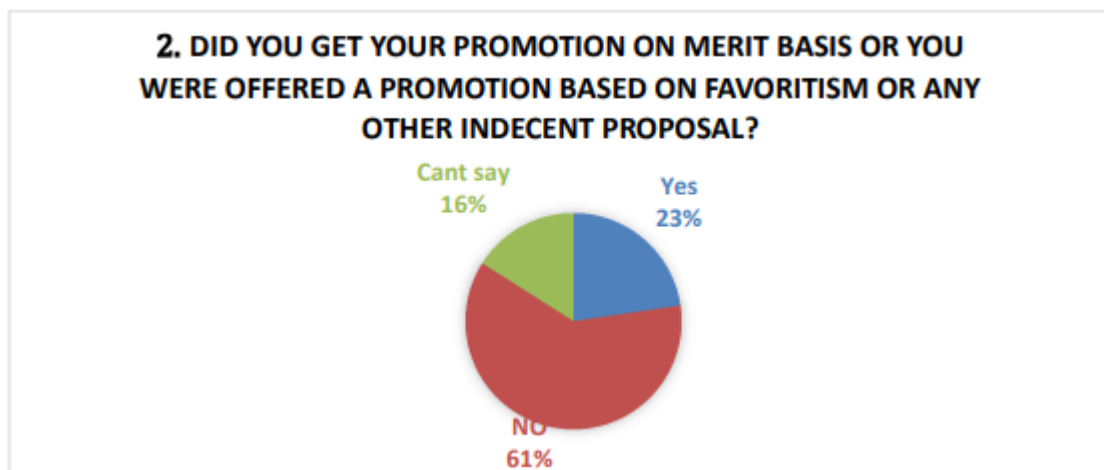
Source: Primary data

Inference: According to the above information 65% of female employees were promoted at the same time irrespective of their gender, 17% women were promoted earlier than their male colleagues and 18% took longer than their male peers. The above data reflects that gender bias related to promotions do not prevail much in the working atmosphere.

Did you get your promotion on merit basis or you were offered a promotion based on favoritism or any other indecent proposal?

Table 2 basis For Women Getting Promotion On Merit (In Nos.)

	No. of respondent	Percentage (%)
Yes	17	23
No	46	61
Can't say	12	16



Fig, 2 Percentage Distribution Of Women Getting Promotion On Merit Basis/Others

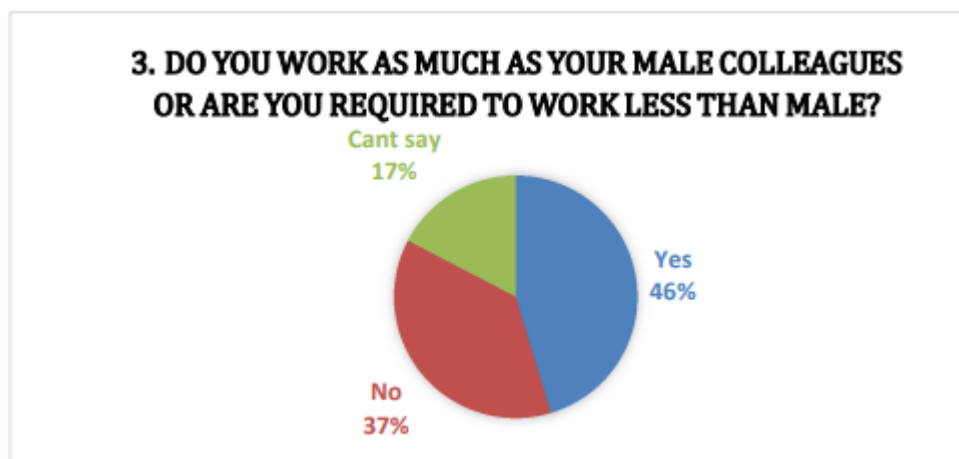
Source: primary data

Inference: According to the above information 61% felt that their promotion was based on merit and not on the basis of favoritism or any other indecent proposal, 16% were not sure about their answers and 23% agreed that favoritism prevails in workplaces.

2. Do you work as much as your male colleagues or are you required to work less than male?

Table 3 : Time Spent On Women (In Nos.)

	No. of respondent	Percentage (%)
Yes	34	46
No	28	37
Can't say	13	17



Fig, 3 Percentage Distribution Of Time Spent On Work

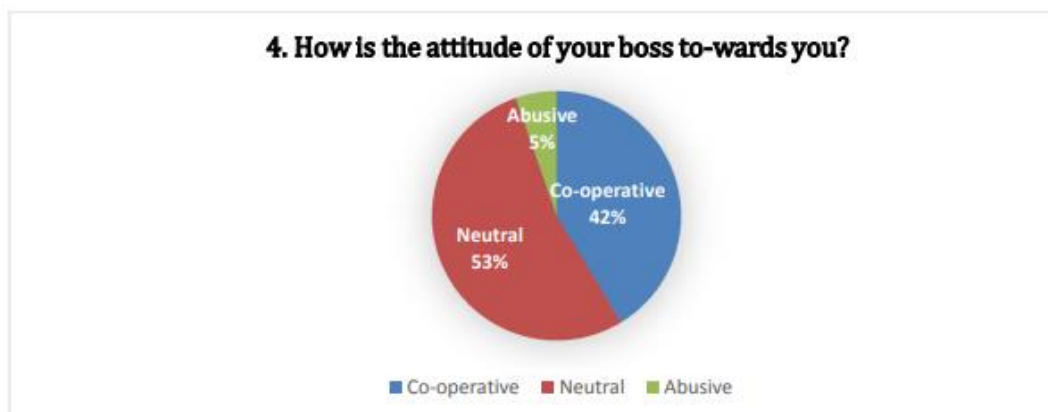
Source: Primary data

Inference: According to the above information 46% women agreed they were working as much as male colleagues, 17% women were not sure about their answers and 37% women agreed they were not working as much as their male colleagues because sometimes post or position also matter in work process. Accordingly duration of work hour factor also differs for men and women.

3. How is the attitude of your boss towards you?

Table 4 Attitude Of Boss Towards Female Colleagues As Perceived By The Women Employees (In Nos.)

	No. of respondent	Percentage (%)
Co-operative	31	42
Neutral	40	53
Abusive	4	5



Fig, 4 Percentage Distribution Of Attitude Of Boss Towards Female Colleagues As Perceived By The Women Employees

Source: Primary data

Inference: According to the above information 53% female agreed that their boss attitude towards them were neutral, 42% women said that their boss was co-operative with them and 5% women said their boss attitude towards them were abusive.

4. Do you sometime feel hesitant to work with male colleagues because they may sexuallyharass or underestimate you on the basis of gender?

Table 5 Perception Of Prevalence Of Sexual Harassment Or Underestimation On The Basis Of Gender (In Nos.)

	No. of respondent	Percentage (%)
Yes	40	47
No	35	53

5. DO YOU SOMETIME FEEL HESITANT TO WORK WITH MALE COLLEAGUES BECAUSE THEY MAY SEXUALLY HARASS OR UNDERESTIMATE YOU ON THE BASIS OF GENDER?



Fig, 5 Percentage Distribution Of Perception Of Prevalence Of Sexual Harassment Or Underestimation On The Basis Of Gender

CONCLUSION

It has been pointed out that migration from rural to urban areas has been a significant factor in the expansion of the informal sector in hill urban centers. But a more in-depth look at the participation of female workers has led us to reiterate that rural migrants, despite the fact that they do not face any entry restrictions to any field of the informal sector, have a difficult time making their presence known in the self-employment units that are not connected to the formal sector due to the absence of the required minimum capital and the intense competition. Migrants from rural areas who have creative skills have shown a greater preference for linked work rather than formal sector informal ones. Migrant workers make up the majority of full-time wool knitters, individual weavers, embroiderers, and other similar occupations. The indigenous Fremane craftsmen have, for the most part, chosen to engage in these activities on a part-time basis. Both the indigenous and the migrant craftsmen got their raw materials and even their instruments from the formal sector businesses. In certain circumstances, the official sector businesses even provided the tools. However, the pricing of the final goods, as well as the labor and other costs associated with them, are determined by the raw material suppliers, who are also the consumers of their I output. Even a government agency like Manjush, which is intended for the selling of the final items created by women artisans working in the informal sector, has been discovered to pay the lowest rates feasible for these goods As a direct consequence of this, artisan workers who are tied to businesses that operate within the official sector are unable to earn more than the amount required for basic survival.

REFFERENCES

1. Agapiou, A. (2002). Perceptions of gender roles and attitudes toward work among male and female operatives in the Scottish construction industry. *Construction Management & Economics*, 20(8), 697-705.
2. Andal, N. (2002). *Women and Indian society: Options and constraints*. New Delhi: Rawat Publications.
3. Arnove, R. F., Torres, C. A., & Franz, S. (Eds.). (2012). *Comparative education: The dialectic of the global and the local*. Rowman & Littlefield Publishers.
4. Beck, L., & Keddie, N. R. (Eds.). (1980). *Women in the Muslim world* (Vol. 13). Cambridge: Harvard University Press.
5. Borooh, V. K., & Iyer, S. (2005). Vidya, Veda, and Varna: The influence of religion and caste on education in rural India. *The Journal of Development Studies*, 41(8), 1369-1404.
6. Budhwar, P. S., Saini, D. S., & Bhatnagar, J. (2005). Women in Management in the New economic Environment: The case of India. *Asia Pacific Business Review*, 11(2), 179-193.
7. Chakraborty, S. (2013). Empowering the Tribal Women through Education: Issue of Social Justice with Reference of West Bengal. *Afro Asian Journal of Anthropology and Social Policy*, 4(1), 24-28.
8. Chandra, S. K. (1993). *Women's development: problems and prospects*.
9. Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O., & Ng, K. Y. (2001). Justice at the millennium: a meta-analytic review of 25 years of organizational justice research. *Journal of applied psychology*, 86(3), 425.
10. Dube, L. (2001). *Anthropological explorations in gender: Intersecting fields*. New Delhi: Sage Publications Pvt. Limited.
11. Engineer, A. A. (1989). *Communalism and communal violence in India: an analytical approach to Hindu-Muslim conflict*. New Delhi: Ajanta Publications.
12. Fielden, S. L., Davidson, M. J., Gale, A. W., & Davey, C. L. (2000). *Women in*

construction: the untapped resource. *Construction Management & Economics*, 18(1), 113-121.

13. Gaetano, A. M., & Jacka, T. (Eds.). (2013). *On the move: Women and rural-to-urban migration in contemporary China*. Columbia: Columbia University Press.
14. Haddad, Y. & Esposito, J. L. (Eds.). (1998). *Islam, gender, & social change*. New Delhi: Oxford University Press.