



A STUDY ON GENDER BIAS IN WAGE DISCRIMINATION IN INDIA

Management

R Narasimhan

Assistant professor, BBA, Saveetha school of law

ABSTRACT

One of the harsh realities of the 21st century is the existence of a persistence gap between the wages of men and women around the world. Wage difference on gender basis has been a great global concern for over a century now. Women are still earning about 80 cents for every dollar earned by their male counterparts at work. That's part of the problem. There's been a lot of thinking, but not much action. As a result, there hasn't been much progress in eliminating the pay gap over the last few decades. One reason we may lack motivation to close the gap is confusion surrounding the roots of the problem. Often people think that the pay gap can be entirely explained by women's opting out of the workforce or choosing more flexible schedules to accommodate their families. Others say the pay gap stems from men and women choosing different career paths, with men electing more lucrative professions. While family obligations and career choice do account for some of the gender pay gap, they certainly don't account for the whole 20 cents. In order for women to achieve full parity with men at work, we must eliminate the unconscious bias that still plays a significant role in the gender differences in pay. The only way to completely eliminate unconscious bias is to be unaware of a person's gender. The discrimination and biases against women witnessed in social spheres gets mirrored on to economic spaces not only through direct, legitimate routes but also via the resilience in perceptions and mindsets among the agents of the labour markets that reconfigure to retain elements of gender imbalances. The objectives of the research paper is to study about the wage discrimination in india and to analyse the gender biasness in wage discrimination in india and result analysis proves that the null hypothesis is true and conclude that there is no significant level of gender biased wage discrimination also exist in Organised sector.

KEYWORDS

Women, pay gap, wage discrimination, gender bias, wage rate.

INTRODUCTION

The term "wage" applies to a payment which is paid to workers as remuneration for the work done by them. It is generally a monetary amount. In the words of Benham, "Wages are a sum of money paid under contract by an employer to a worker for the services rendered." Whether taking developed or developing countries the gender discrimination among women is more identified in terms of wage rate differentials ("Gender Aspects of Labour Allocation during Structural Adjustment"). The existence of a discrepancy in wage payments between men and women in the labor market is a universal phenomenon regardless of the economic structure of the country (Newell). There have been various theoretical analysis which have been made so as to explain the wage determination in the labour market but most of these analysis have proved to be inadequate and thus still many challenges are still their regarding wage discrimination and wage inequalities ("Remesh, Babu P, 2000"). Despite their apparent genderneutrality, most discussions of poverty have been premised on the concept of a male actor and of male-centred notions of well-being and agency. The assumption underpinning income/consumption and well-being measures is that shortfalls in income/consumption translate into shortfalls in choice, and are manifested in shortfalls in well-being. However, gender introduces disjunctures into this process, with the result that these measures inadequately capture women's experience of poverty. The basic conundrum that plagues attempts to conceptualize the gender dimensions of poverty stems from the operation of the forces that create scarcity, on the one hand, and discrimination, on the other. The form in which women's poverty manifests itself depends on the cultural context far more than it does for men, suggesting that it cannot be understood through the same conceptual lens (Kabeer). Sen noted that gender differentials in labour participation rates are much closely assigned with gender differential in life expectancy across much of the low income world. The approach most widely used in measuring the extent of gender wage discrimination is based on the human capital theory of wage determination.

According to human capital theory wages are tied to productivity ("Justice: Means versus Freedoms"). In a non-discriminatory environment, the observed male-female wage differentials should be due to differences in productivity between men and women. Gender wage discrimination takes place when equally productive workers are paid different wage rates. When there is discrimination, male-female wage differentials cannot be explained only in terms of differences in productivity. Since productivity is not observed by researchers, measures of discrimination usually adjust for all measurable characteristics that might be expected to affect productivity.

Much of occupational bases wage discrimination and wage discrimination in general, is related to the social attitude towards women workers. (Gardeazabal and Ugidos). The resultant occupational segregation based on gender and concentration of women in relatively low-paying jobs reduces their bargaining power to negotiate the terms of employment. Even in identical jobs, men and women have different bargaining power. This is a reality across industries and socio-economic strata. For a high-profile example, look at Hollywood, where various aspects of gender discrimination are now coming into the limelight. A-list actor Jennifer Lawrence has been outspoken on such issues. On realizing the high salary gap between her and her American Hustle male co-stars, Bradley Cooper and Christian Bale, she wrote, "I got mad at myself. I failed as a negotiator because I gave up early." (Livemint).

Labour market tends to reflect the social attitudes that consider women's work to be inferior to that of men. It is also an extension of human capital discrimination faced by women, since girls are discriminated against getting access to education. A relatively lower percentage of female literacy vis-a-vis Male literacy reflected gender based human capital discrimination. As above mentioned in India, the percentage of women attempting tertiary education is still low and without tertiary education probably forced to accept low paid work upon entering the labour market. Gender based discrimination in the labour market is not merely unjust for women workers. It is also economically harmful to the country. From the perspective of the well being of women, the consequences are apparent. The gender bias for both casual and regular workers in rural and urban areas is clearly visible. It is important to note that gender bias in causal wage payment is low in rural areas (0.63) than in urban areas (0.58). However the reason for low gender bias in wage payments in rural areas is highly suppressed wages both for Male and female rural workers. The gender bias is also noticeable in case of urban regular workers (Kumari).

Given the trends in south Asia, where occupational segregation and wage based and human capital discrimination are high, it is unlikely that they obtain high quality employment. Anti discrimination employment laws, comfortable work policy, quota reservations laws are all necessary firsts step to vertical and horizontal occupational segregation (Rai Ruwanpura). Jaiswal says that Indian society is based on many traditional and hierarchy prejudices. Here individual's position in the society is defined by his/her group affiliation. Hence the power and wealth is hierarchically distributed. And this distribution is highly disadvantageous to women folk of Indian society.

This creates social milieu which restricts women from playing an active role in so called productive economic activities in formal sense.

The tradition which is mainly practised by women in rural India, acts as an additional hindrance for women. Due to traditional and cultural myths and stereotypes many families still feel ashamed, when their women family member work outside face a number of discrimination in various forms. Even professional women find a prevalent discrimination; two thirds of women in one study felt that they had to work harder to receive the same benefits as compare to employed men (“Forms of Social Asymmetry and Cultural Bias: Of Gender and Science in India and the World”). Although women work both for the labour market and for the household, most often very little of this works recognised and rewarded, while most of its not enumerated and remain unpaid. Women’s contribution to them household, economy and society mostly goes unrecognised since most of their economic activities do not enter the sphere of the market and remain non-monetised. Usually, most of the work undertaken by women is often interspersed with other household chores. This makes it difficult to separate the various tasks performed. The perpetuation of gender stereotypes and the social division of labour that type casts women mainly as workers in the domestic sphere have been the chief barrier to the recognition of women’s economic work participation(Tinker). With the fact that the non recognition of womens participation in economic activities is not only an outcome of thier work being intertwined with household activities(Agarwal). Even after the formation of equal remuneration act which guarantees equal rights to women in terms of wages as compared to male counterparts, it is clearly visible that the women labour is still paid fewer wages than male counterparts even for the same type of work. During the past few years an increasing trend has been observed both in wages and income of the people but when in come to wage differentials we do not find any significant change(“Pro-Poor Growth in India: What Do We Know about the Employment Effects of Growth 1980-2000?”). Further analysis have shown that at higher education levels women rate is not only increasing but they are also out performing men but when one looks at the gender disparity as per education level we find the this gap is still widening(“Gender Biases and Discrimination against Women: What Do Different Indicators Say?”).

Various studies on the labour market in India which have link wage rate with the average productivity of labour and have tried to determine the wage rate differentials through these facts but all these studies have proved to be inadequate to explain variations in wage rates across India(“Gender Biases and Discrimination against Women: What Do Different Indicators Say?”; “Labour Force Participation of Women in India: Some Facts, Some Queries”). As per NSSO report the Gender Pay Gap has seen an increasing trend after liberalization as the GPG has increased from 24% in 1991 to about 32% in 2004 where as residual gap has increased from 53% to 78% (The International Bank for Reconstruction and Development / The World Bank The International Bank for Reconstruction and Development / The World Bank)

Gender is considered to be the most important factor as for as Indian labour market is concerned. Discrimination among women laborer in terms of wage payments is a very common phenomenon in India. Wages earned by women are generally lesser than their male counterparts. According to SEWA (Self Employed Women s Association 2000) the wages of women workers were below the minimum wages in some cases and at the same time the average monthly income of women workers was Rs1815 compared to 3842 for male workers(Website). It is said that various reasons are their due to which the wages of women labour is less than male labour. Some of the main reasons are:Women mostly work in light industries as they are unsuitable for work in heavy industries. Also, most of the women work in unorganized sector where the wages tends to be very low. About 94% of the total working women are in unorganized sector (Website).With the fact that the recognition of women participation in economic activities is not only an outcome of their work being intertwined with household activities and being unpaid, making it difficult from enumerators to identify women workers, but also the base of inconsistent definitions and the limited scope of economic activities. Predominantly, the role played by women in the care sector, and the reproductive work(bearing, rearing, nurturing children and household maintenance), falls outside the national accounting system. Many of the tasks of non working women would be considered as work, if performed by a person hired for that purpose or unrelated to the household. Because women performs roles, which are not statistically counted as economic and hence not monetarily valued, women’s role many their contribution are assigned a lower status. The

role fulfilled by women in household maintenance and care activities cannot be trivialised. Assigning monetary value to all the tasks undertaken by them, however, it is not very easy. Some efforts have been made to study the manner in which time is spent by women in the course of the day through time use surveys. This reveals the significance of time spent by women in unpaid care activities. It has been argued by many scholars that women in India contribute to the national economy in many ways which are not statistically countered. There has not been any specific programme introduced by Indian government which can look women’s involvement in u organised sector.

However, Indian government has introduced few general schemes through various government schemes. Both at the national and international levels various laws have been made with main focus on preventing women workers from discrimination. The International Covenant on Economic, Social and Cultural Rights (ICESCR) has passed a law asking states” to ensure that men and women have equal social, religious and cultural rights.(Mcinerney-Lankford et al.). The main aim of the research paper is to study about the gender biased wage discrimination in india.

HYPOTHESIS :

Alternative hypothesis:

There is significant level of gender biased wage discrimination in organised sector

Null hypothesis:

There is no significant level of gender biased and wage discrimination in organised sector

MATERIALS AND METHODS

This research follow non doctrinal type of research and the sampling method used in this survey is random sampling method. This study used both primary and secondary data. The secondary data used form government documents, unpublished thesis, websites, journals etc. The primary data was collected from the respondents using simple random sampling method with structured questionnaire. Independent variables such as Age, gender, educational qualification, occupation, marital status, monthly family income, monthly expenditure etc were also collected. The current paper is based on stratified random method of sampling and the sample size is limited to 1477 and the survey is taken on Chennai only and most importantly the survey was made in an authenticated way for appropriate results and also tries to reveal the actual truths regarding this issues. This paper also includes various secondary sources to get through the current issue, but the results will be focused mainly on the primary data.

RESULTS:

3. Gender * 31. Have you ever witnessed wage discrimination with respect to gender?	1477	98.5%	22	1.5%	1499	100.0%
3. Gender * 32. Does gender biased wage discrimination also exist in Organised sector?	1477	98.5%	22	1.5%	1499	100.0%

Age *. Have you ever witnessed wage discrimination with respect to gender?

Figure 1

Crosstab					
Count					
	31. Have you ever witnessed wage discrimination with respect to gender?	Total			
	yes	no	may be		
2. Age	below 30	416	660	376	1452
	31-40	3	10	1	14
	41-50	3	5	2	10
	51 and above	1	0	0	1
Total		423	675	379	1477

Figure 2

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.867a	6	.333
Likelihood Ratio	7.366	6	.288
Linear-by-Linear Association	1.033	1	.309
N of Valid Cases	1477		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .26.

From the above table, figure 1 , In this research out of responses majority of the respondents were belong to the age group below 30 is 660 have never witnessed wage discrimination with respect to gender . And second majority respondents were belong to age group between 31 to 40 is 10 have also never witnessed wage discrimination with respect to gender .And third majority respondents were belong to the age group between 41 to 50 is 5. And other respondents were belong to the age group above 51 is 1 have witnessed wage discrimination with respect to gender and from the above chi square table, figure 2 , the pearson chi square value is 0.333 which is apparently is greater than 0.05 and implied that there is no relationship between independent variable (age) and dependent variable about the wage discrimination with respect to gender.

Does gender biased wage discrimination also exist in Organised sector?

Figure3

Crosstab					
		Count			
	32. Does gender biased wage discrimination also exist in Organised sector?	Total			
		yes	no	may be	
2. Age	below 30	278	663	511	1452
	31-40	4	7	3	14
	41-50	4	5	1	10
	51 and above	1	0	0	1
Total		675	515	1477	

Figure4

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.627a	6	.141
Likelihood Ratio	8.981	6	.175
Linear-by-Linear Association	7.655	1	.006
N of Valid Cases	1477		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .19.

From the above table, figure 3 , In this research out of responses majority of the respondents were belong to the age group below 30 is 663 have said that there is no gender biased wage discrimination also exist in Organised sector. And second majority respondents were belong to age group between 31 to 40 is 7 have said that there is no gender biased wage discrimination also exist in Organised sector .And third majority respondents were belong to the age group between 41 to 50 is 5 have said that there is no gender biased wage discrimination also exist in Organised sector And other respondents were belong to the age group above 51 is 1 have said that there is no gender biased wage discrimination also exist in Organised sector and from the above chi square table, figure 4 , the pearson chi square value is 0.141 which is apparently is greater than 0.05 and implied that there is no relationship between independent variable (age) and dependent variable about the gender biased wage discrimination also exist in Organised sector.

DISCUSSION :

The Cross table results and Pearson's chi square test results have been analysed in this part, the sampling method used in this survey is

random sampling method. From the above table, figure 1 , In this research out of responses majority of the respondents were belong to the age group below 30 is 660 have never witnessed wage discrimination with respect to gender . And second majority respondents were belong to age group between 31 to 40 is 10 have also never witnessed wage discrimination with respect to gender .And third majority respondents were belong to the age group between 41 to 50 is 5. And other respondents were belong to the age group above 51 is 1 have witnessed wage discrimination with respect to gender and from the above chi square table, figure 2 , the pearson chi square value is 0.333 which is apparently is greater than 0.05 and implied that there is no relationship between independent variable (age) and dependent variable about the wage discrimination with respect to gender.

From the above table, figure 3 , In this research out of responses majority of the respondents were belong to the age group below 30 is 663 have said that there is no gender biased wage discrimination also exist in Organised sector. And second majority respondents were belong to age group between 31 to 40 is 7 have said that there is no gender biased wage discrimination also exist in Organised sector .And third majority respondents were belong to the age group between 41 to 50 is 5 have said that there is no gender biased wage discrimination also exist in Organised sector And other respondents were belong to the age group above 51 is 1 have said that there is no gender biased wage discrimination also exist in Organised sector and from the above chi square table, figure 4 , the pearson chi square value is 0.141 which is apparently is greater than 0.05 and implied that there is no relationship between independent variable (age) and dependent variable about the gender biased wage discrimination also exist in Organised sector. This analysis proves that the null hypothesis is true and conclude that there is no significant level of gender biased wage discrimination also exist in Organised sector.

CONCLUSION :

The increasing participation levels of women in the paid labour market activities is viewed as a positive outcome for improving women's status by bridging the hiatus in this crucial sphere of economic involvement("Women and Wage Discrimination in India: A Critical Analysis March 19-2013"). However, mere increases in participation remain inadequate in altering the gender inequalities unless these are supported by the nature of work they undertake being decent, lucrative, equally remunerative and secure. If illiterate women are crowding into unskilled, manual labour requiring jobs, that are low paying and hazardous to their health and safety, such a situation can barely be lauded or appreciated. Yet, if more women's labour supplies are being deployed and there exists a demand for their labour, it is of interest to consider the circumstances leading towards this employment. To some extent these may be due to heightening desperation and poverty induced compulsion that women are forced to enter paid labour markets, while at another end of the spectrum these may be outcomes of better educational attainments providing women with the opportunity to undertake jobs hitherto not accessible.

The consideration of women's participation in paid spheres of the labour market differs from that of males due to the stereotypical traditional notion that women's roles are limited to the private, domestic spheres. Since this kind of patriarchal role stereotyping precedes any deliberation on women's contribution to the economy, the space for unbiased consideration and gender based comparison becomes non-existent. A similar constriction or lack of viable options to assess and compare women's efficiency or productivity with that of their male counterparts within employed spheres limits an unbiased assessment of wage inequalities in India. This is further delimited by lack of adequate information to make such wage and income comparisons across equals feasible.

REFERENCE

1. Agarwal, Bina. "Work Participation of Rural Women in Third World: Some Data and Conceptual Biases." Economic and Political Weekly, vol. 20, no. 51/52, Economic and Political Weekly, 1985, pp. A155-64.
2. "Forms of Social Asymmetry and Cultural Bias: Of Gender and Science in India and the World." Paperpile, <https://paperpile.com/app/p/39dff6bd-169a-0f33-aa4f-f8d059684395>. Accessed 26 Aug. 2018.
3. Gardeazabal, Javier, and Arantza Ugidos. "Gender Wage Discrimination at Quantiles." Journal of Population Economics, vol. 18, no. 1, Springer-Verlag, Mar. 2005, pp. 165-79.
4. "Gender Aspects of Labour Allocation during Structural Adjustment." Paperpile, <https://paperpile.com/app/p/aa0e97c7-b891-042a-a314-7b0a6c6a81ff>. Accessed 26 Aug. 2018.
5. "Gender Biases and Discrimination against Women: What Do Different Indicators Say?" Paperpile, <https://paperpile.com/app/p/090fef2-c9a2-0cb7-915f-17f405f03e7c>. Accessed 26 Aug. 2018.

6. "Justice: Means versus Freedoms." Paperpile, <https://paperpile.com/app/p/048d0c24-ae31-0f72-b7c3-92c1597de3d3>. Accessed 26 Aug. 2018.
7. Kabeer, Naila. "Agency, Well-Being & Inequality: Reflections on the Gender Dimensions of Poverty." *IDS Bulletin*, vol. 27, no. 1, 1996, pp. 11-21.
8. Kumari, Namita. *Women Entrepreneurship in India: Understanding the Role of NGOs*. Notion Press.
9. "Labour Force Participation of Women in India: Some Facts, Some Queries." Paperpile, <https://paperpile.com/app/p/cf73bd7c-b7f1-0d6f-ae0a-869ff711fbc3>. Accessed 26 Aug. 2018.
10. Livemint. "The Formal Sector Has a Gender Bias Problem." <https://www.livemint.com/>, Livemint, 26 Apr. 2018, <https://www.livemint.com/Opinion/SsGGHMVmoX3alznOTL1PCK/The-formal-sector-has-a-gender-bias-problem.html>.
11. Mcinerney-Lankford, Siobhan, et al. *Human Rights and Climate Change: A Review of the International Legal Dimensions*. World Bank Publications, 2011.
12. Newell, Andrew. *The Distribution of Wages in Transition Countries*. 2001.
13. "Pro-Poor Growth in India: What Do We Know about the Employment Effects of Growth 1980-2000?" Paperpile, <https://paperpile.com/app/p/2ff3a54b-a2de-0527-82a2-c4603fc0afd6>. Accessed 26 Aug. 2018.
14. ; Rai Ruwanpura, Kanchana. *Forced Labour: Indicators and Measurement*. Programme on Promoting the Declaration on Fundamental Principles and Rights at Work Working Paper 18/2004. Definition. 2004.
15. "Remesh, Babu P.2000." Paperpile, <https://paperpile.com/app/p/045ae2cc-d77a-0f90-a719-61a3a2e31c1a>. Accessed 26 Aug. 2018.
16. The International Bank for Reconstruction and Development / The World Bank. *The International Bank for Reconstruction and Development / The World Bank. World Development Report 2012: Gender Equality and Development*. The International Bank for Reconstruction and Development/ The World Bank, 2011.
17. Tinker, Irene. *Persistent Inequalities: Women and World Development*. Oxford University Press on Demand, 1990.
18. Website. *Development strategies of the Self-Employed Women's Association* <https://link.springer.com/article/10.1057/palgrave.development.1110196>. Accessed 26 Aug. 2018.
19. ---. Full text of "STATUS OF WOMEN IN INDIA (1971-74)" - Internet Archive https://archive.org/stream/StatusOfWomenInIndia1971-74_88/JP-59_djvu.txt. Accessed 26 Aug. 2018.