



A Study on Impact of Gender Discrimination and Performance in Workplace Foods and Inns With Special Reference to Vellore

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ABSTRACT: In underdeveloped nations where women have far fewer rights and opportunities than in wealthy ones, the economic case for gender equality and female empowerment has drawn more attention. The arguments in favour of gender equality are therefore far more compelling and well-supported in the former. Despite the fact that there are still significant differences in wealthy countries, It is more difficult to analyse the existing gender inequality in terms of barriers that need to be removed in order to achieve a fair and effective division of labour in developed countries, despite the fact that there are still significant differences in labour force participation, income, and power.

I.INTRODUCTION

The concept of "gender equality" refers to the equal appreciation of the many roles that men and women fill. The topic works to dispel preconceptions and stereotypes so that both sexes can equally benefit from and contribute to social, political, cultural, and economic advancements in society. An immediate and steady increase in the economy is the direct result of men and women having equality. Women who are educated, in good health, and supportive of their families and countries tend to be more prevalent in society. It is expected that males tend to work harder, riskier jobs that are typically located outside of their homes.

II.STATEMENT OF THE PROBLEM

To reach the ambitious goal of full and equal participation of women, we have to tackle critical remaining challenges and address the structural causes of gender inequality, such as violence against women and girls, early and violence against women's and girls, early and forced marriage, sexual and reproductive health and reproductive rights, persistent gender

III.OBJECTIVES OF THE STUDY

- ❖ To analyse the awareness level about gender equality
- ❖ To analyse about the opinion of employee towards the problem faced due to gender in equality
- ❖ To analyse the opportunities provided to male and female

IV.SCOPE OF THE STUDY

- The study will also be helpful in analysing the problems faced by due to gender in equality
- The present study will be helpful in understanding the factors influencing employee expecting gender equality

V.LIMITATIONS OF THE STUDY

- Some respondents are hesitant to reveal their name as the survey is on a sensitive issue
- The awareness about the cyber bullying among the respondents were less



- It was also difficult for the respondents to provide correct information in ranking

VI. REVIEW OF LITERATURE

1. League of European Research Universities (2015), Gendered research and innovation: integrating sex and gender analysis into the research process. http://www.leru.org/files/publications/LERU_API18_Gendered_research_and_innovation_final.pdf
2. League of European Research Universities (2012), Women, research and universities: excellence without gender bias. http://www.leru.org/files/publications/LERU_Paper_Women_universities_and_research.pdf
3. A summary of selected literature on institutional transformation in research organizations, presented in three sections: 1) disparities between women and men; 2) subtle gender bias; 3) solutions and best practices. <https://genderedinnovations.stanford.edu/institutions>

VII. RESEARCH METHODOLOGY

To collect the views from people working in different sectors, a brief survey was designed which was available online to facilitate the respondent to be anonymous while sharing their views.

7.1 RESEARCH DESIGN:

Research design refers to the overall strategy that we choose to integrate the different components of the study in a coherent and logical way, thereby ensuring that we will effectively address the Research Problem.

7.2 TYPE OF RESEARCH:

The Research Type used in this Study is Descriptive, which is used to describe characteristics of a population or phenomenon being studied

7.3 SAMPLE DESIGN:

- Sampling is the process of selecting a sufficient number of elements from the population.
- A Sample Design is a definite plan for obtaining a sample from the sampling frame.
- It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

VIII. DATA COLLECTION

8.1 Primary data:

- ❖ A Primary Data Source provides direct or first-hand evidence about an object, person or work of art. It includes Historical & Legal Documents, Eyewitness Accounts, Results of Experiments, Statistical Data, Audio and Video Recordings, etc.
- ❖ Using Questionnaire, which is a set of printed or written questions with a choice of answers, devised for the purpose of a survey or statistical study, We Collected the Data.

8.2 Secondary data:

- ❖ The data that was originally collected for other research are called Secondary Data Sources.
- ❖ We Referred Articles, Journals & Magazines as mentioned in the Bibliography

8.3 SIZE OF THE SAMPLE

The size of the sample is 150

8.4 TOOLS USED

- ❖ Simple percentage Method
- ❖ Chi-Square method



❖ One -way Anova

IX.DATA ANALYSIS AND INTERPRETATIONS**9.1 SIMPLE PERCENTAGE****TABLE NO. 01****Source: Primary Data**

Problem face due to gender equality	Frequency	Percent
Uneven access to education	29	2.6
Lack of employment equality	46	4.1
lack of religious freedom	34	3.0
Racism	21	1.9
Societal mindset	20	1.8
Total	150	13.3

INFERENCE

18 % of the respondents belongs to societal mindset , 19 % of the respondents belongs to racism, 30 % of the respondents belongs to lack of religious freedom, 41% of the respondents belongs to lack of employment equality ,26 % uneven access to education

9.2 CHI-SQUARE TEST - Comparing the Gender and problem faced due to gender equality**NULL HYPOTHESIS(H_0):**

There is no significant relationship between the gender and problem faced due to gender equality

ALTERNATIVE HYPOTHESIS(H_1):

There is significant relationship between the gender and problem faced due to gender equality

Problem faced due to gender equality**TABLENO. 03**

Chi-Square Tests			
Analysis	Value	Degree of Freedom	Asymptotic Significance (2-sided)
Pearson Chi-Square	.533 ^a	4	.970
Likelihood Ratio	.534	4	.970
Linear-by-Linear Association	.000	1	.993
N of Valid Cases	150		

Source: Primary Data**INFERENCE**

From the above table there is significant relationship between the gender and problem faced due to gender equality so alternative hypothesis is accepted



9.4 ANOVA TEST -Comparing the consequences of age with income level, How well does the following statement describe your organization promotion are based only on individual employee performance, problem faced due to gender equality , which the following a gender equality facing issues

NULL HYPOTHESIS(H_0):

There is no significant relationship between the consequences of age with income level, How well does the following statement describe your organization promotion are based only on individual employee performance, problem faced due to gender equality , which the following a gender equality facing issues

ALTERNATIVE HYPOTHESIS(H_1):

There is significant relationship between the consequences of age with income level, How well does the following statement describe your organization promotion are based only on individual employee performance, problem faced due to gender equality , which the following a gender equality facing issues

TABLE NO. 04

Variables		Sum of Squares	Degree of Freedom	Mean Square	F
Income level	Between Groups	6.416	3	2.139	1.537
	Within Groups	230.084	146	1.391	
	Total	209.500	149		
How well does the following statement describe your promotion are based only on individual employee performance	Between Groups	5.691	3	1.897	1.187
	Within Groups	233.383	146	1.599	
	Total	239.073	149		
Problem faced due to gender equality	Between Groups	6.208	3	.209	1.236
	Within Groups	244.466	146	1.364	
	Total	250.673	149		
Which of the following a gender equality facing issues	Between Groups	7.861	3	2.620	2.088
	Within Groups	183.232	146	1.255	
	Total	191.093	149		

Source: Primary Data

INTERPRETATION:

- ❖ As the p value is lesser than Sig value (0.001 and 0.05) all the 3 cases age with income level, How well does the following statement describe your organization promotion are based only on individual employee performance, problem faced due to gender equality , which the following a gender equality facing issues
- ❖ Hence, it is concluded that there is a statistically significant difference among the department of the respondents with respect to the income level, How well does the following statement describe your organization promotion are based only on individual employee performance, problem faced due to gender equality , which the following a gender equality facing issues

FINDINGS:

- 18 % of the respondents belongs to societal mindset , 19 % of the respondents belongs to racism, 30 % of the respondents belongs to lack of religious freedom, 41% of the respondents belongs to lack of employment equality ,26 % uneven access to education
- From the above table there is significant relationship between the gender and problem faced due to gender equality so alternative hypothesis is accepted
- There is a statistically significant difference among the department of the respondents with respect to the income level, How well does the following statement describe your organization promotion are based only on individual employee performance, problem faced due to gender equality , which the following a gender equality facing issues

X.SUGGESTIONS



- Share household chores and childcare equally
- Watch for signs of domestic violence.
- Help women gain power
- Hire diversity
- Pay (and demand) the same salary for equal work

XI.CONCLUSION

- ❖ Respect both for human rights and respect for equality between women and men are founding values for the Union, as stated in the Treaty on European Union and in the Charter of Fundamental Rights of the European Union.

REFERENCES

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