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Research Paper

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Analysis of Gender Discrimination at the workplace and its impact on Work Performance of woman employees in Informal Sector in Mysuru

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ABSTRACT

Gender inequality remains a pervasive challenge globally, significantly affecting various spheres of society, including the workplace. Within the informal sector, women frequently encounter systemic barriers and discriminatory practices that impede their professional advancement. Understanding the impact of gender inequality on women employees' work performance in the informal sector is crucial. Thus, this study aims to identify and analyse gender discriminations perceived by women employees in the workplace and assess their impact on work performance in the informal sector of Mysuru District, Karnataka.

Employing an exploratory and descriptive research approach, this study utilizes a mixed research methodology combining qualitative and quantitative methods. Focused on women employees in the informal sector of Mysuru, Convenience Sampling was employed with a sample size of 150. Data collection involved administering a Structured Questionnaire/Interview Schedule, and analysis used descriptive and inferential techniques.

Findings revealed a strong correlation between gender discrimination and work performance, with "Pay Disparity" emerging as the most pronounced form of discrimination. Despite variations in perception between married and unmarried women employees, both groups experienced similar impacts on work performance, emphasizing the widespread negative effects of gender discrimination. Addressing discriminatory practices, particularly in terms of pay disparities, is crucial for fostering a more equitable and productive work environment. Prioritizing initiatives aimed at mitigating gender discrimination and promoting equality can cultivate a workplace culture valuing diversity, empowering women, and enhancing overall organizational outcomes in the informal sector.

KEY WORDS:

Gender Discrimination, Work Performance, Woman Employees, Informal Sector, Pay Disparity, Limited Job Opportunity, Lack of Decision-making Authority

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1. INTRODUCTION

Gender inequality remains a pervasive issue worldwide, with profound implications for various aspects of society, including the workplace. In particular, the informal sector, characterized by its diverse and often unregulated nature, presents a unique context where gender disparities persist despite efforts to promote equality. Within this sector, women frequently encounter systemic barriers and discriminatory practices that hinder their ability to thrive professionally. As such, understanding the impact of gender inequality on the work performance of women employees in the informal sector is of paramount importance. This study is conducted to identify and analyse the various gender discriminations perceived by the woman employees at the workplace and examine how do those discriminations impact the Work Performance in informal sector in Mysuru District of Karnataka State.

By examining the ways in which gender discrimination affects women's experiences and contributions in this setting, this research seeks to focus on an often-overlooked aspect of gender discrimination and inform strategies for fostering greater inclusivity and equity in the workplace. Through empirical analysis and qualitative insights, this study aims to uncover the underlying mechanisms through which gender inequality influences work performance, offering valuable insights for policymakers, employers, and advocacy groups striving to create more equitable and supportive environments for women in the informal sector.

2. LITERATURE REVIEW

The various studies relating to Gender Discrimination and Inequality and its outcomes were conducted throughout the world in various industrial contexts. Davison and Burke (2000) in their Meta-analysis revealed that, when being considered for male-typed (i.e., male dominated, believed-to-be-for-men) jobs, female candidates are evaluated more negatively and recommended for employment less often by study participants, compared with matched male candidates. In a comprehensive US study (U.S. Government Accountability Office, 2003) using data from 1983 to 2000, after controlling for human capital factors that could affect wages (e.g., education level, work experience), the researchers found that women were paid 22% less than men. Heilman and Okimoto (2008) reported that women who are mothers are recommended for promotion less than women who are not mothers or men with or without children.

Rudman and Phelan (2008) showed that sometimes particular types of women are more likely to be discriminated against in selection and performance evaluation decisions. Specifically, agentic women, that is, those who behave in an assertive, task-oriented fashion, are rated as less likeable and less hireable than comparable agentic male applicants. Konrad et al. (2010) in their study revealed that women who work with a male supervisor perceive less organizational support, compared with those who work with a female supervisor. In addition, women who work in departments that are headed by a man report experiencing more gender discrimination, compared with their counterparts in departments headed by women.

Research by Harvard Business Review (2014) showed that men apply to jobs where they meet 60 percent of the qualifications while women only apply to jobs when they meet 100 percent of the qualifications. Stamarski and Son Hing (2015) created a model of the root causes of gender discrimination in HR policies, decision-making, and enactment and found that gender discrimination in HR-related decision-making and the enactment of HR practices stems from gender inequalities in broader organizational structures, processes, and practices, including HR policy but also leadership, structure, strategy, culture, and organizational climate.

According to a recent survey by the Pew Research Center (2017), 42% of women in the United States claim they have faced some type of gender discrimination in the workplace. During the survey, 25% of women said that they earned less than a man in the same job. 23% of employed women reported being viewed as if they were incompetent, due to their gender. While 15% of working women reported receiving less assistance from senior leaders than a man doing the same job. Close to 60 percent of women who responded to a 2020 survey by Time's Up Foundation said they had experienced discrimination based on their race or gender or obstacles to getting jobs that pay more.

According to a new analysis by Oxfam India (2022), gender discrimination accounts for 98% of the employment gap between men and women in urban India. This report titled, 'India Discrimination Report 2022' also said that discrimination causes 100 per cent of employment inequality faced by women in rural areas. Women in India face workplace discrimination despite having the same educational qualifications and work experience as males due to cultural and employer prejudices. According to the survey, discrimination accounts for 93% of the wage disparity between men and women. Gender-based discrimination is found to be extremely high in all categories of employment in both rural and urban areas.

A Deloitte survey (2022) found that 14 percent of 5,000 women from 10 countries who responded had been harassed at work. More than 40 percent of these instances of “unwanted physical advances or repeated disparaging comments” went unreported, with embarrassment identified as the top reason for not speaking up. Less than a quarter of the women surveyed said their employer had “a clear process for reporting discrimination and harassment.” Whether women decide to start over somewhere else or risk retaliation from addressing the issue, they are at a constant risk of harming their careers after being sexually harassed.

A study by Chatterjee and Shenoy (2023) examines workplace gender discrimination's impact on women's careers, focusing on aspects like harassment, hiring, maternity leave, leadership roles, and marginalized women's experiences in India. Despite growing calls for gender equality, the study finds persistent biases hindering women's freedom to work and protection from conservative views. While some progress has been made with women in top positions, substantial work remains to address ongoing gender discrimination and foster inclusive workplaces.

3. RESEARCH GAP

Despite extensive global research on gender discrimination and its consequences in various industrial contexts, a significant research gap persists in understanding its impact on women employees within the informal sector, particularly in regions like Mysuru District, Karnataka State. While existing studies have largely focused on formal employment settings, such as wage differentials and promotion biases, little attention has been paid to the unique challenges faced by women in informal sector occupations.

Moreover, the majority of research has been conducted in Western contexts, limiting our understanding of gender discrimination in diverse socio-economic settings like Mysuru District. Therefore, there is a pressing need for research that specifically examines the experiences of women in the informal sector, explores the forms of gender discrimination they encounter, and assesses its effects on their work performance and well-being. Such research would not only bridge the existing gap in the literature but also provide insights for promoting gender equality and inclusivity within the informal sector, benefiting policymakers, employers, and advocacy groups alike.

4. THEORETICAL/CONCEPTUAL FRAMEWORK

4.1 GENDER DISCRIMINATION AT WORKPLACE

Discrimination, often defined as differential treatment of individuals with identical capabilities in labor and capital markets, results in disparities that are unjustified by prevailing laws, societal values, or accepted norms (India Discrimination Report 2022). The workplace is frequently cited as inhospitable to women due to various forms of gender inequality, including the gender wage gap, underrepresentation in leadership, and slower career advancement for women compared to men (Peterson and Morgan, 1995; Eagly and Carli, 2007; Blau and DeVaro, 2007). Such discrimination, largely rooted in human resources policies and decision-making, contributes to women's lower socio-economic status.

Gender discrimination involves giving preferential treatment to one gender over another, often stemming from unconscious biases and stereotypes that influence interactions and perceptions (builtin.com). It manifests in various forms depending on workplace dynamics, location, and individual characteristics. Gender equality in organizations entails fair treatment of all genders, while gender inequality perpetuates a discriminatory environment where gender minorities are viewed as inferior. Discrimination occurs throughout the employment process, from hiring to retirement, and can lead to unequal promotion opportunities, lower wages, unfair treatment, and biased assignments based on gender.

4.2 WOMAN EMPLOYEES' PERCEPTION ON GENDER DISCRIMINATION AT WORKPLACE

Woman Employees' Perception on Gender Discrimination at Workplace indicates the subjective understanding and interpretation of gender-based discrimination experienced by female workers in their professional environments. This perception encompasses how women interpret and make sense of various forms of discrimination they encounter in the workplace, such as unequal pay, limited job opportunities, lack of decision-making authority, and stereotypes/prejudice. Understanding women employees' perceptions of gender discrimination is essential because it provides insights into their lived experiences, challenges, and frustrations within the workplace and is also important to create a supportive and conducive work environment. After studying the various literature reviews and based on the previous studies, the researcher of this study, selected and considered the following factors as the influencing

factors of Gender Discrimination at workplace in the informal sector of Mysuru district of Karnataka State and the explanation for the same is presented below:

4.2.1 PAY DISPARITY

Pay disparity refers to the unequal compensation received by individuals performing similar work or holding similar positions, based solely on their gender. In the context of gender discrimination, pay disparity often manifests as women being paid less than their male counterparts for the same job roles or tasks. In a study by Ostroff and Atwater (2003) of over 2000 managers, found that women were compensated less than men were, even after controlling for a number of human capital factors. This discrepancy in pay can stem from various factors, including implicit biases, traditional gender roles, and systemic barriers that undervalue women's labor and contributions to the workforce. Pay disparity not only perpetuates economic inequality between genders but also undermines women's financial security, career advancement opportunities, and overall well-being.

4.2.2 LIMITED JOB OPPORTUNITIES

Limited job opportunities refer to the unequal access that individuals may have to employment opportunities, promotions, or career advancement paths based on their gender. Eagly and Carli (2007) conducted a study on woman leaders found that women are also likely to receive fewer opportunities at work, compared with men, resulting in their under-representation at higher levels of management and leadership within organizations. In the context of gender discrimination, women often face systemic barriers and biases that restrict their access to higher-paying or leadership positions within organizations. These barriers may include stereotypes about women's capabilities, biases in hiring and promotion processes, and workplace cultures that prioritize male employees' advancement. Limited job opportunities for women perpetuate gender inequality by hindering their professional growth, economic mobility, and ability to achieve leadership positions or higher levels of responsibility within their careers.

4.2.3 LACK OF DECISION-MAKING AUTHORITY

Lack of decision-making authority refers to the exclusion of individuals from participating in or influencing organizational decisions, policies, and strategies based on their

gender. In the context of gender discrimination, women often encounter barriers that prevent them from having an equal voice in decision-making processes within the workplace. Stamarski and Son Hing (2015) in their study found that gender discrimination affects the decision-making process of woman employees. This exclusion may manifest as women being overlooked for leadership roles, marginalized in discussions and meetings, or having their input undervalued compared to their male counterparts. Lazear and Rosen (1990) in their study found that Managers rate women as having less promotion potential than men. Given the same level of qualifications, managers are less likely to grant promotions to women, compared with men. Lack of decision-making authority not only perpetuates gender biases and stereotypes but also undermines women's ability to contribute fully to organizational success and shape policies that affect their professional lives.

4.2.4 STEREOTYPING AND PREJUDICE

Stereotyping and prejudice refer to the preconceived notions, biases, and discriminatory attitudes that individuals hold towards others based on their gender. In the context of gender discrimination, women often face stereotypes that reinforce traditional gender roles and limit their opportunities for advancement in the workplace. Women are associated with lower status, and men with higher status, women experience backlash for pursuing high status roles (e.g., leadership) in the workplace (Rudman et al., 2012). These stereotypes may include beliefs that women are less competent, less ambitious, or less suited for certain roles or industries compared to men. Stereotyping and prejudice create barriers for women by shaping perceptions of their abilities, limiting their career options, and subjecting them to unfair treatment and expectations based on their gender. Overcoming stereotypes and prejudice is essential for promoting gender equality and creating inclusive work environments where all individuals are valued and respected based on their talents and merits, rather than stereotypes or biases.

4.3 WORK PERFORMANCE OF WOMEN EMPLOYEES

Work performance refers to the level of productivity, effectiveness, and efficiency demonstrated by an individual in carrying out their job responsibilities and tasks within a given organization or workplace. It encompasses various aspects such as the quality of work produced, meeting deadlines, achieving targets or goals, and contributing to the overall success of the organization. Factors that influence work performance include individual skills and abilities, motivation, job satisfaction, work environment, and organizational support.

In the words of Griffin (2005), “Performance of an individual is determined by three factors whereby the environment at work, motivation and the ability to do the job.” According to Jamal (2007), ‘Work Performance’ is “which an individual is successfully able to perform tasks with the resources available in the framework of the normal constraints.” Şahin & Kanbur (2022) defined the term ‘Work performance’ “which encompasses both the quantitative and qualitative outcomes that employees deliver in relation to their work, reflecting the attitudes and behaviours they display.

High work performance is crucial for both individuals and organizations, as it directly contributes to achieving organizational objectives, enhancing competitiveness, and fostering professional growth and advancement opportunities for employees. Employees who consistently demonstrate high work performance are often recognized, rewarded, and considered for career progression and leadership roles within their organizations.

4.4 IMPACT OF GENDER DISCRIMINATION ON WORK PERFORMANCE

In the informal sector, women often encounter systemic barriers and discriminatory practices, leading to significant implications for their work performance. These practices, including pay disparity, limited job opportunities, lack of decision-making authority, and stereotypes/prejudice, directly hinder their effectiveness in their roles. Research by Marshall (2022) highlights that perceived workplace gender discrimination disproportionately affects women, reducing their self-efficacy and sense of belonging.

Gender discrimination in the workplace not only limits individuals' full potential but also diminishes overall workplace productivity. According to the International Labour Organization (ILO, 2021), global data indicates that gender-based discrimination prevents 50% of the population from realizing their true potential. This discrimination erodes women's confidence, morale, and sense of belonging, resulting in decreased motivation and job satisfaction, ultimately leading to reduced productivity and performance. Additionally, disparities in pay and opportunities, coupled with subjective experiences of stigma, contribute to women's psychological and physical stress, impacting their mental and physical health.

Survey data from Perempuan Mahardhika in 2017 reveals that 56.5% of women workers in the garment sector experienced sexual harassment at the workplace (ILO, 2021).

Moreover, the Deloitte Report on Women @ Work 2022 highlights that 59% of women reported experiencing harassment or microaggressions in the past year, further underscoring the prevalence of gender discrimination in the workplace. Furthermore, gender discrimination perpetuates a cycle of economic dependence and insecurity for women in the informal sector, constraining their ability to invest in education, skills development, and resources that could enhance their work performance. Stereotypes and biases regarding women's abilities and roles further undervalue their contributions, impeding their professional growth and success.

5. FORMULATION OF RESEARCH PROBLEM

Gender discrimination remains a persistent issue within the informal sector, posing significant challenges for women employees and hindering their professional advancement and success. The prevalence of gender discrimination within the informal sector has far-reaching implications, significantly impeding the work performance and career trajectories of women employees. Despite efforts to promote gender equality, women in the informal sector continue to face systemic barriers and discriminatory practices that undermine their work experiences and opportunities.

Given the unique characteristics and challenges of informal employment, it is essential to examine the ways in which gender discrimination manifests and its implications for women's work performance. By exploring this topic, this study seeks to contribute valuable insights into the experiences of women employees in the informal sector, inform evidence-based interventions and policies, and ultimately foster more inclusive and equitable workplaces for all. While research on gender discrimination in the workplace is abundant, there is a notable gap in understanding how these discriminatory practices specifically affect women working in the informal sector. This study aims to investigate the impact of gender discrimination on the work performance of women employees in the informal sector, with a specific focus on Mysuru District, Karnataka State.

6. OBJECTIVES OF THE RESEARCH

The Objectives refer to the questions to be answered through the research. They indicate what researcher trying to get from the research. The broad objectives of this research are as follows:

- ❖ To identify and study the Demographic and Job Profile of woman employees in informal sector in Mysuru District of Karnataka State.
- ❖ To identify and analyse the various Gender Discriminations perceived by the woman employees at the workplace in informal sector in Mysuru District of Karnataka State.
- ❖ To examine the impact of Gender Discrimination on Work Performance of woman employees in informal sector in Mysuru District of Karnataka State.
- ❖ To examine the relationship and influence of Gender Discrimination with/on Work Performance of woman employees in informal sector in Mysuru District of Karnataka State.

7. SIGNIFICANCE OF THE RESEARCH

The significance of this study lies in its comprehensive exploration of gender inequality within the informal sector, specifically focusing on the experiences of women employees in Mysuru District, Karnataka State. By identifying and studying the demographic and job profiles of women in the informal sector, this study aims to provide valuable insights into the unique challenges and opportunities they encounter in this context. Understanding the diverse backgrounds and roles of women in informal employment is crucial for developing targeted interventions and support mechanisms tailored to their needs.

Furthermore, this study seeks to focus on the various forms of gender discrimination prevalent in the workplace, including pay disparity, limited job opportunities, lack of decision-making authority, and stereotyping/prejudice. By analysing these discriminatory practices, the research aims to raise awareness about the pervasive nature of gender inequality and its detrimental effects on women's professional lives. By uncovering the ways in which gender discrimination manifests in the informal sector, this study contributes to a deeper understanding of the structural barriers that hinder women's advancement and success in the workplace.

Moreover, the research examines the direct impact of gender discrimination on the work performance of women employees in the informal sector. By exploring how discriminatory practices affect productivity, job satisfaction, and overall well-being, this study highlights the tangible consequences of gender inequality on women's professional lives. Understanding these impacts is essential for advocating for policy reforms and organizational changes aimed at

creating more inclusive and supportive work environments. Eventually, the findings of this study have the potential to drive meaningful change at the policy, organizational, and societal levels, advancing the cause of gender equality and empowerment in the informal sector of Mysuru District, Karnataka State.

8. RESEARCH METHODOLOGY ADOPTED

This study adopts an exploratory and descriptive research approach, employing a mixed research methodology that combines both qualitative and quantitative methods. The focus of the research is on the population of woman employees working in informal sector in Mysuru District of Karnataka State. The sampling technique employed is Convenience Sampling, with a sample size of 150 Woman employees working in informal sector in Mysuru District of Karnataka State. Primary data collection is carried out through the administration of a Structured Questionnaire/Interview Schedule.

To analyse the gathered data, the researcher utilizes a combination of descriptive and inferential statistical techniques. Descriptive statistical methods, such as Mean Analysis, provide a comprehensive overview of central tendencies within the data. Additionally, inferential statistical techniques, including the Independent Sample ‘t’ test, Correlation Analysis, and Multiple Regression Analysis, are employed to reveal relationships, differences, and predictive insights within the dataset. This methodological approach allows for a thorough exploration of Gender Discrimination at workplace and its impact on the Work Performance of Woman employees working in informal sector in Mysuru District of Karnataka State.

9. DATA ANALYSIS AND RESULTS

9.1. DEMOGRAPHIC AND JOB PROFILE OF THE WOMAN EMPLOYEES

**TABLE 1
DEMOGRAPHIC PROFILE OF THE WOMAN EMPLOYEES**

VARIABLES	OPTIONS	FREQUENCIES	(%)
Age	19 – 40 Years 41 – 65 Years	Open ended Question (Scale Variable)	52.30 47.70
Marital Status	Married Unmarried	94 56	62.67 37.33

Educational Qualification	Up-to High School Higher Secondary/Diploma Graduation	78 52 20	52.00 34.67 13.33
Monthly Salary (INR)	Upto Rs.10,000 Rs.10,001 – Rs.15,000 Above Rs.15,000	86 40 24	57.33 26.67 16.00
Type of job	Technical (Garments, Construction, etc.) Non- Technical (Housekeeping, Packing, Helper, etc.)	89 61	59.33 40.67
Total Job experience	Up-to 3 Years 4 – 6 Years More than 6 Years	68 54 28	45.33 36.00 18.67

Source: Primary Data

From the Demographic and Job Profile of the Woman Employees table 1, it is inferred that most of the woman employees (52.30%) belong to the age group of 19 – 40 years. More than 62% of them are married. 52% of the woman employees have high school education. 57% of the woman employees earn up-to Rs.10,000 as monthly Salary. 59% of the woman employees belong to Technical type of Job (Garments, Construction, etc.) and more than 45% of the woman employees have up-to 3 Years of Job Experience.

9.2. WOMAN EMPLOYEES' PERCEPTION ON GENDER DISCRIMINATION AT WORKPLACE

TABLE 2
WOMAN EMPLOYEES' PERCEPTION ON GENDER DISCRIMINATION AT WORKPLACE
Descriptive Statistics

GENDER DISCRIMINATION AT WORKPLACE	N	Mean	SD
Pay Disparity	150	13.24	2.987
Limited Job Opportunity	150	11.36	3.668
Lack of Decision-making Authority	150	10.29	4.114
Stereotyping and Prejudice	150	12.63	3.332
PERCEPTION ON GENDER DISCRIMINATION AT WORKPLACE	150	47.52	3.854

Source: Primary Data

The study questionnaire contained twelve questions relating to the Woman Employees' perception on four major Gender Discrimination prevailing in the workplace in informal sector

(3 questions for each aspect). These questions were based on five-point Likert scale with “Strongly Disagree (1) to Strongly Agree (5)” options. From the above table 2 relating to the Woman Employees’ perception on four major Gender Discrimination prevailing in the workplace in informal sector, it is inferred that ‘Pay Disparity’ ($M = 13.24$) is the top most gender discrimination and ‘Lack of Decision-making Authority’ ($M = 10.29$) is the top least gender discrimination that are perceived by the woman employees at workplace in informal sector of Mysuru, Karnataka State.

It is also inferred that the Woman Employees’ perception on four major Gender Discrimination prevailing in the workplace in informal sector is above the average level since the all the mean values are above 10 (66.67% or two-third) out of 15. The Overall Mean Score of the Woman Employees’ perception on four major Gender Discrimination prevailing in the workplace in informal sector is 47.52 which is 79.20% ($47.52 / 60 \times 100$). This indicates that the Woman Employees perceived/experienced more than 79% of Gender Discrimination at the workplace in informal sector of Mysuru, Karnataka State.

INDEPENDENT SAMPLE ‘t’ TEST - ANALYSIS

H₀: There is no significant difference between the Married and Unmarried Woman Employees with respect to the various Gender Discrimination perceived/experienced at the workplace in informal sector.

An independent-samples t-test was conducted to compare the difference between the Married and Unmarried Woman Employees with respect to the various Gender Discrimination perceived/experienced at the workplace in informal sector.

**TABLE 3
MARITAL STATUS – PERCEPTION ON GENDER
DISCRIMINATION AT WORKPLACE**

VARIABLES	MARITAL STATUS						t - value	P - value		
	MARRIED			UNMARRIED						
	N	Mean	SD	N	Mean	SD				
Pay Disparity	94	13.42	3.326	56	12.59	3.111	3.084	0.008**		
Limited Job Opportunity	94	11.23	3.889	56	10.66	3.723	3.223	0.000**		
Lack of Decision-making Authority	94	10.88	4.115	56	9.25	4.031	4.885	0.000**		

Stereotyping and Prejudice	94	12.55	3.558	56	11.74	3.530	2.354	0.034*
PERCEPTION ON GENDER DISCRIMINATION AT WORKPLACE	94	48.08	3.127	56	44.24	3.447	5.449	0.000**

Source: Primary Data
 (** 1% Level of Significance)
 (* 5% Level of Significance)

As the P values are lesser than Sig. Value (0.01 and 0.05) in all the four aspects and also in the overall perception on gender discrimination at workplace score, the Null Hypotheses are rejected. From the table 3, it is also inferred that the Married and Unmarried woman employees ($M = 13.42$ for married employees and $M = 12.59$ for unmarried employees) have more perceived on “Pay Disparity” and have less perception on ‘Lack of Decision-making Authority’ ($M = 10.88$ for married employees and $M = 9.25$ for unmarried employees) when compared with other Gender Discriminations at the workplace in informal sector.

Based on the overall mean score of the Woman Employees’ Perception on the various Gender Discriminations perceived/experienced at the workplace in informal sector, it can be said that the Mean Score of the Married Woman Employees ($M = 48.08$) is more than Unmarried Woman Employees ($M = 44.24$). This indicates that the Married Woman Employees have perceived/experienced more Gender Discriminations at the workplace in informal sector than the Unmarried Woman Employees. Hence, it is concluded that there is a statistically significant difference between Married and Unmarried Woman Employees with respect to the various Gender Discriminations perceived/experienced at the workplace in informal sector.

9.3 IMPACT OF GENDER DISCRIMINATION ON WORK PERFORMANCE OF WOMAN EMPLOYEES

INDEPENDENT SAMPLE ‘t’ TEST - ANALYSIS

H₀: There is no significant difference between the Married and Unmarried Woman Employees with respect to Work Performance due to the impact of Gender Discrimination at the workplace in informal sector.

An independent-samples t-test was conducted to compare the difference between the Married and Unmarried woman employees with respect to Work Performance due to the impact of Gender Discrimination at the workplace in informal sector.

TABLE 3
MARITAL STATUS – IMPACT OF GENDER DISCRIMINATION
ON WORK PERFORMANCE OF WOMAN EMPLOYEES

VARIABLE	MARITAL STATUS						t - value	P - value		
	MARRIED			UNMARRIED						
	N	Mean	SD	N	Mean	SD				
WORK PERFORMANCE OF WOMAN EMPLOYEES	94	21.36	3.642	56	20.89	3.833	1.210	0.126		

**Source: Primary Data
(5% Level of Significance)**

As the *P* value (0.126) is greater than Sig. Value (0.05) in the above case, the Null Hypothesis is accepted. The mean scores of both Married and Unmarried Woman Employees ($M = 21.36$ and $M = 20.89$) with respect to Work Performance is more or less same. This indicates the impact of Gender Discrimination on Work Performance is same for both Married and Unmarried Woman Employees. Hence, it is concluded that there is no statistically significant difference between the Married and Unmarried Woman Employees with respect to Work Performance due to the impact of Gender Discrimination at the workplace in informal sector.

CORRELATION ANALYSIS

H₀: There is no significant relationship between the Gender Discrimination at workplace and Work Performance of woman employees in informal sector.

A Pearson product-moment Pearson's bi-variate correlation was run to determine the relationship between the Gender Discrimination at workplace and Work Performance of woman employees in informal sector.

TABLE 4
RELATIONSHIP BETWEEN GENDER DISCRIMINATION AND
WORK PERFORMANCE OF WOMAN EMPLOYEES

VARIABLES	N	'r' VALUE	<i>P</i> - VALUE	RELATIONSHIP	REMARKS	
					SIGNIFICANT	RESULT
Pay Disparity – Work Performance	150	0.755**	0.000	Positive	Significant	REJECTED

Limited Job Opportunity – Work Performance	150	0.603**	0.000	Positive	Significant	REJECTED
Lack of Decision-making Authority – Work Performance	150	0.536**	0.000	Positive	Significant	REJECTED
Stereotyping and Prejudice – Work Performance	150	0.711**	0.000	Positive	Significant	REJECTED
GENDER DISCRIMINATION – WORK PERFORMANCE	150	0.705**	0.000	Positive	Significant	REJECTED

**. Correlation is significant at the 0.01 level (2-tailed).

As the P values are lesser than Sig. Value (0.01) in all the above relationships between Gender Discrimination at workplace and Work Performance, the Null Hypotheses are rejected.

The table 4 indicates that there are moderate to high positive correlations (relationships) between Gender Discrimination at workplace and Work Performance in informal sector. Out of four Gender Discrimination at workplace, ‘Pay Disparity’ ($r = 0.755$) has more relationship with Work Performance and ‘Lack of Decision-making Authority’ has less relationship ($r = 0.536$) with Work Performance of woman employees in informal sector. Overall, there is a strong, positive and significant relationship between Gender Discrimination at workplace and Work Performance of woman employees. This indicates more Gender Discrimination at workplace poorer Work Performance of woman employees. Hence, there is a significant relationship between the Gender Discrimination at workplace and Work Performance of woman employees in informal sector.

MULTIPLE REGRESSION ANALYSIS

H₀: Gender Discrimination at workplace has no significant impact/influence on Work Performance of woman employees in informal sector.

Multiple Regression Analysis was conducted to examine the impact of Gender Discrimination at workplace on Work Performance of woman employees in informal sector. It is carried out to determine the best linear combination of various Gender Discrimination aspects at workplace (Independent Variable) for predicting “Work Performance” (Dependent Variable) of woman employees in informal sector.

TABLE 5
IMPACT/INFLUENCE OF GENDER DISCRIMINATION ON
WORK PERFORMANCE OF WOMAN EMPLOYEES

Regression Coefficients

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.458	1.336		3.652	.000
	Pay Disparity	.723	.081	.425	8.446	.000**
	Limited Job Opportunity	.386	.094	.303	5.364	.000**
	Lack of Decision-making Authority	.226	.102	.211	2.598	.032*
	Stereotyping and Prejudice	.447	.088	.376	6.487	.000**

Dependent Variable: WORK PERFORMANCE OF WOMAN EMPLOYEES

The combination of all the four independent variables (Gender Discrimination at the workplace) significantly predicts the dependent variable i.e., Work Performance of woman employees in informal sector, $F (4, 145) = 423.73$, $p = .000$ which is lesser than .001 (Sig. Value 2-tailed) and Adjusted R Square = 0.741 or 74% which is larger according to Cohen.

Out of four aspects of Gender Discrimination at the workplace, ‘Pay Disparity’ (0.425) is the strongest influencing aspect in predicting dependent variable – Work Performance of woman employees in informal sector. The beta weights suggest that the ‘Pay Disparity’ only contribute most (0.425) to predict Work Performance of woman employees in informal sector. From the unstandardized coefficient, it is found that the one-unit increase in the ‘Pay Disparity’ would increase the Work Performance of woman employees by 0.723 units. Among others, “Lack of Decision-making Authority” (0.211) is the weakest influencing aspect of Gender Discrimination on Work Performance of woman employees. Limited Job Opportunity (0.303) and Stereotyping and Prejudice (0.376) also predict the Work Performance of woman employees in informal sector significantly but lesser than ‘Pay Disparity’.

10. SUMMARY OF FINDINGS

The study investigated woman employees’ perceptions of gender discrimination in informal sector workplaces and its impact on work performance. Results indicated that “Pay Disparity” was the most pronounced form of discrimination, with “Lack of Decision-making Authority” perceived to a lesser extent. Overall, woman employees perceived a significant level

of discrimination, suggesting prevalent issues within the workplace. Despite married woman employees showing a higher perception of discrimination compared to unmarried counterparts, both groups exhibited similar impacts on work performance, emphasizing the widespread nature of negative effects of gender discrimination.

Furthermore, the study found a strong correlation between gender discrimination and work performance, with “Pay Disparity” emerging as the most influential aspect predicting work performance. Addressing these discriminatory practices, particularly in terms of pay disparities, is imperative for creating a more equitable and productive work environment for woman employees in the informal sector.

11. SUGGESTIONS AND RECOMMENDATIONS

Based on the findings highlighting the pervasive gender discrimination and its detrimental impact on work performance in informal sector of study region (Mysuru), several suggestions and recommendations can be proposed to address these issues. It is crucial for organizations within the informal sector to prioritize initiatives aimed at mitigating gender discrimination. This could involve implementing policies and practices specifically targeting the identified areas of concern, such as pay disparities and limited decision-making authority. For instance, organizations could conduct regular assessments to identify and rectify gender-based pay discrepancies and provide training programs to empower women with decision-making skills, thus fostering a more inclusive and equitable workplace culture. Additionally, efforts should be made to raise awareness and educate employees about the harmful effects of gender discrimination and the importance of promoting gender equality. This could involve conducting counselling meeting sessions focused on fostering diversity, inclusion, and gender sensitivity in the workplace. Additionally, establishing support mechanisms and mentorship programs for women employees can help address issues related to discrimination and provide them with the necessary support to thrive in their roles.

12. CONCLUSION

In conclusion, the study shed light on the multifaceted nature of gender discrimination and its impact on work performance among woman employees in the informal sector. Pay disparity, limited job opportunities, lack of decision-making authority, and

stereotypes/prejudice were identified as significant factors contributing to gender discrimination in the workplace. These variables underscore the systemic barriers and discriminatory practices that persist within informal sector organizations, hindering women's ability to perform effectively in their roles. Addressing these variables is crucial for fostering a more inclusive and equitable work environment that enables women to realize their full potential and contribute meaningfully to organizational success. By prioritizing initiatives aimed at mitigating gender discrimination and promoting gender equality, organizations can create a workplace culture that values diversity, empowers women, and ultimately enhances work performance and overall organizational outcomes in the informal sector.

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