**A study on Gender Equality at Workplace in Zeboto,**

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**ABSTRACT**

Gender equality is a fundamental principle that promotes fairness and equal opportunity for individuals, regardless of their gender identity. The purpose of this study is to examine the current state of gender equality, identify key challenges and obstacles, and explore possible strategies for achieving gender equality in society.

Keywords: Gender Equality, Equal opportunities, Gender-inclusive policies

Gender-responsive practices.

1. **INTRODUCTION**

Gender equality in the workplace has been a topic of increasing importance and interest in recent years. Despite significant progress towards achieving equality between genders in many areas of society, including the workplace, there is still much work to be done. This study aims to explore the current state of gender equality in the workplace, including the barriers that prevent women from achieving their full potential and the policies and practices that are most effective in promoting gender equality. The study will examine the experiences and perspectives of both men and women in various industries and job roles, with a focus on identifying areas where improvements can be made. By shedding light on the challenges and opportunities related to gender equality in the workplace, this study aims to contribute to the development of effective strategies and policies that can help organizations create more inclusive and equitable work environments for all employees, regardless of gender. Gender equality in the workplace is not just a matter of fairness and social justice; it is also a critical business issue.

**METHODOLOGY**

**2.1 RESEARCH DESIGN**

A research design is the arrangement of condition for assortment and inquiry of data manner that aims to combine relevance to the research problem with economies in a procedure. I have

used descriptive research design for my research.

Descriptive research includes surveys and fact findings enquiries of different kinds. It basically

gives a description of the state as it exists at present. A researcher has no control over the

variables so they can only report what has happened and what is happening. It is also called as

Ex-post Facto research. We can use survey method for this purpose.

**2.2 METHOD OF DATA COLLECTION**

A research design is one, which simplifies the framework of plan for the study and adds itself

in the quick collection and analysis of data. It is a blue print that has been filled in completing

the study. Data sources are

Primary method of data collection

 Secondary method of data collection

Primary Data

 The primary data are those which are collected fresh for the first time and thus happen

to be original in character.

Secondary Data

 The Secondary data are those which have already been collected for some purpose other

than the problem in hand and passed through the statistical process.

**2.3 POPULATION**

Population refers to the entire group of people, events or things of interest. A research

population is a well-defined collection of individuals or objects known to have similar 18

characteristics. All individuals or objects within a certain population usually have a common,

binding characteristics or traits.

 The population of the study is 200

**2.4 SAMPLING UNIT**

 Area of the study refers to Coimbatore city, which has working employees of 120

**2.5 SAMPLE SIZE**

 Sample size refers to the number of respondents. To get a clear view I have conducted

my research on 100 people

**2.6 SAMPLING METHOD**

 Sample technique refers to the approach or procedure that would adopt in selecting items for the sample. I have used convenient sampling for my research. Convenient sampling is used to choose the fraction of population, which has to be investigated according to his/her own convenience.

* 1. **TOOLS FOR DATA ANALYSIS**

The purpose of the data analysis and inference is to transform the collected data into credible

evidence about the statistical data view that is been calculated based on the research conducted.

The following tools are used in the analysis:

 Percentage analysis

**ANALYSIS**

|  |  |  |  |
| --- | --- | --- | --- |
| **Demographic Profile** | **Categories** | **Number** | **Percentage** |
| Age | 20-25 years | 23 | 22.00% |
| 26-30 years | 29 | 29.00% |
| 31-35 years | 23 | 22.00% |
| Above 35 years | 25 | 25.00% |
| Gender | Male | 55 | 55.00% |
| Female | 45 | 45.00% |
| Marital Status | Single | 53 | 52.00% |
| Married | 47 | 47.00% |
| Income Level | Below 8000 | 27 | 27.00% |
| 8001-10000 | 28 | 28.00% |
| 10001-12000 | 20 | 20.00% |
| Above 12001 | 25 | 25.00% |
| Experience | Less than 1 year | 19 | 19.00% |
| 1-2 years | 41 | 41.00% |
| 2-5 years | 23 | 22.00% |
| Above 5 years | 17 | 17.00% |

|  |  |  |  |
| --- | --- | --- | --- |
| **Descriptive Profile** | **Categories** | **Number** | **Percentage** |
| Lack of flexible work solutions | Strongly Agree |  17 | 17% |
| Agree |  10 | 10.00% |
| Neutral |  22 | 22.00% |
| Disagree |  24 | 24.00% |
| Strongly Disagree |  27 | 27.00% |
| Level head positions in your company that are held by women. | Strongly Agree | 23 | 23.00% |
| Agree | 16 | 16.00% |
| Neutral | 22 | 22.00% |
| Disagree | 22 | 22.00% |
| Strongly Disagree | 12 | 12.00% |
| Do you agree that women’s gendered roles in Indian society affect their career progression and status? | Strongly Agree | 18 | 18.00% |
| Agree | 18 | 18.00% |
| Neutral | 26 | 26.00% |
| Disagree | 21 | 21.00% |
|  Strongly Disagree | 17 | 17.00% |
| people in decision making positions- are they committed to gender equality | Strongly Agree | 22 | 22.00% |
| Agree | 18 | 18.00% |
| Neutral | 20 | 20.00% |
| Disagree | 21 | 21.00% |
| Strongly Disagree | 19 | 19.00% |

1. **CONCLUSION**

It can be concluded that emotional intelligence has a significant impact on leadership style. Leaders who possess higher levels of emotional intelligence tend to exhibit a more transformational leadership style, which emphasizes collaboration, empowerment, and individual development.

Furthermore, leaders with high emotional intelligence are more likely to be effective communicators, empathetic, and skilled at conflict resolution. This allows them to create a positive work environment that fosters trust, loyalty, and engagement among team members.

Overall, the research suggests that emotional intelligence is an essential trait for effective leadership, and organizations can benefit from developing emotional intelligence in their leaders through training and development programs.

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