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## **The Impact of Gender Discrimination on Women's Sustainable Career Growth in Organization**

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### **Abstract**

This study tries to review the current paradigms of gender discrimination in organisations in order to analyze and understand how discrimination on the basis of gender interrupts women's career growth which directly impact employee's productivity. In order to assess and comprehend how gender discrimination impedes women's career advancement, which has a direct impact on workers' productivity, this study attempts to explore the prevalent paradigms of gender discrimination in organisations. While there has been much research done on the career paths of young, competent female employees. The study attempts to start with an overview in order to emphasise how avoiding gender discrimination defies preconceptions that are often overlooked when it comes to building a successful career. The investigation of gender discrimination and its effects on women's long-term professional development can then be conducted in a way that generates narratives for comprehending career advancement. The study attempts to investigate and suggest the progressive perseverance and perception that a nation such as India. World's one of the oldest civilization i.e. Bharat has the capability



to lead the beacon. This is our moral, ethical and social value to treat everyone equal with the slogan i. e. 'Vasudhaiv Kutumbkam'.

**Keywords:** Gender Discrimination, Sustainable Growth, Employee motivation, Performance Level, Professional Goals and Values

## 1. Introduction

The inequality in the status and position occupied by men and women may be identified by various factors, such as their social and economic status, level of education, career progression and opportunities they receive in the organization (Nielsen and Huse, 2010). Women comprises world's almost half of the population who actually performs major share of the task irrespective of knowing the fact that many a times their output will not be considered even as performance. Starting from taking care of their family 24\*7, helping their counterpart in farming, or other business activity. They simply considered or identified as helper and nothing more than that. In current competitive environment Gender Discrimination is one of the major and serious concern which is adversely impacting the growth of the corporate society. It is a perceptual concept which hardly had been addressed properly since last decade, when we are upfront on this concern and considering this issue as one of the core issues of 17 SDG.

The study examines the domain of careers and career development aspect for all irrespective of gender. Now it is a considerable area of study that is significantly important in every aspect including government level.

Men and women both can be considered as human capital and demographic dividend. (Boldizzoni, 2008) Human Capital can be referred as 'those factors of production used to create goods or services that are not themselves significantly consumed in the production process' while, the human element takes charge of all economic activities such as production, consumption, and transactions necessary to move the products to the consumers. Human capital is a key production element that adds value to the production process.



‘Development should be pre-conceived as a multi-dimensional process which involves significant changes in every sphere like social structures, leveraging the economic growth, the reduction of inequality and poverty’ (Todero).

Sustainable Career Development for all refers the importance of continuous up-gradation, learning and skill enhancement with adaptability to change as per current market standards and needs, and diverting career choices that align with individual values and contribute positively to the organization.

The idea of Human capital has been identified by Classical School of Thought during 1776, referred to the term *human capital* as the stock of productive knowledge and skills possessed by workers.

The human capital theory, views schooling and training as an investment in skills and competences (Becker, 1964).

## **1.1 Gender Discrimination**

When someone treats the other unequally on the basis of their Gender and gives less importance over others disadvantageously and includes harassment that can be considered as Gender discrimination. It is often rooted in preconceived, false societal and personal notions about gender. Many people inaccurately believes that female counterpart cannot be fit in commanding position and they need to be supported by their male counterpart. It has been observed that many a scholar have considered women profile is inferior and less suited to their organizational progression towards the top level management (Johnson et al., 2020). In order of sustainable growth of organization in the future women’s abilities and skills must be considered at the leadership role (Matsa and Miller 2013).

## **1.2 Sustainable Career Growth**

Indian economy is primarily a service-based and mixed plan economy with close to \$ 5 Trillion by services 53.2%, agricultural is contributed 18.8% and Industry 28.2 [Central Information Agency]<sup>i</sup>



Sustainable Growth of an individual along with the organisation refers continuous up-gradation, learning and skill enhancement with adaptability to change as per current market standards and needs that align with individual values and contribute positively to the organization.

Particularly, the idea of Sustainable Development (SD) possesses the focused concern for developmental agenda which includes positive impact of climate change, security of all, employment for all, education for all, a healthy society, zero poverty, zero financial and economic turbulence etc. These days the idea of SD is very common all over the world as projected by the United Nations.

India's per capita income is \$ 2612 in 2023 and its ranking was 139 in the world [IMF]. India's current economic growth rate is 7.6% which is the 4<sup>th</sup> fastest growing economy in the world. India is the second biggest population country in the world and it is projected to be number one by 2030.

One of the most important components of the organisational culture's effective transformation has been the combination of an up-and-down strategy. The world is fortunate with a manpower resource where the proportion of men and women is nearly equal. In order to attain sustainable economic growth, we must benefit from both of the opposites. Gender discrimination will have a nearly 50% negative impact on our nation's progress. Organisational policies need to be beneficial in lowering India's poverty rate. The largest economy with the highest per capita income may be India's. Ireland must develop a creative, knowledge-based economy that creates long-term job prospects, according to a number of reports.

## 2. Objective of the Study

This study tries to investigate the impact of Gender Discrimination on Women's performance and Sustainable Career growth in the organization. The study also tries to discover that there is a strong correlation between Gender Discrimination and Employee Motivation which directly effects to sustainable Career Growth of women in the organization.



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Any State's economic standard depends on various factors such as Per capita income, GDP, Natural and mining resources, Skilled human Capital, Technological Development etc.

India's population can be a mean of economic growth, not a hurdle. They can be considered as Demographic Dividend. This study tries to investigate the impact of Gender Discrimination on Women's performance and Sustainable Career growth in the organization.

The study also tries to discover that there is a strong correlation between Gender Discrimination and Employee Motivation which directly effects to sustainable Career Growth of women in the organization.

This study also concludes that to achieve sustainable career growth of women the organization should improve the organizational culture of avoiding gender discrimination in the organization. Human Resources, irrespective of their gender need to be considered as part of Demographic Dividend.

### 3. Literature Review:

Gisele Bitar (2017) observed gender diversity has now become a comprehensive in estimating corporate governance competency.

Dr. Sushma Shukla (Nov 2017) investigated and explored the impact of Human Resources and Economic Growth of the country.

Greehaus et all (2009) stated that development should be proactively sought and human resources needs to have a clear idea of how to achieve the goal of growth in the organisation.



Nielsen and Huse (2010) pointed that impact of gender diversity on broad perspectives through regression analysis which indicates the proportion of women employees in the organization at the leadership role.

Hughes (1958) 'Subjectively, a career is the moving perspective in which persons orient themselves with reference to the social order, and of the typical sequences and concatenations of office.'

Mincer's (1981) has also stated that human capital generates worldwide economic growth regardless of its initial geographic focus.

### **3.1 Major Research Questions**

Focusing on the Objectives and relevancy present study has the following questions based on secondary data:

1. How Gender Discrimination impacts women's sustainable growth?
2. What is the impact of Gender Discrimination on women employee's performance?

Secondary Data has been applied and considered for the analysis.

### **3.2 The study Hypothesis**

Ho: There is a strong positive correlation between the Gender Discrimination and Women's Sustainable Growth of any Organization.

## **4. Empirical or Theoretical Results:**

Age, Education, Income, Status, Promotional opportunity and welfare practices has been considered as variables of the study. A number of studies have been conducted by the federal government as well as state governments to investigate the significance of developing human capital in achieving sustainable economic growth. There is widespread agreement that the expansion of human capital overall, independent of prejudice or discrimination based on gender, is essential to sustainable development. The dimensional impact of discrimination on



the basis of gender proves the poor productivity on organization and less retention aptitude.

A two-dimensional view of work related subjective well being model has been adapted from Bakker and Orelemans (2010).

## 5. Implications of the Study on Society

For the long-term growth [sustainable growth] of any country, the world needs to support every person irrespective of their sexual identity. The professionals need to be recognized by their attributes, qualification, work efficiency and their output but not by their sex. All the resources are useless in absence of the motivated employees. Human Resource represents both the gender in the organization. The simple implication is that deprivation / biasness on the basis of gender will certainly leads to higher level of consequences in Women's Sustainable Career in organization.

This study also concludes that to achieve sustainable career growth of women the organizational culture should improve discriminatory thoughts and avoid gender discrimination in the organization. Human Resources, irrespective of their gender need to be considered as part of Demographic Dividend.

We can attest that organisational support and human resources function as condition modifiers, mitigating the detrimental impact of perceived prejudice and serving as a safeguard.

Though the study has several limitation on following grounds:

1. The geographical area of the study is small which need and suggested to be expanded. Probably larger size study may contradict the current findings.
2. We have used secondary level existing survey data rather than a primary level self-designed survey, therefore we could not fully explored the concept which may have extensive dimension of outcome.



## 6. Finding of the Study & Recommendation:

This study concludes that to achieve sustainable career growth of women the organization should improve the organizational culture of avoiding gender discrimination in the organization. Human Resources, irrespective of their gender need to be considered as part of Demographic Dividend.

By analyzing various statistical tool, it can be said that there is strong positive relation between Gender Discrimination and Employee Performance with respect to the Sustainable Career growth in the organization. The Organization will not grow if we don't recognize the importance of a capable person irrespective of their gender. The deprivation of Human Resources component on any unrealistic ground results as the negative and significant determinant of per capita growth rate of any state or country at large. It should also be noted that Higher Education Institutions [HEIs] have the basic duty to empower and strengthen the society by training so that the female counterpart can contribute to a paradigm change. The study concludes by examining how 'support' and motivation impact women employees that impacts sustainable career growth in organization and that impliedly effect countries growth. Actual transformations can be conceptualized if we sensitize to society inequalities, we need to identify its relevance for understanding women's career development which is equally important for countries development.

Bharat believes in the ideology of Vasudhaiv Kutumbkam i.e. who world is one family. We all should take a pledge to work for the horizontal and vertical sustainable growth of everyone irrespective of gender, caste, ideology or belief. By the end of 2030 we are dreaming to be third largest economy of the world. Without the contribution of all this will be a tough line. Unequal distribution of facility and biased treatment with the women power is now becoming a rejected by all. NEP 2020 is one of the milestone to the SDG idea and the vision of Ek Bharat Shresth Bharat.

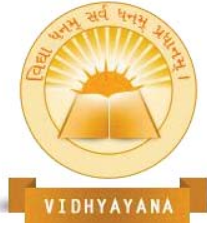




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