

Effects of Discriminating Behaviour – A Comparative Study of Men and Women’s Decision Making

*DR. G.S. LEELA

Associate Professor, Wesley PG College

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ABSTRACT

Evidence from numerous nations demonstrates that women are given fewer opportunities to make decisions than men. It might be brought on by societal causes, push and pull, and gender discrimination. Despite making up half of the women in the population and frequently contributing significantly more to society both within and outside the home, they are frequently denied access to decision-making authority. Men and women may not be equally capable in all areas, but in some, women may be more equipped to make the correct choices at the appropriate moment. The lack of female engagement in all spheres of life has become a concern for everyone. The purpose of this research work is to comprehend the cross-cultural analysis of women's engagement in contemporary society, particularly in the decision-making process, and to extend women's position in decision-making in India. This study emphasizes the descriptive analysis conducted regarding the variables influencing women's decision-making. The study outlines its major findings regarding the factors affecting women's decision-making participation and makes some recommendations.

Keywords: Decision making, Women, Discrimination, Push and pull factors, social factors.

I. INTRODUCTION

India is becoming a more powerful nation in the twenty-first century, yet women still face problems and fight for their lives and dignity. Every aspect of life requires women to overcome obstacles and deal with pressing issues. The women of today's generation can teach us how to balance life perfectly.

Women often must play a variety of roles in society, including being the main source of

caregiving and financial support for their families, mothers, spouses, daughters, and service providers to the community. Even though women contribute equally to the development of the country, prejudice based on gender still occurs. The fundamental right to dignity is denied to women in India. Individuals, groups, and society can all be significantly impacted by gender-discriminatory decision-making behavior. When gender stereotypes and biases are considered during decision-making, it results in unfair treatment, fewer chances, and the continuation of structural inequities. A wide range of effects, including those on people's well-being, career paths, organizational culture, and social advancement, can result from this type of discrimination.

To raise awareness, demand change, and promote inclusive settings, it is imperative to comprehend the impacts of gender-discriminatory behavior in decision-making. Individuals and organizations can strive towards eliminating discriminatory practices and creating fair decision-making processes that welcome diversity and advance equal chances for all by becoming aware of and responding to these consequences.

The National Family and Health Survey (NFHS) 2020–2021 found that there are 1020 women in India for every 1000 men. Despite making up half of the population, discriminatory treatment still affects women. In many firms, numerical disparities frequently reveal the gender gap in leadership and managerial positions. It is important to consider the role of female managers and research how women's identities are formed in a workplace where men predominate because men make up most managers and leaders in enterprises.

Women have made immeasurable contributions to the country's progress. Even while their influence is growing in all areas of life, their participation and representation in positions of leadership and decision-making are minimal.

OBJECTIVES

- 1) To study and understand the gender disparities in decision making
- 2) To determine the elements that influence women's participation in decision-making.

METHOD OF STUDY:

The research was conducted using a descriptive methodology.

REASONS FOR DISCRIMINATION

Several intricate elements can lead to gender prejudice in decision-making. The following are some potential causes of this behaviour:

Stereotypes and bias: Cultural prejudices and stereotypes about gender roles and abilities can lead to discriminatory action. Because of preconceived notions that women are less capable or fit for certain roles, decision-makers may favor men over women unconsciously or purposefully.

Lack of Representation: When there is a lack of diversity in terms of gender representation in decision-making organizations, such as corporate boards or political institutions, discriminatory behaviours may persist. Homogeneous decision-making groups allow for the reinforcement of prejudices without being questioned.

Cultural and societal norms: Social norms and expectations around gender roles and behaviour may have an impact on how decisions are made. According to some decision-makers men are perceived as being more assertive, competitive, or rational, whereas women are perceived as more nurturing or supportive. These biases may influence how decisions are made and who is considered for specific opportunities.

Implicit Bias: Implicit biases are unintentional prejudices that people may hold because of societal messaging and personal experiences. These biases might cause decision-makers to favor one gender over the other even when they genuinely believe they are operating fairly.

Lack of Equal Opportunity: For several structural and systemic reasons, women's access to Equal Opportunity in Education, Employment, and Career Advancement is limited. When women face challenges like unequal pay, few opportunities for development, or exclusion from leadership positions, gender prejudice is reinforced.

Power dynamics: In a variety of decision-making circumstances, power dynamics can be crucial. If decision-makers are generally in positions of power and authority, which are mainly held by men, it might result in biased decision-making that advantages men and is detrimental to women.

Confirmation Bias: Decision-makers could intentionally seek out and evaluate data that confirms their preconceptions or beliefs at the time. People could start to minimize their skills and opinions because of this.

Lack of Information or Education: Some discriminatory actions may be the result of a person's lack of understanding of the repercussions of their choices. Initiatives in support of education and awareness can help the battle against discriminatory behaviour by promoting empathy, inclusivity, and fair treatment.

It's important to keep in mind that this is not a comprehensive list, and that various cultures, situations, and individuals may be affected differently by the factors influencing gender discrimination in decision-making. To counteract gender discrimination, efforts must be taken to increase awareness, educate people, challenge stereotypes, and promote diversity and inclusivity in decision-making.

EFFECTS OF GENDER INEQUALITY ON DECISION-MAKING

The effects of gender-discriminating behaviors on decision-making can be profound and wide-ranging for people, organizations, and society. Instances of discriminatory behaviors have the following effects:

Effects on the individual:

Impact on Emotion and Psychology: People who are subjected to gender discrimination may have lowered self-esteem, a diminished sense of self-worth, and feelings of exclusion. As a result of unfair treatment, they could also go through more stress, worry, and sadness.

Career Restrictions: Individuals who are the target of discriminatory decision-making may experience career setbacks and professional growth restrictions. Missed opportunities for advancement, unequal remuneration, and restricted access to tools and training courses are all potential outcomes.

Reduced Job Satisfaction and Engagement: Because discrimination fosters a hostile work environment, people are less satisfied with their jobs and less motivated and committed to them. Individuals' general well-being and

performance may suffer because of becoming disengaged and less productive.

Effects on Organization:

Talent Loss: Gender discrimination leads talented people away from organizations. A lack of diverse talents and viewpoints results from qualified applicants, particularly women, choosing not to join or stay in an atmosphere where discrimination occurs.

Negative Organizational Culture: Discrimination in decision-making promotes a corrosive workplace atmosphere characterized by mistrust, hostility, and low morale. It undermines cooperation, loyalty, and teamwork, which reduces production and obstructs organizational success.

Regulatory and Reputational Risks: Organisations that make discriminatory decisions run the risk of facing legal repercussions like litigation and reputational harm. Discrimination harms a company's brand and could turn away clients, consumers, and business partners who value equality and diversity.

Effects on Society:

Gender Inequality is Strengthened: Discriminatory decision-making perpetuates and reinforces gender inequality. It maintains traditional gender roles and norms, limiting people's ability to reject and overcome these beliefs.

Economic Impact: Discrimination against women in decision-making slows down the economy. It underutilizes talent, restricts women's economic engagement, and maintains gender wage discrepancies, which lowers total productivity and economic growth.

Inequality in society: Gender discrimination is an instance of social injustice that goes against the principles of justice, equality, and human rights. Through the promotion of social inequities and division, it harms the well-being and cohesiveness of communities and society.

To create workplaces that are inclusive and egalitarian, gender prejudice in decision-making needs to be addressed. Organizations and societies can enhance each person's potential, promote diversity, and contribute to a more equitable and prosperous future by supporting fair and impartial decision-making procedures.

II. SUGGESTIONS

Education and Awareness: Promote education and awareness campaigns to combat unconscious bias, stereotypes, and gender-related concerns. Offering training and workshops can

assist decision-makers in identifying and overcoming their prejudices and fostering an inclusive mentality.

Diversity and Inclusion Policies: Implement and uphold regulations that encourage inclusion and diversity in decision-making. This can involve defining goals for gender equality in hiring panels, creating diverse hiring processes, and guaranteeing equitable opportunities for professional growth.

Open and transparent decision-making processes: By specifying criteria, evaluation techniques, and promotion procedures, one can promote objectivity and transparency in decision-making. Decisions are more likely to be made based on merit rather than gender, which helps to decrease subjective prejudices.

Encourage Equal Participation and Voice: Establish an atmosphere that values everyone's right to participate and speak freely, regardless of gender. When decision-making actively seeks the opinions and input of a broad spectrum of people and set up forums for honest discussion and criticism.

Accountability and Monitoring: Hold decision-makers responsible for their deeds, particularly when it comes to discrimination and bigotry against women. Establish systems for reporting and correcting discrimination and keep a regular eye out for any biases in the decision-making processes.

Programs for sponsorship and mentoring: Establish mentoring and sponsorship programs to assist and empower people who might experience gender-based bias in decision-making. It is possible to lessen the harmful impacts of prejudice and advance equal opportunity by offering support, advocacy, and guidance.

Supporting Flexible Policies and Work-Life Balance: Adopt rules that promote flexibility and work-life balance, such as parental leave, flexitime, and remote work possibilities. By addressing traditional gender roles and enabling people to balance their personal and professional obligations more skilfully, these measures can help minimize gender gaps.

Setting an Example: Demonstrate leadership by promoting gender equality and inclusive decision-making. To demonstrate their commitment to justice and equality, leaders and decision-makers should set an example for others to follow.

III. CONCLUSION

In conclusion, gender discrimination in decision-making can have major and long-lasting

impacts. People who are discriminated against may incur emotional anguish, fewer career options, and diminished job satisfaction. Organizations that engage in discriminatory behaviors run the danger of losing skilled employees, developing a toxic workplace culture, and facing legal and reputational risks. Gender discrimination harms social fairness contributes to inequality and slows down the economy.

Promoting education and awareness, implementing diversity and inclusion policies, encouraging transparent and objective decision-making processes, encouraging equitable involvement and voice, and holding decision-makers responsible are all necessary to address these consequences.

Other essential strategies include leadership, promoting flexibility and work-life balance, and implementing mentorship and sponsorship schemes. By implementing these steps, organizations and society may seek to establish inclusive workplaces that value diversity, combat discrimination, and promote equality in decision-making.

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