

Gender Equality in the Workplace and its Effect on Organizational Efficiency in Nepal**Jeliya Maharjan¹, Suman Bhattacharya²**¹PG Scholar, Lord Buddha Education Foundation, Kathmandu, Nepal²Professor, Lord Buddha Education Foundation, Kathmandu, Nepal**ABSTRACT**

Gender equality holds immense importance in establishing an equitable and inclusive society, especially within workplaces. This overview delves into the context and significance of gender equality, emphasizing its connection to skills based on gender and fair remuneration, and its influence on the effectiveness of organizations. It tackles the challenge of insufficient societal awareness, cultural impediments, and psychological factors that obstruct the achievement of gender equality. The study aims to explore how gender-based skills and fair payment relate to organizational effectiveness. Two research hypotheses are crafted, suggesting a positive correlation between gender-based skills and organizational efficiency, as well as between fair payment and organizational efficiency. This research's value lies in providing businesses with insights into strategies and policies that promote gender equality, ultimately enhancing employee contentment and fulfilling social obligations. The scope encompasses improved decision-making, enhanced financial results, heightened employee welfare, and overall organizational prowess. However, the study is constrained by limited awareness and a small sample size. The research methodology follows a deductive approach with a mixed methodology, incorporating primary and secondary data sources. Questionnaires will serve as the primary data collection tool, encompassing both open-ended and closed-ended questions, alongside Likert scales. Convenient sampling techniques will be utilized for data gathering, with thorough data processing and analysis to ensure credibility and validity. The research will also prioritize ethical considerations and data privacy throughout its execution.

Key Words: Gender Equality, Organizational Efficiency, Workplaces in Nepal

1 Chapter 1: Introduction

1.1 Background

Gender, as defined by Wade and Bonneet (2022), encompasses the distinct attributes that differentiate men and women from one another. It also encompasses an individual's self-perception of their identity in terms of being male, female, a combination of both, or neither. Biophysical variances between males and females are termed biological sex, distinct from gender, as stated by CHO and Jang (2022).

1.2 Problem Statement

Gender equality, as articulated by Thompson and Andreassi (2008), pertains to treating all individuals impartially. Its objective is to eliminate prejudice based on gender, ensuring that everyone, irrespective of their gender identity, has equal access to opportunities and outcomes. This encompasses dismantling detrimental gender stereotypes and cultural norms that restrict opportunities and freedoms. The goal includes equitable access to financial aid, educational prospects, career advancement, and political representation. The promotion of gender equality and the establishment of an inclusive and just society hinge on the concept of gender equity, which seeks to eradicate gender-based discrimination. Over the 19th and 20th centuries, the understanding of gender equality has expanded significantly. Nonetheless, disparities in wages, political participation, healthcare, and education persist in various countries, constituting a substantial challenge (Stamarski & Son Hing, 2015).

Promoting gender equality is crucial for reducing gender-based discrimination within society and the nation, ultimately contributing to women's empowerment. Addressing this issue necessitates challenging discriminatory social norms and gender stereotypes.

However, upon closer examination of certain communities, it becomes evident that there is a lack of sufficient awareness regarding gender equality. Additionally, entrenched cultural barriers and biased mindsets pose significant challenges (Velázquez et al., 2023).

Furthermore, the influence of individuals' psychological factors, or the lack thereof, also plays a role in shaping these dynamics (Rindfleish, 2019).

1.3 Research Question

- Is there any significant relationship between gender-based skills and organizational efficiency?
- Is there any significant relationship between equitable payment and organizational efficiency?
- Is there any significant relationship between Inclusive Organizational Culture and organizational efficiency?

1.4 Objective

- To examine the relationship between gender-based skills and organization efficiency.
- To examine the relationship between equitable payment and organizational efficiency.
- To determine about the relationship between Inclusive Organizational Culture and organizational efficiency.

1.5. Research Hypothesis

H1: There is a positive relationship between organization efficiency and gender-based skills.

H2: There is a positive relationship between organization efficiency and equitable payment.

H3: There is a positive relationship between Inclusive Organizational Culture and organizational efficiency.

1.6 Significance

- Enhancing Policies and Procedures
- Boosting Employee Contentment
- Fulfilling Social Accountability

1.7 Scope

- It helps to make rational decision in the organization and its efficiency.
- It helps to create a good and effective management system and proper performance.

1.8 Limitation

- It is done in Kathmandu valley.
- Low sample.

1.9 Research Theory

Liberal feminism

This theory advocates for providing equal chances to all individuals, regardless of their gender distinctions. The origins of liberal feminism can be traced back to the 19th and early 20th centuries. Prominent figures within liberal feminism include Mary Wollstonecraft, who penned "A Vindication of the Rights of Woman" in 1792, and John Stuart Mill, author of "The Subjection of Women" in 1869.

In the 20th century, the progression of liberal feminism was driven by authors like Betty Friedan, who authored "The Feminine Mystique" in 1963, and Gloria Steinem, who co-founded Ms. magazine in 1971. These writers advocated for gender parity in education, employment,

and politics, and they challenged societal gender norms that constrained women's opportunities.

Postmodern feminism

This perspective is shaped by postmodern philosophy, which challenges the concept of absolute truth and prioritizes individual viewpoints and encounters. Leading proponents of critical postmodern feminism include Judith Butler, the author of "Gender Trouble" in 1990, and Donna Haraway, who penned "A Cyborg Manifesto" in 1985.

Butler's work centers on the process of constructing gender through actions and how challenging traditional gender norms can erode their stability. She posits that gender isn't an inherent or unchanging attribute but rather a societal construct continuously shaped and reshaped by our behaviors and interactions.

2 Chapter 2: Literature Review

2.1 2.1 Base Papers Review

2.1.1 Table1: Review of "Gender labor inequalities in the public sector: the interplay between policy and micro-politics"

Author Name/Year	Eva Bermudez-figueroa and Beltrain Roca/2022
Features	<ol style="list-style-type: none"> 1. Addresses the significance of women's involvement. 2. This study centered on 17 Spanish departments.
Benefits	<ol style="list-style-type: none"> 1. Enhanced corporate brand recognition. 2. Elevated women's engagement within the public domain.
Limitations	<ol style="list-style-type: none"> 1. The depth of analysis concerning workplace gender equity is limited. 2. The paper's sampled participants lack comprehensive familiarity with public sectors.
Advantages	<ol style="list-style-type: none"> 1. Offer recommendations for future research directions and examine the policy implications for governments and regulators, while concurrently augmenting corporate branding and advancing women's presence in the public sector.
Method of Research	Descriptive Research
Model Used	Mix of qualitative and quantitative

2.1. 2 Table 2: Review of "In every organization, gender stereotypes reduce organizational efficiency and waste productive energy: systems thinking perspective"

Author Name/Year	Piero Mella/ 2022
Features	<ol style="list-style-type: none"> 1. The central emphasis of this study revolves around stereotypes. 2. Instead of being viewed as a basis for discrimination, it should

	<p>be regarded as an opportunity.</p> <p>3. Sheds light on the tournament model theory and congruency theory pertaining to stereotypical perceptions of gender and their repercussions on organizational effectiveness.</p>
Benefits	<p>1. Inspires women to venture into entrepreneurship through the guidance of individual viewpoints.</p> <p>2. To emphasize the significance of women within every organizational setting.</p>
Limitations	<p>1. Confined to a specific geographic area.</p> <p>2. Identified disparities during the process of gathering primary data.</p>
Advantages	It motivates women to attain financial self-sufficiency and carve out their presence and individuality in society through the assistance of optimistic perspectives from others.
Method of Research	Survey
Model Used	qualitative

2.2

3 Chapter 3: Research Methodology

3.1 3.1 Research Philosophy

- Positivism: This approach entails a scientific methodology that tests hypotheses with the aim of deriving affirmative outcomes (Ramsberg, 2018).
- Interpretivism: It delves into the intricacies of sociological phenomena, adopting a subjective perspective (Ramsberg, 2018).

3.2

3.3 3.2 Research Approach

3.4 The deductive approach is employed, as the hypothesis was previously formulated and examined in chapter 4.

3.5

3.6 3.4 Research Strategy

3.7 In this scholarly investigation, data was gathered from the intended recipients through the distribution of a questionnaire.

3.8 3.5 Methodology

3.9 This scholarly exploration adopts a mixed method.

3.10 3.6 Time Horizon

3.11 The current study employs a cross-sectional approach due to time constraints imposed by academic prerequisites.

3.12 3.7 Types of Data

3.13 This study has utilized a combination of primary and secondary data sources.

3.14 3.8 Instrumentation3.8.1 Questionnaire Types

- Printed Questionnaire: This category involves distributing physical copies of a questionnaire on paper to gather data.
- Internet-based Questionnaire: This variant entails presenting a set of questions online and obtaining responses from participants.

3.8.2 Types of Questions

This study employs a combination of all the aforementioned question types.

3.9 Sources of Data Collection

3.15 This research employs diverse avenues for gathering data, encompassing primary and secondary sources. Primary sources comprise interviews, surveys, and in-person discussions. Secondary sources encompass reference materials such as books, journals, articles, and the like.

3.16 3.10 Sampling and Types

Convenience Sampling was used.

3.17 3.11 Research Model

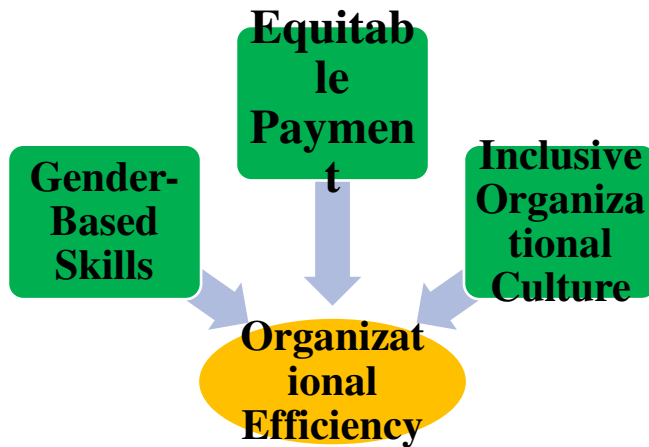


Figure 1: Research Model

Dependent Variable

Independent Variable

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3.19

3.20

3.21

3.22

3.23 3.12 Data Processing

3.24 Data editing and coding were executed utilizing the SPSS software, wherein all data points were entered and systematically coded. Additionally, Excel was employed as part of the data processing process.

3.25

3.26 3.13 Data Analysis

3.27 The assessment of reliability and validity was conducted by means of reliability analysis utilizing the SPSS software.

3.28

3.29 3.14 Ethics

Ethical considerations and privacy concerns were upheld throughout the research endeavor. Furthermore, participants' consent was diligently sought before their involvement.

4 4. Data Analysis

4.1 4.2 Respondents Feedback

Table 4: Respondents Feedback

Questionnaire	No. of Questionnaire
Sent	400
Collected	314

400 questionnaires were sent to learn important things from people's answers. Out of the 400 questionnaires we sent, we got 314 back from the participants. This is a lot and shows that the people were really interested and engaged, which is important for getting good and trustworthy information. The answers we collected will be used to figure out our research results.

4.2 4.3 Reliability Test

Table 5: Reliability

Reliability Statistics	
Cronbach's Alpha	N of Items
.926	24

Cronbach's Alpha denotes a reliability test for many questions in a survey. The Cronbach alpha .926, which is excellent. This means that the 24 questions in survey are firmly connected and measure the same thing consistently.

4.3 4.4 Descriptive Statistics

Table 6: Descriptive Statistics

Descriptive Statistics			
	Mean	Std. Deviation	N
Organizational Efficiency	3.54	.835	314
Equitable Payment	3.29	.740	314

Gender-Based Skills	3.66	.785	314
Inclusive Organizational Culture	3.45	.806	314

The mean rating for how well the organization is efficient is 3.54. The standard deviation 0.835 shows that people's answers are about 0.835 points different from this average. If the number is bigger, it means people have more different opinions about how efficient the organization is. The average values for both the dependent variable (DV) and independent variable (IV) are around the decimal of 3, and their standard deviations are close to eight. This allows for a similar understanding as explained above.

4.4 4.5 Correlation Test

Table 7: Correlation

Correlations					
		Organizational Efficiency	Equitable Payment	Gender-Based Skills	Inclusive Organizational Culture
Pearson Correlation	Organizational Efficiency	1.000	.658	.412	.827
	Equitable Payment	.658	1.000	.368	.735
	Gender-Based Skills	.412	.368	1.000	.448
	Inclusive Organizational Culture	.827	.735	.448	1.000
Sig. (1-tailed)	Organizational Efficiency	.	<.001	<.001	<.001
	Equitable	.000	.	.000	.000

	Payment				
	Gender-Based Skills	.000	.000	.	.000
	Inclusive Organizational Culture	.000	.000	.000	.

Pearson correlation tell us how much DV and IV are linked. If the number is almost 1, it means they're very linked. Like how a smoothly running organization is strongly connected to a culture of inclusivity (0.827). If the number is closer to 0, they're not very linked. For instance, fair payment and gender skills have a correlation of 0.368, so they're not very connected.

4.5 4.6 ANOVA Table

Table 8: ANOVA Table

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	150.886	3	50.295	231.426	<.001 ^b
	Residual	67.372	310	.217		
	Total	218.258	313			
a. Dependent Variable: Organizational Efficiency						
b. Predictors: (Constant), Inclusive Organizational Culture, Gender-Based Skills, Equitable Payment						

The significance level of <.001 means that the results are highly statistically significant showing a strong correlation between dependent and independent variables. This indicates that the observed effects are very unlikely to have occurred by random chance. In comparison, a significance level of less than .05 is also considered statistically significant but to a slightly lesser degree. It means that the observed effects are unlikely to be due to random chance, but there's a bit more room for the possibility of such chance. In simpler terms, both values suggest that

the results are meaningful and not likely to be accidental, with the <.001 level being even stronger in this regard.

4.6 4.7 R-Square Table

Table 9: R-Square

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.831 ^a	.691	.688	.466
a. Predictors: (Constant), Inclusive Organizational Culture, Gender-Based Skills, Equitable Payment				
b. Dependent Variable: Organizational Efficiency				

The adjusted R-squared value of 0.688 provides information about how well the independent variables in a statistical model explain the variation in the dependent variable. The adjusted R-squared value of 0.688 suggests that about 68.8% of the variability in the dependent variable can be explained by the independent factors used in the study.

4.7 4.8 Normality Test

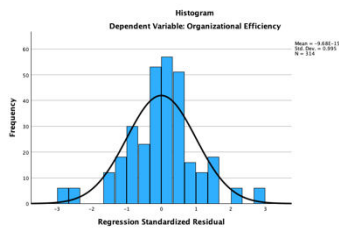


Figure 2: Histogram

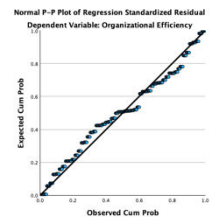


Figure 3: Normal P-P Plot Regression Standardized Residual

When analyzing data in research, two common methods to assess whether it follows a normal distribution are histograms and linear plots (also known as Q-Q plots or quantile-quantile plots). The data is normally distributed because the histogram is equally divided into two halves and the point also falls very near to the straight line.

4.8 4.9 Coefficient Table

Table 9: Coefficient Table

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.354	.148		2.388	.018
	Equitable Payment	.120	.053	.106	2.274	.024
	Gender-Based Skills	.050	.038	.047	1.342	.012
	Inclusive Organizational Culture	.754	.050	.728	15.014	<.001
a. Dependent Variable: Organizational Efficiency						

- **Equitable Payment (Coefficient: .120):** This means that for every one-unit increase in Equitable Payment, the Organizational Efficiency is predicted to increase by 0.120 units. It suggests that higher equitable payment might be connected to a small increase in organizational efficiency.
- **Gender-Based Skills (Coefficient: .050):** Similarly, a one-unit increase in Gender-Based Skills is predicted to lead to a 0.050 unit increase in Organizational Efficiency. This indicates a smaller impact compared to equitable payment.
- **Inclusive Organizational Culture (Coefficient: .754):** A one-unit increase in Inclusive Organizational Culture corresponds to a significant 0.754 unit increase in Organizational

Efficiency. This coefficient is larger, implying that a more inclusive culture has a notable positive impact on organizational efficiency.

4.9 4.10 Hypothesis Result

- **Equitable Payment (Significance Level: 0.024):** A significance level of 0.024 suggests that Equitable Payment is statistically significant in relation to Organizational Efficiency. In other words, the probability of observing such a relationship by random chance is only 2.4%. This result indicates that Equitable Payment has a meaningful impact on Organizational Efficiency.
- **Gender-Based Skills (Significance Level: 0.012):** The significance level of 0.012 implies that Gender-Based Skills are statistically significant in relation to Organizational Efficiency. It's strong evidence to support a meaningful link between Gender-Based Skills and Organizational Efficiency.
- **Inclusive Organizational Culture (Significance Level: <0.001):** A significance level of less than 0.001 indicates strong statistical significance for Inclusive Organizational Culture in relation to Organizational Efficiency. The probability of this relationship being a result of random chance is extremely low. This suggests that Inclusive Organizational Culture significantly influences Organizational Efficiency.

5 Chapter 5: Conclusion and Recommendations

5.1 5.2 Evaluating Findings

Question 1: Is there any significant relationship between gender-based skills and organizational efficiency?

An observed significance level of 0.024 implies a notable statistical importance concerning Equitable Payment's connection to Organizational Efficiency. To put it differently, the likelihood of encountering this particular relationship purely due to random occurrences is merely 2.4%. This outcome underscores that Equitable Payment holds substantial influence over Organizational Efficiency, signifying that changes in equitable payment are likely to bring about meaningful shifts in organizational effectiveness.

Question 2: Is there any significant relationship between equitable payment and organizational efficiency?

With a significance level of 0.012, Gender-Based Skills display a robust statistical significance concerning their association with Organizational Efficiency. This low significance level suggests that the likelihood of observing this connection due to random chance is quite slim. This outcome provides strong evidence in favor of a significant and substantial relationship between Gender-Based Skills and Organizational Efficiency, indicating that changes or variations in gender-based skills are likely to have a meaningful impact on the organization's overall efficiency.

Question 3: Is there any significant relationship between Inclusive Organizational Culture and organizational efficiency?

An observed significance level lower than 0.001 points to a robust and compelling statistical significance between Inclusive Organizational Culture and Organizational Efficiency. This exceedingly small significance level implies that the possibility of this correlation arising by random occurrences is extremely unlikely. This outcome strongly indicates that Inclusive

Organizational Culture holds substantial sway over Organizational Efficiency, underscoring that variations or enhancements in the inclusive culture of the organization are highly likely to bring substantially impact overall effectiveness. A significance level below 0.001 highlights the substantial and non-random connection between Inclusive Organizational Culture and Organizational Efficiency. This result emphasizes that the observed relationship is not a product of chance and indicates a significant and influential role played by the inclusive culture of the organization in determining its overall efficiency and performance.

5.2 5.3 Conclusion

In summary, the study's conclusions comprehensively explore the multifaceted aspects influencing Organizational Efficiency. A standout revelation is the significant role played by Equitable Payment, emerging as a pivotal factor that profoundly impacts the overall effectiveness of an organization. The robust statistical significance observed in this correlation emphasizes the compelling need for fair and transparent compensation practices, which not only bolbolstering employee motivation and engagement and directly enhancings efficiency. Importantly, all hypotheses investigated during the study yield positive outcomes, solidifying the critical contribution of these factors not only to operational efficiency but also to the promotion of gender equality and the seamless functioning of the organization.

5.3 5.4 Recommendation

- **Fair Pay Improvement:** Since fair payment significantly affects how well a company works, it's important for organizations to use clear and fair payment methods.
- **Friendly and Inclusive Work Atmosphere:** The study shows that when a company treats everyone fairly and includes all kinds of people, it works better. So, organizations should make an effort to make a workplace where everyone feels welcome, no matter who they are.
- **Understanding Gender Skills Better:** Even though the link between certain skills related to gender and how well a company works isn't super clear, it's still worth looking into more. Companies could study these skills more to see how they affect things.
- **Keep Checking How Things Are Going:** To keep getting better, companies should keep checking if their changes are working.

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