

# A Study on Workplace Labour Discrimination with Special Reference to Female Discrimination in India

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**Abstract:** *Discrimination hurts everybody in its path. Discrimination affects human capital whiles creating a hostile work environment for the employers and employees. There are several factors that are responsible for the discriminations in the organizations. Discriminations in the workplace occur because of factors such as negative stereotypes about people of specific traits, personal tests and preferences, and inability to understand personal conflicts. The objectives of the research is to know about the discrimination happening to female in the workplace, to analyse the causes of discrimination at workplace, to know about the effects of workplace discrimination on employees performance and to know about the initiatives taken by organisation against discrimination. The type of research method followed here is empirical research. A total of 200 samples have been taken out of which is taken through random sampling. The independent variables taken here are age, gender, occupation, education qualification and monthly income. The dependent variables are the female discrimination, paid less to females, causes of discrimination, effects of discrimination on employees performance and action taken by organisation. The statistical tool used by the researcher is graphical representation and pie charts. The results observed from the analysis of the study is that the female employees discriminated more than male employees, female employees are paid less despite their academic qualification, gender is the main cause of discrimination at workplace, decline in quality of work by the employees is the effect of workplace discrimination on employees performance and mere action has been taken by the organisation against the complaint of discrimination.*

**Keywords:** Workplace, Discrimination, Employers, Employees and Employees performance

