



[A Study on Gender Equality in the Workplace at Fasteners and Allied Products Pvt. Ltd., Hubballi]

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ABSTRACT

Gender equality plays an important role in creating a fair, inclusive, and productive work environment. Organizations that provide equal opportunities regardless of gender improve employee satisfaction, motivation, and organizational performance. The present study, "A Study on Gender Equality in the Workplace at Fasteners and Allied Products Pvt. Ltd., Hubballi," examines employees' perceptions of workplace equality, equal employment opportunities, fair treatment, equal pay, and management support. Primary data were collected from **100 employees** using a structured questionnaire, while secondary data were obtained from books, journals, company records, and websites. The findings indicate that most employees are satisfied with the organization's gender equality practices, although some improvements are suggested in promotion transparency and awareness programmes. The study concludes that strengthening inclusive workplace policies can further enhance employee satisfaction and organizational effectiveness.

KEYWORDS: Gender Equality, Workplace Diversity, Equal Employment Opportunity, Employee Satisfaction, Human Resource Management, Manufacturing Industry, Workplace Inclusion, Fasteners and Allied Products Pvt. Ltd.

Received

20/05/2026

Accepted

29/07/2026

Published

07/08/2026

Article Type

Research Paper



1. Introduction

Gender equality has become an essential element of modern organizational management. It refers to providing equal opportunities, fair treatment, and equal rights to employees irrespective of gender. Organizations that promote equality create a positive work environment, improve employee morale, and enhance overall organizational performance. In recent years, manufacturing companies have increasingly adopted inclusive workplace practices to ensure fairness in recruitment, promotion, compensation, and career development.

Fasteners and Allied Products Pvt. Ltd., Hubballi, recognizes the importance of maintaining a workplace that values diversity and equal opportunity. Understanding employees' perceptions regarding gender equality helps the organization evaluate the effectiveness of its policies and identify areas for improvement.

The present study aims to examine gender equality practices followed in the organization by analyzing employees' opinions on workplace fairness, equal employment opportunities, management support, and organizational culture. The findings provide useful insights for improving workplace inclusiveness and strengthening employee satisfaction while contributing to sustainable organizational growth.

2. Key Findings

The findings indicate that the organization has adopted effective gender equality practices while still having scope for continuous improvement to strengthen workplace inclusiveness.

Major Findings

- 82% of employees agreed that the organization provides **equal employment opportunities** irrespective of gender.
- 80% of respondents believed that the company ensures **equal pay for equal work**.
- 72% of employees were **satisfied or highly satisfied** with the organization's gender equality practices.
- 52% of respondents reported that they had **never experienced gender discrimination** at the workplace.
- 85% of employees stated that they have an **equal opportunity to express their opinions** within the organization.
- 74% of respondents felt that the allocation of work is **fair and unbiased**.
- 72% of employees expressed **confidence in management's response** to gender-related concerns.
- Overall, the study indicates that the organization maintains a **positive, inclusive, and employee-friendly work environment** while encouraging continuous improvement in workplace equality.

3. Objectives of the Study

The present study was undertaken with the following objectives:

1. To examine the gender equality practices followed at **Fasteners and Allied Products Pvt. Ltd., Hubballi**.
2. To assess employees' perceptions regarding equal employment opportunities and workplace fairness.
3. To evaluate the effectiveness of organizational policies related to equal pay, promotion, and career development.
4. To identify the role of management in promoting an inclusive and discrimination-free work environment.
5. To suggest suitable measures for strengthening gender equality and improving employee satisfaction within the organization.

4. Analysis

Interpretation - Figure 1: Equal Employment Opportunities are Provided to all Employees Irrespective of Gender

The figure indicates employees' opinions regarding equal employment opportunities in the organization. A majority of respondents (45%) agreed that equal employment opportunities are provided irrespective of gender, while 28% strongly agreed. About 15% remained neutral, whereas 8% disagreed and 4% strongly disagreed. These findings suggest that most employees perceive the organization's recruitment and employment practices as fair and inclusive.

Interpretation - Figure 2: Employees Receive Equal Opportunities to Participate in Decision-Making



The figure shows that **44%** of respondents reported that employees frequently receive equal opportunities to participate in decision-making, while **18%** stated that such opportunities are always available. About **23%** believed opportunities are available occasionally. Only **15%** felt that such opportunities are rarely or never provided. Overall, employee participation appears to be reasonably inclusive.

Interpretation - Figure 3: Promotion Opportunities are Provided Equally to all Employees

The table indicates that **44%** of respondents agree that promotion opportunities are provided equally to all employees, while **26%** strongly agree. Around **16%** maintained a neutral opinion. Only **14%** disagreed with the statement. The findings indicate that employees generally perceive the promotion system as equitable.

Interpretation Figure 4: Equal Career Growth Opportunities are Available to all Employees

The above table indicates employees' perceptions regarding equal career growth opportunities within the organization. Among the respondents, **24%** believed that equal opportunities are available **to a great extent**, while **38%** felt they are available **to some extent**. Around **21%** considered the opportunities available **to a moderate extent**. However, **11%** stated that opportunities exist only **to a limited extent**, and **6%** believed that equal career growth opportunities are **not available at all**. Overall, the findings indicate that employees generally perceive career advancement opportunities as fair, although further improvements are required to ensure equal opportunities for everyone.

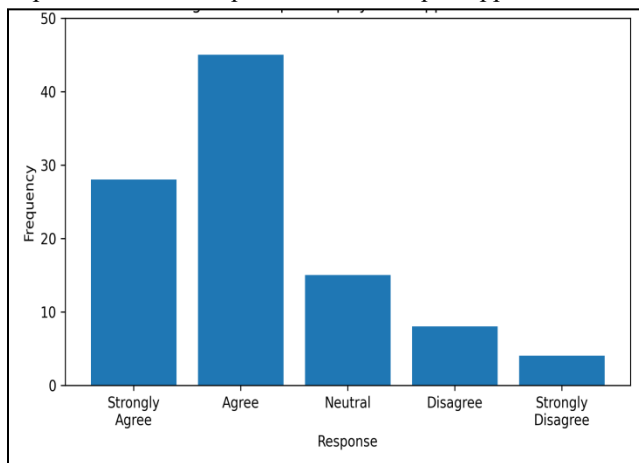


Figure 1: Equal Employment Opportunities

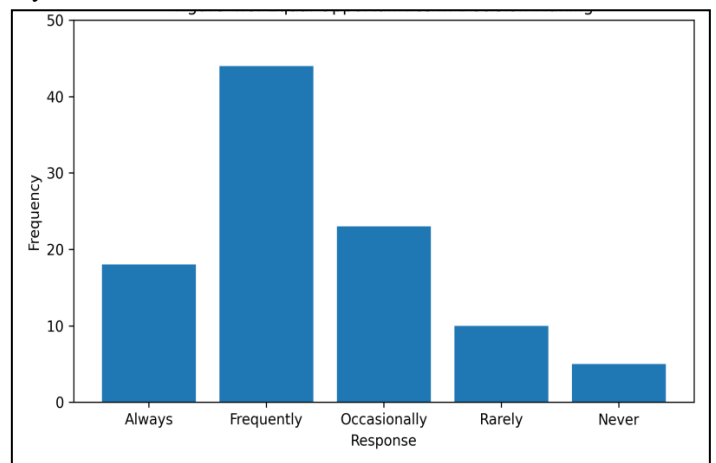


Figure 2: Employees Receive in Decision-Making

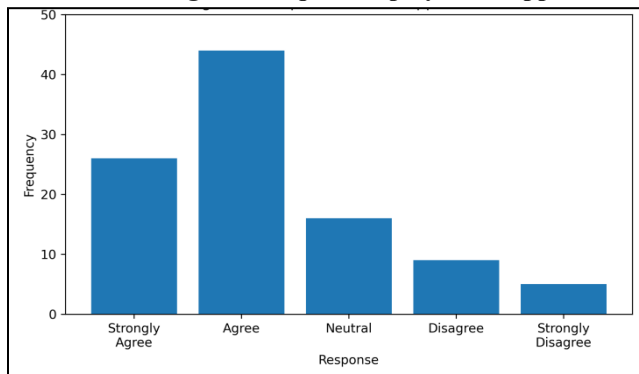


Figure 3: Provided Equally to all Employees

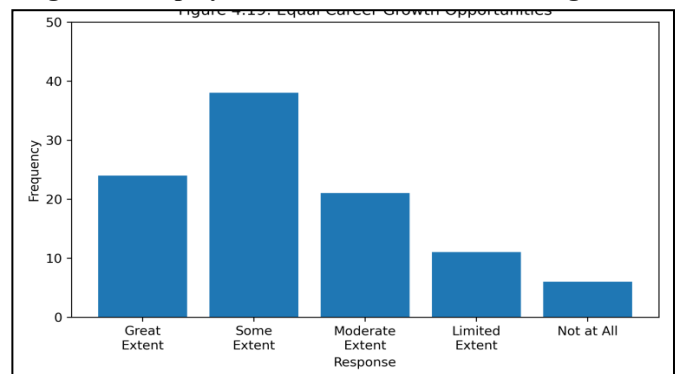


Figure 4: Growth Opportunities are Available



5. Recommendations

Based on the findings of the study, the following recommendations are suggested:

- Strengthen gender equality policies and ensure their effective implementation across all departments.
- Conduct regular gender awareness and diversity training programmes for employees.
- Maintain transparency in recruitment, promotion, and performance appraisal processes.
- Encourage equal participation of both men and women in leadership and decision-making roles.
- Establish an effective grievance redressal mechanism to address gender-related issues promptly.
- Periodically review workplace policies to ensure continuous improvement in gender equality practices.

6. Suggestions for Future Improvement

The following suggestions can help improve workplace gender equality in the future:

- Introduce regular employee feedback surveys to evaluate gender equality practices.
- Organize workshops and seminars to increase awareness of diversity and inclusion.
- Provide equal access to training, skill development, and career advancement opportunities.
- Promote women employees for managerial and leadership positions based on merit and performance.
- Develop mentoring and career guidance programmes to support professional growth.
- Continuously monitor and update organizational policies to create a more inclusive, fair, and supportive work environment.

7. Conclusion

Gender equality is an essential factor in developing a productive, inclusive, and employee-friendly work environment. The findings of this study indicate that Fasteners and Allied Products Pvt. Ltd., Hubballi has adopted effective gender equality practices that promote equal employment opportunities, fair treatment, equal pay, and employee participation. Most employees expressed positive perceptions regarding the organization's commitment to workplace equality and management support.

Although the organization has established a healthy and inclusive work culture, continuous efforts are required to improve promotion transparency, leadership opportunities, and employee awareness regarding gender equality policies. Implementing these measures will further enhance employee satisfaction, organizational commitment, and overall organizational performance. The study concludes that strengthening gender equality practices not only benefits employees but also contributes to the long-term growth, sustainability, and competitive success of the organization



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