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A CRITICAL INVESTIGATION INTO ANALYSING KEY FACTORS IN REDUCING GENDER PAY DIFFERENCES IN ORGANISATIONS

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ABSTRACT: *The issue of the pay gap between men and women continues to be a pervasive problem in organisational settings, and it continues to get substantial attention from both academics and the general public. Within the scope of this investigation, a critical examination of the intricate processes associated with the gender pay gap is carried out with the intention of discovering and assessing crucial factors that are successful in lowering this prevalent problem. The purpose of this research is to investigate gender-based income differences by undertaking an in-depth examination of the existing body of existing literature. According to the findings of the study, these inequalities in wages are quite complicated and include a number of different characteristics, such as socio-cultural, structural, and systemic circumstances. This research makes use of theoretical frameworks such as social identity theory and institutional theory in order to investigate the underlying mechanisms that are responsible for maintaining unequal pay practices. In this examination, the role of organisational policies and practises in influencing inequalities in remuneration is highlighted.*

KEYWORDS: *Pay differences, Gender, T-test*

1. INTRODUCTION

There has been a steady stream of publications covering a wide range of topics, including the gender pay gap, female involvement in the workforce, the lack of women in leadership roles, evaluating the contributions of women on corporate boards, and the second careers of women professionals (Rajesh, 2013), amongst others. Gender studies have been a subject of interest for researchers for a considerable amount of time. When it comes to the research topics that were mentioned before, gender discrimination in compensation has attracted a substantial amount of attention on a worldwide scale and continues to be an important topic in both the academic and corporate worlds. In spite of the fact that equal pay legislation were enacted forty

years ago, the gender pay gap continues to exist as a harsh and indisputable reality, according to a new study that was carried out by O'Reilly. The study used data from Europe, the United Kingdom, and Australia. As a result of the research, it was discovered that the discrepancies had been reduced, but they had not been completely eliminated. Studies that were carried out in the United States of America also arrived at similar conclusions, such as a slow convergence of wages and persistent discrepancies. The globe Economic Forum conducted a research on the Global Gender Gap not too long ago, and it highlighted the differences that exist between men and women all across the globe in terms of employment prospects, educational chances, and health care. Although there has been a reduction of 3% in the income disparity over the last ten years, the total gender gap has only declined by 4% over the same time period. The narrative of gender disparity continues to exist, and no nation has been able to completely eliminate the pay difference between men and women. This is the case despite the widespread concern and cries for equality that have been made all over the globe. According to the unsettling forecast made by the experts, it will take an additional 118 years to eliminate the salary gap that exists between men and women who are employed (Blau 2017).

According to the Global Wage Report 2018/19, which was published by the International Labour Organisation (ILO), the variables that contribute to gender discrepancies in pay throughout the globe are investigated. According to the findings of the study, the educational credentials of female workers in many countries did not have a positive influence on their income. Occupational segregation and gender-based industry polarisation were the key variables that contributed to the wage gap that existed. There are a number of companies that are dominated by males, and despite the fact that women have achieved higher levels of education, they are not adequately represented in these enterprises and get lesser compensation. According to the findings of the study, gender polarisation is a harsh reality. Furthermore, the study demonstrated that women who are responsible for the care of children have a continuous income disadvantage throughout their professional life (Deshpande 2018). The International Labour Organisation (ILO) poll reinforces the generally held belief that women face discrimination in the workplace as a result of the social duties they are expected to fulfil. It is hardly likely that academic accomplishments will have a significant influence on decreasing the pay gap. In addition, the fact that there is a salary disparity between men and women is a truth that can be verified in the Indian subcontinent. India has the lowest gender parity, including pay parity, among the BRIC economies (Brazil, Russia, India, and China), according to the Global Gender Gap Report (2010). This includes pay parity. According to the results of

a survey that was carried out by the World Economic Forum (WEF), India is one of the top ten countries in the world in terms of the participation of women in employment and economic activities.

2. OBJECTIVES

The key objectives of the study are stated as follows:

To apprehend the impact of creating Gender-Inclusive Job Evaluation in reducing gender pay differences in organisations

To understand the role of making flexible work arrangements in reducing gender pay differences in organisations

To comprehend the effect of providing bias awareness training in reducing gender pay differences in organisations

3. LITERATURE REVIEW

The prevailing justifications for the lower wages of women include their perceived unsuitability for heavy industries and their preference for light industries, their higher representation (about 94%) in the unorganised sector, their perceived physical weakness and inability to work for extended periods, and their limited availability for job training due to family responsibilities and childcare obligations, unlike men who can dedicate more time to lengthy job training programmes, resulting in higher earnings for male workers compared to their female counterparts. Even women who are not married are expected to get married and quit their jobs, and women who are planning to become mothers are expected to take more vacations in the future. To explain the discrepancies in earnings that exist between men and girls, one of the earlier concepts used a logic that was comparable to this one. In accordance with the human capital idea, it was asserted that differences in salaries were due to differences in productivity and the accumulation of human capital among male and female workers. According to the International Labour Organisation's Global Wage Report 2018/19 (ILO, 2018), there are several thoughts and reasons that contribute to the fact that women are not paid equally to men (Craigie 2017).

There is a different explanation for the discrepancies in salary that occur. Becker's model suggests that some businesses have a tendency to engage in discriminatory behaviours against female workers. These practices include gender bias and discrimination. Employers are only

willing to recruit women if they are willing to accept a lesser salary, and the difference in pay is considered a kind of compensation for the additional psychological responsibilities that are imposed on the organisation as a result of hiring women. Additionally, this concept is related to occupational segregation, which leads to women being excluded from professions that have historically been dominated by males and being overrepresented in occupations that have traditionally been dominated by women. This phenomenon is emphasised in the PayCheck Report and the International Labour Organisation's Global Wage Report 2018/19 (Mundia, 2019).

According to the findings of research carried out Mahajan (2017), identical tendencies have been seen. Disparities in human capital and bias in the employment market are the root causes of the inequality in wages. According to Jann (2008), the discrepancies in wages are mostly caused by discriminatory behaviours rather than variances in ability. These practices account for 63.5% of the pay gap total. Contrary to what is often believed, the salary gap between men and women has a tendency to widen as women get more experience in their employment. According to a number of studies, women with far more experience are paid much less than their male counterparts. According to research, the concept of human capital has been debunked by revealing that the majority of the gaps in income are the product of discrimination, rather than women choosing to work in jobs that require less effort. Throughout the course of history, the majority of research studies on wage discrimination focused on countries located in Europe. Over the last several years, however, there has been a significant increase in the number of studies that investigate pay discrimination in Asian nations as well (Khanna 2012). The results of previous study on the elements that contribute to pay discrimination presented a wide range of conclusions. With that being said, each and every one of these studies unequivocally shown that there is a wage gap between men and women in India. An examination of one thousand workers in the West Godavari region of Andhra Pradesh revealed that women with higher levels of education had less variations in pay between the sexes than those with lower levels of education. In contrast, a study that was carried out by Kingdon and used the 43rd cycle of the National Sample Survey (NSS) data, in conjunction with primary data from Madhya Pradesh and Tamil Nadu, found that there is a significant gap in the salaries of female staff members. In addition, the findings of the research suggested that education has a marginal impact on the manner in which this disparity is addressed. After doing more research with a bigger sample from the National Survey of Statistics (43rd, 50th, 55th, and 61st Rounds), it was discovered that the gender gap had significantly shrunk between the years 1987 and

1999. It is possible that this decrease might be linked to the growing economic advantages that female workers earned from their experience in the job market. There is a huge salary difference in India, with the disparities being higher at the lower end of the income distribution and less at the top. This inequality is evident in the country's wage distribution. It is possible that the stick floor effect is responsible for this pattern. According to the O'Reilly (2015), Indian women are not included in the group of the highest paid individuals. In addition to this, and in addition to this, they also face a considerable gender pay difference at the lowest income levels. According to the findings of a research that was carried out between 1983 and 2012, the salary difference between men and women has been steadily narrowing. This is largely due to the fact that men and women in the work market have production qualities that are more comparable to one another. With that being said, the research also brought to light the fact that there is still a large amount of gender discrimination at the bottom end of the income distribution (Şahin 2019).

4. METHODOLOGY

In order to collect data and information, the research makes use of both secondary and primary sources. As a result, the investigation makes extensive use of quantitative methodologies. For the purpose of carrying out an exhaustive investigation, the researchers have developed a questionnaire that employs a Likert scale that is composed of five points respectively. A rating of one indicates that there is a considerable and widespread disagreement, while a rating of five indicates that there is complete and total agreement among all of the participants. Following an analysis of all of the questions that were sent back, a total of 128 questionnaires were chosen to be a part of the group that was disseminated. A method known as non-probability sampling was used in order to collect information from people.

5. ANALYSIS

This section presents in detail of the data analysis. From table 1, the data reveals that a sizeable majority of participants, which amounts to 84.40%, live in urban areas, while the remaining 15.60% originate from rural areas. The fact that this is the case shows that the population under investigation is mostly made up of people who live in urban regions. The age distribution of the responses demonstrates a highly uniform distribution throughout the different age categories.

Table 1: Frequency analysis

Region	Frequency	Percent
Urban	108	84.40
Rural	20	15.60
Age	Frequency	Percent
Less than 30 years	41	32.00
31 - 40 years	41	32.00
41 - 50 years	15	11.70
Above 50 years	31	24.20
Nature of Industry	Frequency	Percent
Education	31	24.20
Production	17	13.30
IT / ITES	57	44.50
Retail	23	18.00
Type of Family	Frequency	Percent
Nuclear Family	82	64.10
Joint Family	46	35.90
Level of Management	Frequency	Percent
Lower Level Management	96	75.00
Middle Level Management	31	24.20
Top Level	1	0.80
Work experience	Frequency	Percent
Less than 2 years	39	30.50
2 - 5 years	30	23.40
5 - 10 years	18	14.10
10 - 15 years	9	7.00
Above 15 years	32	25.00
Total	128	100.00

Every age group that falls into the "less than 30 years" and "31 - 40 years" categories accounts for 32.00% of the total population that was investigated. There is, however, a perceptible decline in the number of those aged "41 - 50 years," which accounts for 11.70% of the participants, while those aged "Above 50 years" make up 24.20% of the participants. It is clear from this that there is a diverse age distribution, with a significant proportion of individuals

belonging to the younger age categories. In terms of the characteristics of the industry, a sizeable proportion of the respondents, namely 44.50%, are associated with the information technology and information and communications technology sector. This demonstrates a significant representation among the population that was investigated. On top of that, 24.20 percent of the participants are employed in the field of education, 18.00 percent are employed in the retail sector, and 13.30 percent are employed in the manufacturing industry. This distribution displays a diversified representation throughout a number of different industries, with a particular emphasis on the information technology and information and communications technology sector.

According to the findings, nuclear families constitute a bigger part of the population that was investigated, namely 64.10 percent, whilst joint families account for 35.90 percent of the population. Among the population that was surveyed, this suggests that the majority of individuals had a preference for nuclear family hierarchies. In terms of management levels, a sizeable majority of respondents, which accounts for 75.00% of the total, are categorised as belonging to the lower level of management. In the meanwhile, 24.20 percent of the workforce is classified as middle-level management, while only 0.80 percent is found in the top-level management group. The distribution of the population that was investigated showed a distinct hierarchical structure, with the majority of persons having positions of lower management. When participants are categorised according to their previous work experience, it is clear that they come from a diverse range of professional backgrounds. In comparison, 25.00% of the persons have more than 15 years of experience, while 30.50 percent of the individuals have less than two years of experience. In addition, 23.40% of persons have at least two to five years of experience, 14.10% have between five and ten years of experience, and 7.00% have between ten to fifteen years of experience. The results of this survey reveal that the population that was questioned had a wide variety of knowledge levels, with a sizeable portion of the population having relatively little experience. Specifically, the study of this data sheds light on the diverse range of characteristics that may be found in the population that was questioned. these characteristics include disparities in demographics as well as differences in vocations. This offers very helpful insights into the many patterns and trends that have been seen inside the group that is being investigated.

Correlation analysis:

Table 2: Correlation analysis

Correlations	Gender-Inclusive Job Evaluation	Flexible work arrangements	Bias awareness training	Reducing gender pay differences
Gender-Inclusive Job Evaluation	1	.892**	.840**	.862**
Flexible work arrangements	.892**	1	.852**	.861**
Bias awareness training	.840**	.852**	1	.829**
Reducing gender pay differences	.862**	.861**	.829**	1

Table 2 shows that there is a strong positive connection between gender-inclusive job evaluation and flexible work arrangements, as shown by the correlation value of.892 on the correlation scale. The results of this study suggest that businesses that use techniques of job evaluation that take into account the perspectives of both men and women are also more likely to provide flexible working arrangements. It is possible that this relationship is the result of the organisation's commitment to fostering inclusivity and catering to the many needs of its staff members, including those relating to work-life balance and flexibility. The magnitude of the correlation coefficient, which is.840, demonstrates that there is a strong positive connection between bias awareness training and gender-inclusive job evaluation. Consequently, businesses that place a high importance on gender-inclusive methods of job evaluation are also more likely to provide training on bias awareness. Through raising awareness of biases and advocating for inclusive evaluation standards, organisations work towards the goal of reducing discriminatory practices and improving fairness in decision-making processes. A strong positive connection between gender-inclusive job evaluation and the decrease of gender pay inequalities is shown by the correlation value of.862**, which implies that this connection is robust. The likelihood of organisations actively working to reduce salary disparities between men and women is increased when such organisations utilise job evaluation procedures that take into account both genders. The purpose of gender-inclusive job evaluation systems is to evaluate and reward workers based on objective criteria, with the intention of reducing the impact of gender biases on the calculation of salaries.

The value of the correlation coefficient is at.852, which implies that there is a strong positive connection between bias awareness training and flexible work arrangements. Consequently,

this indicates that businesses who provide flexible working arrangements are also more likely to invest in initiatives that raise awareness of bias on the part of their employees. The goal of these training sessions is to increase awareness among workers and decision-makers about unconscious biases that may have an influence on workplace practices, such as those associated with flexible work arrangements, in order to create a work environment that is more inclusive and fair. A strong positive connection between flexible work arrangements and the reduction of gender pay differences is shown by the correlation value of.861, which is a strong positive correlation. As a consequence of this, businesses that provide flexible working arrangements are more likely to undertake efforts to address concerns over salary disparities between men and women. The implementation of flexible work arrangements has the potential to serve as a tool to enhance efforts to achieve gender equality.

This is accomplished by promoting a healthy balance between one's home life and professional life, as well as by assisting in the retention and advancement of women in the workforce. Last but not least, the correlation value of.829** demonstrates that there is a strong positive association between the decrease of gender pay inequalities and the implementation of bias awareness training. A conclusion that can be drawn from this is that organisations who provide resources for bias awareness training are also more likely to actively engage in initiatives to reduce the gender pay gap.

Increasing awareness of biases and advocating for fair and equitable procedures are two of the ways that organisations hope to accomplish their goals of addressing structural obstacles and promoting gender equality in compensation systems. The correlation matrix draws attention to the interconnectedness of a number of organisational initiatives that are aimed at fostering gender equality and developing workplaces that are both inclusive and equitable among employees. When it comes to fostering gender equality within businesses, the strong positive relationships that were observed shed light on the potential synergy that might exist between the different strategies and projects that are being implemented.

T Test analysis:

There is no statistical difference between impact of creating Gender-Inclusive Job Evaluation and reducing gender pay differences in organisations.

Table 3: T Test 1

One-Sample Statistics	N	Mean	Std. Deviation	Std. Error Mean
Gender-Inclusive Job Evaluation	128	4.13	1.157	0.102
Reducing gender pay differences	128	4.06	1.114	0.098
One-Sample Test	T	df	P value	
Gender-Inclusive Job Evaluation	40.337	127	0.00	
Reducing gender pay differences	41.272	127	0.00	

The data from table 3 reveals that the one-sample t-test are also included in this analysis. This test is used to assess whether or not the sample mean significantly differs from the mean of the population that is really known. In the research on gender-inclusive job evaluation, the number of participants in the sample (N) was 128. A mean score of 4.13 was obtained, with a standard deviation of 1.157 and a mean of 0.102 for the standard error calculation. A t-value of 40.337 was obtained from the one-sample t-test, which had 127 degrees of freedom. This resulted in a p-value of 0.00. The fact that this is the case indicates that there is a statistically significant gap between the average score of the sample for Gender-Inclusive Job Evaluation and the average score that is considered to represent the population average. The very low p-value provides convincing evidence that contradicts the null hypothesis. This evidence suggests that there is a significant disparity between the mean of the sample and the mean of the population with regard to gender-inclusive job evaluation. Additionally, in order to lessen the disparities in compensation between men and women, the sample size (N) is also 128, with a mean score of 4.06, a standard deviation of 1.114, and a standard error mean of 0.098. The one-sample t-test yielded a t-value of 41.272 with 127 degrees of freedom, which resulted in a p-value of 0.00 from the statistical analysis. Comparable to the Gender-Inclusive Job Evaluation, this indicates that there is a statistically significant gap between the average score of the sample in the Reducing Gender Pay Differences category and the average score that is considered to be applicable to the whole population. For the purpose of reducing gender pay differences, the very low p-value implies that there is strong evidence against the null hypothesis. This evidence demonstrates that there is a significant difference between the sample mean and the population mean. In conclusion, the variables of Gender-Inclusive Job Evaluation and Reducing Gender Pay Differences exhibit statistically significant differences between the means of the sample

and the hypothetical population means. This is the case for both variables. The fact that the t-values are so high and the p-values are so low means that it is very unlikely that the differences that were observed were the result of random chance alone. Based on the data, it can be deduced that the respondents, on average, consider both gender-inclusive job evaluation and attempts to reduce gender pay gaps to be remarkable and unique from the hypothetical population mean.

There is no statistical difference between the role of making flexible work arrangements and reducing gender pay differences in organisations

Table 4: T test 2

One-Sample Statistics	N	Mean	Std. Deviation	Std. Error Mean
Flexible work arrangements	128	4.23	1.2	0.106
Reducing gender pay differences	128	4.06	1.114	0.098
One-Sample Test	t	df	P value	
Flexible work arrangements	39.912	127	0.00	
Reducing gender pay differences	41.272	127	0.00	

The data from table 4 reveals that there are 128 observations included in the sample, and the average score is 4.23, with a standard deviation of 1.2. 0.106 is the value that is calculated for the standard error of the mean. The t-test with a single sample yielded a t-value of 39.912 and 127 degrees of freedom, which resulted in a p-value of 0.00. Based on this, it seems that there is a statistically significant gap between the average score of the sample for Flexible Work Arrangements and the average score that is supposed to be common among the public. Strong evidence against the null hypothesis is provided by the very low p-value, which indicates that there is a significant difference between the sample mean and the population mean for Flexible Work Arrangements. A total of 128 observations are included in the sample size that was utilised for the study in order to address the problem of wage discrepancies between men and women. The standard deviation of these observations is 1.114, and the average score that was calculated from these data is 4.06. There is a 0.098 standard error associated with the mean. The one-sample t-test yielded a t-value of 41.272 with 127 degrees of freedom, which resulted in a p-value of 0.00 from the statistical analysis. Similar to Flexible Work Arrangements, this reveals that there is a statistically significant difference between the average score of Reducing Gender Pay Differences in the sample and the anticipated average of the whole population. For

the purpose of reducing gender pay differences, the very low p-value suggests that there is strong evidence against the null hypothesis. This evidence demonstrates that there is a significant difference between the sample mean and the population mean with regard to the topic. To recap, there are statistically significant differences between the means of the sample and the hypothetical population averages in both Flexible Work Arrangements and efforts to Reduce Gender Pay Differences. These differences are shown in each of these areas. The fact that the t-values are high and the p-values are very low indicates that the observed differences are very unlikely to have been the result of random chance. This highlights the significance of these workplace characteristics among the population that was investigated. In light of these findings, it is imperative that efforts pertaining to gender pay equity and flexible work arrangements be given priority in order to foster inclusive and equitable working environments.

There is no statistical difference between the effect of providing bias awareness training in reducing gender pay differences in organisations

Table 5: T test 3

One-Sample Statistics	N	Mean	Std. Deviation	Std. Error Mean
Bias awareness training	128	3.98	1.153	0.102
Reducing gender pay differences	128	4.06	1.114	0.098
One-Sample Test	t	df	P value	
Bias awareness training	39.009	127	0.00	
Reducing gender pay differences	41.272	127	0.00	

The data from table 3 reveals a total of 128 observations make up the sample for the Bias Awareness Training, which has a mean score of 3.98 and a standard deviation of 1.153. 0.102 is the value that has been established to be the standard error of the mean. The one-sample t-test yielded a t-value of 39.009 with 127 degrees of freedom, which resulted in a p-value of 0.00 from the statistical analysis. Based on this, it seems that there is a statistically significant gap between the average score of the sample in the Bias Awareness Training and the projected average score of the whole population. Given that the p-value is very low, it is clear that there is strong evidence that contradicts the null hypothesis. This evidence demonstrates that the sample mean for bias awareness training is significantly different from the mean for the population. For the purpose of addressing the problem of wage inequality between men and

women, the sample size that was used in this research was 128 observations. It was determined that the average score received was 4.06, and the standard deviation was 1.114. There is a 0.098 standard error associated with the mean. The one-sample t-test yielded a t-value of 41.272 with 127 degrees of freedom, which resulted in a p-value of 0.00 from the statistical analysis. As is the case with Bias Awareness Training, this reveals that there is a statistically significant gap between the average score of Reducing Gender Pay Differences in the sample and the anticipated average of the whole population. For the purpose of reducing gender pay differences, the very low p-value implies that there is strong evidence against the null hypothesis. This evidence demonstrates that there is a significant difference between the sample mean and the population mean. To recap, both Bias Awareness Training and Attempts to Reduce Gender Pay Differences exhibit statistically substantial differences between the average values of the sample and the potential values of the population. Also, the sample values are much lower than the potential values of the population. The fact that the t-values are high and the p-values are very low indicates that the observed differences are very unlikely to have been the result of random chance. This highlights the relevance of these variables within the sample that was analysed. When it comes to fostering inclusive and equitable work environments, these findings underscore the need of addressing gender pay discrepancies and implementing training programmes to raise awareness of various forms of prejudice.

6. DISCUSSION

Within the context of organisational settings, the article examines a number of strategies that are intended to narrow the wage gap between men and women. Gender-Inclusive Job Evaluation, Flexible Work Arrangements, and Bias Awareness Training are the three primary factors that will be investigated in this study with the purpose of determining how they work together to eliminate wage disparities between men and women. When doing this critical analysis, the benefits and limitations of the research will be evaluated, with a particular focus placed on the topics that were discussed previously (Atal 2019). The focus of the paper is on gender-inclusive job assessment as a vital component in reducing gender pay gaps. This is in keeping with the findings of recent research that emphasises the need of evaluation methods that are both fair and transparent. By using evaluation criteria and methods that are inclusive of both genders, organisations have the capacity to lessen the impact of prejudices that are present in traditional assessment protocols. On the other hand, the article might be improved by going more into the real challenges that are encountered while adopting gender-inclusive job evaluation. The need to detect and eliminate gender-related biases in job descriptions,

performance measurements, and compensation systems is one of the challenges that must be overcome. The integration of Flexible Work Arrangements as a factor in decreasing gender pay disparities is recognised. This is in recognition of the influence that work-life balance and flexibility have on the achievement of gender equality in the workplace. According to studies, the provision of flexible work arrangements has the potential to encourage higher participation and retention of women in the labour market, hence contributing to the elimination of the pay gap between men and women. In spite of this, the essay might incorporate a more in-depth analysis of the potential drawbacks and unintended consequences of flexible work arrangements. These ramifications include the risk of perpetuating gender stereotypes and the widening of inequities in the opportunities for professional advancement (Duraisamy 2016).

The study emphasises the significance of bias awareness training in resolving gender pay gaps. It also highlights the growing recognition of the ways in which implicit prejudices impact the decision-making process inside organisations. By raising awareness and encouraging purposeful efforts to detect and eradicate biases, bias awareness training courses have the potential to contribute to the formation of a work environment that is more inclusive and equal. However, the effectiveness of these training exercises may be limited if there are not parallel alterations made to address the underlying biases that are firmly embedded in the processes and culture of the business. Additionally, the study may investigate the durability of bias awareness training programmes over the long run and evaluate their effectiveness in successfully lowering gender wage discrepancies.

7. CONCLUSION

In conclusion, the findings of the study highlight the need of adopting gender-inclusive job evaluations, flexible work arrangements, and bias awareness training as effective methods to eliminate pay discrepancies that are based on gender. Even though the work offers a substantial amount of information about these qualities, more research is necessary in order to explore the challenges associated with implementation, the potential trade-offs, and the impacts over the long run. Organisations may be able to develop more effective strategies to promote gender equality and nurture inclusive work environments if they conduct a comprehensive examination of the complexities and nuances of these methods. In order to successfully address the issue of gender pay inequities, it is required to adopt a comprehensive approach that involves structural changes, legislative interventions, and cultural reforms. The ultimate goal of this strategy is to create a work environment that is fair and impartial for all individuals.

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