



# ICRASEM - 2022

25<sup>th</sup> January 2023

## Proceedings of 7<sup>th</sup> International conference on Recent Advances in Science, Engineering and Management

Organized by

### TAGORE ENGINEERING COLLEGE

(Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai)

Rathinamangalam, Vandalur-Kelambakkam Road, Chennai - 127

Phone : +91 - 044 - 22299400 - 10, [www.tagore-engg.ac.in](http://www.tagore-engg.ac.in)



**Proceedings  
of  
7th International conference on  
Recent Advances in Science,  
Engineering and Management**

**(ICRASEM - 2022)**

**25<sup>th</sup> January 2023**



**Organized By**

**TAGORE ENGINEERING COLLEGE**

(Approved by AICTE, New Delhi, Affiliated to Anna University, Chennai)

Rathinamangalam, Chennai - 600 127, Tamil Nadu, India.

Phone: 044-22299400 – 10 | [www.tagore-engg.ac.in](http://www.tagore-engg.ac.in)

**First Impression: 2023**  
© TEC, Chennai, Tamil Nadu

***Proceedings of 7th International conference on Recent Advances in Science, Engineering and Management  
(ICRASEM - 2022)***

No part of this publication may be reproduced or transmitted in any form by any means, electronic or mechanical, including photocopy, recording, or any information storage and retrieval system, without permission in writing from the copyright owners.

**ISBN : 978-81-943033-7-4**

#### **DISCLAIMER**

The authors are solely responsible for the contents of the papers compiled in this volume. The publishers or editors do not take any responsibility for the same in any manner. Errors, if any, are purely unintentional and readers are requested to communicate such errors to the editors or publishers to avoid discrepancies in future.

*Published and Printed by*  
**Bhaghavan Printer and Publisher**  
#16, C.A.R. Complex, M.R.M. Road,  
West Tambaram, Chennai – 600 045, India.  
Ph. No. 044 - 4204 3119 Cell : 95660 55990  
E-mail: bhaghavanpress@gmail.com

## **GENDER DISCRIMINATION IS STILL ALIVE AND WELL IN THE WORK PLACE - AN INSIGHT**

**Dr.D.Anitha Kumari<sup>1</sup>, Mr.Ganesh Babu Loganathan<sup>2</sup>, & Dr.Sudha.S<sup>3</sup>**

*<sup>1</sup>Assistant Professor of School of Management Studies, Vels Institute of Science, Technology and Advanced Studies, (VISTAS), Chennai- 600117, Tamil Nadu, India*

*Email : anitha.sms@velsuniv.ac.in*

*<sup>2</sup>Assistant Professor, Department of Mechatronics Engineering, Faculty of Engineering, Tishk International University, Erbil, Kurdistan Region, Iraq*

*ganesh.babu@tiu.edu.iqternational University- Erbil, Kurdistan Region*

*<sup>3</sup>Professor of School of Management Studies, Vels Institute of Science, Technology and Advanced Studies, (VISTAS), Chennai- 600117, Tamil Nadu, India*

Gender Discrimination is a major challenge faced in national and international organizations. However, the availability of additional regulations to protect and stop segregation still has an impact on the working environment. Discrimination based primarily on orientation (or gender) is not an unusual place to infringe on structural social freedoms, similar to gestational segregation, sexism, etc., segregation. Gender-based treatment is a condition of suitability (distributive parity) that pays little attention to gender, status, compensation, access to property, working environment. In values between different people start with one country then go to the next. The study concludes that the establishment of various government regulations to protect against segregation based on gender will impact the peaceful working environment which will impacts on their performance. Gender equality wants to be conceptualized in a way that goes beyond 'equality of transmission'. It aspires to understand the mindset of politeness orientation and as a result allows recognition between gender qualifications and gender disparities.