



# **GENDER INEQUALITY IN THE WORK FORCE AND ITS IMPACT ON THE EMPLOYEES IN THE BANKING SECTOR OF PAKISTAN**

A Thesis submitted to Department of Management Sciences in  
partial fulfillment of the requirement for the MBA degree

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Certificate of Supervisor

I Naveed Siddiqui being the Supervisor of the above student, certify that the research work of the student has been completed to my satisfaction and that the thesis is in a format recognized by the department and is in accordance with the rules of the University. The thesis is appropriate for examination.

Signature: Naveed Siddiqui Date: 7-7-2014

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## TABLE OF CONTENTS

S.NO	TOPICS	PG #
	ABSTRACT	VIII-X
	<b>CHAPTER NO:1</b> BACKGROUND OF THE SUBJECT/TOPIC AND STATEMENT OF THE PROBLEM	<b>01</b>
1.1	Introduction	02-04
1.1.1	Effect of gender inequality in the workplace	04-05
1.2	Statement Of Problem	05
1.3	Significance Of The Study	06-07
1.4	Scope Of The Study	07
1.5	Limitations Of The Study	07
1.6	Definition Of Terms	07-08
	<b>CHAPTER NO:2</b> RESEARCH METHOD & PROCEDURE	<b>09</b>
2.1	Research Design	10
2.2	Nature Of Study	11
2.3	Type Of Study	11
2.4	Study Setting	11
2.5	Unit Of Analysis	11
2.6	Research Method	11
2.7	Respondent Of Study	12
2.8	Instrument	12-13
2.9	Treatment Of Data	13
2.10	Data Collection And Sampling	13
	<b>CHAPTER NO: 03</b> LITERATURE REVIEW	<b>14</b>
3.1	Literature Review	15-18
3.2	Company Literature	18-19
3.2.1	Local literature	19
3.2.2	Foreign Literature	20-21
3.3	Area Of Further Study	21
3.4	Theoretical Framework	21-22
3.5	Dependent Variable	22
3.6	Independent Variable	22-23
3.7	Hypothesis	24
3.8	Instruments	24
3.9	Data Collection Ans Sample	25
	<b>CHAPTER NO :04</b> PRESENTATION ANALYSIS	<b>26</b>
4.1	Presentation Of Data Information And Analysis	27
4.2	Reliability Analysis	28-29

4.3	Hypothesis Testing Techniques	30-35
4.4	Research Analysis From The Questionnaire	36-52
	<b>CHAPTER NO:05</b> <b>SUMMARY OF FINDINGS, CONCLUSIONS AND</b> <b>RECOMMENDATIONS</b>	<b>53</b>
5.1	Summary Of Findings	54
5.2	Conclusion	55-56
5.3	Recommendations And Solution	56-58
	<b>REFERENCES</b>	<b>59-61</b>
	<b>APPENDIX</b>	<b>62-64</b>

## ABSTRACT

**Introduction:** This study is focused on the factors which cause the gender inequality in banking sector. The study indicates that disparity exists in targeted area, inequality is examined through employment, trainings, assignments and behavior at work place; vertical inequality is examined through promotions and wage gap. The universe of today is having a great deal of rivalry in it and the principle hotspot for the survival of the associations is to put resources into the benefits that give the best productive return. The most important stake today is the representatives of the associations. On the off chance that the associations are running great with the representatives then there is doubtlessly in the accomplishment of the association. So as to be fruitful, the associations ought to give their equivalent open door livelihood.

**Methodology:** The study involves close ended questionnaire was administered from 385 responses for the research which are preferred from the four selected banks. Respondents are the Human Resource Management employees and operational employees of banks. The data has been dissected through the SPSS and Excel. Banks in Pakistan typically have an extensive workforce. Especially the chose banks which are enormous banks of Pakistan spread everywhere throughout the country with a tremendous workforce included HBL, Bank Alfalah, Allied Bank & Faysal Bank Limited.

**Findings:** In view of the information accumulation and theory presumption at last research it came to in my finding are that gender inequality is impact on the loss of job opportunity, inclination of female supervisor and frequent promotions however then again few variable is very little effected in light of the sex segregation. In banks female employees are less than as compare to male especially on the higher level/senior management. Gender inequality lies at the irregularity of force in our general public. Separation at work and in open doors in a mixture of ways, less open doors in education and training in high political, scholarly and corporate positions are the evident pictures that buoy around the globe. The vast majority of the women overviewed on say, family society and religious values that are taught by the family are the main drivers of sex crevice in livelihood. They also feel that individuals of our nation have created a brain science to acknowledge biasness and segregation in job and meets expectations. We ought

to, thusly, begin plotting more issues, conceivable methods, long haul and quick focuses for sexual orientation correspondence and to uproot numerous sorts of biasness and segregation in vocation and guarantee a solid work environment

**Practical Implications:** This study is of exceedingly compelling for the each worker who working in the bank, head of banks and likewise those individuals who need to work in banks for the upgraded understanding of gender inequality (sexual orientation separation) and their accessible instruments.

### KEY WORDS

Gender (female & male), Inequality/Segregation, Employees, Organization/Banks