

The Concept of Equal Pay: Analyzing the Presence of Inequality in the Hospitality Sector with the Perspective of Employees in Gujarat, India

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Abstract : Inequality refers to unequal treatment or perceptions of individuals based on any particular trait. It arises from differences in socially constructed roles. Women are usually characterized as inferior and weak, who are dependent on their male counterparts. Even though it is claimed that both the genders have been given equal rights, inequality has always been prevalent in the Indian society, from personal to the professional front. There are different types of inequality that persist in the corporate world such as age inequality, gender inequality, tenure inequality and so on. Consequently, wage inequality occurs when employees are equally qualified and perform the same task but, one group of employees is paid more than the other. The hospitality sector is one of the emerging sectors in Gujarat which also experiences a lot of organizational dynamics. The proposed paper focuses on the concept of equal pay which states that pay should be based on the kind and quality of work done and not according to any other aspects. An exploratory attempt to understand the existence of inequality in the Hospitality sector on the basis of income is made in this research. The myth that wage discrimination has always favored men over similarly qualified women is analyzed in this research paper. A structured survey of a sample, representative of the employees of the Hospitality sector is being carried out in this study. An attempt to keep the effects of the environmental factors to a minimum level is made.

Keywords : equal pay, human resources, hospitality sector, inequality, perspective, wage structure

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