



Gender Inequality and Discrimination at Workplace with Reference to Industry Gaint Reliance

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Introduction

At Reliance Industries, there is discrimination and gender inequality

Gender inequality and Discrimination

One particular person is affected by gender inequality, which is a form of sex discrimination, because of their gender, are treated unfairly. A problem has existed with this. Despite all the advancements, there have been few female employees for a very long time. The advancement of women's rights. Additionally, despite the fact that gender inequality is. There are some men who have experienced this, but it primarily affects women, and this problem as well. The fact that men consistently make more money than women in today's society seems archaic. across a wide range of different professions. The very fact that this trend is still present is telling, of the fact that there is still a long way to go before gender inequality is eradicated entirely. workplace of today. It's crucial to keep in mind that a person must be when trying to determine gender inequality, based on their sex, they were treated unfairly and unequally. This differs from simply receiving treatment differently.

The two sexes are treated differently when separate bathrooms are provided for men and women in an office, as an example of the difference. Employees are subjected to unfair and unequal treatment when hiring, promotion, or continued employment decisions are made based on a person's gender.

It may be difficult for people who have never experienced gender inequality in the workplace to comprehend the significance of having equal rights there. Gender equality in the workplace affects not only women, but also businesses as a whole and the nation as a whole. According to studies, there is more workplace equality where it exists.

Improved growth of the national economy.

- A rise in productivity on a national level.
- Better reputations for businesses founded on justice and equal rights.
- An increase in the number of job applicants who are highly qualified.
- An improvement in corporate organizational performance overall.

Companies should aim to offer roughly equal benefits and privileges to men and women in order to achieve gender equality in the workplace.

The following are some characteristics of this:

- Pay equity for comparable roles or jobs.
- There are no obstacles in the way of women participating fully in the workforce.
- There should be no discrimination against women who provide care for their families.
- responsibilities.
- Equal access to positions of authority.
- Gender inequality is the practice of providing individuals with varying opportunities.

perceived disparities that are solely related to gender issues. Being treated unfairly because of a person's or a group's gender is known as gender discrimination. Despite the fact that gender-based inequality and discrimination can affect anyone, women are typically the ones who are discussed when these issues arise.

- We first need to define "gender" in order for these definitions to make sense. The conditions.

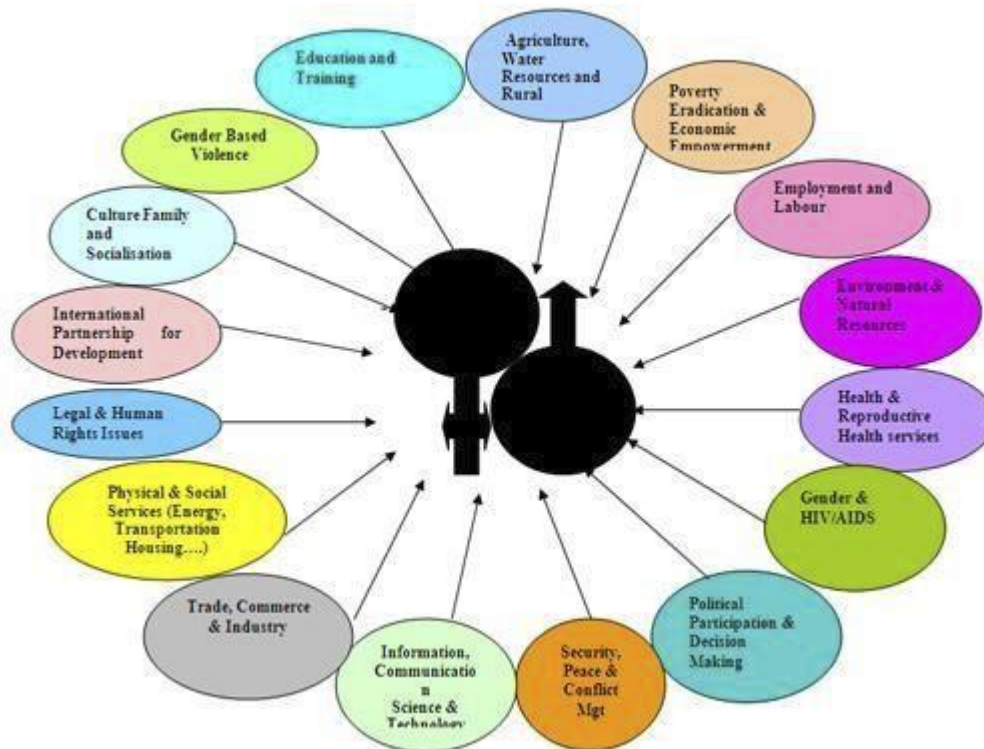
Social scientists and medical professionals occasionally confuse gender and sex.

They are starting to stand out to staff members. Sex is the biological aspect of a person.

identity as determined by chromosomal or physical characteristics. Individuals are typically.

determined by their chromosomes and/or genitalia to be either male or female.

The gender ratio in India, women's lifetime health, educational success, and economic circumstances are all impacted by gender inequalities and their social causes. Men and women are both affected by the complex problem of gender inequality in India. Some contend that men are at a disadvantage in terms of various gender equality indices. The population of India as a whole, however, reveals that women suffer from a number of significant disadvantages. Both sexes' lives are impacted by the long-standing discriminatory attitudes that exist in India towards either sex. Despite equal rights guaranteed by the Indian Constitution, gender disparities still exist.



Discrimination at work.

Discrimination based on employment is one type of it. on sexual orientation, age, physical or mental disability, race, gender, or national origin. Employers may consider gender identity and sexual orientation. occupational or differences in pay. differentiation: the practice of basing pay differences on either qualifications or experience.

responsibilities—should not be confused with employment discrimination. Discrimination may occur. either be unintended but still lead to disparate treatment of a group, or be intended but still involve disparate treatment. a group's influence. Discrimination in human social behavior refers to how someone is treated, taken into account, or treated. distinction made toward, a person based on the group, class, or category to which the person belongs. perceived to belong. Age, race, ethnicity, criminal record, and height are a few of these. handicap, ethnicity, familial situation, gender identity, generation, and genetic makeup. marital status, citizenship, race, religion, sex, and sexual orientation. Discrimination is the treatment of a person or group based on their perceived or actual characteristics. perceived affiliation with a particular group or social category, "in a way that is worse than the. the typical treatment of people. It entails the initial response or interaction of the group continuing. restrictingly affect the individual's actual behavior toward the group leader or the group. Members of one group are excluded from opportunities or privileges that are available to another group. resulting in the exclusion of the person or things due to an illogical or unreasonable choice. making. Numerous nations have discriminatory customs, laws, ideas, policies, and practices. institutions worldwide, including those found in regions where discrimination is a common occurrence. regarded with contempt. controversial measures like quotas have been employed in some places to. those who are thought to be discrimination victims, whether they were or not, will gain from this. has also been referred to as reverse discrimination.

Study's scope

The study was conducted on the managers and the employees to find the level of gender inequality and discrimination at work in employees. The study's primary goal was to determine the employees' attitudes toward gender inequality and discrimination at the workplace, which is crucial for both an individual's and an organization's growth. For reading purposes and to help them write their reports on workplace discrimination and gender inequality, management students may find this report to be helpful.

PURPOSE OF THE STUDY

- To learn about the notion of discrimination against women at work.
- To learn the workers' perspectives on the management's role in the company toward workplace discrimination and gender inequality.
- To offer suggestions to the organization regarding gender inequality discrimination at work.

THEORY OF RESEARCH

It is frequently discovered when solving problems that the data at hand are insufficient. Data that are appropriate must be gathered, therefore. Many different methods exist gathering the right information, which takes a lot of time and other resources.

For conducting the research, two types of data can be used:

1. first-hand research data.

The primary data are those that are gathered from scratch for the first time and are therefore unique.

2. data from secondary sources. Secondary data are those that are already in circulation.

It speaks of information that was previously gathered, examined, and applied in our research.

These two types of research aid in the analysis and drawing of conclusions regarding the conducted study in order to conduct research.

1. primary technique:

- Using a questionnaire.

Data from at least 50 employees working at different levels in manufacturing and service organizations were gathered and analyzed for the entire study.

Interviewing technique:

They were questioned regarding their employment circumstances and working relationships with their Employers, autonomy to make decisions regarding their work environments and general behavior, organization, as well as how happy they are with their current positions.

Likewise, a few Employers' approaches and attitudes toward gender were probed, workplace inequality and discrimination.

- Information was gathered from various articles and research papers on the subject, the success of organizational development. Such information has been accessed by way of various websites, electronically.

Sample size:

1. 50 people made up the survey's sample size.
2. Both employers and employees of the company provide samples.
3. Employees were restricted to being between the ages of 24 and 60.
4. The working population was taken into consideration.
5. Only the morning shift subjects were the subject of research.

STUDY LIMITATIONS

1. Restrictions on time. only 45 days were allotted for the research.
2. samples taken. Conclusions cannot be drawn from a small population because there were a very small number of respondents.
3. Employee opposition. Only a few workers refused to answer the questions and expressed discomfort with the research.
4. knowledge deficit. As a result, some employees' responses may not have been given truthfully because they were unaware of the research methods.

2: REVIEW OF THE WORKS**GENDER DISCRIMINATION**

Acknowledges the unequal treatment of men and women and the impact that gender has on a person's life experience. These variations are the result of variations in biology, psychology, and cultural norms. While some of these distinctions have empirical support, others seem to have a social construction. Studies demonstrate how genders have different lived experiences in a variety of areas, such as politics, political affiliations, family life, personality, and life expectancy. Different cultures have different ways of dealing with gender inequality.

Biology.

Most biological and anatomical factors explain the natural differences between the sexes, notably different reproductive roles. Chromosomes and are examples of biological variations, differences in hormones. Additionally, there is a natural variation in the relative physical strengths (on average, with the upper body being more pronounced in the lower body (and on average) of the sexes. It does not follow from this that any given man is more powerful than any given woman. On average, men are.

Women live significantly longer than men do, despite being taller, which has both benefits and drawbacks. Whether or not this is a biological difference is unclear; for more information, see Life expectancy. Men have larger lung volumes, more blood cells and clotting factors in circulation. Women produce antibodies more quickly and have higher levels of circulating white blood cells, differences of this nature.

.Psychology.

The degree to which one displays traditional masculine or has their prenatal hormone exposure, a woman's actions. In general, there are hardly any distinctions between males and females, intelligence. Men are also significantly more likely to take risks than women, influenced by prenatal and possibly current androgen, men are more likely than women to be aggressive, exposure. It has been hypothesized that these variations along with physical variations are a modification that illustrates the sexual division of labor. Sex differences are suggested by a different theory, Male aggression adaptations in intergroup aggression to allow for territory and resource use, and mate selection. Though this does, generally speaking, women are more sympathetic than men, not imply that any particular woman is more understanding than any particular man, the same for both genders. Better verbal and spatial memory, respectively. Male influence over these changes can be seen, testosterone, a sex hormone, which improves spatial memory in both sexes.

Males and females are raised differently and grow up in different environments from the moment they are born, their entire lives. Gender is seen by society as having a significant impact on many important issues, life milestones or traits, such as personality. Males and females are raised in different ways, paths because of the effects of gender stereotypes and gender role expectations before they can pick whichever they want. Boys and girls are most frequently connected with the color blue, purchase toys for them to play with, such as monster trucks or other sporting goods, are infants. The color pink, dolls, dresses, and playing are more frequently introduced to girls, house where the dolls are being cared for as though they were children. Blue is usually associated with, pink is for girls and boys are cultural constructs that have not always existed, such routes. They follow paths that are determined by their parents or other influential adults in their lives. This causes marital, career, or romantic differences. Males and females are different throughout life, believed to be two very different species with very different personalities that ought to continue, different avenues. Janet Hyde, a researcher, discovered that, contrary to what the gender similarities hypothesis claims, there are actually more similarities than differences between the sexes, despite the fact that much research has historically concentrated on these differences. Numerous industries are stratified based on gender on the whole. Due to, this happened, a number of factors. These include variations in preferred jobs, industries, and educational options, work experience, hours worked, and employment breaks (such as for childrearing and raising kids). Men also frequently choose jobs that are more lucrative and dangerous than women. The average difference between men and women is between 60% and 75% as a result of these factors.

Depending on the source, total wages or salaries, a variety of justifications for the remainder. There have been estimates of 25% to 40%, taking into account women's lessened negotiating skills and willingness. Sexual and wage discrimination, direct discrimination, in the eyes of the European Commission, only partially explains gender wage differences. The average female's unadjusted annual salary in the United States has been reported to be 78 percent of male on a typical day. But there are numerous studies from the OECD, AAUW, and the US. Male and female pay rates varied by 5 to 6 points, 6 percent, according to the Department of Labor.

INDIA.

The World Economic Forum continues to rank India poorly in terms of gender equality, even though it has risen in recent years, once assembled into its component parts, that affect the ranking, India performs well in terms of political empowerment but receives a score close to that regarding sex-selective abortion, China is last. The overall female to male ratio is also poor for India, rankings of literacy and health. India had a 2013 ranking of 101 out of 136 nations, 0 overall. Iceland, which came in first on the list, received a score overall of 6551.0.8731 (a score of 1.0 would result from no gender gap). Women's health throughout their lives, educational success, and economic conditions are all impacted by gender inequalities in India. Men and women are both concerned about this complex issue. In 2013, 80.7% of women participated in the labor force. [Of the] Nancy Lockwood. The largest human resources organization in the world is called the Society for Human

Resource Management.

In a 2009 report stated that although female labor participation is lower than male labor participation, it has been rising quickly since the 1990s and has members in 140 countries. According to Lockwood, 124 million women made up the country's 397 million workers in 2001. In terms of achieving the Millennium Development Goal of gender parity in education, India is on track, 2016, attendance rate and the Gender Equality in Education Index (GEEI) as measured by UNICEF, try to describe the caliber of education. India needs to triple its rate despite some gains, improvement to achieve a GEEI score of 95% by 2015 in accordance with the Millennium Development Goals. According to a 1998 study, girls in rural India continue to have lower levels of education than boys. For performing a specific job simply because they are men, but all too often they do. According to federal law, if a woman performs the same function, meets the same objectives, and puts in the same amount of work as a man does, she is entitled to receive the same pay. Women frequently have

to put in more hours at work than men do in order to advance. Women were treated differently for giving birth for the majority of history. After a woman obtained. She frequently lost her job and position while pregnant and was replaced by someone "more productive." worker. Employers felt justified in not because a pregnant woman was frequently unproductive. retaining their employment or permitting them to do so after pregnancy and childbirth. it was over. As of right now, discrimination against women by employers is prohibited by federal law. about childbirth or pregnancy. Every other temporary condition, including pregnancy, must be treated as such.

If you believe that your gender played a role in your inability to land a job, pay attention—you might have a case for a court case. It is against federal law to, according to the Civil Rights Act of 1964. Refuse to hire someone because of their gender. The same law also states that it is forbidden to. An employee can be fired or denied opportunities related to their job, such as internships, promotions or apprenticeships that favor one gender over another. For instance, a hospital cannot opt not to hire. neither can they fire a male nurse for being a man, nor a female doctor for being a woman. Harassment is another instance of gender inequality and discrimination. You'd think that gender-based workplace harassment would be unheard of in this day and age, but regrettably it still occurs.

Harassment can take many different forms, and it can be challenging to establish. The most egregious type of harassment, sexual harassment includes overt sexual advances, unwanted sexual advances, suggestive photos, inappropriate physical contact, and requests for sexual favors in exchange for promotions, job security, or any other benefit related to employment.

Bullying, crude humor, and any other behavior patterns that create a hostile work environment for employees are examples of additional common forms of harassment. consequences of gender discrimination. Saying that discrimination against women is not an issue is akin to saying that elementary school bullies are not a problem. perfectly acceptable. Both the companies and the victims of gender discrimination experience its effects. that permit gender inequality to go unchallenged. one of the main results of gender. Discrimination causes more stress, especially for women. women who report, in actuality. those who experience workplace discrimination also report having more stress. particularly when sexual harassment of any kind is involved in discrimination. Women dealing with. It's possible to experience both workplace discrimination and increased stress. worse health.

Reduced productivity is another result of discrimination and gender inequality in the workplace. It should come as no surprise that there is still gender inequality and discrimination. Employees frequently lose motivation and morale, making it difficult for them to do their jobs effectively. effectively. discriminatory actions that may cause a person to lose motivation and morale. Therefore, productivity - jokes that are offensive, imply inferiority, or have a. Having a sexual or suggestive tone, or overtly criticizing an employee's work. due to his or her gender. Performance these days in corporate America is frequently based on teams. although different people participate frequently based on their abilities, know-how, services, overall output, and results. the team's overall consistency and performance. Few things actually produce more. gender inequality or discrimination is less likely to cause conflict, hostility, or team instability.

A woman working the same job as a male coworker and team member will probably feel. even if the fact that she's being paid significantly less than her male coworker makes her feel resentful. The unfair treatment is not his fault. An environment or atmosphere that is tense frequently leads. to decrease output. No matter whether the conflict arises from management or other employees, it is a natural outcome when employees experience gender inequality or discrimination.

It will probably be challenging for the female supervisor to accept this man as her new manager, and she may contest management's choice and assert that gender discrimination has taken place, for instance, if a junior employee is promoted to a managerial position prior to his female supervisor without a good reason. High employee turnover can be caused by gender discrimination, which raises the overall costs. a business's operating expenses, hiring costs, and training costs. If an employee thinks that their. They'll feel demoralized and grow a bad attitude if value is determined by gender rather than job performance. attitude, poor performance, and ultimately seeking employment with another gender. Discrimination doesn't exist. Even worse are workers who encounter gender discrimination. usually don't think highly of their former employer after they leave. Businesses that don't take action to eliminate gender bias, inequality, and discrimination risk developing a bad reputation and finding it harder to recruit qualified candidates.

Gender discrimination not only has an adverse effect on a worker's performance, productivity, and attitudes at work, but it can also have a negative effect on every other aspect of their life, including their general emotional and mental health. Similar to bullying at school, discrimination can have a negative impact on a person's emotional and mental well-being.

Gender Discrimination .

In the workplace, gender discrimination refers to treating people differently based solely on whether they are male or female. You may have experienced sex or gender discrimination if you have ever been turned down for employment, fired, or otherwise harmed in the workplace. The words "gender" and "sex," which are used interchangeably, are both used in the law. interchangeably, but the two words have various connotations. "Sex" is used by social scientists. To designate the gender of a person based on their biological or anatomical makeup, while reserving the. the term "gender" for the group of traits that are traditionally linked to maleness. or femaleness. Whether it is based on sex, or another factor, discrimination is always unlawful. either gender, the other, or both. Here are a few instances of potentially illegal sex- and gender-based discrimination that women, for instance, may experience Hiring, firing, and promotions: You submit an application for a position for which you are qualified. Despite having excellent qualifications, you are not hired due to some experienced employees. You are informed that you have been laid off due to; clients find it more comfortable to deal with men. Men in the same job but with less seniority, while there have been company cutbacks and reorganizations. than you keep their jobs; you have worked for your company for a number of years, receiving. Excellent ratings and a prize for employee of the year, but each of the five times you. have submitted applications for promotions, but fewer people are filling the positions you submitted. capable men.

From being a cook's assistant to becoming a chef, you worked your way up. a male chef with comparable training and work experience was just hired, and you learn that he will be paid more than you; despite being the company's top salesperson, you are promoted to a less desirable territory, while your client and territory are given to a man with significantly lower sales base, allowing him to earn much more in commissions than you will for several years.

Worked long hours for a company over the course of four years, according to your job classification. You inform your employer that you won't once you've had a baby and are back at work. be able to work as many overtime hours as possible. Then your position is lowered. In addition, you receive less money than your male coworkers who hold comparable jobs but are free to make less money. Without any adjustments to their positions or compensation, they increased their overtime hours for personal reasons. Benefits: Your spouse is not covered by your employer's health insurance policy. In contrast to your male coworkers, it is assumed that he will have his own benefits. wife beneficiaries of the policy. You must pay since your husband is unemployed. increased health benefits on his behalf that your coworkers do not pay for their wives. You may have experienced sex or gender discrimination if any of these things happened to you while you were working. discrimination. Other forms of illegal behavior may accompany sex or gender discrimination. discrimination, including that based on factors like age, race, or disability. pregnancy-related prejudice. and sexual harassment are also regarded by the law as instances of sex discrimination.

Company Profile

With its headquarters in Mumbai, Reliance Industries Limited is a multinational conglomerate in India. Energy, petrochemicals, natural gas, retail, telecommunications, and mass transit are among the diverse industries it media as well as textiles. The biggest publicly traded company in India and one of the most profitable is Reliance. the largest company in India by market capitalization and the largest by revenue. With over 236,000 workers, it ranks as the tenth largest employer in India. As of March 31, 2022, RIL's market capitalization was US\$243 billion. According to the Fortune Global 500 ranking of the largest corporations in the world as of 2021, the company is ranked 155th. With an export share of 8% of all goods from India and access to more than 100 markets, Reliance is still the biggest exporter in the country. Almost 5% of the total customs and excise revenue received by the Indian government is attributable to Reliance. duty. It also pays the most income tax in India's private sector. The business's free is negative. Cash moves.

KEY FINDINGS

- Of the employees, 30% respond positively to the above table, while 30% respond negatively. I am unable to say.
- Of the employees, 60% choose yes and 20% choose no from the aforementioned table. similarly, 20% of people cannot say.
- According to the aforementioned table, 60% of employees and 30% of find their coworkers to be • Of the staff, 80% chose yes and 20% chose no from the aforementioned table.
- Of the employees, 60% respond positively to the aforementioned table, while 30% respond .
- Of the employees, 70% choose yes and 30% choose no based on the aforementioned table.
- Of the employees, 50% respond "yes" to the questions in the aforementioned table, while 30%
- Of the employees, 40% respond "yes" to the questions in the aforementioned table, while 30% • According to the aforementioned table, 50% of employees are content with their jobs while 40% ar
- 10% are unable to say.
- Out of the above table, 60% of the employees answer "yes," and 30% answer "no."
- According to the aforementioned table, 50% of employees report finding mental health. other than that, nothing.
- According to the aforementioned table, 20% of employees find friends and 14% find a partner. 46% of others, including 26% of extended family.
- Of the employees, 60% chose yes and 40% chose no based on the aforementioned table.
- According to the aforementioned table, 25% of respondents have less than a year of work experience. 16 percent of respondents are employed, with 47 percent of respondents having worked for one to five years. between 5 and 10 years, and 13% of respondents have been employed for longer than 10 years.

CONCLUSION

Over the past few decades, the idea of human rights has gained importance on a global scale. The phrase "human right" has been used since the adoption of the Universal Declaration of Human Rights. has become more popular. According to some, everyone has a right to the bare minimum. People must be against the government or another public authority by virtue of him being one. 'member of the human family,' without regard to any other factors. They have these human rights. been violated not only by unjust individual acts but also by unjust national and international actions. structures. Such violations are happening all the time. Particularly, these violations are produced. against the weaker segments of society, such as women, the poor, minorities, and others. Women . The weaker members of society are more susceptible to such violations. The use of violence both

inside and outside the home constitutes additional forms of torture. murder of a woman by her husband or in-laws on the one hand inside the four walls. On the other hand, other people either at or at home, as well as by the police or executive authority. outside of the home, whether at work or elsewhere. women and jewelry go hand in hand, particularly bangles. have frequently been used as a metaphor for shackles in feminist literature.

Women constitute half of the population of the world; they deserve to enjoy all rights irrespective of any kind of discrimination, deprivation or biasness. This should be the motto of the survival of a social life. The family is the smallest unit in society of a nation of the female persons or members of the family must be given equal treatment in the way of upbringing, love, respect care and compassion, up-to-date education, health, economy, insurance and marriage at par with their male counterparts, they should also include at every decision making matters. A comprehensive legislation may be made to curb sexual harassment of working women by incorporating the provisions of CEDAW and guidelines laid down in Vishaka v. State of Rajasthan. Law dealing with domestic violence may be acted, treating the domestic violence not only as a cause for compensation an injunctive relief but also as an offence, it may be noted that the protection from Domestic Violence Bill, 2002 needs a thorough overhauling. The marital rape exemption under Section 375, IPC may be removed as it reduces wife to a mere sex-object. The wife of the adulterer should be given the right to complain in case of adultery on par with the right given to the husband of the adulteress. Consequently S. 198 of Cr. P.C. has to be amended in this regard. Even a women participating in the offence of adultery should be made punishable on par with the adulterer, as the circumstances warranting the exemption from punishment no more exist. S. 497 of IPC may be amended to this extent. Parliament should pass the Women Reservation Bill Providing for 1/3rd Reservation for women in Union and State Legislatures at the earliest to ensure adequate representation to women in the law making bodies.

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ANNXURE

Did you receive your promotion on the basis of merit, or were you the victim of favoritism or some other despicable proposal?

- A. Yes.
- B. No.
- C. No idea.

2. Do you need to work as much as your male coworkers, or are you expected to work less?

- A. Yes.
- B. No.
- C. Don't know.

3. What is your boss's disposition toward you like?

- A. cooperative.
- B. Neutral.
- C. Abusive.

4. Do you occasionally hesitate to work with male coworkers out of concern that they might sexually harass you or undervalue you because of your gender?

- A. Yes.
- B. No.

5. What conclusions do you believe people make about your personality, reputation, and attitude?

- A. Yes.
- B. No.
- C. Don't know.

6. Have you ever experienced any kind of sexual misconduct at work?

- A. Yes.

7. Did the office's administrators take any punitive action against the accused?

- A. Yes.
- B. No.
- C. No idea.

8. Have the accused been subjected to any severe punishment by the office authorities?

- A. Yes.
- B. No.
- C. Don't know.

9. Do you believe that if you experience sexual harassment, the office administrators will act fairly?

- A. Suffer silently.
- B. nicely done.
- C. Be a fighter for justice.

10. What do you think is more practical in the event of harassment based on gender discrimination?

- A. Yes.
- B. No.

11. Are you respected by your seniors, coworkers, male members, and other members?

- A. Yes.
- B. No.
- C. Can't say.

12. What issue do you consider to be the most significant one affecting working women in the workplace?

- A. Depression.
- B. mental strain.
- C. discrimination against women.
- D. Harassment of women.
- E. Others.

13. Who offers support for striking a balance between work and leisure activities?

- A. Partner.
- B. Friends.
- C. Various other relatives.
- D. Use of paid and unpaid leave is encouraged.
- E. Others.

14. What sort of activities do you engage in at work, in your community, and in society?

- A. Yes.
- B. No.

15. Approximately how long have you been employed by BIG BASKET Company?

- A. less than a year.
- B. 1-5 years.
- C. 5-10 years.
- D. more than ten years.