

# Indian Ethics and Values Towards Human Resource Management Practices with Reference to Gender Paygap in Selected Airlines of India

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## ABSTRACT

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This research paper examines Indian ethics and values, followed by gender salaries for Indian air lines. The aviation industry is known for its appeal and highpaying promise, especially for pilots. But like many other industries, it faces a significant gender. Research shows that male pilots average 26.6% more than female colleagues. Sales of employees in the flying industry was a quick and urgent matter. Some airlines have not developed effective strategies to reduce employee sale s and reduce costs and organizational instability. Work ethic is extremely important forbusiness s uccess and for increasing productivity for people in the workplace in all corporate organizations. Work ethic and work spirit vary from country to country, and from organizations to other organizations. This paper provides insight into Indian values, followed by the aviation industry of gender-specific salaries, storage and wear.

**Keywords:** Human Resource Management, Practices, Indian values and Gender Paygap.

## INTRODUCTION

Gender wage gradient (GPG) refers to the difference between male payments and female payments as percentage of male payments. The Constitution requires the same payments for men and women who do the same job. In fact, women deserve 57% of what male colleagues earn from the same job (World Economic Forum, India, 2016). The ubiquitous glass ceiling and sticky soil placed women in the wage distribution at a disadvantage. The icing on the cake is that the employed population and the proportion of women in the workforce have refused to work in recent decades. This has a serious impact on the feminist agenda of developmental debilitating populations or suppressing female workforces. Gender specific wage disparities are an important measure for establishing gender inequality in the labour market. Inequality highlights the main objectives of new universal policies, highlighting the importance of measuring and developing mechanisms to reduce wages (ILO, 2016).

Gender equality and women's strengthening are recognized as important parts of sustainable development and are areas where Sattva works widely. Women's participation in the country's economic activities is recognized as important for women's strengthening. The employment rate of women, namely H. The proportion of women employed or employed, recorded a decline in trends over the past decade to 15 years. Women need to receive fair and fair payments so that women can become part of the economy in a sustainable way and thus achieve economic strengthening.

Work ethic and management go side by side. A healthy work environment system has healthy ethics, spirit and value. Ethics is a field of philosophy and is a moral question. H. Concepts such as good and evil, right or wrong were answered. Ethics can also be characterized as Indian rules of conduct that are perceived in terms of human conduct of a particular class or a particular group or culture. Making ethical decisions is not always good or bad, nor can it benefit them, but you need to make the right decisions. These are the universal golden rules that do not hurt, steal, steal, not cheating, and not lying.

As part of his efforts to gather information on employment and unemployment scenarios in India, the National Research Organization (NSO) is conducting an annual survey entitled "Regular Workforce Survey (PLF)" based on its annual report and quarterly report. NSO is the annual report, namely H. Data versions cleaned for each individual surveyed. Data from 2019-20 collected between July 2019 and June 2020 was published in July 2021. Analysis of

data collected as part of PLFS 2019-20 is a brief overview of the gaps in wages between men and women in India. Despite the growth of the industry, there are still substantial gender pay. The report shows that Indian women are 62.5% less than men. The aviation industry is no exception to this trend. A study by the Aviation Women's Association shows that women get pilots in India 30-40% less than their male colleagues.

### **OBJECTIVES**

1. To Know Indian Ethics and Values
2. To Know the Indian Airlines pay system
3. To Know Indian Ethics towards Gender Paygap in Indian Airline Industry
4. To Know the reasons for Gender Paygap

### **SOURCES OF DATA:**

**Primary Data:** Data generated by researchers themselves, research, interviews, experiments, in particular data to understand and solve this research problem.

**Secondary Data:** It is based on existing data generated by large state agencies, health facilities, and more as part of organizational recordings. Data is extracted from a variety of data.

In this Research Secondary data has been used from various sources like Books, websites and Other Research papers.

### **REVIEW OF LITERATURE:**

Psychologists began studying at the emergence of interest shortly after World War I. Most of the subsequent research is naive, and it shows only those that individuals and groups do not want what they want. Only those that are not desired, only those that are worthwhile want it (Thomas Lawrence, 1951). These studies do not recognize that there is a difference between what a person says and likes and what she strives in a specific situation with specific effort.

Pepper Stephen (1953) presents a general philosophical theory of how people's values develop and operate under the circumstances of his life. Theory must be based on empirical material. Pepper is based on functional behavior values rather than pleasure-based. One of the advantages of the target-based value-added is that the purple structure is objectively investigated.

Explain what the individual thinks is important. Value represents a wish, preference, preference, or dislike for a particular thing, condition, or situation. A person's values describe what suits him best, what he sacrifices to strive to maintain, or ideas.

Values consist of opinions of what is right, fair, fair or desirable. Value adopts a form of opinion and is generally considered not to be scientific or objective testing and verification. Additionally, the values represent guidelines for the action. Although all individuals can own the same value, these values can be taught to different priorities or degrees. A value system is a permanent organization of beliefs about the final state of favourable behavior or existence along a continuum of relative importance. Many psychological researchers conclude that it is a fundamental value system where one person subscribes to determine who he is, what he is, how it relates to himself, his family, other people, his work, his boss, and the world. A value system is only values from the value priority pattern or important continuum.

There are many case studies that can easily provide information on the relationship between trade and gender-specific wage gaps. For example, evidence from Bangladesh (see Bhattacharya (1999)) shows that discrimination against women in the early stage export text industry was lower than in other processing and steadily lower than in other sectors. The trend of wage women/men differences in the garment industry in Bangladesh, although it has expanded, indicates a narrowing of the gap between 1983 and 1990. This change is attributed to a higher proportion of men running high professionals in this sector and an increase in the number of temporary workers who ensure the majority of women (see Paulmajumder and Starting (2000)).

The above shows that the existing literature on the relationship between gender-specific wage disparities and trade is not broad despite growing. A similar assessment can be made on the broad definition of gender-specific wage disparities in India. Previous literature focused on either a particular district or a specific type of labor market. Gaspar (1995) and Divakaran (1996) provide examples of the former six, while Duraisamy and Duraisamy (1999) provide

examples of the latter. In these studies, there is some consensus on these studies regarding the existence of ceteris paribus (or residual family business).

### **ANALYSIS:**

#### **Indian ethics and values**

In the Indian context there is a rich heritage of religious influence on ethics and moral values. The old text highlighted the importance of ethics and moral values in government. In ancient India, Indian traditions have two broad ethical warnings: Vedic texts and grand texts (Ramayana and Mahabharata). Both Ramayana and Mahabharata contain explicit cases of working on the right actions for civil servants.

#### **Ramayana**

Above all, pastors need to be honest, faithful, intelligent, secular and sacred laws, ready to give advice, courageous, free from jealousy, and alleviate political masters (i.e. King). Maharishi Valmiki emphasized the very basic principles of the government in simple terms - Yasa Raja Tata Praja (like the ruler of the citizens of his country). The general erosion of values, ethics, morality, or integrity that can be seen in society only reflects the character of those leading the issues of this society.

#### **Bhagwad Gita**

Here is a summary of Bhagwad Gita's ethics of conduct:

1. Performance of all actions requires correct intentions without bias against the good outcomes (fame, prosperity) that arise from these actions.
2. In short, actions are the product of work motivated by obligation.
3. "Regardless of your wishes according to secular benefits, action preferences have a significant impact on the concepts of efficiency and effectiveness.

India's aviation sector is moving towards rapid growth, planned air traffic, unplanned air traffic and air freight services. India is dominated by domestic air traffic, accounting for around 69% of total travel in South Asia. Despite the turbulence caused by the Covid 19 pandemic, the industry is showing signs of resilience. Dominating the largest market share, Indigo is an incredible player in this sector. India is on the right track to become the third largest aviation passenger market in the world by 2024. Industry experts have stopped.

#### **Air India**

Air India employee service regulations were developed by Lndia Limited (Nacil) at the National Aviation Company in accordance with the integration of Air Lndia Limited and Lndian Airlines Limited. It is covered by three statements of the Lndian Airlines Ltd. Service Regulations: (i) Lndian Airlines (Flying Crew) Service Regulations (ii) Lndian Airlines Employees (Aircraft Engineering Department) Service Regulations and (iii) Lndian Airlines Employees (Aircraft Engineering Department Additional Employees). Factory Workers and (ii) Order (regulation) Discipline and Appeal. Former Air Lndia Ltd. employee Subject to two statements of Service Regulation/Order: (i) the certification on order applicable to the worker, and (ii) the AIR LNDIA Employee Services Regulation for AIR LNDIA Employee s. These regulations were given as a result of Air Lndia Ltd. Board of Directors handed decision.

#### **Pay-Scales**

Payment scales for employees in various categories correspond to the Public Ministry (DPE) Public Companies (DPE) guidelines and are notified only after approval by the Company's Board of Directors and, if necessary, after approval by the Ministry of Administration/Government.

#### **Allowances**

Certain allowances are given to employees who can be notified from time to time by providing commands in accordance with DPE guidelines and governmental occasional issued.

#### **Regulation of Pay and Allowances**

Employee payments and allowances will be paid from the date he is assigned to the mail or service in which he is appointed, unless otherwise specified in the order of appointment. If he will be appointed by noon.

#### **Pay Fixation on Appointment and promotion:**

- (i) New entrants regarding the initial appointment to a post regarding wage scale shall withdraw minimum salary of the size of the post unless the appointing authority with prior approval of the chairperson and the managing director issue special orders regarding the fixation of his initial pay at a higher A. Consider the special benefits of not consuming five increments on stage his qualifications and experience or written and applied wage scale. However, this does not apply to the years of service that have been counted in the year of promotion. The case of LN transport or appointment is permanently made to operate employees on a higher scale, and the fictitious increase corresponds to the increments drawn by employees on wage scales
- (ii) In his reversal of his content status, employees appointed to higher positions were entitled to the salary they were permitted if he had not been promoted.

#### **Air India's all-women crew flights spread the wings of inclusion**

At Air India, it has always been our efforts to promote fair expression of women with confidence that diversity and inclusion will help promote innovation and growth. Employees form up to 51% of employees. Over 15% of our cockpit crew are women who have made the airline with one of the world's largest pilots. Since returning to Tata Group in 2022, Air India has recorded a significant increase in employee work across all of the airline's activities.

Air India CEO and Managing Director Campbell Wilson highlighted this aspect, saying: "Air India is proud of its colleagues for women and proud of our company's professional contributions in all areas. We are firmly convinced that diversity and inclusion plays a key role in the success of our organization, ensuring equal opportunities for all employees.

#### **Scaling new heights with all-women crew flights**

A special tradition at Air India celebrated the Women's International Day by once again running all flights of the crew to strengthen its commitment to gender equality. The mid-1980s were recognized by the flights of all female crews from Air India all over the world to boldly strengthen more women in a historically male-dominated industry.

Whether the entire female crew of Air India from Delhi to Delhi to San Francisco in 2017 is flying around the world or the entire female crew flight occupying the Polar Route in 2021. I was able to create a new chapter in the history of Indian aviation. I am extremely proud to be a part of it and have personally prepared for this flight for over a year," said Captain Zoya Aggarwal, commander of the flight that flew the first stage of the flight.

Already for the first time in 2016, the entire flight operation of cockpit crews through floor handling of cabin staff, check-in personnel, doctors, customer care staff and operators became female technicians, engineers, flight distributors and groomers. This has helped women in the aviation field play countless roles beyond the traditional roles of cabin staff and pilots. And promote a beneficial environment for you so that you can practice and utilize your potential to the fullest.

#### **Indigo Airlines**

At Indigo, employees are subject to a rigorous, continuous training programme that not only covers technical and operational skills, but also emphasizes leadership and soft skills. This commitment to continuous learning is evident in Indigo's investments in online courses and workshops that help employees stay up to date with industry standards and advancements. The airline focuses on open communication and commitment of employees, and regularly holds town hall meetings and feedback meetings to ensure employees are listened and appreciated. Regular research into employee commitments providing management information will further improve this transparent culture.

#### **Empowering Employees**

Indigo's over 32,000 team members are the company's biggest capital and the mainstay behind its success. We can provide the best customer service for our extremely motivated and dedicated staff. They provide a fair and transparent work environment where individuals can give everything to achieve their goals and support our company in expanding. Employees have what they need to succeed in a violently competitive business world and maintain their position as industry leaders. Our core values are security, trust and teamwork that create an atmosphere where employees grow and succeed.

## Diversity Equity and Inclusion (DEI)

Indigo's workforce is dynamic, diverse and integrated, offering a competitive advantage and meeting the needs of a wide range of consumers. Work environments including talent, regardless of gender, breed, color, religion, caste, creed, ethnicity, language, social and economic status, sexual orientation, disability, national origin, age, marriage status, or birth status, are the basis of DEI's involvement. Under Group Chro, proven DEI managers are responsible for the lifecycle of program management, internal communications and DEI-related activities. The Master of Indigo Dei serves as a pioneer in our integrated culture. Each month, the DEI team updates the vertical executives of the HR department through inclusion issues that need to be addressed and strategies for improvement.

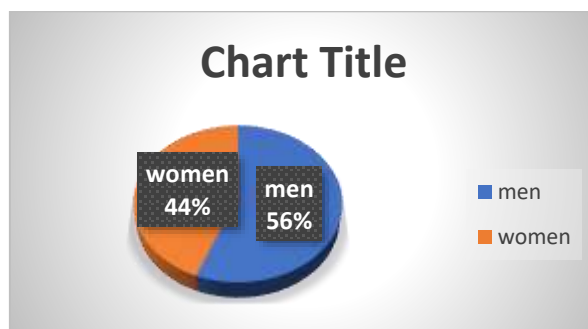
The 25-2025 IATA program, along with airlines and industrial partners, joined the program in 2022, becoming one of the change agents in the aviation sector, and has integrated it very diverse and integrated. We have set out to support the IATA campaign from 25 to 2025. This should achieve the following:

- 1/2 – 50% representation of women overall;
- 1/3 – 33% representation of women in non-crew
- 1/4 – 25% of women hold leadership roles. All operations teams and company teams work very hard to achieve these goals

Workforce Composition: FY 2023

Men- 56%

Women-44%



The aviation sector has historically been dominated by men, with a gender-specific gap becoming more prominent in pilot rollers. Indigo has identified this inequality and aims to shut down female pilots by leading female pilots working with us through support laws and programs. From now on, in 2024, Indigo employs more female pilots than any other airline in the world. Indigo gives female pilots the freedom to choose their own flight schedules so that they can successfully manage their personal and professional duties. Mothers with small children can reduce the number of hours per month depending on availability. Regulatory restrictions during flight during pregnancy give pregnant pilots the opportunity to perform ground tasks

## Compensation and Benefits

At Indigo, our payroll policies address organizational complexity, internal guidelines, market dynamics and business goals. It aims to provide a fair and transparent framework that promotes brand value and competitive advantage. To achieve fair compensation, performance culture wages take into account aspects such as different positions, experience, skills/competence, performance/performance, and more. A thorough, overall declaration of premiums,



including gross payments, retirement benefits (such as pension funds, tips, national pension programs), and other allowances and services for crew staff and non-group staff. The crew's career roadmap and specified compensation amounts for each level are disclosed as part of the employment agreement to maintain transparency

### **Viewing all from a human lens**

At Indigo, we believe in the innate strength of an energetic, diverse and integrated workforce that helps employees' aspects and life experiences promote strong connections with all customers. If our employees and clients' lives are "gender, breed, religion, caste, creed, ethnicity, language, language, social and economic status, sexual orientation, different status, mandal status, family status, and wear, advertising, publicity, and publicity," but our efforts to envelop our employees and clients' lives are not limited to "staying," we will support our financially in enveloping diversity.

### **Indian Ethics and Values Towards Gender Paygap**

Gender-specific wage gaps in India refer to differences in average wages or income between men and women in the country. Despite constitutional provisions and various efforts to promote gender equality, gender-specific wage gaps in India remain an important topic.

According to a report published by National Statistics, "Women and Men 2022" differences between wages between men and women have expanded over the past decade, resulting in the gap continuing at higher wage levels.

Indian men will generate 82% of their labor income, but according to the initial estimate of gender-specific inequality in global yields presented in 2022 inequality worldwide, they earn only 18%.

There is greater awareness and advocacy in terms of topics and political measures to promote women's equality and women's economic strengthening to improve gender-specific wage disparities.

### **What are the Reasons for the Gender Pay Gap?**

**Professional separation:** Women usually focus on low-paid occupations such as nursing and administrative work, while men in high-paying industries such as technology, engineering and finance are overrepresented.

**Discrimination:** Women can be exposed to attitude, advertising campaigns and payment bias, even if their qualifications and experience correspond to those of male colleagues.

**Employees Participation:** Women can rather spend time, spend time, care for children and elderly relatives, leading to disruptions in their career paths and overall income.

**Negotiation:** Because women are less likely, women are less likely to negotiate higher wages or services, and may have lower reward packages.

**Less Access to Education and Training:**

- The patriarchal belief that girls and women must be people who have to do household chores may have less access to education and training opportunities.
- This limits the ability to obtain the skills and registration information required for high-paying jobs.

**Inability to Work Irregular Hours:**

- In many jobs, employees need to spend irregular hours. B. Women cannot spend irregular hours on or overtime or for safety reasons.
- This could lead to women paying less than men who can be handed over or have a more flexible schedule.

**Lack of mobility to achieve job sites:**

Women also often have transportation challenges B. Lack of access to reliable transportation that can limit their ability to reach places of employment. This could lead to women being excluded from certain employment or industries, limiting the potential for revenue.

**Discontinuity of experience due to family responsibility:**

Women spend more time than men tending to care for their children and other families. This can lead to experience discontinuities, making it more difficult for women to promote their careers and earn a higher salary.

### What are the Related Initiatives/Constitutional Provisions?

- **Constitutional Provisions:** The Indian Constitution guarantees both men and women, according to Articles 39(d) and 42.

**The Equal Remuneration Act:**The law was passed in 1976 to ensure that men and women are paid for the same job. The law applies to all organizations, whether public or private, and covers both regular and accidental employees.

**The Maternity Benefit Act:**This law provides for employee maternity leave and other benefits. In 2017, the period of maternity leave was changed to increase from 12 weeks to 26 weeks.

**Sexual harassment (prevention, prohibition, compensation) behavior of women at work:**The law was passed in 2013 to provide protection against sexual harassment in the workplace. All employers must determine the mechanisms of legal remedies for symptoms to ensure that women are not discriminated against in terms of wages and working conditions.

**Others:**In 2022, India's Cricket Committee (BCCI) announced a wage equity policy in which he said that his central contracted male and female players would receive the same game fee.

### What Should be the Way Forward?

Strengthen the law:

Existing laws can be strengthened and new laws will be introduced to prevent discrimination by gender in the workplace. For example, the same compensation law of 1976 can be implemented more strictly to ensure the same payment for the same work.

Offering Training and Development:

Female employees will receive training and development opportunities to improve their skills and knowledge.

Authority to Women:

Women can encourage them to negotiate better payments and benefits by providing better opportunities and getting managerial positions in their organization. This will help break the cycle of gender discrimination and lead to more women in leadership roles.

Ensure the same distribution of work:

- The burden of budget work and childcare often disproportionately for women, allowing them to advance their ability and careers outside the home.
- To address this, it is important to promote a fair distribution of housework and childcare between women and men.
- This can be achieved through guidelines such as parental leave, flexible labor agreements, and affordable childcare services.

### Indian Airlines Pay system

**Air India Pay system for Engineers and Executives**

	Pre Revised Pay scale	Existing Scale	Gr.	Revised Pay scale 2007
ED	9,500-11,500	23,750-28,550	E-9	62,000-80,000
GM	8,500-10,300	20,500-26,500	E-8	51,300-73,000
DYGM	7,775-9,700	18,700-22,950	E-7	43,200-66,000
SRMGR	7,550-9,675	16,750-20,700	E-6	36,600-62,000
CH A/C ENG	7,350-9,400	16,050-19,900	E-5	32,900-58,000
CH A/C ENG	7,150-8,850	15,350-19,100	E-4	29,100-54,500
SR A/C ENG	6,750-8,575	12,400-16,400	E-3	24,900-50,500
A/C ENG	5,675-8,025	10,100-15,000	E-2	20,600-46,500
ASST A/C ENG	1,975-7,550	9,000-14,300	E-1	16,400-40,500

Air India Pay system for technical officers as on 1.4.2007

Gr.		
E-8	GM(SS)	51,300-73,000
E-7	DGM(SS)	43,200-66,000
E-6	Sr. AGM(SS)	36,600-62,000
E-5	AGM CH ENG(SS)	32,900-56,000
E-4	Dy CH ENG (SS)	29,100-54,500
E-3	Sr. ENG(SS)	24,900-50,500
E-2	ENG(SS)	20,600-46,500
E-1	Dy.ENG(SS)	16,400-40,400

### CONCLUSION

This paper has five objectives: First, through secondary data, assess Indian Ethics and Values followed by people. Second, whether there exists any gender wage gap in the Indian Airline market? Remaining , Employee Retention and Attrition. Ramayana and Mahabharata contain explicit cases of working on the right actions for civil servants. Indian airlines offering different pay scales and allowances to their employees with proper regulations. There are many reasons for Gender paygap in Indian airlines industry. They are Occupation, Discrimination, Empowerment of employees, lack of training etc.

If Indian airlines want to use a rich potential workforce, initiatives for their ability to develop their own discretion should address (a) to address the labour market offer page, (b) to promote industry, measures to create gender through automation, and other measures to address labor market demand. Only when women in the working age group (currently around 25% of India's population) are integrated into the labour market offer pipeline will a country be able to use competitive advantages from its younger demographic profile.

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