Does Workplace micro-inequalities in an organisation have any positive impact in the employee productivity?

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Abstract

The purpose of this study is to assess how workplace micro-inequalities affects work engagement, specifically in terms of employee silence and knowledge sharing. Additionally, it seeks to examine the role of psychological contract breach in moderating the relationship between micro-inequalities and silence. The findings of this study indicate that workplace micro-inequalities is positively associated with employee silence and negatively associated with work engagement. Furthermore, the results demonstrate significant relationships among all moderation and mediated variables. However, the results suggest that workplace micro- inequalities does not have a positive impact. It is important to note that this study has certain limitations, including the use of a survey-based questionnaire, a cross-sectional research design, and convenience-based sampling. Nevertheless, the insights from this study have valuable for practitioners and policymakers in developing anti-micro-inequalities laws that foster a positive work environment which promotes equal workplace opportunities for all employees.

Keywords: Workplace micro-inequalities, Work engagement, Employee silence, Anti-micro-inequalities laws, Equal workplace opportunities

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Introduction

The issue of workplace micro-inequalities has become a prominent concern within the realm of employment. Micro-inequalities in the workplace not only negatively impacts the well- being and productivity of employees but also hinders their ability to express their unique individuality and creativity. Consequently, organisations are now making concerted efforts to establish environments free from micro-inequalities, where employees can thrive without such disturbances. Workplace micro-inequalities encompasses psychological, social, and organisational aspects that employees often face in their professional settings. It involves repetitive actions targeted at individuals, causing them embarrassment. It is worth noting that workplace micro-inequalities can occur both intentionally and unintentionally.

The mental and psychological well-being of employees has a direct impact on their performance. Researchers determined a concerning trend in workplace micro-inequalities, with the global victimisation rate increasing from 75% in 2008 to 94% in 2019(Tomaskovic- Devey et al., 2014). Micro-inequalities take various forms, including hostile email tones, negative remarks from colleagues, and managers shouting at employees. Additionally, excessive workload, negative feedback, and unrealistic deadlines contribute to the prevalence of workplace micro-inequalities. It is worth noting that women experience higher rates of micro-inequalities and suffer more severe consequences. Surprisingly, only 17% of reported cases are addressed by internal inquiry committees within organisations (Silver et al., 2018). Disrupted employees lose focus and productivity and are unable to meet customer needs. Micro-inequalities can negatively impact employee performance, engagement and task engagement. When employees are mistreated, they are less motivated, exhibit counterproductive behaviours in the workplace, and are less likely to engage in productive activities. Researchers noted that workplace micro-inequalities can have a negative impact on employees' mental, physical and emotional health (Woodhead et al., 2023). Since then, previous scholars (Abott et al., 1988, Acker et al., 2006) have highlighted the relationship between micro-inequalities and engagement in terms of engagement, performance, and customer satisfaction. It is interesting to understand how bullied employees fare when sharing knowledge within the organisation. Some employees choose to remain silent, while others prefer to express their displeasure by expressing reservations. Employees who are bullied may react differently, but this can have both short- and long-term consequences. Various researchers explained that workplace micro-inequalities can have a negative impact on employee performance. However, the relationship between knowledge sharing and employee silence has not been studied earlier, especially when psychological contract violation affects the relationship as a moderator (Avent-Holt, et al., 2010).

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This study aimed to measure the impact of workplace micro-inequalities on young professionals, as well as the mediating role of employee silence and knowledge sharing, and its impact on job engagement in the corporate sector of Kolkata, India. However, the moderating effect of psychological contract violation can also be measured through the micro-inequalities-silencing relationship. Contextual factors such as employee tenure, industry, and experience are also monitored because they contribute to a more complete understanding of potential relationships and biases that may exist. Since this study focused on junior employees, employees' length of service with the company was monitored. Employees who have been with a company for a long time may have different perspectives and experiences than those who are new to the company, which can affect the relationships between variables. Employers are working hard to control micro-inequalities in the workplace, but it is difficult and therefore remains overlooked. Another contribution is a detailed discussion of the mediating role of employee silence in workplace micro-inequalities and work engagement, a topic that has attracted considerable scholarly attention. Commitment is defined as the satisfaction and determination to complete a task. Its main ingredients include strength, devotion and absorption. In this study, workplace micro-inequalities was considered as a two-dimensional construct, namely work-related micro-inequalities and personal micro-inequalities. Work-related micro-inequalities may include giving employees unrealistic deadlines or assigning tasks that are below the employee's ability level. Personal micro-inequalities include excluding an employee from a group, deliberately spreading false information about that person, and humiliating that person through entertainment. This study is unique for several reasons as it raises the idea of workplace micro-inequalities and its impact on employee engagement. First, the study provides insights into the impact of workplace micro-inequalities on junior employees in the corporate sector, which has been under-researched. Secondly, studying employee silence as a mediator between micro-inequalities and work engagement can help understand the psychological process of micro-inequalities's impact on employees. Furthermore, examining knowledge sharing as an effect of micro-inequalities and employee silence highlights the potential negative impact of micro-inequalities on organisations by reducing knowledge sharing among employees.

Negative Impact of Workplace Micro-inequalities

The negative impact of workplace micro-inequalities is pervasive and far-reaching, inflicting harm not only on the individual targets but also on the overall organisational culture and productivity. At its core, workplace micro-inequalities manifests in various forms, including

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verbal abuse, intimidation, humiliation, and exclusion. These hostile behaviours create a toxic environment where employees feel threatened, powerless, and demoralised. The psychological toll on victims is profound, leading to increased stress, anxiety, depression, and even post-traumatic stress disorder (PTSD). Moreover, workplace micro-inequalities undermines trust and camaraderie among colleagues, eroding teamwork and collaboration essential for achieving organisational goals. The presence of micro-inequalities behaviour fosters a culture of fear and silence, where victims are reluctant to speak up for fear of retaliation or further victimisation. This silence perpetuates the cycle of abuse, allowing perpetrators to continue their harmful actions unchecked. Beyond the immediate effects on individual well-being, workplace micro-inequalities also exacts a heavy toll on organisational performance. Employee morale plummets, leading to decreased job satisfaction, engagement, and ultimately, higher turnover rates. The loss of skilled employees due to micro-inequalities not only disrupts productivity but also incurs significant financial costs associated with recruitment, training, and lost expertise. Moreover, the negative reputation garnered by organisations with a micro-inequalities culture can deter top talent from seeking employment, further hindering growth and innovation. In addition to its human and financial costs, workplace micro-inequalities also carries legal ramifications, as victims may pursue legal recourse for discrimination, harassment, or hostile work environment. Organisations found liable for permitting or perpetuating micro-inequalities behaviour may face hefty fines, legal fees, and repetitional damage. Furthermore, failing to address workplace micro-inequalities can result in regulatory sanctions and loss of accreditation, further tarnishing the organisation's standing in the eyes of stakeholders. In summary, the negative impact of workplace micro-inequalities extends far beyond the individual level, corroding organisational culture, stifling productivity, and exposing employers to legal and financial liabilities. Addressing workplace micro-inequalities requires a concerted effort from leadership to foster a culture of respect, empathy, and accountability, where all employees feel valued, supported, and empowered to speak out against mistreatment. Only by taking proactive measures to eradicate workplace micro-inequalities can organisations cultivate a healthy and inclusive environment conducive to individual well-being and organisational success.

Literature Review / Background of the Study

In this article, we outline a dynamic, relational theory of workplace inequalities by beginning with the basic model offered by Charles Tilly in Durable Inequality that categorical distinctions, such as gender or education, are mapped, exaggerated, and naturalised within organisational divisions of labour (Tomaskovic-Devey et al., 2014). This is visible in their under-representation

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at senior levels and over-representation in disciplinary proceedings and is associated with adversities such as greater depression, anxiety, somatic symptoms, low job satisfaction and sickness absence (Woodhead et al., 2023). The unintentional and systematic biases experienced by women, ethnic and racial minorities, people with disabilities, sexual and gender minorities, among other groups, raise ethical implications about social justice in multiple interdependent contexts the workplace, clinical care, educational programs, academic societies, and policy initiatives (Silver et al., 2018). People often misperceive their group condition, as our evidence will show, and these misperceptions carry two profound consequences for research. These mismatches reveal it is problematic to assume uniformity in the way different members of a group perceive their group situation. First, not all members perceive their group is disadvantaged, and consequently, not all members are susceptible to mobilization mobilisation (Abott et al., 1988). We pay particular attention to different key mechanisms that could be driving the division of labour, and how contextual level influences relate to these mechanisms. In doing so, we adopt the general perspective on micro-macro links in rigorous sociology (Acker et al., 2006). At a macro level, status stabilises resource and power inequality by transforming it into cultural status beliefs about group differences regarding who is "better" (esteemed and competent). But cultural status beliefs about which groups are "better" constitute group differences as independent dimensions of inequality that generate material advantages due to group membership itself (Avent-Holt, et al., 2010). The model we use is a linearised incomplete markets model, enriched to incorporate risk-sharing while maintaining tractability. Our estimates suggest that taking risk sharing into account is important for the model fit; that the increase in inequality in the 1980s was mainly permanent; and that inequality is driven almost entirely by idiosyncratic income risk (Baker, W. E. et al., 1993). The paper argues that the 4IR is advocated by the corporates to increase their production because they are well-resourced and is a disadvantage to the SMEs due to their poor resources.

The inadequate analysis of the business inequalities due to the inception of the 4IR provides a vacuum for further conceptual investigation of the phenomenon (Becker et al., 1962). We argue that the extensive margin elasticity should not be treated as a free parameter. Macro models should be calibrated to match micro estimates of extensive margin elasticities in the same way that they are calibrated to match micro estimates of intensive margin elasticities (Berrey et al., 2014). A growing literature addresses working from home, but focuses only on individual workers, overlooking potential influence of co- worker engagement. Our aim is to study the influence of co-workers working from home on individual and team performance (Healy, et al.,

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2011). The devaluation of an occupation depresses wages for all employees in that occupation. Together, occupational segregation based on gender and ethnicity and the dynamics of occupational devaluation provide explanations for earnings differentials found at high levels of aggregation for instance, at the level of societies, occupations, and organisations (Gorman et al., 2005). The paper is organised as follows. The next section outlines the problem statement and research questions. Section 3 reviews literature on the relation between gender and business performance, Section 4 outlines data sources and specifies a model for the relationship between enterprise performance and gender while controlling for other variables, and Section 5 reports and discusses the empirical results (Chirwa et al., 2008).

Objectives

- To understand whether the employee productivity is remotely affected by micro-inequalities in an organisation.
- To understand whether micro-inequalities in an organisation place any positive impact on employee productivity.

Research Methodology

This research adopts a computational approach to perform sentiment analysis on social media texts, specifically targeting tweets. The methodology involves three main stages: data collection, pre-processing, and analysis. In the first stage, responses relevant to the research topic are collected by interview method, focusing on specific keywords. During pre- processing, the data undergoes cleaning—removing noise such as hashtags, URLs, and stop words—to enhance the quality of the analysis. For the analysis, the study employs Long short-term memory (LSTM) model, uses a trained sentiment analysis model from the Python library, NLTK. The model classifies the sentiment of each tweet into positive, negative, or neutral categories. The results are statistically analysed to identify sentiment trends over time, providing insights into public opinion on the chosen topic.

Analysis and Findings

The Figure 1 below depicts the demographic profile of the respondents. The age group that we have targeted for the collection of data is 18 to 45 and above. It gives us a very varied and dynamic idea about the hierarchical micro-inequalities that might take place in an organistion. The above

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figure shows the demographic profile of the respondents. The age group that we have targeted for the collection of data is 18 to 45 and above. It gives us a very varied and dynamic idea about the hierarchical micro-inequalities that might take place in an organisation. In this varied age groups, 55.6% of respondents were in the age group 18-25, 33.3% of respondents were in the age group of 25-35, 6.7% of the respondents were in the age group of 35-45 and the rest 4.4% of the respondents were in the age group of 45 and above.

Figure 1: Respondents Demographic Profile
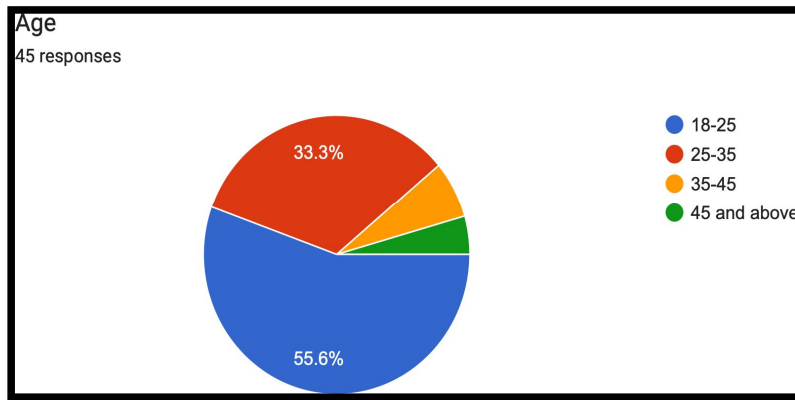

The Figure 2 below identifies the gender distribution of the respondents. We have taken responses from 45 different people in the corporate, out of which 55.6% of the respondents were MALE and the rest 44.4% of the respondents were female. This distribution allows us to get an idea of both the male and female perspectives.

Figure 2: Respondents Gender Distribution
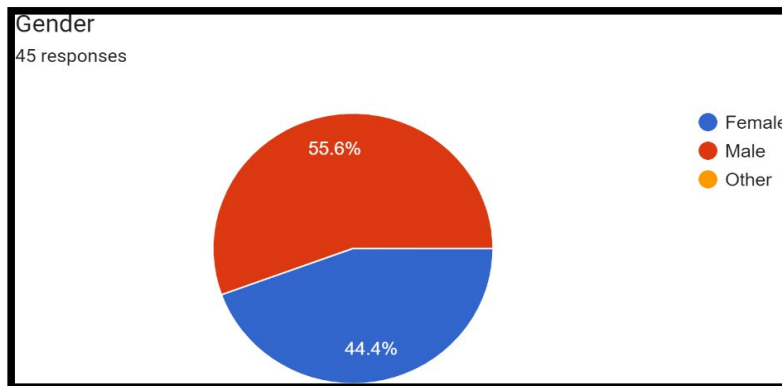
The Figure 3 identifies the instances of workplace micro-inequities. We have asked the respondents a question whether they have faced workplace micro-inequalities during their office tenure. Out of which 82.2% of the respondents said YES and the rest 17.8% respondents said NO. This gives us a clear understanding that majority of the employees in the corporate have faced workplace micro-inequalities which is concerning.

Figure 3: Instances of Workplace Micro-Inequalities
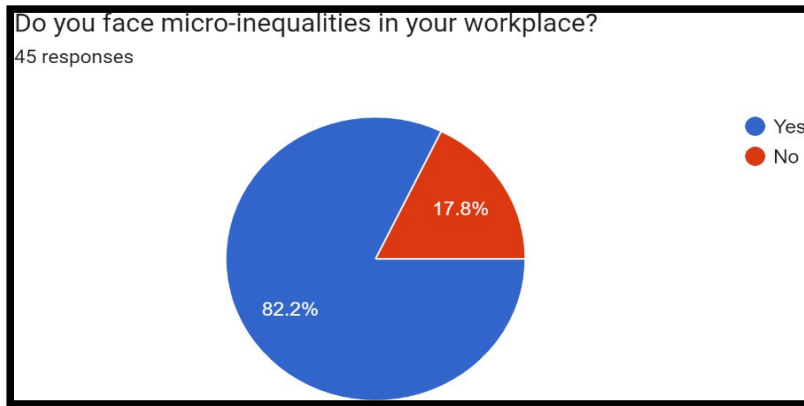
The Figure 4 below identifies the impact of micro-inequities. We have asked the respondents a question whether according to them workplace micro-inequalities have any positive impact or not and in which 86.7% of the respondents have said NO, 11.1% of the respondents have said MAYBE and the rest 2.2% of the respondents have said YES.

Figure 4: The impact of Micro-Inequalities

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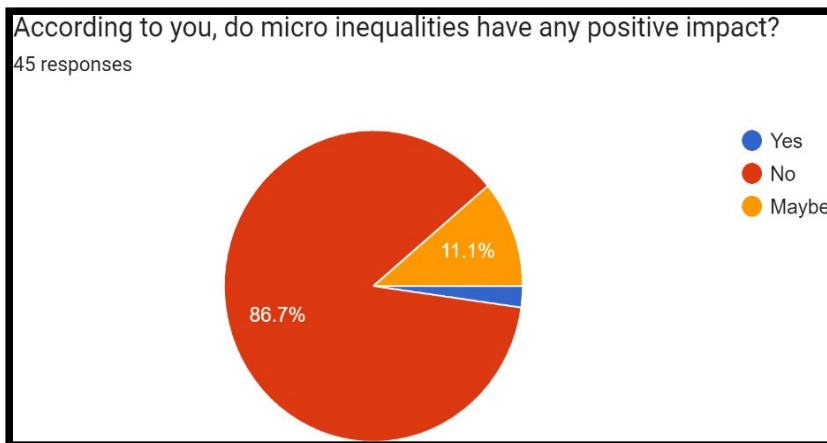
We have taken interviews of different corporate employees from different age groups to complete this dataset. The main motive behind collecting this data set is to identify whether Workplace micro-inequalities have any positive impact on the productivity in the organisation. We have collected data in the form of Dichotomous questions i.e., Yes and No answers. We have performed Sentiment Analysis on a particular dataset which showed the Positive/Negative impact of workplace micro-inequalities.

The table below depicts the dataset that we have used to complete the sentiment analysis. The dataset has 45 different responses that portrays a certain emotion and we have tagged each and every data as a POSITIVE(P) and a NEGATIVE(N) data which further helps in running the analysis. In this very dataset, 60% of the respondents have portrayed NEGATIVE(N) emotion and the rest 40% of the respondents have portrayed POSITIVE(P) emotions.

We have used the Long short-term memory (LSTM) model and Tokenizer to run the sentiment analysis on the given dataset. Long Short-Term Memory (LSTM) models are a type of recurrent neural network (RNN) architecture designed to overcome the limitations of traditional RNNs, especially in handling long-term dependencies. LSTMs are particularly useful in processing, predicting, and classifying data points in time series data, making them ideal for applications in natural language processing, speech recognition, and more. A Tokenizer is a crucial component in natural language processing (NLP) that breaks down text into smaller units called tokens. These tokens can be words, subwords, characters, or even phrases, depending on the Tokenizer's design and the specific task at hand. Firstly, the dataset was converted into lowercase. The dataset was then trained by LSTM so that it can give the desired result from the dataset. The analysis has provided us with 93% accuracy and as it is pre-trained, it can further provide us the analysis if new employees give their particular data in the existing dataset.

Running the sentiment analysis on the dataset has given us the way to identify the motion of a particular response, whether it is positive or negative. Sentiment analysis surely is a great tool to analyse the working environment in the organisation and what the employee camaraderie is in the workforce.

Untitled form-2	
What are the after effects of work place micro- inequalities?	label
I feel stressed and my productivity decreases as a result of that.	N
It's can harm your motivation level	N
Affects work culture	P
Stress	N
Stress	P
Lack of motivation towards work.	N
Demotivation to go to work, not being able to perform well	N
Bad	P
Lack of motivation, engagement.	N
Your morale goes down. It affects your Emotional Quotient and creates a negative impact in your productivity	N
Lowered job satisfaction.Increased stress levels.Heightened feelings of isolation.	N
According to me, Weakened team cohesion.Decreased employee engagement.	N
Lower levels of employee trust.Increased conflict among employees.	P
Reduced creativity and innovation.Heightened risk of burnout.Decrease in overall company performance.	N
Weakened employer brand.Reduced likelihood of employee referrals.Difficulty in attracting diverse talent.	N
Emotional weakening	N
Impaired decision-making due to reduced diversity of thought.	P
Reduced customer satisfaction due to lower employee morale.	N
Increased scrutiny from external stakeholder. Decrease in morale	N
A hit to confidence. Receding desire to fulfill deadlines	P
I would not know . My workplace doesn't entertain micro inequalities	P
Long-term damage to the company's culture and identity.	N
Erosion of employees' commitment to the company's mission and values.	N
Creation of barriers to effective problem-solving and creativity.Underutilization of employee talents and skills.	N
Increased pressure on HR and management resources to address issues.Reduction in the overall sense of fairness and justice within the company.	P
Escalation of micro-aggressions into more overt conflicts.Worsening of social divides within the workplace.	N
Lower levels of customer or client trust due to perceived instability.	P
Difficulty in achieving team goals and objectives.	N
Creation of a defensive work atmosphere.Reduced likelihood of employees	P
Challenges in achieving equitable promotions and pay raises.Increased dependency on sick leaves and mental health days.	N
Erosion of the company's reputation in the industry.Financial losses stemming from reduced productivity and potential legal challenges	N
Decrease in the quality of work or service delivery.Impediment to innovation due to a lack of diverse perspectives.	N
Lower overall workplace morale.Rise in grievances and complaints to HR.	N
Hindered global competitiveness due to a lack of diversity.Escalation of micro-aggressions into more overt conflicts.	N
Not aware of anything as such	P
Undervalue yourself, morale down, affect productivity	P
Increased legal risks and potential for discrimination lawsuits.	P
Strengthening of implicit biases.Lower overall workplace morale.	N
Multiple negative effects.	N
Damage to organizational reputation and employer brand, leading to difficulty in attracting and retaining top talent.	N
Higher turnover rates as employees seek more inclusive environments.	N
Difficulty in building trust and collaboration within teams.	N
Diminished sense of belonging and inclusion.	P
Negative impact on mental health and well-being	N
Can't give a clear idea due to lack of knowledge and experience	P

Table 1: Positive and Negative responses division

Conclusion

Workplace micro-inequalities, a persistent pattern of mistreatment from others in the workplace that causes either physical or emotional harm, has far-reaching consequences not only for individuals but also for organisations and society at large. It manifests through various forms, including verbal, nonverbal, psychological, and physical abuse, as well as humiliation. This toxic behaviour erodes an individual's dignity, safety, and well-being, leading to significant negative impacts that can be long-lasting. Firstly, the psychological toll on victims of workplace micro-inequalities cannot be overstated. Individuals subjected to such environments often experience a plethora of mental health issues, including stress, anxiety, depression, and even post-traumatic stress disorder (PTSD). The constant state of hyper-vigilance to avoid harassment or demeaning acts can lead to emotional exhaustion, diminishing an individual's capacity for personal and professional growth. This mental strain not only affects their productivity and engagement at work but also spills over into their personal lives, straining relationships and social interactions. Moreover, the physical health of those bullied can also deteriorate. The stress associated with being in a hostile work environment can lead to high blood pressure, sleep disturbances, and a weakened immune system, making individuals more susceptible to illnesses. The somatic symptoms serve as a stark reminder of the corrosive effect of micro-inequalities on physical well-being. From an organisational perspective, workplace micro-inequalities undermines team dynamics, morale, and overall productivity. It fosters a culture of fear and competition rather than collaboration and support, leading to increased absenteeism, high turnover rates, and reduced efficiency. The financial implications for organisations are significant, encompassing not only lost productivity but also the potential legal costs associated with litigation and settlement. Moreover, companies with a reputation for tolerating micro-inequalities may find it challenging to attract and retain top talent, further impairing their competitive edge. On a societal level, workplace micro-inequalities reflect deeper systemic issues within work cultures that prioritise results over ethical behaviour and employee well-being. It highlights the urgent need for comprehensive strategies to address and mitigate such behaviour, including stricter legislation, robust organisational policies, and a shift towards fostering inclusive and respectful work environments. In conclusion, the negative impacts of workplace micro-inequalities extend far beyond the immediate harm to individuals, affecting organisational health and societal norms. It is imperative for stakeholders at all levels to recognise the gravity of this issue and to work collaboratively towards creating safer, more supportive workplaces. Only through sustained effort can we hope to mitigate the profound

consequences of workplace micro-inequalities, paving the way for more humane and productive work environments.

Limitations

In assessing the negative impacts of workplace micro-inequalities, this research navigates a complex and multifaceted terrain, yielding insights of significant value. However, the study's depth and breadth are inherently constrained by several limitations, which warrant careful consideration for a comprehensive understanding of its findings and implications.

Firstly, the study's methodological approach, while robust, predominantly relies on self-reported data through surveys and interviews. This reliance subjects the findings to potential biases, including recall bias and social desirability bias, as participants may inadvertently misrepresent their experiences or underreport incidents of micro-inequalities due to the desire to conform to social norms or expectations. Consequently, the prevalence and impact of micro-inequalities might be underreported, skewing the research outcomes.

Secondly, the research's scope, by necessity, focuses on a selection of industries and organisational sizes, limiting the generalisability of its conclusions across different sectors and cultures. Workplace dynamics and the manifestation of micro-inequalities can vary significantly across industries, organisational cultures, and geographical locations. Therefore, while the findings offer valuable insights, they may not fully encapsulate the nuances and diversity of experiences in workplaces not included in the study's sample.

Moreover, the cross-sectional design of the study provides a snapshot of the impact of workplace micro-inequalities at a specific point in time. This design limits the ability to infer causality or track the evolution of attitudes and behaviours over time. Longitudinal studies would be required to understand the long-term effects of micro-inequalities on individuals and organisational culture.

Lastly, the evolving nature of work environments, especially with the increasing prevalence of remote and hybrid work models, introduces new dynamics in how micro-inequalities manifest and are experienced. This study's findings may not fully capture these emerging trends, highlighting the need for ongoing research to adapt to changing workplace contexts.

In conclusion, while this research contributes valuable insights into the negative impacts of workplace micro-inequalities, these limitations underscore the importance of continued

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investigation into this critical issue, employing diverse methodologies and samples to enrich our understanding and develop more effective interventions.

Implications

Workplace micro-inequalities, a persistent pattern of mistreatment from others in the workplace that causes either physical or emotional harm, can manifest through a variety of actions, including verbal, nonverbal, psychological, and even physical abuse. An analysis of the impact of workplace micro-inequalities reveals multifaceted negative consequences, spanning from individual psychological and physical health detriments to broader organisational dysfunction. This interpretation delves into the profound and pervasive effects of workplace micro-inequalities, underscoring the urgent need for effective interventions. At the individual level, the repercussions of being subjected to workplace micro-inequalities are profound and far-reaching. Psychologically, victims often experience increased stress, anxiety, and depression, leading to a significant deterioration in mental health. This heightened stress response can also manifest physically, leading to issues such as insomnia, high blood pressure, and a weakened immune system. The constant state of heightened alertness and anticipation of micro-inequalities behaviour can create a chronic stress condition, exacerbating or leading to serious health conditions. The emotional toll includes diminished self-esteem and self-efficacy, making individuals doubt their capabilities and value. This erosion of self-worth can permeate every aspect of a victim's life, impacting relationships outside of work, personal development, and overall life satisfaction. The sense of powerlessness and isolation often felt by victims can further alienate them from seeking help or engaging in social interactions, both within and outside the workplace, leading to a pervasive sense of loneliness and disconnection. Beyond the individual, the ripple effects of workplace micro-inequalities extend to the organisational level, manifesting in decreased productivity, increased absenteeism, and higher turnover rates. Micro-inequalities creates a toxic work environment, breeding mistrust, diminishing team cohesion, and stifling open communication. When employees are more focused on navigating interpersonal minefields than on their work, creativity, and innovation suffer. Furthermore, the constant turnover resulting from individuals leaving the toxic environment can lead to significant financial losses for the organisation. The costs associated with recruiting, training new employees, and the loss of organisational knowledge and continuity can be substantial. Legal and reputational risks also escalate in environments where micro-inequalities is prevalent. Organisations may face lawsuits, compensation claims, and regulatory penalties if they fail to address and mitigate workplace micro-inequalities. The damage to an organisation's reputation

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can have long-lasting effects, making it difficult to attract top talent and retain clients or customers who are increasingly socially conscious and value ethical business practices. This analysis indicates that the impacts of workplace micro-inequalities are not isolated to the individuals directly involved but have comprehensive implications that affect the broader organisational ecosystem and society at large. The case for implementing robust anti-micro-inequalities policies and fostering a culture of respect, diversity, and inclusion is clear. Organisations must adopt a zero-tolerance approach to micro-inequalities, offering training to employees and managers on recognising and addressing micro-inequalities behaviours. Creating multiple, accessible avenues for reporting incidents and ensuring confidentiality and protection from retaliation for those who come forward are critical components of an effective anti-micro-inequalities strategy.

Lastly, workplace micro-inequalities is a pervasive issue with deep-seated consequences that extend beyond the individual to impact organisational health and effectiveness. The negative outcomes of micro-inequalities underscore the importance of proactive measures to cultivate a workplace environment characterised by respect, empathy, and collaboration. By addressing workplace micro-inequalities head-on, organisations can not only mitigate its detrimental effects but also enhance employee well-being, productivity, and overall organisational resilience.

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Annexure

QUESTIONNAIRE
Demographic Profile

Gender	Male	Female	Other	
Age	**18-25**	**25-35**	**35-45**	**45 & above**

Type of collection responses we used the Dichotomous Questions : 1=Yes, 1.5=Maybe, 2= No.

Question	Yes	No	Maybe
Do you face micro-inequalities in your workplace?	1	1.5	2
Does micro inequalities in general affect	1	1.5	2
Does your organization have any preventive measure for micro inequalities?	1	1.5	2
According to you, do micro inequalities have any positive impact?	1	1.5	2
Did you witness any micro inequalities in your organization?	1	1.5	2
Did you prevent micro inequalities from taking place?	1	1.5	2

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