



Gender discrimination at work place

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Abstract

Gender Discrimination at work place continues to be a major problem in the work place despite the passing of time since laws as title VII or the equal pay. As modern society has made clear, women base the ability to perform with equal skill and success in virtually every endeavour engaged in by men - including employment, athletics, academics and politics. But it is sex discrimination to provide different working condition, salaries, hiring, promotion or bonus criteria to women and men. A unique form of sex discrimination is sexual harassment.

Keywords: dowry, domestic violence, education of women, gender discrimination, role of women in society, female infanticide, child labour, women in agriculture in India, female feticide in India, centre for social research

Introduction

Gender Discrimination at work place is very major problem. Discriminations against individual because of gender identity, including transgender status, or because of sexual orientation is discrimination because of sex in violation of title VII.

Gender Discrimination examples include, but are not limited to work place discrimination, sexual discrimination, pregnancy discrimination, and wage discrimination.

In some parts of the world - discrimination is strict and almost arbitrary. PCI provides training to saving group participates in governance, record keeping, saving and lending, and entrepreneurship.

The women empowered initiative is currently implemented in 12 countries Guatemala Bolivia, Nicaragai Haiti, The VS, Ethiopia Malawi - with a current membership of over 438000.

- Females are meant to do household work so are highly neglected for the education.

According to reports, Girl make up for more than 50% of those 75 million children currently denied primary education and women form the vast majority of the 776 million illiterate person worldwide.

Gender discrimination articles

- Civil Rights Act of 1991
- Equal pay Act of 1963
- The maternity benefit Act, 1961
- Equal pay and discrimination against women
- The Lily led-better fair pay Act
- Title VII of the civil rights Act of 1964
- Equal employment opportunity
- The plantation labour Act, 1951
- Dowry prohibition Act, 1961
- The Hindu marriage Act, 1955
- The family courts Act, 1954

Society without women

1. Sex ratio decline in India
2. 78% of labour force in agriculture
3. Correlation between development and sex ratio
4. Almost 100% kitchen work
5. Child care
6. House hold work

Equality for all citizens irrespective of gender caste, religion or race forms as per constitution but India is still a society with a strong preference for sons.

Sexual harassment at the work place

- Physical contact and advances
- Demand or request for sexual coloured remarks
- Showing any pornography
- Any unwelcome physical, verbal or non-verbal conduct of a sexual nature

Gender Inequality

Gender inequality refers to unequal treatment of perceptions of individuals based on their gender it arises from differences in socially constructed through chromosomes brain structure, and hormonal differences. Gender Inequality stems from distinctions, whether empirically or socially constructed.

Gender Inequality is still a huge issue today where males are considered superior to females.

Why is there gender inequality in the work place?

1. **Taking care of family:** Women losing seniority and missing out on wage increases from maternity leave, or working less hours taking care of their families.
2. **Education:** In the past women had lower level of education so were unable to get better jobs.
3. **Discrimination:** Some girls/women are only hired if they

look a certain way.

4. **Sexual Harassment:** Many women are sexually harassed and belittled at work and some too afraid to come forward in case it jeopardizes their jobs.
5. Religious abuse and inequality is seen in Taliban and afghan communities where women must be governed.
6. **Limited access to resources:** Women are responsible for 60-80% of food production, but have limited access to resources such as land, credit and new technologies
7. **Access to healthcare:** Many women die in child birth in the developing world and is usually completely avoidable if proper healthcare was available women do not know about HIV/AIDS

Unlawful sex discrimination occurs when employers treats an applicant or employee differently and less favourably because of his or her sex or gender. For sex discrimination to be illegal it has to involve different treatment that negatively affects the terms or conditions of employment terms and conditions employment include things like your employment status, your job position or duties, your work schedule, job location pay rate, salary, training opportunities.

In India, discriminatory attitude towards men and women have existed for generations and affect the lives of both genders. Although the constitution of India has granted men and women equal rights, gender disparity still remains. Gender discrimination violated human rights these are mostly seen in family land sharing among sisters and brothers.

Education is not wise attained by Indian women. Although literacy rates are increasing females literacy rate lags behind the male literacy rate.

Literacy for females stands at 65.46% compared to 82% compared to 82.14% for male.

Discrimination against women has contributed to gender wage differentiate, with Indian women on average earning 64% of what their male counterparts earn for the same occupation and level of qualification.

Gender discrimination in India

1. Poverty - in India of the total 30% people who are below poverty line, 70% are women
2. Literacy - the disparities become more visible between male and female literacy rate during 2000 the literacy rate for males increased from 56% in 1981 to nearly 76% in 2001.
3. Lack of Employment facilities - women are not able to resolve the conflict between new economic and domestic roles.
4. Social Customs - the social stigma that women are housekeeper and should be confined the four walls of the houses is perhaps a viable cause of gender disparity.
5. Lack of awareness of women - most of women are unaware of their rights and capabilities.

The most deep rooted forms of gender inequality had been built into the structure of traditional Indian society. In the traditional society the inequality between males and females existed to a large extent women were looked socially, economically and politically women became scape goats of many traditions and customs. The Govt. of India has taken

several measure and also making endeavoured to hoist the status of women in the society in order to promote equality men and women.

Conclusion

There are significant fallouts that result from gender discrimination in the work force on both macro and micro level practices such as wage gap, hegemonic masculinity, and sexual assault in the work place have enormous effect on the individual level. Women have right to feel comfortable in the work place and receive fair pay for their work a simple liberty that does not match the reality of the modern economy. Having women in the work force is essential to bringing developing nations out of poverty by providing equal opportunity for men and women, bringing diverse opinions to the economy. Gender based discrimination against females children is pervasive across the world traditionally patriarchal norms have relegated women to secondary status.

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