

Role of Gender Discrimination: Empowering Women in India

A Ramesh
#8-30/S/45/10,
Near Scholars School,
New Hema Nagar, Uppal, Hyderabad.

ABSTRACT:

A variety of court rulings and gender discrimination laws have legitimized a women's right to equality and yet subtle sexist behaviors take you back females that they are not truly equal in the workplace. These discriminatory practices are being legally challenged by women committed to achieve full equality and shifting the inequity of employment recompense and benefits. Employment discrimination is considered to be unlawful when unfavorable treatment of employees is motivated by age, sex, race, creed, religion, national origin, disability, veterans' status or other protected class status. Gender discrimination laws apply to both men and women uniformly but women are often the victim. Although women have yet to be the victor in attaining full equal opportunity, this article will scrutinize the current under-payment of women and the employment discrimination laws that have been passed so that no gender need be the victim of a bigot economy.

Keywords: *Discrimination, employment, equality, women.*

INTRODUCTION:

This article will scrutinize gender disparity, exclusively economic discrimination and females. Numerous court rulings and gender discrimination laws have legitimized a women's right to impartiality and yet subtle bigot behaviors ring a bell, females that they are not truly equal in the workplace. These discriminatory practices are being legally challenged by women enthusiastic to attain full equality and changing the inequities of employment compensation and benefits.

The Employment discrimination is considered to be illegitimate when unpleasant treatment of employees is

motivated by age, sex, race, creed, religion, national origin, disability, veterans' status or other protected class status Gender discrimination [1], gender bias, or the less commonly used term, sexual discrimination, is a form of employment discrimination whereby employees are treated in a different way based on the person's gender. It is unlawful for employers to discriminate against any employee, or aspirant for employment, because of his or her sex in association with hiring, termination, promotion, demotion, compensation, job training, job placement, regulation or any other term, condition, or privilege of employment (Equal Pay Act of 1963).TMEarly time marriage, Eve teasing, Rape and Sexual harassment, Dowry TMDivorce, Destitution even for silly or without any cause.

Causes of Gender Discrimination The causes of gender discrimination are TMEducational backwardness TMCaste TMReligious beliefs TMCulture TMOn the name of family history TMCustoms and beliefs TMRaces TMLow income TMUnemployment Society TMFamily situation and TMattitude Like male or even on top of them female plays important role in the family and national development. But her partaking is not recognized by the male dominant society [2]. Gender discrimination laws concern to both men and women regularly but women are often the injured party. Even though women have yet to be the victor in attaining full equal opportunity, this article will scrutinize the present under-payment of women and the employment discrimination laws that have been passed so that no gender need be the victim of a sexist economy.

Economic Discrimination:

A innermost driver of economic growth is the enlarged role of women. This growth comes in many forms: better education and health that increase female labour force

contribution, reduced discrimination and wage differentials that encourage greater attempt, and enhanced advancement practices that endorse brilliant women into leadership and managerial roles. Despite its recent economic advances, India's gender equilibrium in labour force participation, entrepreneurship, and growth remnants among the lowest in the world. Improving this balance is an significant first step for India's development and its achievement of greater economic growth and gender equality. Women entrepreneurs in India are mostly concentrated in low-paying industries. This gender concentration in low-wage industries has increased over time.

In the manufacturing sector, tobacco products, apparel and textiles magnetize the major count and share of women entrepreneurs, perhaps because these industries are known to have lower physical labour necessities. Among services, it is the education, sewage, refuse disposal, sanitation and financial intermediation services that attract the largest share of female proprietors. There is a strong negative relationship between average industry earnings and the share of female-led plants in the manufacturing sector. The association between the share of female-owned plants and average industry wages in the services sector is also negative, but not as stoutly so. Industries that show higher rates of female entrepreneurship and employment are also, commonly, the industries that show the highest segmentation in terms of female employees being matched to female owners. If people have a preference to work with their own "types", then in the case of India, gender of the owner devastatingly predict the gender of the employees. This is also true for male-led plants, where for illustration, radio, television, and communication equipment, other transport equipment and fabricated metal products are among the most gender segmented in informal manufacturing. In the case of services, male-led plants in water transport, land transport and research and development tend to make use of the largest share of male workers. Although segmentation by gender is increasing in most industries, it is exceptionally heightened in female-led plants in the basic metals and motor vehicles, trailers and semi-trailers segments of

informal manufacturing, while within services, it has improved the most in postal and telecommunications and real estate services. Despite many competitive reforms that India has undertake, gender-based segmentation has bigger over the years. For instance, the share of female employees in female-led informal manufacturing plants increased. In the case of services, the share of female employees in women-led establishments enlarged from 75% to 87% during the same period.

Similarly, the share of male employees in male-owned businesses has enlarged from 80% to 86% in unorganized manufacturing. Gender segmentation is larger for small plants. Segmentation is larger for an average male employee in comparison with an average female employee across all size bands. Said differently, on average, a male employee is more likely to be working with a male co-worker than a female employee is to be operational with a female co-worker. This measure of segmentation is also at its peak in smaller plants; however, for female employees it declines with increase in plant size up to mid-sized plants. Segmentation among male employees in manufacturing does not transform much across the a range of size bands. In services, we observe a marginal but horizontal decline across size bands in the services sector. India have concerned more female entrepreneurs Andhra Pradesh, Tamil Nadu and West Bengal are amongst the states that have experienced the highest number and shares of female-owned plants in both manufacturing and services. The states with the lowest shares of female-owned plants are Bihar and Assam. Delhi, the nation's capital, unpredictably has the lowest share of female-owned establishments in manufacturing. Its position in the services sector is only to some extent above the national average. The states that have the highest count and shares of female entrepreneurs are also the states with the highest add up of females in the workforce, be it in manufacturing or services. For example, two out of the top four states with the highest count of women employed in manufacturing are Tamil Nadu and Andhra Pradesh. In the case of services, it is once more the states from south India that account for large employment count in female involvement in

economic activity. The states with higher income have display higher growth in shares of female-led plants. The gap in female-led plants has widened between the leading and covering states in India.

Urbanization has helped, but the share of female-owned businesses declines with the increase in distance from the Big 7 cities in India. In terms of female employment share, it has decline with distance from the Big 7 cities in the services sector, while we do not scrutinize any definitive spatial location prototype in the case of manufacturing industry. Physical and human infrastructure play a key role in tapping into gender as a new growth driver. insufficient infrastructure affects women entrepreneurs more than men, because women often bear a larger share of the time and responsibility for household actions. Travel in India can be limited and unpredictable, and women face greater constraints in geographic mobility forced by safety concern and social norms. Better transport infrastructure should alleviate a major constriction for female entrepreneurs in accessing markets. India's future growth escalators are in creating a robust platform for development, and successfully utilize its workforce, both male and female.

Political context:

India has a federal political system whereby power is shared between the central government and 28 states. However, the intense and past collective and caste ties often ignite tensions in politics and interruption to the secular ethos. India has perform fairly well compare to neighboring south Asian countries due to its hybrid political culture of modernity and tradition. Democratic decentralization has additional sought to bring the state closer to the citizens with the notion of self-governance and Gram Swaraj in villages, devolving power to the most local level [3]. The 73rd and 74th amendment to India's Constitution required to enlarge representation of minority groups and women and there has also been an increase in women's voter contribution. Women are now permitted to one third of the seats in local governing bodies with enhanced room for illustration and empowerment. Women's issues have received increased reference in the government's five year plan. However,

women's representation in the Lok Sabha (the lower house of India's parliament) still remains almost insignificant, constituting only a 5.9 per cent share.

Social and economic context:

Despite its rising economy, issues such as persistent poverty, corruption, clientelism and inequality persist to disrupt the social and economic ethos in India. Its Human Development Index ranking has decline significantly since 2008 from 126 to 135 out of 187 countries. Women continue to be excluded in social, economic and political domains, which show the insufficient attention towards inclusive growth and imbalanced gender relations. India ranks 127 out of 187 countries in the gender discrimination index with a score of 0.536. The World Economic Forum ranked India 101 out of 136 countries in the Gender Gap Index with a score of 0.655. Gender biases due to patriarchal culture and tradition continue to exist within the household, impacting women's lives in the public and private sphere.

Caste barriers further enunciate discrimination and to study the gender discrimination in the household activities. In 2007, the Ministry of Child and Development started an initiative including time use surveys in all gender mainstreaming programmes, particularly getting enhanced actions of labour market statistics.

Policy and legal framework:

The Constitution in India prohibits discrimination on the basis of sex. The equal compensation act, 1976, ensures equal wages and equal work for women However, there are still massive barriers between policy and practice and the conversion of policies into reality. There are a variety of councils and bodies established for the wellbeing of women such as the National Commission for Women, Department of Women and Child Development and the Parliamentary Committee on Empowerment of Women which has reviewed various laws and recommended amendments. The National Policy for Empowerment of Women commits to address all forms of violent behavior against women as well as

physical, mental and that arising from customs and traditions.

Various programmes and policies have been initiated by the state to enhance empowerment of women, such as the Support to Training and Empowerment Programme (STEP), The Rashtriya Mahila Kosh (RMK), Swarna Jayanti Gram Swarozgar Yojana (SGSY), Mahila Samakhya and the MGNREGA [4]. Women's participation in the labour force is quite low, and has been falling over the last few years. The female to male ratio is only 0.36. This is exacerbated by lack of choices that women have to appoint in paid work related to work type and location, patriarchal gender norms, and the undue burdens of unpaid care work that women allow. Across India there are substantial social cleavages and gender inequality is reputable in sectors including health, education, literacy. There are several national and international NGOs and civil society actors working towards enhancing women's rights, but the percentage of those specifically targeting women is low. The policy space available to organizations working for women's empowerment is quite constrained, however, research and advocacy on women's rights and work is on the rise, in addition to several government programmes to enhance empowerment of women. Against women, particularly those belong to the lower caste such as Scheduled caste and Dalit women. Recognizing the historical disadvantage and helplessness of Dalit women, the government has adopted various legislations such as the Protection of Civil Rights Act (PCRA) and the Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act which paces Dalits to be at par with other caste groups. Recently there has been also been a significant increase in the budgetary provision for the Department of Women and Child Development [1-4].

The Ministry of Statistics has conducted several time use surveys in India. The most recent being in 2013, focusing on key aspects of the economy such as agriculture, non-market production, unregistered manufacturing workers, low share of informal workers. There have also been time use surveys particularly directed at women.

Gender discrimination in India:

Gender inequality in India refers to health, education, economic and political inequalities between men and women in India. Various international gender inequality index rank India differently on each of these factors, as well as on a complex basis, and these indices are contentious. Gender inequalities, and its social causes, impact India's sex ratio, women's health over their lifetimes, their educational attainment, and economic conditions. Gender inequality in India is a comprehensive issue that concerns men and women alike. Some disagree that some gender equality measures, place men at a shortcoming. However, when India's population is examined as a whole, women are at a difficulty in several important ways. In India, discriminatory attitudes towards either sex have existed for generations and affect the lives of both sexes. Although the constitution of India has granted men and women equal rights, gender disparity still remains. There is specific research on gender discrimination frequently in favour of men over women. Women are perceived to be underprivileged at work. Indian laws on rape, dowry and adultery have women's safety at heart, but these highly discriminatory practices are still taking place at an alarming rate. The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not merely grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women. Within the structure of a democratic polity, our laws, expansion policies, Plans and programmes have aimed at women's advancement in diverse spheres. India has also ratified various international conventions and human rights instruments committing to secure equal rights of women. Key among them is the authentication of the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) [3].

Empowering women:

The Constitution of India not only grants equality to women but also empowers the State to approve measures of positive discrimination in favour of women for neutralize the cumulative socio economic, education and

political disadvantages faced by them. Fundamental Rights, among others, ensure equality before the law and equal protection of law; prohibits discrimination against any citizen on grounds of religion, race, caste, sex or place of birth, and guarantee equality of opportunity to all citizens in matters relating to employment.

Special Initiatives for Women:

National Commission for Women:

(i) In January 1992, the Government set-up this statutory body with a specific mandate to study and monitor all matters relating to the constitutional and legal safeguards provided for women, review the existing legislation to suggest amendments wherever necessary, etc.

(ii) Reservation for Women in Local Self -Government: The 73rd Constitutional Amendment Acts passed in 1992 by Parliament ensure one-third of the total seats for women in all elected offices in local bodies whether in rural areas or urban areas.

(iii) The National Plan of Action for the Girl Child (1991-2000) : The plan of Action is to ensure survival, protection and development of the girl child with the ultimate objective of building up a better future for the girl child. National Policy for Children-2013 was adopted by the Government of India on 26th April 2013. National Plan of Action for Children 2016 is in Draft Format.

(iv) National Policy for the Empowerment of Women,: The Department of Women & Child Development in the Ministry of Human Resource Development has prepared a "National Policy for the Empowerment of Women" in the year. The goal of this policy is to bring about the advancement, development and empowerment of women. and more over National Policy for the Empowerment of Women, 2016 is under draft stage.

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