

Gender discrimination at workplace

Why in news?

\n\n

Internet giant Google has recently sacked a male employee for his internal memo which perpetuated gender stereotypes.

\n\n

How distributed are women in Indian workforce?

\n\n

\n

- Women entrepreneurs in India are mostly concentrated in low-paying industries.

\n

- Manufacturing sector, tobacco products, apparel and textiles attract the largest share of women entrepreneurs.

\n

- This is perhaps because these industries are known to have lower physical labour requirements.

\n

- There is also a strong negative relationship between average industry wages and the share of female-led plants in the manufacturing sector.

\n

- The overall participation of women in corporate India is only of 20-22%.

\n

- This sharply falls to 12-13% at senior and top levels.

\n

- The World Economic Forum's Gender Gap Index placed India in the 101st position among 136 countries.

\n

\n\n

What are the challenges in the work place?

\n\n

\n

- Women employees in India are still fighting for an **equal pay for equal**

work.

\n

- **Sexual harassment** exists at workplace.

\n

- Frequently, managements pressurize the victims of harassment to withdraw the complaints.

\n

- Indian companies are **reluctant to employ women** for reasons of brake/relieves after marriage and motherhood.

\n

- **Inadequate infrastructure** affects women entrepreneurs more than men, because women often bear a larger share of the time and responsibility for household activities.

\n

- Women face greater constraints in geographic **mobility** imposed by safety concerns and social norms.

\n

\n\n

What should be done?

\n\n

\n

- Improving **gender balance** is an important first step for India's development and its achievement of greater economic growth and gender equality.

\n

- Imposing a **mandatory women quota** in the boardroom — something that countries such as Norway, France, Sweden and Spain have done can ensure a place for women.

\n

- Procedural acceptance of sharing the burden of parental care by both men and women with the measures like paternity leave will ensure the gender balance in hiring process.

\n

- **Sensitisation** of society and co-workers to gender understandings can be of help.

\n

\n\n

\n\n

Source: Business Standard, Livemint

\n



SHANKAR
IAS PARLIAMENT
Information is Empowering