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