

21 Feb, 2023

GS-1 - Society.

1. Society must work incessantly to bring about the changes in the Socio cultural & economic structures to create secure space for women. Explain.

Recently issue of Sexual harassment among the Sports women (cricketers) were reported raised eyebrows. It is just recent effect of status quo nature of society.

Present Legislation

Supreme court - Vishaka guidelines - provided for Sexual harassment of women at work place 2013.

↓
provided - for Internal complaints committee at workplace

Issue 1. These committee are not functioning properly

2. Sports person - not aware of grievance redressal.

Forms of violence

Violence, in form → Sexual harassment } happen → 1. Direct
(shown in person) }
2. Indirect
(Stalking)

Indirect form - Still, lacks supportive protection.

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Why?

Structural factor → Socio culture & economic

6. Feeling of majority (vs) minority at workplace
↓
(Men → influencing for undue advantage) (women & few of them at top position)
↓
Leading to sexual harassment.

Root factor → Less Empowerment of women.

1. periodic labour force survey } Labour force participation of women & mother population participation

↓
[Improved but still way shorter than men]

2. NO effective societal workplace environment - one of factor

eg: women → at disadvantageous position

parents - unless treat their boy & girl child equally - inequality may become norm in their later part of primary socialisation of life.

Way forward

Short term → women friendly environment, proper governance & redressal structure at workplace

medium term → improve empowerment of women (increase employment), incentives for maternity benefit

Long term → address deep rooted socioculture & economic structure - for this society as a whole want to change.