



Gender discrimination at workplace

Why in news?

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

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How distributed are women in Indian workforce?

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- Women entrepreneurs in India are mostly concentrated in low-paying industries.
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- Manufacturing sector, tobacco products, apparel and textiles attract the largest share of women entrepreneurs.
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- This is perhaps because these industries are known to have lower physical labour requirements.
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- There is also a strong negative relationship between average industry wages and the share of female-led plants in the manufacturing sector.
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- The overall participation of women in corporate India is only of 20-22%.
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- This sharply falls to 12-13% at senior and top levels.
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- The World Economic Forum's Gender Gap Index placed India in the 101st position among 136 countries.
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What are the challenges in the work place?

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

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- **Sexual harassment** exists at workplace.

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

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

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

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

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What should be done?

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

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- 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.

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- 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.

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

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Source: Business Standard, Livemint

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