



GENDER DISCRIMINATION

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INTRODUCTION:

Discrimination is a word which comes or exists in all spheres of existing social institution globally. Let us highlight a few:

- Racial Discrimination
- Age discrimination
- Status-quo Discrimination
- Discrimination of lesbian, gay, bisexual, transgender
- Caste- Class Discrimination
- Gender discrimination etc.....

The topic debated the most from the The United Nations Children Fund {UNICEF}, to United Nations Educational, Scientific and Cultural Organization {UNESCO} and International Labour Organization {ILO} is Gender Discrimination. Gender Discrimination/ Sexism is a reality faced by a women all over the world irrespective of Class, Creed or Culture

What is Gender Discrimination?

Gender Discrimination basically means the bias treatment of a group or person due to their Gender or Sex. It involves a reinforcement of behavior and attitude on the basis of traditionally stereotypical roles people have in the society we live in. The underlying reality or notion is that “Women's are thought to be Inferior to Men”.

Women constitute 1/2 of the human race in the world.

In India the Total Female Population in

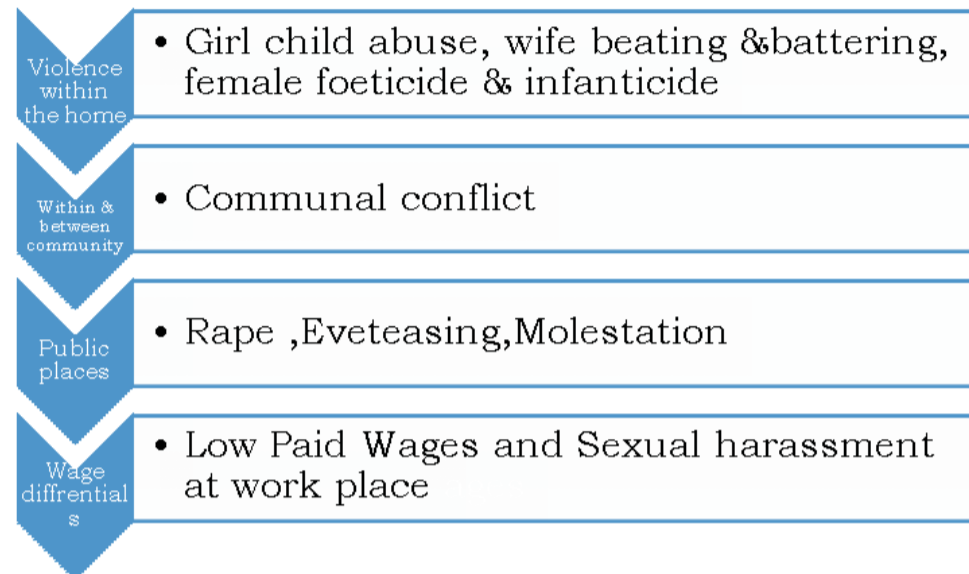
Table No:1

1901	117.4 mil
2001	498.82 mil
2011	586.56 mil

Source: <http://censusindia.gov.in/2011>

Despite many efforts women suffer considerable Deprivation & Injustice in various spheres of life.

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WOMEN AS WORKERS IN INDIA

The industrial sector is divided in Organized sector and unorganized sector. The other terminology used is informal sector & formal sector.

The great majority of women laborers are engaged in unorganized sector

Agriculture
Fishery
Weaving
Beedi rolling
Agarbatti making
Construction
Etc

Table No: 2

Bidi	69%
The processing of edible nuts	67%
Spinning, weaving, finishing products	70%
Domestic services-	58%

WOMEN ARE INVISIBLE WORKFORCE

According to 2001 census, out of 402.51 mil. workers, 127.04 were female workers. That is they constitute only 31.56 % of the total workforce of the country

Her Problems at Work

Inadequate preparatory facilities
lack of sanitary facilities
Deprived of rights to land & property
Lack of decision making power
Lack of access to finance
Long working hours
Insensitivity of civil and government institutions

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Poor access to training facilities
Unequal & low remuneration
Lack of social security
Lack of transport facility
Lack of work-place child care facilities
Double work burden

For Her Protection

Equal remuneration act,1976
Factories Act,1948
Plantation Labor Act,1951
Mines Act ,1952
Maternity Benefit Act,1961
Beedi and Cigar Workers Act,1966
Contract Labor Act,1970
Inter State Migrant Workmen Act1979
Building &Construction Workers Act,1996
Protection of Women from Domestic Violence Act,2005

The Act Aims at Regulating

the employment of inter-state migrant
Women specific provisions
Separate rest rooms for female migrants
Separate washing facilities and toilets
Provision for crèches if the employment is to be continued for more than three years

Salient Features of the Act

Indifferent attitude of authority
Confusion in the classification of jobs, as skilled ,semi skilled/unskilled
Lack of proper knowledge
Lack of security of the officers
Political interference
Lack of bargaining power on the part of women
Lack of unionization among women
Illiteracy among women workers

Her Promotion

National Social Assistance Programme
Swayamsiddha
Swa-Shakti Project
Support to Training & Employment Programme for Women[STEP]
Swalamban Programme
Swadhar
Self Employment Assistance to Vocationally Trained Girls/Womens
Trade related Entrepreneurship Assistance and Development Scheme for Women[TREAD]
The Urban Wage Employment Programme [UWEP]

Let us highlight a few

Swayamsiddha

Swayamsiddha is an integrated scheme for women's empowerment, launched with the objective of empowerment of women through a sustained process of mobilization & convergence of all the on going sectoral programme .The purpose is to improve access of women to micro credit, economic resources etc

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Swa-Shakti Project

The Swa-Shakti Project is designed for bringing about social and economic development of women to improve their overall quality of lives and create an environment for social changes

STEP {Support to Training & Employment Programme for Women }

The objective of the programme is to provide updated skills & new knowledge to poor and asset-less women in the traditional sectors, such as

Agriculture, Animal Husbandry, Dairying, Fisheries

Handloom, Handicraft, Khadi

Village Industries

Wasteland Development Etc.....

There are also comprehensive package of services such as Health Care, Elementary Education, Crèche Facility, Market Linkages etc.. besides Credit

For a Better Future

Creating a data base of women workers who are mostly engaged in unorganized sector

Examine their present employment status in the light of the emerging employment opportunities

Enhancing their skills and access to quality employment by upgrading their education & skills

Improving their participation in workers organizations so as to be equal partner in the decision making process

Equal inheritance rights in property

CONCLUSION

To effectively stop gender discrimination we need both a top-down initiative by the state and employers and civil society initiatives from citizens' groups, women's organizations and trade unions. There is a need to sensitize ourselves in order to deal and eradicate gender discrimination. The society along with the policy makers can help into sustaining and achieving the goal of society which is egalitarian in nature in all sense motive and objective.

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