



The Biggest Social Division Gender Sensitivity at Work&India

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ABSTRACT

Just as social and cultural variables impact business practices, Gender, the biggest social division, also impacts business, communication, and workplace environment. So men 'become' committed professionals while women 'become' successful homemakers. At the workplace, women 'at best' become support staff. This is how; society has traditionally demarcated the role of men and women. Gender sensitive research is not research on women or on Gender relationships. It is research that takes into account gender as a significant variable in environmental and development studies. Men and women have different roles, which impact differently, thus, gender sensitive research pays attention to the raises new questions, and uses new analysis tools to create a more complete picture of the problem. As men and women have different roles and different power, their perspectives on a problem can be quite different. By recognizing diversity, combining study of gender bias, glass ceiling/sticky floor syndrome or sexual harassment gender discrimination can be understood more clearly. While some progress has been made in this area, in taking a gender sensitive approach, one recognizes that because of the different jobs women and men do and the different societal roles, expectations and responsibilities they have, women and men may be exposed to different physical and psychological risks at the workplace, thus requiring differing control measures. This approach also improves the understanding that the sexual division of labor, biological differences, employment patterns, social roles and social structures all contribute to gender-specific patterns of occupational hazards and risks.

KEYWORDS : Gender sensitivity, Gender Discrimination Glass ceiling, sexual harassment, Gender stereotype

Introduction

Gender discrimination: Treating people differently due to prejudice against their race, caste, class nationality, or even disability is highly unjust but happens quite often. When men or women are treated differently due to their gender, it is called gender discrimination. In this century, a woman actively participates in workplace. Many women desire a career and a place in this world. They want to stand on their own two feet, to become self-independent individuals, independent and free from other individuals to create their own identity. One thing which is manifested is that women in all careers are striving to gain equality in the work force today. Through their determination, women now have the ability to break out of the gender roles that were created for them by society. Gender inequality in India refers to health, education, economic and political inequalities between men and women in India. Though the Indian constitution provides equal rights and privileges for men and women and makes equal provision to improve the status of women in society, majority of women are still unable to enjoy the rights and opportunities guaranteed to them. The social stigma that women are housekeepers and should be confined to the four walls of the house is a major cause of gender disparity. Various international gender inequality indices rank India differently on each of these factors, as well as on a composite basis. According to the [Global Gender Gap Report](#) released by the [World Economic Forum](#) (WEF) in 2011, India was ranked 113 on the [Gender Gap Index](#) (GGI) among 135 countries polled. In India, cultural influences like ([Patriarchy](#)), Most of India, with some exceptions, has strong patriarchal and [patrilineal](#) customs and preference of son, it discriminates against girls. These norms have relegated women to secondary status within the household and workplace. Women continue to struggle to achieve equal status to men, making gender equity and face resistance and denial in the form of gender discrimination.

Ways of Gender Biasness

Financial discrimination--- for the same job sometimes women are paid less. Women might miss promotion or other opportunities if it involves relocation, transfers or even longer working hours.

Stereotype of women employees:-

It is a fixed way of perceiving people or situations. A girl wearing a western dress can be stereotyped as 'modern' or English educated, capable, while in reality she may fit any of these labels. The stereotype is there because it is considered that women as being short hearted and emotional does not fit into leadership

as opposed to 'feminine' traits. top positions are usually denied to women because they are seen as 'lacking in leadership skills of assertion, aggression, tough no-nonsense attitude' or have family responsibilities.

Subtle discrimination: - If an individual can't respect the job someone else is doing, then it's a subtle form of discrimination. Talented and experienced women might not be hired. With the words that you are laid off due to company cutbacks and reorganization, while men in the same job and with less seniority than them remain with their jobs; if they have been growing cause for the company for a long time, instead of receiving rewards like an employee-of-the-year award, yet in spite of applying many times for promotions, the positions goes to a man. Women from just 36% of the work place while men from 85% of the labor force.

Job Classification: a women being discharged from her employment because she is pregnant, or being excluded from after work group events. After doing overtime for the good of company. After coming back from having a baby, position is sudden changed to a lower level and with less pay, while male coworkers in similar positions are allowed to cut back their overtime hours for personal reasons without cutting their scale/remuneration.

Glass ceiling: - glass ceiling or the sticky floor syndrome is the invisible and artificial barrier created at the workplace due to prejudice against women for any reasons this is why very few women are the head of companies and organizations. Only 4% of the directors of public listed Indian companies are women, The Companies Act, 2013, passed by parliament in August last year, makes it mandatory for public and private firms with an annual turnover of at least three billion rupees (\$50 million) to have at least one female director by October 1, 2014. India has two companies in the Fortune 500, Reliance Industries and Indian Oil, but only one of their totals of 30 directors is a woman.

Sexual harassment: - an extreme form of discrimination, it is worst, because it is unwarranted, direct assault on a person dignity, a false sense of gender prejudice makes the man demand or express sexually determined behavior.

Benefits: company's health insurance policy does not cover a woman spouse, because by considering that he will have his own benefits, On the other hand male can avail the family policy.

Causes and consequences at a glance

Major Reasons why men and women are viewed differently are:-

- poverty
- Illiteracy
- Unemployment
- Social Customs, Beliefs and Practices
- Social Attitude
- Lack of Awareness of women
- Public support

There are several effects & consequences of gender discrimination in employment

- leads to an increase in employee turnover
- Creates a hostile work environment.
- Promotes harassment
- Workplace violence
- Lose the morale and motivation to work for the company.
- Leads to lost productivity.
- **Destruction of** physical violence& property

Legal reforms and provisions

The Government of India has already enacted a number of legislations to address Gender based discrimination. These include the Criminal Amendment Act, 2013, the Protection of Women from Domestic Violence Act, 2005; Dowry Prohibition Act, 1961;Indecent Representation of Women (Prohibition) Act, 1986; the Prohibition of Child Marriage Act,2006 (PCMA), Equal Remuneration Act, 1976, Maternity Benefit Act, 1961 and 73rd 74th Amendment of the Constitution mandating 33% reservation for women in the local governance.

Victims of gender discrimination have the right to file lawsuits to recover damages suffered as a result of discriminatory practices. Several state and federal laws prohibit gender discrimination and offer remedies for such behavior in employment as well as in education and financial institutions.

Article 15 civil Rights Act prohibits discrimination on the basis of sex. The Equal Pay Act promotes equality at workplace. Provisions mention in article14& 16 also help the victim.

Diversity and inclusion policies also help to remedy gender discrimination by promoting equality between the sexes.

NGOs that have hosted FSD participants are instrumental in providing opportunities for women. Organizing change at a local level and planning participatory action will help to eliminate bias and stereotypes, and generate awareness of the significant gender divide that is present within Indian society.

[Title VII of the Civil Rights Act of 1964](#) under this pregnancy discrimination is prohibited and is enforced by the [Equal Employment Opportunity Commission](#) (EEOC).

The Equal Pay Act under this equal pay is mandatory for equal work. The jobs need not be identical, but they must be substantially equal. All forms of pay are covered by this law, including salary, overtime pay, bonuses, stock options, profit sharing and bonus plans, life insurance, vacation and holiday pay, cleaning or gasoline allowances, hotel accommodations, reimbursement for travel expenses, and benefits.

[Convention on the Elimination of All Forms of Discrimination against Women](#) (CEDAW)

[The Sexual Harassment of Women at Workplace \(Prevention, Prohibition and Redressal\) Act, 2013.](#)

An International Glance

	Rank	Score	average	Female	Male	Ratio (F/M)
Economic-Participation & opportunity	134	0.410	0.596			
Labor force participation	130	0.36	0.67	30	84	0.36
Wage equality for Similar work (survey).	109	0.56	0.61	—	—	0.56
Estimated earned income (PPP US\$)	135	0.24	0.53	1,980	8,087	0.24
Legislators, senior officials and managers	—		0.27	—	—	—
Professional and technical worker			0.65	—	—	—

(India as per the Global Gender Gap Report 2014)

- In East Asia and the Pacific the female share of non-agricultural paid employment increased to 43.5%.
- In South Asia the rate remains the world's lowest at only 16.5%.
- As per Hong Kong in February 2007 showed that nearly 25% of survey, published in workers interviewed suffered sexual harassment with one-third of them men.
- In Italy 55.6% of women subjected to sexual intimidation had resigned from the job.

Employers-Employees Accountability

- **Diversity Training:**-Study cultural diversity and anti-discrimination techniques, including effective intercultural communication, conflict management and the ability to recognize own cultural assumptions or fears.
- **Workplace Audit:**-Employers can approach sex discrimination by performing a workplace audit to identify internal practices that lead to this practice. An audit could jump-start initiatives to recruit and retain women for management positions.
- **Follow Company Policies:**-the simplest way for employees follows company policies and guidelines regarding workplace discrimination.
- **Be Open-Minded:**-be open and have words if they are curious about certain aspects of diverse cultures, and behavior.
- **Speak Up and Report:**-Employees have the right to file a complaint against if they are unfairly discriminated against or harassed in the workplace. , and to report serious hostile actions to management or the (EEOC) in cases where discrimination comes from upper management.

Conclusion

In the last few years, we can easily see that the phenomenon of discrimination and stereotype in the workplace has decreased. However, they still exist in reality and develop into complicated type. In 21st Century women have proved their self as a head of states, CEOs, leading international organization, women bring a diversity of experience and perspective, their skill talent and professional attitude to work and responsibility has helped overcome traditional prejudices and broken gender sensitivity. Some western countries such as France, Italy and Norway have made it compulsory for larger firms to have women on their boards. Dealing effectively with discrimination is a twofold process: become knowledgeable with regard to anti-discrimination laws, and pay close attention to what's happening in your company. Everyone in an organization performs a function, from the Kitchen Assistant to the Managing Director. Our attitudes toward women in the workplace are slowly starting to change. More opportunities are appearing for women workers today than ever before. This change can only fully occur when we change the attitudes of every individual toward women. A safe, unbiased, strictly avoided and non-discriminatory attitude. When we accomplish that then we can finally achieve Gender equality in the workplace.

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