

INCOME & GENDER DISCRIMINATION AT WORK IN INDIA

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ABSTRACT

Gender and income discrimination – difference on status, salary, power, promotion, and reputation in between people who known as man and women. More education in women shows more income and gender discrimination at work. On every 1000 boys there is only 940 women in India.. In every 3 minute a crime case happening, in every 30 minute a rape case happening. Women participation in work is only 25 to 30% in India. participation in parliament is still a night mare for them. Women are facing gender discrimination at every phase of life. In womb a struggle with parents in childhood with brothers in education with society, at workplace with male colleagues and after marriage with spouse and in laws.

KEYWORDS:- *gender discrimination, income , colleagues, struggle, participation.*

INTRODUCTION

Some significant progress has been made towards the gender issue. Education rate of the women are increasing in slow pace, gender gap in primary and secondary level entry rate reduced remarkably, and women participation in labour force higher than ever before over the world. Despite of considerable progress in reducing gender gap, there still exist big discrimination against women in different sectors such as women have less access than men to resources and economic opportunity Furthermore, they having limited access. The movement of women is still limited in many societies (World Bank, 2012).

GENDER DISCRIMINATION:-

In India female child is always inferior to male child. it can easily seen in our society. We can easily hear in our surrounding that sex selection before birth and in this selection female child always neglected. In America the ratio of women and men are 1029:1000. In Europe 1076:1000 but in India 927:1000. These are not just numbers but this is the reality of India and this shows the cruel mentality of our society. In our society the male child treated as a blessing and celebrated and in the other side female child birth treated as a burden and the parents shows themselves as they are punished by their god. In china, India, Korea in these countries out of 100 girls born nine are missing never take birth or disposed after birth. In India the situation are worst in north India like Haryana, Punjab, Delhi, and Himachal Pradesh. This ratio tells us the hard story of these states:-

Haryana-820:1000,

Punjab- 793:1000.

New technologies give more choices of cruelty to the parents and now it is very easy to find out new ways of abortion and sex selection.

WOMEN HEALTH:- In most of the developed countries women lives six year longer than man but in India females are getting less food in comparison to male, less medical facility both in quality and quantity. There is a saying in India "To take care of a daughter is like giving water in another field."

DISCRIMINATION IN EDUCATION:- Yes, the ratio of girl child education has grown up but the speed of growing still is very slow in comparison to male and if they are allowed to go to the school than they are going inferior quality school in comparison to their brothers. There are lot of evidence which shows that states like Kerala , Andhra Pradesh, Karnataka, Goa having less gender discrimination in comparison to Haryana, Punjab, Gujarat, Delhi, Rajasthan etc. In this modern era too lot of girl child stop their schooling for just helping in household chores. In beedi sector, mostly females are not going school but busy in making beedi at their homes.

CRIME WITH WOMEN:- Rape, Molestation, Cruelty against women, Eve teasing, Dowry ,Immoral trafficking, Female feticide .Women faced lot of crime during her life cycle- before birth sex selection than abortion, in childhood not providing good food in right quantity and quality, not providing good medical facilities nor good education as well as many a times faced sexual and physical violence. In her adolescence period they faced the situation of early marriage, early pregnancy, sexual and domestic violence, mentally and physically harassment by their in laws. In rural as well as in urban area too they are pressurize to give birth a boy.

DISCRIMINATION AT WORKPLACE:- According to a survey every fifth women accepted that her career affected by their male managers as they are negligible by their male boss which don't want to promote them neither want to give them proper training. The gender pay gap is also increasing day by day.

YOUNG FEMALES ARE GETTING LESS CHANCES OF EMPLOYEMENT:-

According to survey women unemployment rate is higher than male. Women ratio is 6.5 and male unemployment ratio is 5.5.Youth is facing lot of problem in getting jobs and this is a biggest issues in most of the countries.

THE QUALITY JOBS FOR WOMEN ARE LESS:-

Many working women remain in employment statuses and by work that are more likely to doing of informal work arrangements and if we discussed income gap globally 40 percent of wages are not contribute in social protection.

PENALTY AS WOMEN AS A MOTHER:-

At work place mothers always feel disadvantage on those things which are associated with gender. Managers believe that pregnant lady can't do work effectively so they always got neglected in terms

of promotion and in wages. There is a lot of difference in their wages for the same work. Managers judge them as they are not justify their work. (Halpert, Wilson, and Hickman 1993; Corse 1990).

Waldfogel and Meyer (2000) find that occupational controls do not erase the penalty. As Budig and England (2001) analyse, the remaining wage gap likely arises either because employed mothers are somehow less productive at work than non-mothers or and they discriminate against mothers. Wages and incomes in India have been increasing with the time; however, the gender inequalities might be played a immense role (Jose, 1987; Dev, 2002; Maatta, 1998).

LITERATURE REVIEW

The birth of this gender inequality has always been because of the male dominance. Specifically in India, a woman still needs the anchor of a husband and a family. Their dominating nature always pressurizes women to spend their life and have to accept all the decision taken by male member without asking question. It was all happening from the starting and is followed till date, If we talk about woman's reservation in parliament, the all political party believes that women are born to do household work and manage kids, and not for to handle the politics and to corrupt the country by taking hold over politics. Here, just being a women's domestic work is underestimated, so are their skills in the world of employment. Most are believing they can't work equal to man so they should be poorly-paid, low skilled women's sectors of the economy. Same as building of sex-separation in school latrines increasing adolescent girls 'registered in India (Adukia, 2014). The construction of "girl-focused" schools—the schools were equipped with sex-segregated latrines, for example— also improved school attendance and academic achievement in rural Burkina Faso (Kazianga et al., 2013).

The popular interpretations of Hindu mythology have very stuck views on how women should they work how they should behave, their apparel style and so on; things like being obedient and being a good housewife and mother. In the Ramayana, Ram is a role model for how men should act and Sita the lead women in Ramayana is the model for women. Unfortunately, these play a part in perpetuating sexism and violence against women in India today. If we focus on Hindu mythology, because 80% of Indians are Hindus and even non-Hindus are affected by it, the religions in India view women in a similar light; they are not to be independent. In some ways, these attitudes are used to justify violence against women. They blame the woman by saying she didn't behave like Sita and if she says something like this that means she is not a good lady. If she did, she would be fine. In India, a sex-selection fact occurrence has been taken place since the 1980s, with men born during this period now at marriageable age.

Then the urbanization came in India in 1990s where a lot of families and men have moved to cities to look for work. Besides distance to school, parents also want their girl child should be segregated from male child or teachers. Kim et al. (1999) said that parents are demanding girl's institution rather than combined.

So the People are from sound families now they are opting sex selection method because they don't want to produce much children now they are pressurize to produce sons as an heir, educated, wealthy families are now more likely to have sex selection. All these reasons are coming to play and creating this poison, which has turned violence against women into a bigger issue today. India's social

structure is a unique blend of different religions, cultures and racial groups with the great religion of the world, the Hindus, the Muslims, the Christians, etc, are found here. The 18 major literary languages, apart from numerous other languages and dialects addition to it. This leads to a striking diversity between various communities and groups in kinships and marriages systems, customs, inheritance and modes of living. This diversity is also seen in the form of rural as well as urban settlements, community life, cultural and social behaviour as also in the institutional framework.

Pre-entry differentiation is clearly seen from the subjects and professional courses chosen by them. These directly affect the women and girls themselves, their parents, teachers, and other agents who have a role in their educational endeavours howsoever even they are not promoting them. Vocational courses instructors and policymakers often make provisions for girls to pursue the stereotypical skills that are influenced by their notions of what is 'meant' for women (Raju, 2004; Duraisamy and Duraisamy, 1999).

SUMMARY AND CONCLUSION:-

Present trends analyse that for ending this work gap will take time of approx 70 years.

At present women are just getting 77% of what male are getting. Gender discrimination at work result in gender gaps approaching to social protection, in particular maternity and old-age benefits means women are having less opportunity of social protection of employment. Same will happen for old age schemes and plans. On the other side we have to accept that now India is working on eroding of work gap. Working for elimination of gender gap with slow pace but we are moving. Government is doing work for women like:-

- Motivating youth to breakout gender gap.
- Providing training to women for making them more skilful.
- Encouraging women's entrepreneurship.
- Focus on women's participation and leadership in decision-making, in every field governments, employers' and workers' organizations.

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