
Gender Discrimination in India and Its Solution

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ABSTRACT:

Gender Discrimination is one problem that continues to affect woman in India. The traditional oppressive norms have relegated women to secondary status at the workplace and in the household. This has left them with little or education at all.

Women occupy half the globe. But their survival has been a question; their existence with honour and dignity has been a problem., Woman is the subject of sexual exploitation in and outside the home, to say on roads, trains, buses, hospitals, schools, Workplaces and everywhere, wherever there is a male. She has no secured places in this Universe to live in Male violence against woman is a worldwide phenomenon.

In the last decades woman's issues and concern have been debated widely; the major issue being equality. Though their contribution in different economic, social and political activities is very well recognized, yet the idea of equality is still a distant dream. Woman all over the world are overwhelmingly concerned with the issue of gender equality through woman's empowerment. Status of women in Indian society is a reflection of unequal relationships sustained by patriarchy built on male superiority and female inferiority, sex stereotyped roles, expectation and economic, social political predominance of men and dependency of women. India is a primarily a patriarchal society with small segment of population that adheres to matriarchal beliefs and values with is the national culture there exists a "son syndrome" which entails giving preference to sons over daughters and placing a greater value on the male child. This cultural norm breed's gender discrimination is families, schools and Communities, something that is reflected in everyday life at both individual and collective levels the girl child is an issue.

However there are several programmes for girl child which are governed by the state government like scholarship programme for girls, free schooling, free uniform to encourage girls for continue their studies and it is also very helpful in their schooling. But these programmes are not sufficient because there is a great need to set the mind of parents that they should encourage their girl child to study and be bold to fight for any situation. They should trained their daughters to fight back any misbehaviour because In any civilized society, it is the fundamental right of people to be able to lead their lives with dignity, free from mental or physical torture.

Key words: - Gender equality, Gender equity, Sexual harassment, Self defence.

INTRODUCTION:

During the early years of this country ‘ women were not entitled to the same right and privileges as men women were not allowed to vote and were usually required to surrender control of their property to their husband upon marriage moreover their educational and

occupational opportunities were severely limited. It was commonly believed that a woman's place was in the home; raising children and tending to domestic affairs.

The first efforts to achieve equality for women occurred in the 1800s. During the early part of that century, coeducational studies at the university level were offered for the first time. State laws were passed which allowed women to retain their property after marriage. Also, the first women's rights became active in the abolitionist movement during the civil war era. Some became well known public orators, an uncommon occupation for women at the time.

Women were long considered naturally weaker than men, squeamish, and unable to perform work requiring muscular or intellectual development. In most pre industrial societies, for example, domestic chores were relegated to women, leaving "heavier" labour such as hunting and ploughing to men. This ignored the fact that caring for children and doing such tasks as milking cows and washing clothes also required heavy, sustained labor. But physiological tests now suggest that women have a greater tolerance for pain, and statistics reveal that women live longer and more resistant to many diseases. The resulting stereotype that "a woman's place is in the home." has largely determined the ways in which women have expressed themselves.

Despite their increased presence in the workforce, most women still have primary responsibility for house work and family care.

DIFFERENCE BETWEEN GENDER EQUALITY & GENDER EQUITY:

"Gender equality requires equal enjoyment by women and men of socially valued goods opportunities, resources and rewards."

In other words, gender equality refers to equal access to social goods, services and resources and equal opportunities in all spheres of life for both men and women. When there is gender inequality, it is women that are more likely to be disadvantaged and marginalised; but we should not ignore the negative impact that gender inequality can have on men as well. Therefore gender equality is the concern of all and changes must be brought about for both men and women. However, this is not to say that men and women are equally affected by gender inequality. It remains true that women have the greater share of disadvantages. Another incident of the work place that demonstrates the inequality in the treatment of men and women is sexual harassment.

SEXUAL HARASSMENT:

Sexual Harassment refers to "Unwanted sexual advances, whether touches, looks, pressures to have sex, or even jokes." (Hinslin & Nelson, 1996, p.300). It can be two forms.

The first one known as quid pro quo harassment occurs when the harassment is linked to the granting of a benefit; for example, a woman is pressured to have sex with her employer in order to get a promotion.

The second type refers to sexual harassment that is not linked to any privilege but that results in an unfriendly environment. Over the years as women come to realise that offensive behaviour

of a sexual nature at the workplace need not to be accepted as a normal and inevitable part of job. Anybody can be a victim of sexual harassment be it a men or woman.

Sexual harassment is not an issue to be taken lightly. It can have ruinous results on the victim's physical as well as mental health and it certainly adversely affects the productivity of the worker who stands as victim there is still the unfortunate tendency to consider male norms as a measure for women's position. Providing women and men with the same opportunities is the first step; but for true gender equality to be achieved there is a need for gender equity.

GENDER EQUITY:

"Gender equity is the process of being fair to women and men." (UNFPA)

Gender equity implies fairness in the way women and men are treated. The different life experiences and needs of men and women are taken into consideration and compensation is made for women's historical and social disadvantages. Gender equity thus serves to level the Playing field and empower women. Therefore we can say that fair dealing is essential to achieve true equality.

POSITION OF WOMEN IN INDIA:

Where we worship goddess laxmi, Durga, Gauri. there are most Indian communities have what we call a "son preference", and this is something that is widespread throughout the country. Cultural beliefs have made people to submit to the notion that having sons is one way to go to haven after death and guaranteed financial security. Therefore it is clear that these culture work to devalue the role of women in these societies, they strive to achieve equality with men, making gender equality in India an issue.

Gender discrimination continues to be an enormous problem with in Indian society. Traditional patriarchal norms have relegated women to secondary status with in the household and workplace. This strongly affects women's health, financial status, education and political involvement. Women are commonly married young, quickly become mothers, and are then burdened by stringent domestic and financial responsibilities. They are frequently malnourished since women typically are the last member of a household to eat and the last to receive medical attention. only 54% of Indian women are literats as compared to 75 % of men, women receive little schooling, and suffer from unfair and biased inheritance and divorce laws. These laws prevent women from accumulating substantial financial assets making it difficult for women to establish their own security and autonomy.

In 2009 the passing of the compulsory education Act was a historical moment for the children of India that clearly indicated the commitment of the state to providing educational opportunities for all children. The act reinforced faith in school education as being in the best interest of children as well as society. The Act makes available to the girl child in a very real sense all that is overdue to her.

DOMESTIC VIOLENCE:

Globally one out of every three women faces violence at the hands of their husbands, fathers, or brothers and uncles in their homes, Domestic violence can be described as when one adult in a relationship misuses Power to control another through violence and other forms of abuse psychological violence includes verbal abuse.

Such violence may also include rape and sexual abuse psychological violence includes verbal abuse. Harassment, confinement and deprivation of physical, financial and personal resources for some women emotional abuse may be more painful than physical attacks because they effectively undermine women's security and self-confidence.

Working women i.e. those who are in paid employment, face problems at the workplace just by virtue of their being women social attitude to the role of women lags much behind the law. The attitude which considers women fit for certain jobs and not others.

PROBLEMS AT WORKPLACE:

Sexual harassment at the workplace is a universal problem even through the occurrence of sexual harassment at the workplace is widespread in India and elsewhere. This is the first time it has been recognised as an infringement of the fundamental rights of a women under Article 19(1)(g) of the constitution of India "to practice any profession or to carry out any occupation, trade or business. In India, Articles 14,15 and 21 of the Indian constitution provide safeguards against all forms of discrimination.

In any civilised society. It is the fundamental right of people to able to lead their lives with dignity, free from mental or physical torture to ensure this transgressors must pay for their unsolicited sexual advances. At the same time organisations such as men against violence and abuse that conduct gender sensitisation programmes and self defence classes to combat sexual harassment at the workplace, must be encouraged.

IMPORTANCE OF SELF DEFENCE TRAINING FOR WOMEN:

In today's world women are independent and go out for work. In the same time they also face the problems of stalking molesting, harassment etc. to deal with such problem it is necessary that woman should be trained in self defence. The girls should know how to fight handle themselves without any dependent on others. She should know her strength and learn to fight against 'he'. In today's world many girls and women face harassment molesting and stalking problems why? Just because everyone thinks that she do not have any strength to fight and they start harassing her. There should be self defence training in every school in the country to protect them. The primary level students can start their training in order to protect themselves. When these children grow up their confident level would be high and would be a better fighter than men. Men is considered to be more stronger than women. But do not think that woman cannot fight. Many girls are shy and uncomfortable but this should no longer be there. Girls should know how to fight back if someone tries to do something wrong with her.

FINDINGS:

India is rapidly advancing in its. Developmental goals and more and more women are joining the workforce. It is the duty of the state to provide for the wellbeing and respect of its citizens to prevent frustration low self esteem, insecurity and emotional disturbance, which in turn could affect business efficacy; leading to loss of production and loss of reputation for the organisation or the employer. In fact the recognition of the right to protect against sexual harassment is an intrinsic component of the protection of women's human rights. It is also a step towards providing women independence, equality of opportunity and the right to work with dignity. The government has also drawn up a draft National policy for the empowerment of women which is a policy statement, outlining the state's response to problems of gender discrimination. As persistent gender inequalities continue, we need to rethink Concepts and strategies for promoting women's dignity and rights.

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