

## **COMPARATIVE ANALYSIS: WORKPLACE DISCRIMINATION AGAINST WOMEN IN INDIA AND OTHER COUNTRIES**

**Dr. Harinder Kaur**

Assistant Professor, Department of English, SSM College, Dinanagar

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### **ABSTRACT**

The present paper distilled essence of academic inquiries delineates a tangible decrement in the employment ratios of urban female populace juxtaposed with an elevation in harassment incidents predominantly among the younger female demographics, hence emphasising the exigency for preemptively strategized interventions. This discourse ventures into the elaborateness of workplace discrimination faced by females in India and abroad, the exigency for potent anti-discrimination statutes to uphold women's rights and foster gender equality.

### **INTRODUCTION**

This historical scrutiny dismantles the opaque veils obscuring entrenched discriminatory practices against womenfolk in occupational spaces, summoning a call for delicately calibrated legal frameworks and initiatives augmenting gender parity and potentiation across the Indian societal expanse.

Furthermore, the progression of societal factions and the mobilisation of a civic-minded populace presents a variegated topography predominantly overshadowed by bourgeois pursuits, potentially jeopardising inclusivity in societal rectifications (J. Harriss, 2015).

The chronicle accentuates persistent impediments for the feminine demographic, delineated via wage variances and gender-oriented biases within ascendancy and induction protocols. The enactment of the Indian Equal Remuneration Act, 1976, carved pathways intended for mitigating wage disparities contiguous to analogous labour, yet remains ineffectually executed owing to entrenched societal paradigms and lacklustre enforcement dynamisms.

### **Comparative Analysis: Workplace Discrimination Against Women in India and Other Countries**

An examination juxtaposed regarding the differential manifestations of occupational inequity faced by the female cohort in Bharat juxtaposed with variegated global demarcations delineates a spectrum fraught with intricacies alongside discrepant legalistic scaffoldings catering to aforementioned grievances. In the precincts of Bharat, notwithstanding endeavors legislatively as epitomized by enactments such as the Equal Remuneration Act conjointly with the Sexual Harassment of Women at Workplace Act, the prevailing continuance of discriminative practices is palpably observable, subsuming variances attributable to age, gender, caste, plus chromaticity considerations. Disclosures within scholarly inquiries gesture towards a decrement in female professional engagement particularly within urbanistic confines alongside an escalation in vexation rates predominantly concerning youthful femininity, punctuating the exigency for invigorated anti-discriminatory ordinances. In a

contrasting vein, the interrogation of occupational discrimination within alternative national contexts might illuminate divergent evolutionary trajectories and policymaking paradigms.

The proposition of the Anti-Discrimination & Equality Bill in 2016 by Shashi Tharoor in the territorial bounds of Bharat contemplates the mitigation of prejudicial conducts and augments provisionality for aggrieved entities, yet an incisive perusal of international exemplars could be instrumental in the enrichment of Bharat's anti-discriminatory statutory corpus while concurrently nurturing global gender parity within professional arenas. Ergo, a meticulous scrutiny of these comparative perspectives is imperative for the propulsion of dialogues concerning occupational discrimination against the feminine assemblage and anti-discriminatory jurisprudence, inciting proactive initiatives for the attainment of an equitable occupational milieu.

### **IMPACT OF WORKPLACE DISCRIMINATION AGAINST WOMEN ON SOCIETY AND ECONOMY**

Despite a considerable body of research substantiating the deleterious ramifications of workplace discrimination against women within India's sociocultural and economic textures, the persisting onslaught of such discriminatory encumbrances continues unabated.

Undergirded largely by the prejudicial paradigms steeped in age, gender, caste, and chromatic distinctions, this toxicity forms a noxious canopy that stunts the societal and economic fabric (Shivangi Dhawan, 2019). The filamentous sprawl of this gender-based exclusion is particularly palpable in urban employment spectra, where such discriminative undertones not only diminish female workforce engagement but also perpetuate a disconcertingly regressive societal structure.

Indeed, dissecting the discourse surrounding the rectification of such imbalances, one observes that the orchestration of a solution transcends merely rectifying individual injustices (Shivangi Dhawan, 2019). It invariably casts a wider net that envelops the fostering of an inclusively vibrant economic milieu. This transformative endeavour necessitates the instigation of robust legal scaffolding aimed at the dissolution of gender-based discriminations, a procedure posited to yield substantial economic dividends. However, despite these iterative endorsements (Shivangi Dhawan, 2019), the existing legal framework remains deficiently equipped to fully extirpate the roots of such gender-based inequities, presenting an unequivocal imperative for immediate and comprehensive legal reformative measures to instil societal parity and economic opulence.

### **EDUCATION AN INSTRUMENT OF SOCIAL CHANGE**

This need not be so much depended upon what the content of the educational message is and who the educators are. There is a belief that education is by itself supportive of social change. Most leaders of public opinion whether of the right or of the left, whether progressive or reactionary, whether pro-women's movement or against are all drawn from among the educated, i.e. from among those who have had formal college education. (Gore, 1995: 105). Education, for a long time was dissociated from the idea of nation building. main aim was considered to be transmission of the accumulated wealth of knowledge, imparting of classical

values, and building the character of the individual. Education is a value in itself, as it develops personality as well as the rationality of individuals. The acquired knowledge by serving a social purpose raises the status in society. Education provides an essential qualification to fulfil certain economies, political and cultural functions. It broadly perceived as an endless continental of lifelong learning is essential for human resource development.

Patel (1995: 35-36) said: In rural areas of developing countries, women are not always acquainted with technical subjects. It might be appropriate to separate groups of participants who are functionally literate from those who are not. Evidence has shown that, even when there is no functional literacy, women are able to handle technologically advanced machines and equipment. Depending on the type of technology used, the maintenance of machinery and equipment would be part of any curriculum. For example, if agricultural extension workers are included among trainees, it is also necessary for them to learn how to repair a tractor, not only how to use it. As for hand pumps, or flow rice or coffee mills, women's training should include technical know-how on repairing the hand pumps and the mills. whenever any emergency arises. In this, way women could become technically self-reliant in a village setting. According to A.J. Abdul Kalam (2006), empowering women is a prerequisite for creating a good nation, when women are empowered, society with stability is assured. Empowering the women is essential as their thoughts value systems leads to the development of a good family, good society and ultimately a good nation.

#### **FUTURE DIRECTIONS FOR ADDRESSING WORKPLACE DISCRIMINATION AGAINST WOMEN IN INDIA**

Navigating the labyrinthine landscape of workplace discrimination against women within the Indian context necessitates an intricate, multi-dimensional tapestry of approaches, each interwoven across legal, societal, and organisational strata. For future progress, a recalibration of legislative infrastructures is paramount, seeking to augment the skeletal framework of current anti-discrimination statutes, notably the Equal Remuneration Act alongside the Sexual Harassment of Women at Workplace Act. Such fortification is indispensable for an all-encompassing safeguard for women across disparate vocational echelons. A keystone in the archway to gender parity is the operationalization of the Anti-Discrimination & Equality Bill, 2016, mooted by Shashi Tharoor, emblematic of a proactive stratagem to besiege discrimination with methodological vigour (A. Roy, 2020).

Within the organisational bastions, the fabrications of anti-discrimination cells emerge as pivotal, equipped to furnish victims with immediacy in succour whilst concurrently cultivating an inclusivity-rich ethos. Contrastingly, the scholarly forays into future research must delve into the intricate cross-stitching of discriminatory vectors spanning age, gender, caste, and chromatic nuances thence tailoring interventions with nuanced precision

By championing these trajectories, India can orchestrate a milieu wherein women's empowerment and respect burgeon within the economic arenas, heralding an era of authentic equitability and societal advancement. Such endeavours are not merely desirable but quintessential to the tapestry of India's socio- economic fabric.

## CONCLUSION

To encapsulate, the omnipresent quandary of occupational prejudicial treatments meted out toward the female sect in India's workplaces beckons for immediate and stringent attention facilitative through the institution of stalwart anti-discriminatory ordinances alongside permeative stratagems. Contrary to the depictions by mass media which insinuate advancements, tangible on-site observances delineate an unabated contending with challenges by the womenfolk, manifested in myriad discriminatory forms inclusive but not restricted to sexual molestation, ageism, gender bias, casteism, and colorism. Scholarly delineations underscore the pernicious repercussions such bias holds upon the labour participation of women domiciled in metropolitan zones, together with a heightened incident rate of harassment plaguing the younger demographic amongst the female labour force. Though the extant legal architecture features cornerstone statutes such as the Equal Remuneration Act alongside the Sexual Harassment of Women at Workplace Act, it ostensibly lacks efficacious coverage to counteract the multi-dimensional spectrum of discrimination (A. Roy, 2020).

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