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GENDER EQUALITY; RIGHT TO WORK

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ABSTRACT

Gender equality and women empowerment has been the burning topic of debate since a long time. It is one of the millennium development goals too. Various conferences, summits, have been conducted at various platform to bring about gender equality and raise the status of women at par with men.

Moreover, changes have been encountered. Policies, schemes, and various other initiatives have changed the scenario and empowered women. The literacy rate arose; participation of women in economy, politics, and governance has increased tremendously.

The sufferings seem to come to an end. However, when we study data, a different picture come in front of us. The rate of unemployment among women is the highest and very low in comparison to their male counterparts. Through my research paper I want to bring into light the false empowerment women have achieved, while the issue of right to work still untouched

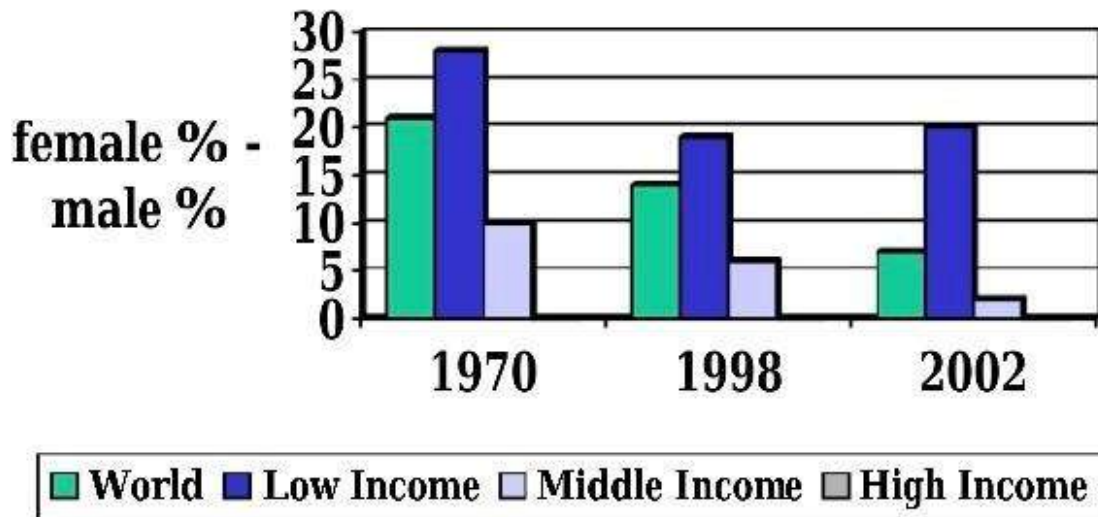
INTRODUCTION:

Gender equality is being discussed everywhere since the world has started considering women equivalent to men. To a great extent we have achieved the equality.

According to various reports and data changes have been seen in the matters like right to education, marriageable

age, and many more. However, women lag behind in various essential matters such as decision-making power, career choice, employment opportunity etc. every now and then we hear that women have excelled in fields like academics, sports, art and many more. Here the question arises that still why the employment rate is so low.

Adult illiteracy rate



According to a report of LFPR (labor force participation rate) the percentage of females in workforce was only 35% in 2000 and 28% in 2019.

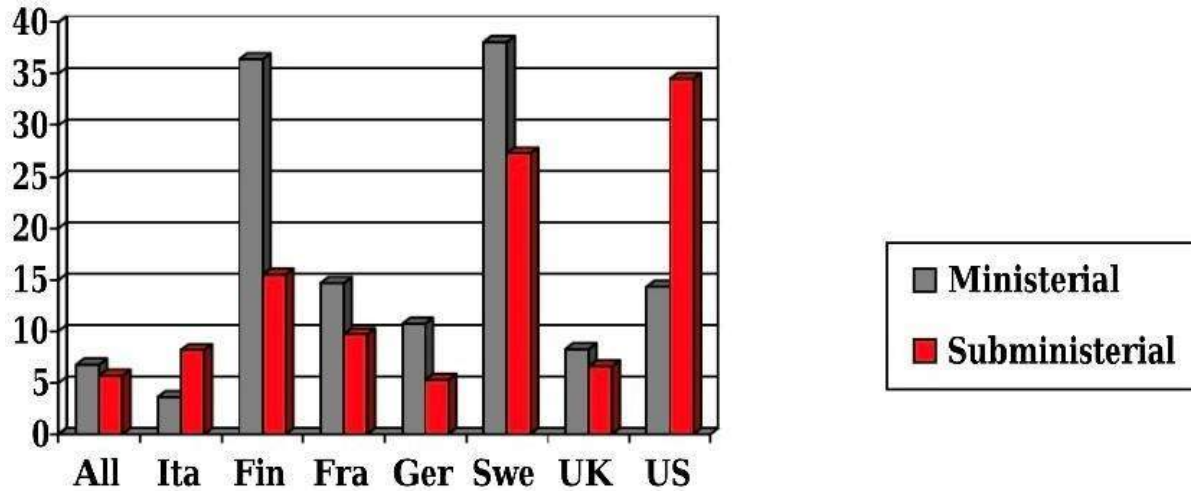
The objective of my study is to find answer to the above raised question that if empowerment is achieved then why the employment rate so low. The methodology I have used is quantitative research in which I have done literature review of various researches already performed on this issue. Below are some of the findings from my research citing the various causes behind the prevalent inequality in our socio-economic as well as political system.

1. According to the International Labor Organization, lack of awareness of women workers right has increasingly been recognized as a constraint in the effective use of standards. Dissemination of information about these rights is therefore, a vital instrument for improving the status of women in society. Ideally, all human being has the same right to do a job. Recruitment or assignment must be given on the basis of one's abilities. Although, right to equal opportunity of work is a fundamental right in our constitution. However, in practice, there is still discrimination against women in several fields.
2. Women are considered less capable to work and unable to adapt to the work environment. This causes women to be hampered in a career in a company or profession. But in reality, is, women have proved their excellence in every phase of life whether it be homemaking or career. Women have always been good

performers when given any task to accomplish. To utilize their ability opportunity must be provided to them. For this great leadership is essential who treats all genders equally. The involvement of women in human resource practices really must be based on self-competence and competitive advantage.

3. The stigma over the family division of labor- Not only in the workplace but the allocation of tasks at home is done so discriminately that role of women is considered inferior to that of their male counterparts. The already designed division of labor requires a reboot and a new egalitarian division of labor needs to foster so that men are tied more to home and women attached to paid work.

Percentage of women in government.



1. Role of laws and litigations- In ‘right to work’ by Michael W. McCann explains how wage discrimination battles have raised public legal consciousness and helped reform activists mobilize working women in the pay equality movement.

Still, cases of unequal pay, disparity and biasness in promotions, incidents of sexual harassment and many more are coming into light every now and then. Moreover, opportunities to work equally reduce for women who are mothers. Better laws and policies can play a major role in eradicating this discrimination at workplace as well as at home. Social equality and laws altogether has to work to create an environment which is indiscriminatory for women.

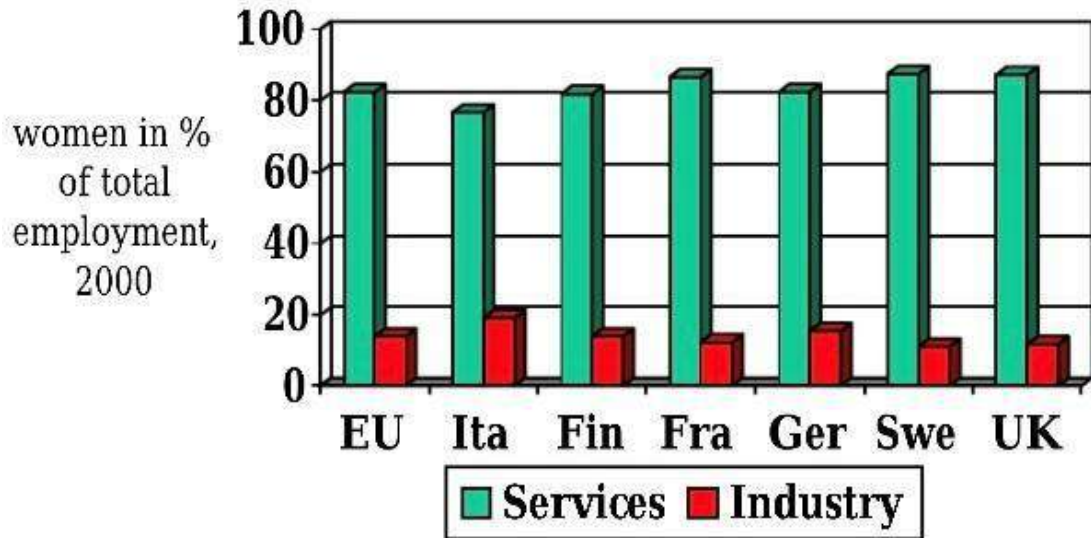
2. Impact of marriage-

According to a data revealed by NFHS (National Family Health Survey) Only 32% of married women in India are employed that too aged 15-49.

Around 15% of women who are working are not paid at all for their work.

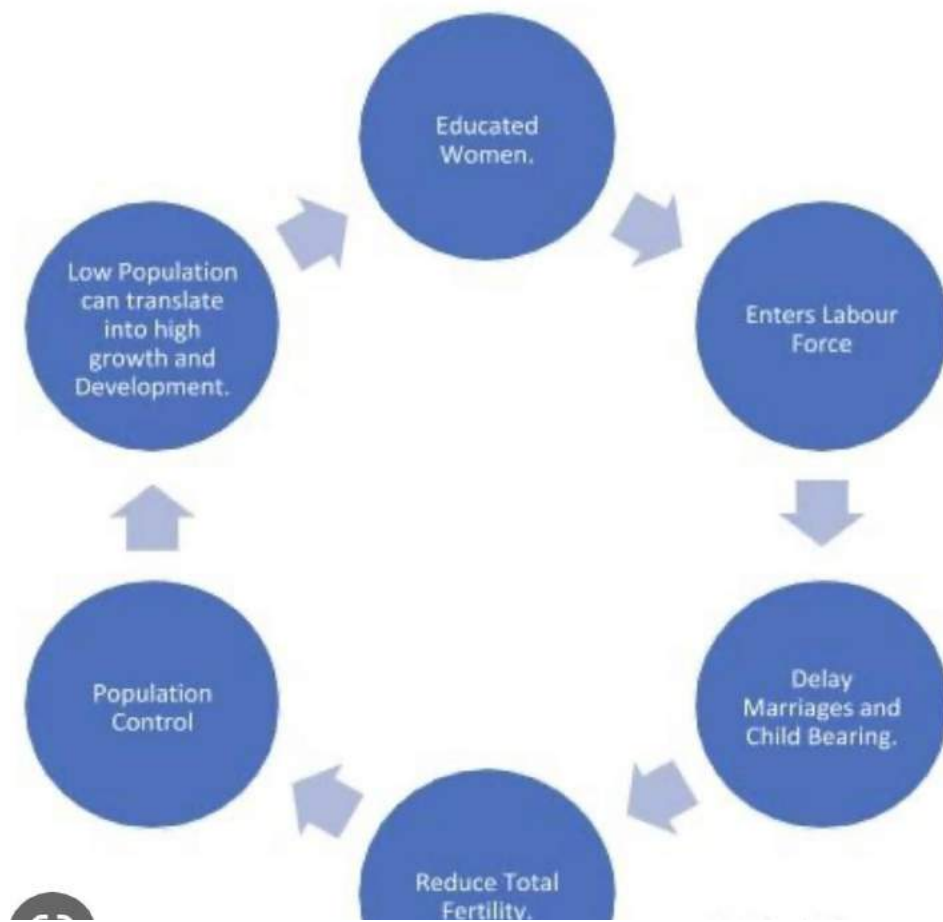
Job after marriage is still a relatively new concept. After marriage most women tend to engage in work of jobs less than men mainly because of family and household responsibility.

Another data by CMIE (Centre for monitoring Indian economy) revealed that around 21 million women disappeared from workforce, leaving only 9% of the eligible population employed.



1. Decision making power-

The struggle faced by women does not end here, a report further highlights that 85% of the married women who earn cash say that they make decisions jointly with their husbands on how their earnings are used. Moreover, for most of them husband is the sole decision maker regarding the use of women’s earnings. Right to choose is one of the basic rights of every being on this planet. Still, when it comes to women, she is hampered to this basic right too



RESEARCH ANALYSIS

In spite of several provisions and policies the right to work has not been granted to women in a full-fledged manner. Still there are many loopholes present that can be catered only when society and litigations work together.

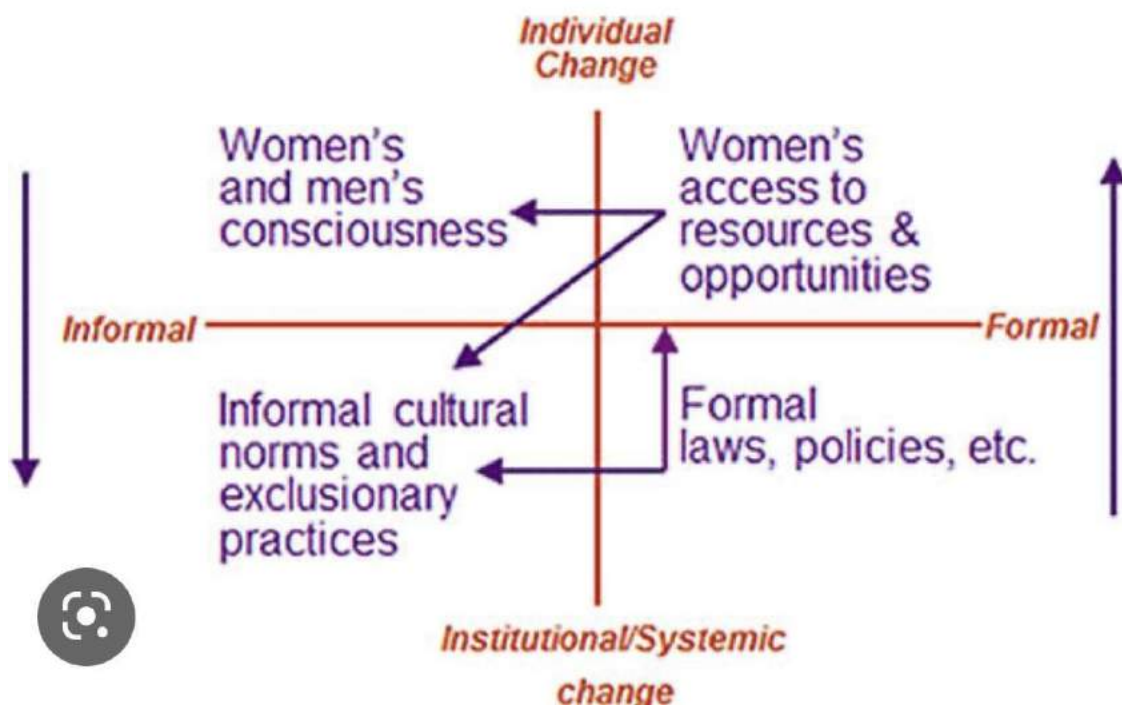
Following are the extract from my findings and some recommendations of ILO.

1. Gender mainstreaming must be done. Right to work should be the sole priority of policy makers taking into consideration family responsibilities.
2. Incorporation and awareness related to important information relevant to women working.
3. Enforcement mechanisms and procedures should work effectively in pursuit of individual freedom.
4. Elimination of all forms of forced or compulsory labor.

5. Elimination of any kind of discrimination in respect of employment and occupation,
6. Maternity protection laws and provisions
7. Decision making power and right to choose.

Moreover, women’s involvement in human resource management practices should be increased. They should be given a chance to showcase their capabilities, only then their potential would be known to the world.

What Are We Trying To Change?



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