

AN ANALYSIS OF THE GENDER STUDIES' NEWEST PROBLEMS AND SOLUTIONS

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ABSTRACT

Inequality between men and women is a global issue, and India is no exception. As a result of societal gender bias, women experience a wide range of disadvantages and inequities in their lives. Employer discrimination can take many forms (inequalities in compensation and benefits, as well as hurdles to professional advancement), and it can also be found in the workplace (sexual harassment / persecution / mob rule, easy dismissal or layoff, etc.). When it comes to women's rights, this research focuses on the challenges they confront in India, particularly in the workplace. As a result, we examined the current state of affairs in India, compared historical data with global averages, examined which sectors of business are most affected and why, investigated the causes of its recurrence and improvement over time, and then made recommendations for potential solutions based on our findings.

Keywords: gender equality, gender inequality, gender discrimination, India.

I. Introduction

Men and women should be treated equally in society and should not be discriminated against on the basis of their gender unless there is a clear biological cause for doing so. Also, the United Nations' Universal Declaration of Human Rights aims to foster equality in the law and in social contexts, such as democratic activity and the workplace, to achieve this goal (MacAvaney, et al. 2019). Economic growth may be harmed as a result of gender disparity, which might lead to an increase in poverty and vulnerability across society. For most cases, women are left out or disadvantaged by gender inequality when it comes to making decisions and accessing economic and social resources. Gender equality in India has still not been achieved by most standards despite significant structural reforms over the past several years and significant efforts to reduce the gender gap in India's economic, political, and social life.

II. Literature review

Gender in society is distinct from gender in nature. Socio-cultural gender differs from one culture to another, yet it is dependent on the structure of society and culture itself. In this perspective, social gender involves not only gender differences, but also issues of gender discrimination and uneven power relations between the two sexes. " (Verloo, 2018). They are concentrated in specific areas, industries, and vocations. They are concentrated in low-wage, low-skilled occupations in the industrial sector, which have been particularly hard hit by the economic crisis. Women's education and employment have improved in recent years, although not to the extent that advocates had hoped. Female participation in some professions (particularly management) remains low, and women choose to engage in conventional vocations with low remuneration and restricted career advancement opportunities since they can be easily integrated into homemaking.

III. Employment and Recruitment Rates and Approach toward Women

In urban regions, 18.6 percent of the workforce is female, whereas in the public sector, 36 percent of the workforce is female. Because of the concentration of public sector jobs in urban areas, the public sector accounts for a significant portion of the officially recorded employment of women. Despite the equalitarian nature of the legislation, the participation rate of women in the labour force has been dropping since 60. According to Census data, the percentage of the population that was under the age of 65 as of the end of 2007 was 34.1 percent. As of the end of 2010, India's female labour force participation rate was 27.6 percent, compared to the EU-27 average of 66.1 percent and the OECD average of 60.8 percent. For the OECD nations, India ranks last for the percentage of women in the workforce, according to (Tsamados, et al. 2022). As women's educational attainment rises, the gap between their labour force participation rates (LFP) and those of males widens. Graduates of four-year colleges and universities are responsible for these minuscule variations. In order to improve their LFP rates, a woman must obtain additional instruction. Between 64.4 percent and 74.7 percent of males in India are LFP users, but there are considerable geographical disparities in female LFP usage (between 10 percent and 44 percent) The authors (Angeli, & Giannakos, 2020). When it comes to business, discrimination against women manifests itself in a variety of ways, including inequitable access to higher education and vocational training, unequal employment opportunities and recruitment processes, unequal pay, unfavourable working conditions, sexist workplace attitudes, and problems with advancement and layoffs. There is a persistent bias against hiring women because of the possibility that they may stay at home to care for their children. However, many women do not have children to consider. This demonstrates that women face a number of unique challenges. It's the reality that discrimination is more nuanced than that, and that it's not only the result of bias (Zhou, et al. 2018). According to a poll of 298 women employed in the textile, garment, and food industries, all women reported gender discrimination in their employment, according to the findings. An intriguing example of this prejudice was given by one of the ladies who spoke: "Four months ago, 18 women and men who did ironing sought minimum pay and insurance from the employer. Those nine ladies who were laid off were given minimum pay and health insurance by our employer."

IV. Sectoral or Occupational Distribution

In India, there are fewer women with advanced degrees than men. Because of this, women tend to avoid administrative and management roles. Examining India's female labour force rates, we find that 28% of attorneys, 39% architects, 14% engineers, 39% dentists, and 33% academics fall into this category. In addition (West, et al. 2018). However, just 0.19 percent of business owners, directors, and executives are females. Only 147,000 women were legislators, senior managers, and directors in India in 2007, according to a 2007 study of the whole workforce, although 490,000 women were professionals. As a result, the majority of Indian women who are employed work in fields that do not need specialised knowledge. Women make up 42.8 percent of agricultural workers in India, 15 percent of industrial workers, 0.8 percent of construction workers, and 41.7 percent of service sector workers, according to 2010 figures. Agriculture accounts for the majority of employment, and women are more likely to work in agriculture than any other industry. Construction and manufacturing remain a more male-dominated industries for female workers, as such (Williams, Brooks, & Shmargad, 2018). Primary and secondary labour markets have been established as a result of market structures and features established by industrial firms. In general, the formal sector, which includes occupations that pay

well and provide benefits, is considered the primary market, and the informal sector, which includes low-wage jobs, is considered the secondary market. Men dominate the primary market, whereas women dominate the secondary market. The service industry in India has witnessed the greatest rise in the number of women working there. Female employment in India's service and public administration sectors is particularly high. Women in the public service can work in a variety of fields, including education, health care, and telecommunications. Architect-engineering services, financial advisers, accounting clerks, cashiers, and the textile and food industries are some of the most common private sector jobs for this group. Culture and women's roles in this division of labour dictate women's ability to select where they work and what they do, limiting their ability to work in certain professions. Child care and household work are at the top of the list for most women (cooking, cleaning). As a result, they tend to work in low-paying, low-status occupations in the labour market, which are seen as less powerful than those in higher positions. It is normal for businesses to use gender segregation to place women in specific positions and industries. It is assumed that women are cheaper and less productive than males and completely productive only at particular points in their life (while single and unmarried), competent for only certain sorts of work (unskilled, transient, and service jobs) - this is supported by women's employment patterns (Malisch, et al. 2020). Specialized occupations in the service industry are commonly filled by trained women in India. Skill-based positions that don't need specialisation are being filled by untrained women. Knitting, buttonholing, and other small-scale knitwear production are examples of this. Aside from working in the service industry, women may also be seen working as manufacturing workers, salespeople, cashiers, hairstylists, and tailors. Employing women in industrial high management (control jobs) is viewed as a risk. As a result, women are working exclusively in specialist roles such as human resources, corporate communications, public relations, and marketing, which are usually referred to as "female functional areas," and not on the career path of top management positions or in the private sector (Hyde, et al. 2019). A further issue is that female employees and managers tend to be confined to jobs that pay less and have less opportunities for advancement than male counterparts in the same category.

V. Conclusion

The issue of gender equality is not unique to the United States. It's everywhere, but it shows up in different ways and at different levels depending on where you are and what society you're in. To counteract gender disparity, measures must be tailored to the specificities of each country's culture. In order to conceptualise this issue, we must use a set of global definitions and concepts that are accepted as accurate. As a result, we suggest that these indices should be revised to reflect these preferences. There should be a focus on developing tailored solutions rather than following universal indices as a whole in particular nations or civilizations. Aside from the fact that it may be ineffective in certain nations and wasteful of financial resources to simply follow global indices and implement identical solutions,

For other people, narrowing your focus using targeting would be a better option. A country may not be able to remove all of its gender inequality issues (Siddiq, & Scherer, 2019). It's important that we develop new countervailing preferential strategies, policies, and plans or targeted solutions specific to our country and implement these as per our ability and capacity and maintain its sustainability in order to eliminate it at a level of generally accepted local and universal values here. Some of our ideas for resolving the issues were outlined above. Step-by-step or in a coordinated effort, all stakeholders should follow the methods outlined below to

achieve this goal: Identify and eliminate all unrecorded employment, as well as devise methods for tracking all aspects of one's job. Gender-based disparities in India must be understood in terms of its structural dimensions and different patterns by using effective approaches for gathering real/actual statistics data. Gather precise data from the field and enter it into a reliable database. Effective techniques of assessment should be used to analyse the data. Investigate and discover the ties that bind the many social, cultural, economic, political, and educational elements and behaviours that contribute to gender disparity.

VI. References

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