

# **A COMPARATIVE STUDY OF WOMEN OF ANCIENT INDIA AND THAT OF MODERN TIMES IN TERMS OF GENDER EQUALITY AT WORK PLACE**

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## **ABSTRACT**

The expression sex partiality and sexual terrorizing at working environment was created from the perspective of women. The legitimate defend to women at work environment has been confined at the piece, region and national level for the sorted out and additionally disorderly division. Yet, the fundamental issue is that extensive percent of working women don't know about the lawful assurance issues. Global Conventions and issues identified with sex partiality and sexual terrorizing at work environment has been talked about alongside social work mediation. India's advance towards sex equity, measured by its position on rankings, for example, the Gender Development Index has been frustrating, regardless of genuinely fast rates of monetary growth. In the previous decade, while Indian GDP has developed by around 6%, there has been an extensive decrease in female work drive interest from 34% to 27%. The male-female wage crevice has been dormant at half (a current overview finds a 27% sex pay hole in cubicle jobs). Crimes against women demonstrate an upward pattern, specifically fierce violations, for example, assaults, share passings, and respect killings. These patterns are exasperating as a characteristic expectation would be that with development comes training and flourishing, and a conceivable

decrease in adherence to customary establishments and socially recommended sexual orientation parts that keep women down.

*Keywords: Sexual Harassment, Honour Killing, Stereotype*

### **Introduction**

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a demonstration in India made by parliament that tries to shield ladies from lewd behavior and segregation on working environment. The Bill got the consent of the President on 23 April 2013 and came into constrain from 9 December 2013. This statute superseded the Vishakha Guidelines for anticipation of lewd behavior presented by the Supreme Court of India. It was accounted for by the International Labor Organization that not very many Indian managers were consistent to this statute. Most Indian business' have not actualized the law in spite of the legitimate necessity that any working environment with more than 10 representatives need to execute it. As indicated by a FICCI-EY November 2015 report, 36% of Indian organizations and 25% among MNCs are not consistent with the Sexual Harassment Act, 2013. The administration has debilitated to make stern move against managers who neglect to consent to this law Gender equity activities at India Inc are from a consistence viewpoint instead of conquering any hindrance states TeamLease report. As per the report, over 72% of ladies feel sex separation is as yet common at work environment. They credit the shamefulness to benefits men get both at hierarchical and societal level, master men rehearses, male overwhelmed peer eco-framework, and skewed professional success pathways. A point by point examine on the greatness, reasons and effect of sex inclination on work showcase, the report blasts the myth encompassing urban working ladies. According to the report the workforce investment of provincial ladies is far higher than urban ladies. While just 20% of the ladies from urban zones entered the work, ladies constituted 30% of the specialists in provincial ranges.

Sex victimization ladies is generally felt in employments and is intensely felt in immaculate science where ladies are not very many in numbers. The issues confronted by ladies in the recorded of characteristic science are as per the following

- **Minority:** As a very small number of women are present, there are a minority in their professional circle and thus their needs are not/under addressed.
- **Sexism:** A prevalent notion among the pure science communities is that women scientist are not at par with their male counterparts.
- **Stereotype:** Girls at young age are discouraged from taking up pure science as it is considered as a male bastion.
- **Lack of mentoring:** Women often lack mentors who are can guide them especially while facing the inherent discrimination in the system works against them
- **Role models:** Many accomplished women scientist still remain unsung heroes who can spur girls of next generation to take up natural science. While we know much about Einstein, we know very little about accomplished Emmy Noether who was a guide to Einstein and had considerable influence on him
- **Communities:** Women communities in pure sciences where women can discuss and share their problems are few.
- **Addressing special needs:** Supporting married scientists and mothers while taking care of their needs of safety, household responsibilities, child rearing are not addressed.
- **Peer support –** As number of women in the hierarchy remain scarce, peer networking becomes a challenge
- **Community overhang –** lack of women centric institutions that makes inclusion difficult.

### **Role and Status of Women in Ancient India**

The Rig Vedic Women in India delighted in high status in the public eye. Their condition was great. The women were given chance to achieve high learned and otherworldly standard. There were numerous women Rishis amid this period. Despite the fact that monogamy was for the most part normal, the wealthier area of the general public enjoyed polygamy. There was no sati framework or early marriage. Be that as it may, from getting a charge out of free and regarded positions in the Rig-Vedic culture, women began being oppressed since the Later-Vedic period in training and different rights and offices. Tyke marriage, dowager consuming, the purdah and polygamy additionally intensified the women' position. The part of women in Ancient Indian Literature is colossal. Old India had many educated women. There were two sorts of insightful women — the Brahmavadinis, or the women who never wedded and refined the Vedas for the duration of their lives; and the Sadyodvahas who contemplated the Vedas till they wedded. Panini said of female understudies' contemplating Vedas. Katyana called female educators Upadhyaya or Upadhyayi. Ashoka got his girl, Sanghamitra, drafted into lecturing Buddhism. From the Jain writings, we find out about the Kousambi princess, Jayanti, who remained an old maid to consider religion and reasoning. Frequently, Buddhist nuns formed psalms. Women wrote Sanskrit plays and verses, exceeded expectations in music, painting and other expressive arts. Women regularly delighted in unmistakable parts in legislative issues. Megasthenes said the Pandya women running the organization. The Satavahana ruler, "Nayanika ruled the kingdom for the benefit of her minor child. So did Pravabati, girl of Chandragupta II, for the benefit of the minor Vakataka ruler. A brief time after the Gupta period, rulers used to lead in Kashmir, Orissa and Andhra. Princess Vijaybhattarika gone about as the common ruler under the Chalukya King; Vikramaditya I. Women were common and town executives in the Kannada district.

## **WOMEN EMPOWERED LEADS TO NATION EMPOWERMENT**

India could add between 16% and 60% to its national income if women joined the labour force in proportionate measure. Achieving this requires India to recast its outdated societal

outlook substantially. A transformational change in societal attitudes and beliefs is the need of the hour, to enable women with Education and Employment opportunities on par with men. The onus for such change rests as much on society as it does on policy measures. Women are severely underrepresented in most well-paying sectors and, at the same time, they are disproportionately well-represented in subsistence-income occupations such as care and agriculture. A transformational shift in the number of women at work could bring about long-desired outcomes of better parity with men across opportunity, role and rewards, autonomy and a strong voice in decision making and, finally, equitable sharing in household responsibilities. The number of women in the labour force is substantially lower than the number of men, across sectors. The predominant theme is their overwhelming population of sectors that require process-orientation rather than engineering effort. The labour force participation rate is significantly skewed towards rural women, so much so that the urban, well-qualified, working woman is more of a stereotype than a reality. Most urban, educated, women willy-nilly desist from joining in the labour force because of patriarchal taboos. The workplace bias against women is multidimensional – it creates effective resistance against women’s advancement in their career through stereotypical roles, inequitable wages, structural constrictions to progression and leadership. The root cause of bias against women arises from the labour market being largely male-dominated and having nurtured a masculine characteristic in its DNA. We deconstruct this root cause as a framework of Privilege, Practices, Peers and Pathways women are up in arms against. Survey findings indicate that there is significant divergence between employee expectations and organizational policies related to gender equality. Organizations are perceived by employees to be fulfilling compliance requirements more than actually effectively addressing inequality. In conclusion we propose a comprehensive, three-layered, approach that includes a foundational layer of parity and advocacy, a mid-tier of effective

performance review and leadership pipeline capabilities, followed with adequately funded policy implementation.

### **POSSIBLE WAYS TO TACKLE LACK OF GENDER EQUALITY AT WORK PLACE**

- Break Stereotypes: that girls are not suitable to take up pure sciences
- Special Needs: Provisions to address the needs of married women and mothers through flexible hours of work and education.
- Building Communities: Women centric where women can discuss and share their problems
- Creating Role models: Women role models should be brought to limelight and should be presented in a way that encourages women to take up pure science.
- State support- necessary to prevent discrimination. Eg. Maternity Benefits(Amendment ) Act, 2016
- Strengthening grassroots – scholarships and rewards to recognize girl talents and setting trajectories to foster them.

Recent initiatives on training and recruiting young women from rural areas for factory-based jobs in cities provide economic independence and social autonomy that they were unaccustomed to in their parental homes.

Gender diversity is a must and the inherent issues women face on the lines of gender discrimination needs to be addressed to ensure a more inclusive and equitable scientific community.

### **CONCLUSION**

For India to maintain its position as a global growth leader, more concerted efforts at local and national levels, and by the private sector are needed to bring women to parity with men. While increasing representation of women in the public spheres is important and can potentially be attained through some form of affirmative action, an attitudinal shift is essential for women to be considered as equal within their homes and in broader society. Educating Indian children from an early age about the importance of gender equality could be a meaningful start in that direction

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