

Effects of Glass Ceiling

One of the major indicators that serves to demonstrate that inequality exists between males and females is the gender wage gap. Some explanations offered to explain this gender gap centre around education. Women were believed to have low earning power as compared to males two decades ago because women were just entering the paid labour force and therefore, possessed less skill and education than most men. However, within female dominated fields (i.e., education) the "glass ceiling" is still present. Women often have great difficulty acquiring managerial positions even in overwhelmingly female oriented fields. Therefore, this phenomenon extends into all fields.

Although it is often down-played that any differences existing between men and women, who are "climbing the ladder" together, this is untrue. Unfortunately, the gendered inequalities are often embedded within the social hierarchy and this reflects how women and men are perceived in leadership roles. Possessing expertise is not viewed as positively as it is for males. This also suggests that lack of skills is not the only reason why women are not deemed worthy of leadership roles.

Overall, the system is designed to cap the amount of promotions and knowledge women gain in comparison to males. However, performance ratings were more strongly connected to promotions for women than men. This suggests that women had to be highly impressive to be considered eligible for leadership roles, whereas this was not the case for men.

Women are more likely to choose jobs based on factors other than pay, for instance : health care and scheduling that can be managed with the duties of primary care of children

for which women are still largely responsible and thus they may be less likely to take jobs that require travel or relocation or jobs that are hazardous. On an average, women take more time off and work fewer hours, often due to the unequal distribution of childcare, labour, domestic labour, medical needs specific to women and other family issues that tend to fall to a women's responsibility as per the gender roles assigned by society.

Reverse Glass Ceiling

A new phenomenon known as the "reverse glass ceiling" has been taking shape in the developed regions of the world in the past few years. More and more men have now, started their careers in female-dominated industries, such as nursing, paralegal, travel and childcare. Many have been discriminated against because of this. Some experts question whether it actually exists because it is still infantile in growth. Some others call this concept the "glass escalator" and describe it as the rapid advancement of men into positions of authority within female-dominated occupations.

These differences or gender inequalities are biological which have been used to justify roles allotted. Such unfair and discrimination follows gender stereotyping held by society.

Gender Equality: The Constitutional Provisions

- The Constitution of India provides for gender equality in its preamble as a Fundamental Right. It also empowers the state to adopt measures of positive discrimination in favour of women by way of legislation and policies.
- India has also ratified various international conventions and human rights to secure

equal rights for women, such as ratification of convention on elimination of all forms of discrimination against women in 1993. Women have been finding a place in local governance structures, overcoming gender bias.

- The passing of Pre-natal Diagnostic Test Act in 1994 also is a step in removing gender discrimination. This Act seeks to end sex-determination tests and female foeticide and prohibits doctors from conducting such procedures for the specific purpose of determining the sex of the foetus.
- The Government also announced the National Policy for Empowerment of Women in 2001 to bring about the advancement, development and empowerment of women.
- The Government has also drawn up a draft of National policy for the empowerment of women which is a policy statement outlining the state's response to problems of gender discrimination.

Do You Know ?

Interesting Fact

1. World wide, more than 110 million children are not enrolled in schools. Nearly 60% of them are girls.
2. By the age of 18 years, girls have received an average of 4.4 years less education than boys.
3. Pregnancies and childbirth related health problems cause death of nearly 1,46,000 teenage girls each year.
4. At least one in three girls and women worldwide has been physically or sexually abused in her lifetime.

A girl child is vulnerable to human right violations and requires additional protection. A girl child or women is often subjected to abuse and violence being involved in armed forces or being discriminated against on the

ground of disability, caste or social origin, they face discrimination at home and school. They are most vulnerable when familial, social or community structure collapses and they are deprived of parental care or familial support as in the case of humanitarian emergencies or armed conflicts.

Low value placed on girls subjects them to exclusion, exploitation and violence. They are particularly exposed to social, psychological, physical, mental, emotional and material risks and other harm including neglect.

Besides being denied their Fundamental Right to Education, access to medical care, services and information to involve in their communities, the girl child is denied most basic rights such as the right to name, right to be born i.e. female foeticide and girl infanticide.

Women's Movement

The women's movement in India is a rich and vibrant movement taking different forms in different parts of the country over the centuries. India is a country of contradictions. At the heart of these contradictions are Indian women : for a while it is true to that they are among the most liberated, the most articulate and perhaps in the world most free, at the same time, it is equally true that some of them lead a very miserable life of utter disrespect and exploitation of various types.

During last 5 years that India had a woman President, the country saw increasing incidents of violence and discrimination against women. A casual visitor to any Indian city, for example Mumbai, will see hundreds of women, young and old, working in all kinds of professions : doctors, nurses, teachers, engineers, scientists ... , yet newspapers in India are full of stories of violent incidents against women such as rape, eve teasing,

Write hard word of above topics