

WOMAN AND EMPLOYMENT

Dr. Kempamma

Assistant Professor of Kannada, Government College for Women (Autonomous), Mandya

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Abstract

The present paper discusses woman and employment from globalized perspective and the condition of working women. Though woman was assigned a position of divinity during Aryan period, she was deprived of her independence. She was made to be a parasite on her father, husband and son in patriarchal society. The days of traditional and religious barrier are lifted due to globalization. Today, woman has started working outside home to fulfill the familial necessities. Over the past two decades, there has been a massive influx of women into the workforce in every region in the world. First, we need to build a gender-sensitive environment. We cannot hope to address challenges related to women and work without taking into account the wider situation and the need to secure respect for women's fundamental rights in general. For real equality, unpaid domestic work needs to be legitimized and given due recognition. Only then can we expect equal participation in the workforce, and in the household.

Keywords: woman, gender, globalization, marginalization, working place, unpaid labour.

In my presentation I would like to discuss woman and employment from traditional perceptive to globalized conception of woman in modern world. Employment is the identity of every individual. Every individual contributes for the economic development of a nation. Employment never distinguishes between man and woman, assigns superior and inferior status to anybody. All are equal in front of nature and the constitution. Unfortunately, employment opportunities for women less in developing countries compare to developed countries. Though woman was assigned a position of divinity during Aryan period, she was deprived of her independence. She was made to be a parasite on her father, husband and son in patriarchal society. This conception is not changed till today. The modern outlook, social set up, globalization, scientific advancement and globalized academic perspectives have changed the life every woman in Indian. The days of traditional and religious barrier are worn-out phrases and archaic in imposing prohibition on woman and their natural justice to go out of her house in the name of earning or employment.

In the days of 12th century women were enjoying not good places ,but the women such as Akka Mahadevi, Sanchi Honnamma and other vachanakaras tried their level best to appease and woo god through their vachanas, while hiding their plights such as domestic , societal and particularly the familial. The women writers in the recent past and contemporary Kannada society are in their endeavor to establish their woman self and their plight in patriarchal society. It is very evident that there was a solid absence of mentioning particular employment of women and the condition of their working places. In the 20th century the Kannada women writers assumed a new dimension and many others inspired the women of today world. The writers such as Triveni, Vaidehi, Guari Lankesh and others have put forth the plight of women in contemporary society.

Today, woman has started working outside home to fulfill the familial necessities. Though she has come out of the four walls on the pretext of working, she is not completely independent. She is

continuously contributing in every sphere of life and nation on par with man. In the era globalization, woman has become indispensable to the development, welfare, enlightenment and over all consideration of a society and a nation. No one can deny and bias her participation in the name of gender and physical barrier. Woman is capable to do all the works which were branded as the works of men. It is true that woman is naturally weak in their physic, but strong in their psyche. For some extent, they are in par with men in some works which demand more physical energy than mental. Fortunately, the advancement in scientific research and technology has made their involvement more frequent along with men.

In this context I would like to present my paper as an analysis of woman in working places, varied employments as well. The gender inequality of the patriarchal Indian society is not only a social issue but an economic reality as well. India has one of the largest gender pay gaps in the world, with women earning less than men. Women are systematically marginalized unless they prove their worth in male-dominated fields of work. In addition to this, women also carry the burden of additional work, which receives neither respect nor remuneration..Unpaid labour does not only affect women, but it affects them the most. A large part of their work, from working for the household farm or business to domestic and care giving work is delegitimized as women's work and is not considered 'real' work. For instance, maintaining the house and raising children is still considered the woman's prerogative, while men 'help out' when they can. So a significant part of women's work remains socially unrecognized till this date.

Unpaid domestic labour refers to all work required to maintain the household-chores such as grocery shopping, cooking and cleaning, to taking care of the children, sick and elderly within the family. In rural areas, this also includes daily tasks such as collecting firewood and water. The labour involved in running household and managing daily tasks is not just physical, but also mental and emotional. And since it is not considered real work, it is devalued by the men who benefit from it, and the women who themselves engage in it. Even when women try to enter the workforce, unpaid domestic labour becomes a major obstacle in their access to paid work opportunities. Although women's inclusion into the workforce is considered to be a sign of empowerment, it leaves them with a double burden. They have to handle work responsibilities in addition to their unpaid domestic work. When one woman steps out of the house to work, the responsibility of domestic work falls on the other women in the house. In nuclear families where both the partners work outside, women are still responsible for almost all house and family-related work. Women spend more than twice the time on domestic work than men, which means that women work for more time on a daily basis than men.

Over the past two decades, there has been a massive influx of women into the workforce in every region in the world. Greater numbers of women are involved in public services and an increasing number of countries are adopting equal opportunity policies to encourage and enable women to join the labour market.

Yet, despite significant progress in education and access to decision-making posts, women's status in the workplace reflects neither their educational achievements nor their work experience. Indeed, women continue to face numerous obstacles to accessing the labour market and to progressing within it. Women almost everywhere still earn less than men for work of equal value;

they have fewer opportunities to obtain better-paid jobs; and they still assume the lion's share of domestic responsibilities. In many countries, women face discrimination in the workplace based on assumptions about women's role in society and on what jobs are "appropriate" for women.

Women continue to face numerous challenges in accessing the labour market. More often than not they obtain jobs that are of a lesser quality than men's, they are discriminated against in the workplace, they experience poor working conditions and job insecurity, and they are vulnerable to abuse and exploitation. The difficult environment in which they work often results in less security in their post-professional life.

There is no single solution to address these challenges and reach the objective of equality at work. Rather, there are a variety of approaches, reflecting the diversity of situations and country experiences. The following is by no means an exhaustive summary of the range of experiences and detailed practices that were examined during the conference. Rather, it aims to highlight the main strategies and elements that can contribute to achieving progress.

First, we need to build a gender-sensitive environment. We cannot hope to address challenges related to women and work without taking into account the wider situation and the need to secure respect for women's fundamental rights in general. Women's economic empowerment cannot be achieved without tackling gender inequality. Such an environment also needs gender-sensitive actors. Women should be present in all bodies, including governments, parliaments, trade unions and enterprises, not only in high numbers, but also in key decision-making positions.

In order to secure the rights of women and promote equality for women in the workplace, we must begin with a strong and effective legal framework. Developing gender-sensitive legislation is the basic foundation for which we as parliamentarians have responsibility. National legislation must meet the international standards and benchmarks to which our countries are committed. It must also address national realities and serve the interests of all of our constituents, including rural women and marginalized women. Developing adequate and gender-responsive legislation requires reliable, comprehensive, sex disaggregated data. We need to build our national statistical capacities.

We need to remember that empowerment cannot be found by simply rejecting the unpaid domestic work women have been shouldering for decades in favour of working outside the homes. Because when women step out of the house to work, the question of 'who will do the housework' still remains. And because domestic work is still gendered, the responsibility eventually falls on women themselves. This promotes ideas like women aren't competent workers, or that they have other priorities beyond their work. Equal opportunity for work cannot be just about increasing pay for women, or increasing their participation in the workforce, but about redefining the current patriarchal definition of work. These will un-gender domestic and care work, minimizing women's work and improving their quality of life. For real equality, unpaid domestic work needs to be legitimized and given due recognition. Only then can we expect equal participation in the workforce, and in the household. Being a woman I expect a great change in all spheres of life in contemporary society.

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