

GENDER DISCRIMINATION IN MARKET

GENDER DISCRIMINATION AT GLOBAL LEVEL

Social inequality being the root cause for the inequality. Economic inequalities – access to economic resources Lack of social protection Political inequalities in providing opportunities Wage difference is high limiting to fractions

GENDER DISCRIMINATION IN INDIA

The greatest challenge is providing equal opportunities. Deep rooted biases extends beyond the household. Factors include sex ratio at birth, infant mortality rate, inequality in literacy rates, nutritional deprivation. Low skilled and low paid. Social groups and area of location.

RESEARCH PAPER ON GENDER DISCRIMINATION AND THE BIASED INDIAN LABOUR MARKET

Gender Discrimination and the Biased Indian Labour Market: Evidence from the National Sample Survey Gupta, Pallavi and Kothe, Satyanarayan BSE Institute Ltd., Mumbai, (India), Mumbai School of Economics and Public Policy, University of Mumbai (India) Date :15 June 2021 Discrimination, is a presence of inequalities between male and female workers with similar skills and in similar occupations. Gender gaps in wages are a reflection of inequality and discrimination.

Gender inequalities and discrimination prevail in distinct forms across discrete sectors and divisions all over the world. Such discriminations stops women from getting opportunities that are needed to create an equal role in the society. Female rate of labour participation is not only an important indicator of their own individual development and empowerment but also their role in economic development, and these two are interdependent. Our labour market remains burdened with vast inequalities, on the lines of gender identity differences are manifested through unequal access of opportunities to those with equal capacities to work and manifested through unequal pay for equal tasks.

CONCLUSION

The results indicate that the gender inequalities were greater in urban areas than in rural ones and interestingly, we see a higher inequality for regular female workers than for casual that may be attributed to a prevalence of substantially lower wages in the first place. Decomposition results show a stark inequality in the composition of male and female workers. And that even among those employed as regular workers, 71 percent female workers have no written job contract and more than half are not eligible for paid leave. Earnings function results show that higher education is a useful asset for women who show increasing returns than males at each subsequent level of education.

SUGGESTION

Gender discrimination in market can be reduced or removed completely only after regular awareness given by the people in the society. They should also develop moral values and spread the importance of all the beneficiary process that helps in the development of productive employment for both the genders equally.

AREA OF GENDER DISCRIMINATION IN LAW

1. UN experts denounce Malaysia's gender-discriminatory citizenship law
 2. Sri Lankan Prez says Govt won't oppose Bill to decriminalize homosexuality
 3. Maldives: First visit by UN experts on discrimination against women and girls
 4. Gender Discrimination Abolition: FIDA Nigeria hails Wike for signing Prohibition of the Curtailment of Women's Right.
 5. MENA has the highest number of nationality laws denying women equal rights
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1. India's DMEO pushes for Gender Budgeting Act.
 2. Madurai MP accuses Indian Bank of 'gender discrimination'.
 3. Gender Inequality & Its Many Facets: Legal & Institutional Reforms For A Paradigm Shift.
 4. Discrimination against women, Muslims and SCs/STs in employment an alarming reality: Oxfam India's 2022 discrimination report
 5. How laws meant to protect women are being abused daily in India

Discriminatory Laws Undermining Women's Rights

This paper provides insight into the current situation and recent trends in the abolition or reform of discriminatory laws undermining women's rights in countries outside the European Union (EU). The paper aims to provide a nuanced understanding of processes through which legal reforms take place. Among the factors that have proven to facilitate legal reform are the ratification of international human rights treaties, feminist activism, legal and public advocacy by women's rights and other human rights non-governmental organizations (NGOs), political dialogue, and increased women's representation in decision-making processes. Incremental steps supported by the EU towards the abolition of discriminatory laws across all legal categories, EU engagement with a broad range of stakeholders at both national and local levels, programmed supporting the gathering of gender-disaggregated data across all sectors and the publicizing of data to draw attention to gender inequality in law and practice, among others, can all contribute towards successful reform of discriminatory laws. Striking the right balance between funding programmed that mainstream gender and funding dedicated to gender-targeted programmed, together with the increased use of country gender profiles, are essential in order to achieve quality legal reforms.

Introduction:

In the four decades since the adoption of the UN Convention on the Elimination of Discrimination against Women (CEDAW), substantial progress has been made globally at tackling gender discrimination in law³. Nonetheless, legal gaps and discriminatory laws continue to exist, affecting and intruding in all aspects of women's lives. It is estimated that at the current rate of progress it will take two centuries to achieve formal gender equality worldwide (OECD, 2019a). With around half of countries limiting the professions that women can enter and a third of countries having gaps concerning women's full participation in public life, much progress remains to be made (OECD, 2019a; UN Women, 2019a). Regional differences are also notable, with some regions, for example South Asia and Sub-Saharan Africa, continuing to make steady progress towards closing gender gaps, whereas in others, in particular East Asia and the Pacific and North America, progress in recent years has been very slow. Female genital mutilation (FGM) is still not prohibited in all countries where it is traditionally practiced, and the current progress made in adopting and implementing anti-FGM laws is insufficient in view of the global scope of the problem (UNICEF, 2016). In some countries the number of minors who are getting married is increasing rather than decreasing (World Bank, 2015; Fester, 2017). Every day 137 women on average are killed by an intimate partner or family member (UNODC, 2018). Furthermore, less than half of all countries have laws in place that mandate equal remuneration for work of equal value (World Bank, 2020).

Executive summary:

This paper has been requested by the European Parliament's Subcommittee on Human Rights (DROI) to provide insight into the current situation and recent trends in the abolition or reform of discriminatory laws undermining women's rights in countries outside the European Union (EU)¹. The paper addresses factors relevant for successful reform processes and obstacles in the path of reform, analyses the performance of the EU's policies and instruments, and presents case studies from four countries – Bangladesh, The Gambia, Tunisia and Ukraine. At a time where an increasing number of countries across the world are taking illiberal stances, the EU needs to continue its strong support for reform of laws that discriminate against women. The EU has numerous tools at its disposal to support gender equality through political dialogues and bilateral cooperation.

Laws that discriminate against girls:

In human rights implementation status reports, challenges in girls' rights protection are often grouped together with either women, or with boys; i.e., focusing on the rights of children in general. This lack of a special girls' rights lens can lead to the specific challenges faced by girls being overlooked. There is a strong need for approaches that consider gender equality in relation to children as well as to adults, because girls risk facing double marginalization due to their gender and age. Certain religious and customary rules - often based on values that are incompatible with gender equality standards and international child rights - discriminate against girls and undermine the realization of their rights (ACPF, 2019).

Conclusions

Factors that support the elimination of discriminatory elements in law include increased women's representation in elected office, advocacy by women's organizations, awareness raising, strategic litigation, and the ratification of CEDAW and other international standards. Among these factors, feminist activism, together with data collection, research and advocacy work by women's rights and other civil society organizations, have been key factors in driving law reform. The ratification and incorporation into national law of CEDAW by a large majority of countries worldwide has constituted an important force for change. Periodic reporting obligations lead governments and other stakeholders to focus afresh on the treaty obligations and to evaluate progress. However, the impact of CEDAW has not been immediate; policy changes have been introduced at varying pace and over a number of reporting cycles.

AREA OF GENDER DISCRIMINATION IN MEDIA

Numbers of women in media professions such as journalism are growing: as of 2018 in the united states, 41.7% of the newsroom employees were women.

As the world tackles gender discrimination across many sectors, the news industry in Asia and the Pacific is falling behind.

Gender discrimination is clearly visible within the media industry. even though an increasing number of women are studying and entering the journalism profession

INDIA NEWS

1. Female journalists "continue to be denied their fair share" at major media organisations in India, a new report by UNWomen has claimed.
2. The report, titled "GenderDiscrimination in Indian Media" , found that women were better represented online than in newspaper and TV.

3. "The media today is largely male dominated in India and across the world. Women are often assigned to cover 'soft beats' such as Lifestyle and Fashion while men predominate in the 'hard beats' of politics, economy, and sports.
4. Less women in Indian newsrooms, men get to do more 'serious' news
5. None of the sampled newspapers, seven Hindi and six English, had a female boss

RESEARCH PAPER

Role of Media in prohibition of gender Discrimination

Objective

1. Why the women in media should treat underrated?
2. In media what are the rights application for the women?

Data

Article 31 - Omitted by the 44th Amendment Act.

Article 39(a) The State shall direct its policy towards securing all citizens men and women, equally, the right to means of livelihood. Article 39(d)- Equal pay for equal work for both men and women.

Article 42 - The State to make provision for ensuring just and humane conditions of work and maternity relief.

Article 51 (A)(e)-To renounce the practices derogatory to the dignity of women