

**“Gender Biasing”**

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**INTRODUCTION:**

Bias has become unavoidable in the present society, pervaded by all sorts of prejudices and discrimination. Gender biasing can be defined as the concept of treating men and women unequally either in their workplaces or in the society at large. Article 14 ensures right to equality too all and lawfully women are entitled to the same privileges as men are. But since Indian is majorly a patriarchal society, men are preferred over women either for top posts in lucrative jobs or for any other prestigious holdings. This sums up to nothing but gender discrimination. In the wake of 21<sup>st</sup> century where the dynamic society is filled with products of westernization, the only mortal remains of backwardness are in the mentality of people.

**History of GD:**

The idea of gender biasing has its roots in the age old customary practices that have been prevailing in the society from time immemorial where women were restricted only to the four walls of their houses and men were bound to go out and earn for a living. This practice gained popularity during the Mughal rule where women were out rightly treated sub ordinate to men. The practice of Purdah system and polygamy reduced the morale of women in those days who feared to voice out their opinion in any matter related to their own existence. They were denied education and were restricted to the kitchens. The Mughals went on to continue their atrocities towards Hindu women as well as and when they started capturing more and more of Hindu empire. Women were forced to believe that they could never have an individual identity and had to always be recognized with the man they were living with, be it the husband or the father. Certain practices like the sati system, Purdah system and denying remarriage to widows and several other similar derogatory practices led to the subjugation of the female gender as a whole. It was common among all mothers to prefer male kids than female kids believing that the male child would stand as their backbone and support them in their older days. Human beings landed on the moon but still discrimination of girls continues in some parts of India like Orissa and Bihar. India is a rapidly developing country but still dowry system and child marriages continue. The main reason for child marriages are that parents feel girls as a burden to their families. They clearly want to refrain from bearing the expenses of educating them and then paying off a heavy dowry. 71 years of independence has still not reflected in the minds of common people who have still failed to ensure complete independence to the female gender. The increasing rate of female infanticide and female feticide is enough evidence to the injustice being meted out to women from a very long time. Women were always expected to fulfill the domestic needs of their

family which naturally disabled their social life. They live in a constant doubt about their own capabilities which impairs their future prospects of going out and earning like a man.

### **IMPACTS OF GENDER BIASING:**

#### **At workplace:**

Gender discrimination can appear from both sides of the spectrum where males can discriminate against females and females can discriminate against males as well. The most common place for gender discrimination is the workplace. It is harder for a woman to get hired onto a job because of working conditions and safety precautions since women are considered to be frailer than men, and it's easier for a man to receive a pay raise or a promotion over woman. Women are often discriminated against men in corporate and industrial occupations which are considered white and blue collar jobs. However, men are discriminated against women in pink collar jobs such as: nursing, teaching, personal care aids and even receptionists. The treatment of women in the workplace is tenuous at best. Women are being judged with a different set of standards as men are. Clearly the old stereotype that men are more capable still exists. Women are least preferred for an initial job offer and even if they manage to get one, one has to admit that their chances of being promoted to higher posts are very bleak. Even to this day women earn 80% of what a man earns for a job involving the same amount of effort and determination. A study from 1985 to 2012 of 74,000 females found that sexist work environments negatively affected women's occupational well-being. This makes one point clear that the occupational well being of women lags men. This subjugation of women by men in every field leads to an unequal treatment of men and women in the society which is nothing but gender discrimination in simple terms. Women are strong individuals who simultaneously take care of their family along with excelling at their professional duties but this completely gets unnoticed as they are stereotyped to be a domestic help either by their husbands or by their in laws who support traditional family roles where the man is the head of the household and provides for the family while the woman is expected to fulfill her domestic duties. It is depressing to know that women have to be lucky to be allowed to work even though that is their fundamental right. Advocates continue to push against bias and it remains a right of every woman to be able to stand up for herself and others. If people stop speaking out, these matters will continue and we cannot work on what remains to be done for true equality. For instance, according to a recent Harvard Business Review study, if a woman has a child, her chances of being hired drop by 79%. If hired, her salary offer is reduced by \$11,000 and, once on the job she is half as likely to be promoted as is a childless woman. The Indian population is filled with living evidences where women fearing a job opportunity or job promotion, give up having kids or delay the process only to secure a good professional position and a bright future. Its saddening to know that women have to sacrifice a lot of their personal life as compared to men who have nothing to lose but are still glorified for whatever they do irrespective of how low the job is.

**CRIMES:**

Women are also subjected to injustice in many ways for no fault of theirs on a daily basis. Many perpetrators of crimes against women easily get away, thanks to the judiciary and they in turn commit more and more crimes against women knowing that the punishment will not be something grave.

For example, Acid attacks are becoming a growing phenomenon in India. Laxmi's case is an example of what normally occurs in such cases. The petition states that Laxmi, a young girl, was subject to an acid attack following her refusal to marry the accused. Though acid attack is a crime which can be committed against any man or woman, it has a specific gender dimension in India. Most of the reported acid attacks have been committed on women, particularly young women for spurning suitors, for rejecting proposals of marriage, for denying dowry and so on. The attacker cannot bear the fact that he has been rejected and seeks to destroy the body of the woman who has dared to stand up to him.

Eve teasing is a euphemism used for public sexual harassment or molestation of women by men. Women are subjected to such sexual aggressions whose severity ranges from groping, cat calling, brushing or sexual remarks. No man has ever been given the right to play with the modesty of a woman.

Cyber crime is another example where the diseased minds have not left any chance to offend women. Crimes such as bullying, abusing, pornography have all been inflicted on women.

Rape is the most common crime against women and India had failed to put an end to this heinous crime. The world has been categorizing India as a nation of rapists which is shameful on a global perspective. The government has purely failed at punishing the offenders as the crime rate has forever been increasing and neither decreasing nor brought to an end. It's even more shameful to accept that a 5 month old baby was also not spared by the greedy offenders.

Trafficking is yet another crime where women are kidnapped and exported to places where they are compelled to do menial jobs like a maid or even as a sex worker for which they are poorly paid. They are forcefully taken off to a far off place where they are unknown and made to do such jobs to avoid suspicion.

These are few of the many offences that women are subjected to on a daily basis and are also forced to silently endure it since the society is so shallow that people always blame women for everything irrespective of whether they are at fault or not.

**CONCLUSION:**

The difference between men and women has certainly taken the form of a monster which is now feeding on the female strata of the society. There will be no women in India if we do not act now. Nowadays, the paradox that makes women suffer adversities and put women into unpleasant situation is seen in every angle of life. Ninety-three years ago, people in some places in the world first officially celebrated the International women's day but the burning question today is whether the celebrations have brought an end to the situation of gender discrimination that has been in trend since forever. The world is a dynamic place and changing needs of the economy has impacted on women as well who have started fighting for their rights and have also excelled in every field that was once reserved only for the male gender. Unfortunately, this still has not brought an end to all the injustice meted out to women in many parts of the nation. Education is a key to human development and growth. Lack of education leads to such crimes against women. Similarly, denying education to women also makes them helpless and silently endure all the unjust crimes committed against them. We all live in an era where everything we do is intended at development of the economy and women play a very vital role in the process and lower female education has a negative impact on economic growth as it lowers the average level of human capital. From all the discussions above, gender inequality is obviously an urgent problem in the world. Despite the fact that its volume much decreases, it still exists and makes a lot of people suffer its consequences every day. Suppressing women to feed the male ego must be brought to an end. A change must be brought in the minds of the people to end the male dominance as it's time for the population to start inclining towards a female oriented society. With education and progressive thoughts of people, there are also reasons to trust in the future of gender inequality being stopped. Then, hopefully, people can live in fairness no matter what gender they are!