

**“Gender Bias in the Society”**

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**“Nobody can make you feel inferior without your permission”**

**-Eleanor Roosevelt**

**WHAT IS GENDER BIAS?**

Gender bias is not only in one country it is in many countries. gender bias basically means the inequality or discrimination faced not only by women but also by other recognized genders in the society. biasness towards one particular gender is a crime in many but still there are few nations where gender bias is not a crime and there are no laws regarding it, some of the examples can be that in some Muslim nations women are not even allowed to drive, or walk freely on roads and parks, to vote, and in some nation men are not guilty of committing adultery.

**ETHICAL ISSUES:**

Inequality is not something which has been started in today's time, it there from time immemorial. and it has been started because of the ethical issues which prevail in our society, women and men are expected to to play their roles accordingly which are allotted by the society. Today also women are expected to behave in a particular way, and perform the task which are expected out of her. so some of the examples from where these ethical issues begun.

**Ramayana:**

When we talk about Ramayana, the image of Lord Ram, Lakshman and Goddess Sita seems to be so morally perfect. But now as the time passes and some of the people started questioning about the ethics of Goddess Sita. She pictured as an ethical woman, and in todays world also she is an inspiration to many. But I feel Sita was the submissive and obedient wife who was being dictated by the male member in her family and didn't have her own status and stand. Some of the phrases used by her “*main apki dasi hu; pati swami ka roop hai; stree swami ki charan hoti hai, etc.*” are flawed and problematic on multiple levels. Such submissive character portrayed by her makes its difficult for many to smash down the patriarchy in todays time.

Does this ever come to your mind that why did Sita gave Agnee Parikshaa and why she didn't stand against it and if she agreed then why didn't she ask lord Ram to do it as well. So after all this I feel Sita did not see herself as a victim. If she had, she would have gone back to face lord ram and demanded her equal rights as women are demanding right now.

Mahabharata:

Draupadi faced inequality from the very beginning in her life. she faced dominance of patriarchy in every phase of her life. Her father King Draupada lost his kingdom to drone and in order to take revenge he did Putrakamesthi Yagan to have male child but instead of male child Draupadi emanated from the fire. After that she faced a lot of suppression and repression in her life.

Then when the time of her marriage came, she wasn't having any right to choose her husband or lay any condition in front of her in laws. She was just handed over to her husband like some domesticated animal. Arjun won her in the contest arranged by her father and took her home with rest of his 4 brothers and when she reached home, Arjun's mother Kunti asked her 5 sons to share Draupadi, just like some commodity.

After that she was being objectified when her husband lost her in the game of dice to the Kaurava, and in that assembly she was being called slave of Duryodhana, when she refuses to be present in the assemble then she was being dragged by hair to the assembly and forced to sit on the thighs of Duryodhana. She was humiliated and molested in the huge assembly of men and to make it more humiliating for her they started unwrapping her saree.

Draupadi was ill-treated by many just because she was the women, and had no rights. it was the patriarchy society, if women couldn't stand for herself then it was the duty of men to protect her dignity and integrity but no, they just got freeze and unable to do anything. they only wanted that woman should depend on them for everything but this didn't work, because when Draupadi got harassed not even a single man stood for her.

I feel if there would be more awareness and rights were given to women and taught with the correct definition of ethics then she could have protected herself very well, and it was her ethics that she didn't counter question all of the injustice.

**CRIMES AND LAWS RELATED TO IT:**Constitution of India:

The constitution is very important in forming a base to protect the women from any sort of discrimination:- A.14 talks about the equality before the law, irrespective of caste, religion, race, place of birth and gender, A.15 talks about prohibition of discrimination on grounds of religion, caste, place of birth, race and sex, A.16 talks about equality of opportunity in matters of public employment

Pre- Conception and Pre-Natal Diagnostic Techniques (PCPNDT) Act, 1994:

Earlier, when there was no way to determine the sex of the unborn child then people used to keep on making children until they make a male child. But when it became possible to determine the gender then people used to kill the female child before its birth. So in order to prevent it the ban was put. this act limits the use of pre-natal diagnostic techniques and prohibit the sex selection before and after the conception. The technique can be used only to find out if there is any genetic abnormalities, metabolic disorders, chromosomal abnormalities, certain congenital malformations, haemoglobinopathies and sex linked disorders and no person, including the one who is conducting the procedure as per the law, will communicate the sex of the foetus to the pregnant woman or her relatives by words, signs or any other method.

Hindu Succession Act, 1956

Under this act, women have the ownership of the property acquired by them at any point of time and it also abolish the 'limited owner' status. And after it gets amended in 2005 daughter were also allowed to obtains equal portion of property as with son. so, here hindu women gets the equal property right.

Muslim Personal Law (sharia) Application Act, 1937:

The share of female in the property is less than of the the male. so, no equality is given to women under this act.

Equal Remuneration Act, 1976:

It is the responsibility of the employer to provide with equal remuneration to men and women for the work of same nature. there should be no discrimination on any basis towards women whether related to condition of services, promotions, training or transfer etc.

Women's Reservation Bill:

Under it constitution of India reserve 33% o seats for women in Lok Sabha, lower house of Parliament and in all state assembly.

Indian Penal Code:

S.326A: voluntarily causing grievous hurt by use of acid, etc
S.326B: attempting to throw acid
S.354: assault or criminal force to women with intend to outrage her modesty
S.354A: sexual harassment and punishment for sexual harassment
S.354B: assault or use of criminal force with intend to disrobe
S.354C: voyeurism (watching or capturing a woman in “private act”, )
S.354D: stalking (to follow a woman and contact, or attempt to contact such woman to foster personal interaction repeatedly despite a clear indication of disinterest by such woman)
S.498A: husband or relative of husband of a women subjecting her to cruelty
S.509: word, gesture or act intended to insult the modesty of a women.
S.366: kidnapping, abducting or inducing women to compel her marriage, etc.
S.304B: dowry death
S.366B: importation of girl from foreign country
S.375: rape
S.376A: punishment for causing death or resulting in persistent vegetative state of victim
S.376B: intercourse by man with his wife during separation
S.376C: intercourse by person in authority
S.376D: gang rape

**LATA SINGH vs. STATE OF UTTAR PRADESH**

Lata Singh was an adult when she left her family home to be joined in matrimony with a man from a lower caste. her brothers, who were unhappy with the alliance, filed a missing person

report, and alleged Lata had been abducted. this resulted in the arrest of three people from her husband's family. in order to get the charges dropped, Lata Singh filed a petition which resulted in the landmark judgment by the supreme court that allowed an adult woman the right to marry or live with anyone of her choice.

When we talk about gender bias and there laws and crimes we only think about that how the men should be punished, they should be taught a god lesson so that they just could not repeat their action again, but have you ever thought from the other side that what if a female is torturing a male behinds the 4 walls of the house and through what he is going?

No, because society has judged both in the way they wanted. in todays time when we talk about the law and crimes related to gender bias, we only think about the helpless women and a merciless man. Is it fair to do so? Then will we woman be equal or superior? Are we asking equality or superiority?

### **GENDER BIAS AT THE WORKPLACE:**

Women face discrimination at workplace in many ways, and due to it women hesitate to step out from their shelters, if they want to step out people discourage them and do not support them for their decision. So some of them have to start alone and if they face any type of abnormal behaviour then they cant even complain about it because no one is going to help her and they will only discourage her and ask her to take the responsibility of whatever is happen with her.

So there are few types of bias which she faces at her workplace:- Sexism: when the discrimination and unjust behaviour takes place on the basis of gender; Implicit Bias: it is due to stereotypes about men and women roles, devaluing female employees, her work and capabilities, and gender based prejudice; Sexual Harassment and Assault: any form of gesture, non consensual touch, sexual jokes, sexual slurs etc. are faced by an individual at workplace; Prejudice treatment in hiring and firing process; Bias promotion; Getting paid less than others; Request for sexual favour; Denied employee benefits; Use of derogatory language or slurs.

Gender discrimination faced by women may result in decreased productivity, low self esteem, frustration, paranoia, feeling unsafe, isolation, tension, mental health, substance abuse, pregnancy complication depression etc.

Discriminatory acts based on gender may not always be committed by men. people of all sexes may act as perpetrators of gender-based discrimination in the workplace, and the gender of the perpetrator does not negate the unlawfulness of employment discrimination.

SOME OF THE INTERNATIONAL AGREEMENTS, STANDARDS AND CONVENTIONS ON GENDER BIAS AT WORKPLACE:

United Nation Human Right Convention On The Elimination Of All Forms Of Discrimination Against Women (CEDAW) :- A.11 of this women are given such right such as: right to same employment opportunity, right to free choice of profession, right to equal remuneration, right to social security, prevents discrimination against women on marriage and maternity, and many more.

The Universal Declaration On Human Right (UDHR):- A.1 says all humans are born free and equal in dignity and rights; A.2 says everyone has all the rights and freedoms mentioned in this declaration irrespective of race, colour, sex, language, religion, political, national, place of birth or other status; A.23 says that every individual has right to work, free to chose, right to equal pay for equal work, right to equal remuneration, right to form or join trade union.

**BHAWARI DEVI CASE:**

Bhawari Devi faced the gang rape at her workplace in front of her husband, after that when she went to the hospital but the authority denied to admit her, then she went to police station and there also she faced harassment by the policemen and she didn't get justice.

**CONCLUSION:**

In India there are appropriate legislations which not only brings equality but also empowers the gender, there are laws for those genders also which are consider weaker than the other gender. But the implementation of those legislation is equally important.

I feel in India when we talk about gender bias, we only think about injustice happen to women but what about men or the third gender. It might be possible that men are being humiliated by the women in their family or at workplace, and we all are aware about the conditions of third gender, they are not only humiliated but also being tortured, people disrespect them by calling the 'chakka', 'kinnar', 'sixer' etc., they are not provided with the respectable job which force them to beg, dance on streets, work as prostitute etc.

I feel that they are also human, just biologically different. They deserve respect. Everyone in the society deserve respect irrespective of their gender. There should be more laws for the protection and equality of men and other gender as there are for women.

**ME, AS A WOMAN FEELS THAT, THE WOMEN NEED EQUALITY AND NOT SUPERIORITY.**

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