

# **Gender Discrimination**

## **Introduction:**

As a country develops all parts of it do not develop equally and there are systematic processes of development that allow some areas to develop faster than other areas.

In the light of this, we have come to know that regional inequalities are present in almost all the countries. The regional imbalances are systematically associated with urban bias.

Third world countries are in favour of the urban development rather than the rural development. Everywhere urban enrolment rates at all levels are higher than rural areas. Except in those countries which through revolution, have tried to modify the situation the density of the formal educational activities throughout of the world is urban. In urban areas both public and private schools are present. Some NGOs have also opened schools in urban areas. In urban areas schools have better buildings especially private schools have marvelous buildings, more highly qualified and experienced staff teaching staff using new and effective teaching methods and pedagogies are, better facilities of audio-visual aids in the class rooms and also a lot of co-curricular and extra-curricular facilities. All these better facilities produce quantitative as well as qualitative disparity.

## **Definition of gender disparity/ discrimination:**

Gender inequality refers to the obvious or hidden disparity between individuals due to gender (male, female).

## **Types of Gender Disparities:**

The types of gender disparities are as follow:

### **1.Natality inequality:**

In many societies parents want to prefer boys over girls. This leads to natality inequality i.e unequal birth rates of boys and girls.

### **2.Special opportunity inequality:**

In many societies women still do not get opportunities to stand out. Opportunities for higher education and professional training are fewer for young women than for men.

### **3.Professional inequality:**

Employment and promotion in different occupations too are biased. Progress to elevated levels of employment is more problematic for women than for men.

#### **4.Ownership inequality:**

In most of the societies ownership of property is very unequal. Ownership of even basic assets such as homes and land may be very biased. This makes it harder for females to flourish in commercial and economic activities.

#### **5.Household inequality:**

Family arrangements can be quite unequal in terms of sharing the burden of housework. Children is one such biased work that is prominent the female gender.

### **Reasons For The Gender Disparities:**

Followings are the reasons for the low literacy rate among the women and also for the gender disparities.

#### **1.Social Attitude:**

The purdah system in some rural areas in pakistan and certain other harmful social customs in these areas stand in the way of development of girls education. In some places cost barriers are also contribute to this . further the parents are not sufficiently favorably disposed towards girls education, as they have not yet understood its values.

#### **2.Economic Factor:**

Economic factor is also very important. About one-third population lives in villages. The rural population have lower standard of living compared to the urban counterparts. Due to the low economic rate, mostly people do not send their daughters to schools.

#### **3. Domestic Help:**

The girls are very useful at homes for carrying out domestic duties and so mothers are reluctant to send them to school. They keep their daughter at houses who help their mothers In different household works. For example in the rural areas of Balochistan there is a shortage of drinking water. As a result girls must fetch water to supply the family. So in these areas most of the time and energy for women and girls is used to supply the family with basic needs.

#### **4. Lack of female Teachers:**

Lack of female teachers in schools has been very largely responsible for the low enrolment of girls, especially in the rural areas of pakistan. It is an accepted fact that the primary schools should be staffed by the female teachers.

## **5. Religious Pressure:**

Although Islam emphasizes on female education but religious people say that the females should not go into the formal institutions. Only religious education is sufficient for them, they should only recite and understand the Holy Quran and led their lives according to the teachings of the Islam.

## **6. Lack of Educational Facilities:**

Non availability of a school within walking distance of the girls particularly in backward areas. Unwillingness of many parents to send their daughters to mixed schools beyond the age of nine plus also produce gender disparities.

## **Recommendations for Gender Disparities:**

- Increase the number of female principles, administrators and planners at all levels of education system national, regional, and district and local levels.
- Offer gender, sensitization training to all educational administrators, both men and women.
- Insure the involvement of female planners in all levels of the planning and management aspects of the educational and vocational training system.
- Ensure at the national, regional, district and local levels the desegregation of all educational data by gender and urban or rural residence, and establish educational and job opening indicators that can be used to monitor the narrowing of the gender.
- Provide a greater number of places for students by constructing more schools. Vocational training school should include new and innovative programmers responsive to employment requirements.
- construct single-sex schools, where needed and ensure that they are as well as equipped as regular schools, specifically in mathematics, sciences and technical fields.
- Provide scholarship for girls of low income families during the first phase of secondary level.
- Ensure gender balance in the teaching, professional and educational administration at all levels ( primary, Secondary, vocational, technical, and tertiary) and where necessary, establish a quota system.

## **What is Pakistan Doing**

- 1.Ministry of women development
- 2.National commission on status of women
- 3.Gewnder reform action plans (GRAPS)
- 4.constitution of PAK:

5.Ten-year perspective plan-2000-11

6.National policy for development & empowerment of women

7.national plan of action

8.Affirmative actions through reservation of seats and quotas

### **Despite All efforts**

1.Women hold only 17% & the worlds parliament seats.

2.Only 12/180 heads of states are women.

3.Pakistan ranked132/134 countries (2009) on gender equality bear.

4.Pakistani women bear 70% of poverty burden.

5.Literacy rate Female 36% and Males 63%.

# **HARASSMENT**

## **Definition of HARASSMENT**

**Harassment** covers a wide range of offensive behavior. It is commonly understood as behavior intended to disturb or upset, and it is characteristically repetitive. In the legal sense, it is intentional behavior which is found threatening or disturbing.

### **Factors:**

- The conduct must be unwelcome and offensive to the employee.
- The employee must voice his or her objection to the behavior.
- It also takes the form of prejudiced remarks or tasteless jokes that have to do with an individual's personal beliefs, age, or sexual orientation.

### **Harassment Types:**

- Bullying
- Stalking
- Sexual Harassment
- Religious Harassment
- Disability Harassment
- Internet Harassment

### **Women Harassment Bill 2010:**

1. It provides the guideline of behavior of all employees.
2. Harassment is not acceptable in work premises or during any official activity outside the organization.
3. An informal approach to solve a conflict of harassment.
4. A staff member may complain about the incident to her supervisor or member of inquiry committee.
5. If the harassment is of higher degree that complaint might be proceeded in formal manner.
6. The accused and complainant do not have to interact for official purposes during investigation.
7. Harassment usually does not have strong evidence.

## **Punishment:**

### **MINOR PENALTIES:**

- Censure
- Withholding for a specific period, promotion or increment

### **MAJOR PENALTIES:**

- Reduction to a lower post
- Compulsory retirement
- Remove from services
- Dismissal from services
- Fine

### **Complaint Mechanism:**

- The complaints committee must be headed by a woman and not less than half its members should be women. The committee should include an NGO/individuals familiar with the issue of sexual harassment.
- The complaint procedure must be time bound.
- Confidentiality must be maintained
- Complainants/ witnesses should not experience victimization/ discrimination during the process.

### **Preventive Steps:**

- Sexual harassment should be affirmatively discussed
- Guidelines should be prominently displayed
- The employer should assist affected persons
- Names and contact numbers of members

## **Definition of Harassment of women at workplace**

**Workplace Harassment** is any type of unwelcome action toward an employee that leads to difficulty in performing assigned tasks or causes the employee to feel he or she is working in a hostile environment.

### **Effects:**

Discrimination, workplace harassment and sexual harassment can cause:

1. Employee to be hurt emotionally
2. Productivity to go down

3. Absenteeism to go up
4. Employees to be fearful of others
5. Workplace morale to be reduced.

## **Consequences of harassment at workplace**

Sexual harassment can result in disciplinary actions including

1. disciplinary actions written warning
2. suspension
3. demotion and even
4. Termination

## **What can you do to prevent sexual harassment**

1. Leave sexually-based behaviors at the door
2. Treat every one with respect
3. Speak up when you see harassment
  - (studies show that simply asking the harasser to stop will end the sexual harassment 90% of the time ).if harassing behavior continues you should contact a manager, supervisor or the elder person at home)
4. If the harassment is Quid Pro Quo or is physically aggressive or threatening in nature , it should be reported immediately to management or high authority.

Every employee deserves a safe, comfortable environment at work. A workplace free of harassment and fear full of respect. It's up to everyone to do their part in preventing harassment.

- It is estimated that 50% women and 20% of men have experienced sexual harassment at work.

## **Types of Sexual Harassment at work places**

1. **Quid Pro Quo** (when superior reward job benefits on the basis of sexual favour)
2. **Hostile Environment** ( when superior creates an intimidating , hostile or offensive working environment )

## **Strategies to control Harassment in pakistan**

- 1.National commission on the status of women in pakistan.
- 2.Protection against Harassment of women at workplace Act,2010.
- 3.It is strongly advised that in concurrence with the protection against Harassment of women at work place Act 2010, the policy guidelines are implemented with immediate effect, by the higher education commission (HEC), with the subject, policy guidelines against sexual Harassment in Institution of Higher Learning.

## **LISTING OF SEXUAL HARASSMENT IN HEI'S**

- 1.Asking female students to visit personal offices of their supervisors/authorities in-charge after office hours to discuss their grades and assignments.
- 2.Asking female students to meet supervisors/authorities in-charge out of the premises with the promise of improvement in grades.
- 3.Financial and sexual gratification from graduate students (PhD, MPhil, Masters) by their supervisors.
- 4.Intimidation of faculty/staff by students/colleagues in order to tarnish the reputation(character assassination) of faculty staff.
- 5.Harassment by senior students of the junior students, female students or minority students.
- 6.Unwelcome sexual advances-whether they involve physical touching or not.
- 7.Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life.
- 8.Comments on an individual's body, comment about an individual's sexual activity deficiencies, or prowess, Displaying sexually suggestive objects, pictures or cartoons.
- 9.Unwelcome staring, whistling, brushing against the body, sexual gestures, or suggestive or insulting comments
- 10.Inquiries into one's sexual experiences; and
- 11.Discussion of one's sexual activities (even if males are discussing this, it is done deliberately in front of female students or colleagues)
12. Using derogatory abuses which refer to mother or sister bodies
- 13.Acts of sexual connotation relating to the same, as a common usage in conversation
- 14.Forcing students to publish their research work in Supervisor's name



