



GENDER DISCRIMINATION IN PROFESSIONAL WORKSPACES

Group L

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DATA ANALYSIS

48

RESPONSES

45.8% are females

54.2% are males

16

% PEOPLE FACED GENDER DISCRIMINATION

This might seem to be a small number,
it is also a matter of concern!

27

% PEOPLE WITNESSED GENDER DISCRIMINATION

And it is disheartening to see that even in the
21st century almost 30% of women still face
gender discrimination.

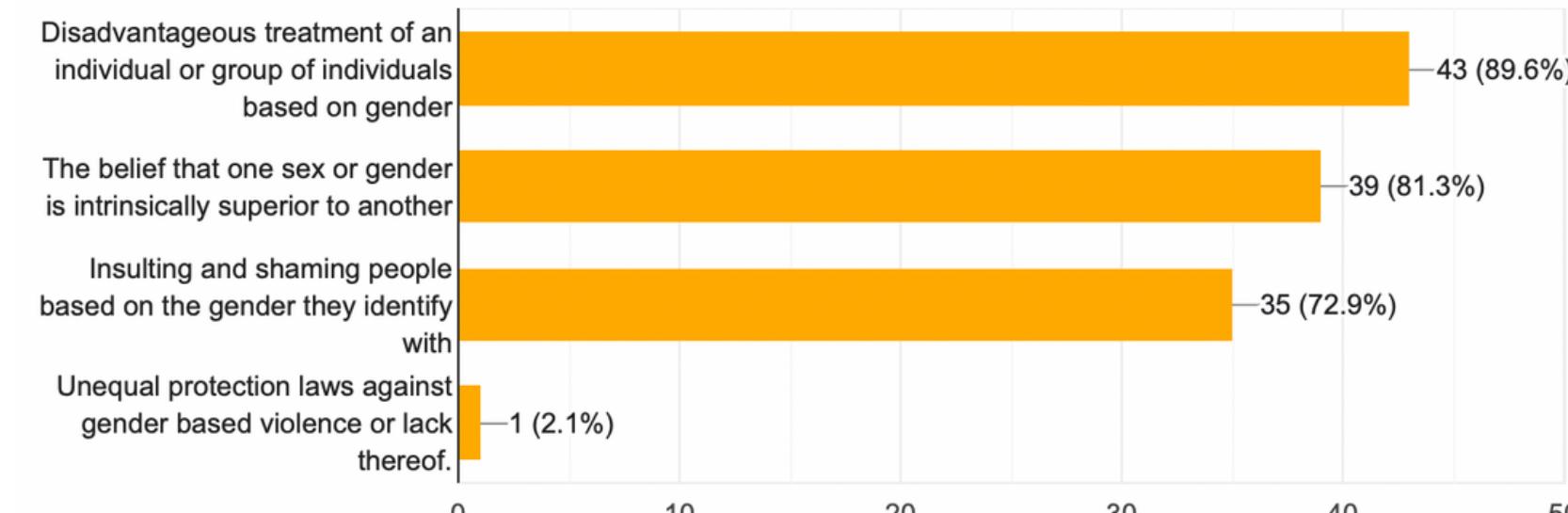
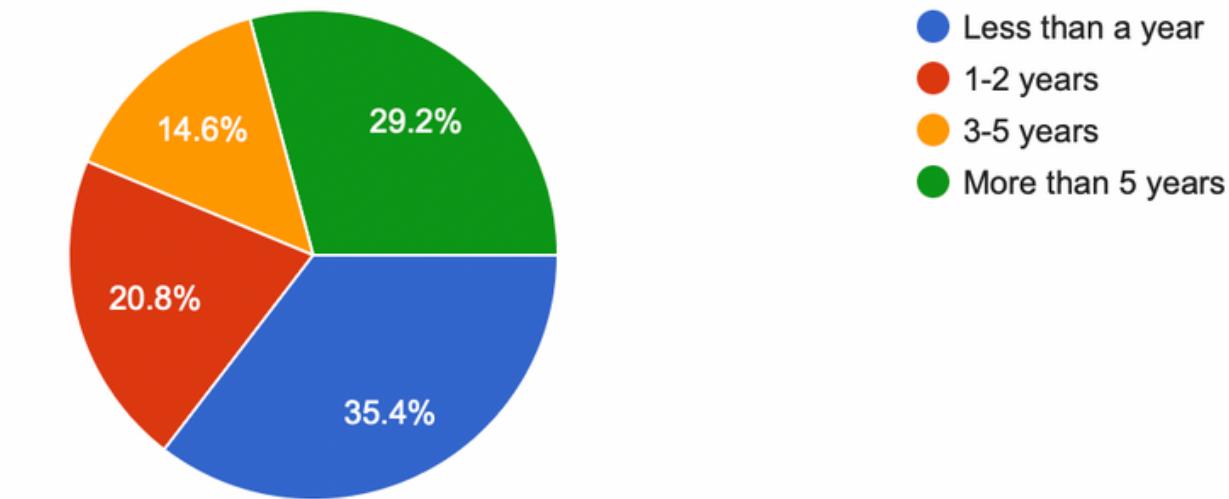
21

% WORKSPACES DON'T HAVE

Any authority that addresses issues
related to gender discrimination

How long have you been a part of the organization you are currently working with?

48 responses



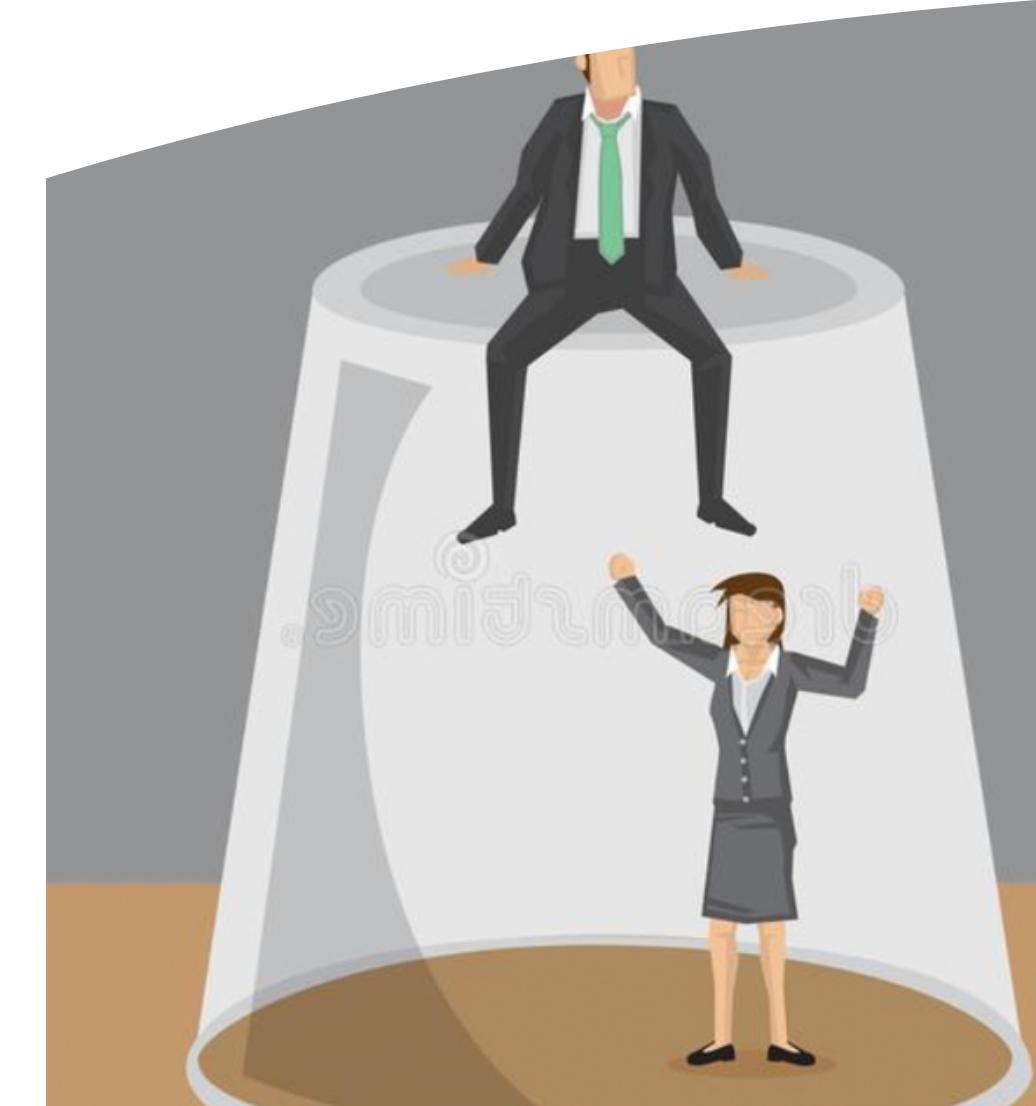
GLASS CEILING



Artificial impediments and invisible barriers that militate against women's access to top decision-making and managerial positions in an organisation, whether public or private and in whatever domain.

Expression used as a metaphor to point to a discriminatory employment pattern that keeps workers, mainly women, in the lower ranks of the job scale, with low mobility and invisible barriers to career advancement.

STICKY FLOOR



GOVERNMENT POLICIES

IN SUPPORT OF WORKING WOMEN

- **Article 16:** All citizens have a right to equality of opportunity in relation to matters of public employment or appointment to any office under the state.
- **Article 38(2):** It strives to minimize inequalities in income among individuals.
- **Article 39:** Promises equal pay for equal work for both men and women.
- **Equal Remuneration Act (ERA):** Prohibits differential pay to men and women workers and any discrimination between them for the same work on the grounds of recruitment including promotions, training, or transfer.



ANNEXURE

[https://indianexpress.com/article/explained/why-india-is-no-country-for-working-women-explain speaking-7249928/](https://indianexpress.com/article/explained/why-india-is-no-country-for-working-women-explain-speaking-7249928/)
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