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**“FLOURISHING FEMINISM IN INDUSTRIAL INVIGORATION”**

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**Abstract:** India that is Bharat, blooming with 124 crores of human races consists of 48.5% women eulogized as goddess, mother and feeder of humanity. Silent suffering for women is an ornament of patience, a bloated virtue for her persona. Be it primitive age or progressive 21<sup>st</sup>. century, for women, Equality is an elusive elixir. Indian democracy could not absorb more than 11.4% women representation in Parliament, let alone proportionate prominent positions in higher planes of governance and administration. Women representation in higher judiciary is more lamentable with reference to Constitutional courts.

Though the percentage of educated women in fields of Engineering, Technology and management and law is around 35%, opportunities for them in senior grade positions remain myth. Of 100 top corporate, there is no representation of women directors on the Board for 54% companies, and in the rest only 2.5% of women directors are seen. Statistical realities may frighten the just minds and disturb the sanity of humanity.

Perpetration of crimes – heinous and insidious – against women has become a routine interpretation of masculine materiality challenging the global fight for gender justice. Discrimination against women in case of employment is an untold misery. Western world could not boast of a better scenario than Indian situation. The English prejudice towards women may be aptly inferred when in 1975, an English judge found a solicitor negligent for taking advice from a wife when a husband was available, on the basis that a sensible wife would expect her husband to make the major decisions. The notion that ‘West is west and East is east’ will only be a hoax in relation to women and law.

There is a hoary revolution for emancipation of women, and unmanageable quantum of literature on gender equality, but the woman is crushed under the very same weight of presumptuous promises. Indian women proved their capabilities, grit and gait on land and in air in various forms, and finally realized that their non-occupancy in top policy making wings of administration depraved their morals. The constitutional protections of Art-14, 15,16,21,42, 44 etc. and innumerable statutory protections remain dead letters for their right to development.

Essentially, there are two areas where women representation in top positions is immediately warranted i.e. Judiciary and upper bureaucracy. In Supreme Court, so far not more than 6 to 7 women judges could adore, and in respect of high courts, women judges fall below 7%. Until and unless, appointment of more women in upper levels is ensured, the gap between the law in theory and law in practice remains the same in respect of women. As long as sentimental sedation is seducing women power and feministic prowess in institutions of State remain a fallacy, Educational exuberance of women remains an evasive beauty and it is need of hour that we should dis-empower the fiction of masculine efficacy and empowers the women for captancy.

This article focuses on the remedial measures to undo the injustice done to women.

**Keywords:** Governance, Gender equality, Bureaucracy, Women empowerment

*“Yatra Naaryastu Pujyante, Ramante Tatra Devata”  
(God dwells where woman is worshipped)*

**Introduction:** India that is Bharat, blooming with 124 crores of human population consists of 48.5% women eulogized as goddess, mother and feeder of humanity. Silent suffering for women is an ornament of patience, a bloated virtue for her persona. Be it primitive age or progressive 21<sup>st</sup>. century, for women, Equality is an elusive elixir. Indian democracy could not absorb more than 11.4% women representation in Parliament, let alone proportionate prominent positions in higher planes of governance and administration. Women representation in higher judiciary is more lamentable with reference to Constitutional courts.

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Occupational segregation also holds women back. There are only certain industries and services such as basic agriculture, education, handicraft manufacturing and sales that welcome women workers in India, the ILO report said. Female employment grew by 9 million between 1994 and 2010, but the ILO estimates it could have increased by double that figure if women had a level playing field. Added to that gender discrimination in recruitment, payment of wages, and harassment at workplace etc. costing India dearly.

The country's GDP can increase by more than a quarter if it can match male and female employment rates, according to a report by consulting firm Booz & Co [1]

**Feministic Fallacy In Institutional Prowess:** When we look at the presence of women in higher cadres of public and private administration, it is quite dismal and disappointing. It is not that sufficient number of women is inadequate for tasks, but it is the judging wing that is devoid of the knowledge of “woman”. Neither state institutions are fortunate to be buttressed by the women wisdom, nor could the women find an honourable place, except with supreme sacrifice, in state administration. To speak of private sector, it will be a sordid saga of a tragic tune of inhuman cruelty.

Essentially, there are two areas where women representation in top positions is immediately warranted i.e. Judiciary and upper bureaucracy. In Supreme Court, so far not more than 4 to 5 women judges could adore, and in respect of high courts, women judges fall below 7%. Until and unless, appointment of more women in upper levels is ensured, the gap between the law in theory and law in practice remains the same in respect of women. As long as sentimental sedation is seducing women power and feministic prowess in institutions of State remain a fallacy, Educational exuberance of women

remains an evasive beauty and it is the need of hour that we should disempower the fiction of masculine efficacy and empower the women for captaincy.

**Sentimental Sedation-Seducing Women Power:** The most perfidious and predatory element that demerges Indian women is the terrific tag attached to her mask of glorification that ‘woman shall bear and rear future progeny and care for her consort melancholy.’ Of course, she is the only creator but at the same time only cursed species. Till recently, women participation in entrepreneurial expedition is almost inconspicuous, let alone her pedagogy in industrial sector. How long this sentimental sedation euthanizes the women-world is left to the care of time but not state governance. Reality roars that - India ranks the second lowest in the Group of 20 (G20) economies when it comes to women's participation in the workforce, it is depressing. [2]

It is above only Saudi Arabia, a country that does not allow its women to drive. Global comparison is pitiable since it ranks 124 out of 136 nations. But India indulged in some sober celebrations to acknowledge women's growing participation in economic processes when one September morning it woke to front page fliers that corporate giant, Tata Consultancy Services (TCS), had become the top employer of women at 1 lakh.[3] Though G.20 leaders committed to tackling the barriers to women's full economic and social participation and to expanding opportunities for women in their countries in 2012 Los Cabos Declaration, across G20 countries and beyond, women are paid less than men, do most of the unpaid labour, are over-represented in part-time work, and are discriminated against in the household, in markets and in institutions. Only one high-income country in the G20 – South Korea – has achieved greater income equality alongside economic growth since 1990 because of equal women workforce.[4] It is important to note that growth does not automatically lead to gender equality; however, inclusive growth cannot be achieved with gender-blind policies. Inclusive growth is an image inundated in the turbulent tides of political uncertainty, social rigidity and individual empathy towards just progressive society.

India is one of the few countries where the rate of participation of women in the workforce has drastically declined in the last decade. It fell from 33.7% in 1991 to 27% in 2012, according to UN gender statistics. According to government reports, “Labour markets in industry and services sectors in India are heavily male dominated and a 50:50 situation for men and women is too ideal to be true given the market dynamics and existing socio-cultural framework,” But even educated women are opting out of full-time employment. Research by Everstone Capital showed

that while the number of women enrolling in college has grown manifold, it has not translated into a proportionate increase of women graduates in the workforce. [5] At 22%, the rate of India's female graduates entering the workforce is lower than the rate of illiterate women finding a job.

**Disempowering Fiction And Empowering Facts:**

To notify in nutshell, eulogy of empowerment of women sans sound education, particularly in national and international media of communication like English, tantamount to step-motherly treatment, though not rearing a lamb for butchering. The plight of rural women employment and the dreamy deaths of fanciful urban semi-educated and educated women testify the honesty of our leaders in empowering women. If we keep aside the fallacy of sanctity of nativity and mother-tongue grooming, we may be required to broom the misconceptions of bye-gone 'best-sellers' of feministic dogmatism by embracing the pragmatic potions of reformative measures to uplift the state of women from 'status quo' to 'sustainable development of women'. For this to happen and to embolden women as gladiators, equipping and training them in education through 'English' medium is a suggestible sentiment. To that extent, this author pays earnest tributes to the women valour of this seminar and organisers, with a submission to ponder over on the following: -

1. Woman is a pivotal person of a Family Unit, both for projection and preservation.
2. Right to Education, sans ceiling, and particularly in international media like English shall be unassailable armour of women-world.
3. Guarantee of employment and security at working place, both in Public and Private Segments shall be the duty of the State.
4. Succession to family properties shall be on equal base or in fixed proportions irrespective of the eventualities. Promote 'Gender Equitable Fiscal Policy'.
5. Use of inhuman and brutal language like "concubinage, illegitimacy, kept-mistress, prostitute etc." shall be condemned through law and punishable by law.
6. Promote the concept of "Inclusive Justice". (Justice by women, for women and of women).

"We know that reducing gender gaps in the world of work can yield broad development dividends: improving child health and education, enhancing poverty reduction, and catalyzing productivity. Empowering women and girls is vital in order to achieve our twin goals: ending extreme poverty by 2030 and boosting shared prosperity."

Jim Yong Kim, World Bank Group President

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