

# Comparison of gender roles in sri lanka



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## Contents

- % of Wages paid for leave

The information in this parity was obtained by straight naming the University Grants Commission and Foreign Employment Bureau. As per the statistics more than half of Sri Lanka ' s people are adult females, including the fact that a big part of state ' s professionals and university population are females, and 95 per centum of garment industry workers. About 53 per centum of Sri Lankan workers in the Middle East are besides adult females, while the plantation sector besides comprises a bulk of adult females. It is apparent that Sri Lanka ' s economic system is mostly dependent on garments and tea exports, every bit good as on remittals from migratory workers. Hence it is clear that the adult females are the anchor of the economic system but we are a long manner from procuring equal rights for them.

The emotional, sexual, and psychological stereotyping of females Begins when the physician says, “ It ' s a miss. “ A – Shirley Chisholm.

The function of the adult females is various and of import in any society of the universe. Over the old ages the function of adult female has been different and assorted societal cultural alterations have caused the function of the adult female to germinate to what it is today. Since history provides the pillars for the present and the hereafter, it is worthwhile to make some clip going and expression at the history so as to discourse the current issues of the capable affair.

Wikipedia – “ Mistakenly non given ”

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In the third Century BCE, Aristotle taught that the city state developed out of the patriarchal household, although he thought the two were different in sort every bit good as in graduated table. He wrote that the highest signifier of human community is the political community. In the political relations, Aristotle attempts to exemplify the nature of the hierarchies that exist in the political community and its low-level communities. He argues for an beginning of male regulation. In Chapter Thirteen he states that work forces and adult females have different sorts of virtuousness, “ merely as those who are natural topics differ ( from those who rule by nature. ) ” Other types of community, such as the family, are low-level and inferior to the polis. Aristotle proposed that the family is low-level to the political community because the purpose of life in the family is the mere saving of life or the satisfaction of life ‘ s day-to-day demands, whereas the purpose of rank in the political community is to populate good. He besides proposed that the family is inferior to the political community in the character of its regulation. In the family, the adult male regulations by virtuousness of his age and sex, monarchically at best and tyrannically at worst, while in the polis, citizens choose their swayers on the footing of virtue.

Plato ne’er mentioned Socrates ‘ edition against Athens, but the cosmology of the Timaeus includes the thought that a adult male who lives good will populate a happy and congenial life on his consort star. Failing this, his 2nd birth will be as a adult female ( 41E-42D, on Creation of Souls ) .

Wikipedia – “ Mistakenly non given ”

It is pretty clear that adult females did not hold any state on what was going about in that society. But in “ Matriarchy ” society things were different. “ Matriarchy ” or gynarchy refers to a gynocentric signifier of society, in which the taking function is played by the adult females and particularly by the female parents of community. There are no known societies that are unequivocally matriarchal, although there are a figure of authenticated matrilinear, matrilineal and avunculocal societies, particularly among autochthonal peoples of Asia and Africa, such as those of the Basques, Minangkabau, Mosuo, Berbers or Tuareg. Strongly matrilineal societies sometimes are referred to as matrifocal, and there is some argument referring the terminological word picture between matrifocality and matriarchate. Note that even in patriarchal systems of male penchant primogeniture there may on occasion be queens regnant, as in the instance of Elizabeth I of England or Victoria of the United Kingdom.

For the administration of the assorted societies some signifier of control is required and it comes in the signifier of Torahs. So Torahs provide valuable penetration to a adult female ' s place in the relevant societies, In the Mosaic jurisprudence, for pecuniary affairs, adult females ' s and work forces ' s rights were about precisely equal. A adult female was entitled to her own private belongings, including land, farm animal, slaves, and retainers. A adult female had the right to inherit whatever anyone bequeathed to her as a decease gift, and in the absence of boys would inherit everything. A adult female could likewise bequeath her properties to others as a decease gift. Upon deceasing intestate, a adult female would be inherited by her kids if she had them, her hubby if she was married, or her male parent if she were

individual. A adult female could action in tribunal and did non necessitate a male to stand for her. In Ancient Egypt, lawfully, a adult female shared the same rights and position as a adult male – at least, theoretically. An Egyptian adult female was entitled to her ain private belongings, which could include land, farm animal, slaves and retainers, etc. She had the right to inherit whatever anyone bequeathed to her, every bit good as willing her properties to others. She could disassociate her hubby ( upon which all ownerships belonging to her – including the dowery – were reverted to her exclusive ownership ) , and Sue in tribunal. Most notably, a adult female could make these legal affairs without a male to stand for her. However, on the whole, work forces immensely outnumbered adult females in most trades, including authorities decision makers ; the mean adult female still centered her clip at place and with household. A few adult females became pharaohs, and adult females held of import places in authorities and trade. Women in ancient Rome were citizens, but could non run for political office or ballot. Roman adult females had small political freedom in society, but significant freedom outside of political relations and some were vocal and took an involvement in the political relations of their twenty-four hours. The position of a adult female would change from a fish trader with really small money to a adult female of great wealth and girl and married to outstanding politicians like Caecilia Metella, and those are the adult females more likely to hold left a grade. Womans had full capacity for themselves, but none for others, although some emperors recognized a adult female ‘ s relationship to her ain boies and girls. The following are a few of the affairs in which Christianity appears to hold made changes, by and large but possibly non ever betterments, in the jurisprudence. As a regulation the influence of the church

was exercised in favour of the abolishment of the disablements imposed by the older jurisprudence upon celibacy and childlessness, of increased installations for coming a professed spiritual life, and of due proviso for the married woman. The church besides supported the political power of those who were friendly toward the clergy. The assignment of female parents and grandmas as coaches was sanctioned by Justinian. The limitations on the matrimony of senators and other work forces of high rank with adult females of low rank were extended by Constantine, but it was about wholly removed by Justinian. Second matrimony was discouraged, particularly by doing it legal to enforce a status that a widow's right to belongings should discontinue on re-marriage, and the Leonine Constitutions at the terminal of the ninth century made 3rd matrimony punishable. The same fundamental laws made the blessing of a priest a necessary portion of the ceremonial of matrimony.

Wikipedia – “ Mistakenly non given ”

Very interesting facts, aren't they? Let's travel further down the clip line. We all know that it was after the industrial revolution that adult females's topographic point in the society rose significantly. Because large industrial mills needed more and more labors, and adult female labor was seen as good resource and it was cheap besides. Then when it came to the mid 1900's the instruction system in assorted states broaden their Gates and welcome more adult females in to the system and thereby adult females were besides given equal chance to lift in the society through instruction. The rise of the land of dreams and chance “ USA ” , gave whole new visible

radiation to the modern societal cultural background and adult females besides used those chances to paint a good image for themselves.

In Sri Lanka besides the state of affairs was same and the adult females ' s function was chiefly confined to the homemaker ' s function. Merely after the free instruction system kicked in we saw more adult females completing their primary instruction. As transnational companies saw this part as Eden for inexpensive labor, companies started traveling in with lenient unfastened economic policies of the authorities during the late 1970 ' s. Due to the downward economic tendency which started after the independency of the state by this clip lower category households were traveling through economic adversity and possibility of adult females executing merely family jobs were no longer plenty. That is why we saw many of the non so educated adult females traveling in to lower degree occupations in assorted companies in industrial zones around the island while educated adult females were besides traveling to employment. Consequently this gave rise to the Gross Domestic Production ( GDP ) which was practically apparent since antecedently unproductive labor of the homemakers entered the industrial sector. As the university system besides opened up and as more and more got the chance for higher instruction adult females representation rose significantly and presently the female pupil ' s representation in the universities of Sri Lanka is about same as the males.

10. <http://www.asiantribune.com/?q=node/13687>

It is true that the adult females employment has eased the unemployment job for adult females in the countryside and economic benefits have flowed

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to the small towns, but on the negative side, it has created large societal jobs. Often the instruction of the kids does not bring forth the desired result since the female parent's changeless monitoring and lovingness was not felt by the kids. Very recent instances provide another side of the issue, where an immature under age Muslim miss who went for employment abroad as a maidservant utilizing a bad passport, ended up in a wretchedness when the babe she looked after died due to her inability to feed the babe and taking attention of the babe. So there are assets every bit good as subtractions with respects to adult females' employment. Besides there was an important fact that was highlighted in the text on the above instance in which the legal proceedings indicated that although the male parent of the kid was willing to excuse the maidservant, the forgiveness should besides be given by the female parent of the kid since the female parent has more duty and devotedness towards a kid's personal business than the male parent. This shows that although adult females have moved in to the labour watercourse, their natural and traditional responsibilities of maternity are still existing and non movable. Although the adult females of Sri Lanka bring in most of the state's much-needed foreign exchange, they have yet to have equal legal protection against force and other societal menaces facing them. Though the ground for migrator working is clear and if we look at their households, we find that the kids have missed the loving attention of their female parent. Many miss at a really immature age have got into unwanted things, like holding insouciant personal businesses with male childs, some even acquiring married and later interrupting up. Then there are male childs who have developed really aggressive personalities. It has besides observed is, that, when the female parent leaves, the male



parent sometimes happen another comrade which neglects the kids.

Recently Sri Lankans were shocked by a dramatic addition in the reported instances of incest. These have chiefly happened in places where the married woman is out in the Middle-East and the adult male is left entirely with the kids.

hypertext transfer protocol: //money. cnn.

com/magazines/fortune/fortune500/2010/womenceos/ – “ Mistakenly non given ”

Apparel and Plantation can be highlighted as the avenues where most of our adult females have been employed. But we can see that in those sectors largely adult females who work in the lower degree are non good educated. And the worse thing is even the educated adult females have become the victims of glass ceiling consequence ( common in around the universe ) . For illustration ccurrently, merely 15 FORTUNE 500 companies are run by adult females, the same figure as last twelvemonth, although some of the names have changed. At Xerox, Ursula Burns became the first adult female CEO to replace a adult female, Anne Mulcahy, as a Fortune 500 head. The instance is worse in Sri Lanka. Out of the to exceed 25 market capitalized companies merely Sri Lanka Telecom PLC has a high profiling adult female, and that excessively as the president who is non executive. But that besides a political influenced assignment and if she took the normal manner we do n't believe she would hold gotten at that place. Further, most dress sector companies high places are held by work forces and the caputs of the major infirmaries are besides work forces except that Dr Rani Fernando is the Director General at Carsal Ladies Maternity Hospital. It is interesting note <https://assignbuster.com/comparison-of-gender-roles-in-sri-lanka/>

that the caput of the De Zoysa Ladies Hospital is besides a adult male. The state of affairs in the instruction sector besides same and the caputs of mix schools and male childs schools are largely work forces. Besides the frailty Chancellor of the Exchequers of catholicities except for Colombo University are besides work forces. One more point is that the despite the really low adult females representation in the political watercourse, in the opinion authorities the Minister and Deputy Minister for Children and Women Affairs are besides work forces. So although females are educated every bit good as males, there are unseeable barriers which prevent them mounting up the corporate ladder.

That ' s adequate about the background of the narrative. Lashkar-e-taibas move in to the bosom of the narrative and the flood tide. No affair whether you ' re a male or a female, if you are a director you would hold or decidedly will hold to work with female employees and would hold and will confront some issues working with them which are non associated with males. One of the chief issues would be pull offing the pregnant female parents and early female parents.

Pregnancy has inevitable direct impact on the twenty-four hours to twenty-four hours operation of most of the concerns. That is because in about any organisation adult females can be seen as portion of the work force. Since maternity is a lifetime accomplishment of any sane adult female doubtless covering with the sensitive issues of the pregnant female would be portion of the director ' s occupation. Due to the facets of human rights and socio cultural influence of the affair, there are assorted written Torahs and ordinances enforceable in this respect. The Torahs address assorted work

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side standards get downing from gestation to child early maternity. The following tabular array will give the commissariats made by the relevant labor Torahs with respects to

gestation and early maternity in Sri Lanka.

4. Maternity Benefits Ordinance, No. 32 of 1939

6. Shop And Office Employees ( Amendment ) Act ( No. 26 of 1966 ) 9

3. Labour Standards and Employment Relation Manual, Board of Invest of Sri Lanka.

12. <http://www.dailynews.lk/2010/05/11/bus28.asp>

## **Table 1. 1 Maternity benefits at a glimpse**

**A**

### **Standards**

**Institutions covered by Shop and Office Employees Act**

**Institutions covered by Maternity Benefit Ordinance**

**Institutions covered by BOI ordinances**

1

Leave 1st and 2nd kid

84 yearss. Excluding Weekly vacations, Poya yearss and Statutory vacations.

12 hebdomads All not working yearss included.

12 hebdomads All not working yearss included.

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## A

3rd or subsequent parturiency

42 yearss Weekly vacations, Poya yearss and Statutory vacations.

Six hebdomads all not working yearss included.

Six hebdomads all not working yearss included.

2

Payment

Full payment as if have worked during period of leave.

Payment for six on the job yearss for every hebdomad during period of leave.

Full payment as if have worked during period of leave.

3

Termination and dismissal

Not possible during this period.

Not possible during this period.

Not clearly stated

4

Restrictions of deleterious work

### **Pre parturiency**

No deleterious work for 3 months.

### **Post parturiency**

No deleterious work for 3 months.

### **Pre parturiency**

No deleterious work for 3 months.

### **Post parturiency**

No deleterious work for 3 months.

Not clearly stated

5

Nursing intervals

Need non be provided

Two nursing intervals of half an hr until the kid is one twelvemonth.

Factory employees are to be granted two nursing intervals of half an hr if creche is provided and if no creche is provided Two nursing intervals one hr each until the kid is one twelvemonth. Interval is add-on to meal/rest intervals. Office employees are non entitled for intervals.

6

Creches

Need non be provided

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Must be provided for all kids below six old ages.

Not a must.

As we can see clearly, the Sri Lankan jurisprudence addresses the facets of gestation and early maternity. It enforces the facets the employer must follow with. These commissariats are compulsory and disobedience agencies direct misdemeanor of the jurisprudence and the employer is punishable. The oculus catching point after this analysis is that the Shop and Office Employees Act does n't supply for nursing intervals. This is a serious issue because there is tremendous figure of employees covered under this act ( All adult females working in offices and other topographic points like Cargills, Keells Super and ASB ) . The inquiry is whether kids of those female parents are born otherwise or they do non necessitate nursing and eating? Does this indicate that the babes of these female parents do non necessitate chest milk and they are better off with the Formula addendum? The working life of so called miss work in the stores like fabric stores, pharmaceuticss are hapless and even in most cases the basic healthful installations are non provided. This is an country which has non got any attending from any party the ground may that these miss do remain really shorter period of clip and has no involvement in any of these facets. Why the favoritism? This is non acceptable by any agencies. The strongest facets compared many states of these Torahs are the grants given on nursing intervals. As we know Sri Lankans are non used to milking chest milk and feeding it to the kid when required. Although there are milking tools we barely find them in the Sri Lankan market. Besides it is undeniable that it is non as about effectual feeding the kid foremost manus since the female parent ' s heat and the love

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nourishes the kid within and within the first twelvemonth of any kid ' s life it is more than indispensable. But the job is that sing the route and traffic system of the state whether the half an hr usually awarded is adequate. The solution would be supplying creches. But neither every employer can afford this ( no room ) installation nor it is practical ( in large garment mill about 95 % of the workers would be females and at least 50 % of them will be female parents so it will hold to be a reasonably large creche ) for some employers. Since every individual has a different narrative, the directors should to take close consideration whether the topic female parent feels convenient with the nursing agreement, although the jurisprudence does n't necessitate them to travel in to that item. As per the 2005 budget proposal through the State Administration Circular 4/2005 every province female employees was awarded 84 paid yearss plus 84 half paid yearss and 84 non paid yearss of pregnancy leave. But we did non see this proviso being extended to the private sector as originally suggested by the budget.

#### 5. Public Administration Circular 4/2005

Further, based on the treatments we had with two of the HR caputs of taking dress sector companies, those companies have particular commissariats such as supplying separate uniforms to place the pregnant female parents at anyplace in the mill premises, after 7 months of the gestation they are entitled merely for the light work, proviso of a nutrition nutrient battalion for all the pregnant female parents, keeping separate Clinic cards and allows for go toing pregnant female parent ' s clinics and proviso of separate toilet installations for pregnant female parents. In add-on benefits discussed above, these groups have in house Doctors, nurses and staff who have

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understanding on the facets related to gestation. In the medical centres there are separate bed reserved for pregnant female parents and pregnant female parents are allowed to take remainder at any clip when they feel uncomfortable. Besides it is deserving while to observe that the pregnant female parents and early female parents are provided with extra nutrient and besides vitamin required. Some of the other benefits given to all employees are every two months free full medical cheque ups and insurance coverage in this instance the tax write-off from wage for insurance is low as Rs 200 per month.

Further, when female workers return to work after pregnancy leave they are given a emphasis free work environment to return to their normal degree and for this purpose these mills conduct vocational preparation to possible workers and these pregnant female parents are given the chance to carry on the basic preparation. However, these are the stairss taken by big groups but it is improbable that the female workings in little mills are entitled for these benefits. This is a perfect illustration of some employers traveling the excess pace to do it better for its employees. But it is unmindful that the little garments mills female workers may non hold privy to all these extra benefits discussed.

However, though these commissariats and benefits are in topographic point the fact that some supervisors are males indicates that some of the issues which are alone to pregnant female parents and early female parents may neither be communicated nor understood by these male supervisors.



If we take the estate sector it is clear that even the estate direction have provided extra benefits to tea rucks.

The other fact that we should stress would be that Sri Lanka happens to be relatively really indulgent to pregnant female parents and early female parents than other so called developed states. The following tabular array shows a comparing of Sri Lanka and some selected other counter in this respect.

## **Table 1. 2. Comparison of Maternity leave commissariats**

### **State**

### **Length of leave**

### **% of Wages paid for leave**

Sri Lanka

12 hebdomads

100

India

12 hebdomads

100

Pakistan

12 hebdomads

100

China

90 yearss

100

Japan

14 hebdomads

60

New Zealand

14 hebdomads

0

Australia

1 twelvemonth

0

United States

12 hebdomads

0

United Kingdom

14-18 hebdomads

90 for 6 hebdomads, level rate there after

Norway

18 hebdomads

100 & A ; 26 excess paid hebdomads by either parent

Beginning:

Maternity Protection ILO Convention No. 183, June 2001, International Confederation of Free Trade Unions, the Public Services International and Education International.

9. [http://www.apesma.asn.au/women/maternity\\_leave\\_around\\_the\\_world.asp](http://www.apesma.asn.au/women/maternity_leave_around_the_world.asp)

As it is apparent from the above statistics, Sri Lanka is making comparatively good in pregnancy leave proviso ( with its neighbors ) compared to the developed states. But the point that we should maintain in head is that criterion of life and per capita income in those states provide the pregnant female parents and the early female parents really good installations of life and nutriment. Which is at a hapless province in Sri Lanka as the income of some households is good below the per capita income the Central Bank discloses.

5. Public Administration Circular 4/2005

More interestingly some states provide paternity leave for male parents but Sri Lanka does non. After the more extended pregnancy leave for public

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sector via 2005 budget ( Public Circular 4/2005 ) at the media briefing held on 25 November 2004 so the Media Minister Mr. Mangala Samaraweera concluded that the paternity leave is non under consideration and as it stands now it is improbable this will be world in Sri Lanka. But there are Sri Lanka organisations which are portion of abroad companies provide paternity leave eg. Amba Research. The society, jurisprudence enforcement governments and employers should foremost understand the difference between a normal male worker and a farther as the female parent will be really much mentally strong if her hubby is being with her after the bringing at least for 14 years. Therefore these sensitive societal facets need pressing attending.

14. <http://lankapolity.blogspot.com/2010/03/frustrated-mother-throws-her-baby-to.html>

As we mentioned earlier poorness is one of the taking ground adult females in lower category go for employment. In fact poorness is so terrible in some parts of the state that even really late we saw a female parent throwing one of her kids to a river merely because she could n't take attention of the kid. Where poorness is cunning, a immature miss may be regarded as an economic load where one less girl is one less oral cavity to feed.

Although we mentioned that dress sector is one of the preferable avenues of work for lower in-between category adult females the true colourss behind the image are non so reasonably. Let ' s expression at some of the true narratives of dress sector female workers:

13. <http://ipsnews.net/news.asp?idnews=50787>

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Anoma Piyaselee who has 8 old ages of experience in dress sector foremost had come to Katunayake EPZ as a assistant, so after six months, she was made a machine operator, and since so she continues to stay as an operator, and claimed that " " Nothing has changed. " The room in which Piyaselee stays along with her hubby ( who works as a welder that entitles him to a wage less than hers ) is begrimed and cramped. The walls are unplastered and its unsmooth cement borders can grate the tegument easy. Furniture is strewn all over the topographic point, plastic chairs stacked one on top of the other, boxes on top of them, handbags hanging from the wall and apparels on a rack. A little kerosine cooker is kept on the side of the room while a bike is parked following to the lone bed in the 10-by-10-foot room ( small bigger than prison cell. But in prison the nutrient is free! ) . Recently married Piyaselee hails from the cardinal hilly territory of Nuwera Eliya and she claims they merely go place one time or twice a twelvemonth, either over Christmas vacations or during Avurudhu ( the traditional New Year festival in mid-April ) . They have pushed back the thought of going parents because of fiscal strains. I have no option but to work.

13. <http://ipsnews.net/news.asp?idnews=50787>

Dulani Wasala, 26 twelvemonth old widow, who works as a machine operator in the EPZ besides shared same sentiments and she sends at least Rs 6, 000 per month to her female parent to up maintain her two kids and as she claimed despite the low yearning to see her two kids every twenty-four hours, she merely travels place about thrice a twelvemonth, unless there is an exigency. She besides states that her smallest boy thinks that she had gone to Colombo to convey back his male parent.

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In the average clip we have heard that many narratives that abortions had been done by females. These instances are chiefly due to poverty related than unplanned gestations. But in some instances the gestation becomes unplanned due the simple ground of poorness. It is besides accent that abortion is a serious surgery, since if done improperly it could even kill the female parent or even leave lasting harm doing it hard for that adult female of of all time gestating a babe.

Though the experiences of Piyaselee and Wasala do non needfully reflect the complete image of the dress sector female workers untold narrative it is unmindful that some female workers like Piayaselee has post phoned the thought of going a female parent and female workers like Wasala goes through tremendous economic adversities in pull offing their places. At present the female workers on norm earn Rs 12, 000 per month but as most of these workers are from far a manner villages the single misss are remaining in get oning topographic points and those who married are remaining in rented houses. Therefore the cost incurred on rent and other payments account for important part of their wage and unless otherwise their hubbies do non gain adequate money ( as in the instance of Piayaselee ' s hubby ) these female workers find it hard to be mother.

A fact that is common to both the dress sector and the plantation sector is that bulk of the supervisors who supervises adult females ( work force is preponderantly adult females ) are work forces. This besides raises a inquiry grade, whether those work forces know about adult females and do they see or give weight to that when transporting out their undertakings.

It is appreciated that the employers have taken some steps above the jurisprudence demands as discussed above to handle the pregnant female parents and early female parents but the burning issue is the lower salary graduated tables and it unlikely that the salary graduated tables will be upward revised due to the lower profitableness and challenges faced by dress sector peculiarly with the impending suspension of GSP+ grant by European Union. However, the European participants who give their orders to Sri Lankan garments conduct audits of the mill premises and procedure before allowing the order. An of import fact looked at here is that there is no exploiting of labor ( they say they do n't desire to have on perspiration and blood ) . So when sing that from the point of the worker ( particularly the adult female worker ) it is decidedly an advantage, because those criterions are non kept the orders will non maintain on approaching.

It is besides noted fact that in the dress sector the labour turnover is higher than in most industries. And that most of the pregnant female parents who enjoyed the benefits of pregnancy leave ne'er study to work after the allowed period. So the employers end up paying for 12 hebdomads full wage and stop up with no matching return at the terminal. To do affairs worse they need to pass money once more to enroll new forces to make full that vacancy. So the employer losingss out. So following clip around the employer is loath to enroll a adult female, and you ca n't fault the employer.

16. <http://www.referenceforbusiness.com/small/Op-Qu/Pregnancy-in-the-Workplace.html>

When we come and look organize the point of position of a director, gestation and early maternity are facets which would necessarily hold an impact on the bottom line. There for the directors and relevant corporate determination shapers have been extremely criticized for unequal or discriminatory intervention on female when in comes down to recruitment, publicities and firing. Most such actions toward pregnant adult females result from outdated beliefs that pregnant adult females are unproductive, shallow, and delicate. Yet these errors have cost employers 1000000s because gestation favoritism violates Torahs of the state. The issue of gestation favoritism has become even more focussed as adult females of childbearing age enter the work force at higher rates and corporate retrenchment forces many directors to seek higher degrees of productiveness among staying employees. Unfortunately, some directors have taken improper actions against pregnant workers because they perceive them as less productive, absent more frequently, or unable to execute their occupations. Directors have engaged in and been held apt for actions that discriminate against pregnant adult females, adult females who have announced an purpose to go pregnant, adult females who might go pregnant, adult females who have had an abortion or program to hold an abortion, and even work forces whose married womans have become pregnant. Directors can avoid the troubles and costs associated with improper and illegal intervention of females and the undermentioned steps can help in geting at that enterprise.

Employment Policies. One of import measure for companies is set uping, amending, and implementing policies to run into the legal demands outlined earlier. Policies should reflect the house ' s place on other impermanent



physical conditions affecting its employees, non merely gestation ( besides nursing ) .

Equal intervention of pregnant and non-pregnant employees is important to the legality of such policies. It is of import non to curtail employees from working every bit long as they are able to execute occupation responsibilities efficaciously and safely. Workers and their physicians should be encouraged to advise the employer in composing when the occupation can non be performed without put on the lining wellness and safety ; once more, this applies to all employees, non merely those who are pregnant.

8. Wren O, Amy. Kidwell, E. Roland. Kidwell, A. Linda. Pull offing gestation in the workplace, Business Horizons, Nov-Dec, 1996

Some organisations, such as constabulary sections, tracking companies, and air hoses, have different demands sing public wellness and safety. In these instances, the employer should supply alternate light responsibility occupation assignments for pregnant workers if similar assignments are provided for other employees who are unable to execute their occupations because of a impermanent physical status. The key is a policy that does non bump, injury, or badmouth an employee because of gestation.

Employee Selection. It is of import to guarantee that interviewers do non inquire inquiries of appliers sing their households or their purposes to hold a household. Concentrating the inquiries around the responsibilities and demands of the occupation on the employment application and during the interview protects the director and the employer from future allegations of illegal favoritism.

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Alternate Work Arrangements. Various options have been instituted to enable adult females to win and boom in companies. These include alternate calling waies, extended leave, flexible programming ( for chest feeding the kid ) , occupation sharing, and telecommuting. Some houses adopted such policies to pull and retain gifted adult females. However, these policies must be applied to all employees to avoid jobs of favoritism. Obviously, male parents could besides take advantage of such plans, so excepting work forces would represent sex favoritism and possibly pregnancy-related favoritism as good.

Performance Appraisal. Several organisations have fired and non given the publicities when they were due to being pregnant female parents and early female parents who were said to be unproductive or incompetent and so lost tribunal instances after favoritism was charged by the discharged worker. These determinations raise the inquiry of whether hapless performing artists who are pregnant can of all time be fired. Directors are advised to document employee public presentation carefully and compose accurate employee ratings. If an employee has been holding work-related jobs, these should be documented and disciplinary action begun instantly, non after the employee has become pregnant. It may look to a jury that a pregnant worker was below the belt dismissed if her public presentation assessments indicate that she did non go “ a job ” until after denoting her gestation.

Wren O, Amy. Kidwell, E. Roland. Kidwell, A. Linda. Pull offing gestation in the workplace, Business Horizons, Nov-Dec, 1996

18. <http://www.wluml.org/node/6288>

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Well it seems like adult females ever gets the short terminal of the stick. But all is non glooming every clip. We focus our attending on latest development coming from the political sphere which high spots

adult females. A political pronunciamento for adult females was put away by the United National Front ( UNF ) , Sri Lanka ' s largest resistance group, the pronunciamento was released on March 15 2010, in front of the April parliamentary canvass. It is the first clip a political party in this South Asiatic island state has presented a comprehensive papers on adult females, and many militants say it is one that promises to reconstruct self-respect to a group on whom the state depends on but mostly ignores. But will this travel frontward? No, because the UNF lost the election and it is improbable that this authorities will implement these proposals. It is of import to observe that all the parties including the

14. <http://ipsnews.net/news.asp?idnews=50787>

governing party in the yesteryear have included subdivisions on kid and authorization of adult females in their political pronunciamentos but in world most of the proposals have non been materialized in the execution. That remains to be seen. The point is that firing issues of adult females have non been addressed ( Women rights, early matrimonies, equal position of employment ) . Although we say that “ this is at that place ” and “ that is at that place ” , reasonably much nil is at that place. Just candidly think, if a pregnant female parent walks in to an interview for occupation, what are the opportunities of her acquiring the occupation even if she has equal or even more making than any adult male who has come for the interview?

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Reasonably much none. The instance would be similar if the adult female was an early female parent. So are we there yet? No, we do n't believe so. Even in the political sphere the female representation was proposed to be addition. How of all time every bit stated antecedently the Minister and Deputy Minister of the cabinet on Children and Woman Affairs are Men! Some have said that it was like naming a Catholic to the Ministry of Buddha Sasana. Will this exercise? We are non certain, but many adult females Ministers who have held the portfolio have been abysmal failures. In a state that produced the first of all time adult female premier curate and first of all time adult female president ( female parent and girl severally ) the province of adult female personal businesss is ( with sorrow ) really unsatisfactory. National Committee on Women ( NCW ) was established to turn to adult females issues. The NCW was an result of the 1995 Beijing conference and its Platform for Action and was created to implement the Women ' s Charter adopted by Cabinet in 1993. It has a authorization to both develop policies related to adult females ' s issues and investigate countries of gender inequality. Members of the Committee are drawn from NGO practitioners, faculty members and authorities functionaries. From its origin, the outlook was that the Committee will be elevated to a full fledged Commission with greater powers but this is yet to go on. We understand that bill of exchange statute law to change over the commission to a Commission has been traveling back and Forth between the Ministry and the Legal Draftsman ' s Department for more than 10 old ages. It has to be noted that even with its current powers, the Committee has non been proactive plenty in taking up issues of gender favoritism. So what can we anticipate for the hereafter? Hopefully something.

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Finally the director needs to transport out a delicate reconciliation act keeping human rights and labor rights in one manus, and maintaining up company public presentation in the other. This calls for the humanist side of the corporate citizen. After all companies spend million in CSR activities and yet loath to engage adult females because they might travel on 3 months pregnancy leave. What is the logic behind that? Why go and spend million on foreigners, where as the companies should be taking attention of their ain. Besides saving of adult females ' s rights is a firing issue which require prompt and effectual action. And besides medically it is proven that the female parent needs to be in a clear province of head and without emphasis for a healthy bringing and a healthy babe. After all we are speaking about the hereafter of our state. Womans in our county needs all the support in the universe since we are seeing that kids per household has declined to on mean 2, which was vibrating about 6 about 20 old ages back. This calls for long term diminution of the labour force and the current state of affairs ( poorness and heavy work life ) makes adult females discouraged to hold even their first kid boulder clay they are settled. This brings the possibility of adult females traveling pass their ideal generative age and decreasing the opportunities of giving a safe bringing after the right age. Careful idea and clip should be invested in the issues and steps should be taken to make a win-win state of affairs. After all we ' re merely human.