

Women and the glass ceiling in Indian Workplace

C. B. Mishra^{1*}, Chancy Shah^{2*}, Shaaqib Mansuri^{2*}, Pranav Pandya^{2*}

¹Civil Department, Birla Vishvakarma Mahavidyalaya, India

²Civil Department, Birla Vishvakarma Mahavidyalaya, India

Abstract

Women in India, despite of the social, economic and cultural constraints, widespread women's ignorance and their rights, where sociological setup is male dominated, they're cruising ahead with high hopes, standing tall from the rest of the crowd and are applauded for their achievements in their respective field. Today's women leaders are self-assured, strong-willed and independent. They're giving a cut-throat competition to everyone through their hard work and diligence. The present paper attempts to study prevalence of glass ceiling in India & factors hindering the progress of women at work place. The paper also investigates the strong evidential trend of women participation in corporate sector, politics and judiciary in India.

Keywords: Glass-ceiling, women, corporate, politics, judiciary

INTRODUCTION

This progressing for women has still been restricted by an unacknowledged hindrance prominently known as "Glass Ceiling" in spite of the endless Government approaches, plans and projects which have been acquainted with guarantee that their capacities and aptitudes are perceived. In this cutting edge time, where world is progressing at a helping pace, women would prefer not to be held between the four dividers of house. A lady too needs to have noteworthy commitment in this eternity evolving world. Regardless of how much society tries to hinder or abuse them, a lady realizes that they're similar to seed; society can cover them however can't prevent them from developing. Boosting the "monetary power" of all women's in the public arena is a key way women's can at first achieve – and after that stay – in the meeting room, for which she will go for risk and do anything in their energy to be a victor. At first the paper gives a photo of glass ceiling in Indian context.

I. OBJECTIVES OF THE STUDY

- a) To know the prevalence of glass is ceiling in India & factors hindering the progress of women at work place.
- b) To study the trend of women participation in corporate sector in India, politics and judiciary.

II. LITERATURE REVIEW

In this work, an endeavor is made to acquire third layer of learning that is referred to as "genuine" despite the fact that it frequently has just a free relationship to the essential investigations and auxiliary writing surveys relating to glass ceiling practices with corporate world, politics and Judiciary.

In the following paragraphs a brief survey of some of those important researches is given to provide an insight into of the glass ceiling in India.

Women directors were to a great extent display in the monetary administrations sector, public sector and family run companies. An investigation led by Catalyst on women's on the sheets of the main 100 organizations recorded on the Bombay Stock Exchange found that women's represented 5.3% of all directorships, and women's directors were by and large no less than five years more youthful than their male partners (55.6 years contrasted with 60.3 years); women's in official executive positions had been in the association twice the length of their male partners (Banerji and Mahtani) [2] Fernandes, [5] contends that because of rebuilding and conservation numerous multinational organizations are offloading complex administrative tasks to secretarial staff. Despite having their administration degrees numerous secretarial and managerial staff think that it's hard to join the administration track because of their absence of social capital. They stay in authoritative occupations which are typically connected with here and now contracts and frequently in danger of conservation. Kanu Sarda [9] reveals that

women especially in judiciary largely remains an all boys' club – only 27.8 per cent of its judges are female. Soni Mishra [12] passes on that the current arrangements point to a progressive change in the situation with respect to the number of women's in the higher legal in the nation. The Indian legal has confronted feedback for it's to a great degree poor gender ratio. Keshri Nandan Mishra [10] says that increased political responsibility to women's turns out just from increasing their numbers among leaders. It should likewise be connected to enhance equitable administration by and large, comprehended as comprehensive, responsive and responsible administration of public affairs. R. Shanker [11] passes on that women's' cooperation in basic leadership is basic for women's' interests to be incorporated into administration. The estimation of women's political support is basic to distinguish the need of approach intervention to enhance the same.

III. PREVALENCE OF GLASS CEILING IN INDIA

Expanded awareness and training has roused women's to leave the dividers of the houses. In present day India, women's are representing to high offices. They are currently taking an interest in political, social and monetary exercises. Women's like Indra Nooyi, Simone Tata, Kiran Mazumdar Shaw, Arundhati Bhattacharya, Kirthiga Reddy, Shereen

International Conference on "Women in Science and Technology: Creating Sustainable Career" (ICWSTCSC: 2018)

han, Ritu Kumar, Ekta Kapoor, Vinita Bali, Shahnaaz Hussain, are representing top official places of corporate organizations in India [1]. While more women's have entered the corporate meeting rooms, still the general scenario in India stays quite grim. Glass ceiling prevails impediment wins in almost every segment in India be it private or government. Women's get advancement at the specific phase of the professional life; they stall out in the imperceptible obstacle which isn't comfortable with the man [3].

CAREER BARRIERS: FACTORS HINDERING THE GROWTH OF WOMEN AT WORK:

The misinterpretations in connection to women's and carriers in administration still stay as of not long ago [7].

- Discriminations, negative states of mind and generalizations of women's as pioneers win, which prompts less opportunities and moderate career advance.
- Negative state of mind is made by women's in looking for progression in the association.
- Family backings and encouragement is basic to women's' profession.
- Research study states that men have a tendency to get promoted quicker than women's be reason for their more noteworthy utilization of informal networks. Also training & education was more in favourable position to men than women's. Work experience and education expanded preparing openings more for men than women. [8]

IV. EXAMINATION OF GLASS CEILING IN DIFFERENT SECTOR OF INDIA

A. Trend of Women Participation in Corporate Sector in India:

Women's in the occupational and proficient areas have a consistently expanding investment in all fields of the wide financial divisions of business and trade, professions, enterprises, and administrations, at the levels shifting from lower to higher chains of command. Women's have additionally gone into the board rooms of numerous organizations, obviously limitedly. Writing study passes on that the level of women's in multinational organizations in India is only 25% contrasted and 42.9% in China, an investigation has found. In India, the level of women's in junior administration in the 11 multinational firms studied is no less than 30, yet drops to under 10 at the senior level.

In 2017, World Bank expressed that motivators, innocuous and positive condition other than a level playing field are pivotal to support women's investment in the nation's workforce, which doesn't appear to be on account of India. India positions 120th out of 131 nations in light of the quantity of interest of women's workforce. In different culture of India, there isn't so much detectable sexual orientation decent

variety with regards to corporate world. Out of 323 aggregate official director-ship positions (by and large thought to be essential to getting to be CEO) on the Bombay Stock Exchange 100, only eight (2.5%) are held by women's. Figure 1 shows representations by gender across levels [7]. The closer examinations of surveys indicate those senior leaders and in higher ranks in India Inc. pipeline are mostly men; they prelude opportunities to develop emerging women leaders.



Figure -1 Representations by gender across levels

B. Trend of Women Participation in Politic Sector in India

Women's who are politically dynamic are viewed as 'extraordinary' because of their family foundation or associations [14]. At the grassroots level there are more women's in control however it is extremely hard to follow the political career of any lady at a larger amount who prevailing without connection ties. Women's outside intense families have constrained social and money related help to challenge races and access political systems. Proficiency levels for women's are terrible in numerous parts, and the training framework does little to advance women's' initiative and arrange women's in governmental issues.

The level of women's in legislative issues is depressingly low. India positions 148 internationally as far as portrayal of women's in official government and parliament, as per a report distributed by the Inter-Parliamentary Union (IPU) and UN Women. Table 1: shows the women's participations in the Lok Sabha and the Rajya Sabha indicate that women's' quality is appeared to be low in Indian legislative issues Women's still are battling for equal status in the public eye [4]. As a result of their low portrayal in Indian governmental issues, their issues and issues are by and large unseen and unnoticed. It is the obligation of each individual to make them mindful of their rights and inspire them for partaking in standard legislative issues.

The constitution of India ensures equity in the public arena as well as proposes states to make extraordinary arrangements for women's^[11].

Year	Lok Sabha			Rajya Sabha		
	No. of Seats	No. of Women MPs	% of Women MPs	No. of Seats	No. of Women MPs	% of Women MPs
1952	499	22	4.41	219	16	7.31
1957	500	27	5.4	237	18	7.59
1962	503	34	6.76	238	18	7.56
1967	523	31	5.93	240	20	8.33
1971	521	22	4.22	243	17	7
1977	544	19	3.49	244	25	10.25
1980	544	28	5.15	244	24	9.84
1984	544	44	8.09	244	28	11.48
1989	517	27	5.22	245	24	9.8
1991	544	39	7.17	245	38	15.51
1996	543	39	7.18	223	19	8.52
1998	543	43	7.92	245	15	6.12
1999	543	49	9.02	245	19	7.76
2004	543	45	8.28	245	DNA	DNA
2009	543	59	10.86	245	22	8.98
2014	543	61	11.23	241	28	11.62
Average	530	35	6.59	240.00	21	9

Source: Election Commission of India's website (www.eci.gov.in).

Table 1 WOMEN'S PARTICIPATION IN THE LOK SABHA AND THE RAJYA SABHA

C. Trend of Women Participation in Judiciary Sector in India

At the point when things occur without precedent for history, it prompts interest, joined by a specific level of expectations that more will take after. Along these lines, when four women's turned into the central judges of four High Courts as of late, it prompted extensive energy that the unfair limitation in Indian legal was breaking finally, if not broken. Incomparable Court spectators have called attention to that way softening ideas up women's' rights were promotion dressed by seats of which women's judges were a section.

As per the most recent figures shown in table 2, there are just 70 women's judges working in various high courts, which constitute 10 percent of the working quality of judges (692) in the 24 High Courts. The Bombay High Court drives the rundown with 11 women's judges, trailed by Delhi High Court with 10. Eight high courts don't have any lady judge are Chhattisgarh, Gauhati, Himachal Pradesh, J&K, Jharkhand, Uttarakhand, Manipur, Meghalaya and Tripura. On February 18, 2018 five new judges were delegated to the Supreme Court, all were men. The quality of the Supreme Court rose to 28 judges, as against an endorsed quality of 31. J

ust a single of the 28 judges of the Supreme Court Justice R. Bhanumathi, is a lady [5].

HIGH COURTS	TOTAL STRENGTH	WOMEN JUDGES	%OF WOMEN JUDGES
BOMBAY	73	11	15
DELHI	38	10	26
MADRAS	53	7	13
CALCUTTA	35	4	11
GUJARAT	31	4	13
ALLAHABAD	110	6	5
ALL 24 HCS	692	70	10
SUPREME COURT	25	1	4

Table 2 POSITION OF STATE WISE LOWER COURT JUDGE'S GENDER ACROSS LEVELS IN INDIA (2017)

Source: Law Ministry, India

With respect to the lower legal judiciary as shown in table 3, just 28.6 percent of its present quality is female. No less than seven states—Bihar, Jharkhand, Gujarat, J&K, Uttar Pradesh, Madhya Pradesh and Himachal Pradesh, have a lower portrayal of women's in subordinate courts than the national normal [6].

Bihar is a fascinating situation where women's' support in the lower legal remains the most reduced in the nation at 9.88 for each percent notwithstanding the administration giving them the most noteworthy reservation of 35 for every percent .

The dismal picture of gender imbalance has been brought out in a survey published by the Vidhi Centre for Legal Policy.

STATES	TOTAL JUDGES	WOMEN JUDGES	%OF WOMEN JUDGES	RESERVATION FOR WOMEN
BIHAR	1002	99	9.88	35
JHARKHAND	448	62	13.83	5
GUJARAT	1111	177	16	NIL
J&K	219	43	19.65	NIL
UP	1728	376	21.75	20
MP	1240	319	25.72	NIL
HIMACHAL	147	39	26.55	NIL
MAHARASHTRA	2025	596	29.43	NIL
DELHI	489	170	34.76	NIL
ALL INDIA	1644	4704	28.6	---

Table 3 POSITION OF STATE WISE LOWER COURT JUDGE'S GENDER

Source: Law Ministry, India.

V. CONCLUSION:

At any rate measurements perfectly delineates that women's are underrepresented at the best positions, as well as regularly separated and are not thought to be conceivably prospective specialists. Accordingly, the present pioneers like to create men as future pioneers as opposed to creating women's whose potential might be equivalent or then again considerably higher than that of a few men that possess high positions. The author hereby gives suggestions for supporting the culture of advancement to break the ceiling:

- It is of essential to broadcast and praise women's breaking the unreasonable impediment, since it motivates and influences such a large number of lives.
- There is a critical need to present acts like recent companies act which commands that listed companies have no less than one women director at board.
- Need more quotas and reservation at higher level in politics, which are presently restricted just to nearby local body election.
- The nearness of women's judges signals fairness of chance for women in the legal profession that is justify based, reasonable and non- discriminatory; and the inclusion of women's judges gives active mentoring to other women who wish to seek after careers in law and the judiciary. Article 14 (right to equality) and Article 15(3) (the power of the State to make special provisions for women) of the Constitution is followed strictly.

Let's hope that Indian Women will break the ceiling and see the blue sky without any barriers at least in next decade.

VI. REFERENCES:

1. Ambreen Wani (2013). Breaking through the glass ceiling, *International Monthly Refereed Journal of Research In Management & Technology*, Volume II, June'1 ISSN – 2320-0073
2. Banerji, A., Mahtani, S., Sealy, R. & Vinnicombe, S. (2010). Standard Chartered Bank: Women on corporate boards in India 2010. *Community Business and Cranfield School of Management Report.*
3. Break that Glass Ceiling; it is only imaginary (2013) The Indian Express [Online] 10th January 2013. Available from: www.indianexpress.com
4. Election commission of India, www.cci.gov.in
5. Fernandes, L. 2006. India's new middle class. Democratic politics in an era of economic reform, Minneapolis: University of Minnesota Press. <https://timesofindia.indiatimes.com/home/infographics/too-few-women-judges-in-India/articleshow/61334924.cms>
6. India Inc: From Intention to Impact, www.catalyst.org
7. K.V.Sridhar (2014). Glass ceiling was just cracked and not broken in Indian Organisations, *International Journal of Business and Administration Research Review*, Vol.2, Issue.3, Jan-March, 2014
8. Kanu Sarda (10th February 2018) Glass ceiling in Indian judiciary still a bitter reality for women, <http://www.newindianexpress.com/thesundaystandar d/2018/feb/10/glass-ceiling-in-indian-judiciary-still-a-bitter-reality-for-women-1771402.html>
9. Keshri Nandan Mishra (2017), Women empowerment their participation in panchayati raj institutions National Journal of Multidisciplinary Research and Development ISSN: 2455-9040; Volume 2; Issue 2; May 2017.
10. Richa Shanker (2014) Measurement of Women's Political Participation at the Local Level: India Experience Ministry of Statistics & Programme Implementation, India [https://unstats.un.org/unsd/gender/mexico.../Session %206%20India%20paper.pdf](https://unstats.un.org/unsd/gender/mexico.../Session%206%20India%20paper.pdf)
11. Soni Mishra (December 01, 2017), Another glass ceiling gone: Madras HC now has 11 women judges, www.theweek.in/news/india/another-glass-ceiling-shattered-madras-hc-now-has-11-judges.html