

An Analysis of the Bane of Gender Inequality for Access to Sanitation

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Abstract: Gender inequality related to the professions and occupations carried out by humans has been a practice as old as the society itself. This practice owes its relation not only to the Indian scenario but also to various civilizations across the world. Since the civil law practice to codify the laws started gaining impetus, laws regarding gender neutrality in general started getting drafted. This progressive trend also spread to the professional landscape at large. The effective realization of these laws and practices was deemed to be highly sceptical by a large section of the society. The recent perspective is fairly liberal and broad in its outlook. It tries to do away with the entire system of gender stereotyping related to the professions and occupations with the help of progressive judicial pronouncements like the recent one based on Section 377 of the Indian Penal Code, 1860. This acts as a bottleneck to achieving the dream of equal opportunities for all and hits the right to equality very hard. The researcher, in the present paper, has tried to analyze and correlate the older and recent perspectives towards gender stereotyping related to the professions and occupations, the impact of legislations and judicial pronouncements on the same and analyze the same with respect to gender disparity in availability of sanitation facilities at workplaces resulting in the compromise to right to equality for the society at large.

Keywords: Feminine Traits, Gender Inequality, Gender Progressive Practices, Sanitation Facilities, Traditional Ideologies of Masculine.

1. INTRODUCTION

Any complex society with multiple inter-group contacts typified by urbanization, social stratification enforced by a cultural elite, symbolic communication systems, and a perceived distinct form and dominance over the natural environment is referred to as a civilisation. One may also argue that putting gender-inclusive policies in place is still a long way off. However, with the recent developments in the legislative as well as the judicial framework and interpretation, there has been a positive change regarding the same. The older perspective was rather a limited one and tried to straight jacket and emphasize on the gender stereotyping related to the professions and occupations[1], [2].

The traditional ideologies of masculine and feminine traits as perceived in our society are fast becoming obsolete. Jobs, in the current scenario, are more and more becoming gender neutral. However, amongst all these seemingly positive developments, the one important thing which is often forgotten or neglected is the stark practical difficulties faced by women at professional workplaces due to lack of availability of proper sanitation facilities

Since times immemorial, humans have organized themselves into a stratified society based on caste, religion, gender, ideologies, beliefs and goals. These divisions further went on to distinguish the individuals into groups, agencies and social units, eventually leading to a social hierarchy, forming a base for a diversified society at large. These units further progressed to build social relations, which result to ideas such as hierarchy, patriarchy, stratification, oppression and marginalization.

Water, sterilization, and cleanliness administrations have been thought about in provincial and metropolitan regions, as well as by country abundance quintiles and by orientation. Be that as it may, measurements on the difficulties looked by ladies and young ladies, the open door expenses of these weights, and female strengthening as far as water, sterilization, and cleanliness independent direction and independence are inadequate. In light of master information and writing research, we present an assortment of ebb and flow water, sterilization, and cleanliness measurements that action orientation correspondence and strengthening in four interconnected key regions. We investigate and evaluate the ebb and flow state of these estimations in every need region, and we give suggestions to regions where further

exploration is expected to satisfactorily measure gendered parts of water, sterilization, and cleanliness at the program, public, and worldwide levels.

Ladies' water-bringing commitments and time-use trouble, as well as the wellbeing and financial repercussions, are the critical central regions. Ladies and young ladies are answerable for obtaining water in four out of five houses with an off-premises drinking water source. Ladies' wellbeing endures because of this training, which incorporates spinal injury, neck torment, unconstrained early termination because of unreasonable and troublesome responsibilities, and caloric misfortune. Be that as it may, there has been insignificant examination in general expense of water transportation. Females have less an ideal opportunity to seek after their schooling when they convey water across significant distances. Water bringing liabilities add to the pressure of neglected homework, cut into time for other pay producing exercises, and cut into time for relaxation and insignificant exercises. More exploration is required on these areas.

These ideals further went on to build a society based on the above discussed principles, creating a number of crests and troughs for different groups in the social setup. One of the prominent forms of oppressions observed in the society is the gender discrimination and its reflection in the professional front.

1.1. *Early Civilizations: Distribution of Roles:*

Every ancient civilization functioned on certain norms and abided by the rules which were set long before the history was documented. For every society, an individual's role was primed on the basis of his/her gender, which eventually determined his/her role in the society. The basic roles of women included household chores like cooking, cleaning, washing and taking care of the family, while men were expected to go out for hunting, get involved in civilization military and build structures in the same.

1.2. *Ancient Greece:*

A woman's role comprised of taking care and raising children. The Spartans believed that women would be more efficient in performing their tasks if they indulged in physical activities. Thus, along with managing the household, women also participated in running, wrestling and javelin. A unique feature of Greek civilization was the concept of wife sharing. On the other hand, masculine roles comprised of activities such as politics, arts, crafts and agriculture. Men, unlike women, were strongly engaged in public activities and were encouraged to remain outdoors. A lady was expected to remain indoors since it was a display of prosperity.

1.3. *Ancient Rome:*

Ancient Roman society observed a number of instances of discrimination on the grounds of gender. Women did not have to power to rule the state and the practices of rape and homicide were very common in that social setup. If a woman was to divorce her husband, the entire household used to get transferred to the husband. The condition of women in ancient Rome was deplorable. The Roman families were strongly dominated by men and they were considered the "Kings" of the household. The responsibilities of earning the livelihood rested solely with the men. The spectrum of jobs varied from the armed force to business. Thus, from the above cited examples of early civilizations and the distribution of works solely based on gender differences and, it is evident that the practice of women suppression is an age old process which still persists in our society and continues to haunt the freedom of a major section of our society as the minds still resonate with the stronghold of patriarchy.

1.4. *Reflections of Gender Roles in Modern Society:*

In view of the above discussion, it was claimed that women have been given a lower seat and continue to breathe in the same suppressed situation if not slightly elevated in case of urban areas, where women are overdoing their abilities and competing with the mainstream society. Going according to the recent statistics, there is a dramatic hike in the cases of gender discrimination in workplaces[3]. Gender discrimination can take place in various forms – the spectrum varies from a hegemonic discourse to unusual or harsh treatment. Certain instances of this social poison at professional front are:

A number of cases have been reported where there is an exponential gap between the pay of workers crucially dependent on their gender. Such forms of discrimination are not only observed in labour class workers, but also in upscale IT departments and white collar jobs in some cases. Despite attempts to improve equality among the working masses, it has been argued that discrimination still exists, worsening the differences in economic equity, income, unemployment, as well as occupational distribution. According to the evidence, women's incomes are just 72 percent to 88 percent of men's earnings.

These evil practices are not only restricted till the binary genders but have also advanced towards the uproar of queer individuals as well. According to a survey performed on the LGBTQ population on a professional level, 16 percent to 68 percent of LGBT persons have experienced workplace discrimination. According to other research, 8-17 percent were dismissed or refused job, 10%-28 percent were denied a promotion or given bad employment comments, 7% - 41percent were verbally and physically harassed, as well as 10%-19percent got uneven pay or employment advantages.

1.5. *The Idea of Feminism:*

Feminism is a collection of beliefs and philosophies aimed at achieving equal political, social, and economic rights for men and women, as well as making women as equal members of society as men. It is a highly subjective field and supports a variety of beliefs, ideas, movements, manifestos and agendas. It seeks to elevate the status of women and bring them to the pedestal as men in a social setup[4].

The ideas and values of feminism continue to inspire women all around the world, and in that spirit, Jo Freeman, an outstanding writer and famous feminist, released "The Bitch Manifesto," a radical manifesto. The Bitch Manifesto has been developed and explained in the following parts in light of Iris Marion Young's ideas on the status of women in society. Both authors' points of view have been presented and differentiated.

1.6. *Bitch Manifesto:*

Men recognize that women are an overmatch for them, therefore they choose the most inept or foolish women. They could never be terrified of women knowing as much as they do if they did not believe that." Oppression is described as the unjust use of power, authority, or the law to prevent a minority group in a social setting from being treated equally to the majority. It is a structural idea that promotes an unintentional social stratification. It consistently reproduces inequity and establishes a social relationship between two groups of people. The writers have addressed the unequal and unfair repression of women in society in this debate, as well as a manifesto that speaks out against such oppression.

Ladies have experienced discriminatory obstructions in arriving at complete correspondence with guys in any group environment from the beginning of human advancement. During the 1960s and 1970s, women's activist scholars investigated this mistreatment and depended on crafted by past journalists who managed comparative points, for example, "Simone de Beauvoir in The Second Sex" as well as "Mary Wollstonecraft in A Vindication of the Rights of Woman." Women all around the world have been exposed to the overbearing force of male predominance, which has constrained them to involve a lower economic wellbeing and participate in ordinary practices, for example, not having similar legitimate and political privileges as men, taking an interest in the widow self-destruction custom, and not reserving the option to possess properties [5].

Jo Freeman, a well-known feminist, wrote the Bitch Manifesto in the interests of opposing women's unjustified exclusion from popular culture and persecution. A bitch, according to Freeman's credo, is a strong woman who, despite what society throws at her, pursues her aspirations, achieves her goals, and maintains her distinct personality despite what civilization throws at her. Freeman urges women to be proud of who they are and to break free from society's constraints, extend their wings, and soar as far as they can to achieve the unattainable.

1.6.1. *Important features of bitches include:*

- Bitches are forceful, solid leaning, cutthroat, accomplishing, tempestuous creatures, who never go unrecognized and take solid represents anything that they do or talk. They don't engage inappropriate conduct and get difficult any place required.

- Bitches can be tall, unforgiving, wrong, lumbering and disagreeable. They don't permit their direction to overpower their dynamic characters and along these lines don't remain confined till wonderfulness and outside greatness. She could flabbergast; in which situation she is known as the Bitch Goddess.
- Bitches achieve their circumstances in an overall population unflinchingly through their unmistakable characters. They are reliably advancing, they never settle; whether or not it be for a man, estate or improvement. They are independent animals who unequivocally believe in self-practicality and for the most part don't really want to depend upon others. In case expertly skewed, they can go through any situation to achieve their destinations and are extraordinarily forceful.

Characters like Elisa Steele, Kiran Bedi, Ida and Barkha Dutt, Tessy Thomas, can be considered as representation of Bitches and continue to persuade and manufacture a gathering on the way of bitches.

1.6.2. *Bitch Manifesto according to Young's Perspective:*

Seeing this issue as indicated by the perspective of Iris Marion Young, this sort of misuse can be considered under the ambit of three kinds of abuse.

2. DISCUSSION

2.1.. *Women's Exploitation and Sufficiency:*

Women's mistreatment may be linked to the likelihood of double-dealing. According to Iris Marion Young, it was a test used by women's activists to show that maltreatment of women is a part of life due to well-established practices and belief systems passed down via generations of unrecognized power transfers from women to males [6]. As a result, there was an inconsistency in the distribution of power, authority, opportunity, and prestige across both sexual orientations, immobilizing the women in the social structure.

The Bitch Manifesto defends this belief system, claiming that a "Bitch" never allows the general public to take advantage of her in any way and obtusely opposes such activities whenever she comes across one [5], [7], [8].

2.2. *Oppression of Women under Marginalization:*

Underestimation can be characterized as the method involved with making a gathering or a class of individuals less significant or consigned to an auxiliary position. Taking into account youthful's exposition on the equivalent, it very well may be contended that ladies have been restricted to the four dividers of sustaining, mindful and supporting the male people, and taking special care of everybody's feelings. Women's activists have uncovered this misguided judgment and have guaranteed it to be "improperly individualistic and got from an explicitly male encounter of social relations". Female experience of social relations guarantee to be for the most part connected with homegrown consideration and obligation and now and again, are connected to paid errands and occupations [9]. This proof backings the case that a 10,000 foot perspective of the present circumstance reduces to the end that the place of ladies perseveres to be underestimated in the social arrangement.

Jo Freeman, in her pronouncement, contends that a bitch never makes due with less and consistently remains in rivalry. Assuming expertly slanted, a bitch looks for progress and doesn't fear in contending with anybody, regardless of which society or class does that individual have a place with.

2.3. *Oppression of Women below Powerlessness:*

Power, in setting of direction isolation, insinuates having a higher stage with respect to control, conventionality, status and solid self-appreciation that specialists will as a general rule have. There is an unquestionable sexism followed with respect to noteworthy expertise. As communicated above, women have obtained a lower stage with respect to business and procuring an occupation for themselves. This characteristic is reflected in the demonstrations of direction based wages and remunerations in various purposes for living. It has been ensured that "When a school - educated woman turns 59, she will have lost \$800,000 all through her life." All these real factors diminish to the way that women face another strong face of abuse the condition of being feeble. They are in a consistent condition of absence of independence, status, distinction and are denied from roads of chances when contrasted with men.

Bitch Manifesto unequivocally invalidates the possibility of ladies being oppressive and without any potential open doors. A Bitch is obtuse, self-important, forceful, a combination of cliché "manly" as well as "ladylike" characteristics and makes progress toward power.

2.4. *Patriarchy and the Gender System:*

Notwithstanding the complaints the term male controlled society keeps on being utilized in the women's activist talk. It must be perceived that we try not to utilize the term to mean the force of men and recollect different differentiations between men as well as pressures among fathers and children and siblings the issues for ladies are unique [10]. They are supplanted as in social orders that are neither industrialist nor male centric. And, surprisingly, in obviously male centric culture and families' ladies are not similarly persecuted. Class differentiations and past class limitations contrasts in family frameworks and individual families. Inside some family the spouse or mother of the patriarch might employ tremendous power. In others patriarchs take different spouses who contend with their youngsters for family assets. While child's better half of our little girls might be appreciated on disregarded there is nobody set example except for they are less esteemed 100% of the time than children and their status is generally impermanent as they are hitched into different families.

2.5. *Importance of Women in the Nation Building:*

Women's activist investigations in both the Humanities and Social Sciences has recommended that scientific and basic work as well as the arrangements are devastated on the off chance that satisfactory consideration isn't paid to ladies. Feminist scholarship in the USA along with analysis of Gender and sexuality has started to grapple with the implications of the widely accepted argument that women is not a unitary category. However such an engagement is still implicitly foregrounds us and European feminist studies has a modernizing impulse and that bypasses the diverse writings cultural products and other regional and global actions of women in the third world[11]. Social investigations definitely stand out enough to be noticed to the significance of breaking down societies inside the setting both locally and all around the world. It contends that societies perhaps conceptualized as more than propensities customs and specific social orders. Be that as it may, the methodologies found in social investigations albeit drawn up on women's activist tones in the USA, however they are truly used to give bits of knowledge into explicit parts of society in the third world. Then the approach of the third world cultural studies encompassing as it does a broad range of perspectives including postcolonial studies subaltern studies and the third world postmodernism begins to move in the direction we have in mind. But it still needs to take on insights that integrate gender sexuality and ethnicity in an inclusive context into analysis of culture economy and the politics as a whole.

2.6. *Lack of Effective Realization of Women Empowerment in the Professional Role:*

The Constitution of India has conceded correspondence to ladies as well as the capacity to the state to take on measures to positive segregation for ladies to fix the aggregate inconveniences endured by them throughout the long term. Essential rights ensure communication under the careful eye of law, prohibiting segregation on the basis of religion, race, status, sex, or place of birth, and guaranteeing equal opportunity to all inhabitants in commercial matters. Truth be told there is no deficiency of regulations inclining toward ladies advancement. Article 14[12]safeguards parity before law, Article 15 prohibits taste on the basis of sex, Article 16 guarantees equality of chance in employment, Article 39 [13]guarantees equal pay for equal work. Because of certain positive steps taken in order to achieve these plans, there has been an increase in the literacy level among women increasing employment opportunities entry of women into executive positions in multinational companies and recently even into the political arena which have created an impression that women development in this country and for that matter throughout the world is really fast. It creates an impression that women have attained equality and they are on par with men. They are liberated, authoritative and assertive when compared to women of previous generation. It is even said that the basic institution of family is witnessing a devastating change because women have not been put in their place. It is said that women have abandoned their traditional role and that is the root cause for all the problems in the household and the society. Even in the professional sphere men are increasingly haunted by the fear that women make overpower them with their entry into this field. This erroneous interpretation is due to superficial observation of women's development and history judgement based on a handful of positive cases. If we go deeper into the analysis, it will become crystal clear that women are not even in the first step of their empowerment ladder.

Now, after doing in-depth research about the role of the women in the professional framework, right from the ancient ages, the study of Bitch manifesto and the social fabric, the question which naturally comes to one's mind is that what is the reason behind the non realisation of equality in the professional workplaces. Many reasons would come to the mind of a layman and a researcher, like the geographical limitations, the family atmosphere, the culture, patriarchal system, etc. However, one rarely would give poor sanitation facilities as a reason for the same. But, as a matter of fact, lack of proper sanitation facilities at workplaces plays a major role in gender stereotyping of workplaces as well as non-participation of women in certain nature of works.

2.7. *Legal Implications and Analysis:*

As it is clear from the previous deliberations there was a minimum respect of women in various civilizations of the world pertaining to different professions and occupations. However, this is a very broad statement and cannot be generalized for all the situations and circumstances at various points of time in different civilizations. One may also find instances of grave injustice done to women in various spheres of life particularly pertaining to various professions where the gender stereotyping was at its peak. When we connect this situation to the legal scenario one may find that certain concrete steps started to be taken after the Civil law practice of codification started getting implemented in various legal systems across the world. The common law practice of following the judgements of the courts as laws has also resulted in considerable improvements in this situation.

One of the latest judgements in the Indian scenario is the one related to the decriminalization of Section 377 of the Indian Penal Code, 1860. Though as such this judgement does not directly relate to the women but it actually lays down a foundation in order to empower the vulnerable genders at large.

When we take a look at the legislative point of view, there are a plethora of statutes which have been framed by the Parliament as well as the state legislatures in order to safeguard the interests of the working women. The Maternity Benefit Act of 1961, the Sexual Harassment of Women at Workplace Act of 2013, the Factories Act of 1948, the Equal Remuneration Act of 1976, different state Shops and Establishments Acts, the Employee's Provident Fund and Miscellaneous Provisions Act of 1952, the Employee's State Insurance Act of 1948, the Payment of Gratuity Act of 1972, the Payment of Bonus Act of 1965, etc are among the goals.

However, the above-mentioned legislations do not specifically cater to the sanitation facilities at workplaces. Even if one may find certain elements of sanitation in legislations here and there, but most of the times, the same is not implemented by the employer. Moreover, most of the times, the women employees are not in a position to complain about the same to the employer and raise their voice.

One doesn't observe an unequivocal notice of the right to sterilization in the essential privileges referenced in the constitution. Be that as it may, the equivalent is an integral part of the right to life and individual freedom, which has been managed by the Supreme Court in a few cases. The beginning can likewise be followed in the Command Principles of State Polices, which makes reference to that the state will attempt to increase the expectation of living individuals. The Supreme Court happened to the degree of expressing that without sterilization, the life can't be delighted in. The Rajasthan High Court additionally held that Maintenance of wellbeing, conservation of sterilization and the climate falls inside the domain of Article 21 of the Constitution as it antagonistically influences the existence of the resident and sums to slow harming and diminishing the existence of the resident as a result of the dangers made, on the off chance that not checked. Along these lines, the established and legitimate positions in all actuality do comprehensively set out that sterilization is a vital part of life.

3. CONCLUSION

Talking from the Indian societal point of view in general there has always been a rich history of women in various spheres of life who have contributed to the process of nation building. We have also been ahead of various other nations when it comes to certain professions in terms of women's participation. However, the social security of women cannot be truly realized till the workplaces don't give those equal opportunities, including proper sanitation and health facilities. This loophole needs to be amended and put straight by the proper implementation of various women related legislations as well as legislating new statutes which would eventually empower the women to achieve their true potential in a democracy like India, in consonance with the right to health.

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