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Sexism in the Workplace of Bangladesh

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OBJECTIVES:

To analyze feminist concerns over the present condition of women and their contribution to the development of Bangladesh. This study also focuses on discrimination against women in the economic sector, along with the causes of flawed construction of gendered identity and the effects of such faulty concepts. Finally, it offers viable solutions by addressing mental health issues and suggestions for further research.



<http://www.mtv.com/news/2140944/lisa-simpson-feminist/>

"Women who conform to gender norms by respecting and submitting to a largely patriarchal (male dominated) society are often the target of benevolent sexism." (Nadal, 2017, p.62)

THE SAGE ENCYCLOPEDIA OF PSYCHOLOGY AND GENDER



<https://en.prothomalo.com/bangladesh/news/197518/The-sky's-the-limit-for-Tamanna-and-Nayma>

CAUSES OF SEXISM:

in Bangladesh

- Stereotypical beliefs
- Cultural and institutional practices
- Psychological differences
- Power politics
- Distribution of wealth resulting in unequal pay
- Glass ceiling; a metaphor which acknowledges the barrier in advancement of career for women



<https://www.sportsbusinessdaily.com/Journal/Issues/2016/04/11/Opinion/Cartoon.aspx>

DEFINING SEXISM:

An attempt to nibble the crust

- Discrimination against women solely on the basis of their biological gender.
- Unequal treatment in the workplace, in school, at home.
- Judgments made on interactions and attitudes towards children
- Biased views on women's ability to face challenges successfully
- Judgmental views on psychological tolerance limits.
- Stereotyping personality traits
- Misinterpreted and characterized as subjective, submissive, emotional, and gentle.
- Categorizes them as weak and inferior to the binary opposition.

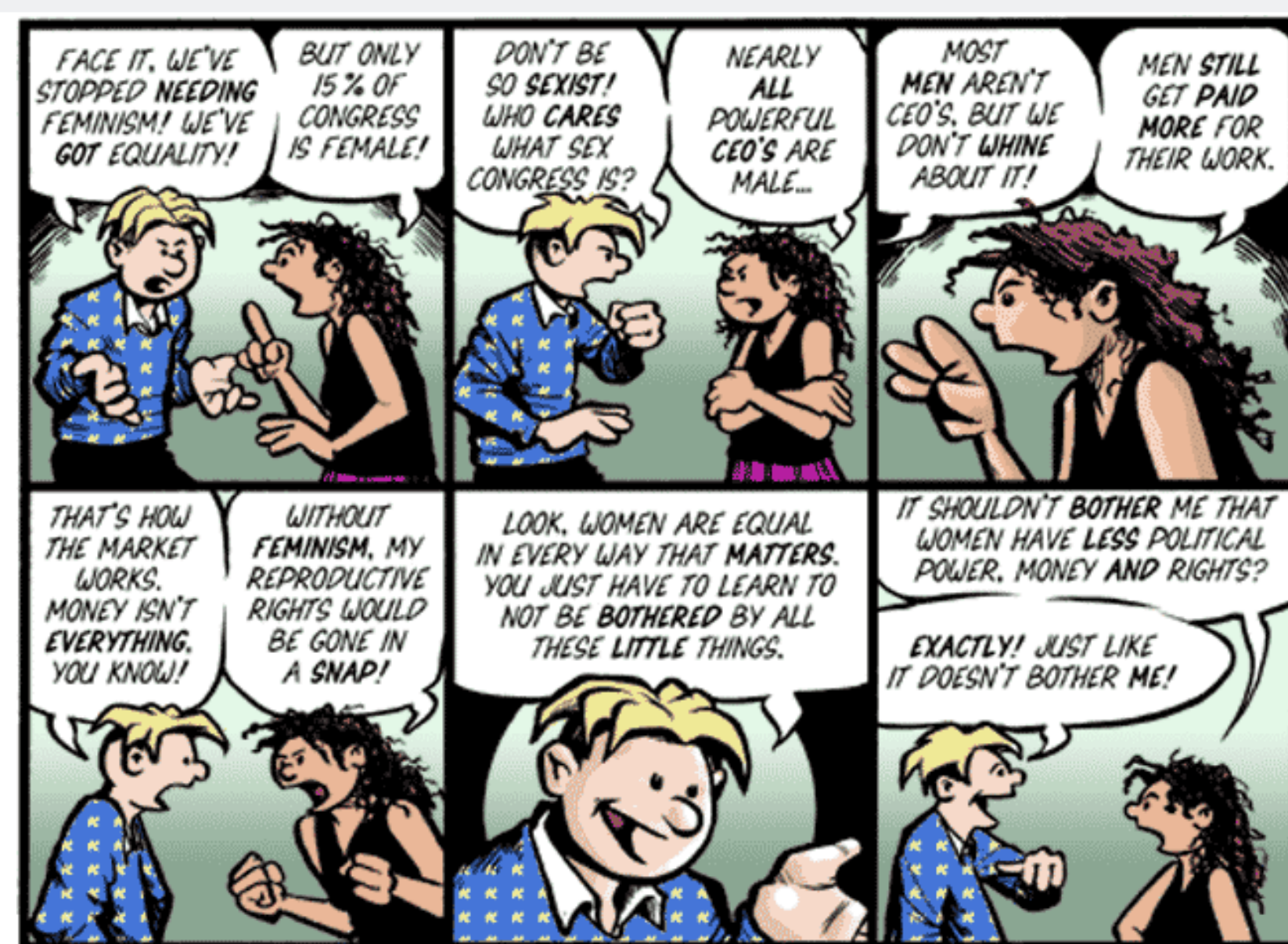


Mental Load: A feminist Comic, P: 25-26

POSSIBLE SOLUTIONS:

Focusing on Bangladeshi context

- Training for understanding gender issues.
- Breaking stereotypes through proper schooling
- Conducting research in behavioral science
- Implementing effective policies in more institutions
- Emphasizing proper care of mental health



<http://leftycartoons.com/2008/09/04/ill-be-post-feminist-in-the-post-patriarchy/>

CASE STUDIES

A brief reflection

- Shahjadi, forced by her family to leave her job and get married at an young age.
- Jamila, the only female butcher in the northern part of Bangladesh, an inspiration for her unique choice of profession.
- Tamanna and Nayma, two Bangladeshi women helicopter pilots in a peacekeeping mission in Congo
- Supriti Dhar, journalist and founder of a blog for women to speak out on their stories.

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