

SEX DISCRIMINATION IN THE PUBLIC SECTOR
A STUDY OF THE LAW OF EMPLOYMENT

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PREFACE

In various countries around the world today people are concerned about the inferior position women have been subjected to over the centuries. To many people the concept of women and men being equal is considered more a joke than a matter of serious debate. However, in the seventies, we find that many governments are taking note of sex inequality and are bringing about legislation to rectify the position.

The writer in this paper attempts to find out through research whether discrimination based on sex exists and the extent of such discrimination. However, due to constraint of time, the writer is confining her study to public sector employment. It is also the intention of the writer to comment on the present position from the point of view of law and justice.

Methodology

This paper has been prepared with the aid of :-

- (i) statistics obtained from the various sections of the Public Services Department.
- (ii) interviews with all the Heads of Departments of the Public Services Department in regards to employment.
- (iii) materials from books and newspaper which were relevant to the study.

The writer could not obtain yearly statistics. The Public Services Department does not compile yearly statistics on promotions, transfers, etc. The writer has therefore, relied on whatever statistics which were available.

A further problem was that some confidential materials which are essential for the study of this paper is not available for release to the public.

Acknowledgment

The writer wishes to thank all the people in the Public Services Department who helped to make this paper a reality.

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ABSTRACT

The object of this paper is :-

To study whether discrimination based on sex exists in the area of employment in the Public Sector.

This paper has been divided into three main chapters.

In Chapter I, a definition of the term 'discrimination' is given. Legislation which guarantees equal rights of citizens in different countries is compared. A study as to whether sex discrimination is unconstitutional has also been carried out. In Chapter II a discussion pertaining to employment in the Public Sector is carried out. Each aspect of employment - equal pay, promotions, working hours, privileges, loans and transfer - are studied and analysed in accordance with the statistics obtained from the various divisions of the Public Service Department. For each sub-topic, an examination and analysis of the contemporary position is made together with proposals for reform.

Chapter III examines the economic and social implications of discrimination against women.

In conclusion, the writer has also commented on the role of women in the development of the nation.

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