PART-A
Write short notes on the following in 200 words each:

1. Bonded Labour
Ans: Bonded labor is a practice in which employers give high-interest loans to workers whose entire families then labor at low wages to pay off the debt; Bonded labor, which is characterized by a long-term relationship between employer and employee, is usually solidified through a loan, and is embedded intricately in India’s socio-economic culture—a culture that is a product of class relations, a colonial history, and persistent poverty among many citizens. Also known as debt bondage, bonded labor is a specific form of forced labor in which compulsion into servitude is derived from debt. Categorized and examined in the scholarly literature as a type of forced labor, bonded labor entails constraints on the conditions and duration of work by an individual. Not all bonded labor is forced, but most forced labor practices, whether they involve children or adults, are of a bonded nature. Bonded labor is most prevalent in rural areas where the agricultural industry relies on contracted, often migrant laborers. However, urban areas also provide fertile ground for long-term bondage.
Characterized by a creditor-debtor relationship that a laborer often passes on to his family members, bonded labor is typically of an in definite duration and involves illegal contractual stipulations. Contracts deny an individual the basic right to choose his or her employer, or to negotiate the terms of his or her contract. Bonded labor contracts are not purely economic; in India, they are reinforced by custom or coercion in many sectors such as the agricultural, silk, mining, match production, and brick kiln industries, among others

2. Glass Ceiling
Ans: The glass ceiling is the invisible barrier that prevents women and minorities from rising to the highest ranks in a corporation. What you may not realize is just how pervasive the glass ceiling still is, even several years into the 21st century.
The glass ceiling effect is the pervasive resistance to the efforts of women and minorities to reach the top ranks of management in major corporations. It is unclear exactly who named the phenomenon, but the term was heavily used during the mid-1980s. Women who entered the workforce in large numbers during the late 1970s and early 1980s found themselves unable to advance beyond a certain level of management.

In the 1980s, the term “glass ceiling” was often used in tandem with another term, “mommy track.” At that time, it was common for women of childbearing age to be considered less motivated and less disciplined than male employees or older females. The perception was that women would take extensive time off or leave the workforce altogether once they had children. If women did return to work, they were believed to be less dedicated employees because of their maternal duties. Thus, many companies shunted young women onto the “mommy track,” a sort of sideline in which promotions and raises never resulted in the woman being granted duties that could have a real effect on the company.

The mommy track was made largely obsolete by a combination of factors. The Family and Medical Leave Act of 1993 compels employers to grant any eligible employee, male or female, 12 weeks of unpaid leave within any 12 month period for, among other conditions, the birth or adoption of a child. This Act enables women to remain in the workforce following childbirth by allowing them a reasonable period of time to stay at home. Furthermore, the inclusion of men in the protections of the Act allows fathers to stay at home as well. If the family can afford to live on one income for long enough, the parents can alternate their leave, resulting in one parent or the other being at home for the first six months of the child’s life.

Legal challenges and a change in thinking have led many employers to offer additional leave time, some with pay, to new parents as well. Increasingly, companies are also offering additional perks to encourage employees of both genders to find a balance between work and home life. Some of these perks include flexible scheduling, the ability to bring a child to work for the day and even employer-run daycare facilities.

While the issue of the mommy track has largely been addressed, the problem of the glass ceiling effect remains. Women are no longer shunted into a completely different career track. Instead, they find themselves almost - but not quite - reaching the top ranks. The glass ceiling is so named because it is a point beyond which women cannot reach or a ceiling on their advancement. The ceiling is made of glass because the woman can see beyond. In today’s lawsuit-driven society, employers hesitate to create a written policy that blatantly discriminates against women.
Instead, many of the companies where a glass ceiling exists seem as stymied as the rest of us by how to effectively crack the barrier. It appears that long-standing biases and prejudices are now the cause of the glass ceiling.