



# Magadh Mahila College

Patna University, Patna

## GENDER

CC-10: Indian Economy-Issues & Policies-2

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# GENDER

**G**ender in itself is a grossly misunderstood word. Gender is range of characteristics used to distinguish between males and female. The word 'Gender' refers to the different values, attitude and behaviours that are attached to the roles of males and female by different social and cultural groups. For example, Women take care of children and household chores and men are supposedly the breadearner in the family.

## Roles of Boys and Girls:-

Stereotypical gender roles like males should be tough and females are the weaker sex originates from roles that are taught during childhood. The thrust of traditional family thus has been to make girls schooled to be tender and submissive while boys are groomed to be tough dominating and decision-making. Thus, subtly therefore the society knowingly ingrains the specific roles and ensure that girls and boys are supposed to play, when they grow up into women and men.



## **Definition of Gender:-**

- a) “**Gender** is determined socially ; it is the societal norm for male and female. Each society emphasizes particular roles that each sex should play, although there is wide latitude in acceptable behaviours for each gender.”
- b) “**Gender** is used to describe those characteristics of women and men which are socially constructed, while **sex** refers to those which are biologically determined. People are born female or male but learn to be girls and boys who grow into women and men. This socially ingrained behaviour makes up gender identity and determines gender roles.”

Thus, we see that basically gender is not about the two sexes that is male and female but more so how they should behave & the role sex should be performing socially.

## **INEQUALITY**

Inequality is like an epidemic for a country which destroys a country's development not only for a generation but also for a long period of time.

- ❖ Inequality may refer to unequal access to anything. Shape and figure of inequality differs from different perspectives.



❖ Inequality in different perspectives would be broadly....

- **Social inequality**
- **Economic inequality**
- **Political inequality**
- **Health inequality**

❖ **Social Inequality** is the existence of unequal opportunities and rewards for different social positions or statuses within a group or society.

❖ All are interrelated in nature; not isolated. If we want to ensure e.g.-'SOCIAL EQUALITY' we must have to consider other perspective of inequality.

## **TYPES OF INEQUALITY**

### **Socio-political Inequality**

- **Gender Inequality**
- **Caste Inequality**
- Education Inequality
- Class Inequality
- Inequality in family etc.

### **Economic Inequality**

- Employment Inequality
- Unemployment Inequality
- Poverty Inequality
- Wages and Age Inequality
- Income Inequality etc.

### **Health Inequality**

- Health Disparities
- Nutritional Inequality
- Healthcare Inequality
- Food intake Disparities etc.



# GENDER INEQUALITY

**Gender Inequality** is the notion and circumstance where women and men are not considered equally. Gender Inequality refers to unequal treatment or perceptions of individuals entirely or partially due to gender.

- According to the **Global Gender Gap Report** released by the **World Economic Forum (WEF)** in 2011, **INDIA** was ranked 113 on the Gender Gap Index(GGI) among 135 countries polled. Since then, INDIA has improved its rankings on the World Economic Forum's Gender Gap Index(GGI) to 101/136 in 2013.

Gender Inequality Profile of India

	India 2012
HDI Rank	136
Gender Inequality Index Rank	132
Maternal Mortality Ratio (per 1,00,000 live births)	178
Adolescent Fertility Rate (in %)	74.7
Seats in National Parliament (% female)	10.9
Population with at least Secondary Education (Female)* (in %)	26.6
Population with at least Secondary Education (Male)* (in %)	50.4
Female Labourforce Participation Rate (in %)	33.1
Male Labourforce Participation Rate (in %)	82.7

Source: Open data portal, HDR, UNDP, \* 2006-10 estimates



- According to The **Global Gender Gap Report 2018**, ranks India at 142 among 149 countries.

## **Cause Of Gender Inequality:-**

Its causes include culture and traditional, religion, lack of empowerment, mentality and inadequate education.

- **Culture and Tradition:** Culture can simply be defined as the way of life of a particular society or ethnic group and tradition is the custom or belief of a society. Honestly, Culture and Tradition can cause gender inequality. In order to see both the female and male gender as equal, there should be a serious revival in some cultures and traditions.
- **Religion:** In world of today, so many people have developed bias attitude towards religion because they recently found out that so many religious group are causing harm to human race instead of making it a better place for all. Some teachings in some religions has cause more pains than peace to the world. It is good to belong to a religious group and better if you know what is right to do an individual irrespective of any religious group
- **Lack of Empowerment:** Women are still regarded as nothing in some parts of the world because there are no women empowered. Understanding importance of youth Empowerment where more attention will be paid in empowering most female gender will curb the issue of female gender inequality.



The government of every country should understand the importance of training and development and make effort to train the female which then will "give birth" to proper development ;and hence reduce female gender inequality.

- **Mentality**:-Many people are still going on with certain archaic(outdated) mentalities that never will any lady or woman rule them in any organization .This old mentality is one of the key causes of the less respect given to women in some societies .Also, many women have the mentality that it is not possible for them to occupy top position in politics and other areas. They have the mentality that leaders are only meant to be men and not to be women .This old mentality induces fear in them and makes them reluctant instead of working hard to be registered as big boss of some top companies.
- **Lack of proper education**:-There is a saying: "education is power to success".Based on this topic, lack of proper education is the cause of gender inequality as nobody can go far in this modern world without good education. Yes, it is hard for any female to be recognized without proper and adequate education given to her. It is painful that many families do not pay good attention to their female children because the families do not see them as being very valuable to them when compare with the male.



## Parameters of Gender Inequality:-

There are four parameters of Gender Inequality are-

1. Economic participation and Opportunity
2. Health and survival
3. Education attainment
4. Political empowerment

The Report which used the above Four Parameters for measuring Gender Inequality put India four notches above its 2012 ranking.

India's rank in Gender Inequality , 2013

	Rank
Economic Participation and Opportunity	124
Educational Attainment	120
Health and Survival	135
Political Empowerment	9
Overall	101

Source: Global Gender Gap Report, 2013



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## **Gender Inequality in Education & Healthcare:-**

At birth and during lifetime, The Inequality faced by the girl child in terms of access to education and healthcare are perpetuated by the discrimination arising at the household level. Some of the indicators on education attainments for both boys and girls in India reflect the gender differences prevailing in education.

**INDIA** accounts for 30% of the world's total illiterate population and around 70% of these illiterates are women. As per 2001 census data, women constitute 48% of the total population in India, but around 45.84% of women are still found to be illiterate. And Between 2006 and 2010, only 26% of girls completed secondary education, compare to 50% of boys. This inequality between genders is more pronounced among lower-income families.

<b>Literacy Rate Census of India</b>				
<b>Year</b>	<b>Literacy (%)</b>	<b>Male(%)</b>	<b>Female(%)</b>	<b>Change (%)</b>
<b>2011</b>	<b>74.04</b>	<b>82.14</b>	<b>65.46</b>	<b>8.66</b>
<b>2001</b>	<b>65.38</b>	<b>75.85</b>	<b>54.16</b>	<b>-</b>



Only the states of **KERALA** and **MIZORAM** have approached universal female literacy rates. In rural India girls continue to be less educated than the boys.

#### Differential Educational Attainments in India

	<b>Male (%)</b>	<b>Female (%)</b>
Literacy rate*	82.1	65.5
Gross Attendance Ratio in Primary Education	101	98
Gross Attendance Ratio in Middle Education	90	88
Gross Attendance Ratio in Secondary Education	96	85
Gross Attendance Ratio in Higher Education	67	54

Source: *Status of Education and Vocational Training in India, (July 2009-June 2010), Report number 551, NSSO, GOI*

\*Census data 2011

- **The chief barrier to female education in India** are inadequate school facilities, shortage of female teachers and gender bias in curriculum as majority of the female characters being depicted as weak and helpless vs strong ,adventurous and intelligent men with high prestige jobs. It is necessary to look at gender inequality in education within the broader framework in society.
- **To Promote gender Inequality** our Government is Taking sincere steps as easy access to school, enrolment of all children in school; regular attendance of children, familiarity with school, provision of mid-day meal of good quality and nutritious etc.



- The Government of India has also initiated several programmes like Beti Bachao, Beti Padhao(BBBP), Ujjwala Scheme, Poshan Abhiyan, Pradhan Mantri Matra Vandana Yojana etc. to mainstream women and make active agent of change in society.

Similarly, **Gender Inequality are also directly related to poor health outcomes for women.** Studies have found that differential access to healthcare occurs because women are typically accorded a lower status within a household and thus have lower access to healthcare services compare to the male member. Some of the indicators of health and nutrition have been provided in the given table.

At the level of household, It is evident from the practice of 'rationing 'in seeking healthcare services such that every time there is shortage of resources, women are the first ones to forego healthcare, depending on the social strata they belong to.

Differential health outcomes in INDIA

	Male	Female
Life Expectancy at Birth (2011)*	66.4	68.7
Total Fertility Rate (Number of births per woman) (2011)*	-	2.59
Child Mortality Rate (the number of deaths of children aged 1–4 years per 1,000 children reaching age 1 year)	14	23
Percentage of Fully Immunised Children	42	45
Incidence of Anaemia (15-49) (%)	24	56

Source: National Family Health Survey (NFHS-3), 2005-6, India, Key Findings, IIPS, \* Country Statistics, World Health Report, 2013, WHO



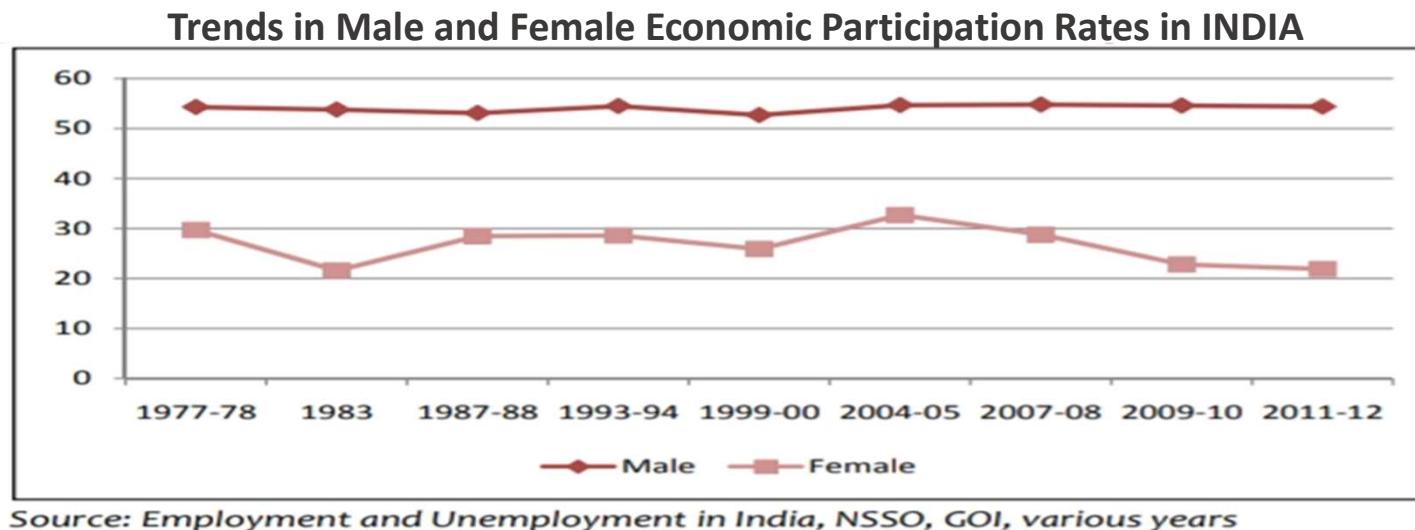
# Gender Inequality In The World Of Work:-

Apart from access to basic amenities, Gender based Inequality in the sphere of livelihood are manifested in unequal opportunities for women to participate in economic activities and disparities in wages.

**Gender Inequality in work place** exists when workers are equally qualified and perform the same work but one group of workers is paid more than another.

Historically, This is inequality in work place favoured men over similarly qualified women.

- Gender Inequality in work place is existing in various areas of management which included differences in wages , salary , promotion , participation, decision making , etc.



The above chart shows the rate of secularly declining for women workers in India Because of unequal behaviour for men and women. In the society Women are expected to be homemakers, wives or mother first and professionals second. TO increase the rates ,we need to make our societies work for women and changing societal attitude toward working women.

- **The Indian Government has also initiated some schemes for women empowerment are;** Mahila E-haat, Beti Bachao,Beti Padhao, Working women hostel, Nari Shakti Puruskars etc. to make women equal place in societies. According to the 2001 Census, the work participation rate for women was 25.63% in 2001, which is an improvement from 22.27% in 1991 and 19.67% in 1981.

## **Steps to prevent Gender Inequality:-**

**1.Talk to women and girls:-** A fundamental reason we have not yet achieved gender inequality in every realm is that women and girls' voices are to obtain excluded from global and national decision-making. When programmers and policies are designed without women's needs central to their foundation,we are setting ourselves upto fail. So, we should talk to women and girl.

**2.Give proper value to 'women's work':-**We need a concerted campaign for equal pay for equal work worldwide.



**3.Stop child marriage and sexual harassment:-**In India and elsewhere, Child marriage is a major impediment to girl's education. In 2001 census report, India stated 0 married girls below the age of 10, 1.4 million married girl out of 59.2million girls aged 10-14 and 11.3 million married girl out of 46.3 million girls aged 15-19. **JHARKHAND** is the state with highest child marriage rates in INDIA(14.1%), while **JAMMU AND KASHIMR** reported to be the only state with lowest child marriage cases at 0.4% in 2009. If we want girls to be able to complete education we have to end child marriage.

**4.Make education gender sensitive:-**There has been much progress in increasing access to education, but progress has been slow in improving the gender sensitivity of the education system, including ensuring textbooks promote positive stereotypes. This is critically important for girls to come out of schools as citizens who can shape a more equal society.

**5.Raise aspirations of girls and their parents:-**One of the key strategies must be to change how girls, families and society imagine what girls can be and can do. We need to give girls image and role models that expand their dreams. We also need parents to see that there really are opportunities for daughters, that their only security is not just to be good wives and mothers.



**6.Empower mothers:-**We have learned that through empowering women on the community level you will also enhance girls education. When mother are educated and empowered to make choices in their lives, they enable their daughters to go to school.

**7.Get women into power:-**A proven way to overcome many systemic barriers to a women's success has been increased participation by women in local, regional and national legislation as empowered change agents.

**8.Stop the violence:-**Gender Inequality allows for violence against women to continue unabated. The UN has found the globally, one in three women will experience violence in her lifetime, with most violence against women perpetrated by a current or former intimate partner. So, we should stop it.

## **Conclusion:-**

India is still a very sexist and male-dominated country, even with all of the new developments. There may be laws and rights given to Indian women, but they are not strongly enforced. Over time, there have been many women who have surpassed the standards that are expected from women. A primary example is Pratibha Devi Singh Patil, the 12th President of India. To begin a new era of equality in the world, everyone must aid in promoting the cause of women, irrespective of sex, age, or ethnicity.

