



## Gender Discrimination, Inequality Causes And Prevention

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***Summary:*** Gender discrimination is any unequal treatment, including privilege and priority, on the basis of gender.

***What is gender inequality? Gender inequality is discrimination on the basis of sex or gender causing one sex or gender to be routinely privileged or prioritized over another. With the prevalence of gender discrimination, and social norms and practices, girls become exposed to the possibility of child marriage, teenage pregnancy, child domestic work, poor education and health, sexual abuse, exploitation and violence. Many of these manifestations will not change unless girls are valued more. Gender discrimination or gender inequality is the evil of the society, due to which women have always been deprived of the social status that the male class enjoys. This is a burning issue today. In this article, we will discuss gender discrimination in a simple and easy way and try to understand its various important aspects.***

Every girl and boy deserves an equal chance to survive and thrive. As the leading expert on childhood, Save the Children has been championing equal rights for every child for over 100 years - in fact, we invented the concept. Today, we are the leading champion for the human rights of the world's 2.2 billion girls and boys.

Yet, gender discrimination, starting in childhood, continues to rob children of their childhoods and limit their chances - disproportionately affecting the world's girls. A girl is far more likely to be denied her rights, kept from school, forced to marry and subjected to violence - her voice undervalued, if it's heard at all. This assault on childhood also deprives nations of the energy and talent they need to progress. Men and women are the cornerstone of human society. Society cannot be imagined in the absence of any one, but despite this gender discrimination is a social reality. Gender discrimination refers to discrimination against women on the basis of gender, where women do not get equal opportunities and equal treatment with men. Women are seen as a weaker section and are exploited and humiliated. In this form the discriminatory treatment of women is called gender discrimination.

Where does gender discrimination begin? It starts from the family itself in the sequence of socialization, which gets posted later. Family is one of the greatest achievements of human beings. It is the cornerstone of the society. Among all the small and big organizations in the society, the importance of family is the most, it is related to the fulfillment of the basic needs of human beings.

The individual is a biological being by birth and from birth establishes and reinforces some special differences between the sexes. From childhood, boys and girls are taught to behave according to gender differences, dress and play style etc. This training goes on continuously, then if necessary, it is forced to cast according to gender and sometimes punishment is also given.

Different areas of gender inequality- In the social field- In Indian society, women are often considered favorable for domestic work. The main work of women in the house is limited to arranging food and raising children. It has often been seen that women do not play any role in the decisions taken at home. Even the minimal number of women in various social organizations dealing with women's issues reflects the dire form of gender inequality. In the economic field - There is a difference in the wages of women and men working in



the economic sector. In the industrial sector, women are often paid less than men. Not only this, preference is given to men only in employment opportunities. In the political field - All political parties claim equality while being democratic, but they neither give tickets to women as candidates in elections nor do they appoint them to the main posts of the party. In the field of science- When we pay attention to the scientific community, it is found that there is clearly gender inequality even in this community based on the ideology of progressiveness. Women are either rarely entered into the scientific community or they are engaged in projects of lesser importance. It is ironic that we know late A.K., popularly known as Missile Man. P.J. Abdul Kalam but Missile Woman of India is not familiar with the name of Tessy Thomas.

In the field of entertainment-Actresses also have to suffer this discrimination in the field of entertainment. Often in films, actresses are not considered the main characters and they also get less remuneration than actors. In the sports field- The prize money received in sports is less for female players than male players. Be it wrestling or cricket, there is discrimination in every sport. In addition, the broadcast of men's sports is more than women's sports.

Factors of gender inequality- Despite the social, economic and political progress, the patriarchal mindset is pervasive in a complex form in the present Indian society. Due to this women are still considered a responsibility. Women get less opportunities for development due to social and family stereotypes, due to which their personality is not fully developed. The social differences on issues like Sabarimala and triple talaq reflect the patriarchal mindset. Even today in India, women's right on family property is not in practice at the practical level (at the statutory level, women have equal rights on property as per the order of the Supreme Court), so they are treated discriminately.

At the political level, except the Panchayati Raj system, there is no system of reservation for women in higher legislative institutions.

According to the latest official Periodic Labor Force Survey for the year 2017-18, the female labor force and work participation rate in the Indian economy is low. In such circumstances, women's self-reliance on economic parameters remains on men's. In almost all the states of the country, there has been a decline in the work participation rate of women in the year 2017-18 as compared to the year 2011-12. In contrast to this decline, the work participation rate of women has improved in only a few states and union territories such as Madhya Pradesh, Arunachal Pradesh, Chandigarh and Daman-Diu. Under-reporting of women's employment is done i.e. work done by women on family farms and enterprises and unpaid work done within households is not added to GDP.

On parameters such as educational factors, the position of women is weaker than that of men. Although the educational enrollment of girls has increased over the last two decades and is achieving gender parity status till secondary education, the enrollment of women in higher education and vocational education is still much lower than that of men. Efforts to end inequality factors of gender inequality Despite the social, economic and political progress, the patriarchal mindset is pervasive in a complex form in the present Indian society. Due to this women are still considered a responsibility. Women get less opportunities for development due to social and family stereotypes, due to which their personality is not fully developed. The social differences on issues like Sabarimala and triple talaq reflect the patriarchal mindset. Even today in India, women's right on family property is not in practice at the practical level (at the statutory level, women have equal rights on property as per the order of the Supreme Court), so they are treated discriminately. At the political level, except the Panchayati Raj system, there is no system of reservation for women in higher legislative institutions.

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UNICEF says that the pressure of work, both at home and outside, is making women physically and mentally ill, in such a situation it becomes necessary that the male members cooperate in the household work, the father's responsibility is only financially. Rise above the fulfillment of the responsibilities and even take care of the children. This will increase the sense of equality and the woman will be able to engage herself in other important works.

There is a gradual change in the mindset of the society as a result of which issues related to women are being discussed seriously. Due to the activeness of the government and the court on issues like triple talaq, entry to Haji Ali Dargah, women are being given their rights. India is continuously making good efforts in the field of political participation, as a result of which India has been ranked 18th among other points on the Global Gender Gap Index-2020 on Political Empowerment and Participation Standards. The participation of women in the cabinet has already increased to 23% and in this India is ranked 69th in the world. India took further actions to implement the Mexico Action Plan (1975), the Nairobi Provident Strategies (1985) and the "Beijing Declaration and Platform for Action for the 21st Century" adopted by the United Nations General Assembly Session on Gender Equality and Development and Peace and Initiatives" on global initiatives for gender equality. Efforts are being made to empower women through schemes like 'Beti Bachao Beti Padhao', 'One Stop Center Scheme', 'Women Helpline Scheme' and 'Mahila Shakti Kendra'. As a result of the implementation of these schemes, progress is being seen in the sex ratio and educational enrollment of girls.

Mudra and other women centric schemes are being run for self-reliance in the economic field. In addition to legal provisions to remove gender inequality, the mention of allocation of funds for women empowerment and child welfare in the budget of a country is called gender budgeting. In fact, the term gender budgeting has emerged on the global stage in the last two-three decades. Through this, the benefits of government schemes are passed on to women.

It is beyond doubt that gender discrimination has existed for a long time. Education sector can definitely play an important role in removing this gender inequality. It is very important to create awareness among people about the benefits of gender equality. It is important to know that the inclusion of the concept of gender equality in the curriculum and making laws to remove gender inequality has a significant impact on the need to achieve the constitutional goal of establishing an egalitarian society. Ultimately, it is a change in the social mindset and requires the participation of all sections of the society to achieve the goal.

**Conclusion-** Achieving the objective of gender equality is not limited to organizing awareness programs and pasting some posters in offices. It basically deals with changing the beliefs of the two strongest institutions of any society - family and religion. The thread of gender equality is also linked to labor reforms and social security laws, whether ensuring equal pay for working women or guaranteeing secure jobs. The laws of maternity leave which are applicable in the government sector will have to in the government sector will have to be strictly implemented in the private and unorganized sector also. India can be freed from the shackles of gender inequality only through an integrated effort of gender budgeting and social reforms.



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