

INEQUALITIES OF GENDER



Notes

Gender equality is a fundamental human right. Gender-based discrimination and bias violate this basic human right, causing inequalities between men and women. Gender inequalities occur everywhere; and at every stage of life, beginning with childhood or even before birth.

While the American Anthropologist G.P. Murdock argues that social inequality between men and women is due to biological inequality, social scientists and feminists argue that social inequality is the product of social construction. The key indicators of gender inequality are education, mortality, political representation/participation and economic activity. Gender inequality exists when men (or women) enjoy a disproportionate share of valued goods such as political or economic conditions, educational status or better job opportunities.

In this lesson, you will get an understanding about various indicators of gender inequality and manifestation of gender inequality in different socio-economic contexts such as inequality in education, inequality in healthcare, discrimination at workplace, dowry, domestic violence and many others.



OUTCOMES

After studying this lesson, learner:

- explains various indicators of Gender Inequality;
- describes different forms of gender inequalities;
- analyses various ways in which gender inequality manifests in different socio-economic contexts.

6.1 INDICATORS OF GENDER INEQUALITY

The nation-states, the world over, guarantee all their citizens the right to equality. However, it was in 1995 that the United Nations Development Programme (UNDP) brought out the

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Gender-related Development Index as a method for assessing gender inequality. The Gender-related Development Index (GDI) indicates the standard of living in a country developed by the United Nations (UN). GDI is one of the five indicators the United Nations Development Programme uses in its annual Human Development Report. It shows inequalities between men and women in health, knowledge, and a decent standard of living.

Gender inequality is discrimination based on sex or gender, causing one sex or gender to be routinely privileged or prioritised over another. It is measured using various indicators selected generally from the 'opportunities' or 'outcomes' framework. A few key areas of measurement of gender equality are health, education, employment, representation, and legal rights. For example, the gender indices used by the United Nations Development Programme (UNDP) and World Bank comprise differences in life expectancy and education levels, such as enrolment, and democratic representation, such as the proportion of parliamentary seats occupied by females.

Gender discrimination can be seen in the following areas

- The sex ratio is unfavourable to women and has declined over time.
- The literacy rates are low among women than men
- The life expectancy is lower for women in India.
- The opportunities and access to decision-making institutions are unequal to men and women.
- A clear division of labour between men and women assigns different kinds of tasks to men and women. The activities with low market value are usually assigned to women.
- The share of parliamentary seats for women is in the ratio of 25 to 75 or 0.333.



INTEXT QUESTIONS 6.1

1. Mention a few Indicators of Gender Inequality.
2. Describe the gender-related Development Index.
3. What do you mean by Gender discrimination?

6.2 UNDERSTANDING DIFFERENT FORMS OF GENDER INEQUALITY

Gender inequality exists in most parts of the world, from Japan to Morocco, from Uzbekistan to the United States of America. However, inequality between women and men can take very many different forms. Indeed, gender inequality is not a homogeneous phenomenon but a



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collection of disparate and interlinked problems. Let us understand it with the examples of different kinds of existing inequality:

1. **Mortality inequality:** In some regions of the world, inequality between women and men directly involves matters of life and death. Further, it takes the brutal form of unusually high mortality rates of women and a consequent preponderance of men in the total population. It is as opposed to the preponderance of women found in societies with little or no gender bias in health care and nutrition. Mortality inequality has been observed extensively in North Africa and Asia, including China and South Asia.
2. **Natality inequality:** Given a preference for boys over girls that many male-dominated societies have, gender inequality can manifest in parents wanting the newborn to be a boy rather than a girl. With modern techniques to determine the gender of the foetus, sex-selective abortion has become common in many countries. It is particularly prevalent in East Asia, China, South Korea, Singapore, and Taiwan. Moreover, it is beginning to emerge as a statistically significant phenomenon in India and South Asia.
3. **Basic facility inequality:** Even when demographic characteristics do not show much or any anti-female bias, there are other ways in which women can have less than a square meal. For example, Afghanistan is keen on actively excluding girls from schooling (it combines this with other features of massive gender inequality). Also, there are many countries in Asia, Africa, and Latin America, where girls have far fewer schooling opportunities than boys. There are other deficiencies in basic facilities available to women, varying from encouragement to cultivate one's natural talents to fair participation in rewarding social functions of the community.
4. **Special opportunity inequality:** Even when there is little difference in essential facilities, including schooling, higher education opportunities may be far fewer for young women than for young men. Indeed, gender bias in higher education and professional training can be observed even in some of the wealthiest countries in the world, in Europe and North America.
5. **Professional inequality:** In terms of employment and promotion in work and occupation, women often face a more significant handicap than men. A country like Japan may be pretty egalitarian in demography or basic facilities and, to a great extent, in higher education. Nevertheless, progress to elevated levels of employment and occupation seems to be much more problematic for women than for women men.

In the English television series "Yes, Minister," there is an episode where the Minister, full of reforming zeal, tries to find out from the immovable, permanent secretary, Sir Humphrey, how many women are in really senior positions in the British civil service. Sir Humphrey says that it is challenging to give an exact number; it would require much investigation. However, the

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Minister is still insistent and wants to know approximately how many women are in these senior positions. To which Sir Humphrey finally replies, "Approximately none."

6. **Ownership inequality:** Property ownership can be unequal in many societies. Even basic assets such as homes and land may be very asymmetrically shared. The absence of property claims can reduce women's voices and make it harder for women to enter and flourish in commercial, economic and even some social activities. This type of inequality has existed in most parts of the world, though local variations exist. For example, even though traditional property rights have favoured men in the bulk of India, in what is now the State of Kerala, there has been, for a long time, matrilineal inheritance for an influential part of the community, namely the Nairs.
7. **Household inequality:** There are, often enough, basic inequalities in gender relations within the family or the household, which can take many different forms. Even in cases where there are no overt signs of anti-female bias, like survival, son preference, education, or promotion to higher executive positions, the family arrangements can be quite unequal regarding sharing the burden of housework and child care. For example, it is common for men to work outside the home in many societies. As a result, however, women have to shoulder various inescapable and unequally shared household duties along with outside work. This is sometimes called the "division of labour," though women could be forgiven for seeing it as an "accumulation of labour."

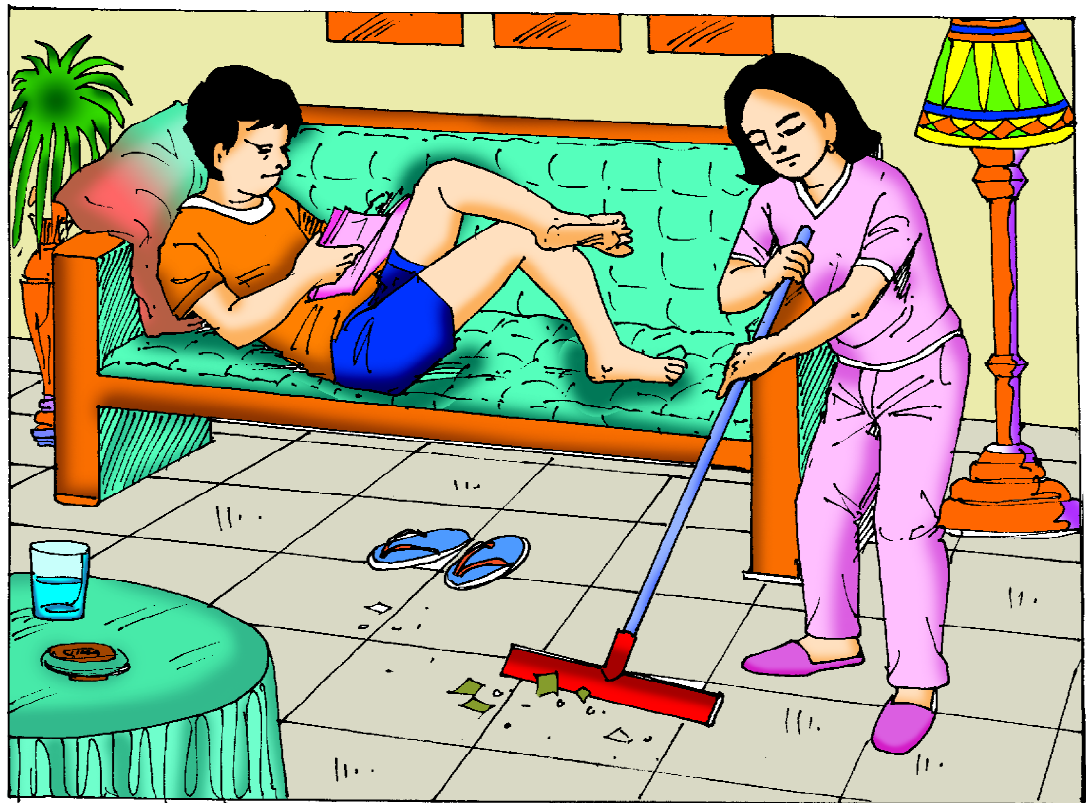


Fig. 6.1: Division of labour: Power of family relations



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The reach of this inequality includes unequal relations within the family and derivative inequalities in employment and recognition in the outside world. Also, the established fixity of this type of "division" or "accumulation" of labour can have far-reaching effects on the knowledge and understanding of different types of work in professional circles.

A Personal Reflection

When I first started working on gender inequality in the 1970s, I remember being struck by the fact that the Handbook of Human Nutrition Requirement of the World Health Organisation (WHO). While presenting "calorie requirements" for different categories of people, household work was classified as "sedentary activity," requiring minimal energy deployment. However, I could not determine precisely how this remarkable bit of information had been collected by the patrician leaders of society.



INTEXT QUESTIONS 6.2

1. Give two examples to show how gender inequality prevails in the family.
2. Explain how does the household inequality impacts the family members.
3. In which parts of the world have mortality inequality been extensively found?

6.3 UNDERSTANDING THE NATURE AND PROBLEMS OF GENDER INEQUALITY

More than 10 million girls are “missing” in India. Females are denied the right to life; as a result, millions die before they are even born, and those who survive are deprived of basic nourishment, education & protection. In addition, there is increasing news of domestic violence, dowry deaths, female feticide and rape every day. The practice of female feticide and female infanticide have contributed to a lower sex ratio.

● **Discrimination against the girl child**

Female Foeticide	Female infanticide
Process of finding out the sex of the foetus and undergoing abortion if it is a girl	Intentional killing of baby girls due to the preference for male babies

Fig. 6.2 : Female Foeticide vs Female infanticide

Table 6.1 Female Sex Ratio in India as Per 2001 Census and 2011 Census

CENSUS YEAR	MALE	FEMALE
1951	1,000	946

**Notes**

1961	1,000	941
1971	1,000	930
1981	1,000	934
1991	1,000	927
2001	1,000	933
2011	1,000	940

(Source: Census of India, 2011)

The 2011 Census recorded the sex ratio in the 0-6 age group at around 940 females to 1,000 males, which means around seven-eight per cent of females are being selectively aborted. The situation is worse in states such as Punjab, Haryana, Gujarat, Rajasthan, and Delhi, where the sex ratio in many parts has reached 877 females per 1,000 males in the 0-6 age group.

Many surveys show that the female foetus abortion rate is twice as high among educated mothers compared to those illiterate. Poverty, fear and social pressure are said to be responsible for these discriminatory practices. There is legislation to check these practices, the PCPNDT (Pre-Conception and Pre-Natal Diagnostic Techniques Act) 1994.

This act bans the pre-natal sex determination of the child and aims to arrest the declining sex ratio in India.

- **Domestic Violence and Dowry**

The practices of bride-burning, wife battering, rape, prostitution, sexual harassment, widows' isolation, educational opportunities deprivation, and child marriage are a kind of violence against women. These cause mental agony, humiliation and pain. Nevertheless, though we have the Domestic Violence Prevention Bill, we have not focused on its implementation.

Dowry is a social practice by which the woman brings money, goods, or estate to her husband or his family in marriage. However, the demand for dowry and costly articles from the girl's parents and ill-treatment to the wife for not fulfilling the demand may lead to domestic violence and even death. In 1990, the cases of dowry deaths were reported the most from Uttar Pradesh, followed by Maharashtra, West Bengal and Madhya Pradesh. Though anti-dowry legislation like the Dowry Prohibition Bill (1961) has been passed, this social evil is deep-rooted in Indian society.

Dowry is the customary exchange of goods and money at the time of marriage, whereby the girl's parents are supposed to provide gifts to the groom, his parents, and relatives. Most

often, dowry is forced and imposed on the bride's family to give away expensive goods to the groom's side



INTEXT QUESTIONS 6.3

1. Explain the social practices responsible for the low sex ratio?
2. Which states have a low sex ratio as per Census 2011?
3. Define female infanticide?
4. Which Act prevents the sex determination of a child before birth?



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6.4. MANIFESTATION OF GENDER INEQUALITY IN DIFFERENT SOCIO-ECONOMIC CONTEXTS

Social institutions vary across countries, regions and communities. They play a crucial role in defining and influencing gender roles and relations. Gender discrimination within social institutions restricts or excludes women and girls, limiting their access to opportunities, resources and decision-making.

In Indian society, various discriminatory formal and informal norms and practices restrict women's growth opportunities. Such discriminatory practices and norms have restricted women's access to land, credit and property. Even in the case of labour, women are paid less for equal work. Most girls have been denied the right to education and are trained for household work. Women are neglected in decision-making and must follow the decisions made by men in the family. The discrimination and exploitation of women restrict women and girls from controlling their bodies. Sexual harassment, domestic violence and physical assault add to discrimination and inequality against women.

6.3.1 Family

In most Indian families, you might have seen that the male members dominate and make all kinds of decisions. Such kind of system is called a patriarchal system. Such kind of system provides more power to men than women. This system finds its validity and support from religious faiths and beliefs, whether Hindu, Muslim or any other religion. These beliefs are so ingrained that women, convinced or not, accept their subordinate position to men. While boys are allowed to go for higher studies, girls are not. The girls are denied good education, which is considered an obstacle in their marriage. Uneducated or less educated girls and women do not get good jobs and work as domestic workers. Discrimination is seen within the family at the time of eating the meals. While the boys are served healthy, nutritious and choicest foods, the girls are given leftover or low-quality food that may cause malnourishment.

**ACTIVITY 6.1****Notes**

You may visit 5-6 families in your locality and interview the older woman in the family. Discuss the different kinds of discrimination and inequality she has faced in her family. Then, based on the collected information, list different types of discrimination and inequalities prevailing in the community.

6.3.2 inequality in education

India represents inequality in formal education that begins with school and goes beyond college for higher studies. As per the Census of India, 2011, the literacy rate of India is 74 percent. However, the literacy rate varies over urban and rural areas, reflecting a significant gender divide. In urban areas, the literacy rate is 87.7%, and in rural areas is 73.5%. On the gender divide, the male literacy level is 82 percent, and 65 percent for women. The data reflects existing social facts on the status of girl children in India. For instance, more girls drop out of school than boys in the case of school education.

The household responsibilities, poverty and care of younger siblings are the primary cause of the girls' lower enrolment and higher drop-out rate. As they move to higher classes in school, the proportion of girls becomes less than boys. On the urban-rural divide, the school facilities and formal education in urban areas are better than in rural areas. Though the Right to Education Act of 2009 and the Mid Day Meal scheme have been instrumental in taking schools to the farthest end of the country over the years, the retention of children in school and the quality of the teaching-learning experience need much improvement.

**ACTIVITY 6.2**

Interview 5-6 girls who drop out and find out the significant reasons for the drop-out of school.

6.3.3 inequality in healthcare

The woman's health is seen with a life cycle approach that goes through all stages of life, such as infancy, childhood, adolescence and adulthood. The poor indices of health for women begin from the stage of infancy. As women grow, their health worsens, and they become prone to physical and mental violence and abuse.

Infant mortality is the death of young children under the age of 1. This death toll is measured by the infant mortality rate (IMR), which is the number of deaths of children under one year per 1000 live births.



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Though statistically (as per the Sample Registration Survey 2017) Infant Mortality Rate marginally dropped to 33 in 2017 from 34 in 2016. However, the female infant reported a higher mortality rate in 24 states out of the total of 29 states; only in 5 states the girls had a better chance of survival than the boys. These states are Chhattisgarh, Delhi, Madhya Pradesh, Tamil Nadu and Uttarakhand.

In India, higher female mortality between ages 1 and 5 and high maternal mortality rates are due to the following reasons:

- Inadequate and poor nutrition
- Non-access to primary health care
- Poor reproductive health
- Discrimination against girls

We all know that the Maternal Mortality Rate(MMR) has been high in India primarily due to a lack of institutional medical care in rural areas. Therefore, over the years, there has been sustained emphasis on promoting pre-natal and anti-natal care and institutional delivery. As a result, the latest Sample Registration System (SRS), 2015-2017, has reported that MMR has declined from 130 per 1 Lakh live births in 2014-2016 to 122 per 1 Lakh live births in 2015-2017. However, women are still dying because of undernutrition and the burden of reproduction, mainly due to a lack of readily accessible medical facilities and care.

Maternal mortality rate (MMR) refers to deaths due to complications from pregnancy or childbirth.

Some of the socio-cultural factors that prevent women and girls from benefiting from quality health services and attaining the best possible level of health include:

- Unequal power relationships between men and women. The women are usually the last to avail of medical facilities, preoccupied with household responsibilities and care of other members.
- Social norms that devoid women of education and paid employment keep women at the receiving end of facilities and services available otherwise. Women tend to neglect the early signs of illness and take recourse to medical advice only after the symptoms exaggerate and the illness has already reached an advanced stage.
- Rampant physical, sexual and emotional violence against women reduces their chances of availing of medical and health services, particularly in the case of domestic violence.

The National Health Mission (NHM) aims to strengthen health systems in rural and urban areas. The focus has been Reproductive-Maternal-Neonatal-Child and Adolescent Health



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(RMNCH+A) and Communicable and Non-Communicable Diseases. The NHM envisages universal access to equitable, affordable & quality healthcare services that are accountable and responsive to people's needs.

6.3.4 Inequality in the ownership of resources

Resources mean tools and means of doing things, whether land or industry. The resources constitute the means of production used to produce commodities and earn an income. The resources can be individually or community owned.

Access and ownership of resources beget power associated with decision-making ability. The resources are, however, not only accessible unevenly but several deprivies of their ownership. In India, the resources are distributed as well as owned unevenly. Moreover, these are not shared equally among people. In contrast, some people have more resources than others. There are several factors, such as caste, gender, family background and the available facilities, that determine the availability and ownership of resources in India.

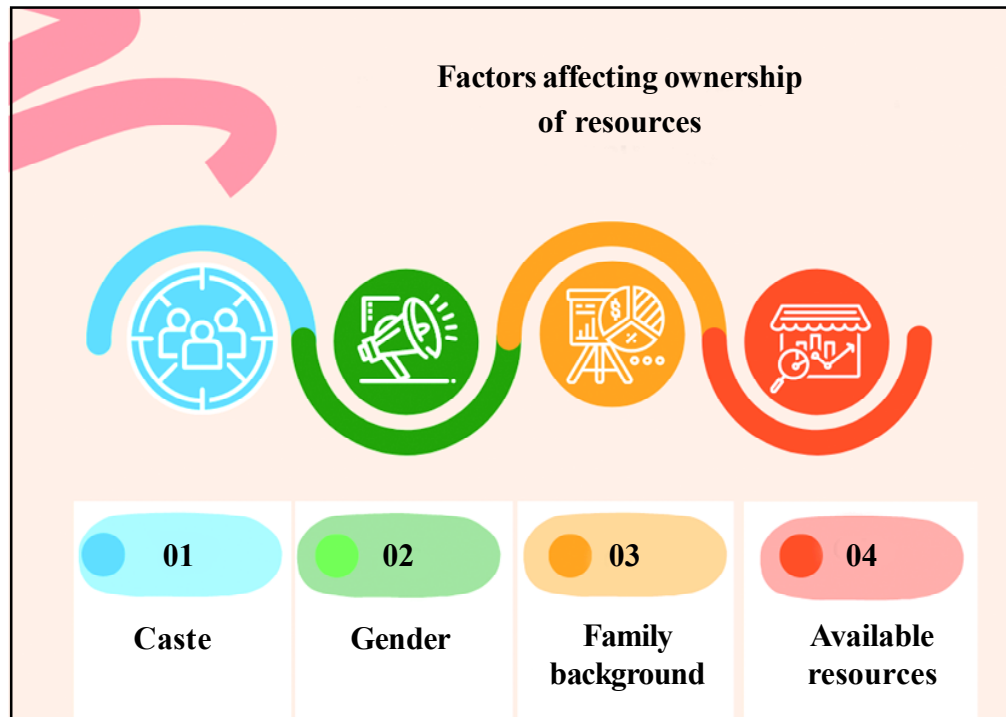


Fig. 6.3: Factors affecting ownership of resources

Amidst the existing gender divide, the ownership of resources such as land, property and several other facilitating tools are owned by the male members more than the female. The land is an asset that gives women financial security, shelter, income, and livelihood opportunities. Though women do more than 80 percent of the labour on farms, only men are officially recognised as farmers. As a result, only 13 percent of agricultural land is owned by women.



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While there are several laws, policies, and interventions to empower women through ownership of resources, two laws majorly influence land ownership by women

1. **The Hindu Succession (Amendment) Act 2005** gives a daughter equal rights to her parent's property. This is an essential provision, given that almost 80 percent of farmland gets passed down through inheritance.
2. **The Forest Rights Act 2006** recognises the rights of forest-dwelling communities to forest land and resources. Under this act, women can be joint land owners along with men when applying for individual forest rights and collectively own land with their community under the provisions for community forest rights.

Though these two laws are broadly gender equal, there are social barriers to implementing them. The first major barrier is the existing patriarchal mindset in society. The women are conditioned to consider land as the domain for women to own and till. The family, community and government officials often believe that land matters are the domain of men. As a result, the women are debarred from even asking for their right to land and parental property.

6.3.5 DISCRIMINATION AT WORK PLACE

In contemporary times, women have entered the formal employment sector that has taken them outside the periphery of the home. They now work along with men, seated in a structured work environment with a fixed number of hours, work roles and responsibilities etc. Their presence may be seen in various sectors such as technology, banking, insurance, education, health, research, policy and planning in both organised and unorganised sectors of the economy. Their participation now ranges from wage earners in unorganised sector to decision-makers in the international corporates of the organised sector. However, this has been a transformation for women. However, this journey has not been easy, mainly because of gender prejudice and bias that prevails in the workplace.

In India, female labour force participation has not been promising. As per the International Labour Organisation (ILO) estimates, It has suffered a fall from 33.8 per cent in 2000 to a low of 26.8 per cent in 2012 and it is expected that it will reach an abysmal level of 24 percent by 2030. These are mainly due to lack of access to quality education and underlying social and economic barriers limiting the opportunities for women. As per NSSO 66th round (2009-10) Employment and unemployment Survey, the bulk of women estimate at 123.65 million contributing 95.49 percent of the total women worker are employed in the unorganised sector or unpaid work.

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Fig. 6.4 : Women in the unorganised sector

Whether in unorganised or organised sectors, women are predisposed to differential treatment and opportunities at the workplace, which may hamper and restrict their growth.

Women bear the brunt of gender bias in the workplace in both organised as well as unorganised sectors:

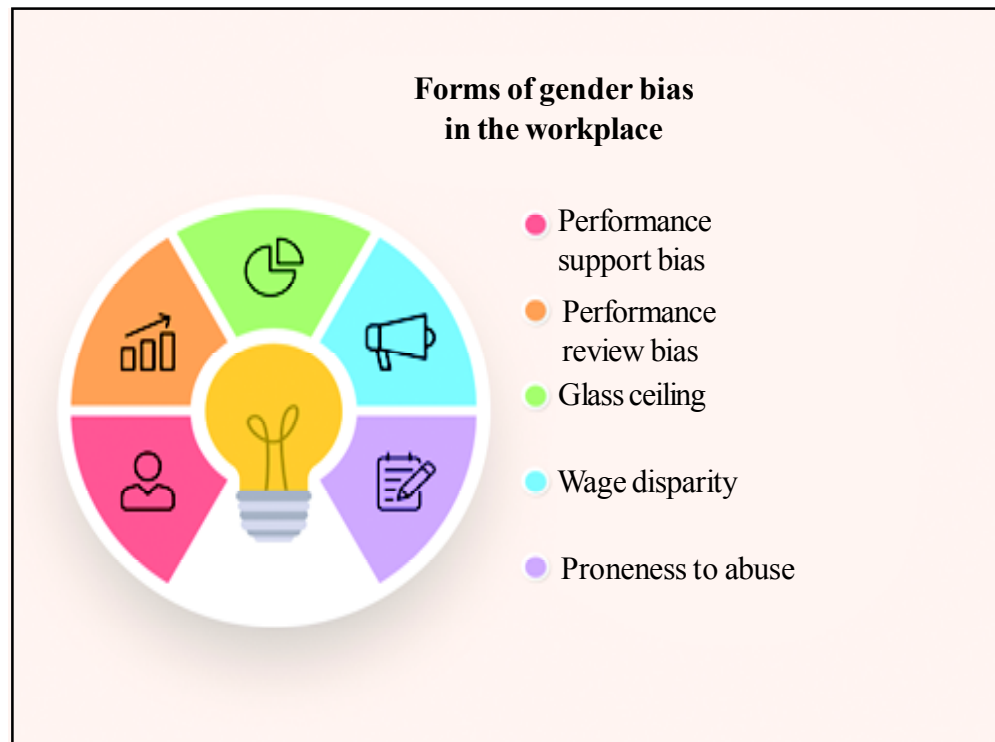


Fig. 6.5: Various forms of gender bias in the workplace



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- **Performance support bias:** when employers, managers and colleagues provide more resources and opportunities to one gender (typically men) over another.
- **Performance review bias:** when employers, managers and colleagues review an employee of one gender differently from another gender — even when the evaluations are purely merit-based. The issues such as security, gender predisposition and marital status are considered at the time of job promotion and appraisals of women employees.
- **Glass ceiling:** an intangible hierarchical impediment that prevents minorities and women from achieving elevated professional success. In the corporate sector, the unseen “glass ceiling” curbs the growth trajectory of women employees. Women bear the double burden of work and family but are not considered efficient for top management positions.
- **Wage disparity:** when women are paid less than men for the same amount of work and working hours. The wage gap between men and women was as wide as 28% in 2018-19, as in the labour force survey data of the National Sample Survey Office (NSSO).
- **Proneness to abuse:** Women are prone to sexual abuse, power dynamics and male dominance in the workplace.

The Sexual Harassment of Women at Workplace (Prohibition, Prevention & Redressal) Act 2013 is the legislative act in India that seeks to protect women from sexual harassment at work. It was passed by the Rajya Sabha on 26 February 2013. The act is based on the premise that a safe workplace would improve women’s participation in work and result in economic empowerment and inclusive growth. The act defines sexual harassment as any unwelcome physical, verbal and nonverbal behaviour with a sexual undertone. It may include;

- a Physical contact
- b A demand or request for sexual favours
- c Sexually coloured remarks
- d Showing pornography
- e Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature, e.g. leering, dirty jokes, sexual remarks about a person’s body, etc.

The act elucidates the forms and manifestations of sexual harassment, the employer’s responsibility to prevent it at the workplace, the complaint mechanism, etc. The act specifies two main kinds of situations for sexual harassment of women:

1. **Quid pro quo** occurs when a woman is asked for a sexual favour in exchange for job growth at the workplace. Likewise, the male colleague may demand a favour in exchange for help at work or otherwise.

**Notes****Case Study - Quid pro quo**

Malini is working as a young team leader in a call centre. Known to be forthright, she is dedicated and hardworking. One day, Malini stays late at work with Rajiv, her colleague, to work on an important presentation. Rajiv offers to buy Malini dinner and later drops her at home. After dinner, Rajiv proposes to Malini that he would like her to spend the night with him. Malini refuses politely but firmly and goes home. The next evening, Rajiv repeats his request and, on Malini's refusal, threatens her that if she does not give in, he will tell everyone that she made a pass at him.

In the above example, Rajiv threatens Malini that if she does not agree to his 'request' for a sexual favour, he will, in return, smear her character at the workplace as a person who wants to use sexual favours to her advantage. This constitutes a quid pro quo form of sexual harassment.

2. **Hostile Work Environment** - When women employees do not feel safe in the workplace, they have to face sexist remarks, displaying pornography, obscene or sexist graffiti or slogans and unwanted physical intrusion etc.

Case Study - Hostile Working Environment

Kamla is a casual worker in a factory. Her boss asked her for a favour which made her uncomfortable. She refused it straight away. Her boss was offended. He harassed her verbally with comments like she was not a good worker and even spoiled her appraisal report.

The environment in the factory became toxic for Kamla. She understood the reason for his boss's attitude but needed the job desperately, so she did not raise her voice or tell anybody about it.

6.3.6 Inequality in Governance

The female population is 50 percent; therefore, including women in governance and politics is imperative. Governance and politics are two interlinked spheres of decision-making, dominance, power and influence. However, the realm of governance has traditionally been dominated by men. Women are, by and large, excluded except those who belong to politically connected families. It is rather difficult for women without politically connected families to enter and sustain their political and governance positions.

Women are working in several spheres and occupations today, and there is a growing recognition of their capacity to lead and leadership traits. For example, in governance, there has been an increase in women's representation in national parliaments globally from 11.8 percent in 1998 to 17.8 percent in 2008 and 23.5 percent in 2018. Though an increase, there is still a long way to reach the 30 percent benchmark, which is the necessary level of representation to achieve a "critical mass".

Critical mass is a considerable presence of women legislators in the seats of politics and governance to make a significant impact.

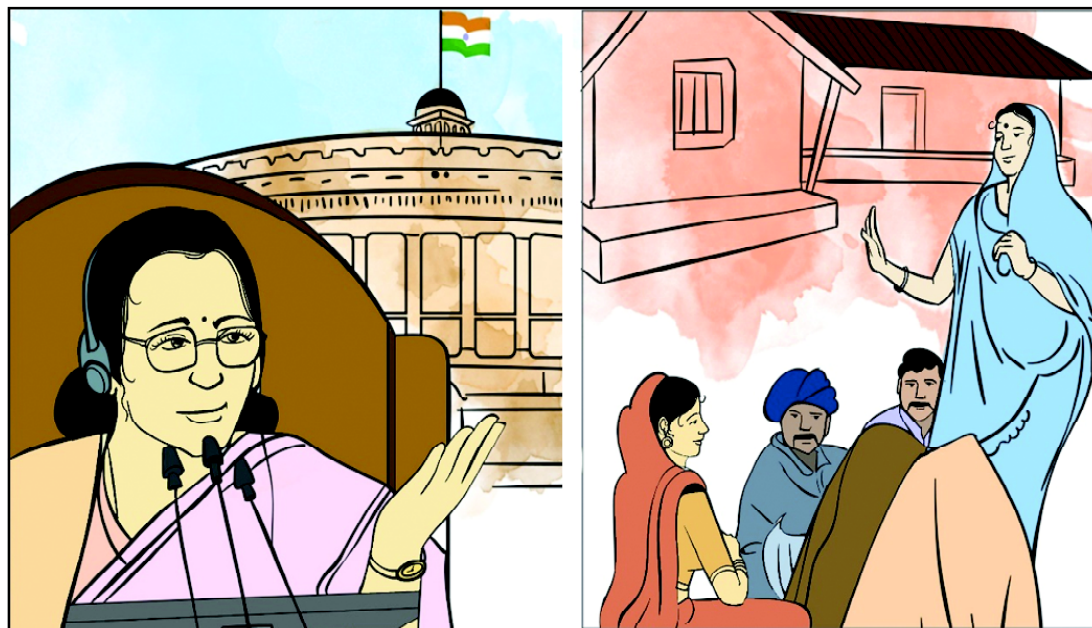


Fig. 6.6: Women leaders in urban and rural governance

Women's participation in governance would make our democracies strong and vibrant. The global development policy focuses on inculcating women's leadership role at local, community and national levels. Divesting power and decision-making capacity to women would facilitate an equalitarian ecosystem.

In India, legislative reforms have been made to bring women representation in local governance. In 1994, the 73rd and 74th constitutional amendments reserved 33% of seats in local government institutions (Panchayati Raj System) for women. This effort increased women's participation in grassroots governance at village, block and district levels. Today, around 1.37 million women are elected members of the panchayats.

The 17th Lok Sabha formed by the members elected in the 2019 in the Indian parliament has more men than women. Out of 542 total members in Lok Sabha, the total number of females is 78. Similarly, in Rajya Sabha in 2023, out of the total of 224 members, 24 are females. The Women Reservation Bill, which sought to reserve one-third of Parliamentary Seats for Women, was not passed because various political parties could not form a consensus. As a result, the dominance of men continues in numbers and responsibilities in the parliament.



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1. Identify two reasons associated with low enrolment and drop-out among girls in school education
2. How do social norms and practices restrict opportunities for growth for women?
3. Which two Acts protect the ownership rights of women?
4. Why is the process of governance skewed in favour of men?

**WHAT YOU HAVE LEARNT**

- Equality is a fundamental human right. It prescribes that every human on the earth is equal to each other and enjoys the same conditions of life. However, when discrimination between men and women is done based on gender, it is called gender-based discrimination. This discrimination constitutes the basis of gender inequality, which exists when men (or women) enjoy a disproportionate share of valued goods such as political or economic conditions, educational status or better job opportunities.
- Gender inequality results in inequalities between men and women at every stage of life, beginning with childhood or even before birth. While the American Anthropologist G.P. Murdock argues that social inequality between men and women is due to biological inequality, social scientists and feminists argue that social inequality is the product of social construction. The key indicators of gender inequality are education, mortality, political representation/participation in governance and economic activity.
- Gender discrimination is the root cause of gender inequality that begins before the child's birth. The widely prevalent practice of sex determination of a child is premised on the superiority of the male child over the female child. The discrimination starts in the family and continues in school, college and the workplace, thus, occurring in private and public spaces. It is due to gender discrimination that women become vulnerable to violence and abuse, which impacts their life negatively.
- Gender inequality exists in all socio-economic contexts, prominent examples being family, education, economy, polity and governance.
- The major problems which have a negative impact on the status of women in Indian society are female foeticide, female infanticide, domestic violence and discrimination at workplace.



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- Various measures are being taken by the government to overcome gender inequality through legislation, schemes and programs. Several organisations and NGOs have been working on it, but much more needs to be done. These measures need to be effective and proactive in implementation in order to address the issue of gender inequality.



TERMINAL EXERCISE

1. What is gender discrimination? Explain its implications on the status of women.
2. Which form of gender inequality affects women the most?
3. What is National Health Mission?
4. Why do less number of girls attend school as compared to boys?
5. Does India have a high mortality rate between the ages of one and five? Explain.
6. What is the Sexual harassment of women at workplace 2023 Act? How does it help women secure safety in the workplace?
7. List out the major factors that determine the availability and ownership of resources in India.
8. Describe various forms of gender bias seen at workplace.
9. Explain the benefit of increase in participation of women in politics.



ANSWERS TO INTEXT QUESTIONS

6.1

1. Lower enrolment in formal education, malnutrition, poor health, and low employment participation are a few indicators of gender inequality.
2. GDI measures gender inequalities in three basic dimensions of human development: health, education, and command over economic resources.
3. Gender discrimination is treating someone unequally or disadvantageously due to his/her gender. In addition, it is not necessarily of a sexual nature.

6.2

1. While the sons take ownership of family resources, the girls are deprived of their rights to parental property, land etc. Similarly, in the case of labour and work,

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while women and men may do an equal quantum of work, women are less paid than men.

2. When the family treats sons and daughters discriminately based on sex, the girls remain behind the boys in access to education, health and livelihood training. For example, while the sons may be sent to a good school, the girls are not when resources are scarce.
3. in North Africa and Asia, including China and South Asia.

6.3

1. Poverty and care of younger siblings
2. In the name of socio-cultural practices, women are deprived of growth opportunities such as education, healthy life, skilling, and training. As a result, women's development indicators lag behind men's.
3. The Hindu Succession (Amendment) Act 2005 and The Forest Rights Act 2006.
4. Men have traditionally dominated the realm of governance. This is because power, authority and decision-making are associated with governance, and these are the three desirable personality traits popular among men. Women are, by and large, excluded except those who belong to politically connected families. It is rather difficult for women without politically connected families to enter and sustain their political and governance positions. Therefore we have more men than women in our country's governance institutions.

6.4

1. The practice of female feticide and female infanticide have contributed to a lower sex ratio.
2. Punjab, Haryana, Gujarat, Rajasthan, and Delhi have low sex ratios as per Census 2011.
3. The deliberate killing of newborn female children is the practice of female infanticide.
4. Pre-conception and Pre-natal Diagnostic Techniques (Prohibition of Sex Selection) Act, 1994. It is commonly called PC-PNDT Act.