

# ASPECTS OF GENDER DISPARITIES

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**Abstract :** We know a lot of about gender inequality, How people experience it in their lives and ways, it varies in intensity and form across the time and place believes that make it seem natural and much more than the outpouring of research and commentary on gender inequality over the past half century has been extraordinary. Unfortunately, despite all this, our outstanding of what causes gender inequality remains troubled. We will explore diverse facets of gender inequality and varied ideas about what causes might be decisive. we will also look carefully at the ways to identify and verify the causes of social phenomena.

‘Gender’ is a socio-cultural term referring socially defined roles and behaviours assigned to ‘males’ and ‘females’ in a given society; whereas, the term ‘sex’ is a biological and physiological phenomenon which defines man and woman. Gender is a function of power relationship between men and women in its social, historical and cultural aspects.

In the 21<sup>st</sup> century, Indians were rejoice in celebrations when a boy is born and if it is a girl, a muted or no celebrations is the norm. Our religious beliefs makes that a woman is a goddess, but we fail to recognize her. The people in our society are having with double-standards as far as their attitude towards women is concerned; our thoughts and preaching are different than our actions. So we can see inequality or discrimination against women at various levels in the society.

The list of legislations as well as discrimination types or inequalities may go on but the real change will only come, when the mentality of men will change positively towards women, when the male species of human beings would start treating women as equal and not as subordinate or weaker to them. The women are also need to change their mindset as through cultural conditioning as they have and also become part of the exploitative system of patriarchy.

Key words: Gender, Disparities

## INTRODUCTION

Gender disparity, or in other words, gender inequality refers to the rights which are unfair between male and female that based on different gender roles which leads to unequal treatment in life. The term gender inequality has been widely known in human history but not in the beginning of 20th century which has the transformation of gender relations that becomes "one of the most rapid, profound social changes" (Wright & Rogers 2009).

The Gender inequality practice is a universal phenomenon. In every country of the world, it is experiencing in one or the other way. The reality of women’s lives remains invisible to men and this invisibility continues at all levels which beginning with the family to the nation. Although geographically stated that men and women share the same space, they live in different worlds. There is a fact that — “Women hold up half the sky” – that does not appear to give them a position of dignity and equality.

In India, Gender inequality is a multifaceted issue that concerns men and women are alike Gender inequalities, and its social causes, impact India's sex ratio, women's health over their lifetimes, their educational attainment, and economic conditions. Some argue measures and some gender equality measures place men at a disadvantage. However, when India's population is examined totally, women are at a disadvantage in several important ways. In India, discriminatory attitudes towards sex either men or women have existed for generations and affect the lives of both sexes. Even though the constitution of India has granted men and women with equal rights, gender disparity still remains.

## HISTORY

Since the beginning of the 20th century, the transformation of gender relations is one of the most rapid, profound social changes in human history. The Human history for More than 7,000 years, only settled agriculture and early states were emerged whereas male domination has characterized the gender relations of these societies and their successors. By the end of the 19th century, the movement for the right of women to vote was came in to force but nevertheless and at the beginning of the 20th century, men and women were generally viewed as occupying sharply with different roles in society: a woman’s place was in the home as wife and mother; the man’s place was in the public sphere, and the legitimacy of patriarchy was taken for granted by most people and backed by religious doctrines that saw these relations as ordained by God. By the 21st century only a small minority people still holds to the view that women should be subordinated to men. While all sorts of gender inequalities continue to exist, and some of these seem to be resistant to change, they exist in a completely different context of cultural norms, political and social rights, and institutionalized rules. Meanwhile Male domination has not disappeared, but it is on the defensive and its foundations are crumbling.

## OBJECTIVES

- Create an enabling environment which is free from gender-bias, specifically addressing the special needs of women.
- To facilitate the employment equity targets as set out in the Employment Equity Plan through measures that would ensure the successful advancement of women beyond formal and equal access.
- Promote gender equality and diversity on all institutions through education and training.
- Provide an adequate dispute resolution mechanism for the protection of women from unfair gender discrimination.
- Determine and remove gender inequalities that may exist, i.e. denied women (both staff and students) fair access to resources, employment opportunities, advancement and academic achievement.

## DEFINITION OF GENDER DISPARITY

'Gender' is a socio-cultural term referring socially defined roles and behaviours assigned to 'males' and 'females' in a given society; whereas, the term 'sex' is a biological and physiological phenomenon which defines man and woman. Gender is a function of power relationship between men and women, where men are considered superior to women in its social, historical and cultural aspects. Thus, gender may be understood as a man-made concept, while 'sex' is natural or biological characteristics of human beings.

In simple words, Gender Inequality may be defined as discrimination against women based on their sex. Women are traditionally considered by the society as weaker sex and they have been accorded a subordinate position to men. Now a days, Women is exploited, degraded, violated and discriminated both in our homes and in outside world which leads to a peculiar type of discrimination against women is prevalent everywhere in the world and more in the Indian society.

### What Do We Mean By "Disparity"?

Disparity means Inequality or Difference in some aspects. In discussing the social disparities, it is important to make two distinctions. One is the difference between the unequal distribution of desirable life outcomes (such as health, happiness, educational success, or material possessions) and the unequal distribution of opportunities (access to power and life changes that facilitate attainment of desirable outcomes). The idea of equality of opportunities versus equality of outcomes appears straight forward, but can be complicated to pin down in practice. In part, Opportunity is an inherently slippery notion, making it very difficult to precisely measure equality of opportunity. However, Opportunity can also be a feature of an interaction between an individual and his or her context, a point Jencks (1988) makes in his illuminating discussion of the complexity of defining equality of opportunity in education. Because individuals are having different backgrounds, resources, and dispositions, so the same environment may not provide "equal opportunity" to each individual.

The second distinction is the inequality among individuals and inequality between groups—is useful for understanding the patterns and causes of inequality. However, inequality among individuals need not implicate the group inequalities, which are present when race, ethnicity, gender, sexual orientation, religion and immigrant status correlate strongly with unequal access to power, resources, and life chances. Between-group disparities includes racial or gender income differences, immigrant group differences in access to political power, religious group differences in social or political rights, and socioeconomic differences in access to quality education and health care.

## LITERATURE REVIEW ON GENDER DISPARITY

The topic Gender Inequality refers to unequal treatment or differences of individuals based on their gender. This is an area of study in sociology. The role of Gender Inequality refers to expectations regarding proper behaviour, attitudes and activities of male and female. For example toughness is thought of as masculine while tenderness as feminine.

Now a days, modern societies claim that men and women have equal rights not only at workplaces but in domestic life as well. In the modern culture when we talk with women about gender equality, the results are opposite. However, we are still unsuccessful in maintaining gender equality in our cultures? Gender equality is still a debatable question and many seminars, debates and research works are being held every year all over the world on the topic of gender equality. Being lot of research work is already available at gender equality, many of the young students are feeling difficulty in finding some workable questions at this topic.

Economists have long tried to understand why some countries are poor and some rich, some are develop and grow, while others are stagnant. As the research has moved from Solow's growth theories to endogenous growth we are still unable to explain the huge difference in GDP per capita that exists between the many developing countries and the developed world. The growth theory explanations such as faster technological progress, the higher rate of investment and saving, better education, skill levels and infrastructure leave unanswered where these differences come from (see Weil, 2005).

There is also a strong positive correlation between growth rates at countries or GDP levels and gender equality measured. The importance of values, attitudes, regional variables and religion suggests that gender inequality may not be an efficient economic choice

Inequality is modelled by excluding women from the managerial positions. Women are allowed to be only workers. They may choose primary education to increase their productivity as workers. However, any further education does not benefit them because of the exclusion from managerial positions. This form of inequality leads to a fall in the average talent of managers, who are assumed to be the ones coming up with good or bad ideas. The average quality of ideas in the economy in turn determines the increase in technology and growth. In comparison to the version of the model without discrimination, discrimination implies lower female to male schooling ratios, lower wages for both men and women and lower investment in human capital and reduced growth.

In conclusion, the gender inequality divides the social world into two complementary but unequal sets of people "women" and "men".

## CONCEPTUAL FRAMEWORK

### CAUSES AND TYPES OF GENDER DISPARITY IN INDIA

In Indian society, the root cause of gender inequality lies in its patriarchy system. According to the famous sociologists Sylvia Walby, Patriarchy is "a system of social structure and practices in which men dominate and exploit women". The Patriarchy system finds its validity and sanction in our religious beliefs, whether it is Hindu, Christian, Muslim or any other religion.

In India, Gender inequality is a multifaceted that concerns men and women and also refers to health, education, economical and political inequalities between them.

Gender inequalities and its social causes, impact India's sex ratio, women's health over their lifetimes, educational attainment and its economic conditions. Although the constitution of India grants equal rights and gender disparities remain between men and women. So the inequalities and discrimination against women are at various levels in the society, either in home or outside home

In our society, the unfortunate part of gender inequality is that the women continued through socio-cultural conditioning and accepted their subordinate position to men and also they are part and parcel of same patriarchal system.

Some of the reasons like extreme poverty and lack of education are also for more women to work in low paying domestic service, organized prostitution or as migrant labourers that leads to women's low status in society. Women are not only getting unequal pay for equal or more work but also they are offered to only low skill jobs for which lower wages are paid. This has become a major cause of inequality on the basis of gender.

Now days, Educating girl child is seen as a bad investment. This is because she is bound to get married and leave her paternal home one day. Thus, women are found having no good education and lacking in present day's demanding job skills.

Not only in education, In case of family food habits also there is a variation between the male child and girl child. As the male child gets all the nutritious and choicest foods whereas the girl child gets whatever is left behind after the male members have taken their meals or the food which leads to low in both quality and nutrition. This becomes a major health issue in later years.

## GENERAL ISSUES AND TRENDS

Each situation must be considered on its own merits even though there are broad issues which apply in many contexts. Gender is an issue due to fundamental differences and inequalities between women and men. These differences and inequalities may demonstrate themselves in different ways in specific countries or sectors but there is some broad patterns point to questions which should always be considered.

### ➤ **Inequalities in political power**

Women are under-represented in political processes throughout the world which is important to understand and look at gender differences that are in power within formal decision-making structures (such as Policy-making institutions, Governments, and community councils). Given the under representation of women and the low visibility of women's perspectives, the fact that women often have different priorities, needs and interests than men is often not apparent. National, regional or sub-regional priorities, or specific needs and priorities of a community are defined without meaningful input from women.

### ➤ **Inequalities within households**

Inequalities in negotiating, decision-making potential and access to resources have been documented within households. This has prompted questions about both research and policy which is based on the assumption that households function as units where each member benefits equally. The investigation of differences and inequalities at the household level are relevant to an understanding of a range of key issues, including the ability of women and men to respond to economic incentives, the design of effective strategies for HIV/AIDS prevention, and appropriate and equitable social security policies.

### ➤ **Differences in legal status and entitlements**

Despite national constitutions and international instruments proclaim equal rights for women and men. There are many instances in which equal rights to personal status, security, land, employment opportunities and inheritance are denied to women by law or practice. Addressing the resulting constraints for women is important as an end in itself, and also essential for formulating effective national strategies for increasing economic productivity and growth, reducing poverty and achieving sustainable resource management.

### ➤ **Gender division of labour within the economy**

In most of the countries, men and women are distributed differently across manufacturing sectors, between formal and informal sectors, within agriculture, and among occupations. Women are also more likely than men to be in low-paid jobs and "non-standard" work (part-time, temporary, home-based), and likely to have less access than men to productive assets such as education, skills, property and credit. Therefore some of these patterns which means that economic trends and economic policies are likely to have different implications for women and men.

### ➤ **Violence against women**

Gender inequality is also manifested in gender-based violence, either by a woman's intimate partner (domestic violence), by an enemy army as a weapon of attempted 'ethnic cleansing' or in sexual exploitation through, for example, trafficking of women and girls.

### ➤ **Discriminatory attitudes**

Gender inequalities are not only economic but are also reflected in other ways which are difficult to measure and change. Ideas about appropriate behaviour, independence, and aptitudes are often grounded in gender stereotypes and vary for women and men. Ideas and practices tend to reflect and reinforce each other (the one providing the rationale for the other), which contributes to the complexity of achieving change.

## GLOBAL GENDER GAP INDEX

In Global Gender gap index 2018, Out of 149 countries India was ranked low at 108<sup>th</sup> position released as part of World Economic Forum (WEF) Global Gender gap Report 2018.

The global gender gap Index measures as progress between men and women are classified into four indicators (i) Educational attainment (ii) Health and Survival (iii) Economic Participation and Opportunity and (iv) Political empowerment. The ranks of the Countries are having scores based on scale ranging from 0 (lowest i.e., imparity) to 1 (highest i.e., parity ) it is released every year by WEF since 2006.

### **Key highlights of Global Gap Index:**

Iceland is one of the most gender equal country with score of 0.878. It is followed by Norway (2<sup>nd</sup> rank), Sweden(3<sup>rd</sup>), Finland(4<sup>th</sup>), Nicaragua(5<sup>th</sup>), Rwanda(6<sup>th</sup>), Newzealand (7<sup>th</sup>), Philippines (8<sup>th</sup>) Ireland (9<sup>th</sup>) and Namibia (10<sup>th</sup>).

Overall 68% of global gender gap has been closed, but a slight deterioration has been seen when compared to 2016 gap closed was 68.3%. At current rate of progress, global gender gap will take 100 years to bridge, when compared to 83 last year. The case is worse in terms of workplace gender as it will take 217 years to close.

In 2016, India's Cumulative score was 0.669 which was down from 0.683. India has successfully closed 67% of its gender gap and less than many of its international peers.

#### **A reason for India's lower ranking:**

This was mainly due to low scores in two indicators. They are (i) Health and survival in which India ranked 141 at bottom four. This was mainly due to India's poor sex ratio at birth which still points to a strong preference for sons. (ii) Economic participation and opportunities for women, Here India ranked 139, down from 136 last year.

#### **India's poor performance on economic front:**

This was due to fact that on an average, In India a woman is estimated to earn less than quarter of annual income earned by a man. She gets paid only 60% of what her male counterpart gets for the same work. Moreover, women are account for over third of labour force participation but their share of daily unpaid work (household chores, child care etc.) is 65% while it is only 11% for men. Across the Sectors, only 13% of managers, legislators and senior officials are women.

#### **HOW CAN WE ELIMINATE GENDER DISPARITY**

Generally speaking, this kind of inequality has existed for a long time and in every area of the world, no matter where it is, Now it's time for the world together make this out-of-date conception fade away. This type of discriminations or inequalities may go on but the real change will only come when the mentality of men will change and also the male species would start treating women as equal to them but not weaker. Indeed, the women should change their mindset through the cultural conditioning aspects they have In fact, what is needed is the movement for Women's empowerment where women can become economically independent and self-reliant; where they can fight their own fears and go out in the world fearlessly, where they can snatch their rights from the clutches of men and they don't have to ask for them.

The Nobel Committee stated that we cannot reach democracy and peace unless we wouldn't give equal rights and chances for the women have. For the sake of making economic recovery, U.S. Secretary of State Hillary Clinton claimed that promoting women to participate in economy and increasing their productivity is the key to economic growth because it will create an effect on "the competitiveness and growth of our economies." (cited Sharma & Keefe 2011).

Between the relationship of economy and education, people cannot underestimate the importance of education. To succeed the economy system, people have to make an effort on schooling. Regarding to the solutions to this, setting up gender-sensitive schools is a crucial step in making a nice environment for learning and teaching. Developing the female to acquire more confidence in studying, improving a gender-sensitive curriculum which reflects national policy on gender equality to instruct is also necessary (Clarke 2005, p.11)

#### **RECOMMENDATIONS/SUGGESTIONS**

##### **Gender discrimination can be eliminated by the following ways :**

- We should educate women equally as men.
- We have to include women in the mainstream of the society that is we should not isolate her from the society.
- Employment should be increased for women.
- Participating women actively in politics and social activities.
- Arranging programs which condemn violence against women and promote social protection programs.
- Parents should encourage them in all aspects. In this regard, we should aware parents.
- Scholarships should be given equally to girls as well
- .We has to aware people to stop child abuse and violence.
- Activities like abortions should be stopped.
- Politicians should do something about the development of Social welfare for women.
- NGOs should try to eradicate Gender Inequality.
- Educating women about technology.
- Women rights should be given to them.
- Giving good positions and pays to the people who work well, without any gender bias.

#### **CONCLUSION**

From all the above discuss, gender inequality is obviously an urgent problem in the world. Despite the fact that its volume much decreases, it still exists and makes a lot of people suffer from its consequences every day. As we know that, there are many reasons leading to gender discrimination which cannot be solved easily. However, with progressive thoughts of people and education, there are also reasons to trust in the future of gender inequality being stopped. Therefore, hopefully, people can live in fairness no matter what gender they are.

People should change their perceptions about this issue and make society more fair and just for all. All types of discrimination should be discouraged and training should be given to young children to change their attitudes by showing examples at home. Gender inequalities are not only economic, but are also reflected in other ways which are difficult to measure and change. Ideas about appropriate behaviour, independence, and aptitudes are often grounded in gender stereotypes and vary for women and men. Ideas and practices tend to reflect and reinforce each other (the one providing the rationale for the other), which contributes to the complexity of achieving change.

With the efforts of both women and men it would be able to found solutions to the problem of gender inequality and would take us all towards a cherished modern society in both thought and action. To provide equal status and opportunity to all the



citizens, the preamble to the constitution talks about goals of achieving social, economic and political justice to everyone. As report of Ministry of public health, it is estimated that, despite the attempt to reduce the fluctuation between the birth of boys and girls, in 2020.

**“Women should become economically independent and self-reliant; where they can fight their own fears and go out in the world fearless.”**

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