



GENDER DYNAMICS IN DEVELOPMENT

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ABSTRACT

Socio-economic analysis that examines gender relations and development issues is known as gender analysis. The goal may be as simple as demonstrating how gender relations will likely impact the solution or demonstrating how they will impact the solution and what might be done. Gender analysis frameworks offer a detailed process for carrying out gender analysis.

Though not in all societies, women have historically been at a disadvantage to men. Women were only briefly studied in these civilizations' population, health, and family planning research up until recently in order to plan development. Other issues like spousal violence or involvement in economic activity were rather poorly understood. More knowledge is provided by gender analysis, which is advantageous to both women and society as a whole. The Women in Development (WID) method first appeared in the 1970s and advocated for "women's issues" to be addressed in development initiatives. Later, instead of focusing solely on women's issues, the Gender and Development (GAD) approach recommended placing more attention on gender relations.

It has been normal practice to employ gender analysis as a tool for development and crisis relief initiatives. The socially created roles of men and women, as well as those related to class, caste, ethnicity, and age, must be understood in the design of a project or program. The methods are crucial for comprehending how to manage natural resources. Although the frameworks used for development projects must be modified to fit the objectives of educational projects, gender analysis is relevant to education.

Keywords : Gender, Analysis, Patriarchal, Matriarchal, Hermaphrodite.

Gender as distinct from sex

We refer to two words that have the same meaning as synonyms. When two words are used interchangeably despite having different meanings, we produce articles explaining what those words actually imply.

Consider sex and gender. Although people frequently confuse the two, their usage and meaning are vastly different, and as a result, so are they. It's important that we understand these terminology because we use them frequently when referring to people. If you want respect, you should first show it.

What does the word sex mean?

Let's start by discussing sex. Absent sexual activity, sex is "a label assigned at birth based on the reproductive organs you're born with." Although intersex persons are born with both male and female reproductive organs, this is often how we divide society into the two groups of men and women. (Note: Some people find the term "hermaphrodite" objectionable.)

What does gender mean?

Contrarily, gender encompasses a person's perspective, understanding, and experience of themselves as well as their roles in society. It extends beyond a person's reproductive system. It's their innate understanding of who they are and how they desire to engage with the world.

While changing one's sex requires surgery, changing one's gender is more flexible and depends on how they identify. We refer to persons as cisgender if their gender identity corresponds to their biological sex.

Since what a society believes to be female, for example, is based on things like beliefs and values—not nature—gender is frequently discussed as a social construct. In the end, social traditions and customs like "boys don't cry" and "women should wear dresses" are myths.

What does transgender mean?

However, a person's gender identification and their sex at birth aren't always compatible. For instance, a person's gender identification can be female or anything different despite the fact that they were born with male reproductive organs and were categorized as males at birth.

These people are known as transgender people (trans- is a word that means "beyond" or "across"). Some people choose to live their lives as the gender they believe best represents them, while others choose to take hormones or have surgery to better synchronize the two. Well, as simply as society permits them, which, as we all too frequently find out, is not very often.

Division of labour

Division of labor is the division of a work process into several tasks, each of which is carried out by a different person or group of people. It is one of the fundamental organizational principles of the assembly line and is most frequently used in mass production systems. Eliminating needless motion and limiting the handling of various instruments and parts are two benefits of breaking work down into simple repetitive operations. Because of the resulting decrease in manufacturing time and the opportunity to replace experienced workers with less-paid unskilled ones, production costs are reduced, making the finished product less expensive. Contrary to common opinion, however, proletarianization—a decline in skills among the working population—does not always result from the division of labor. Adam Smith, a Scottish economist, believed that this division of labor was essential to economic development since it allowed for more affordable and effective production of goods.

Division of Labor refers to the division of the primary manufacturing process into a number of straightforward sections, each of which is produced by a distinct worker who specializes in producing that particular element.

A worker is now assigned to a task based on their capacity and skill because a day's output has grown so technological and complex.

One develops a specialty in the manufacture of the things for which they are most qualified.

Depending on their areas of specialization, different employees handle various production tasks. As a result, multiple workers collaborate to mould items into their ultimate form. For instance, at a huge ready-made clothing factory, one guy cuts the fabric, another man sews the clothing with a machine, a third man buttons the clothing, a fourth man folds and packages the clothing, etc.

Because separate people are engaged in carrying out different parts of production, this method of accomplishing the work is known as division of labor.

Access and control of Resource

Resources are essential for preserving and advancing people's rights, autonomy, and means of subsistence. But historically, women in all of their diversity have been denied access to resources like education, health care, credit, land, and technologies because of gendered labor divisions, patriarchal cultural norms and regulations, and economic inequities. An essential technique in gender analysis has been the evaluation of control over and access to resources. However, there is a need for new tools and techniques to combat the 'race for resources', which includes increasing pressure on land, alleged land grabs in many developing nations, and anticipated wars for access to necessities like water. Redistribution of land is still an issue, particularly in post-colonial settings.

What strategies are women's movements and other allied movements such as indigenous peoples, migrant rights, landless peoples, smallholder and peasant farmers, and disability rights movements using to advance equal access to and distribution of resources? How are women contributing to resource struggles through, for example, food sovereignty demands and campaigns against land grabs? What have we learned from the significant focus and resources given to initiatives on women's access to credit, including microcredit? What other economic alternatives are women building, from the grassroots to the international level, to transform unequal access to and control over resources?

Gender refers to the economic, social and cultural attributes and opportunities associated with being male or female in a particular social setting at a particular point in time. There are socially constructed differences between men and women in types of activities carried out, and in roles and responsibilities. While these inequalities in and of itself may not be harmful, they have resulted in unequal access to, control of, and power over resources between men and women, putting women at a disadvantage. Furthermore, the creation of masculinity and femininity in almost all societies is rooted in male control of female sexuality and reproduction.

The biological distinctions between men and women and gender-specific influences interact to affect the health of each group. There are several different channels through which this can occur.

Because of the gendered division of labor or because of gender roles and conventions, women and men may be at a higher risk than men of developing certain health issues. Additionally, there may be differences in how men and women view what constitutes poor health and what has to be done to address it. Women frequently have less access to the tools they need to maintain excellent health. Women may not have the power to make decisions even when they have ample access to resources. This assists with their failure to effectively address their problems or developing new health issues. In how it sees and expects women and men, the health sector is a reflection of society. For instance, because women are viewed as being responsible for the health of their families, health education messages are typically directed toward them. Women are expected to be more submissive to authority and to accept the opinions and judgments of healthcare professionals.

Gender analysis in health also highlights existing inequities in the experience of women and men in their:

- access to resources to promote and protect mental and physical health (for example, information, education, technology and services) ;
- interaction with the health sector;
- enjoyment of the right to health as a fundamental human right;
- and
- access to and exercise of responsibility, authority and resources, such as health care providers.

Changes in the means of gaining access to resources

Concept implying that both women and men have equal access to, use of and benefit from all specific resources (material, financial, human, social, political, etc.).

Women are less able than males to engage in, contribute to, and benefit from larger processes of development as a result of long-standing disparities in the gender allocation of economic and financial resources. Deeply ingrained inequality still exists as a result of discriminatory norms and practices, and the pace of change has been slow and uneven across regions despite significant progress on many aspects of women's economic empowerment, including, among other things, increases in educational attainment and the share of paid work. Gender inequality is further exacerbated by the fact that women are still underrepresented in important decision-making settings that determine how economic and financial resources and opportunities are distributed.

The progress made toward achieving internationally recognized development targets, especially the Millennium Development targets, is already in jeopardy due to the current financial and economic crisis. Particularly through reductions in public investment on health and education and through unfairly constructed safety nets, how nations respond to the recession may disproportionately affect women and girls, potentially undoing advances earned. Additionally, there is a higher chance that funding for women's empowerment and gender equality would be cut.

Economic growth can have a wide range of effects on gender equality, including effects on employment, wellbeing, and other more general indices of gender equality. Women have had greater gains in employment than men, as a result of growth shifts. However, there is no evidence that economic expansion has affected

women's participation in economic and political decision-making or life expectancy. The microlevel effects and efficiencies produced by the most effective utilization of human capital serve as examples of how important gender equality in education and employment is for economic growth.

Women continue to confront prejudice in many parts of the world when trying to acquire land, housing, property, and other productive resources. They also have limited access to technologies and services that could ease their burdens at work. Women's ability to assure agricultural production, livelihood security, and food security is limited by unequal access to resources, which is also increasingly linked to poverty, migration, urbanization, and an increased risk of violence. In terms of women's access to land, housing, and other productive resources, population increase, climate change, the spread of markets, and urbanization have produced both new opportunities and new obstacles. For the sake of both immediate and long-term solutions to the food and energy problems as well as climate change, it is crucial to pay attention to the resource issues women in agriculture face.

It takes an integrated strategy to growth and development, centered on gender-responsive employment promotion and informed by the interdependency between economic and social development, to ensure women's economic empowerment, access to, and control over resources. Economic policies must take social goals into account. Real-economy-focused macroeconomic environments, full employment, decent work, access to land, property, and other productive resources, as well as financial services, should all be emphasized in economic growth strategies.

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