

# Equalising Inequalities of Gender

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“How important it is for us to recognize and celebrate our heroes and she-roes!” — **Maya Angelou**

The subject of women empowerment is becoming a burning issue all over the world including india since a last few decades. Academicians and research scholars have questioned the position and status of women. Matters and issues pertaining to gender equalities and gender sensitisation is becoming the subject of discussion. Many agencies of United Nations in their reports have emphasized that gender issue is to be given utmost priority. It is held that women now cannot be asked to wait any more for equality. Inequalities between men and women and discrimination against women have also been age old issues. To create gender sensitisation, women have demanded equality with men in matters of education, employment, inheritance, marriage, politics and recently in the fields of religion also to serve as clergy. Women want for themselves the same strategies of change with men folk even equal pay for equal work. The central and state governments are also taking sufficient measures to create awareness on gender sensitisation and equalise inequalities among both the sexes.

“A woman is human. She is not better, wiser, stronger, more intelligent, more creative, or more responsible than a man. Likewise, she is never less. Equality is a given.

Gender Aspects stand for promoting equality between women and men. This is a long-term process and a matter of both taking account of the equality perspectives in our everyday activities and putting gender equality into practice. gender equality is a matter of improving scientific excellence and increasing the number of women in science, research and innovation. The She Figures have shown that the number of women in grade A research positions has increased over the years in all EU Member States. However, throughout the EU Member States, female researchers are still underrepresented in top-level research and decision-making positions. In order to improve gender equality at European level, European efforts aim at culture change in higher education and research organisations.

Women's empowerment is a process in which women gain greater share of control over resources material, human and intellectual like knowledge, information, ideas and financial

resources like money-and access to money and control over decision-making in the home, community, society end nation, and to gain 'power'. Gender discrimination is a part of gender sensitization. In our society weaker section women are facing many problems. Ambedker views for gender equality of women and fundament rights given by the constitution. Gender Sensitization is the process in which the people of all genders are taught to respect everyone irrespective of gender while acknowledging the differences.

Gender inequality begins at home, mothers admonish their daughters that they should not play with boys. Sometimes Fathers tell their sons that it is the job of men to earn .Eventually children start believing this to be true and behave accordingly. The animated characters and television also potrays men to be super powerful and women or girls dependent on them. This type of mindset tends to slowly start shaping the mindset of children. The impact is such that children start believing what they see or hear.

**Gender sensitization** presides over gender sensitivity which refers to the modification of behavior by raising awareness of gender equality concerns. This can be achieved by conducting various sensitization campaigns, training centres, workshop, programs etc. Sensitization in the domain of Humanities and Social Sciences, is seen as an awareness informed propensity or disposition which aims at changing behavior so that it is sensitive to certain issues. Gender sensitization may be seen as "the awareness informed disposition or propensity to behave in a manner which is sensitive to gender justice and gender equality issues. It is interlinked with gender empowerment. Gender sensitization theories claim that modification of the behavior of teachers and parents (etc.) towards children which can have a causal effect on gender equality.

Gender sensitizing "is about changing behavior and instilling empathy into the views that we hold about our own and the other genders."<sup>[3]</sup> It helps people in "examining their personal attitudes and beliefs and questioning the 'realities' they thought they know. Gender Sensitization is one basic requirement for the normal development of an individual. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender and in some acute cases even him or herself. The need for this sensitivity has been felt and realised through times immemorial and in almost all kinds of human existence, across the globe.

“Both men and women should feel free to be sensitive.

Both men and women should feel free to be strong...

it is time that we all perceive gender on a spectrum not

as two opposing sets of ideas.” — **Emma Watson**

**Some of the issues pertaining to Gender sensitization are:**

1. Understanding and consideration of socio-cultural factors underlying sex-based discrimination. The term also applies to attitudes that socialize girls and boys into certain behaviors or opportunities, for example, pushing boys to play sports or not expecting girls to do well at sports. (IPS, 1996 30). Gender-sensitive planning uses specific methods and tools to provide women and girls more opportunities for their participation in the development process and to measure the impact of planned activities on women and men.
2. Equally valued (masculinity as the norm) Unequally valued Varies over time and space time and space Does not change across Learned through socialization Fixed at birth Biological historically determined Socially, culturally and Masculinity and femininity female Categorized as male or SEX GENDER.
3. decision making power participation.
4. A theory that biological differences between women and men dictate a difference in social roles and personality, and that these differences reinforce the notion that men are superior and women are inferior.
5. Overt behavior in which people are given different and unfavorable treatment on the basis of their race, class, sex, and cul In the terminology of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women, it is any distinction, exclusion or restriction made on the basis of sex, which has the purpose or effect of denying equal exercise of human rights and fundamental freedoms in all fields of human endeavor. Any practice, policy or procedure that denies equality of treatment to an individual or group rural status.
6. Womans traditional role, especially if she is a wife and mother, is to stay home, manage the household and take care of the family. However, because of economic realities, more and more women have joined the labor force. Yet, even as they spend essentially the same working hours as the men outside the home, housework and child care are still primarily womens concern. As a result, women carry a double burden in terms of longer hours and a

wider scope of responsibility. They are also expected to participate in sociocultural activities such as in church and civic organizations, and other community involvement. Womens work in the home, in the labor force and in the community is a multiple burden that is not experienced by men.

7. Any act of gender-based violence that results in physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life.
8. Acts of violence such as forced abortion, coercive or forced use of contraceptives, female infanticide, and prenatal sex selection in which the fetus is aborted if tests reveal it to be female violation of womens human rights in situations of armed conflict, in particular murder, systematic rape, sexual slavery, and forced pregnancy; and physical, sexual and psychological violence perpetrated or condoned by the State, such as custodial rape and torture done to women prisoners.
9. When God created the firstman and woman, His idea inmind was companionship,equality and shared mission...to be in dominion over all Hiscreations. Together they will and serve according to Hiswill ... PARTNERSHIP

Some of the measures taken to eliminate gender discrimination are:

- 1.Talk to your children regarding the achievements made by people of all genders. Teach them humanity before anything else. Some things are not acceptable and a few things shouldn't be spoken no matter what.
- 2.Set an example: Practice what you preach, children will imitate your behaviour
- 3.Teach Respect: Kids nowadays do not understand how to respect each other. Explain them to be kind to each other. There is no need to belittle somebody to prove your worth.
- 4.Stand up for yourself: Tell them that it is very much necessary to stand up for yourself. It's important to respect yourself to respect others.
- 5.Support your children's Decisions: If your son intends to become a chef or a Fashion Designer, support his decisions.

## Conclusion

So to conclude we as women should all measures to create awareness among both the sexes about the importance of both male and female genders. Though the above mentioned tips will certainly require time, but if started from early childhood at school and home, it will slowly and steadily make this world a safe and beautiful place where no woman will be harassed at workplace or at home, and no man will get frustrated with false notions of masculinity.

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