

DEALING WITH GENDER INEQUALITIES

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ABSTRACT

Gender inequality refers to unequal treatment or perceptions of individuals based on their gender. It arises from differences in socially constructed gender roles. As women enter an occupation, this reduces the amount of prestige associated with the job and men subsequently leave these occupations. The entering of women into specific occupations suggests that less competent workers have begun to be hired or that the occupation is becoming deskilled. Men are reluctant to enter female-dominated occupations. The term glass ceiling implies that invisible or artificial barriers exist which prevent women from advancing within their jobs or receiving promotions. These barriers exist in spite of the achievements or qualifications of the women. The inequality effects of the glass ceiling are more prevalent within higher-powered or higher income occupations, with fewer women holding these types of occupations. The glass ceiling effect also indicates the limited chances of women for income raises and promotion or advancement to more prestigious positions or jobs. As women are prevented by these artificial barriers, from either receiving job promotions or income raises, the effects of the inequality of the glass ceiling increase over the course of a woman's career. This can be measured in terms of their correspondingly lower earnings and expressed as a percentage of actual GDP per annum. This loss is estimated to lie in the range of 4 percent to 37 percent of world GDP per annum over this time period, depending on the year and the assumptions made.

Keywords :Education, inequalities, male/ female problems, career.

INTRODUCTION

A gender-equal society would be one where the word 'gender' does not exist: where everyone can be themselves. Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance. Gender inequality in India refers to health, education, economic and political inequalities between men and women in India. Let's try to understand the phenomenon of gender inequality. Gender Inequality, in simple words, may be defined as discrimination against women based on their gender. Women are traditionally considered by the society as weaker gender. She has been accorded a subordinate position to men. She is exploited, degraded, violated and discriminated both in our homes and in outside world. This peculiar type of discrimination against women is prevalent everywhere in the world and more so in Indian society, its social, historical and cultural aspects, gender is a function of power relationship between men and women where men are considered superior to women. Therefore, gender may be understood as a man-made concept, while 'gender' is natural or biological characteristics of human beings.. The unfortunate part of gender **inequality in our society is that the women too, through, continued socio-cultural conditioning, have accepted their subordinate position to men.**

Educating girl child is still seen as a bad investment because she is bound to get married and leave her paternal home one day. Thus, without having good education women are found lacking in present day's demanding job skills; whereas, each year's High School and 10+2 standard results show that girls are

always doing better than boys. This shows that parents are not spending much after 10+2 standard on girl child and that's why they lack in job market.

Not only in education, in case of family food habits, it is the male child who gets all the nutritious and choicest foods while the girl child gets whatever is left behind after the male members have taken their meals or the food which is low in both quality and nutrition. And this becomes a major health issue in her later years. One of the main reasons for the high incidences of difficult births and anemia in women is the poor quality of food which a girl always gets either in her paternal home or in her in-laws as also is the excessive workload that they are made to bear from their early childhood. So the inequality or discrimination against women is at various levels in the society, either in home or outside home.

Gender Inequality in India: Important Data

➤ **Global Indices:**

Gender Inequality is also reflected in India's poor ranking in various global gender indices.

➤ **UNDP's Gender Inequality Index- 2014:** India's ranking is 127 out of 152 countries in the List. This ranking is only above Afghanistan as far as SAARC countries are concerned.

➤ **World Economic Forum's Global Gender Gap Index- 2014:** India's ranks at 114 in the list of 142 countries of the world. This Index examines gender gap in four major areas:

- Economic participation and opportunity.
- Educational achievements.
- Health and life expectancy.
- Political empowerment.

➤ **India's position** on these indicators was as follows:

- Economic participation and opportunity:
- Educational achievements:
- Health and Life expectancy:
- Political empowerment:

➤ **Female literacy** is at 65.46% in 2011 as against 82.14% of male literacy. This gap indicates a wide gender disparity in India that Indians do not give enough importance to the education of girls.

CONCLUSION

Change will only come when the mentality of men will change; when the male species of human beings would start treating women as equal and not subordinate or weaker to them. In fact not only men but women also need to change their mindset as through cultural conditioning they have also become part of the same exploitative system of patriarchy and are playing a supportive role in furthering men's agenda of dominating women, discriminations or inequalities may go on but the real 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 fearless; where they can snatch their rights from the clutches of men and they don't have to ask for them; where women have good education, good career, ownership of property and above all where they have freedom of choice and also the freedom to make their own decisions without the bondages of age old saying of gender problem.

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