

Gender Equality and Women Empowerment: An Analytical Review

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Structured Abstract

Purpose: To analyse how gender equality ensures women empowerment, indentifying the underlying causes and remedies of gender inequalities.

Methodology/Design: The paper is an analytical one. Information has been collected from different sources viz. reputed books, journals, websites, newspaper etc. Phase wise discussion has been conducted. Finally the authors ended with some concluding observations and policy suggestions.

Findings: Eliminates all forms of discrimination against women by establishing gender equality in the workplace and providing justice and taking positive steps.

Conclusion: The study reveals that the empowerment of women could be possible through attainment of gender equality. It also observed that women in India subjected to various types of discrimination and disabilities towards enjoyment of benefits of development consequent upon disempowerment.

Originality/Value: The novelty of the paper is determination of underlying causes of gender inequality, establishment of gender equality which ensures women empowerment as well as social justice.

Social Implications: If the women are empowered through gender equality, the society will be enriched by holding better livelihood and wellbeing and social justice be established.

Keywords: Equal Rights, Equal Opportunity, Responsibilities, Social Development, Economy.

Paper Type: Analytical

Introduction

In today's world, gender inequality is closely linked to women's rights. All over the world, women and underage girls are subjected to many harmful activities, including sex trafficking, homicide, wartime sexual violence and other abusive tactics. Eliminating them will eliminate a lot of gender inequality. The UN Population Fund said in a statement that "despite the recognition of women's rights as human beings in a number of international agreements, women are still more likely to be poor and illiterate than men in the workplace." Women are less likely to be politically active and are relatively more likely to be victims of domestic violence". There is no doubt that the rate of violence against women in all walks of life is increasing day by day. But a recent survey also found that India tops the list of discrimination against women in South Asia, whether in the workplace or on the Internet. In the corporate world, 50 per cent of female workers are paid 20 per cent less than men, despite having the same job or responsibilities. In the case of manual labor, female workers get less than male workers. This information has come up in the report of the consulting firm Mackenzie. According to the report, women's employment opportunities in India are lower than in China, Japan, the Philippines, Myanmar and . India also ranks first in terms of gender pay inequality. 70% of Indians think that the children of working women are neglected. This picture has intensified the social crisis. Specialists are blaming the patriarchal mentality behind this. It is not possible to prevent child rearing without equal responsibility of mother and father. For this we have to make a continuous effort. As a result of managing the family and children, the scope of work of girls is getting limited. Due to low participation in the labor market, women are not getting the opportunity to bargain with their salaries. The government has recently enacted a law mandating 36 weeks of paid maternity leave. It is not the choice of private employers for commercial interests. So they want to limit the

recruitment of girls 40% of women are victims of harassment in the workplace According to a study by experts, India is the most dangerous country for women Why only expert surveys. According to the Government of India, crimes against women increased by 63% between 2016 and 2017 Every hour there are four reports of rape Not just rape or sexual violence, but child trafficking, sexual abuse, female feticide, and forced marriages are equally common. From that point of view, the picture of India is scary

Literature Review

Prof. R .G. Dastidar (2018) suggests in no region of the developing world, women are equal to men in educational, social, and economic spheres. The present study clearly witnesses the shadow of gender inequality. Majority of the employment opportunities are being enjoyed by men irrespective of their community, caste and category. This differential distribution in educational system makes teaching's a gender specific occupation, especially in higher education. Teaching is the profession where educational qualification, command over subject, commitment toward profession and teaching skill should be valued than gender, but unfortunately these values are ignored in practice. The targeted respondents in the present study are equal in terms of education and earning capacity, same question, and your answers will be rather mixed. Women struggle to get an education, healthcare, and a voice in politics. Their struggle harkens to that of women in the United States pre-1960s. Women were not united, and they had not yet made major bounds towards equality. However, women could afford to concern themselves with their own equality in the US at the time because their selves and their children were guaranteed to be fed, clothed, and have a roof over their heads. Women in Burkina, like many Western African nations, have to work every day to feed themselves and their children. Once these issues are resolved, perhaps then things will change in Burkina Faso as they have in the United States. From all the discussing above, gender inequality is obviously an urgent problem in the world. Despite the fact that its volume much decreases, it still exists and make a lot of people suffer its consequences every day. And there are many reasons leading to gender discrimination which cannot be solved easily. However, with education and progressive thoughts of people, there are also reasons to trust in the future of gender inequality being stopped. Then, hopefully, people can live in fairness no matter.

Dr. T. M. Devi (2017) suggests that women constitute almost one - half of India's population, without their engagement and empowerment, rapid economic progress is out of the question . For economic growth to be really inclusive, women empowerment is of utmost value. It is

crucial for achieving sustainable economic development of our country and even beyond. Still a large part of women do not have sufficient autonomy regarding the value choices for their own life. The data also revealed that there is a necessity to look beyond economic resources or material prosperity and into cultural and social influences, which are playing a significant role in shaping the women's autonomy and empowerment. Along with government, civil society organizations and all other stake holders must come forward and involve in the women empowerment process is the need of the hour.

Naila Kabeer (2005) suggests that gender relations, like all social relations, multi-stranded: they embody ideas, values, different tasks, activities, and domains; they determine the distribution of resources; and they assign authority, agency, and decision-making power. This means that gender inequalities are multi-dimensional and universally agreed set of priorities. Any attempt to do so will run the danger of being either too narrow (as the MDGS have been accused of being) or a wish list that too long and complex to act on. However, gender relationships are not internally cohesive. They contain contradictions and imbalances, particularly when there have been changes in the wider socio-economic environment. Consequently, shift in one aspect of social relations can initiate a series of changes in other aspects, with unpredictable consequences. To that extent, it could be argued that each of the three and identities; they allocate labour between cannot be reduced to some single and indicators embodied in MDG 3 has the potential to make a difference. Each can term consequences. Indeed, the same could be said of any set of policies that seeks to improve women's access to resources. Some may be more strategic than others, but all have transform Tory potential as long as the change in question is a genuine expansion of women's choices, rather than a token gesture of paternalist benevolence. bring about immediate changes with longer- However, this article has also argued that unless provision is made to ensure that policy changes are implemented in ways that allow women themselves to participate, to monitor, and to hold policy makers, corporations, and other relevant actors accountable for their actions, this potential is unlikely to be realized. Women's access to education may improve their chances of a good marriage or their capacity to sign their names on a document, but unless it also provides them with the analytical capacity and courage to question unjust practices, its potential for change will be limited. Women's access to paid work may give them a greater sense of self-reliance and greater purchasing power, but if it is undertaken in conditions that erode their health and exploit their labour, its costs may outweigh its benefits. Women's presences in the governance structures of society clearly

carries the potential to change unjust practices, but if the women in question are drawn from a narrow elite, if they have been invited rather than elected, and if they have no grassroots constituency to represent and answer to, their presence will be only a token one.

The question, therefore, is to what extent the international community is prepared to provide support to women at the grassroots - support which will ensure that they have the collective capabilities necessary to play this role.

The primary objective of the report of S. Kishor and K. Gupta (2005) was to assess progress in India toward the twin goals of gender equality and women's empowerment using data from the 2005-06 National Family Health Survey (NFHS-and its two predecessor surveys, NFHS-1 (1992-93) and NFHS-2 (1998-99). The specific areas investigated included son preference, education, age at marriage, spousal age differentials, employment, female household headship, women's access to resources, gender relations in the household, women's participation in decision-making and spousal violence. In general, the report finds that gender inequality is persistent in every domain examined, and women are disempowered both absolutely and relative to men. Further, an examination of indicators for which trend data are available shows that the progress toward gender equality and women's empowerment remains very slow.

In the present study an attempt has been taken to analyse how gender equality ensures women empowerment, indentifying the underlying causes and remedies of gender inequalities. So far knowledge goes such type of research work is scarce in nature.

Objective of the Study

1. To eliminate all forms of discrimination against women by establishing gender equality in the workplace and providing justice and taking positive steps.
2. To know various causes of gender inequality.
3. To know how we can eliminate gender inequality.
4. To know gender equality ensures women empowerment.

Methodology

The present paper is a descriptive analysis of “Gender inequality as a global issue” forwhich we have taken data from secondary source that are research articles, books,

periodical records and government publications.

Discussion

Egregious gender inequality still exists globally despite of substantial national and international measures that have been taken towards gender equality. Only four out of over 135 nations have achieved gender equality including Costa Rica, Cuba, Sweden, and Norway. Yemen was scored the lowest across all dimensions. Measures of gender equality include access to basic education, health and life expectancy, equality of economic opportunity, and political empowerment. Although there have been evident progresses, many alarming issues regarding gender discrimination still prevail today; therefore, total gender equality must be made a global priority as a fundamental step in both human development and economic progress. The degree and causes of gender inequality vary throughout the world. Noticeable crimes against women consist of violence, feticide (murder of women), and rape (war rape). killing, one such offense, is when a female member of a family is killed for the perception of brought dishonor to the family. It has become a massive issue in countries' such as Pakistan and the Muslim Middle East, and is on the rise. In July 2009, two Saudi Arabian sisters, 21 and 19 years old, were killed by their brother in the presence of their father under the rubric of family's honor. Other instances of illegality include the over 3.000 women in Guatemala who have been murdered over the past seven years on account of cases involving misogynistic violence, the estimated 130 million girls who were genitally mutilated in Africa and Yemen, and the approximate 5,000 women in India who suffer female infanticide each year (bride burning) due to insufficient dowry payment money given to the husband by bride's family. These actions are not only unlawful violence against women, hut also towards the whole of humanity.

Sex-selective abortion is yet another major disaster of gender inequality as it fuels human trafficking, demographic imbalance, and sexual exploitation. India and the two most populated nations on Earth, both informally maintain this practice of preference for male child birth over female. Females are undervalued in Chinese society, and under ONE CHILD POLICY, families opt for boys over girls. In China, with approximately 32 million more boys than girls under the age of 20, females are widely viewed as weaker, more expensive, and less intelligent than men. This gender imbalance has caused a ratio of 126 boys to 100 girls among the 1-4 age groups. Similarly, in India the birth of a boy is welcomed while that of a girl is viewed is a violation of the right to life and has distorted the natural sex ratios of 50/50

countries in which it is practiced. National and international measures are at work but they are not sufficient to minimize and eliminate gender inequality. For instance, the Society of Defending Women's Rights in Saudi Arabia is designed to empower women and protect their rights. In India, the Prevention of Immoral Traffic, the Dowry Prevention Act and the Sati Act aim to prevent widow burning. Indeed, China and India are both fighting feticide and infanticide. By providing financial assistance to families with girls, India is not only encouraging female education, but also supplying parents with financial aid for their daughter's dowry. Meanwhile, China has taken strides to limit the abuse of modern technology by outlawing the use of ultrasound or gender detection methods. Moreover, they have granted parents who have a female child another chance at birthing a son in the hopes that families will not abandon, abort, murder their female infant. From an economic viewpoint, gender discrimination is growth as it prevents countries from reaching their maximum productivity potential. Although women constitute 40% of the global work force, there are still many who are unpaid family workers in the informal sector. Those who do work are generally paid much below that of male workers, despite being equally capable and skilled. Furthermore, their status and promotion is limited to middle or below ranks, they are laid off pre-retirement age more frequently than men, they have limited educational opportunity, and they typically run smaller farms and less profitable enterprises. Due to these obvious restrictions, many countries experience loss of productivity that amounts to 25% due to gender discrimination. According to one study, Japan's GDP will gain by 15% if employment gender discrimination is adjusted. Unfortunately, the historical influence of Confucianism in Japan has led to male superiority over female through domestic abuse, emotional violence, sex exploitation, unfair treatment in career, and an inferior social status. Gender discrimination is costly to nations across the globe and forces women to suffer the severe emotional and economic repercussions. Beyond the economic costs, gender inequality also has severe individual and societal losses for a nation.

In India, the birth rate of women is much lower than that of men. Where 1,000 boys are born every year, 917 girls are born. Many girls are killed in the fetus before they are born, so that they cannot see the light of day. Infants are more neglected in the family in childhood. Their educational opportunities are less. Similarly, there are thousands of obstacles for women to participate in economic activities or work. Women are paid less than men involved in the same work and other benefits are also less. As the economy grows, so does the importance of India in the world, and as gender inequality expands. Although Indian women have made

some progress on women's empowerment in politics, they are in dire straits in terms of access to education, health and longevity, and participation in economic activities.

This is not the end, the scope of physical abuse and sexual abuse of girls is wide. According to the National Child Abuse Survey, 53% of girls are victims of some form of sexual abuse from childhood and in most cases by their acquaintances or relatives. The list of family and social exploitation of girls is long. About 5 out of 10 girls are not considered for marriage, 8 out of 10 people have to get permission from the house to see a doctor. 7 girls get married before they become adults. Forty-six percent of women over the age of 25 admit that they get married before they reach adulthood. Among women, especially poor women die while giving birth in unhealthy environment. In India, at least 54,000 mothers die during.

Girls are more likely to be malnourished since childhood. As a result, when they become mothers, their children have to suffer the consequences of malnutrition. About 42.5 percent of children in India suffer from malnutrition. Girls are more likely to be malnourished, as sons are given priority in terms of feeding and care. Girls are taught to think from childhood, boys are the wealth of the world. About 54% of children are not fully developed. Girls stopped studying much earlier than boys.

Social rights have been realized through education, individual freedom. But what is it? How much has the picture inside changed? What has changed is merely external. Even today, educated girls cannot move freely on the streets. Rape and sexual harassment are the victims. Education, employment. The people of the house have to be worried until the girl returns home. Why? Because thousands of girls are lost every year. 30 lakh girls are lost every year in India due to greed and poverty. Among the missing girls are 12 lakh infants and 8 minors. According to Nobel laureate Professor Amartya Sen, one of the reasons for the disappearance of millions of women is the well-planned practice of female feticide. In the last twentieth and twenty-first centuries, the sex ratio in India has been steadily declining. Determining the sex of the fetus during pregnancy and aborting the fetus is a conspiracy to prevent the birth of a baby girl in society. Using modern technology, baby girls are being deprived of their birth rights. What could be more social inequality?

The Cause of Gender Inequality is Health

Women, for both physiological and social reasons, are more vulnerable than men to reproductive health problems. Reproductive health problems, including maternal mortality

and morbidity, represent women in developing countries. Failure to provide information, services and conditions to help women protect their reproduction health therefore constitutes gender-based discrimination and a violation of women's rights to major but preventable cause health and life.

Economic Empowerment

In India more women than men live in poverty. Economic disparities persist partly because much of the unpaid work within families and communities falls on the shoulders discrimination in the economic sphere.

Educational Empowerment

About two thirds of the illiterate adults in India are female. Higher levels of women's education are strongly associated with both lower infant mortality and lower fertility, as well as with higher levels of education and economic opportunity for their children.

Political Empowerment

Social and legal institutions still do not guarantee women equality in basic legal and human rights, in access to or control of land or other resources, in employment and earning, and social and political participation. Laws against domestic violence are often not enforced on behalf of women.

Concern in development taking gender concerns into account when designing and implementing population and development differences between the roles of men and women, differences that demand different approaches. Second, there is systemic inequality between men and Universally, there are clear patterns of women's inferior access to resources and opportunities, Moreover, women are systematically under-represented in decision- making processes that shape their societies and their own lives. This pattern of inequality is a constraint to the progress of any society because it limits the opportunities of one-half of its population. When women are constrained from reaching their full potential, that potential design and implementation should endeavor to address either or both of these factors.

Conclusions

The study reveals that gender equality is very essential to achieve the goal of women empowerment. It also observed that women in India subjected to various types of

discrimination and disabilities towards enjoyment of benefits of development consequent upon disempowerment. Hence the empowerment of women could be possible through attainment of gender equality. In order to promote gender equality in socio economic development, the following measures can be considered.

Recommendations

1. Stop child marriage and sexual harassment.
2. Make education gender sensitive.
3. Raise aspirations of girls and their parents.
4. Give proper value to women's work.
5. Get women into power.
6. Encourage women into non-traditional vocations.
7. Empower mothers.
8. Stop the violence. Violence against women keeps them from achieving their goals. Properly addressing domestic violence is essential.
9. Beware the backlash. It is important to remember that there are people who actively wish to maintain or increase the current level of gender equality. Ensuring that these individuals do not undo the progress that is made is crucial. One way to avoid this problem is to engage men for gender equality.
10. To work together in employment for both men and women.
11. Eliminate inequality in employment and provide equal pay for men and women.

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