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# A STUDY ON GENDER INEQUALITY PREVAILING IN THE SOCIETY

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## ABSTRACT

The growth of economy will always depends upon the women power in the society. Education is very important aspect of reducing inequality between men and women, this shows that education among the general population is important for improving gender equality. Role of women is more in development in the economy. When there is a unequal treatment of individual based on gender this will give rise to gender inequality, there for equal importance must be given without concentrating on gender aspect. There should not be any discrimination between men and women in any aspect. Gender equality is not equality of outcomes for men and women, but rather equality in the determinants of these outcomes that is, equality in opportunities or resources, rights and voice. Women will also equally contribute for the economic growth. Women should also get all the opportunities which are available in the economy likewise women must get equal rights in all aspects. In the economy we can find many examples of gender inequality issues. Women will be equally contributor for the overall development and growth of the economy and also will take equal part in elimination of poverty level.

**KEY WORDS:** empowerment, outcome, economy etc.

## I. INTRODUCTION

This paper reviews empirical findings from economic analyses of the role of gender equality and women's empowerment in reducing poverty and stimulating economic growth. Education will be one of the important tools to encourage reduction of inequality among men and women (Ramamoorthy, N., and Flood, P, 2004). When women will be educated then she will gets lots of opportunities in the society, when women will be qualified then women will be recognised by the society and will be able to get good job and she will also become economically strong. Many problems can be reduced when women is educated. How might gender equality affect growth and development? On a global level, women have fewer economic opportunities to improve their lives. They are often restricted in terms of education, ownership of property, monetary return for their work, financial opportunities, and

opportunities to influence the decision making at the level of the family and the society (Bampton, R., and MacLagan, P, 2009). Given that women account for about half of the population and economic potential, it is likely that this individual lack of opportunity is reflected in failures at the macroeconomic level as well. Casual observation indicates that countries where women and men have more equal economic opportunities are also the more affluent countries (Tsai, W., and Ghoshal, S, 1998). There seems to be some association between level of development and the role of women in the society. United Nations Development Program (UNDP) and the World Bank have also done extensive research on gender and development. It has become widely understood that promoting gender equality is an essential component of an effective economic and human development strategy. For example, World Bank (2003a) reports:

"There is now a shared understanding within the development community that development policies and actions that fail to take gender inequality into account and fail to address disparities between males and females will have limited effectiveness and serious cost implications." Gender equality and women empowerment are like two sides of the same coin. Government has introduced a number of programs and initiatives for 360 degree societal and economic development of Indian women along with the minority classes (Baker, V.L et.al, 2006). The success of these programs duly depends on the strategic scanning of environment, to formulate the rational policies and their successful implementation.

## **II. OBJECTIVES OF THE STUDY**

1. To know the role of women in the growth of the economy
2. To know the role of women in reducing poverty.
3. To the role of education in empowering women and reducing gender inequality.
4. To know the role of men in promoting gender equality.
5. To know the initiatives of Government towards empowering women.
6. To know the men and women role in economic growth.

## **III. METHODOLOGY APPLIED**

The research is developed through primary and secondary source of data. Primary data obtained through issue of questionnaires. The sample size taken for this research is 50 respondents randomly selected from Mangalore, Udupi and Puttur taluk of Dakshina Kannada district. Theoretical information collected through referring secondary source such as books, journals and magazines.

## **IV. PROBLEMS THAT WILL CREATE DIFFERENCE IN GENDER INEQUALITY**

### **1. Concentration of power:-**

In majority of the country major role is played by the men, not because that women are not competent to perform their duty but with an intention that they want to concentrate all power with their hand itself.

### **2. Wage difference:-**

In workplace women employees are working same as men workers but women employees are paid very less compare to the male workers. Sometimes same designation but normally they practice differential rate of wages in male and women employees.

### **3. Exploitation:-**

As we now seen women are sexually harassed in the workplace and home. It result women will lose their concentration and always work in a fear. It is really bad to say women exploitation is done

frequently in the nation without any news to anyone.

### **4. No basic facility:-**

In most of the time where women workers are working no basic facilities like wash room, toilets, rest room etc. In these condition women workers are working means where we can see improvement in the performance of the women employees.

### **5. Female infant death:-**

At present we can see that female babies are thrown to the dustbin and when they come to know that it's a female child sometimes they also try to kill that child.

### **6. No security:-**

In the recent days we can see that what happened in our country its terrible to walk a female in the night or sometimes in the day itself. There is no security to the women to lead their life as a free bird in this society.

### **7. Family Problems:-**

Work life balance is the one of the major problem of the women workers to work efficiently in the company. They have to manage the family and company, this makes some times women employees have to fall under stress and it will reduce their competency in their performance.

### **8. No education to female child:-**

In our country at present also we can see that parents are not so much interested to give education to female child as compare to the male child.

### **9. Dress code:-**

We can see that there is no restriction to the male child how they have to dress in the society but for the female child from the time of its birth we start imposing dress code strictly on her.

## **V. SOLUTION TO SOLVE GENDER INEQUALITY**

### **1. Education:-**

Empowerment of women can be possible by upgrading their educational qualification and make them competent and as equal to men in the society. Every citizen of the country has to understand the importance of the women and provide education to the women child to lead her life in successful way.

### **2. Participation in decision making:-**

Women s also have to give freedom to express their views in the time of family will take important decision for the welfare of the all the family members. Sometimes women will have bundle of knowledge in the various aspects this will make to give immediate solution to solve the problems that faced by the family.

### **3. Equal pay:-**

In every organization employers has to pay equal wages to the women employees without making any gender discrimination under equal remuneration Act 1976. In case employer failed to follow this act he must be punished by court of law.

### **4. Government:-**

Government also have to take active role in solving the gender inequality between men and women through introducing various women development program

#### **5. Welfare facilities to women employees in the workplace:-**

A good welfare facility like rest room, washing facilities, sitting arrangement, drinking water points, crèches, lunch room, canteen facilities has to be provided to the women employees in the workplace. This will make the women employees to work better in the organization.

#### **6. Equal treatment to women:-**

In the society it is the duty of each and every person has to treat the men and women equally. There should not be any discrimination has to be made between men and women employees while providing any opportunity to the Indian citizen.

#### **7. Security:-**

Society has to provide good security to the women to encourage the women development. It may be freedom to speak, good health, job security and good work environment. It will create a good atmosphere for women to properly utilize the all the resources for the development of country.

#### **8. Recognition:-**

Family or organization has to identify the good work done by the women it will motivate the women to perform better. Recognition will boost their confidence and encourages other women group also to show their hidden talents that will make our country proud in all over the world.

#### **9. Develop leadership:-**

Leadership qualities have been developed in the women to take active leadership in each and every field which she interested. As we see nation leaders like Kasturi ba, Indira gandi, Indira Nohi CEO of Pepsi Co. A good leader will always try to make our country to be proud and lead the group actively towards the success.

## **VI. ANALYSIS**

### **1. Women contribution is the one of the major factor for the overall development of the economy:-**

<b>Particulars</b>	<b>No of Respondents</b>	<b>% of respondents</b>
Strongly Agree	39	78
Agree	8	16
Neutral	1	2
Disagree	2	4
Strongly disagree	0	0
<b>Total</b>	<b>50</b>	<b>100</b>

#### **Inference:-**

From the above data we can observe that the majority of the women response is that women will

contribute the major role for the development of the country.

### **2. Role of women in reducing poverty in the economy and women will take part in this aspect:-**

<b>Particulars</b>	<b>No of respondents</b>	<b>% of respondents</b>
Strongly Agree	35	70
Agree	12	24
Neutral	2	4
Disagree	1	2
Strongly disagree	0	0
<b>Total</b>	<b>50</b>	<b>100</b>

**Inference:-**

From the above analyzed data we can interpret that women will play an important role in the removal

of poverty in the economy, even this will leads to the development and growth of the economy.

**3. The role of education in empowering women will reduce the gender inequality:-**

<b>Particulars</b>	<b>No of respondents</b>	<b>% of respondents</b>
Strongly Agree	43	86
Agree	7	14
Neutral	0	0
Disagree	0	0
Strongly disagree	0	0
<b>Total</b>	<b>50</b>	<b>100</b>

**Inference:-**

We know that education will take important role in empowering women in all areas. From the above analysed data we can prove the statement that education is giving confidence in women and also

it is empowering women in all areas. Even respondents are positively shown their opinion on the above statement that education will be taking important role in empowering women.

**4. Government by implementing the various plans for the development of the women will try to bring down gender inequality:-**

<b>Particulars</b>	<b>No of respondents</b>	<b>% of respondents</b>
Strongly Agree	28	56
Agree	11	22
Neutral	3	6
Disagree	6	12
Strongly disagree	2	4
<b>Total</b>	<b>50</b>	<b>100</b>

**Inference:-**

There is a mixed opinion by the respondents that some have positively expressed their opinion and some respondents are in neutral expression of their opinion and some are disagreed the above statement. Majority of the respondents saying 56% of the respondents strongly agreed, 22% of the respondents agreed, 6% of the respondents in neutral expression, 12% and 4% of the respondents disagreed and strongly disagreed respectively. By this we can conclude that government will be taking initiative in majority aspects for the empowering the women in all the areas.

**VI. FINDINGS**

1. Women play an important role in the growth of the economy.
2. Educating women will leads to improve the welfare condition and empower women in all areas.

3. There is equal contribution by men and women to the societal development.
4. Government also took many initiatives in encouraging women in many areas.
5. Gender equality and gender development are the key issues for the planners and policy makers.

**VII. SUGGESTIONS**

1. There should be compulsory primary education for the girls.
2. Organization of women through Self Help Groups with active support of NGO's.
3. Create an enabling environment for women to exercise their reproductive rights and choices freely.
4. Ensure minimum and equal wages to women workers.
5. Government should frame good policies to protect and promote women.

### VIII. CONCLUSION

Promoting gender equality and improvement in the status of women are specifically stated to be central goals of development and social policy in India therefore promoting women and empowering women will be one of the important works of the society (Ramamoorthy, N., and Flood, P, 2004). However, women in the country are still far behind men in most indicators of human development. Women's subordination status and inequalities are reflected in almost every sphere in Indian society. Hence, promoting gender equality in patriarchal social order is impossible without the consent, mindset, and involvement of male population. In order to improve the status of women in India, the efforts need to get the support, assistance, understanding, and involvement from the major partner – the "male" of the society. There is the need to empower the boys and men in terms of their understanding, information, and capacity building regarding equal opportunity for both the sexes. A woman plays an important role in promoting economy and elimination of poverty level.

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