

DISCRIMINATION ON THE BASIS OF GENDER INEQUALITY IN SOCIETY: A SOCIOLOGICAL STUDY

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Abstract

This study's examination of secondary data has brought attention to gender inequality. An effort has been made to identify the gender inequality elements influencing the state of the economy in the community. An effort has been made to identify the contributing causes to this social issue in the community, including education, work opportunities, income, health, cultural, and economic difficulties. As a result, this research has shed light on a variety of gender inequality-related concerns in society. According to this research, there is inequality based on discriminatory legal, cultural, educational, social, and economic reasons. This presents a significant problem for social scientists and policymakers trying to achieve equality in society. Thus, a variety of topics related to gender inequality in society have been brought to light in this research. The findings of this research point to economic, social, legal, educational, and cultural discrimination as the basis for inequality, which makes it difficult for social scientists and policymakers to create equality in society. There are many other forms of stratification in society, but gender inequality, which has persisted for millennia, is the most notable. Women are subjected to a variety of forms of discrimination, including honour killing, commercial possibilities, domestic abuse victims, and education. The fact that the sex ratio is steadily declining as a result of these discriminations is not encouraging for society. Within the family, there is a variation in the attitudes about women between brothers and sisters. Women are not granted the same freedoms as males. Women do not have the ability to better their situation since they are not free. It is

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for this reason that women are viewed as inferior to men. When we discuss horrors, we must acknowledge that crimes against women occur both within and outside of the house. There are instances of both pay disparity and physical exploitation. Sometime there is economic and politically.

Keywords

Economic, employment, education, abortion, professional inequality, household inequality.

Introduction

Gender inequality is the social phenomenon in which people are not treated equally based on their gender. This inequality may be due to gender discrimination or sexism. Behaviour may arising from distinctions related to biology, psychology, or cultural norms prevalent our society. Some of these distinctions are empirically based, while others appear to be social constructions. While existing policies around the world cause inequality among individuals, women are the most affected. Gender inequality weakens women in many areas such as health, education, and professional life. Studies show different experiences of gender in many domains, including education, life expectancy, personality, interests, family life, career, and political affiliations. Gender inequality is experienced differently in different cultures. Gender is usually assigned to people usually based on the appearance of their sex characteristics at birth, whereas a person's sex refers to the 'biological characteristics' that define humans as female or male.

Gender is highly complex, constantly shifting, and encompasses many categories beyond the binary idea of girl/boy. Gender diversity/nonconformity refers to 'the extent to which a person's gender identity, role, or expression differs from the cultural norms prescribed for people of a particular sex.

(World Health Organization (WHO))

Gender inequalities exist due to systemic and historic biases as well as discrimination. The socially constructed differences between women and men—including expectations of roles and responsibilities, as well as differences in patterns of employment and unpaid work—means that inequalities faced by women start at birth and follow them for life.

Objective of the Study

1. To know the impact of gender inequality on female
2. To access the discrimination on gender inequality

Methodology

This research paper is descriptive research. An extensive analysis of secondary data and information has been done to prepare the research paper. Secondary information has been collected from various articles published in various

journals. We have used the method of content analysis for the collection of secondary data. These include books, articles, journals, magazines, websites, etc.

Role and Importance of Gender Equality

Gender equality means that there should be no discrimination on the basis of gender in society. Gender is a biological process, but sexuality is a social phenomenon, which is an obstacle in the development of society. For the all-round development of any society, it is necessary to have freedom, equality, and brotherhood in the society. The development of society is not possible without equality. For social development, everyone should get equal opportunities, be it women or men, but if seen, women are underestimated everywhere. Whenever women have got an opportunity, they have emerged and have contributed to society with their hard work from ancient times till data. Whenever women get equal status as men in society, they have also lived up to it and have made their place in every field by standing shoulder to shoulder with men.

Gender Inequality

From ancient times to today, discrimination and stratification are found in every society, but when the stratification starts from a biological to a social level, discrimination starts on the basis of sexuality instead of gender, then it is called gender inequality. The unequal distribution between men and women on the basis of gender gives rise to gender inequality, due to which society still looks down upon women.

Review of literature Kumar, Suman preme et...al (2019) Analyzing gender inequality. To study the relationship between economic development and equality. To analyze the relationship of women's education with poverty alleviation and to analyze the relationship between equality and national education level this research paper study is based on secondary data, which is based on the research paper articles published in national and international research journals, various newspapers, books, government reports, available on the government website. In this method, the method of analysis has been used on the data. On the basis of the above analysis, it can be said that equal participation of women in education can improve their social status. And the outlook of society can also be changed through education. All-round development of society is possible only when the level of women is raised.

Mathur, Krishna Prkash (2021) Hi is find in his research, conclusions were drawn from the data collected by the researcher using various techniques and statistical methods. In these findings, it was found that there is a significant difference in the status of women in different professions. There is no significant difference in the measures given to remove gender discrimination against women in different professions. There is no significant difference in the gender discrimination against women at different workplaces. There is no significant difference in the effects of women empowerment on gender discrimination.

Kumar, Sunil et...al (2013) On the basis of their study, we can say that gender inequality is at its peak in India. In the context of India, the personal laws of religious communities discriminate against women on issues such as marriage, divorce, inheritance and guardianship of children. Women are exploited in every field here, whether it is the field of education, health or their desires. But still the government has made some provisions for this, like passing the Immoral Traffic Suppression Act in 1959, passing the Equal Wages Act in 1967, Domestic Violence Act 2005, Women Empowerment Program, etc. Many laws have been passed. Now women have been given 33 percent reservation in every field. But still the condition of women has improved only partially. To some extent, Indian society is also responsible for this.

Goel, Yogesh Kumar (2024) Celebrating Girl Child Day will be meaningful only when serious efforts are made to change the attitude of the society towards the girl child apart from discrimination against them and serious steps are taken to provide them a fear-free environment in the society. Even today, there is no dearth of problems related to girl child, from female foeticide to gender inequality and sexual exploitation. Gender discrimination is still a big problem in the society, which girls or women have to face throughout their lives. Celebrations like Girl Child Day will be meaningful only when not only the girl child gets her rights but every girl child also gets proper respect in the society. There is a need to develop this thinking in the society that these girls are not only our best today but also the golden future of the country.

Jain, Banwari Lal (2015) He is find in his study that rural women are considered to be involved in many tasks like collecting fuel, weaving, grazing animals etc. These tasks are done by women more than men, but gradually, with the development of economic technology, the status of women has changed. Today, due to electricity, gas and toilets in every home, women have got some relief from hard labour and they are developing their intellectual and mental abilities, which has an important role in reducing gender inequality in the society.

Purkayastha, B.S (2024) The government is improving its various schemes to make them more effective, but it should pay special attention to ensuring that women entrepreneurs get equal access to the benefits of all entrepreneurship support schemes, including women-targeted schemes. Not only this, more schemes supporting entrepreneurship in the digital economy are needed. If more and more women-owned business enterprises play a major role in the society by creating employment opportunities in the country, it will bring about demographic change and inspire the next generation of women entrepreneurs.

Cui, Ruomeng et...al (2019) Our findings suggest that, if lockdowns are kept in place for too long, female academics in junior positions and at top-ranked universities are likely to suffer significantly – a fairness issue that could put women at higher

unemployment or career risk in the future. We hope our findings will raise awareness of this issue. Actions can be taken to balance domestic responsibilities between spouses.

Meena, Ravikesh (2020-21) Lack of equal opportunities for women in the field of education and employment, inequality in the labor market, increasing cases of sexual violence and the burden of domestic work are major obstacles in the way of women's development. Gender inequality is the biggest obstacle to women's empowerment. A positive attitude should be adopted about the role of women in society by changing the thinking. Active participation of women in the decision-making process has a positive impact on education, health, nutrition, employment and social security. Since women empowerment is not only a challenge for women's empowerment but also for the society.

Ahirwar, Charan hari et...al (2021) 8 Current Women's Debate Conclusion The principle of gender equality is contained in the Preamble, Fundamental Rights, Fundamental Duties and Directive Principles of the Indian Constitution. The contribution made by women in the progress of the country today is unprecedented. They have shown their talent and foresight by supporting men in every aspect of life. Prominent female personalities who have emerged include Lakshmibai, Durgavati, Vijay Lakshmi Pandit, Mahadevi Verma, Subhadra Kumari Chauhan, Sarojini Naidu, Indira Gandhi, Kalpana Chawla, Sunita Williams, Mrs. Pratibha Patil, Mayawati, Sonia Gandhi, Jai Lalita, Mamta Banerjee, Vasundhara Raje Scindia, Sushma Swaraj, Uma Bharti, Kiran Bedi, Anjum Chopra, Jhulan Goswami, Arundhati Roy, Medha Patkar, Sania Mirza, Saina Nehwal, P.V. Sindhu, Himadas etc. Today women are moving ahead by establishing themselves in the society in different circumstances and are making others aware of their talent and capabilities while struggling with various competitors. Women who have contributed to many cultures have today succeeded in creating their own distinct identity. There is no special biological difference or discrimination among women, rather they are nature-given characteristics in which harmony and creation of society is inherent.

Pandey, Harish et...al (2015) found that schools also seem to be socializing men and women in accordance with the patriarchal system. It is playing an important role in shaping the same patriarchal image of men and women. There is a lack of commitment towards women empowerment and gender sensitivity in the school environment. Education needs to be more sensitive to shape a woman with independent consciousness in the changed social environment of the 21st century. For this, there is a need to shed light on gender inequality in the school environment and this is very important because school has a direct and very deep relationship with the socialization of the child. Hence, there is a need to make the school environment gender sensitive so that it develops a fair, just and human image of women.

Education Discrimination

Causes of gender inequality in India for girls have resulted in educational regress in India. It is a sad fact that girls in India are still denied the opportunity to

learn despite the nation's educational reforms. People need to mend their perspectives and comprehend the advantages of educating girls. A well-read, educated woman makes sure that other family members, particularly the children, have a good education. Discussion that can contribute to steering policy and practice away from the narrowness of gender parity as a proxy for gender equality. One of the intentions of the broader definitions offered here is to look both at gender in the distribution of opportunities and outcomes in schooling, and to review the institutions which might perpetuate aspects of gender inequality, despite gender parity in distribution. The discussion aims to try to build the connections for equality between education and other economic, political and social sectors, and to open up for scrutiny the question of who generates, discusses and uses the data, and how local processes, which inform policy and hold decision makers to account, can be built. Unterhalter, Elaine (2015).

Domestic Violence

Women have to become victims of domestic violence. There is no share of women in their father's property. Due to fear of public shame, women are killed in womb itself. Because of practices like dowry, people don't consider right to have a girl because before having girl, people start worrying about her marriage. At home, girl is always called as someone else's property. That's why women don't get more attention on their education and other aspects. Due to this discrimination is done on the basis of gender in the society. "It is typical for women themselves to be blamed for "provoking" the violence perpetrated against them by men often those closest to them." Dr. Viplav, Dr. Naresh and Dr. August (2015). "Most of the harassment is done by women as shown in Table No. 540. This harassment is in many forms such as mental, economic and physical etc. and they have to bear this harassment at home and workplace as shown in Table No. 539. Still many respondents which are 42.10% and 33.7% consider the birth of a girl neither good nor bad, but 45% and 310% respondents celebrate the birth of a boy only in the family. Hence, these findings were related to the personal, social and economic background of the selected female respondents of chapter five." Dr Rani prabha solnki (2021) page no 104.

Employment Discrimination

Gender equality means that men and women have equal rights, both have equal means and opportunities. If we look at the world, in many places women are not given equal rights as men. Girls are not given much education. Women are discriminated against in means of employment. Women are denied many jobs because they are made to feel that you are a woman, you cannot do this. A stereotype is still prevalent in society that women are weaker than men. This greater participation of women than men in the formal sector appears to be largely due to their greater work responsibilities in the informal, or domestic, sector. Whether these responsibilities are assumed by free choice, by following social norms, by coercion, or by a lack of opportunities in the formal sector (whether due to gender discrimination or a general

lack of opportunities) may vary by individual and society. For developed countries, it appears that women now demonstrate a free choice to participate to a greater extent (than men) in the domestic sphere; for less industrialized countries, particularly where women may have received less schooling or training that is useful for paid work, the matter of choice is much less clear. However, studies across a variety of societies and times show that when women's work opportunities increase in the paid sector, with a concomitant increase in women's wages, women substantially increase their participation in paid work. Joyce P. Jacobsen (2011) page no 19

Suggestion

It is necessary for society to have its own attitude towards the work of women. In every society, the work of the helper is considered as if his household work has no important significance. Even today, society remains conservative. The division of work has been kept. If there is a boy, he will do this work; if the girl will do this work, as a poet has also said, "Man for the field and woman for the hearth, man for the sword and for the needle she, man with the head and woman with the heart, man to command and women to obey," which has remained like this. If seen, there is no such field today where there is no participation of women. Ever since there has been an increase in mass communication workers, women have developed themselves a lot and are making their important contribution in the economic, political, cultural, and social fields of society. There are some legal rights to the law to keep women safe. These rights should be certified; along with this, a change of discriminatory attitude is necessary. Whether the society is modern or not, it is necessary for people to have modern thinking. There should not be discrimination on the basis of gender. It is necessary to think beyond tradition and conservatism in society.

Conclusion

Based on the above analytical study, it is observed that gender inequality in women refers to diverse factors in society that affect women in the society. In the labour market, uneducated women are crowding into jobs requiring unskilled, physical labour, which are low paid and hazardous to their health and safety, a situation that can hardly be appreciated. As women's participation in the labour market is not sufficient for gender equality. Nevertheless, if more female labour supply is being utilized and the demand for their labour exists, it would be interesting to consider the circumstances that lead to this employment. As to some extent these may be due to increasing desperation and poverty induced compulsion that forces women to enter the paid labour market, the idea of women's participation in the paid sectors of the labour market is different from that of men because of the conservative traditional belief that women's roles are confined to the private, domestic spheres. Since such patriarchal role stereotyping precedes any discussion on women's contribution to the economy, there is no room for unbiased consideration and gender-based comparison. Similar lack or dearth of viable options to assess and compare women's efficiency or

productivity with their male counterparts in the employed sectors limits the fair assessment of wage inequalities in India. Women face inequality in every sphere such as no share in father's property, participation in cultural activities, barred from going to educational institutions etc. Questions like how to live, how to speak, what to wear are levied only on women. We see in our daily life that if there is a boy, then cricket toys are given, if there is a girl, then dolls are given, even there is discrimination in clothes, if there is a girl, then pink clothes and if there is a boy, then black clothes are given. Inequality is also seen in educational qualifications, the choice of subjects in schools and colleges is done by men.

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