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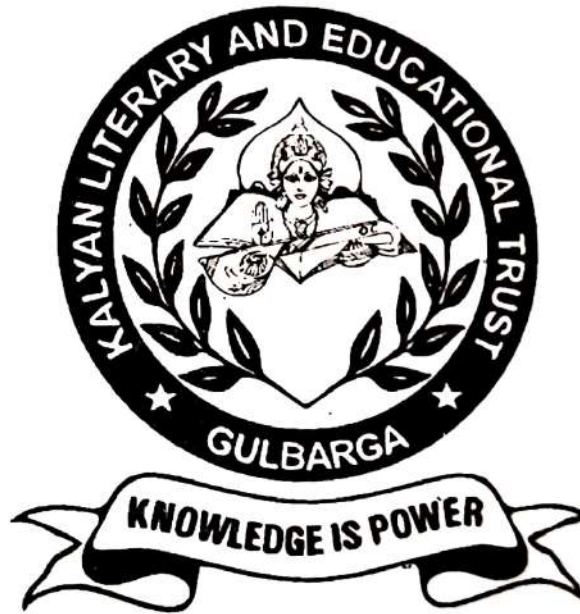


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WOMEN AND GENDER EQUALITY

Dr Mallikarjun I Minch

ABSTRACT

One of the most alarming facts of India is that the Gender Inequality is at its heights. Gender Equality basically means equality for both men and women in every aspect of life, politically, economically, in health, education, While the laws of Independent India are robust giving women a safety net, it is unfortunate that Gender Equality is still an issue. Gender equality or sexual equality is the state when all human being can have easy and equal access to all the opportunities, resources, etc., in spite of their biological differences. They should be granted equality in developing their own future, equality in economic participation, equality in the way of lifestyle, equality in granting them the freedom to make decisions, equality in almost everything they go through in their life.

Key words; women, inequality, governments policies, education

Introduction

Gender Equality is one of the severe issues in our current modern society. It refers to the equality of responsibilities, rights, and opportunities for females and males. Women, as well as girls, still fall behind the men and boys on the fundamental aspects globally. It is essential to maintain gender equality for global development as well. Till now, women are still incapable of contributing effectively, and in fact, they don't recognize their complete potential. Although our spiritual beliefs consider females as a deity, we fail to identify her as a human first. Women still understated in the positions of decision-making in different companies. Several studies show that there are below 1/3rd women in the world that occupy the ranks of senior management.

By offering gender equality in areas of health services, education, job, and involvement in administrative and monetary decision-making practices will ultimately benefit in attaining the economic sustainability overall. Numerous global organizations emphasize the significance of gender equality as a motivation for resolving several demographic, economic, and other issues Gender equality in India

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or in any other part of the world would be achieved when men and women, boys and girls would be treated equally, like two individuals, not two genders. This equality needs to be practiced at homes, in the schools, offices, in marital relations, etc. Gender equality in India would also mean that the females should feel safe and not driven by the fear of violence. The uneven sex ratio all over the country is a proof that preference for boys over girls is a ground level norm in our Indian society. And this blemish is not confined to just one religion or caste. To a large level, it infects the whole society.

Causes of Gender Discrimination:

There are several hurdles in the way of achieving gender equality in India. The Indian mindset dwells on the deep-rooted patriarchal system. Boys are given more value compared to girls who are just looked upon as a burden. For this reason, the education of girls is not taken as seriously, which again poses a threat to gender equality in India. Child marriages and child labor also contribute to the lack of gender equality in India. Poverty is another pitfall in gender equality in India because it pushes girls into sexual abuse, child trafficking, forced marriages, and domestic violence. Insensitivity toward women exposes them to rapes, stalking, threats, unsafe atmosphere at workplaces and roads due to which achieving gender equality in India has become a tough task.

Possible Solutions:

The causes mentioned above are only the tip of the iceberg. Serious groundwork needs to be done if we are ever to establish gender equality in India. We can all make a small yet significant change to improve gender equality in India.

Parents must teach their boys to respect girls and take them as equals. For this, both mother and father can be their role models. Education must become a necessity for all the girls without which hoping for gender equality in India would be worthless. School education and social culture also play an important role in spreading gender equality in India. Sex education, awareness campaigns, complete eradication of female feticide, the toxic effects of dowry and early marriages, should all be taught to students.

Gender Equality in India

Gender equality disparities and their social causes affect India's sex ratio, the wellbeing of women, the economic conditions as well as the growth of the country. Gender inequality in India is a multifaceted issue that affects a larger population of the country. In any case, when India's population is analyzed in general, women are often not treated equally to their men counterparts. Moreover, this has been an existence through ages and is also accepted as a part of the life even by many

women in the country. There are still parts in India, where women are the first ones to revolt if the government tries to take their men to task for not treating them as equals. While Indian laws on assault, endowment and infidelity have provided security to women at the basic level, these profoundly oppressive practices are as yet occurring at a disturbing rate, influencing the lives of many women even today. In fact, as per the Global Gender Gap Report discharged by the World Economic Forum (WEF) in 2011, India was positioned 113 on the Gender Gap Index (GGI) among 135 nations polled. Since then India has enhanced its rankings on the World Economic Forum's Gender Gap Index (GGI) to 105/136 in 2013. When separated into parts of the GGI, India performs well on political strengthening, however, is scored to be as terrible as China on sex-specific fetus removal.

Efforts to Fight Gender Equality:

i. There have been many initiatives by the respective governments, post-independence to somehow bridge this gap in gender inequality. For instance, some of the schemes run the government as on date under the Ministry of Women and Child Development to ensure women are treated equally such as Swadhar and Short Stay Homes to give alleviation and restoration to women in distress as well as destitute women.

ii. Working Women Hostels for guaranteeing safe settlement for working women from their place of habitation.

iii. Support to Training and Employment Program for Women (STEP) to guarantee practical business and salary age for minimized and resource less rustic and urban poor women all over the nation.

iv. Rashtriya Mahila Kosh (RMK) to give miniaturized scale fund administrations to realize the financial upliftment of poor women.

v. National Mission for Empowerment of Women (NMEW) to fortify the general procedures that advance all-round Development of Women.

vi. Sabla Scheme for all-encompassing improvement of young women in the age group of 11-18 years.

Moreover, some of the laws enacted by the government also provide protection to people irrespective of their gender. For instance, Equal Remuneration Act, 1973 accommodates installment of equivalent compensation to laborers for a similar work of comparative nature with no segregation. With the end goal to guarantee standardized savings to the specialists incorporating women in the disorderly segment, the Government has sanctioned the Unorganized Workers' Social Security

Act 2008. Additionally, The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act, 2013 covers all people, regardless of their age or business status and secure them against lewd behavior at all working environments both out in the open and private segment, whether composed or chaotic.

Role of United Nations:

The United Nations has been quite active in supporting the Indian government towards achieving its goal on gender equality. The UN Secretary-General propelled the United to End Violence against Women crusade with the mean to raise open mindfulness and increment political will and assets for averting and consummation all types of viciousness against women. Through its promotion activities at the worldwide, territorial and national dimensions, the United crusade is attempting to activate people and networks. Notwithstanding supporting the longstanding endeavors of women and common society associations, the battle is effectively captivating with men, youngsters, VIPs, craftsmen, sports identities, private part and some more. Moreover, the making of UN Women came to fruition as a major aspect of the UN change plan, uniting assets and orders on gender equality. In India, UN Women works intimately with the Government of India and common society to set national benchmarks for accomplishing gender equity. UN Women attempts to fortify women's financial strengthening through its help to women agriculturists, and manual foragers. As a major aspect of its work on harmony and security, UN Women trains peacekeepers to identify and stop strife related sexual brutality.

Conclusion:

Women have been battling for equivalent rights for ages, for the privilege to cast a ballot, the privilege to control their bodies and the privilege of equality in the working environment. What's more, these fights have been hard battled, yet regardless we have far to go, in treating the women as equal to men. Fairness in the working environment women in a scope of fields from household work to media outlets can let you know it's still only a fantasy. Today, an ever-increasing number of activists and social researchers trust that mandatory sexual orientation sensitisation workshops for different city specialists, including the police and the legal, is a standout amongst the most huge routes towards accomplishing a change in outlook in mentality and conduct. Perhaps, we can at least dream of a society in the course of future who does not treat people of different gender differently.

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