

GENDER ISSUES



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INTRODUCTION:

- **Gender issues** include all aspects and **concerns** related to women's and men's lives and situation in society, to the way they interrelate, their differences in access to and use of resources, their activities, and how they react to changes, interventions and policies.



- On a global scale, achieving gender equality also requires eliminating harmful practices against women and girls, including sex trafficking, femicide, wartime sexual violence, and other oppression tactics.
- UNFPA stated that, “despite many international agreements affirming their human rights, women are still much more likely than men to be poor and illiterate”.



GENDER INEQUALITY:

- **Gender inequality** acknowledges that men and women are not equal and that gender affects an individual's living experience.
- Studies show the different lived experience of genders across many domains including education, life expectancy, personality, interests, family life, careers, and political affiliations.
- Gender inequality is experienced differently across different cultures.



GENDER INEQUALITY IN EDUCATION:

- The disparity in education between boys and girls is clearly visible in India's literacy rates – 82% of boys are literate while only 65% of girls can read and write, according to the Census of India in 2011.
- This number has been steadily on the rise since then, from just 45% female literacy in 2000, but clearly, there is still a long way to go.



SIX BARRIERS TO GIRL'S EDUCATION:

- **Poverty:** Even if education is free, the cost of uniforms and or supplies can make education inaccessible.
- **Lack of safe, private girls only latrines:** Stigma and other factors mean one in ten girls in Africa miss schools during their periods.
- **Gender inequality:** Girls are often kept in homes from school to help with family care and housework.



- ***Child marriage and early pregnancy:*** Child brides are almost always forced to drop out of school.
- ***Violence:*** Once arriving at school, girls may face various forms of violence at the hands of teachers, peers, and other people in the school environment. If parents find school is not safe for their daughters, they may remove them from school.
- ***Long distance to school:*** Girls are at an increased risk of experiencing violence and harassment.



VIOLENCE AGAINST WOMEN:

- Violence and mistreatment of women in marriage has come to international attention during the past decades. This includes both violence committed inside marriage (domestic violence) as well as violence related to marriage customs and traditions (such as dowry, bride price, forced marriage and child marriage).
- In most countries, it is only in more recent decades that domestic violence against women has received significant legal attention.



- Gender-based violence (GBV) or violence against women and girls (VAWG), is a global pandemic that affects 1 in 3 women in their lifetime.
- The numbers are staggering:
- 35% of women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence.
- Globally, 7% of women have been sexually assaulted by someone other than a partner.
- Globally, as many as 38% of murders of women are committed by an intimate partner.



GENDER INEQUALITY IN WORKPLACE:

○ **Unequal pay:**

According to the Institute for Women's Policy Research, women earn 49 cents compared to every \$1 men earn. More than half of women leave the workforce for at least a year, which is twice the rate of men.



○ 2. Sexual harassment

A survey conducted in January 2018 by the nonprofit Stop Street Harassment found 38 percent of women have experienced sexual harassment in the workplace, and 81 percent reported experiencing some form of sexual harassment in their lifetime, including verbal or physical assault.



- **Women are promoted less often than men:**

Despite being more educated than men and constituting nearly half of the workforce, women are promoted at work far less often than men. One reason cited for why more women aren't moving into higher-up executive-type roles is the lack of female role models in the workplace.



○ Fear of asking to be paid what you're worth

Women often struggle with asking for higher pay in a job. While related to the issue of unequal pay, fear of discussing money is a separate issue that affects women more significantly than men.

For women, negotiating pay is often viewed as being greedy or desperate, which leads to hesitation when it comes to asking for their worth in the workplace.



GENDER BIAS:

- Gender bias, and its corollary, gender equity, describe the comparison of opportunities and treatment available to males and females.
- Gender bias is the belief that one gender or sex is inferior to or more valuable than the other which is female or male chauvinism.



GENDER BIAS: A INDIAN SCENARIO

- In India, Sex, determination and preference to male child is very common in our culture.
- They are products of gender discrimination, and the underlying causes of bias against women and girls are incredibly complex issues. Out of a total 24915 victims of rape in 2012, there were 1051 victim who were host less than 10 years of age.
- Overall, one – third of women age 15 – 49 have experienced physical violence and about 1 to 10 has experienced sexual violence.



CAUSES OF GENDER DISCRIMINATION:

- Illiteracy
- Unemployment for women
- Role of old beliefs and custom
- Poverty
- Social altitude
- Lack of awareness of women



GENDER STEREOTYPING:

- Gender stereotyping are simplistic generalizations about the gender attributes, differences, and roles of individuals and or groups. Stereotypes can be positive or negative, but they rarely communicate accurate information about others.
- We can divide gender stereotype as follows:
 - ***Personality traits:*** Women are supposed to be shy, passive and submissive. They should be organized and clean.
Men are expected to be tough, aggressive, dominant and self – confident.
Men can be lazy and messy.



- ***Domestic behaviors:*** Women are supposed to cook, clean, to do house work and to raise their children. Men always tell their wives what to do.



- ***Physical appearance:*** Generally speaking, women are expected to be short, slender, small and delicate while men are supposed to be tall with broad shoulders.

- **Occupations:** Women are supposed to have clean jobs like teachers, nurses, secretaries and librarian. They are supposed to make less money than men. On the other hand men are supposed to do dirty jobs like mechanics, construction workers, plumbers and engineering.



EMPOWERMENT TO CATER GENDER

STEREOTYPING:

“Empowerment is viewed as a process the mechanism by which people, organizations, and communities gain mastery over their lives”.

- Accurate presentation of women’s image in media and their positive role a media persons in transforming perceptions.



- Inspiring women and girls to join and attend ,male dominant courses like *marine, forces, science*, etc.
- Special educational programs should be included with the aid of *e-learning*.



- Promotion of *property rights*, including *land rights* and control over financial and economic assets, access to credit support for entrepreneurship development.
- Promoting *girl child education* programs in *rural areas*.
- Promoting the responsibilities equally on *both sexes* like *parenting or guiding*.



CONCLUSION:

- Thus I conclude by saying our society is full of gender biased examples and to eliminate them, government have to enact law for the empowerment of women.
- To remove the gender bias and stereotyping it is very necessary to educate a girl child as there is saying *“Better women are the constructor of better world.”*



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THANK
YOU