

Gender Discrimination in India: Issues and Challenges

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Abstract: Gender is a common term whereas gender discrimination is meant only for women, because females are the only victims of gender discrimination. Recognizing women's right and believing their ability are essential for women's empowerment and development. Gender Stereotype is a long-term problem in our society and females are discriminated various ways in India, although legally women have equal rights. So, there is a great need to focus the society on gender issues so that there would be no discrimination based on gender. Women empowerment through gender stereotypes is one of the key factors to unlock the potential of women. This paper elaborates strategies that should be adopted in our society to promote gender equality. As we know "Power of women as the greatest potential for the growth of the economy". To achieve the empowerment of all women and girls will establish policies and institutions to build a society where men and women support each other. Many activities need to focus where we lack gender responsive indicators and sex disaggregated baseline data and having limited monitoring information. There should be study on some constraints to assess possible differences in participation, benefits and impact between men and women. Gender development or sustainable inclusive development is one the prominent phenomenon which has emerged after the publication of Human Development Report.

Key words: Gender discrimination, women's development, Empowerment, Gender Issues, Gender Equality,

Introduction:

Gender bias is an inherent characteristic of a patriarchal society. As of now most of the societies of the world are based on patriarchy. It is a form that demeans women in a variety of ways. Since times immemorial, a girl child has been considered as an unwanted entity and a burden that the parents would not mind doing away with. Discrimination against women begins even before her birth. Any denial of equality, gender and opportunity on the basis of gender is gender discrimination. The male dominant society of India makes its women habitual of this discrimination. Gender is a common term where as gender discrimination is meant only for women, because females are the only victims of gender discrimination. Gender discrimination is not biologically determined but it is determined by socially and the discrimination can be changed by the proper and perpetuate efforts. Denial of equality, rights and opportunity and suppression in any form on the basis of gender is gender discrimination. India is a male dominant society and gender discrimination is customised habitually. National girl child day is celebrated every year on the 24th of January. Through National Commission for Women (NCW), the Government disseminates the importance of girl children through academic discussion. The Supreme Court of India has found that women are filing false cases under the law IPC 498A and it is ruining the marriages.^[142] It creates awareness among the community regarding the importance of education, health and nutrition for girls. Despite various government initiatives to eliminate gender discrimination, women are neglected and underestimated. The females faced discrimination at home and were considered as they were born for home keeping, cooking and giving birth to kids. In the workplace, women are not given equal salary particularly, in the unorganised sector. The Indian constitution ensures equal rights for all, irrespective of gender. But Indian women could not enjoy these rights, and the body could not guarantee them. For this, there are various reasons and the present paper will discuss the issues and suggest implications for women's society.

Objectives of the Study:

To search the various reasons of gender inequality in India

To analyze the various acts to prevent the women exploitation in India

Methodology:

This is an analytical study based on literature survey. The secondary data like research articles, journals, magazines and different database from websites are considered in this study. Content analysis of the literature which extracts the outcomes of the present study with thematic analysis and corroboration of the data.

Discriminations:

From web to death females are facing lots of discrimination against them. Some of them are

Abortion of female gravida with the help of scanning Feoticide (By giving liquid extract from cactus / opuntia, giving raw paddy to new born female baby, by pressing the face by pillow or by breaking the female baby's neck) TM

Not giving enough and nutritious food, Not allowing to go to school (Denial of education), Not giving needy health care while in ill health, Early marriage, Eve teasing, Rape and Sexual harassment, Dowry, Divorce, Destitution even for silly or without any reason.

Gender Equality:

The view that both men and women should receive equal treatment and not be discriminated against based on their gender. Also known as sex equality, gender equalitarianism, sexual equality or equality of the genders. The process of being fair to women and men. Requires equal enjoyment by women and men of socially valued- goods, opportunities, resources and rewards. It doesn't mean men and women being the same.

Discrimination Where?

In the workplace

Deciding not to hire or promote someone, treating employees differently, or paying them less based on their gender are all examples of workplace discrimination.

In schools

Preventing or discouraging girls and young women from participating in traditionally male-dominated fields, such as science, math, and sports, is an example of gender discrimination. Schools may also enforce gendered dress codes, punish those who do not conform to gender norms, or fail to punish bad behavior on the basis that "Boys will be boys."

In public

Sexual harassment and catcalling are unwanted, and they are forms of discrimination. These behaviors can make people feel unsafe, and they can restrict how people use public spaces. This limits a person's freedom.

In institutions

Organizations, governments, and legal and healthcare systems can enact policies that discriminate against certain genders, either intentionally or unintentionally.

In relationships

People who prevent their partners from doing things on the basis of their gender are also acting in a discriminatory way. This might include stopping women from working, managing their money, and driving

Gender Issues:

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.

Unequal Education

India's education landscape is extremely unequal. These inequalities manifest themselves in the form of differences based on caste, class and in some case of gender. Achievement, earnings, health status, and political participation also contribute to educational inequality within the United States and other countries.

Child sex Ratio

The Child Sex Ratio is defined as the number of females per 1000 males in the age group 0–6 years. As per Census 2011, the Gender ratio of India is 943 females per 1000 males. There are 949 females to 1000 men in rural areas, while in an urban area, there are 929 females to 1000 males.

Unequal pay

Gender pay gap in India refers to the difference in earnings between women and men in the paid employment and labor market. The Indian Constitution recognized the principle of 'Equal Pay for Equal Work' for both men and women, and 'Right to Work' through Article 39(d) and 41.

Racism

Races are the physical qualities that one inherits biologically and serves as a way of selfidentification from the other groups. Racism is a theory that one race is superior than the other based on the physical attributes, caste, creed, ethnicity or origin.

Article 15(1) says that there should be no discrimination on the grounds of religion, race, caste, sex or place of birth.

Sexual Harassment

Sexual harassment involves inappropriate promises, rewards in exchange for sexual favors or unwelcome sexual behavior that is offensive, humiliating, or intimidating, or use of explicit or implicit sexual overtones, etc. A woman is sexually harassed every twelve minutes. Harmonizing our Indian law, sexual harassment violates the fundamental right of gender equality and life with dignity under Article 14 and Article 21 of the Indian Constitution respectively.

Health

Indian women have high mortality rates, particularly during childhood and in their productive years. The health of Indian women is intrinsically linked to their status in society. The women in India belong to various socio-economic backgrounds and are sometimes marginalized or neglected when it comes to basic healthcare.

Nutrition

In India and in South Asia, gender discrimination is one of the most significant underlying factors for poor nutrition. Poverty that itself underlies conditions like limited ability to access nutritious food, limited time and control over time and access to sanitation are important determinants.

Causes of Gender Discrimination

The causes of gender discrimination are, Educational backwardness, Caste, Religious beliefs, TMCulture, On the name of family history Customs and beliefs, Customs and beliefs. Low income TM Unemployment, Society, Family situation.TM

Like male or even above them female plays important role in the family and national development. But her contribution is not recognized by the male dominant society.

Contemporary Challenges of Gender equality, Discrimination, Issues

Poverty, Gender based Violence, Family Violence, Lack of Girls Friendly school environment, Child Marriage & Early Pregnancy, Psychological violence, Physical violence, Verbal violence. Unequal seats (Only 33% seats reserve for women in politics).

Solution for Gender Discrimination

Various movements, programmes are being carried out by the Government, voluntary organizations and by lot of social activities for women's development and against the gender discrimination.

Gender Discrimination In Indian Society

In India, discriminatory attitude towards men and women have existed for generations and effect the lives of both genders. Although the constitution of India has granted men and women equal rights, gender disparity still remains. Gender discrimination violates human rights. These are mostly seen in family land sharing among sisters and brothers. Everyday, women and girls around the world face violence and discrimination. 1 in 3 women experience physical or sexual violence in their lifetime, regardless of age, background or country, and every country in the world has laws that treat women and girls as second-class citizens.

Sexual exploitation, violence, harmful cultural practices and systemic inequalities violate their human rights and prevent them from reaching their potential.

Conclusion:

The present study is an enormous effort of the researcher to search the various aspects of Gender bias of a country like India. The study shows that there are several reasons behind the tremendous sphere of Gender biasness in our country, most of which are the traditional in nature. Some of the reasons are developed with the complex outflow of the modern economic context. Various Acts have also been emerged for the protection of the exploited section but there implementation is not up to the mark even mismatched with the practical world. So it is very essential to rethink about his matter, our policy makers have great responsibility regarding this issues .

National girl child day is celebrated every year on the 24th of January. Through National

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