



Role of Women in the Politics and Workplace: An Overview Based on the Indian and Global Level

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ABSTRACT

This article provides an overview of the role of women in the politics. We provide an outstanding gender inequality in the Indian politics as well as in the international politics. Equality between men and women is mentioned in the preamble of the Indian Constitution. Apart from this, the subject is also included in fundamental rights, fundamental duties, and directive principles. To establish a society and state based on the equality of men and women, women must have a position at the decision-making level. For this, the participation of women in politics will be very necessary so that they play an important role in decision-making. The main objective of this research article is to show how the influence of women in politics in the modern era. This paper provides the role of artificial intelligence to identify gender discrimination at the workplace and in politics.

Key words: gender equality, gender inequality, public representation, equality, politics, and political empowerment.

1. INTRODUCTION

Highlight In order to establish a society and state based on the equality of men and women must have a position at the decision-making level. For this, women's participation in politics should be increased, so that they can play an important role in decision-making as public representatives. Although women have been leading Indian politics for a long time, the overall participation of women in politics is not satisfactory. Very few women receive party nominations for general seats outside of seats designated for them [1]. Politics is an important factor in the development of women's social status. Urban women take part in politics, but rural women rarely talk about politics because they keep themselves busy with

household chores. Women represent 14% of the seats in the Lok Sabha, a number that is not at all proud in a country like India. For many years women in our country have been politically and socially oppressed, and the participation of women in politics is very low. For study the gender inequality historical data can be saved and utilized by the help of optical character recognition techniques [2]. This technique can save the historical discrimination data for a long period of time to analyze them according to their need.

1.1 Women in the Indian Freedom Movement

A few women are active in politics, but they are unable to work on projects with men. Because of this, women in rural areas tend to stay out of politics, which causes rural women to have fewer representational opportunities in elections. Without women, civilization would not have developed as it has today. Participation of Indian women in the politics was started during the freedom movement against British rulers during nationwide movement.

Indian women took part in the revolt against British colonial rule. The politics of women who participated in the movement helped to bring oppressed India out of the darkness. India saw the emergence of a female figure under Gandhiji's National Congress Leadership. Under Communist rule, women played a significant part in the fight for rights. In the 19th century, women emerged in politics through social movements. In the 1920s, Gandhi's nonviolent initiatives served as a vehicle for women's political awareness. Gandhiji recognized the significance of women's involvement in Indian politics. He wanted men and women to work together for the overall development of the country. Sarojini Naidu is one of the leaders of India's Independence Movement. In 1922 Gandhiji said to Sarojini Naidu "I entrust the destiny of India to your hands". Gandhiji demanded a women's wing within the Congress under the leadership of Naidu. Based on this

demand, under the initiative of Kamaladevi Chattopadhyay the “All India Women’s Conference” was formed in 1927 [3]. Participation in the non-cooperation, civil disobedience, and Quit India Movement made these movements stronger. Gandhiji said, “the part the women of India played will be written in the words of gold”.

1.2 Women in the Politics after Independence of India

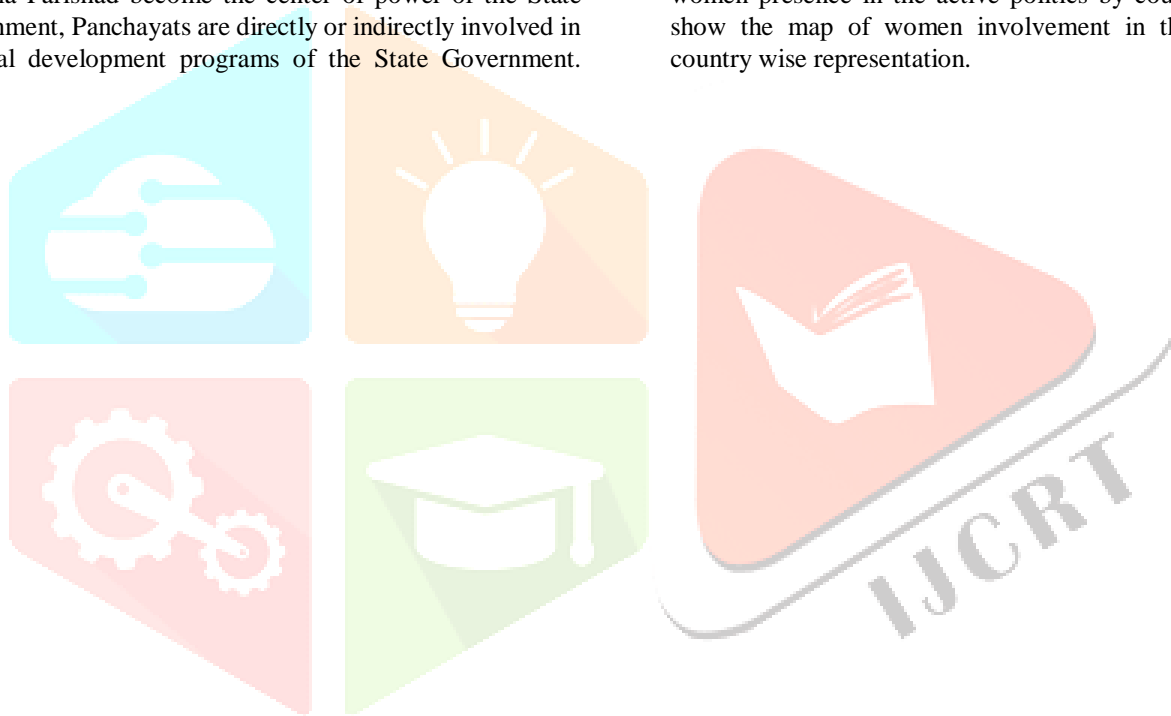
Women played an important role in the Tevaga movement in Bengal where Telangana struggled for women’s rights. In the post-independence period, women played an important role in various environmental and socio-political movements like Chipko, and Narmada Bachao but there is still a backwardness in terms of participation in parliamentary politics. To ensure the participation of women in parliamentary politics, various political parties and the government is taking several steps to pave the way for women’s political empowerment.

As part of rural politics, Gram Panchayat, Panchayat Samiti, and Zila Parishad become the center of power of the State Government, Panchayats are directly or indirectly involved in all rural development programs of the State Government.

Gram Panchayat has a minimum of 5 and a maximum of 30 members. Seats are reserved for scheduled castes, tribes, and women in Gram Panchayats. Further, 1/3rd of the seats reserved for Scheduled Castes and Tribes shall be reserved for women belonging to Scheduled Castes and Tribes, and 1/3rd of the total seats shall be reserved for women. Incidentally, Scheduled Castes, Scheduled Tribes, and women are eligible to run for seats without reservations [4]. But women’s participation in rural politics outside of reserved seats is not much. Increasing the local government’s political consciousness will enable women to play a significant political and social role, allow them the chance to run for office, and ensure that women are represented at the Panchayat, Assembly, and Lok Sabha levels.

1.3 Role of Women in the World Politics by Country

Nowadays role women in the politics have increased gradually but it is still very less and still showing a vast gap between gender equality. United nation every year analyze the data of women presence in the active politics by country. Figure 1 show the map of women involvement in the politics by country wise representation.





Inter-Parliamentary Union
For democracy to advance

Women in Politics: 2021



United Nations Entity for Gender Equality
and the Empowerment of Women

Situation on 1 January 2021

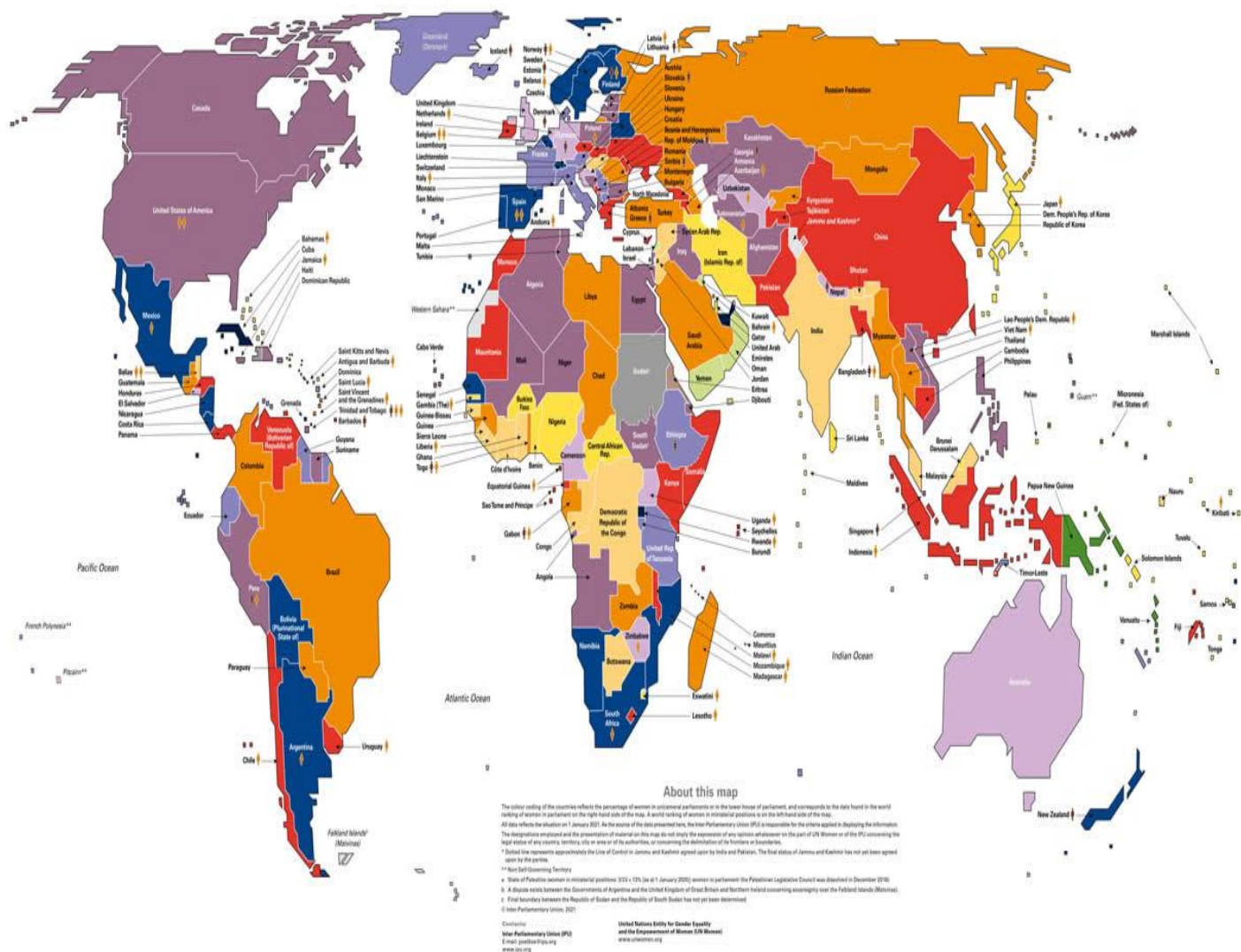


Figure 1: Role of the women in the politics by January 2021 [5]

2. RELATED WORK

The position of women in West Bengal during the last 30 years is statistically depicted in the book *The changing status of women in West Bengal (1970-2000)* edited by Jasodhara Bagchi [6]. An effort has been made to emphasize the status of women in West Bengal in various fields within the context of the *Towards Equality* report. The book includes information on West Bengal's population growth rate, a comparison of the male and female populations in India, birth rates, infant mortality rates, marital status, and women's social status, etc. This book briefly mentioned humanitarian activities, education, employment, satisfaction, or frustration with the social gender system in the struggle of daily life due to the lack of future of the individual. Also discussed politics and gender in depth. It tried to analyze the women's movement from a political standpoint. M. A. Orisadare [7]

presents a study of women role in the politics of Nigeria. The women exclusion in the politics has been recognized nowadays as one of the important breakthroughs for economic developments. The less exclusion of women in political power has been a biggest social enhancement problem since the starting of the present Nigerian process of democratization.

M. Khanna [8] illustrates the current scenario of women participation in the Indian politics. Indian constitution gives equal right to every citizen of India equal right without caring their religion, caste, color, language, ethnicity, etc., but women involvement in the politics is still very less due to social development. Participation of women in the Indian politics can be enhanced by allowing women to lead the society from the ground level. L. Kenworthy et al. [9] demonstrates gender inequality in politics. This article analyzes the determinants of the variations of parliamentary seats held by women because of several nation political

situation. These studies focused on mainly the democracies of affluent longstanding have focused the values of political factors, although this study includes developing and undeveloped countries. Particularly the cultural studies, structure of electoral system, women’s suffrage timing, percentage of women in the job, and left party government has been studies in this article towards the analysis of role of women in the politics.

3. ARTIFICIAL INTELLIGENCE FOR GENDER INEQUALITY

Technologists and researchers in artificial intelligence fields have integrated and reshaped a wide range of techniques of problem solving [10]. It can be implemented in the area of gender studies at the workplaces with the help of mobile robotics surveillance systems. Figure 2 shows the gender inequality in the health sector. We can identify gender discrimination in the workplace by implementing the human activity recognition technique. In recent days technologists have discovered several models utilizing artificial intelligence and particularly deep learning with multiple paradigms of input sensor [11]. This technology is the most influential process nowadays to combat various issues.

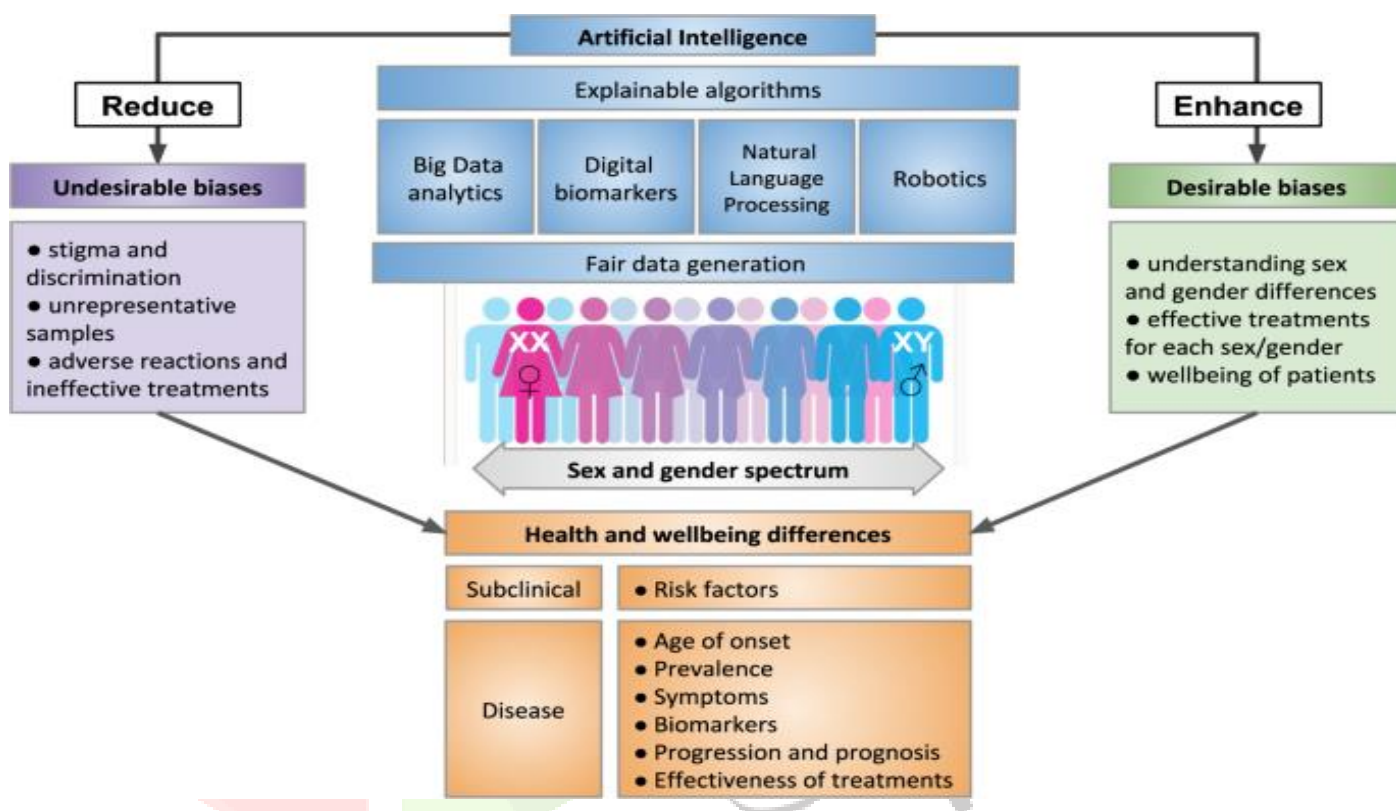


Figure 2: Undesirable and desirable biases in the health sector based on gender [12]

3. GENDER INEQUALITY IN THE POLITICS

Women are normally under-represented in the offices of political activities worldwide, and their less representation becomes huger at the senior level. Figure 3 shows the list of issues which should be implemented carefully to the society for the betterment and provide equal rights to the women as like men. All the major problems which are responsible for gender inequality have been described through Figure 3. According to the “World Economic Forum’s 2021 Global Gender Gap report”, we need more than 135 years to overcome the issue of gender inequality in the active politics. Around the four measured sectors- health, education, economic participation, and political empowerment- the highest disparities are given among political empowerment, an estimation of gender parity through politics that takes into consideration political representation from the level of parliament to the head of the state.



Figure 3: Various women’s right issues [13]

4. WOMEN'S PARTICIPATION IN THE POLITICS

Women have had equal voting rights with males in India ever since the country became a democracy. To guarantee equal voting rights for women and men, it took the United States 144 years and the United Kingdom 100 years. Regrettably, more female participation in politics was not achieved in India despite equal voting rights for women. Despite the nation's 74-year-old independence, women in the country continue to face major obstacles in the way of social, economic, and political development. Women are still being mistreated by men both inside and outside the home because of cultural hurdles, rigid social standards, lack of education, security concerns, and most importantly a patriarchal culture [14]. To enter politics, women must leave their positions as mothers, spouses, sisters, or housewives. Women in India are pursuing higher education, working, looking for work, and participating in sports but even after many years of independence, India has not yet arrived at a point where it can

be proud of women's involvement in politics.

However, involvement in the movement against British Colonial Rule in subjugated India contributed to the rise of women in politics. Through Gandhiji's leadership of the Indian National Congress, the role of women in politics was first developed. Women were involved in political and social movements during the post-independence era; noteworthy movements include the Narmada Bachao, Chipko campaigns, etc.

Women's associations play an important role in political participation and empowerment. Women's association's fight for girls' right to economic independence, and campaign against the oppression of women. They act against old superstitions and bad practices [15]. Women associations in different districts and villages encouraged women to participate in political activities in cities and regions. Again, women's associations play an active role in getting out of the patriarchal trap. Figure 4 shows the list of most influential and powerful women politician in the Indian politics.



Figure 4: Most influential women politician in the Indian politics [16]

Over 25 years have passed since the inception of the plan to allocate one-third of the seats in the Indian Parliament to women. A bill to this effect was also passed in the Rajya Sabha ten years ago, but it was not tabled in the Lok Sabha, therefore it was itself rejected. According to the All-India Union Panchayat Ministry's report on Women Empowerment in Panchayat Politics, almost all political parties have at least vocally endorsed the bill, although their representation of women candidates in the elections is minimal. In terms of the proportion of women in panchayats states like Jharkhand, Rajasthan, Uttarakhand, Karnataka, Kerala, and Assam are ahead of West Bengal. West Bengal is listed as the 12th largest economy by Central Statistics. According to the Ministry of Panchayats, all India percentage of women in panchayats is 45.99%. Jharkhand 59.18%, Rajasthan 58.29%, Uttarakhand 57.83%, Chhattisgarh 55.14%, Karnataka 53.40%, Kerala 51.85%, Bihar 51.68%, West Bengal 49.98% represented. Out of a total of 3,974 MLAs in India, there are only 352 women MLAs across the country.

The first Lok Sabha in 1952 had 5 percent women members

(24 women out of 489 seats). 4.45% in the 1957 Lok Sabha, 6.28% in the 1962 Lok Sabha, 5.58% in the 1967 Lok Sabha, 5.41% in 1971 Lok Sabha, 3.51% in 1977 Lok Sabha, 5.29% in 1960 Lok Sabha, 7.95% in 1984 Lok Sabha, 5.48% in 1989 Lok Sabha, 7.30% in 1991 Lok Sabha, 7.37% in 1996 Lok Sabha, 7.92% in 1998 Lok Sabha, 9.02% in 1999 Lok Sabha, 8.29% in 2004 Lok Sabha, 10.87% in 2009 Lok Sabha, 12.15% in 2014 Lok Sabha, 14% in 2016 Lok Sabha. The 17th Lok Sabha has the largest number of women MPs. Out of 543 seats in the parliament, 78 women were elected this time, 14% of the total number of women in Parliament. This is the first time in the history of independent India that the country has got such many women MPs. However, the number is the largest for India, but it is not something to be proud of. An average of 24 percent of MPs are women across the world. In South Asia, women represent an average of 18 percent. In the 17th Lok Sabha West Bengal has 11 women MPs elected. This time 41 percent of women candidates were given by the state government in the elections. 9 out of 17 women candidates won. In Odisha, 7 out of 21 seats had women candidates.

Among them, 5 women candidates won. Haryana only 1 out of 11 women candidates won in that state [17]. The number of women MPs elected from Kerala is not promising at all. Only 1 woman MP was elected from that state. India is far behind Cuba, Bolivia, Pakistan, Afghanistan, Bangladesh, and Nepal in terms of the representation of women members in Parliament.

Our laws, development policies, plans, and programs within a democratic framework have worked towards the advancement of girls in various fields. Since the 5th Five Year Plan (1974-1978) there has been a great change in attitude towards girls. In this period more emphasis is placed on the question of women's development than on welfare. In 1990, the National Commission for Women was established through an Act of Parliament with the objective of ensuring the rights and legal protection of girls. The 73rd and 74th Amendments to the Constitution (1993) reserved seats in panchayats, municipalities, and local administrations for women. Through this, the role of women in decision-making at the local level has been established on a very solid basis. However, it is not yet fully established. The problems of women's political competence in governance are at the gram panchayat level, the main problem of non-participation of rural women in politics is illiteracy and inexperience. In Indian history, the word femininity has been mixed with chastity. It is as if women are locked in the house because of such words of society. If women do not come out of the house and participate in politics, this problem will never be solved. Women must participate in politics for the overall development of the country. Therefore, central, and state and local administrative governments must make strong and planned plans so that women's participation in politics becomes natural. Figure 5 presents the number of women percentages is higher than 40% by the list of countries.

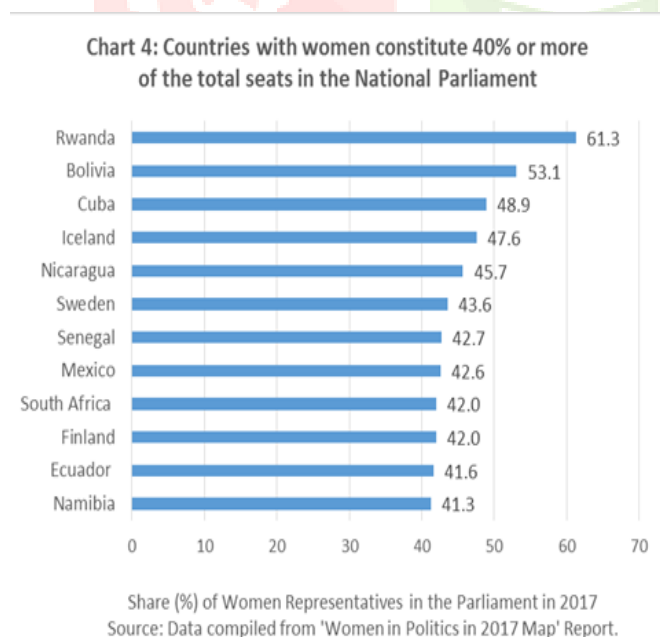


Figure 5: List of countries with higher percentage of women participation in active politics [18]

5. CONCLUSION

Gender inequality is a major problem for our society. Our society can be better and highly efficient if we can overcome the gender inequality problems. We have presented a comprehensive study on the issue of the lack of women participation in the active politics. This article provides a deeper idea about the gender inequality in the Indian politics as well as in the world politics. This paper provides the role of artificial intelligence to combat this issue. Role of women in Indian and international politics has been discussed. This article is a better practice to study various issues of gender inequality in politics and other areas. By this study we can estimate the basic problems and their corresponding solution to our society. This type of further study is required to resolve the social issue of gender inequality in our society.

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