



## Dimensions of Gender Inequality in India

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### Abstract

This study considers the gender inequality that exists in India. Inequality is present in every field of the country because men and women both are not treated equally by the society .The present study arrange to critically review the gender inequality in India. The study based on secondary data. Critically review the literature available from various online academic databases. After reviewing the available literature, Six categories of Dimensions regarding Gender Inequality have been observed which are education, labour participation, economic participation, political field, women empowerment and participation in Agriculture. Gender inequality is the main reason of low economic growth and poverty .without equality development of world is impossible.

Keywords- Dimensions, Gender inequality

### Introduction

Gender inequality discrepancy between men and women and different access to resources in health, education, political empowerment and economic empowerment and women is considering the caretaker of the houses and producer of children. Gender inequality remains a major barrier that exists in our country. Gender inequality acknowledges that men and women are treated differently in the education field, Healthcare, employment opportunities, economic participation , decision making, Political participation etc.

Traditionally most of the women are housewives and they are synonym with childcare, As time changes women's role also change day by day as compare to traditional time. They are no longer sitting in home, struggling with housework. Now they also contribute in income of family. In recent years gender inequality is very critical concept. For centuries women suffering from the exploitation, harassment, discrimination at various levels. Women is near about half of the population of country so for the development of the country it is very important to consider women in all the activities . Govt. takes it serious day by day and focus on to provide equal opportunities, employment, healthcare to both men as well as women. As they develop women through five year plans. As Central social welfare Board (CSWB) established in 1953 by resolution of govt. of India in first five year plan for social welfare and to approach women 's problems.2<sup>nd</sup> to 5<sup>th</sup> plan mainly focus on welfare but in 6<sup>th</sup> plan the scenario changed they shifted into the development and empowerment of women. Eighth five year plan (1992-1997) plays very important role in the development of women it ensure the benefits of women in the area of

health, education and employment. Under this eighth plan National commission for women established in 1992 in safeguard the interest of the women. Ninth year plan (1997-2002)- It make a major commitment for empowering women as the agents of socio – economic change. Through that period govt. take initiatives to eliminate the gender bias in education field. National policy for the empowerment of the women takes the commitments of ninth year plan. At present time India's gender gap index (GGI) shows that India has slipped to the 112<sup>th</sup> position in 2019 from 108<sup>th</sup> position in 2018 form 153 economies. According to ILO, India's labour force participation rate is 48% in 2018. Under this male's participation rate is 74.6% and 20.8% is of female participation rate. As per human development report 2019 rank of India is 129<sup>th</sup> form 189 countries.(Source : Government of India , Human development report (2019)

The aim of this paper is to analyse and understand the dimensions of gender inequality and know about the position of women in the political sector , education , agricultural sector, labour force . By reviewing the available literature, position of women in society can be analysed.

## Objectives of study

1. To review the Studies related to dimensions of gender inequality in India.
2. To review the studies related to role of women in country.

**Review of Literature-** Various studies have been conducted by the researchers on the topic Dimensions of gender inequality in India. 20 studies have been reviewed. Out of these 20 studies 14 are concerned with dimensions of gender inequality and 6 are related to women empowerment in India. Review of these studies shown in following thematic table.

## Thematic Table:

Name of author	Title	Objectives of study	Research Methodology
1) ) Manuka Khanna(2009)	Political participation of women in India	To analyse psychological and socio economic factors of political participation. Explain parliamentary positions of women .	Secondary sources
2).Sunita Kishor Kamla Gupta(2009)	Gender Equality and Women's Empowerment in India	To provide information on associations of women's empowerment with selected health and nutritional outcomes. progress in India toward the twin goals of gender equality and women's empowerment and determinants of selected indicators of gender equality and women 's empowerment	Data is based on the information of National Family Health Survey (NFHS-3) India 2005-06
3).Veronika Eder(2012)	Gender Inequality and Empowerment of women in India	To explain the phenomenon , outline the reasons for gender inequality and show the Indian society is on its way to improve the situation for women in India.	Primary (Interview method)and secondary sources
4).Mamta Mehrotra(2013)	Gender Inequality in India	Book is to put the efforts of society , Constitution laws ,	Secondary sources

		sexual Harassment at workplace to understanding the Gender and Gender inequality concepts.	
5) Gopal Krishna Thakur(2014)	Dimensions of Gender Inequality in India and Education as an Instrument for Women Empowerment	To explain the status of gender inequality in the Indian context	Secondary sources
6) MAMTA MOKTA(2014)	EMPOWERMENT OF WOMEN IN INDIA: A CRITICAL ANALYSIS	To analysing position of India in Gender Inequality Index and Global Gender Gap Index of United Nations	Secondary sources
7) Dr. Mun Mun Ghosh, Dr. Arindam Ghosh(2014)	Analysis of Women Participation in Indian Agriculture	To study the trend of women participation in agriculture as cultivator and agricultural labourers in Indian states. To study the homogeneity/ identical behaviour of women participation in agriculture in each state.	Secondary sources
8) Dr.E.Raju(2014)	Gender Discrimination in India	To examine the gender discrimination in India in demographic social, economic and political context.	Secondary sources
9).Sona Mitra(2014)	MAJOR DIMENSIONS OF INEQUALITIES IN INDIA	To Present a report on major dimensions of Gender Inequality in India. The report used the four parameters for measuring gender inequality, namely, economic participation and opportunity, health and survival, educational attainment and political empowerment.	Secondary sources
10) Dr.D.Swamikannan and C.Jeyalakshmi(2015)	Women Labour in Agriculture in India: Some Facets	To measure the season wise employment of woman labour in agriculture. To examine the distribution of woman workers in India.	The study is based on only secondary data which were collected from books, journals, government reports, websites and NSSO data.
11)ANAND SHARMA & SANJOY SAHA(2015)	Female Employment Trends in India: A Disaggregated Analysis	To reveal an overall picture of female employment in India–type of employment, wage differentials, work participation, employment potentiality.	Secondary Sources
12)Manorama Gupta(2016)	The Imbalanced Political Participation of Women in India	To discuss Indian women's participation in politics & reason behind its imbalanced scenario	Secondary sources
13) Parveen Rai(2017)	WOMEN'S PARTICIPATION	To analyse the voting pattern of	Secondary sources

	IN ELECTORAL POLITICS IN INDIA: SILENT FEMINISATION	women, feminisation of politics , To determines key factors that lead to higher participation of women in the electoral process as voters	
14) Amit Kumar, Prof. Somesh Dhamija(2017)	A Critical Analysis on Women Participation in Modern-Day Indian Politics	To analyse participation and representation in various political exercises.	
15) I. Sundar(2017)	Gender Equality and Women Empowerment	To outlines the gender inequality scenario in India. To understand importance of gender equality towards achieving the goal of women empowerment.	Secondary Sources
16)Dr. T Rama Devi(2017)	GENDER EQUALITY: WOMEN EMPOWERMENT	To understand the level of equality among girls and boys in primary, secondary and higher education. To know the Gender Equality and Share of women in economic participation and opportunity . To examine the Gender Equality and Women Empowerment in Political Field.	Secondary sources
17) M.AMEEN NISHA(2018)	Political Empowerment and Participation of Women in India	To study the participation of women in politics also analysis the e statistical data on women participation in politics and study the issues and challenges faced by women in politics.	The secondary source of information used are the article of research journals, working of research paper, thesis and books of famous sociologist.
18) Dr.Naushad Khan(2018)	Critical Review of Past Literature on Gender Inequality in the World	To critically review the inequality in the world between men and women.	Secondary sources
19) Sandhya Mahapatro(2019)	Female Employment in India: Determinants of Choice of Sector of Activity	To examine the factors that determine the employment sector of the female in the labour market.	Secondary sources
20). Dr. Datchana Moorthy Ramu(2019)	Gender Equality & Sustainable Development in India	Book is to discussed about Gender Inequalities , and their social causes, impact India 's sex ratio , Women's health over their lifetimes, their educational attainment , and economic conditions and deliver ideas to eradicate those issues.	Secondary sources

**Manuka Khanna (2009):** discuss political participation of women in India and analyse the factors of that complex phenomena . These factors are socio economic and psychological factors. Author Explain the parliamentary position of women results shows that participation rate is very low and suggests that equality between men and women is required.

**Sunita Kishor and Kamla Gupta(2009)-** Presented report on gender equality and women empowerment in india. More information about the definitions of indicators included in this report is contained in Volume I of the NFHS-3 National Report, and the questionnaires and details of the sampling procedure for NFHS-3 are contained in Volume II of the NFHS-3 National Report(2005-06). The 2001 census data for India revealed a sharp decline in the sex ratio for the population age 0-6, from 945 females in 1991 to 927 females per 1,000 males. The trend in the sex ratio of the under-seven population based on National Family Health Survey data for the period 1992-93 to 2005-06 also provides evidence of continued decline and shows that in 2005-06 the under-seven sex ratio had fallen further to 918 females per 1,000 males. In the late 1980s and early 1990s, the sex ratios at birth at 941 and 938 respectively, did not deviate too far from 943, which is the lowest sex ratio at birth within the normal range. However, by the early 2000s the sex ratio at birth in India had fallen well below the normal range to 919. Author also provides information on sex differential in Mortality. A gender differential is also observed in the child mortality rate (the number of deaths to children age 1–4 years per 1,000 children reaching age 1 year). In India as a whole, the child mortality rate for girls, at 23 per 1,000, is 61% higher than for boys, at 14 per 1,000. The percentage of adults who are literate is much lower in rural than in urban areas; nonetheless, even in urban areas one-fourth of women and more than one tenth of men are not literate. Gender disparity in literacy is much greater in rural than in urban areas and declines sharply with household wealth. Forty-one percent of women and 18% of men age 15-49 have never been to school. Educational attainment remains very low: even among the 20-29 age group, only 27% of women and 39% of men have 10 or more years of education. The percentage of ever-married women with 10 or more years of education has risen very slowly from 11% in NFHS-1 to 17% in NFHS-3. Author discussed the marriage and spousal age differentials -NFHS-3 shows that the vast majority of Indian women and men age 15-49 are married. Only 20% of women and 36% of men in this age group have never been married. Further, divorce, separation, and desertion is relatively uncommon in India: in this age group, only 1.5% of women and 0.6% of men are currently divorced, separated, or deserted. Widowhood is the more common form of marital disruption: 3% of women age 15-49 are widows and 1% of men in this age group are widowers. In the 13 years since NFHS-1, the median age at marriage among women age 25-49 has risen by less than one year. Nonetheless, among women age 20-24, there has been a one-third decline in the same time period in the proportion married before age 15. Women age 15-49 are about half as likely as men in the same age group to be employed: 43% vs. 87%. Controlling for wealth and education, women in rural areas are more likely than women in urban areas to be employed; but the reverse is true for men. Although uneducated women are more likely to be employed than educated women, some of this effect is due to the positive association of no education with poverty. Once wealth is controlled for, women who have 12 or more years of education have higher odds of being employed than women with no education. For men, with or without controls for wealth, education is negatively associated with employment. The relationship of employment and wealth for women suggests that, for many women, employment is largely a result of economic necessity. On the basis on women household headship data shows that , In the 13 years between NFHS-1 and NFHS-3, the proportion of households with a woman designated as the household head has risen by more than half, from 9% to 14%. Female household heads are, on average, older than male household heads. Female household heads not only have less education than male household heads, but also have less education than the average woman in the population. Women have, on average, lower per capita resource access than men, since they are over-represented in the lower wealth quintiles and under-represented in the higher wealth quintiles. Child vaccination and nutritional status - Girls are less likely to be fully immunized than boys and this differential is evident even when mothers' education and household wealth are controlled for. Children's likelihood of being fully immunized increases with mothers' education; but girls benefit more than boys from having a mother who is highly educated. Having mothers who mainly alone decide the use of their husbands' earnings increases girls' but not a boys' likelihood of being fully immunized. Two out

of five children age 0-35 months are underweight, with boys and girls about equally likely to be underweight. So these are the key findings that present in this report.

**Veronika Eder(2012)-** In the book ‘ Gender Inequality and Empowerment of women in India’ , Author explained the phenomenon , outline the reasons for gender inequality and show the Indian society is on its way to improve the situation for women in India. there are many reasons for gender inequality in families – dowry is one of the main reason parents save the money for their marriage . Other reason is girls leave their parents house after marriage so they have no benefit to parents for their income , it’s have been going to their husband. In India pervasive metaphor that” raising a girl is like watering your neighbour’s garden.” This illustrates how deep the prejudices and the rejection for girls are rooted in people’s mind. Author explained the distinction sectors- Economy , Education , health and survival.UNDP’s human development report reveals that 70% of all people living on less than one \$ per day are women. In economic sector women’s position is very low . Very low wages are given to them. Banks don’t provide them loans because of unemployment. In India there are 6500000 primary schools but only round 15000 of them are girls school. The primary school net enrolment of boys was 97%. This is a big gender gap in our society. As per data shows in India approximately 1.72 million children die each year before reaching their first birthday. Female foeticide is also a practice of gender inequality. Bride shortage and mental disorders are the consequences of Gender inequality. Author discussed the political and social empowerment of women.In 2002 there are 78 women in elections because of reservation policy. Position of women improved in India by policies like Swayam shishan prayog(SSP) is informal structure which unites 5000 self help groups . It works with these groups in order to improve community health , teach women entrepreneurial skills , give them training. Another one that is discussed is Childline foundation India is works for children that are homeless. Author suggests that we should also contribute to this organisations’ that will help to improve the position of women in country.

**Mamta Mehrotra ; Gender Inequality in India (2013)-** In this book writer has

Concentrated her efforts to put the facts , efforts of society , Constitution laws , sexual Harassment at workplace to understanding the Gender and Gender inequality concepts. The word ‘Gender’ Refers to the different values , attitudes and behaviour that are attached to the roles of males and females by different social and cultural groups. The term sex and gender are used interchangeably but sex is based on biological differences between men and women . writer construct the picture of way the status of women saws ups and downs during different periods of history divided those into three major periods : Ancient , medieval and modern. Ancient period have four sub division. In Vedic period (1500-1000 B.C)- This age characterized by total equality between men and women. Women took part in religious activities and have freedom to choose life partner. In the period of epics(3139 B.C) The two great epics Mahabharata and Ramayana have played key roles. Basically women enjoyed the freedom in the Vedic period After that her position in society considered as lower then men. The age of Dharmashastra (500-200B.C) This period saw the leaving out of women from both economic and religious spheres. During this period child marriage was encouraged and widow marriage looked down up.In medieval period (11<sup>th</sup> century) Women kept away from participation in home and denied the right to education. The Modern period (19<sup>th</sup> century)-It include the British period also. British period saw the rise of social reform movements which took up issues of gender inequality. Independence bought new hopes and launching of new schemes for improvement in status of women. Women’s position changes but still gap exist in country. Because India ‘s sex ratio which stood at 972 women per 1000 men in 1901, had declined to 927 per 1000 by 1991. In 2001 it is 933 per 1000 men. It’s slight improvement. In 2011 its 940 per 1000 men. In the 50 years literacy rate increased at a marginal pace. Women participation rate for women also low. It is only 23.3 for females as against 57.6 for males. Only 17% of women are in organized sector. Gender inequality exist in most part of the world in different forms like Mortality Inequality , basic facility Inequality , Special Opportunity Inequality, ownership , professional , household Inequalities. Writer discussed the Legislative provisions. To uphold the Constitutional mandate, the state has enacted various legislative measures intended to ensure equal rights, to counter social discrimination and various forms of violence and to provide support services to working women. The Crimes identified under the Indian penal code (IPC)- are rape (Section 376 IPC ) , Molestation(Section 354 IPC) , Sexual Harassment(Section 509 IPC). The crimes Identified under the special Laws (SLL) are (1) The Employees State Insurance act , 1948 (2).

The special marriage Act, 1954 (3). The equal remuneration act, 1976 (4). The Criminal law Act, 1983 (5). The factories Act, 1986. Govt. take special initiatives for women like National Commission for women 1992, reservation for women in local self government, national policy for the empowerment of women. Writer discussed the eve teasing concept – means harassment in school, roads, parks and on other public places by gestures, whistling or any other kind of non verbal talks. Writer also told that we can't blame to male dominated society for the status of women. Unavoidable situation of the times are equally responsible for the status and problems of women.

**Gopal Krishna Thakur(2014):** Explain dimensions of gender inequality in India and education as a instrument of women empowerment. Result shows that girls enrolments in school have increased exponentially during 1950-51 to 2010-11, yet their enrolment in comparison to that of boys are still lagging behind. Women's percentage in school teaching job is much less than their male counterparts.

**Mamata Mokta (2014)-** Analyse empowerment of women in India and analysing position of India in Gender Inequality Index and Global Gender Gap Index of United Nations. As per the United Nations Development Programme's Human Development Report 2013: India stood at 132nd position out of 187 countries on the gender inequality index—performing worse than Pakistan whose position is 123. All nations in South Asia, except Afghanistan, performed better than India, with Sri Lanka (75) topping them all. Data reveals that Only 29 per cent of Indian women above the age of 15 in 2011 were a part of the country's labour force, compared to 80.7 per cent men. In Parliament, only 10.9 per cent of lawmakers are women, while in Pakistan 21.1 per cent are women. Women's participation is low. Researcher hope for the best when women take equal rights.

**Dr. Mun Mun Ghosh, Dr. Arindam Ghosh (2014)-** Analyse women participation in Indian agriculture. The CGR is shown for cultivators and agricultural Labourers for all the states of India from the period 1961-2001. The CGR is almost uniform for all the states showing very slight changes in few states which show a bit higher CGR than the rest. States like Nagaland, Himachal Pradesh and Rajasthan shows good growth rate in case of male cultivators. But Nagaland shows highest CGR in case of both male and female cultivators. The States like Himachal Pradesh, Manipur and Rajasthan illustrate a fine Compound Growth Rate for female cultivators. Researcher Conclude that women participation in agriculture is increasing with time and women are now acknowledged with the status of "agricultural worker". Though discrimination of wages and in working status still prevails for women labour but due to implementation of various policies and initiatives taken by government the invisibility of women as an agricultural worker is plummeting and will further diminish in future.

**Dr.E.Raju (2014)-**Studied gender discrimination in India in demographic social, economic and political context. Data reveals that female participation rates are much lower as compared to males. It is also observed that women are the comparatively greater losers of changing technologies. In political participation is increased at lower decisions.

**Sona Mitra(2014)-** Presented a report on major dimensions of Gender Inequality in India. The report used the four parameters for measuring gender inequality, namely, economic participation and opportunity, health and survival, educational attainment and political empowerment. Data revealed that India is ranked at 132 out of 187 countries on the gender Inequality Index (gII) and ranked at 136 on human development Index(HDI) in 2012. India also remains the lowest-ranked among its BRICSaM1 counterparts including Indonesia. The gII used by the Human Development Report measures the loss in a country's progress and human development because of gender inequality in three sectors: reproductive health, women's empowerment and labour market participation. India 's female Labour force participation rate is 33.1% and male Labour force participation rate is 82.7%. female seats in National parliament 10.9%. Other dimensions are son preference and declining child sex ratio , unequal access to education .Overall sex ratio in India has remained almost same since 1961, there has been an alarming decline in the child sex ratio, specifically after 1981. The gap between male and female literacy levels have narrowed over the years, but the gender gap widens above the level of primary education, thus indicating existence of unequal access to higher education. Literacy rate of male 82.1% and female 65.5%. gross attendance Ratio in Primary education 101% for males and 98% of female. Gross attendance Ratio in Higher education 67% of male and 54% of female in 2012. In the Indian context, unequal access to healthcare facilities and nutrition are evident from the higher child mortality rates and increased incidence of anaemia among women. Violence against women, both

sexual and other, forms a root cause that reinforces gender inequalities in social, political and economic spheres. The total crimes against women registered in the National Crime Records Bureau (NCRB) show that since 2001, it has increased by 70 percent. Within this, the NCRB reports an increase in rape cases by almost 150 percent since 1990. The Author explained major dimensions of inequality and also appreciate to government for making policies to improve equality , women empowerment.

**Dr.D.Swamikannan and C.Jeyalakshmi (2015)**- Studied women labour in agriculture in India. Data indicates that 43.6 percent of women are working, as agriculture labours 34.5 percent are cultivators, but it is increased to 50.35 and 41.51 respectively in the year 2001. Study concludes that the female work participation rate has drastically declined from 27.9 percent in 1961 to 25.7 percent in 2001. This means that the female workers are moved from agricultural activities to non- agricultural activities. Besides, laborer is a wage differences for the same type of between male and female workers which discourages the female workers to involve in agriculture.

**ANAND SHARMA &SANJOY SAHA (2015)**- studied overall picture of female employment in India–type of employment, wage differentials, work participation, employment potentiality. Data shows that at the all-India level male WPR range between 50-55percent from 43rd round (1987-88) to 68th NSS round (2011-12). Corresponding rates for females are in the range of 22-29percent. Male WPR has remained more or less stable during the entire study period. Employment status of urban and rural females for the period 1987-88 to 2011-12., There has been a continuous rise in the regular employment since the 43rd round. It has increased from 27.5 percent in the 43rd round to 42.8 percent in the 68th round. This increase is positive development since regular employment means better working conditions and higher incomes. The female workers have much lower participation rates than their male counterparts and hence comprise a marginalized section. The share of rural women in the workforce is much higher than those in urban. However, women in rural India are clearly in an inferior position in the labour market vis-à-vis their urban counterparts. . Rural women earn considerably lower wages than urban women, and the disparities have not shown any tendency to decline. Researcher suggests appropriate government intervention along with policy formulation for addressing the issue.

**Maonorama Gupta (2016)**-Discuss imbalance political participation of women in India .author discuss the main reason of imbalance that are sexual violence, illiteracy and discrimination. Results reveals that participation rate increases because of amendments as compare to past scenario but still its not on average point.

**Dr. T. Rama Devi(2017)**- Present some key determinants of gender inequalities that exist in our country. Gender parity index during 2010-2014 shows substantial progress in primary and secondary education and higher education also have rapid progress. The literacy rate in terms of number of girls per 100 boys enrolled shows that during study period from 2010-11 to 2014-15, a remarkable progress has been identified at all levels of education. Labour force participation rate of women in India, which dropped from 42.7 percent to 31.1 percent during 2010-11 to 2014-15. In the share of regular wage and salaried workers, female share is increased from 8.4% to 12.1 percent during study period.

**Amit Kumar, Prof. Somesh Dhamija(2017)**- Analyse the political participation of women . Researcher highlights the women election trend. The 1962 Lok Sabha election saw a gap of 16.7% between the male and female voters. This was reduced to 4.4% in the election of 2009. Data shows that Women representation in last 4-5 general elections have seen a consistent increase in the number of female MPs which is a healthy trend . Author find that women’s participation and presentation is good enough.

**I sundar (2017)**- Outline the gender inequality scenario , occupational inequalities , property inequalities, educational inequalities , political inequalities in India . As per data shows that in 2012 in India females have more numbers than the males in agriculture employment. And In India the males have more numbers than females with respect to completion of secondary school education, secondary school male teachers, ratio of males in primary and secondary education. Literacy rate of females is 65.46 per cent compared to a male which is 82.14 percent. Researcher found that still various types of discrimination is in India and suggest enhancing women participation in decision making and should promote the equal opportunities.



**Parveen Rai(2017)-** WOMEN'S PARTICIPATION IN ELECTORAL POLITICS IN INDIA: SILENT FEMINISATION- Researcher reveals that according to data women 's participation in election is not equal to men . Some key determinant factors are interest in politics, social networking , Employed or unemployed etc. The increased participation of women in formal politics reveals a process of feminisation of Indian politics with positive, people-driven developments that augur well for Indian women and for India. The participatory upsurge among women voters that started in the 1990s reached its crescendo in the 2014 Lok Sabha elections with a 65.6 per cent female turnout. The difference in male and female voter turnout has slimmed down to 1.5 per cent by 2014. This narrowing gender gap establishes beyond doubt that more women are exercising their electoral rights. Similarly, women's participation in election campaigns increased significantly between 1999 and 2014. However, it is equally clear that this feminisation of Indian politics is being resisted by the male dominated political establishment and party personnel, apparatuses and procedures.

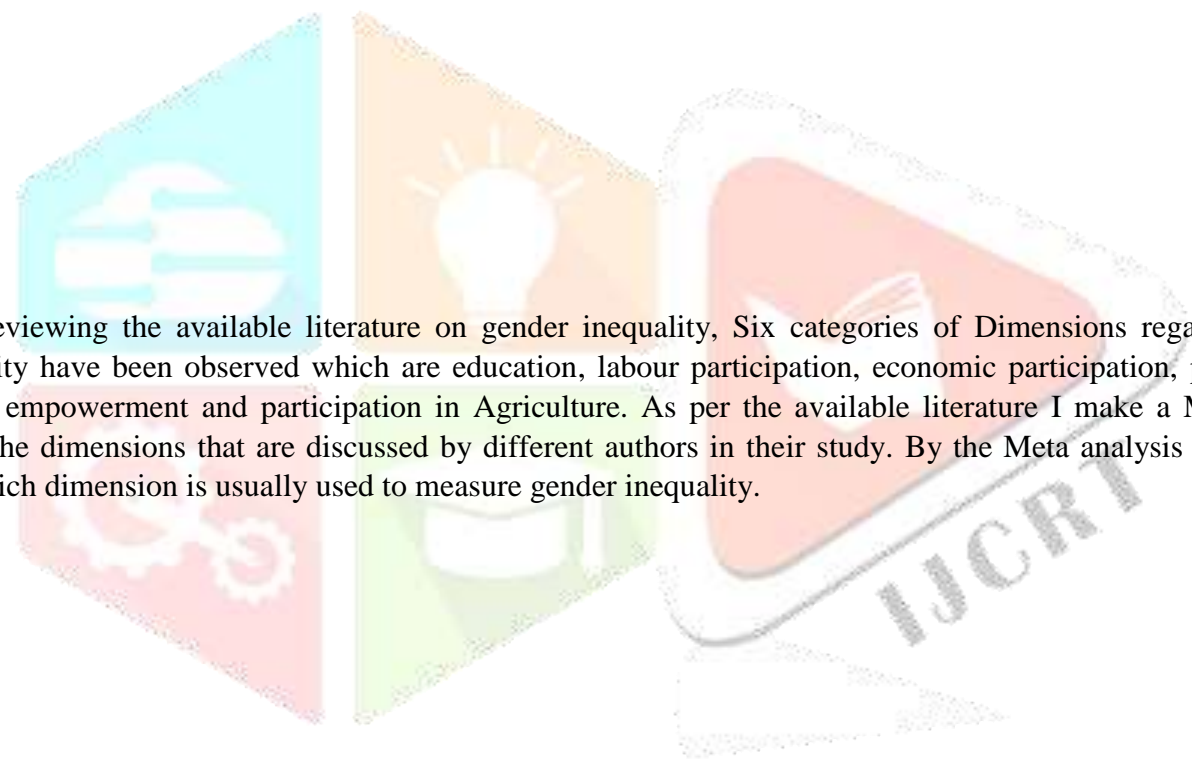
**M. Ameen Nisha (2018)-**Studied Political Empowerment and Participation of Women in India According to the statistics on women participation in politics women participation in politics is gradually increasing but not drastically as we see women participation in politics from 1952 to 2014 in India. Researcher suggests that awareness should be created among women to participate in politics with courage. To secure women's rightful place in society and to enable them to decide their own destiny and for the growth of genuine and sustainable democracy, Women's participation in politics is essential. Socio-cultural, Religious , low education are the main factors of low empowerment and participation.

**Dr. Naushad Khan (2018)-**Critically Reviewed the past literature of gender inequality. Researcher concludes that women have treated very bad and the men is considered superior in the whole world and women is only considered the caretaker of the home. According to inheritance no proper land is given to the women. On the birth of son the people fire for congratulation while on the female the people of the community are weeping. In food, education and health etc attentions are given to male while daughters are ignored. The quota in government employment is less than the men. Economically men are stronger than women. The number of seat in the parliament is less than the female. In education due attention are given to male and female are ignored while spent more money on the son and less on daughter. In European countries the gap between male and female is less however in Asian Countries gap is high. There are 16 countries of the world such as Turkey, Pakistan, Saudi Arabia, Iran etc have high score in gender gap in the world. If the situation is such that how the world will be developed and how it solves the problem of the poverty of the nation. Education is the instrument which only solves this problem, when education is given to all male and female equally in the world.

**Sandhya Mahapatro (2019)-** Analyse female participation in India. Data shows that educated unemployment is significantly higher and it increases over time especially among female. While the unemployment rate among female graduates was 8.4% in 2004-05, it increases to 16.12% in 2011-12. Researcher Explain Two major key findings of the study: first, education has a positive impact on accessing formal employment, yet unemployment among the educated women is also increasing. Secondly, despite attaining technical and vocational education, female's are entering into informal or self-employment respectively indicating the limited availability of jobs, restricted their entry into formal employment.

**Dr. Datchana Moorthy Ramu : Gender Equality & Sustainable Development in India(2019)-** This book discussed about Gender Inequalities , and their social causes, impact India 's sex ratio , Women's health over their lifetimes, their educational attainment , and economic conditions and deliver ideas to eradicate those issues. Writer discussed that Gender equality is not only a fundamental human right , but also a necessary foundation for peaceful and sustainable world. Gaps in gender equality exist in every sector As data shows that In south Asia , only 74 girls were enrolled in primary school for every 100 boys in 1990.By 2012 ratio was same . In 2019 Literacy rate is 56.55% where Male was 79.95%.Gender inequality continues to be a huge issue of concern in India. The position of India 's low ranking on the world economic Forum's gender gap index(GDI), 2014, due to gender inequalities, which scores below average on parameters based on economic participation, educational attainment and health and survival. According to writer gender discrimination is also a major issue of injustice. Poverty , Illiteracy , unemployment, social customs and beliefs are the main causes of Discrimination. In India 30% people are below poverty line , 705 are women. Women 's poverty in India directly related to absence of

economic opportunities and resources, land ownership and inheritance. The literacy rate for Males increased from 56% in 1981 to 76% in 2001. Female literacy rate was 30 to 54%. States like Bihar, Rajasthan, Jammu and Kashmir, the female literacy rate is below 50%. Writer discussed about Turning point – two decades ago, the adoption made by 189 governments of the BEIJING DECLARATION AND PLATFORM FOR ACTION marked a turning point in the history of women's rights. Much progress has been done in education, health, rights for women. The Sustainable Development Goals (SDG) are a collection of 17 global goals designed to be a blueprint to achieve a better and more sustainable future for all. The SDGs, set in 2015 by the United Nations General Assembly and intended to be achieved by the year 2030, are part of UN Resolution 70/1, the 2030 agenda. The goals are – no poverty, zero hunger, good health, quality education, gender equality, peace and so on. Goal 5 aims to eliminate all forms of discrimination and violence against women in the public and private spheres and to undertake reforms to give women equal rights to access ownership of property and economic resources. India reached gender equality at primary level education in June 2019. The proportion of seats in Lok Sabha held by women has reached 11%. India got 108<sup>th</sup> position in gender gap index in 2017. Writer provided some steps to achieve equality – talk to women and girls, Let girls use mobile phones, stop child marriage, empower mothers etc. Society can be developed by providing equal rights to men and women.



After reviewing the available literature on gender inequality, six categories of dimensions regarding gender inequality have been observed which are education, labour participation, economic participation, political field, women empowerment and participation in agriculture. As per the available literature I made a meta-analysis, which shows the dimensions that are discussed by different authors in their study. By the meta-analysis we can easily find which dimension is usually used to measure gender inequality.

**Meta analysis:**

Name Of Author	Dimensions					
	Political Participation(Election, Women Reservation Bill, parliament participation)	Education (Literacy rate, Enrolment ratio, Sex ratio)	Employment (labour Workforce rate)	Economic Growth	Women Empowerment	Participation in Agriculture
1). Manuka Khanna(2009)	✓					
2).Sunita Kishor Kamla Gupta(2009)		✓	✓		✓	
3).Veronika Eder(2012)	✓	✓		✓	✓	
4).Mamta Mehrotra(2013)		✓	✓			
5.)Gopal Krishna Thakur(2014)	✓	✓	✓		✓	
6).Dr. Mun Mun Ghosh, Dr. Arindam Ghosh(2014)						✓
7 ).Dr.E.Raju (2014)	✓	✓	✓		✓	
8) MAMTA MOKTA(2014)	✓	✓				
9).Sona Mitra(2014)	✓	✓	✓	✓	✓	
10)Dr.D.Swamikannan and C.Jeyalakshmi (2015)						✓
11) ANAND SHARMA & SANJOY SAHA(2015)			✓			
12). Manorama Gupta(2016)	✓					

13) Parveen Rai(2017)	✓					
14) I. Sundar(2017)	✓	✓	✓		✓	✓
15.) Dr. T Rama Devi(2017)	✓	✓		✓	✓	
16). Amit Kumar, Prof. Somesh Dhamija(2017)	✓				✓	
17). .M.AMEEN NISHA(2018)	✓				✓	
18) ). Dr. Naushad Khan(2018)	✓	✓	✓	✓		✓
19).Sandhya Mahapatro(2019)		✓	✓			
20) Dr. Datchana Moorthy Ramu(2019)	✓	✓	✓	✓		
Total	14	12	10	5	9	4

## Conclusion

The study concludes that still gender inequality is present in our society and women treats very bad as compare to men in India. As I study the available literature on this topic ,By analysing all the data conclusion is that Women's political participation is very low , in Lok sabha female members are increased day by day but its not an average compare to men. In elections Most of the participants are men .women's interest, Culture, religion; Less education are the main factors of their low participation. Our society is male dominant; It's also a reason of their low participation.

Second dimension is education female enrolment is increase in higher Education. Girls enrolments in school have increased exponentially during 1950-51 to 2010-11, yet their enrolment in comparison to that of boys are still lagging behind. Women's percentage in school teaching job is much less than their male counterparts.(Gopal Krishna Thakur 2014). At present time India's gender gap index (GGI) shows that India has slipped to the 112<sup>th</sup> position in 2019 from 108<sup>th</sup> position in 2018 from 153 economies. According to ILO, India's labour force participation rate is 48% in 2018. Under this male's participation rate is 74.6% and 20.8% is of female participation rate. As per human development report 2019 rank of India is 129<sup>th</sup> form 189 countries. Women is illiterate because of parents, they don't want to invest in girls as they will go to another home after marrying. Female employment rate also increases but in agriculture sector its very low in some states of country like Kerala , Punjab. Women like to do work in non agriculture sector. Women's employment rate is low as compare to men because of family issues, care of child.

As gender equality is very important for development of the country. According to this study, Result is not positive because there is no gender equality in the India. Researchers also suggest to government to make policies, arrange training programs etc. Lack of education and culture, social factors promote gender inequality.

Gender equality is very essential for development of country in every field. .As per I studied this I think women have to take initiatives for her, and should be encourage herself and should know about rights. On the basis of problems study recommend that there should be free education for boys and girls in the country, Facilitate good security to girls and boys in the world particularly in the developing countries and give due rights in land and jobs to girls in the country.

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