

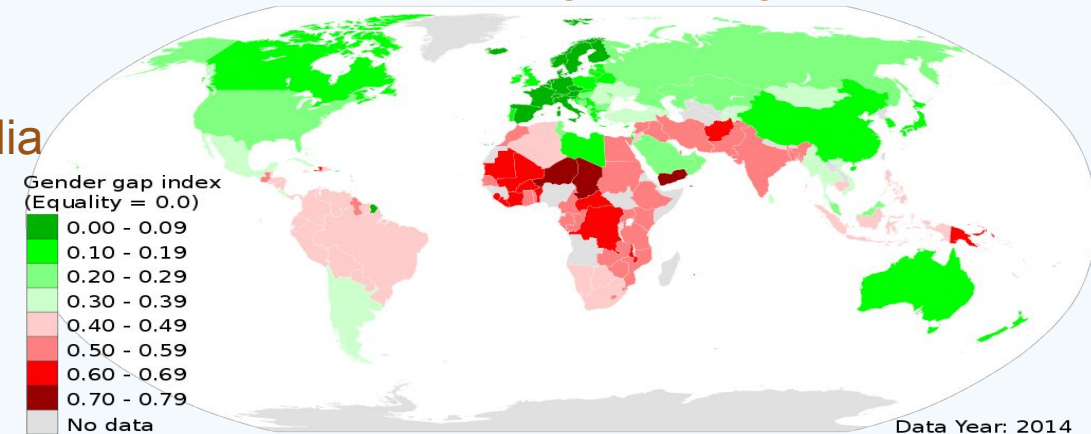
A stylized, colorful illustration of a landscape. The foreground features rolling green hills in various shades of green, with a brown path winding through them. On the left, there is a green tree, a purple flower, and an orange flower. A red bird is flying in the sky above the tree. The background consists of layered, wavy bands of light blue and white, suggesting a sky or water. The overall style is modern and graphic.

# Cultural Barriers for Gender Inequality

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# Gender inequality

- **Gender inequality** is the idea and situation which presents that women and men are not equal. Gender inequality refers to unequal treatment or perceptions of individuals wholly or partly due to their gender
- **Gender inequality** remains a major barrier to human development. The disadvantages facing women and girls are a major source of inequality.
- The following indicators shows the Gender Inequality in India
- Child (0 to 6 age group) Sex Ratio: 919 girls for 1000 boys
- Sex Ratio (Above 7 Years): 943 female for 1000 male
- Female Literacy Rate : 65.46% whereas the male literacy rate is 82.14%
- Maternal Mortality Rate: 178 deaths per 100000 live births.
- Still we are seeing the cases abandoned girl children and Female foeticide and female infanticide
- India got Rank 131 in gender Development Index, The above map is also an indicator for the gender inequality in India



# Some of the indicators of Gender inequality

- Over the last three years, there were over 24,000 reported Dowry deaths in India.
- As many as 70% of married women in India between 15 and 49 years of age are victims of beatings or rape.
- According to 2011 study, 72% of acid-attack cases in India from 2002 to 2010 included at least one female victim.
- 4. According to UNICEF, foetal sex determination by unethical medical professionals has today grown into a 1,000 crore industry in India.
- 5. Following the 2011 census, a number of activists raised concerns that up to 8 million female fetuses has been aborted in the previous decade.
- 6. According to a report, India shows "extremely high" levels of gender inequality, with a Gender Parity Score of 0.48, compared to an ideal score of 1.
- 8. Recent survey revealed that the median wage for women in India was 27% lower than what men make.
- 9. According to the National Crime Record Bureau's 2014 report, 39.8% of rape victims in India are girls under the age of 18.
- 10. While the male literacy rate of India stands at 82.14%, the female literacy rate is only 65.46%, with Rajasthan having the lowest female literacy at 52.66%.
- 11. And despite an improving child sex ratio, India still ranks an abysmal 127th out of 146 in the United Nation's Gender Inequality Index.
- Sexual harassment in workplaces is happening in various forms

# Places of Gender Inequality

- Gender Inequality may found in the following places
  1. Cultural barriers for gender inequality
  2. Gender inequality in home
  3. Gender inequality in work place/office
  4. Gender inequalities in educational systems
  5. self-inflicted discrimination

(Group Discussion among participants to know about the practical gender inequality in their places)

# Cultural barriers for gender inequality

- Patriarchal Society
- Son Preference
- Dress codes and special activities for girl children
- Low status of women
- Early Marriages
- Giving birth at early age
- Reproductive Health System
- Lack of knowledge Sexual Rights
- Cultural superstitions like child marriages, sathi and pardha system
- Dowry system, Dowry harrassments and dowry deaths
- Female Foeticide and Female Infanticide

# Gender inequality in home

- Capacity Building differences between boys and girls at home
- Girls discrimination in health, education and food
- Work allotment for the children in the family – separate for girls and boys
- Unpaid Care Work / Home Made Work
- Differences in Dress Codes and Personal Adornment
- Women are not slavers in the home
- Powerless role in the family
- Less implementation of property rights for women
- Male ordered food practice in the home
- Male ordered dress code, relationships
- Glass Ceiling

# Gender inequality in work place/office

- Discrimination against women has contributed to gender wage differentials, with Indian women on average earning 64% of what their male counterparts earn for the same occupation and level of qualification.
- Equal pay for equal work
- Equal rights at workplace
- Dual Role – women works more in the household activities
- Equal opportunities and promotions for women in workplaces
- Sexual abuse and harassment
- Inequality and caste based, gender based abuse

# Gender inequalities in educational systems

- According to Census of India 2011, literacy rate of females is 65.46% compared to males which is 82.14%. Compared to boys, far fewer girls are enrolled in the schools, and many of them drop out.
- Education is not wise attained by Indian women. Although literacy rates are increasing, female literacy rate lags behind the male literacy rate.
- Lack of knowledge on services and employment opportunities
- Private schools for Boys and Government Schools for Girls
- Lack of Toilets and Washroom facilities for girls in the schools
- Reproductive health issues in educational institutions
- Eveteasing towards girls
- Love, rapes and acid attacks
- Girl child abuse in the educational systems



# Gender inequality by Self-inflicted discrimination

- Crime rate towards women is sending back the women In the protection systems. They are getting fear to come out
- Dependency
- Lack of knowledge on legal rights or power to make decisions.
- Some of the illiterate women still under control of the male. They pray the patriarchal system

# Role of Health Worker in Gender Inequality

- Promote equal priority for both girl and boy children in your home and society
- Promote equal educational opportunities to the both girl and boy child
- Do not promote the domination of the boy child on girl child at your home
- Don't divide the work for boys and girls at your home and distribute the equal work for boys and girls
- Educate the women on their personal health problems. Basically women may not share their personal problems with others. You can try to know the issues of women and provide the knowledge. Social worker should maintain the confidentiality
- Organise small group meetings for women to discuss about the common health problems of women
- Immunisation to your children at right time – maintain no discrimination
- Invite voluntary organisations or staff of women and child welfare department to discuss about the inequality in your community
- Involve the women in Saving schemes for the economic empowerment
- Support women when they are in the problems

Thank You

