

## GENDER EQUALITY: A PERSPECTIVE ON PRESENT SCENARIO

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**Abstract:** The term gender equality refers to the equal valuing of the various roles assumed by men and women in society. Both men and women are capable of equally reaping benefits and also equally contributing towards social political, cultural and development within society. In the process of analyzing present scenario on gender equality attempt has been made to overcome the stereo type barrier and prejudices that create inequality, instead it strives to throw light on different responsibilities and roles in their daily life and work. In order to capture all components of gender equality behavioural and attitudinal commitment are an important factors for creating equality. The paper reviews three domains of gender equality after societal modernization firstly – capability – basic human abilities as measured by education, health and nutrition secondly opportunity access to assets, income and employment and finally agency – political power, that is ability to make choices that can alter outcomes and suggests new targets and indicators for stable equality in society.

**Keywords:** Gender, Equality, Stereotype Barriers, Responsibility, Modernization, Capability, Opportunities, Agencies, Targets, Indicators.

**Introduction:** The term gender equality refers to the equal valuing of the various roles assumed by men and women in society. Both men and women are capable of equally reaping benefits and also equally contributing towards social political, cultural and development within society. Gender equality signifies a society in which men and women enjoy the similar opportunities, outcomes, obligation and rights in every sphere life. Equality between men and women can exist only when both sexes are capable of sharing mutually in the distribution of influence and power. It is essential an environment which provides equal opportunities for financial freedom forming business and work, free and easy access to education and the prospects to develop own personal goals. The direct outcome of such prevailing atmosphere is an instant and stable growth in economy and society. The ideal state of equality hampered during various stages of evolution and civilization of human being. Men and women are not created equal. They are physically dissimilar. They each have their God even strengths. These strengths determine their responsibilities for procreating and family viability. The natural differences can not be discarded. These inborn differences are the deciding factors for gender discrimination in society and workplace. The customs and traditions of society on the limitations of women started curtailing the freedom, liberty and opportunity. In the name of morale, violence brutality and humiliation restrictions imposed on women. They were not allowed to move freely and stopping the easy accessibility in all walks of life. Thus inequality prevailed in the society all over the world and treated it as normal custom and behaviour. Half of the human population were marginalized and ill treated.

However, to get out of the pitiful condition and empower women, the charter of United Nations, all

human world forum like WHO and all constitutions of the world advocated accepted and acknowledged gender equality as human rights. The organizations and institutions all over the world highlighted and stressed the grave need for nations to take appropriate actions against prevailing discriminatory practices. The government organizations ensured the issues of gender equality to be incorporated in infrastructure and governance activities. Now, women are empowered and marching on an equal footing. With this changed scenario, it justifiable to have a perspective view on women's role and responsibilities.

The role and responsibilities of women in development and society can be discussed in domains of gender equality capability – the basic human abilities as measured by education health and nutrition, opportunity, access to assets, income and employment and agency – ability to make choices that can alter outcomes and suggests new targets and indicators.

The ability of women have really transformed the education scenario of India. Once who, were banned for education in the name of custom and tradition, are now strong holders of the education system. From primary school to Higher education be it social sciences, medical and engineering etc. every where women are in commanding position. On an average 50-60% teachers are ladies and some of the schools are of hundred percent women teachers.

The changing scenario of awakening started during sixties and moving ahead upto nineties and after that it is in advanced form. They have emphatically proved that women are useful in teaching like men. Women are playing the educational role not only in educational institutions but also in the family. They have an influence on the family members. They educate their children. Women advise their brother,

father and her husband on any issue that may arise. Therefore women have a significant role in the family and society as a whole. With their ability to acquire knowledge women have ventured into the fields which were formerly male dominated. Significant areas like engineering, aeronautics medicine and armed forces. It is the power of education that women are now chief executive manager / director incorporate sector, service sector and banking etc. They are writer editor correspondent in literary composition. The modern world is incomplete without women be it computer, electronics, media and communication. Now, it is no secret to male chauvinists that women have made more assertive in contributing to education and every field in general.

The medical journey started by Dr. Anandi Bai Joshi, (the first medical graduate in 1886 by any Indian women) has reached to a spectacular panoramic view. As per the report of medical council 2014-15 about 49% of women out of the total medical seats in Indian medical colleges, are passing out every year to serve the nation and society. Presently, no one can think of medical service without women. In hospitals, government or private, more than ninety percent nurses are female. It is in their nature to serve the ill people. Educating in medical is an added glory for them. In order to take care health of the people they are engaged in research work, innovative methods and techniques to ease out the pains and sufferings of the patients. Medically educated women are more aware and conscious about health and hygiene of family and society. Actually they are out numbering the male counter parts. This flourishing state of women have become possible because of easy access to education and change in the attitude of the people. Now they are the major work force in the medical field.

The health of the people depends on the foods they take. Food with nutritive contents gives better health. They have responsibility of preparing meals and serve it. From bringing fodder, collecting grains, fetching waters preparing meals and serving all are done by women. Men completely depend upon women on this issue, it is argued that women are exploited and treated unequally. At the same time it can also be said that they are in complete freedom and dominance. However male also helping women in preparation of meals. This balancing act has become possible due to education.

Previously, India had limited scope and opportunities for income and employment and gender in equality existed in the nation. But today India was tremendous opportunities and wide scope, geographically and demographically, to generate employment and income. India's national tradition is Agriculture and it is a way of life of the people. An estimated 72% of the total population of India live in

villages and in rural India the percentage of women who depend on agriculture for their livelihood is 84% out of which 33% are cultivators and 47% of agricultural labourers. Women's participation rate in agricultural sector is about 49% in tea plantations 46.84 in cotton cultivation 45.43 in growing oil seeds and 39.13% in vegetable production.

This data is given by Food and Agriculture Organization of India. It indicates that women are not marginalized instead they are doing an important job in agriculture as a major labour force. However, there were some practice of wage discrimination and barring from ownership in inherited property. The government was committed to remove the wage differences between men and women workers. At the national and state level wages are decided by the government on the basis of skilled and unskilled labour. With the impact of Green Revolution they are using the modern approach to Agriculture including irrigation systems, genetically modified seeds, insecticide and pesticide usage and many other land reforms. As a result there is boon in agricultural productivity.

Opportunities for career advancement and employment are available for women in the field of financial resources like banking, capital, credit, insurances, industry, science and technology like medical engineering, communication and information, and counseling and advisory like legal advisor lawyer, career etc. In fact, fields like this and many more provided opportunity to women to prove their capabilities. In regard to this they have not only proved their potential and ability but also helped to improve the monetary and economic scenario of society and Nation as well.

In the Agency of power like politics and representation in legislature, executive and judiciary women have proved their ability emphatically. They are part of determiners of progress and suggest new targets and indicators for developments. Women are taking active part in politics and being elected for various agencies of the government. They have excelled to apex like President, Prime Minister and Minister in centre and Chief Ministers in states and Chief Executive Officer/Manager in corporate sectors. Women have proved exemplary leadership, better administrator and policy maker. That is to say with their ability they have changed the destiny of the society and nation.

The reason for present glorious scenario of women is that they have taken education seriously. They restrict their social activities for education. Even for learning opportunities the female child's marriage is delayed. This commitment helped to alter the traditional view of social mindset. In fact, women have created a gender identity. They have established a psychological system with the society's

social system. The society is more aware of the needs of women and has generally shown the goodwill to achieve this equality. The women movements and other factors have positively contributed to the

achievement of gender equality. It has contributed to the women recognizing their rights and using the opportunities availed to them.

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