

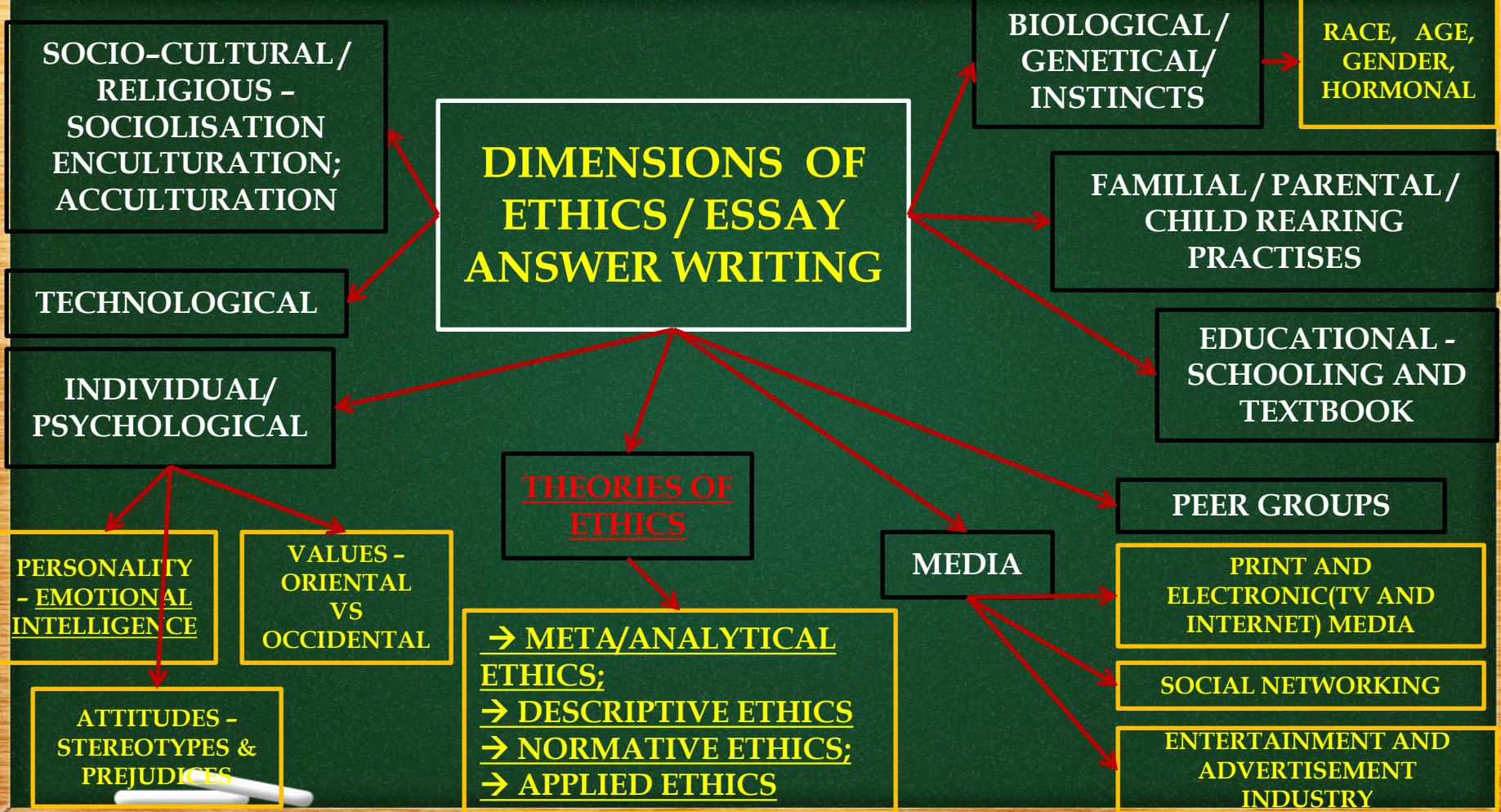
Women/Gender Based Essay: Multiple Dimensions Of Gender!

By Prof. Akshay D Kadam

Previously Asked Essay Topics On Women/Gender

- Fulfillment of 'new woman' in India is a myth.
- If development is not engendered, it is endangered
- Managing work and home - is the Indian working women getting a fair deal?
- If women ruled the world.
- Whither Women's Emancipation.
- Empowerment alone cannot help women.
- Women is God's best creation
- Greater political power alone will not improve women's plight.
- "You educate a man; you educate a man. You educate a woman; you educate a generation."

DIMENSIONS OF ETHICS / ESSAY ANSWER WRITING



**CONSTITUTIONAL VALUES -
FUNDAMENTAL VALUES;
DPSP; FUNDAMENTAL
DUTIES**

DIMENSIONS OF ETHICS / ESSAY ANSWER WRITING

**ECONOMIC -
SURVEY - BUDGET,
POLICIES**

**INTERNATIONAL
FACTORS -
GLOBALISATION**

**HISTORICAL
PERSPECTIVE**

**GEOGRAPHICAL
FACTORS**

**ORGNISATIONAL
FACTORS -
BUISNESS ETHICS**

**ENVIRONMENTAL
FACTORS - CLIMATE
CHANGE**

**LEGAL FACTORS -
JUDICIAL
FACTORS; LAWS**

**ADMINISTRATIVE
FACTORS -
IMPLEMENTATION
ISSUES; RED TAPISM**

**POLITICAL
FACTORS**

Multiple – Dimensions of Gender:

- Mental Health: 'Global Burden of Disease Study 1990-2016', published in The Lancet Public Health journal
- Causal Factors for High Suicide rate in Indian Females:
- Psychological Factors: Blue Boy Pink Girl Categorisation; Gender biased CRP's; Son Meta Preference
- Son Meta Preference: Skewed Sex ratios of the last child (SRLC).
- Social Factors – Dowry & Domestic Violence: Laws Against Dowry System in India; Causal Factors For Dowry Deaths; Solutions To Curb Dowry Deaths
- Social Networking – MeeToo Campaign
- Racial Factors – Fair Skin Racism in India: Causal Factors and Solutions
- Technological Factor – Feminization of Agriculture
- Constitutional and Legal - Legalisation of Marital Rape; Verma Comitte Recommendations; Arguments in Support and Against;

- Gender Equality & Disaster Risk Reduction: Sendai Framework for Disaster Risk Reduction 2015-2030
- Literacy: Educational achievements and analysis
- Economic participation of women: Important statistics
- Workforce Participation: Decline In Labor Force Participation Rate of Women; World Bank world development Indicator report finding
- Reasons for declining Women Participation Rate despite high educational achievements.
- Gender Pay Gap: Oxfam Report
- India ranked world's most dangerous place for women: Thomson Reuters Foundation Report
- Gender In-Equality Index: How it is measured? What's India's rank?
- Gender Inequality Index of UNDP; Inequality-adjusted HDI (IHDI) of UNDP; Global Gender Equality Index: The Sustainable Development Goals Gender Index by UK-based Equal Measures 2030

- Use of female controlled reversible contraception & Women Empowerment: Findings from Economic Survey
- Glass Ceiling: Myth Or Reality in India? Causal Factors & Solutions; NITI Aayog Initiatives.
- Bollywood's portrayal of women changing the perception of society towards women in India: Ban On ITEM Songs
- Political Participation of Women: Issue of "Sarpanch Pati"

- Mental Health: ‘Global Burden of Disease Study 1990-2016’, published in **The Lancet Public Health** journal; has pointed out worrying aspects of the growing problem of suicides in India. Nearly **37 per cent** of women who commit suicide around the world are Indians. The suicide rate among Indian women was **three times higher than** what might be predicted for a country with similar geography and socio-economic indicators.
In fact, **married women account for the highest proportion of suicide deaths among** Indian women. 76% as per NCRB.
Karnataka, Tamil Nadu, Andhra Pradesh, Telangana, West Bengal and Tripura had high SDRs for men and women, while in Kerala and Chhattisgarh, the figure was high for men.
- The suicide death rate (number of suicides per one lakh persons) in 2016 for women in India was 15, which is **2.1 times the global SDR for women**; while for men it was 1.4 times the world average.

Causal Factors for Suicides in Females:

- 1) **Toxic gender roles:** Strict gender norms keep women and girls under high levels of surveillance, restrict their mobility, leave them with high burdens of domestic labour as well as lead to gender-based violence.
- 2) **Absence Of Dissonance Reducing mechanisms:** Lack of recreational facilities and entertainment avenues especially in Rural areas.
- 3) **Indian Marriage is not a Protective Measure:**
- 4) **Compounded Gender Roles or Duality of Gender Roles For married women:**
- 6) **Restriction On Reproductive Agency:** Lack of information on contraception leading to women have little control over their own bodies or choices around child bearing. In the use of female contraception: nearly 47 percent of women do not use any contraception, and of those who do, less than a third use female controlled reversible contraception.
- 7) **Disproportionate burden of household labour and lack of companionship:**

- Psychological Factors:
Blue Boy Pink Girl Categorisation;
Gender biased CRP's;
Son Meta Preference
- Family & Son Meta-Preference:
 - Parents continue to have children until they get the desired number of sons. This kind of **fertility-stopping rule leads to skewed sex ratios**. But in different directions: skewed in favour of males if it is the last child, but in favour of females if it is not the last. Where there are no such fertility-stopping rules, ratios remain balanced regardless of whether the child is the last or not. But there is another phenomenon of son meta-preference which involves parents adopting fertility “stopping rules” - **having children until the desired number of sons are born**. Which leads to the notional category of “unwanted” girls which is estimated at **over 21 million**.

Son Meta-Preference: Is Development Itself an Antidote?

The Natural sex ratio at birth is 1.05 males for every female. Any deviation from this is on account of human intervention: sex-selective abortion. In China, the one-child policy interacted with the underlying son-preference to worsen the sex ratio from 1070 in 1970 to 1156 in 2014.

India's sex ratio during this period also increased substantially even **without the one-child policy from 1060 to 1108** whereas if development acted as an antidote, it should have led to improvements in the sex ratio.

For Ex Punjab and Haryana the richest states have the sex ratio (0-6 years) approaching 1200 males per 1000 females.

SRLC: A different measure to detect a son “meta” preference.

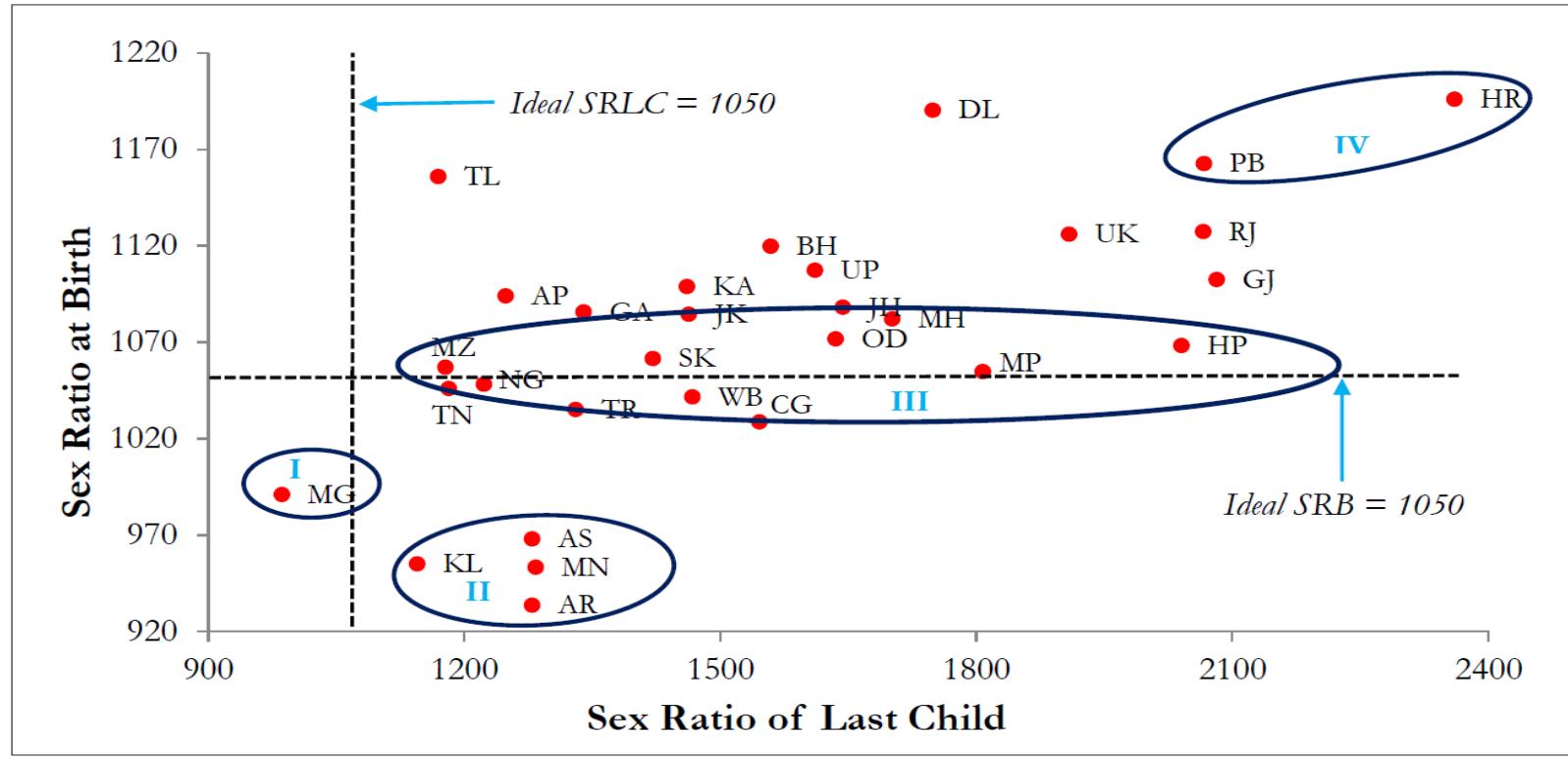
Fertility Stopping Rules form of sex selection alone will not skew the sex ratio – either at birth or overall. A different measure is required to detect son “meta” preference that is the sex ratio of the last child (SRLC).

A preference for sons will manifest itself in the SRLC being heavily skewed in favour of boys. On the other hand, an SRLC of close to 1.05:1 would imply that parents’ decisions to continue having children is uncorrelated with previous birth being a son or a daughter.

Families continue to have children until they get the desired number of sons; will lead to skewed sex ratios but in different directions: **Skewed in favour of males if it is the last child, but in favour of females if it is not.**

Figure 7 plots the SRLC against the SRB for Indian states.

Figure 7. Sex Preference – “Malign” and “Meta” (Male Per Thousand Females)



Meghalaya stands out as an ideal state because both sex ratio at birth and sex ratio of last child are close to the benchmark.

States in circle II and circle III, such as Kerala, do not seem to practice sex selective abortions (since their sex ratios at birth are close to the biological benchmark) but indicate some son “meta” preference (skewed SRLC).

Punjab and Haryana, on the other hand, exhibit extremely high son preference and meta preference – the overall sex ratios are significantly above the biological benchmark, and the sex ratio of the last child is heavily male skewed, implying parents are unlikely to stop after having a daughter.

Figure 8a. Sex Ratio by Birth when Child is not the Last

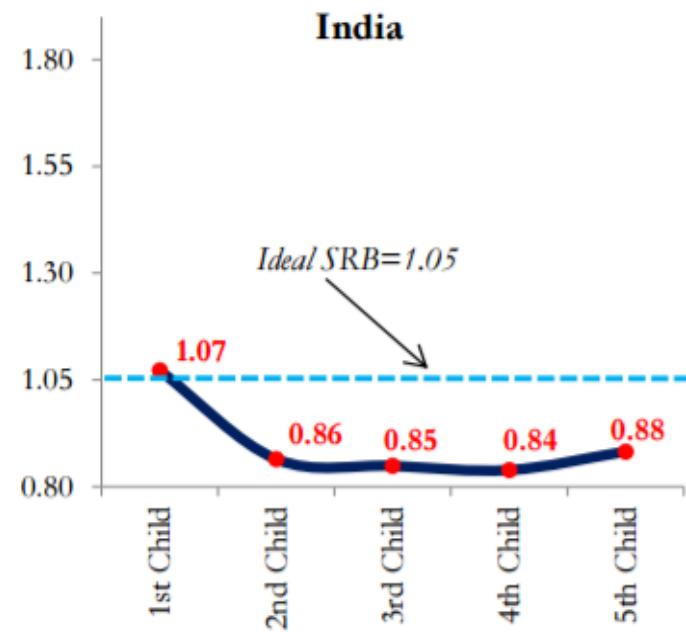
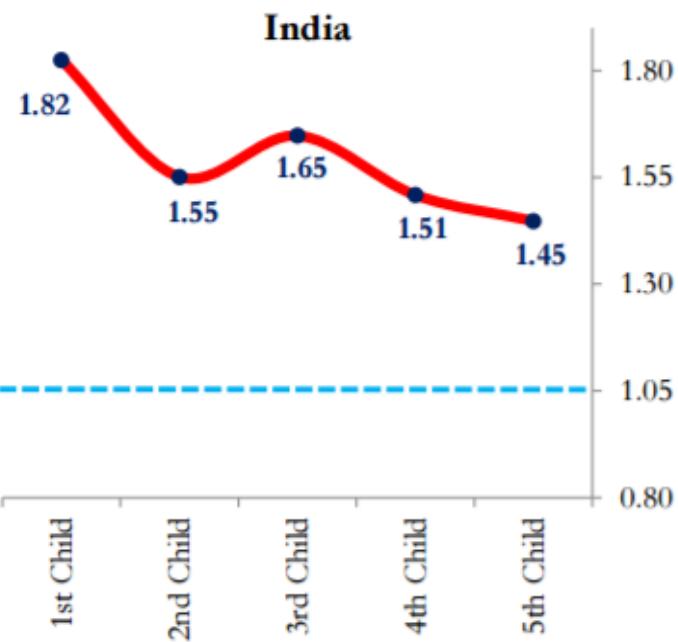


Figure 8b. Sex Ratio by Birth when Child is the Last



In India Figure 8b, the sex ratio of the first child for households that have strictly more than 1 child is 1.07. Similarly, 0.86 is the sex ratio of the second child among families that had strictly more than 2 children.

In contrast Figure 8b shows the sex ratio of the last child by birth order. The sex ratio of the last child for first-borns is 1.82, heavily skewed in favour of boys compared with the ideal sex ratio of 1.05. This ratio drops to 1.55 for the second child for families that have exactly two children. The striking contrast between the two panels conveys a sense of son meta preference.

A son “meta” preference –even though it does not lead to sex-selective abortion –may nevertheless be detrimental to female children because it may lead to fewer resources devoted to them.

→ Social- Matriarchal vs Patriarchal Society; Dowry & Domestic Violence

National Crime Records Bureau: In 2010, 8391 dowry death cases were reported across India, meaning a bride was burned every 90 minutes.

Increasing Trend: A decade earlier this number was 6995, but climbed to 8093 dowry deaths in 2007 and touched 8,233 in 2012. The **higher socio-economic strata is equally involved** in such practices.

State wise break-up: Highest incidence of dowry deaths was in Uttar Pradesh and Bihar. The conviction rate was always in the vicinity of 50 per cent in U.P. and in the vicinity of less than 30 per cent in Bihar.

Nagaland is the only State and Lakshadweep the only Union Territory where no dowry deaths were reported during the period.

Although in theory the Hindu Succession Act gives Hindu women equal inheritance, "in practice, married daughters are seldom given a share in parental property."

Laws Against Dowry System in India:

The Dowry Prohibition Act, 1961:

Protection of Women from Domestic Violence Act, 2005:

Cruelty by the husband or his family against the wife have been addressed in the Section 498A of the Indian Penal Code and Section 198A in the Criminal Procedure Code.

Causal Factors For Dowry Deaths:

- 1) Rising consumerism and greed for material possessions In India:
- 2) Religious Sanction:
- 3) Society Structure - Dowry is largely the manifestation of the patriarchal nature of the Indian society.
- 4) Greed Factor
- 5) Propulsion Towards Adhering to Customs
- 6) Ineffective statutory laws with Vague Statutory Language:
- 7) Non enforcement of Existing Laws:
- 8) Economic Discrimination against Women:

Solutions To Curb Dowry Deaths:

- 1. Law:**
- 2. Enforcement** – A zero-tolerance policy for offenders and ensure enforcement of the law through systemic changes.
- 3. Social Awareness Campaigns** – Campaigns should be designed to reach the deepest strata of the society and aim to spread knowledge about the legal provisions against dowry.
- 4. Education and self-dependence of women** – Knowledge of their rights will enable them to speak up against practice of dowry and ongoing marginalization. They will also be able to strive for self-dependence and not view marriage as their only salvation.
- 5. Overhaul of mindsets** – India as a country requires major overhaul of its existing mindsets that in today's society women are perfectly capable of doing anything that men can.
- 6. Initiating Mass Media Campaigning:**

→ **Social Networking - MeeToo Campaign**

→ **Racial Factors – Fair Skin Racism in India,**

Being subject to a succession of white(ish) overlords has long associated light skin with power, status and desirability among Indians. Dasyus and aryas, (it is said that indigenous dark skinned communities were forced into 4th varna and category of untouchables). Muslim invaders and rulers who ruled India for over millennium were largely white skinned; thus power and status came to be associated with white skin. British in their 200 year rule propagated idea of white man's burden and created racial inferiority in minds of Indians which still propagates.

- Being subject to a succession of white(ish) overlords has long associated light skin with power, status and desirability among Indians.
- Social prejudice of equating fairness with beauty and better prospects of marriage for fair girls in a patriarchal society has aggravated the problem.

- Depiction of goddesses and mythological heroines (role models for women in ancient times) as fair skinned beauties: Sita, Parvati, Laxmi, Radha (many songs about fair Radha and dark skinned Shyam) give cultural sanction to fair skin racism. With few culture exceptions like Draupadi.
- Bias in Bollywood and interestingly in Tollywood industry too; which promotes fair girls even if they lack good acting skills.
- Aggressive marketing by manufacturers of beauty products which rest on creating inferiority complex to sell product affects self-esteem and confidence of young girls for example, advertisements showing girls getting jobs after getting fair skin. This further strengthens stereotypical belief.
- Stereotypical belief in Indian society that skin color determines a person's worth.
- Constant exposure to comparative negative skin remarks and judgments aggravates the problem.

Solutions To Curb Fair Skin Racism:

#Dark is Beautiful Campaign.,

#ColourMeRight campaign;

Celebrities should promote “RAINBOW” culture in India.

The Advertising Standards Council of India attempted to address skin-based discrimination in 2014 by banning ads that depict people with darker skin as inferior.

Technological - Feminisation of Agriculture etc

- Notably, as per Census 2011, out of total female main workers, 55% were agricultural labourers and 24% cultivators.
- However, only 12.8% of the operational holdings were owned by women, which reflected the gender disparity in ownership of landholdings in agriculture.
- This requires that women farmers should have enhanced access to resources like land, water, credit, technology and training which warrants critical analysis in the context of India. To ensure main-streaming of women in the agriculture sector, the government is earmarking at least 30% of the budget allocation for women beneficiaries in all ongoing schemes-programmes and development activities.

→ **Constitutional and Legal - Legalisation of Marital Rape**

Section 375 of IPC defines rape as a sexual intercourse with a woman against her will or without her consent but a sexual intercourse by the husband with his wife is not rape. Exception 2 to Section 375 of IPC grants immunity to the husband for the act of raping his own wife.

- **JS Verma committee, constituted after the Nirbhaya gang rape in 2013, recommended criminalization of marital rape.** Verma committee report quoted study stating 60% of married women reported rape by intimate partners. NCRB data shows in 85-90% rape cases accused is known person. So analogically it can be assumed that trusted can rape; hence husbands can rape. **We first need to agree to its existence.** The UN Population Fund has found that more than two-thirds of married women in India between the ages of 15 and 49 have been raped by their husbands.
- The Supreme Court of India already in the case of Independent Thought versus Union of India has made sexual intercourse with the wife under the age of 18 an offence.

→ Legalisation of Marital Rape arguments in Support:

Essentials of rape is absence of consent.

A graver offence as it is committed on a woman within the confines of the pious and sacred institution of marriage.

Exception 2 is a regressive approach not keeping in tune with the changing times wherein the institution of marriage is being seen from the prism of companionship and equality between two partners.

The development of law on this subject all over the world has been in favour of criminalization of martial rape.

Violence should not be sanctified through institution of marriage.

→ Legalisation of Marital Rape arguments against:

It will create absolute anarchy in families.

This will amount to excessive interference in the marital relationships.

Will result in grave misuse of law against the husbands.

Issue of Evidence:

Illiterate, uneducated orthodox women wont be using this provision even if it is legalized in India to protect their marriage.

- Existing laws are sufficient and capable of dealing with cases of sexual abuse of woman.
- a) Protection of woman from domestic violence acts covers physical, emotional, sexual cruelty and the wife is entitled to protection provisions, interim, financial and monetary orders and non-compliance of orders by husband entails imprisonment.
- b) Sec 498A of IPC covers all kinds of cruelty on wife including mental, physical and sexual cruelty and a person can be jailed up to 3 years upon conviction.
- C) If a wife and husband are living in separation due to matrimonial separation and if in such a circumstance, the husband indulges with sexual intercourse forcibly with the wife, then it amounts to rape and punishment up to 7 years in jail.
- D) In case of unnatural sexual act with the wife by the husband, the husband can be jailed for up to 10 years.

→ **Gender Equality & Disaster Risk Reduction:**

- The Sendai Framework for Disaster Risk Reduction 2015-2030 supports an inclusive approach to disaster risk reduction. It recognizes the indispensable role of women in risk reduction efforts.
- Natural disasters affect women, men, girls and boys differently. In fact, in many contexts, due to socio-economic conditions as well cultural beliefs and traditional practices, women and girls are more likely to be disproportionately affected by disasters, including through loss of life during and in the aftermath of disasters, loss of livelihoods and productive assets, and increased gender-based violence.

→ **Literacy Statistics among Women In India:**

- Among graduates in 2018-2019, women represented: Undergraduate degrees: 53%; Phil. degrees: 69.6%; PhDs: 41.8% The female literacy rate is 65.46%
- A survey titled “Household Social Consumption:Education” and published by the Ministry of Statistics and Programme Implementation (MoSPI), has pegged Kerala as having the highest age specific attendance ratio (ASAR) for women, in both urban and rural areas, starting from the pre-primary level to pre-university education.
- ASAR is the percentage of people in that age-group currently attending educational institutions, irrespective of the level or class in which they are studying. The survey has also listed Himachal Pradesh, Uttarakhand, Telangana and Tamil Nadu as having high ASARs.

→ Economic Participation For Women:

- Women form 63% of the lowest paid labour but only 15% of the highest paid workers
- 95% of the Indian female workforce works in the informal economy
- India ranks 136th worldwide in women's economic participation
- Gender pay gap in corporate India stands at 27%
- According to the Deloitte report titled 'Empowering Women & Girls in India' for the Fourth Industrial Revolution, 95% or 195 million women are employed in the unorganised sector or are in unpaid work.



My mom always says that when a woman is financially independent, she has the ability to live life on her own terms.

No matter where you go in life or who you get married to, you have to be financially independent, whether you use it or not.

You don't know what curve balls life will throw at you. You should have the ability to take care of yourself and the people you love.

It gives you the ability to protect yourself when life happens, to stand on your own feet and say that alright I can do something about it without being helpless

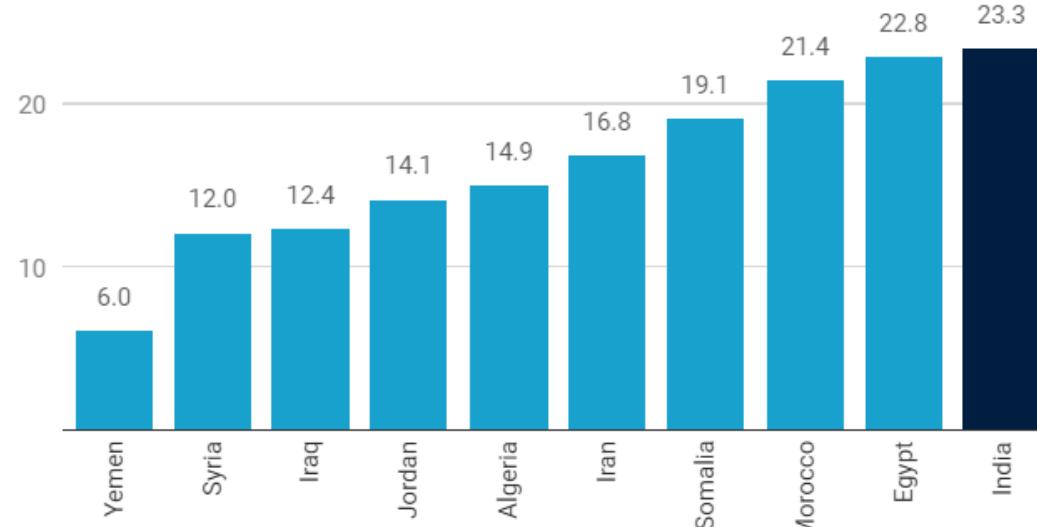
- Priyanka Chopra

→ **Workforce Participation: The Labor Force Participation Rate for Women Is Declining:**

- Despite rapid economic growth, as against a 45.4 per cent median female share of the workforce in 144 countries; less than a quarter (23.6%) of women aged 15 and above participated in the labor force in 2018 (compared to 78.6% of men). NSSO data on youth (15-29 years) shows that their participation has dropped from 37.1 per cent in 2004-05 and 24.4 per cent in 2011-12 to just 16.4 per cent in 2017-18.
 - Rural women are leaving India's workforce at a faster rate than urban women.
 - **Increasing women's labor force participation by 10 percentage points could add \$770 billion to India's GDP by 2025.**
- Just nine countries around the world, including Syria and Iraq, now have a fewer proportion of working women than India. India's female Labour Force Participation Rate (LFPR) – the share of working-age women who report either being employed, or being available for work – has fallen to a historic low of 23.3% in 2017-18, meaning that over three out of four women over the age of 15 in India are neither working nor seeking work.

Only nine countries have a lower labour female participation rate than India

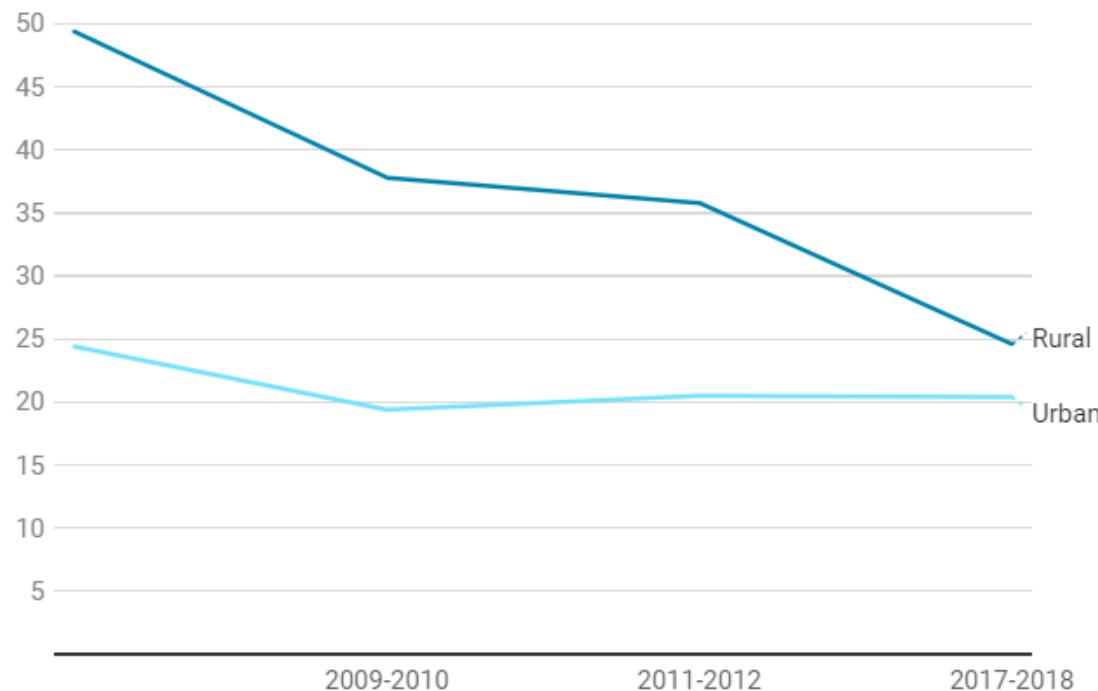
Ten countries with the lowest female labour force participation rate (%)



Source: World Bank World Development Indicators • [Get the data](#) • Created with Datawrapper

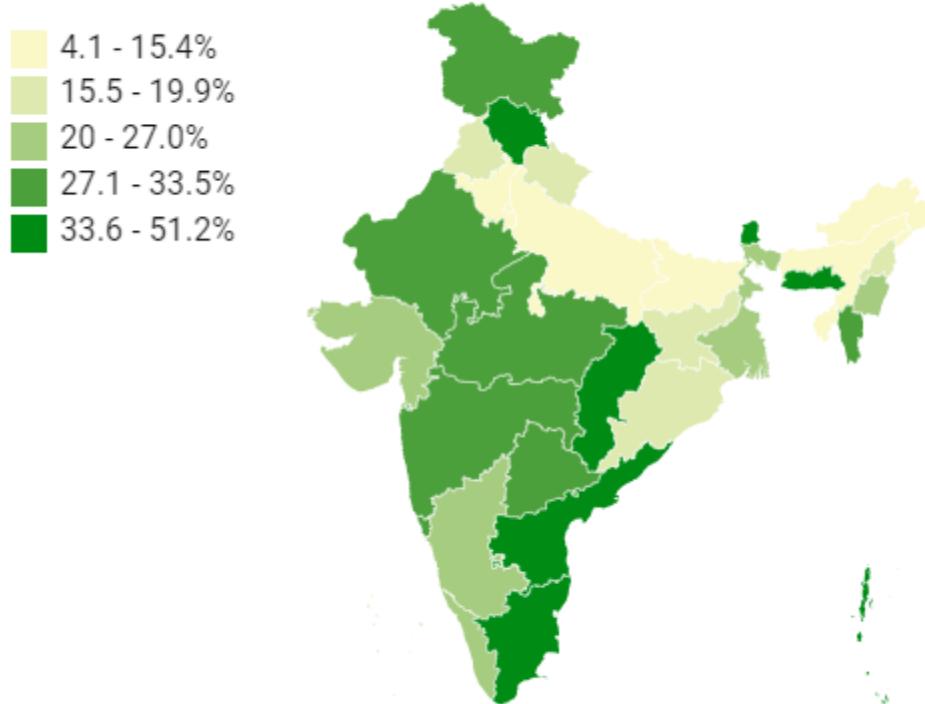
India's falling female labour force participation

Female labour force participation rate (%)



- Among men, caste and religion make no real difference to workforce participation rates. But among women, Muslim women have the lowest LFPR while among Hindu women, forward caste women have the lowest LFPR, implying that social norms and religious conservatism might play a role in women being "allowed" to work.
- Among those in the workforce, rural women work overwhelmingly in agriculture. The most common jobs for urban women are of garment workers, domestic cleaners; salesperson.

Female labour force participation rate (%)



- Why women are not participating in the workforce when in most examinations for higher studies or even competitive jobs they seem to outscore male counterparts?
- → Maternity leave of 26 weeks has created competitive disadvantage.
 - Issues with Job Profile.
 - Withdrawal from agriculture due to mechanisation, fall in farm incomes.
 - Lack of Family support: Changing family structures, from joint families to nuclear families.
- → Persistent gender inequality in the labour market and women are often relegated to poor value add work and disparity in Payment.
 - Option not to work, or tend not to work in slightly better off families.
 - Re-entry into the workforce after a break is often difficult
 - Digital divide, which limits them from gaining employable skill sets and entering the workforce or establishing an enterprise.
 - Advent of technology, digitisation and automation that women employed in low skills and low paying jobs will lose their place in the workforce.

- The education ecosystem needs to go through a set of system strengthening initiatives, including the introduction of digital and STEM (science, technology, engineering and mathematics) education in schools, which in turn will introduce girls to various career choices.
- Gender inclusive work cultures.
- Mentoring adolescent girls on vocational training and apprenticeship avenues can build a strong linkage towards considering technology linked training and employment options.

Gender Pay Gap: The Gender Pay Gap Is Slowly Shrinking in India

- An [Oxfam report](#) on inequality published in January revealed that in the workplace, women still receive 34% less wages than their male counterparts for the same work. **Women earn 65% of what their male colleagues earn** for performing the same work
- Further up the social ladder, the inequality still persists. “There are only nine women billionaires in the list, constituting just 7.5% of the Indian billionaires”.

India ranked world's most dangerous place for women:

- Thomson Reuters Foundation — the philanthropic arm of Reuters media company — released a study that ranked India as the most dangerous place because of its high incidences of sexual violence, lack of access to justice in rape cases, child marriage, female feticide and human trafficking. India outranked such countries as Syria and Afghanistan — second and third — that are currently at war.
- Reported cases of crimes against women rose 83 percent between 2007 and 2016, where there were four cases of rape every hour. Reported rapes in India — 38,947 in 2016 — are on the rise, but its rate of rape per 100,000 people remains far lower than some Western countries, including the United States, which experts believe is in part due to years of fear and underreporting.
- India has the most child brides in the world — around a third of all girls are married before their 18th birthday.

Rapes in India won't stop by hanging people.

Sexual repression, gender inequality, lack of sexual freedom, poor social priorities, high population and low education are the reasons.

The whole society has a part in this.
Ask any uncle and see how they view an independent women.

Gender In-Equality Index: How it is measured? What's India's rank?

Gender equality is an inherently multidimensional issue. Assessments of Gender Equality are generally on three specific dimensions of gender: **Agency; Attitudes and Outcomes.**

Agency relate to women's ability to make decisions Ex spending on herself, health.

Attitudes relate violence against women/ wives; Gender Stereotypes etc

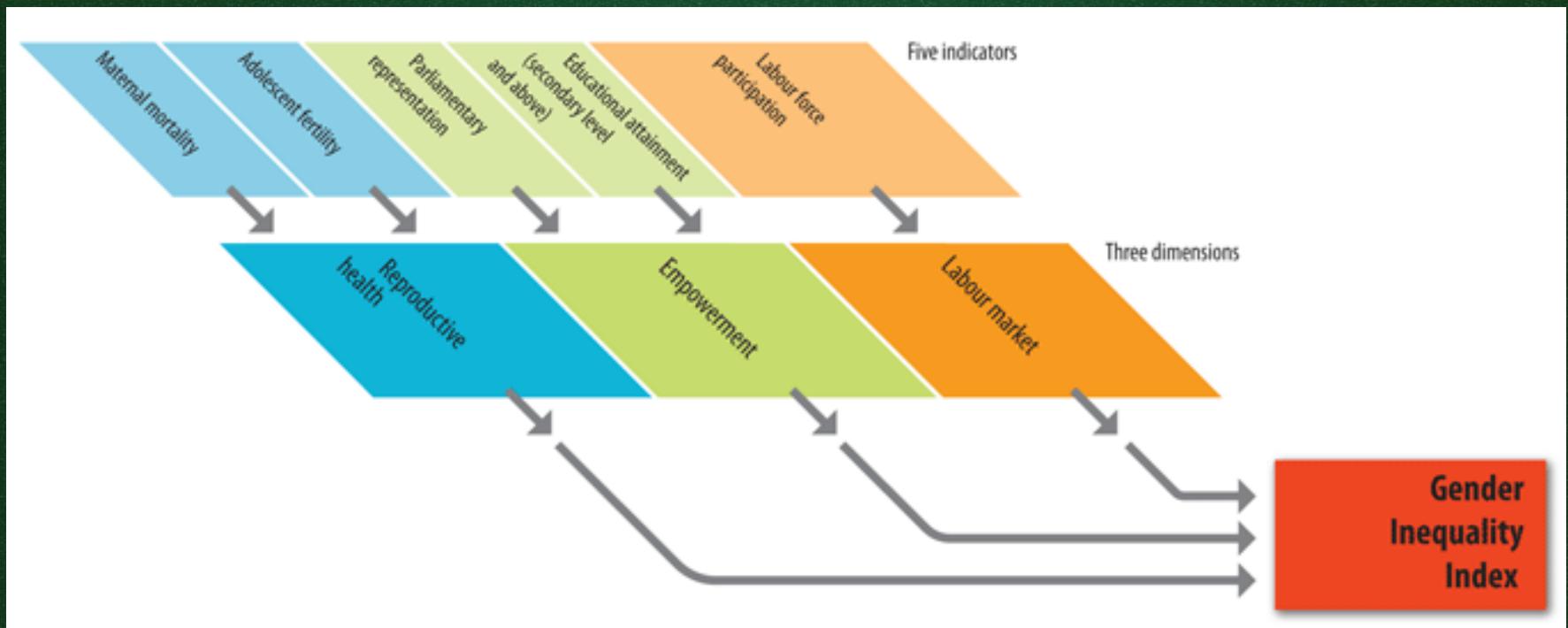
Outcomes relate to son preference (measured by sex ratio of last child), female employment, choice of contraception, education levels, age at marriage, age at first childbirth, and physical or sexual violence experienced by women.

Gender Inequality Index of UNDP

Inequality-adjusted HDI (IHDI) of UNDP

Global Gender Equality Index: The Sustainable Development Goals Gender Index by UK-based Equal Measures 2030

GII How it is Measured? Gender Inequality Index a composite measure reflecting inequality in achievements between women and men in three dimensions: reproductive health, empowerment and the labour market.



India ranks 129 out of 189 countries on the 2019 Human Development Index (HDI) – up one slot from the 130th position last year.

However, for inequality-adjusted HDI (IHDI), India's position drops by one position to 130, losing nearly half the progress (.647 to .477) made in the past 30 years. The IHDI indicates percentage loss in HDI due to inequalities.

In the Gender Inequality Index (GII), India is at 122 out of 162 countries. It forecasts that it may take 202 years to close the gender gap in economic opportunity worldwide.

The Sustainable Development Goals Gender Index has been developed by UK-based Equal Measures 2030, a joint effort of regional and global organisations including African Women's Development and Communication Network, Asian-Pacific Resource and Research Centre for Women, Bill and Melinda Gates Foundation, and International Women's Health Coalition.

India ranked 95th out of 129 countries in a new index that measures global gender equality looking at aspects such as poverty, health, education, literacy, political representation and equality at the workplace.

India ranks toward the bottom of the Asia and the Pacific region, ranking 17th out of the 23 Asia and the Pacific countries covered by the index.

The index has ranked [India](#) at 95 among 129 countries with India's highest goal scores are on SDG 3 of health (79.9), SDG 2 of hunger and nutrition (76.2) and SDG 7 of [energy](#) (71.8).

India's lowest goal scores are on SDG 17 of partnerships (18.3, in the bottom 10 countries worldwide on the goal), SDG 9 of industry, infrastructure and innovation (38.1) and ~~SDG~~ 13 of climate (43.4).

Use of female controlled reversible contraception & Women Empowerment

- As per the Survey, nearly 47 per cent of women do not use any contraception, and of those who do, less than a third use female-controlled reversible contraception.
- **Long-acting reversible contraceptives (LARC)** are methods of birth control that provide effective contraception for an extended period without requiring user action. They include injections, intrauterine devices (IUDs) and subdermal contraceptive implants. They are the most effective reversible methods of contraception because their efficacy is not reliant on patient compliance. Their 'typical use' failure rates, at less than 1% per year, are about the same as 'perfect use' failure rates.

→ Glass Ceiling: Myth Or Reality in India?

- A "glass ceiling" means an invisible barrier which is beyond the thoughts of the women; which let them stop to achieve heights of success. **Women are perceived as being more emotional and family-oriented. Women are stereotyped as not being shrewd or aggressive enough; qualities expected out of top management personnel.**
- SEBI norm that mandates organisations have at least one female director on the company's board.
- Back in 2015 IMF chief Christine Lagarde predicted that higher participation of women in the labour force could result in a 27% surge in the country's GDP.
- Women directors make better quality decisions due to a wider diversity of views. **There have been studies that have shown that the financial performance of a company is better with a higher percentage of women at top levels**
- **"Women in the Changing World of Work: Planet 50-50 by 2030"**: Government of India's commitment to ensure Gender Parity in India, with special focus on women's economic empowerment.

- In corporate world in India, the percentage of women and men 60% and 40% or may be 70% and 30% but when it grow to the higher level like CEO and board of directors it become approximately 85% male and 15% female or may be less than this.
- In 2015 females made up 11.2% of board members on Indian firms, double the 5.5% in 2010, according to a report by Credit Suisse.
- As of October 31, 2017, women still accounted for only 15% of directorship positions in NSE-quoted companies.
- Proportion of women occupying top leadership positions in domestic companies increased from 17% in 2017 to 20% in 2018.
- **Glass ceiling is sector-centric:** Women gain social acceptance as doctors or in education fields.

- **Causes For Glass Ceiling:**
- Patriarchal Society and Gender biased Work Culture.
- Job descriptions include competencies that we traditionally associate with the masculine, some women are deterred and don't feel motivated or encouraged to aspire for these positions.
- Work-life equation for women remains significantly unbalanced.
- Some of India's richest businessmen have appointed their wives as company directors to comply with a new law.

→ **Solutions For Glass Ceiling:**

- Corporates should develop a defined succession management framework for future women leaders.
- Gender-neutral parental leave policy and other tailored training and development programmes – focused at the middle and senior management level.
- Work environment with gender equitable policies and family-friendly practices including flexible schedules and child care.
- Senior management should set targets for the proportion of women in top positions, invest in unconscious bias training, anchor mentoring initiatives to bolster a pipeline of female leaders.

Women Transforming India, 2017 - Breaking The Glass Ceiling: Initiatives by NITI Aayog

- Women in the Changing World of Work: Planet 50-50 by 2030: Ensure Gender Parity in India, with special focus on women's economic empowerment. Creating new opportunities of job creation, entrepreneurship, skill building and access to new industries particularly ICT, through its national initiatives like Beti Bachao Beti Padhao, Skill India, Make In India and Digital India.
- In 2016, NITI Aayog, in partnership with the United Nations India and MyGov, launched the first-ever Women Transforming India, an online contest to crowd source stories of women making a difference, in form of essays.
- This year, NITI Aayog, along with the UN in India and MyGov, launches the campaign to award inspiring women from across India through entries in two categories:

**Short video and photo contest on Women Breaking Gender Stereotypes:
Written entries of women in the workforce;**



Bollywood's portrayal of women changing the perception of society towards women in India

Negative changes that have happened in film industry that influence society's mindset

→ Change in orientation from film industry to entertainment industry.

→ Objectification and commercialization of female body

→ Item Songs and its effect on societal mindset

 → Choice of Clothing

 → Effect of derogatory references used for female characters

 → Effect of lyrics

 → Effect of choreography

→ Objectification of Women and Rise in Crimes against Women.

Bringing ITEM Songs under Section 509 of the penal code (using words or gestures to "insult the modesty" of a woman, punishable by one year in jail or a fine) or Section 294 (committing an obscene act or singing an obscene song or ballad in a public place, punishable with three months in prison or a fine).



Political Representation Of Women:

- Lok Sabha had 67 and Rajya Sabha 25 women MPs. In a country like India with around 49 per cent of women in the population, the political participation of women has been low.
- **Sarpanch-Pati:** The Roadblock To Women's Political Participation
- Twenty-five years after women were given 33% reservation in local self-governance bodies, many women sarpanchs remain faceless wives and daughters-in-law.
- Need to change people's perception of women being incapable of going out and managing public affairs.

Promoting role models India's most celebrated woman sarpanch, [Chhavi Rajawat](#).

Historical – Women position in Ancient Medieval and Modern India

Cultural – Concept of Masculinity and femininity; Gender roles in Cultures

Thank You!!

By Prof. Akshay D Kadam