

GENDER EQUALITY & GENDER EQUITY AMONG YOUNG PEOPLE



EMPOWER CHANGE

***LIVE THE JOY OF
TRUE GIVING.***



DON BOSCO INDIA

Compiled and Published by
Bosconet Delhi, 2017



DEDICATED

**To all the women who contribute
to the society, and to the girl children
who were killed at birth.**

ABOUT THE BOOK

Gender inequality and discrimination against females begins even before birth and continues till death: Female foeticide, female infanticide, bias in educational preference & healthcare, early marriage, inequality in job opportunities, inequality in pay & career prospects, sexual harassment at workplace and other places, rape and sexual abuse, dowry, subordination to husband and in-laws, social stigma of widowhood, etc.

Gender inequality prevails throughout the lifetime of females. In this book, the gender inequality as practised from before-birth till death of females, particularly in India, is discussed.

It's no surprise that one's beliefs and perspectives originally root from his or her early childhood—at the comfort of one's home at school and society. Children learn culture, behaviour, language, and identity primarily in educational institutions and at home. However, a child spends most of its productive time at school. Hence, we believe it would be appropriate to introduce gender equality at schools to “catch them young”. The target readers are young people in the age group of 12-18 years.

The book aims

- To promote better understanding of gender among the young people
- To indoctrinate positive attitude towards gender
- To sensitize the young people on how gender equality plays an important role in the holistic development of the community
- To promote better relationships, mutual understanding, and mutual respect between boys and girls

Louis Manohar
Project Manager
Don Bosco Action India

CONTENTS

1. Gender and Sex	- Page 7
2. Sex Ratio	- Page 9
3. Gender Stereotypes	- Page 11
4. Female Foeticide and Infanticide	- Page 14
5. Gender Equality at Home	- Page 16
6. Gender Inequality of Children at Home	- Page 18
7. Gender Inequality in Society	- Page 21
8. Gender Inequality among Widows	- Page 23
9. Child Marriage	- Page 24
10. Gender Inequality in Politics	- Page 25
11. Gender Inequality in Religion	- Page 28
12. Gender Inequality at Workplace	- Page 29
13. Gender Inequality at School	- Page 34
14. Sustainable Development Goals (SDG)	- Page 38
15. Gender Discrimination during Pre-British Era	- Page 39
16. Gender Equality in India – Comparison with Global Indices	- Page 40
17. Constitutional Provisions, Rights and Legislations concerning Women	- Page 42
18. Legal Rights of Women	- Page 43

1. GENDER AND SEX


What is 'gender' and 'sex'? – Are they different?

The word 'gender' refers to the characteristics of men and women, which are socially determined; whereas 'sex' refers to the biological characteristics of men and women. Biological characteristics are not common for both males and females, but socially determined characteristics, such as job, dress, etc. can be common – observe the few examples given below:


**THE SOUL HAS
NO GENDER**

Difference between 'sex' and 'gender'

Sex	Gender
Biological division	Social division
By birth	Socially constructed
Universal for all human beings	Differs between cultures, geography, etc.
Cannot be changed	Can be changed
Remains same, irrespective of age and other external environments	Dynamic – changes with age, and other external environments



Example: *Women's ability to become pregnant and give birth to a baby*



Example: *Both women and men can work as doctors, teachers, engineers, etc.*

Why is gender important?

Before venturing into the aspects of gender equality and equity, one should clearly understand certain phenomenon prevailing in our society, which forms the barriers in achieving gender equality, because inequality and discriminations are grounded on gender.

What is gender 'equality'?

Gender equality refers to an ideal situation with equal opportunities, and outcomes for women and men.

Such as:

- Equal opportunities to access resources
- Equal opportunities to access services
- Equal rights and equal share of responsibilities
- Equal positions in the family, community, and society

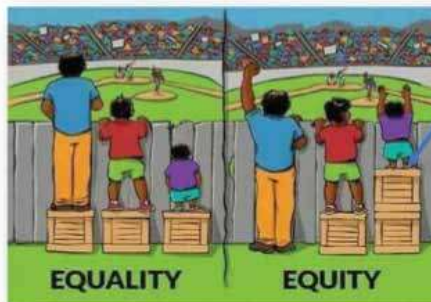
"Gender equality is not a woman's issue, it is a human issue. It affects us all."

Gender equality does not mean that women should be the same as men

"Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviours, aspirations, and needs of women and men are equally valued and favoured" (Gender Equality in Ireland, 2013). "Gender Inequality refers to the differences in the status, power, and prestige women and men have in groups, collectivities and societies." (English Encyclopaedia, 2014).

What is gender 'equity'?

"Gender equity is the process of being fair to women and men" (UNFPA). It implies that not only should men and women have equal access to resources but should also be provided with the means of benefitting from this equality.



Equity: Providing means and resources to make them equal

2. SEX RATIO

What is 'sex ratio'?

Sex ratio is the number of females per 1000 males in a place, in a particular time, denoted as a ratio. According to Population Census of India 2011, there were 914 females per 1000 males.



The ratio is 914:1000. This means that during the year 2011, there were only 914 females for every 1000 males; in other words, the female population was less than the male population. Among the Indian states, Haryana recorded the lowest sex ratio – there were only 877 females for every 1000 males (877:1000). Whereas in Kerala and Puducherry, number of females was higher than the number of male population (1084:1000 and 1037:1000, respectively).



877:1000
Haryana



1037:1000
Puducherry

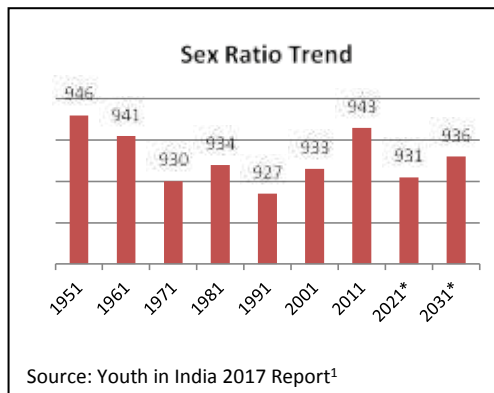


1084:1000
Kerala

Among the three states discussed above, which state has the highest sex ratio?	
Among the three states discussed above, which state has the lowest sex ratio?	

Why sex ratio is decreasing in India?

- Female foeticide (sex-selective abortions)
- Female infanticide
- Preference of male child
- Lack of women's education
- Financial dependence of females on husbands or in-laws
- Fear of insecurity for girl children (sexual harassment, domestic violence, rape, etc.)



Why sex ratio is important?

- Low sex ratio means less number of girls than boys. This creates a shortage of girls for marriage. In few places, the boy's family arranges marriage between the boy and the girl, in advance, when they are below the age of marriage or even when they are children – just as a reservation.
- Higher murder/crime rates are associated with lower sex ratio. Women-related crimes increases, where the number of girls is much lower than the number of boys.



Government initiatives to improve sex ratio

- **“Cradle Baby” Scheme by Govt. of Tamil Nadu:** A couple can give up the baby for adoption anonymously instead of killing the baby.
- **Elimination of sex prediction practices:** Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994. As per this law, any clinic, or hospital or doctor found to be involved in prediction of the sex of the foetus or sex-selective abortion, can have their license revoked and imprisoned. reservation.



3. GENDER STEREOTYPES

What is Gender Stereotypes?

Gender stereotypes are qualities that are perceived to be natural, ascribed by the social constructs. Stereotypes are the source of inequality. Stereotyping is the basis of gender inequality and therefore should be changed to achieve gender equality.

Traditional gender stereotypes

Women	Men
Women are weak	Men are strong
Dependent	Independent
Submissive	Authoritative
Brave	Timid
Emotional	Analytical/Logical
Gentle	Rough
Kind	Cruel
Tactful	Blunt
Home-oriented	Worldly
Sensitive	Aggressive

Source: Gender and Water Alliance (2003). Training of Trainers package – Gender mainstreaming in integrated water resources management. The Netherlands, Gender, and Water Alliance.

Retrieved from https://genderinsite.net/sites/default/files/38_tm_iwrm1.pdf

A list of occupations is given below. Think and indicate which occupation is generally associated with male, or female or both male & female? Why do you believe so? Can it be changed or shared by both male and female?

Occupation	Indicate the associated gender			Would you do the job associated with your opposite gender? (write YES or NO) If 'NO', tell why?
	Men	Women	Both	
1. Mason				
2. Teacher				
3. Engineer				
4. Doctor				
5. Nurse				
6. Beautician				
7. Religious Priest				

Occupation	Indicate the associated gender			Would you do the job associated with your opposite gender? (write YES or NO) If 'NO', tell why?
	Men	Women	Both	
8. Baby-sitter				
9. Computer operator				
10. Plumber				
11. Artist				
12. Electrician				
13. Clerk				
14. Auto mechanic				
15. Cook				
16. Sweeper				
17. Lawyer				
18. Accountant				
19. Professor				
20. Headmaster				
21. Principal				
22. Musician				
23. Pilot				
24. Car driver				
25. Police				
26. Security guard				



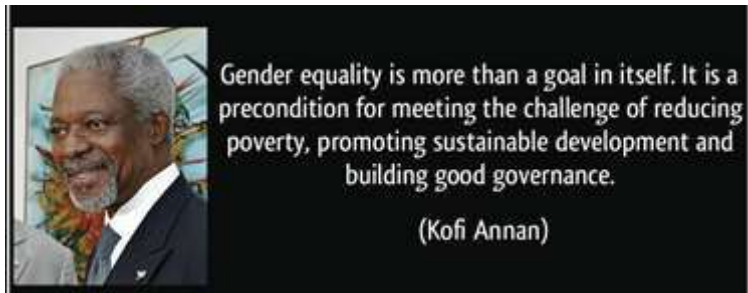
Can you differentiate which one is boy and which one is girl?



Recall and list out the tasks your mother and father do in your home

<i>Tasks done only by my mother</i>	<i>Tasks done only by my father</i>	<i>Tasks done by both my father and mother</i>

DISCUSS: Why don't men do women's work? Why don't women do men's work? What are the advantages of sharing the work and responsibility equally?



4. FEMALE FOETICIDE AND INFANTICIDE

Female Foeticide: Female 'foeticide' is a practice of identifying the sex of the foetus and aborting the female foetus.

Female Infanticide: Female 'infanticide' is a practice of killing a new-born female infant. Female infanticide has long been committed in India. But foeticide is a new practice using the modern technology.



"The Pre-conception and Pre-natal Diagnostic Techniques (Prohibition of Sex Selection) Act, 1994 Female Infanticide" prohibits aborting a female foetus after sex determination test.

The violation would result in imprisonment of 3 years and Rs.10,000 (50,000) fine, but subsequent conviction punishable with imprisonment for 5 years and Rs.50,000 (1,00,000) fine.

"IN MOST PARTS OF THE WORLD, WHEN A GIRL IS BORN, HER WINGS ARE CLIPPED. SHE IS NOT ABLE TO FLY"

Ziauddin Yousafzai,



Number of girls born and surviving in India is significantly less, compared to the number of boys, because female foetuses are aborted or baby girls are deliberately neglected and left to die.

Impacts of female foeticide & infanticide

Shortage of brides - More boys and less girls

Increase in girl child trafficking

Increase in No. of child marriages

Increase in maternal mortality due to abortions

Increase in practices like polyandry

Deeply rooted notions/practices and methods to change

Dowry for girls at the time of marriage

- Severe legal measures would stop dowry-demand

Parents' dependency on male child

- Since laws ensure equal share of wealth to female child, they also should take the responsibility of caring for their parents in their old age

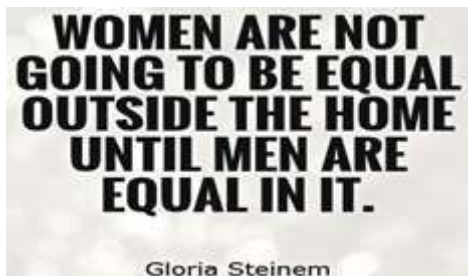
Girl children are perceived as a social burden

- Initiatives towards gender equality attitudinal changes, right from the childhood through the educational system
- Protection of women from sexual & domestic violence

Girl children are perceived as an economic burden

- Promoting awareness among poor parents about various government schemes for female children

5. GENDER EQUALITY AT HOME



GENDER EQUALITY BEGINS AT HOME

As you know 'gender' is socially constructed, identify the existing gender-specific roles in your home

Roles	By whom? (<i>Father, Mother, Brother, Sister, Myself, ...</i>)	Indicate their Gender (<i>Male/Female/Both</i>)
Care and maintenance of the household		
Bearing and caring children		
Fetching water		
Food preparation		
Family healthcare		
Work and earn income for the family		
Looking after the family members		
Important decisions		
Washing clothes		

What do you infer by examining the type of roles & responsibilities and the associated gender, as you have indicated above?

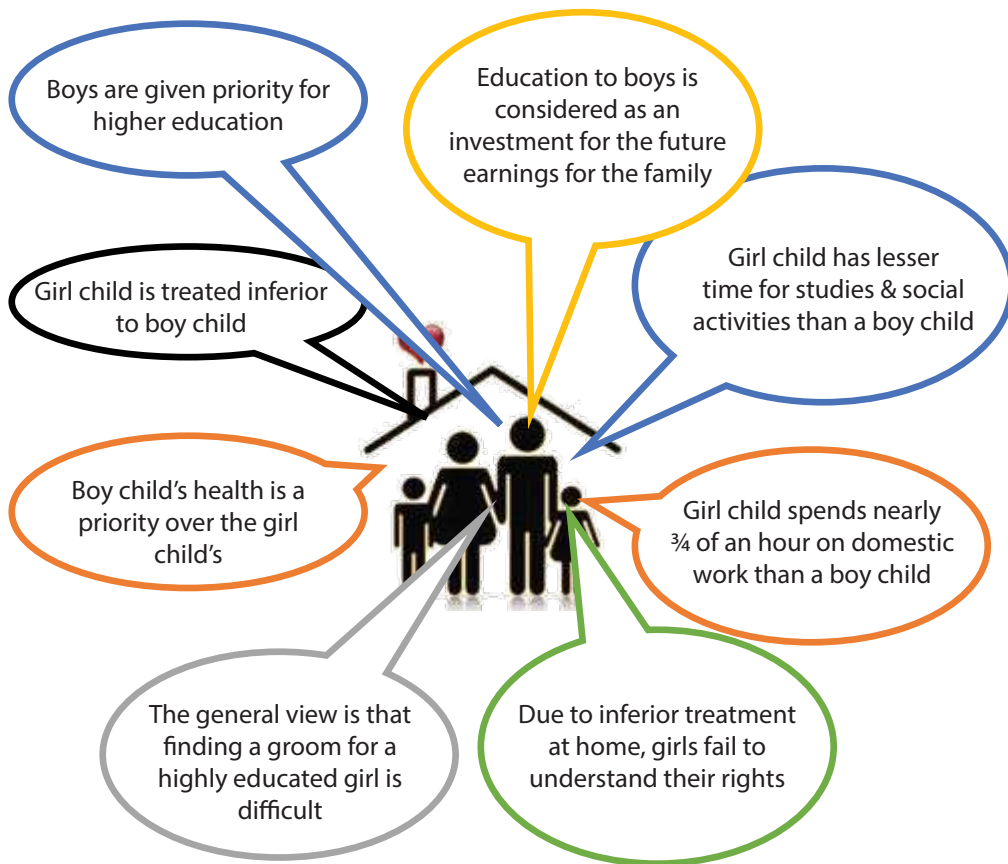


Patriarchy: Patriarchy is a form of social structure, in which the male is considered as the head and the title is traced through the male line; a system where men hold the sole power and women are mostly excluded. In the family structure, the husband/father is considered as the family head and weilds authority over wife and children.

Subordination of women: Women's subordination is the outcome of patriarchy; patriarchy defends and seeks women's subordination; patriarchy considers women inferior to men.

Custodial status of women: In many culture, women are under the custody of their father; when married, they are under the custody of their husband; when old, they are under the custody of their son.

6. GENDER INEQUALITY OF CHILDREN AT HOME



"When you educate a man you educate an individual; when you educate a woman you educate a whole family."

—Robert Morrison MacIver
(1882-1970), Scottish sociologist



Situation: Malathi is a 12-year-old girl, lives in a village with her parents and elder sister. She is studying in class 7, dreaming that she would become a teacher. When her elder sister got married and left home, her mother decided to withdraw Malathi from school, as she had no one to help her in the fields and for the household chores. What do you think about Malathi's mother's decision?

Discuss: Was the mother's decision, right?

What are the negative impacts of dropping out of school?

1.

List out the positive gains for the family, if Malathi continued her education and became a teacher, as she wished?

1.

Situation: Meena is a 15-year-old girl attending school, lost her father when she was 5-years, and now lives with her mother, who is an agriculture labour with very meagre income. Meena is the only child for her mother. One day, one of her relatives approached Meena's mother and proposed a marriage prospect for Meena, promising better life for Meena. Meena's mother thought that it is a good opportunity to settle her daughter.

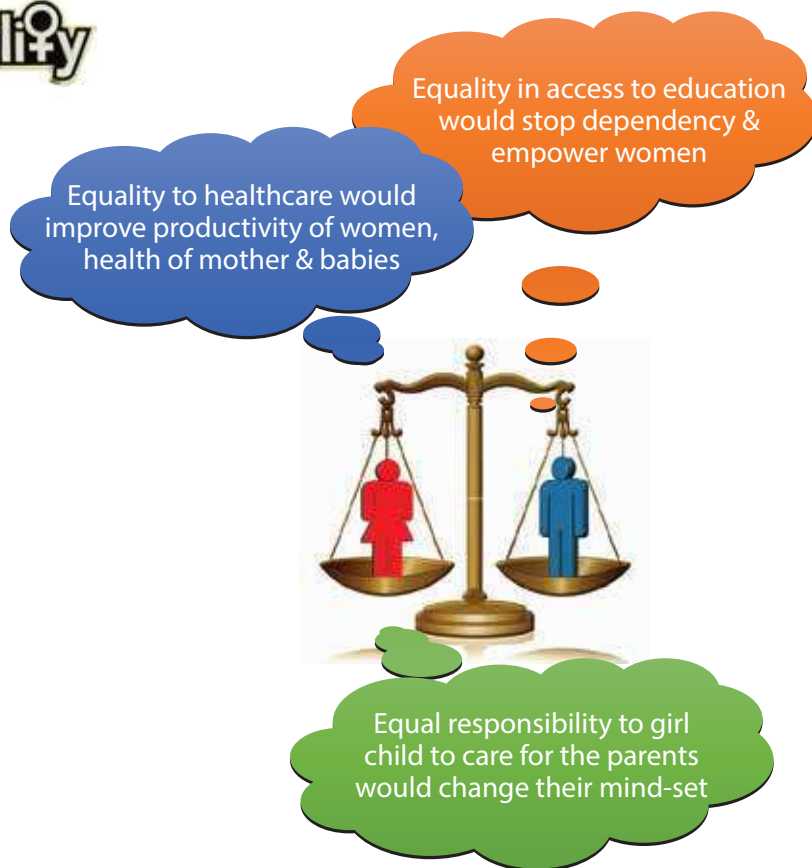
Discuss: Is Meena's mother's decision, legal?

What are the consequences of early marriage?

1.

ACHIEVING

Equality



- MOTHERS WITH HIGHER LEVELS OF EDUCATION HAVE HEALTHIER CHILDREN (EDUCATION OF MOTHERS HAS A MUCH STRONGER EFFECT ON CHILDREN'S HEALTH THAN THE EDUCATION OF FATHERS).
- GREATER GENDER EQUALITY IN EDUCATION LEADS TO BETTER PLANNING AND LESSER NUMBER OF CHILDREN. THIS RESULTS IN IMPROVED OUTCOMES FOR CHILDREN'S WELL BEING; "LESS CHILDREN – BETTER CARE".

7. GENDER INEQUALITY IN SOCIETY

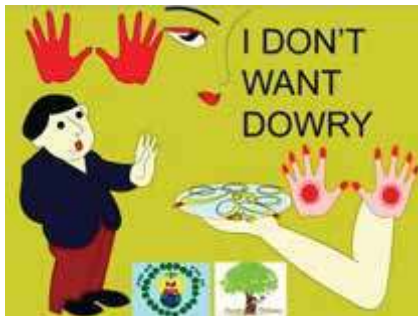
Dowry

'Dowry' is a traditional social practice, still prevailing in India, by which the bride's family is forced to give cash, goods, property, vehicles, etc. to the groom for marrying the girl. In many cases, this demand continues even after the marriage. Even though this 'dowry' practice has been abolished by India's Dowry Prohibition Act, 1961, the practice still prevails in all sections of the society in India. This dowry system perpetuates oppression, subordination, and violence against women. **According to the National Crime Records Bureau of India, about 8,000 female deaths, related to dowry issues are reported every year.** Unfortunately, most of the dowry-related harassments and violence against women are not reported.

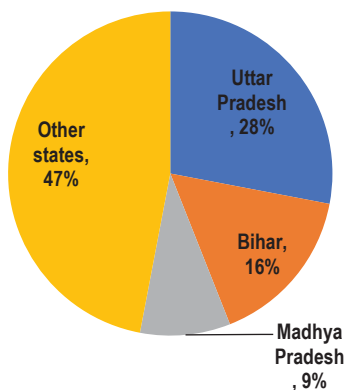


Think...

Why do women refrain from reporting such dowry harassments?



- Dowry Prohibition Act (1961) prohibits the giving or taking of dowry at or before or any time after the marriage from women.
- Indian Penal Code (1860) contains provisions to protect Indian women from dowry death, rape, kidnapping, cruelty and other offences



Total dowry deaths (of women) reported were 24,771. The maximum number of dowry deaths was reported in Uttar Pradesh with 7,048 deaths.

Source: <http://www.nayiudaan.org>

Poor parents find it very difficult to get their daughter(s) married. They struggle, even sell all their properties to pay the dowry, and in turn, become indebted to money-lenders.



Why should a girl pay dowry?



What if these poor parents have more than one daughter?



Even if the girl earns income, she is supposed to pay dowry – why?

**YOU CAN'T CHANGE
WHAT'S GOING ON
AROUND YOU UNTIL
YOU START CHANGING
WHAT'S GOING ON
WITHIN YOU.**

**SAY A
FIRM 'NO'
TO DOWRY**

8. GENDER INEQUALITY AMONG WIDOWS

Widows should wear white; they are stripped of all the symbols of marriage (sindoor, toe-ring, thali, etc.) and are considered inauspicious for participating in important functions.

What about men? Are widowers considered as inauspicious? If not, why? Who created these rules – men or women?

How does society treat an unmarried woman and an unmarried man? Are there any differences? If yes, why? Who created these rules – men or women?



How does society treat a married woman and a married man without children? Are they treated same? If not, why? Who created these rules – men or women?

9. CHILD MARRIAGE

Child marriage is a traditional social evil of our society. Poverty and patriarchal bias were the major reasons for the child marriage practice. In the pre-British era, girl children, even below the age of 10, were married to men above 30 years of age. When the husband died the young girl became a widow and was sent to widow's ashram and abandoned for the rest of her life.



Legal Measures to Prevent Child Marriage

- Child Marriage Restraint Act, 1929 (also known as the 'Sarda Act') was enacted by the British on 28 September 1929, which fixed the age of marriage for girls at 14 years and boys at 18 years, which was later amended to 18 and 21 respectively.
- The Hindu Marriage Act, 1955 was passed in 1955, which stipulated the age for marriage for girls as 18 and for boys, 21.
- Prohibition of Child Marriage Act (PCMA), 2006: This act criminalizes the acts of the person who performs, conducts, directs, or abets any child marriage and provides punishment with an imprisonment up to two years and fine up to Rs.one lakh.

10. GENDER INEQUALITY IN POLITICS

Women's political equality does not stop at them being eligible to vote. Though there has been a steady increase in women's participation and representation in political offices, India stands very low, compared to other developing countries.

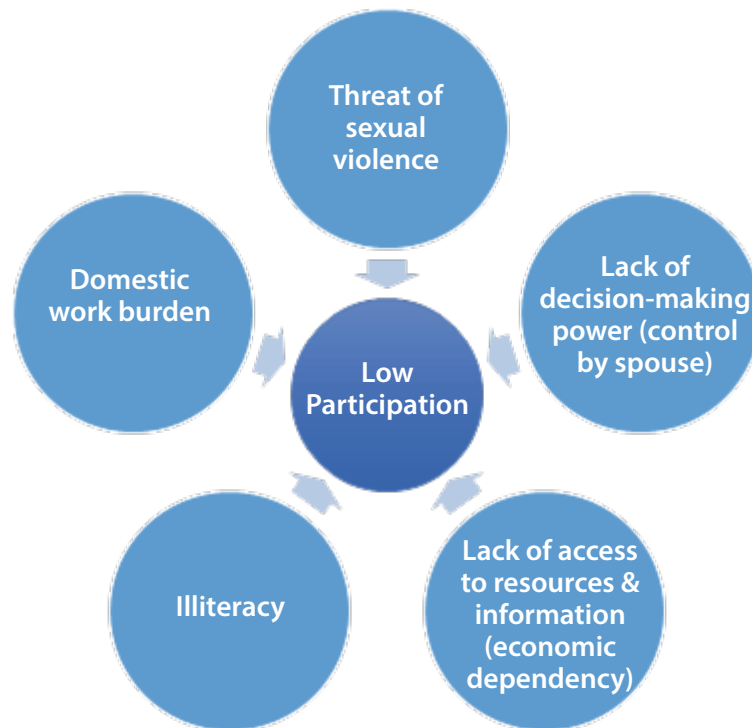
Only 11.41% women in the 16th Lok Sabha in India in 2014.

Only 11.9% women in the Rajya Sabha in 2014.
World average 19.6%



India is ranked 141, in women's participation in national parliament.

Participation of women in politics and increased representation in the Parliament would ensure safety of women and would help in achieving equality.



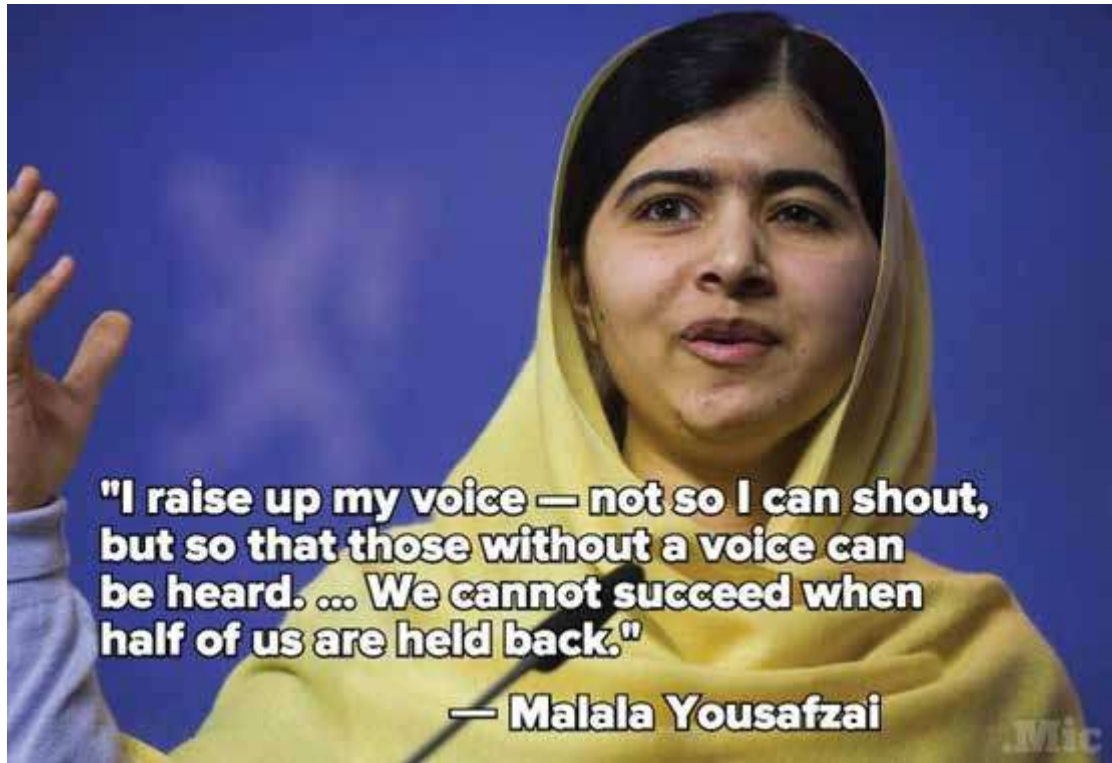
Significant barriers to women's participation in politics

Important milestones in improving women's participation in politics

Madras (Chennai) was the first to grant women's suffrage in 1921

Universal suffrage granted voting rights to all women in 1950

India has introduced the 73rd and 74th Constitutional amendments reserving one-third (33%) of the seats for women in Panchayat and Municipal bodies to improve the gender equality in the local governing bodies

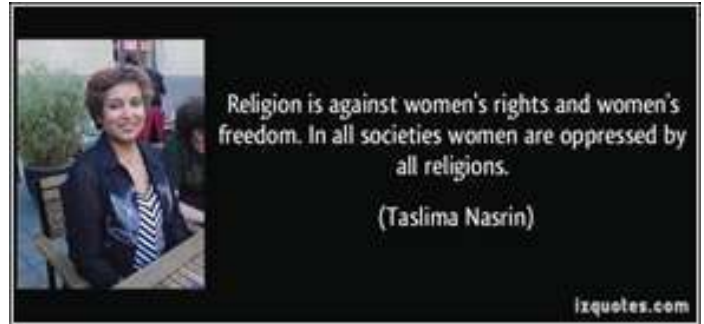
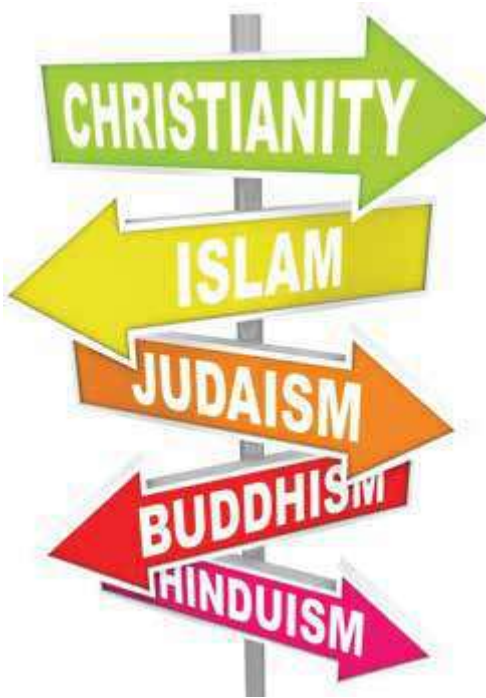


"I raise up my voice — not so I can shout, but so that those without a voice can be heard. ... We cannot succeed when half of us are held back."

— Malala Yousafzai

What do you foresee as the advantages of increased participation of women in politics?

11. GENDER INEQUALITY IN RELIGION



Only men can become priests



Women play a secondary role in religious rights and rituals



Entry of women is prohibited during menstruation period



Restriction of age for women to enter into certain temples

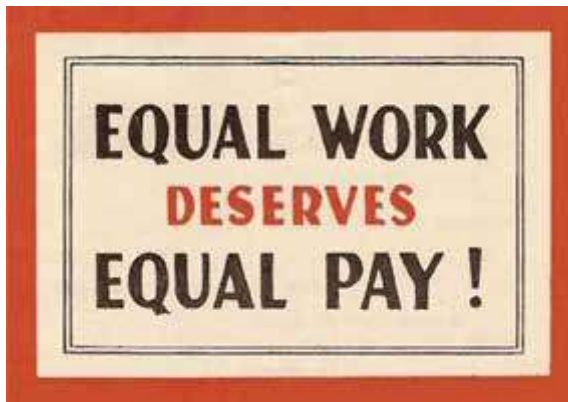
12. GENDER EQUALITY AT WORKPLACE

**WE NEED TO MAKE
EQUAL PAY AND EQUAL
OPPORTUNITY FOR
WOMEN AND GIRLS
A REALITY SO WOMEN'S
RIGHTS ARE HUMAN
RIGHTS ONCE AND
FOR ALL.
HILLARY CLINTON**

- More than 72 per cent of women feel that gender bias is still prevalent at workplace.
- Sexual harassment is a major challenge for working-women. About 24% of Indian men have committed some form of sexual violence against women at least once in their lifetime.

Gender Inequality in salary (Gender pay gap)

In almost all the countries of the world there is a gender pay gap, i.e. difference of pay between men and women for the same job. However, this gender pay gap is higher in India, about 24.81% (means women earn 24.81% less than what men earn for the same job), but it is declining. The gender pay gap increases with age and education and varies across industries and states. Within the states of India, Bihar records the highest gender pay gap with 63.0%.



Median gross salary per hour for men and women



Source: Study by Monster India in collaboration with Paycheck.in and IIM-Ahmedabad. Cited in: <https://www.scoopwhoop.com/Gender-Pay-Gap-In-India-Statistics/#.m0uh3bute>.

Some of the major reasons for gender pay gap are ...

- Preference for male employees over female employees (limitations of female employees' working hours and beyond the regular office hours)
- Career breaks of women due to parenthood duties (uncertainty of female employees' continuation in job)
- Glass ceiling: It is difficult for a woman to climb to equally high positions in the organization
- Bias in job position: For example, 'Secretary' and 'Receptionists' are always reserved for females – Why can't men do these jobs?



Legal measures to mitigate the gender pay gap

Article 14: Men and women to have equal rights and opportunities in the political, economic, and social spheres.

Article 15(1): Prohibits discrimination against any citizen on the grounds of religion, race, caste, sex, etc.

Article 15(3): Special provision enabling the State to make affirmative discriminations in favour of women.

Article 16: Equality of opportunities in matter of public appointments for all citizens

Article 39(a): The State shall direct its policy towards securing the right to means of livelihood for all citizens, men and women, equally.

Article 39(d): Equal pay for equal work for both men and women.

Article 42: The State to make provision for ensuring just and humane conditions of work and maternity relief.

Article 51(a)(E): To renounce practices derogatory to the dignity of women

Gender Inequality in job position/promotion opportunity

Gender inequality against women is more in leadership positions and in promotional opportunities. In the Indian stock-indexed companies, women hold just 9.5 percent of board seats - men hold the remaining 90.5% of board seats.

Indicator	% of women			
	India	Low Human Development Economies ⁴	All Developing Countries	South Asia
Administrators & Managers	2.3%	3.5%	10.0%	2.9%
Professionals & Technical Workers	20.5%	21.1%	36.7%	21.3%

Source: Raju, E. (2014). Gender discrimination in India. *IOSR Journal of Economics and Finance*, 2(5), 64.

The following are some of the major reasons for women's low work-participation and less representation in higher positions. You search literature in your school library, discuss with others, and provide possible solutions to rectify these barriers:

1. Women occupy fewer leadership positions because they do not have the support after marriage – at the work place and at home (women have to play multiple roles)

Your reflections:

2. The society is not prepared to accept women as “bread-winners” and men as the “home-makers”

Your reflections:

3. Married working women, mostly with children, find it difficult to cope with the work and childcare at the same time – lack of work-life balance

Your reflections:

4. When the need for domestic attention increases, women are the first one to resign their job – but men continue their jobs

Your reflections:

5. Unmarried women are denied employment opportunities, in certain spheres, because there is a probability of them quitting jobs after their marriage (this involves expenses)

Your reflections:



- The Companies Act, 2013: Stipulates that every publicly listed company has to appoint a woman director on its Board.
- The sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013: Provides protection against sexual harassment and for the prevention and redressal of complaints of sexual harassment.




Situation: In a corporate office, the male CEO often called for a meeting after 6:00 pm, after the office hours. Women employees were unable to participate in the meetings, since women employees have to return home to take care of their children and other household duties.

Discuss: Do you view this as a discrimination against women employees?

If so, what could be the solution?

Which measures do you think would ensure equal opportunity at workplace?

(The resource person should explain each statement and elicit the correct response from the children)

	 
1. Women employees should be given the same salary as men for the same job	
2. Employees should be selected based on the merits and not on the basis of sex	
3. Promotions/incentives should be given on the basis of outcome and not on basis of sex	
4. Infrastructure and facilities should be gender-friendly. For example: Separate washrooms should be provided for female employees	
5. Since women are considered weaker than men, women should be paid less	
6. Management should be flexible so that female employees can balance work and life	

13. GENDER EQUALITY AT SCHOOL

Educational institutions, the institutional environment, play an important role and provide better opportunities in indoctrinating and reinforcing gender equality among children right from the early years.



Gender equality will only
be reached if we are able
to empower women

Michelle Bachelet

Avoid gender-indicative words

~~LOOK LIKE A GIRL~~
WEAR WHATEVER YOU WANT.

~~ACT LIKE A LADY~~
BE YOURSELF.

~~THINK LIKE A MAN~~
THINK.

~~WORK LIKE A BOSS~~
BE THE BOSS.

Constant unequal gender roles and disrespect for girls in educational institutions may lead to male domination; might result in gender-inequality, gender-based physical, sexual, or verbal violence, which would continue throughout the child's life.

**The Rise of
Women
Does not
Mean the
Fall of Men.**

Classroom is the most ideal environment to raise the awareness among children about gender equality, equity, and to prevent the development of gender stereotypes and discrimination.

Could you think and suggest gender neutral words? (Without indicating the gender)

<i>Gender-specific words</i>	<i>Gender neutral words</i>
1. Mankind	E.g.: Humankind
2. Salesman	
3. Actress	
4. Fireman	
5. Cleaning woman	
6. Policeman/Policewoman	
7. Bachelor/Spinster	
8. Steward/Stewardess	
9. Waiter/Waitress	
1. Cabin boy	
2. Cameraman/Camerawoman	
3. Cavemen	
4. Chairman/Chairwoman	
5. Common man	
6. Motherland	
7. King-size	
Note: Key is provided	

Teachers need to play a strategic role in promoting gender equality among the young people.

- Always watch out for gender discriminating comments such as “you kick like a girl”; “that is a man’s job”; “that is not lady-like”; and try to discuss about the consequences of these words.
- Teachers may carefully avoid gender specific words “girls tend to ...” or “boys are more ...”
- Assign works like moving or carrying things, such as chairs, sports goods also to girls.
- Encourage activities, which are deviating from their gender-specific zone (dance, martial arts, etc.)
- Encourage mixed gender group works
- Wherever applicable, teachers may talk and show gender inequality in the society, at home, at work places as an example
- Ensure that both boys and girls receive equal praise/reward/punishment for the same outcome

(Print this pledge on a large flex, and display at multiple prominent locations within and outside the school. Make it mandatory to take this pledge during the school assembly and at important women's day celebrations)

THE PLEDGE

"I (name) solemnly pledge that I shall always extend due regard and respect to women and desist from violent behaviour of any kind against them. I shall respect and protect the dignity of women in school and society at large. I solemnly affirm to oppose any kind of gender bias against women."



- Domestic Violence Act, 2005: Brought into force from 26 October 2006, which provides compensation to the victim for injuries; right to secure housing.
- Criminal Law (Amendment) Act, 2013.
- Protection of Children from Sexual Offences Act, 2012, which makes stalking, voyeurism, acid attacks and forcibly disrobing a woman explicit crime, provides capital punishment for rapes leading to death; 20 years for rape

DOMESTIC VIOLENCE

Domestic violence includes violence in any form (physical, emotional, and sexual) perpetrated by a member of the family, relatives, or a biological relative.

Impacts:

- Serious health problems – both physical and mental
- Physical problems include: injury, unwanted pregnancy, HIV/AIDS infection, headaches, disabilities, etc.
- Mental problems include: traumatic stress disorder, suicidal tendency, homicide, low self-esteem, depression, fear, anxiety, etc.

14. SUSTAINABLE DEVELOPMENT GOALS (SDG)



SDG 5: GENDER EQUALITY

The goal of SDG 5 is to achieve gender equality and empower all women and girls



WHAT?



1 End discrimination against all women and girls



2 Eliminate violence against all women and girls



3 Eliminate all harmful practices such as child marriage



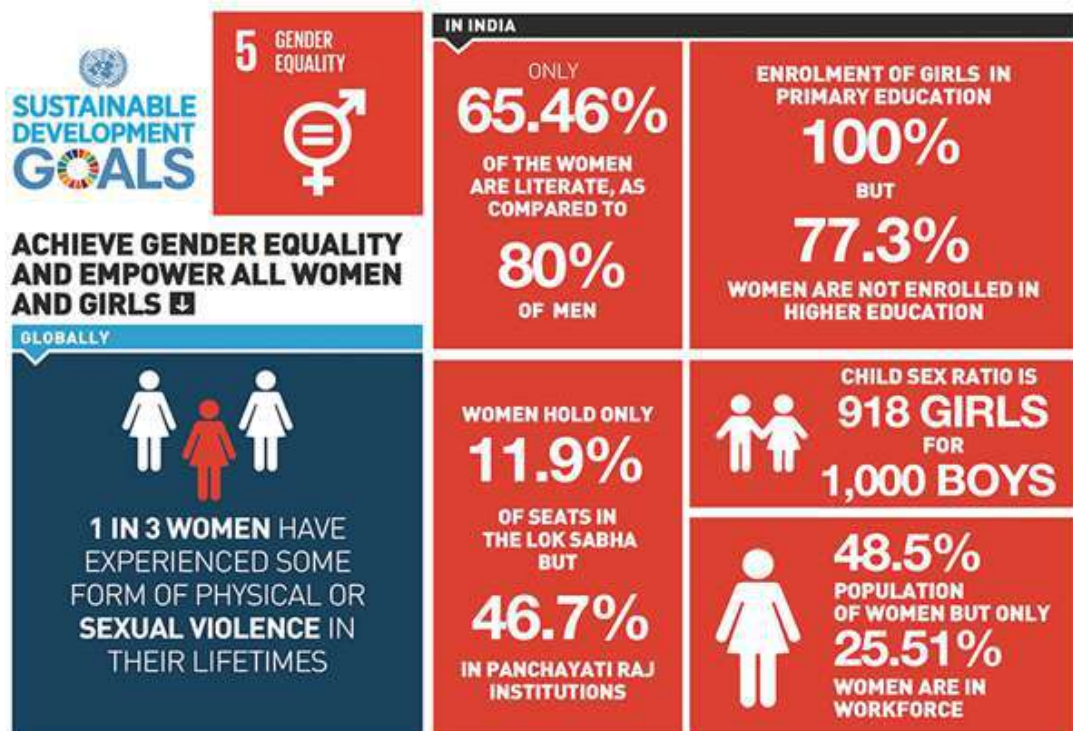
4 Recognize and value unpaid care and domestic work



5 Ensure women's participation and leadership in decision-making



6 Ensure universal access to sexual and reproductive health and rights



15. GENDER DISCRIMINATION DURING PRE-BRITISH ERA

Sati

Sati' was practised against Indian women during pre-British rule. It was a practice by which women voluntarily or were forced to commit suicide after her husband's death. Usually, the widows were burnt alive on the pyre of their husband and this act was deemed as one of great honour. It was abolished by the Governor-General of India, Lord William Bentinck, in Council, Calcutta by enacting the "Bengal Sati Regulation, 1829" Act.



Denial of widow remarriage and the plights of widows

During the 1700s and earlier periods, a widow in India was not allowed to remarry; heads shaved; she was forced to wear a saree of coarse cloth only in white colour; doomed to a life of prayer, fasting, and drudgery; unwelcome at celebrations and auspicious occasions; prohibited from inhering property. The Hindu Widows' Remarriage Act, 1856, also Act XV, 1856, enacted on 25 July 1856, legalized the remarriage of Hindu widows in all jurisdictions of India under East India Company rule was drafted by Lord Dalhousie.

TELL US WHAT YOU THINK	YES	NO
Any way girls get married earlier than boys, and take care of household chores, hence there is no point in educating a girl		
Since women are physically weaker compared to men, women's subordination is natural		
Since women are emotional (not logical), they should not be involved in decision making		
Since 'gender' is a socially constructed division, this can be changed		
Gender inequality (discrimination) affects not only the home, but also the entire society		

16. GENDER EQUALITY IN INDIA – COMPARISON WITH GLOBAL INDICES



Only 65.46% of females are literate in India, while male literacy is 81.14%



According to UNDP Gender Equality Index, India ranks 127 out of 152 countries



India ranks 114 in the first 142 countries in Global Gender Gap Index



India ranks 134, in economic participation and opportunity for women



India ranks 126 in Educational Achievements by women



India ranks 141 in Health & Life Expectancy of women



India ranks 15, in Political Empowerment of women



Maternal Mortality: 178 mothers die per 1,00,000 live births in India



70% of the people living in poverty are women



One out of every sixth girl child dies by female foeticide

CLOSING THE GAP

Global
Gender Gap
Index 2015



Rank Country

1 Iceland

2 Norway

3 Finland

4 Sweden

5 Ireland

85 Brazil

91 China

92 Indonesia

108 **INDIA**

109 Cambodia

ECONOMIC
PARTICIPATION

POLITICAL
EMPOWERMENT

Rank Country

1 Norway

2 Barbados

3 Burundi

121 Nepal

139 **INDIA**

Rank Country

1 Iceland

2 Finland

3 Norway

8 Bangladesh

9 **INDIA**

Source: The Global Gender Gap Report 2015,
World Economic Forum



As long as women are bound by
poverty and as long as they are
looked down upon, human rights will
lack substance.

— Nelson Mandela —



**70% OF THE
WORLD'S POOR
ARE WOMEN.**

17. CONSTITUTIONAL PROVISIONS, RIGHTS AND LEGISLATIONS CONCERNING WOMEN

1. The state shall not discriminate against any citizen of India on the ground of sex [Article 15(1)].
2. The state is empowered to make any special provision for women. In other words, this provision enables the state to make affirmative discrimination in favour of women [Article 15(3)].
3. No citizen shall be discriminated against or be ineligible for any employment or office under the state on the ground of sex [Article 16(2)].
4. Traffic in human beings and forced labour are prohibited [Article 23(1)].
5. The state to secure for men and women equally the right to an adequate means of livelihood [Article 39(a)].
6. The state to secure equal pay for equal work for both Indian men and women [Article 39(d)].
7. The state is required to ensure that the health and strength of women workers are not abused and that they are not forced by economic necessity to enter avocations unsuited to their strength [Article 39(e)].
8. The state shall make provision for securing just and humane conditions of work and maternity relief [Article 42].
9. It shall be the duty of every citizen of India to renounce practices derogatory to the dignity of women [Article 51-A(e)].
10. One-third of the total number of seats to be filled by direct election in every Panchayat shall be reserved for women [Article 243-D(3)].
11. One-third of the total number of offices of chairpersons in the Panchayats at each level shall be reserved for women [Article 243-D(4)].
12. One-third of the total number of seats to be filled by direct election in every Municipality shall be reserved for women [Article 243-T(3)].
13. The offices of chairpersons in the Municipalities shall be reserved for women in such manner as the State Legislature may provide [Article 243-T(4)].

18. LEGAL RIGHTS OF WOMEN

The following are the various legislations which contain several rights for women:

1. **Protection of Women from Domestic Violence Act (2005)** is a comprehensive legislation to protect women in India from all forms of domestic violence. It also covers women who have been/are in a relationship with the abuser and are subjected to violence of any kind—physical, sexual, mental, verbal or emotional.
2. **Immoral Traffic (Prevention) Act (1956)** is the premier legislation for prevention of trafficking for commercial sexual exploitation. In other words, it prevents trafficking in women and girls for the purpose of prostitution as an organized means of living.
3. **Indecent Representation of Women (Prohibition) Act (1986)** prohibits indecent representation of women through advertisements or in publications, writings, paintings, figures or in any other manner.
4. **Commission of Sati (Prevention) Act (1987)** provides for the more effective prevention of the commission of sati and its glorification on women.
5. **Dowry Prohibition Act (1961)** prohibits the giving or taking of dowry at or before or any time after the marriage from women.
6. **Maternity Benefit Act (1961)** regulates the employment of women in certain establishments for certain period before and after child-birth and provides for maternity benefit and certain other benefits.
7. **Medical Termination of Pregnancy Act (1971)** provides for the termination of certain pregnancies by registered medical practitioners on humanitarian and medical grounds.
8. **Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex Selection) Act (1994)** prohibits sex selection before or after conception and prevents the misuse of pre-natal diagnostic techniques for sex determination leading to female foeticide.
9. **Equal Remuneration Act (1976)** provides for payment of equal remuneration to both men and women workers for same work or work of a similar nature. It also prevents discrimination on the ground of sex, against women in recruitment and service conditions.
10. **Dissolution of Muslim Marriages Act (1939)** grants a Muslim wife the right to seek the dissolution of her marriage.
11. **Muslim Women (Protection of Rights on Divorce) Act (1986)** protects the rights of Muslim women who have been divorced by or have obtained divorce from their husbands.

12. **Family Courts Act (1984)** provides for the establishment of Family Courts for speedy settlement of family disputes.
13. **Indian Penal Code (1860)** contains provisions to protect Indian women from dowry death, rape, kidnapping, cruelty and other offences.
14. **Code of Criminal Procedure (1973)** has certain safeguards for women like obligation of a person to maintain his wife, arrest of woman by female police and so on.
15. **Indian Christian Marriage Act (1872)** contain provisions relating to marriage and divorce among the Christian community.
16. **Legal Services Authorities Act (1987)** provides for free legal services to Indian women.
17. **Hindu Marriage Act (1955)** introduced monogamy and allowed divorce on certain specified grounds. It provided equal rights to Indian man and woman in respect of marriage and divorce.
18. **Hindu Succession Act (1956)** recognizes the right of women to inherit parental property equally with men.
19. **Minimum Wages Act (1948)** does not allow discrimination between male and female workers or different minimum wages for them.
20. **Mines Act (1952) and Factories Act (1948)** prohibits the employment of women between 7 P.M. to 6 A.M. in mines and factories and provides for their safety and welfare.
21. **National Commission for Women Act (1990)** provided for the establishment of a National Commission for Women to study and monitor all matters relating to the constitutional and legal rights and safeguards of women.
22. **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (2013)** provides protection to women from sexual harassment at all workplaces both in public and private sector, whether organized or unorganized.
23. The following other legislation's also contain certain rights and safeguards for women:
 - Employees' State Insurance Act (1948)
 - Plantation Labour Act (1951)
 - Bonded Labour System (Abolition) Act (1976)
 - Legal Practitioners (Women) Act (1923)
 - Indian Succession Act (1925)
 - Indian Divorce Act (1869)

- Parsi Marriage and Divorce Act (1936)
- Special Marriage Act (1954)
- Foreign Marriage Act (1969)
- Indian Evidence Act (1872)
- Hindu Adoptions and Maintenance Act (1956).

Source: <https://edugeneral.org/blog/polity/women-rights-in-india/>

Key for gender neutral words

Gender-specific words	Gender neutral words
1. Mankind	E.g.: Humankind
2. Salesman	Salesperson, Sales representative, Sales clerk
3. Actress	Actor
4. Fireman	Fire fighter
5. Cleaning woman	Janitor
6. Policeman/Policewoman	Police officer
7. Bachelor/Spinster	Single person
8. Steward/Stewardess	Flight attendant
9. Waiter/Waitress	Server
10. Cabin boy	Cabin attendant
11. Cameraman/Camerawoman	Camera operator, Cinematographer
12. Cavemen	Cave people
13. Chairman/Chairwoman	Chairperson, Chair
14. Common man	Commoner
15. Motherland	Homeland
16. King-size	Huge, Very large

References:

1. Rushfan, (2008). Ten extreme examples of gender inequality. Retrieved from <http://list-verse.com/2008/11/20/10-extreme-examples-of-gender-inequality/>
2. Gender pay gap in the formal sector: 2006-2013 – Primary evidences from Paycheck India data. Retrieved from <http://www.wageindicator.org/documents/publicationslist/publications-2013/gender-pay-gap-in-formal-sector-in-india-2006-2013>.
3. <http://fortune.com>. Cited in Gender equality in the workplace in India. Gender and Economic Policy Discussion Forum, CVII, 23 September 2015.
4. It is an index known as Human Development Index (HDI) to assess the social and economic development levels of countries, which enables to make comparisons between countries. The well-known economist, Mahbub ul Haq developed this Human Development Index.

Sources of images:

https://rlv.zcache.com/stop_infanticide_classic_round_sticker-r477d483a455f4fe2a23df3235892d1ac_v9waf_8byvr_324.jpg

<https://www.sociology.org/files/123.png>

<https://maheshbiradar.files.wordpress.com/2015/04/female-foeticide.jpg?w=251&h=219>

http://www.pitribe.com/posts.aspx?id=1244.1964159988_gender-discrimination-women-rights

<http://www.thequotepedia.com/images/05/reli->

[gion-is-against-womens-rights-and-womens-freedom-in-all-socities-women-are-oppressed-by-all-religion.jpg](http://www.thequotepedia.com/images/05/reli-gion-is-against-womens-rights-and-womens-freedom-in-all-socities-women-are-oppressed-by-all-religion.jpg)

http://1.bp.blogspot.com/-_Ss0bg0J0VI/Tq-

DON BOSCO INDIA



EMPOWER CHANGE LIVE THE JOY OF TRUE GIVING.



Bosconet

A RESOURCE MOBILISATION UNIT OF DON BOSCO INDIA

B-33, Street No. 7, Dashrathpuri, Palam - Dabri Road, New Delhi -110 045

Tel: +91-11-25390585, Toll free: 1800-300-200-50

Email: info@bosconet.in | Web: www.bosconet.in | www.facebook.com/bosconetindia

For private circulation only.