
UNIT 3 GENDER

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- 3.2 The Relationship of Gender with Development
- 3.3 The Role of Gender in Development
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3.1 INTRODUCTION

Gender and development are considered important areas in the study of social sector issues in development. The historical development of societies has placed women at distinctively disadvantageous position. Historical studies reflect that women have played a marginal role in the development of societies. However, modern development theories attribute significant participation by all sections of society, including women as a gender category, in the development process. Women constitute almost half of human population, and their role in the development process has critical significance in the success or failure of nations.

After reading this unit, you will be able to

- establish relationship between gender and development
- define gender and describe various components of gender and development
- analyze various indicators of gender and development (GDI, GEM)

3.2 THE RELATIONSHIP OF GENDER WITH DEVELOPMENT

3.2.1 Meaning of Gender

Gender is the social dimension of being male or female. Gender identity is the sense of being male or female, which most children acquire by the age of three. Gender is not being masculine or feminine. According to the Children's Health Encyclopaedia, "Gender identity is a person's sense of identification with either the male or female sex, as manifested in appearance, behaviour, and other aspects of a person's life". The World Economic Forum explains that gender is not synonymous with women as it is commonly understood. It refers to both men and women, and to their status, relative to each other.

3.2.2 Relationship between Gender and Development

Gender as a concept or category has emerged to understand the complexities of women's subordination in society. The word gender does not necessarily refer to women as a group or class of society. Rather it is used as an analytical social category to study the problems of women. The theory of development is closely related to gender because of the large scale exclusion of women from the process of development. Margaret Synder and Mary Tadesse in their book, *African Women and Development: A History*, defined women and development as follows: “ ‘Women and development’ is an inclusive term to signify a concept and a movement whose long term goal is the well being of society - the community of men, women and children”. Amartya Sen has made a compelling case for the notion that societies need to see women less as passive recipient of help, and more as dynamic promoters of social transformation which is supported by the viewpoint that the education, employment and ownership rights of women have a powerful influence on their ability to control their environment and contribute to economic development.

The study of development with gender perspective needs to be understood for the reasons that follow.

- The gender perspective in development manifests the efforts towards ensuring equitable distribution of fruits of development.
- The idea of gender as a category has emerged as an outcome of the prevalent disparity and discrimination between men and women in almost all societies.
- Study of development and gender enables us to quantify the results of development efforts and also reflects the relative share of each segment of society which helps in devising sector specific policies and goals.

3.3 THE ROLE OF GENDER IN DEVELOPMENT

Gender roles can be defined as the behaviour and attitudes expected from the male and female members of a society. Gender roles may vary from country to country, culture to culture and even in the same country from region to region depending on the defined perceptions of people in that society. For example, in rural societies the gender role of a woman is limited to household chores because of women's exclusion from the educational framework, but in an urban environment, gender roles are defined a bit differently, since, with better educational opportunities, women get involved in economic and political activity. There are multiple factors which determine the gender role in a particular society or environment.

A theoretical approach to development is important to understand the evolution of development, thinking and policy. Development initiatives in the 1930s largely ignored women. The focus of development was on modernization and the adoption of western technology, institutions and beliefs. Development was identified with modernization and modernization was identical with the western world, anything which the western world identified with, i.e., technology, institutions, and belief was defined modern.

After the Second World War, the US became the model for third world countries which desired modernization. In the quest for such modernization and

development, equality for race, class, and sex in the third world countries was ignored. Both third world leaders and western development specialists assumed that western development policies would position fragile third world economics for take off. Few questioned whether this prosperity would extend equally to all classes, races, and gender groups. According to Ester Boserup, most of these projects undermined women's economic opportunities and autonomy. In reaction to this thinking, a new approach towards development of women was developed during the 1970s. It stressed the distinctiveness of women's knowledge, work, goals, and responsibilities. Thus, due credit for women began to be recognized. The UNDP has emphasized gender equality and women empowerment in the following four areas of development:

- i) democratic government
- ii) poverty reduction
- iii) crisis prevention and recovery
- iv) environment and energy
- v) HIV/AIDS.

Six out of ten of women in the world are poor and the upliftment of women from poverty and hunger should be the main focus of each nation. Women play important role in the management of household activities and even manage the livestock, agricultural land and business in many countries. Thus, women play a critical role in household development as well as the development of a nation. Women's social and political participation refers to women's ability to participate equally with men at all levels and in all aspects of public and political life and decision making.

3.3.1 Empowerment of Women

Development is not sex neutral. It is biased towards men. Women's exclusion from the development process at social and political levels has not only cost them their due share in society, but it has made the task of achieving prosperity in developing countries much more difficult. The issue of discrimination against women and the need to formulate appropriate policies towards this has been debated for many years, but serious attempts to isolate the problem and target it comprehensively was started in 1995 in the UN's Beijing Declaration. Among other things, the mission statement of the declaration said: "It aims at accelerating the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women and at removing all the obstacles to women's active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making".

The positive developments that took place after the Beijing Declaration were

- increased awareness
- policy reforms
- improved legislative frameworks
- institutional developments at the national level. These included actions in the following areas:
- establishment of national policies and strategies for gender equality

- adherence to international and regional instruments for the protection of human rights of women
- Increased diversity in the mechanisms promoting and monitoring attention to gender equality
- attention to resource allocations through gender sensitive budgeting
- efforts to engage men and boys more actively in the promotion of gender equality

However 10 years after Beijing, it was noticed that there were large gaps between policy and practice. The Millennium Task Force on Education and Gender Equality identified the following three critical dimensions of empowerment and enhanced participation of women in development

- capabilities in the areas of education and health
- access to opportunities and resources, i.e., to employment and land
- agency, i.e., women's ability to participate in the decision making processes in political institutions and policy making.

Besides international endeavour, it is pertinent to mention here that the Indian Constitution guarantees equality of gender. India is a signatory to the Beijing Declaration and its commitments. But the achievements on this front have been far from the desired objectives. The complex nature of Indian society and polity has further compounded the problem in India. If we have to find some objective parameter to judge women's participation in social and political development, it has to be evaluated on the following variables

- access to education
- access to health
- participation in work and labour
- representation in political institutions like legislative bodies.

In this section, we discussed gender and the role of gender in development. Now, answer the questions in *Check Your Progress 1*.

Check your Progress 1

Note: a) Write your answer in about 50 words.

b) Check your answer with possible answers given at the end of the unit

1) What do you understand by the term, gender?

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2) How are gender and development related?

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3.4 GENDER EMPOWERMENT AND DEVELOPMENT

Women, even if playing an important role in development, are neglected and marginalized in the process of development. Empowerment of women is essential for development. A few critical areas of gender empowerment and development are

- i) economic participation
- ii) economic opportunity
- iii) political empowerment
- iv) educational attainment
- v) health and wellbeing

3.4.1 Economic Participation

The economic participation of women in the workforce, in qualitative terms, is important, not only for lowering the disproportionate levels of poverty among women, but also as an important step towards raising household incomes and encouraging economic development in the countries as a whole. Amartya Sen opined that women need to be seen less as passive recipients of help and more as dynamic promoters of social transformation; and the education, employment, and ownership rights of women have a powerful influence on their ability to control their environment and contribute to economic development. The idea of gender in labour market appears because of the pattern of employment offered to people defined by their gender. Women have always been present in the labour market in India. In fact, women have made huge advances relative to men in labour force participation, occupational status, and educational attainment. It is important to understand their conditions in the labour market and the reasons for discrimination against women. The question of gender in the labour market gains importance only when a perceptible pattern is noticed in terms of treatment of women in the labour market which is either discriminatory in nature or, places women in a distinctively disadvantageous position vis-a vis men. The labour market disadvantages can be manifested in a number of differences. The following occupation categories define the nature of disadvantages by their specific role expectations.

- Managers
- Professionals

- Associate professionals
- Clerical and secretarial
- Skilled manual
- Personal services
- Sales
- Plant & machine (shop floor) operators

Women are often perceived as unfit for certain types of occupation which results in the segmentation of the labour market. For example, employers are generally not keen on employing women on shop floor jobs or shift work. Thus, discrimination becomes a natural outcome of the very structure of labour market. Here, we have to differentiate between two phrases- discrimination and disadvantage. Even if there is no discrimination against a particular group or section (in our case - women) a certain degree of disadvantage may occur because of either women's placement in the structure or because of the inherent mismatch between the characteristics of women as a labour force and specific requirements of a specific job in the labour market structure, or, the disadvantage which may emanate due to discrimination somewhere else in society, e.g., education, training opportunities, or responsibilities for children. Women are discriminated against in the labour market. Discrimination can be defined as unequal treatment to two individuals on the basis of their race, caste, religion, gender, or any other socio-economic characteristics. In the context of the labour market, discrimination appears as a result of certain characteristics: gender, race, religion, age. The reasons for labour market discrimination against women as a category can be because of the following reasons

- internal dynamics of the labour market
- external factors

The internal structure of the labour market demand certain characteristics out of an occupation and women may be perceived as not fitting into the frame. For example, more women are found in the profession of managers, professionals or secretarial jobs than in skilled manual jobs or plant and machine operators. The discrimination against women is perceived as an outcome of a series of external factors affecting women's position in the labour market. These factors are:

- Social characteristics of gender sometimes determine women's positions in the labour market. Women are bearers of specific social characteristics which play a major role in determining their labour market positions.
- The traditional division of labour between men and women within the family has a significant impact on their relationship in the labour market
- Women tend to have less investment in human capital or training which renders them unsuitable for certain category of jobs
- Women's overwhelming social responsibilities towards family and children also has a bearing on their job preferences which reduces their employment options and also partly explains their low wages

Men are judged on their productivity while women are judged on other parameters which have no relevance to their role as a labour force or impact on their

productivity. The discrimination against women in labour market, either due to compelling external reasons or perceived notions of labour market players results in the following consequences.

- It impacts the wages women command in the market. Gender pay differential is the obvious outcome of discriminations
- Women are forced to accept low paying jobs
- It results in productivity differences
- Women’s position in society further deteriorates due to her subordinate status in job market.

3.4.2 Economic Opportunity

Traditionally as well as culturally, the role assigned to women in many societies deprives them of economic opportunity. In most of the society, women are vested with the responsibility of bearing, rearing and caring of children. This prevents them from participating in employment opportunities in the private sector, as well as in the public sector. Women employed in the unorganized sector of developing countries, including India, do not get paid for maternity leave. The duration of maternity leave, the percentage of wages paid during the covered period, and the number of women in managerial positions are important aspects of economic opportunities available to women in various countries. In addition, women who are in managerial positions often make a painful choice between a successful career and family. A study in the United States has found 49 per cent of high achieving women to be childless as compared with only 19 per cent of their male counterparts.

Table 3.1: Landholding pattern in different countries

Country	% of women land holders
Italy	32.2
Spain	28.8
Thailand	24.4
France	23.1
UK	18.8
Malaysia	13.1
India	10.9
Nepal	8.1
Bangladesh	2.8

Source: Food Agricultural Organisation and Times of India, March 8, 2010

The landholding pattern among women is higher in Europe compared with Asian countries (Table 1). In Italy and Spain 32.2 and 28.8 percent respectively of women are landholders as compared to 2.8 and 10.9 percent respectively in Bangladesh and India. In India, women constitute almost a third of the agricultural labour force and about 72 per cent of employed women are in agriculture. Thus, the women’s right to land is considerably lower, particularly in Asian countries. This has resulted in women’s poor access to credit, and their restricted say in

household decision making. The right to land is an essential component of economic empowerment of women.

3.4.3 Political empowerment

It is said that, there are three places where women have always been excluded, these are military, religion, and politics, and it is in the political arena that they have the least access. The United Nations has admitted that women's increased participation in mass politics has been predominantly concentrated in the lower echelons of public administration, and has not been matched by the same presence at the higher levels of policy and decision making.

Women's political empowerment means equitable representation of women in the decision making structure. Women are poorly represented in democratic institutions. The Inter-Parliamentary Union report has envisaged an average of only 15.6 percent of women representation in the combine Houses of Parliament. The participation of women in political institutions is probably the most significant indicator of women's contribution in development process. The following table reflects the percentage of women in Lok Sabha in India, since the first General Elections.

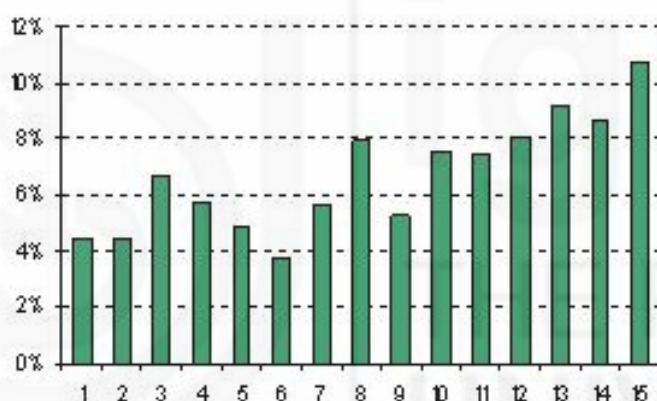


Fig. 3.1 : Percentage of Women MPs in Lok Sabha (From 1st to 15th)

The 15th Lok Sabha elected 58 women MPs which is 11 per cent of the total MPs and the highest percentage of women MPs since Independence. It is also the highest number of women MPs in any Lok Sabha since Independence. However, this is well below many developed countries as seen in the table below (Table 3.2).

Table 3.2: Women in Parliament, 2006

Country	% of Women Parliamentarians
UK	20.7
USA	15
Sweden	45
Bangladesh	15
Norway	38
India	8
Denmark	37

Source: World Development Indicators, 2006

Table 3.2 shows that the participation of women in political institutions is higher in Scandinavian countries compared with other countries of the world. The presence of women in Parliament is a direct reflection of their contribution in highest decision making body of the country. The pattern of women's representation in State Assemblies still lags behind, but with the enactment of the 73rd constitutional Amendment, 1/3 of women are now representing the local bodies. However, in many places they are the *de jure* heads, but *de facto* heads are their husbands and relatives. Women have to go a long way to stake a *de facto* claim in political arena.

Thus, it is clear that women have made significant progress in terms of their participation in social and political development and government, international agencies, and non government agencies have been trying to provide a conducive environment to ensure gender parity in the development process. But there are many constraints which have to be removed for widespread success of the mission. Table 3.3 shows the percentage of women representatives in legislatures.

Table 3.3: Countries with the highest proportion of women in National Legislatures

Country	Kind of quota	% of women
Rwanda	Constitution-Reserved Seats	56
Sweden	Voluntary Political Party Quotas	47
South Africa	Voluntary Political Party Quotas	45
Iceland	Voluntary Political Party Quotas	43
Argentina	Constitution-Legislated Candidate Quotas	42
The Netherlands	Voluntary Political Party Quotas	41
Norway	Voluntary Political Party Quotas	40
Senegal	No quota	40
Denmark	No quota	38
Angola	Electoral law-Legislated Candidate Quotas	37
Costa Rica	Electoral law-Legislated Candidate Quotas	37

Source: Times of India, 8th March, 2010

3.4.4 Educational Attainment

Education is one of the fundamental prerequisites for empowering women. Education helps in reducing infant and maternal mortality. The importance of education in general and literacy, in particular, is greater for women.

However, women still constitute two-thirds of the world's illiterate population. Educational empowerment of women will

- enhance self-esteem and self confidence of women
- develop the ability to think critically
- enable women to make informed choices in areas like education, employment and health

Information and communication technology has become a driving force of development in recent years. A study by the USAID says that countless women in the developing world are further removed from the information age. It further envisaged that without access to information technology, an understanding of its significance and the ability to use it for social and economic gain, women in the developing world will be further marginalized from the mainstream of their communities, their country and the world. The literacy rate among women in India remains below international standards and has wide interstate differences. The World Development Indicator, 2004 envisages that among the female youth (15-24 years), the literacy rate is 97 per cent in Sri Lanka, as against 41 percent in Bangladesh.

Women's educational empowerment will boost their social, economic and political empowerment. Jawaharlal Nehru once said, "to awaken the people, it is women who must be awakened; once she is on the move, the village moves and the nation moves".

3.4.5 Health and Wellbeing

The World Health Organisation (WHO) expects that every mother maintains good health, learns the art of child care, has normal delivery, and bears healthy children. A healthy mother is required for the wellbeing of a family. Women are not in a better position as compared to men in health and wellbeing because of biological reasons. According to the World Health Organisation, 585,000 women die every year, over 1600 every day, from the causes related to pregnancy and child birth. The Planned Parenthood Federation of America estimates that of the annual 46 million abortions worldwide, some 20 millions are performed using unsafe methods resulting in the deaths of 80,000 women, which accounts for at least 13 per cent of global maternal mortality and causing a wide range of long term health problems. Female life expectancy in Japan is 86 years, while in India and Bangladesh, it is 67 and 65 years respectively. This, itself, shows how bad the status of female is in the underdeveloped countries.

Table 3.4: Maternal Health Indicators

Indicators	Countries					
	USA	UK	Japan	Banga- ladesh	Sri Lanka	India
Maternal Mortality ratio for 1,00,000 live births (2005)	11	8	6	570	58	450
Birth attended by skilled health staff (2006-2007)	—	—	—	18.0	98.5	46.6
Female expectancy at birth (2008)	81	82	86	67	78	65
% of female population with HIV (age 15-24) (2007)	0.31	—	—	—	—	0.3

Source: World Development Indicators, 2010, World Bank

The maternal mortality ratio in India is 450 which is significantly higher than those of US, UK and Japan. This shows that the health status of women in South Asian countries is comparatively lower than the other developed countries in the world.

Table 3.5 reinforces the fact that discrimination is faced by women throughout the different phases of their life.

Table 3.5: Phases of Gender Discrimination

Women’s Life	Phase Type
Pre natal	Prenatal sex selection, battering during pregnancy, coerced pregnancy (rape during war).
Infancy	Female infanticide, emotional and physical abuse, differential access to food and medical care.
Childhood	Genital cutting, incest and sexual abuse; differential access to food, medical care and education, child prostitution.
Adolescence	Dating and courtship violence, economically coerced sex, sexual abuse in the work place, rape, sexual harassment, forced prostitution.
Reproductive	Abuse of women by intimate partners, marital rape, dowry abuse, sexual abuse with disabilities
Old age	Abuse of widows, elder abuse (which affects mostly women).

Source: Heise L. 1994, Violence against Women: The Hidden Health Burden. World Bank Discussion Paper. Washington D.C. The World Bank

In this section, we discussed the economic opportunity, economic empowerment, political empowerment, educational attainment, health and well being and status of women. Now, answer the questions in *Check Your Progress 2*.

Check Your Progress 2

Note: a) Write your answer in about 50 words.

b) Check your answer with possible answers given at the end of the unit.

1) What are the critical areas of gender and development?

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2) What do you mean by political empowerment of women?

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3.5 THE GENDER DEVELOPMENT INDEX

The GDI was developed in 1995 by UNDP to consider gender disparity on overall human development of a nation. The indicators used for measuring HDI and GDI are common, but for GDI, it is further narrowed down to calculate gender specific disparities in each parameter.

The three areas which are used to measure human capabilities for HDI are:

- life expectancy to measure longevity
- educational attainment or literacy level to represent level of knowledge
- an appropriately adjusted real GDP per capita to ensure a decent standard of living

For the purpose of calculating GDI, the above indices are adjusted to find out the gender based results which explain the level of gender inequality prevailing in a country. The GDI is designed to evaluate the achievement of women along each of the following three components:

- life expectancy at birth
- illiteracy level
- standard of living reflected in income level of women

Life expectancy at birth is a reasonable indicator of a category (particularly women) in achieving growth and prosperity. It depends directly on the following factors:

- health care in society in general
- availability of facilities to mother and child
- society’s cultural preferences

A higher life expectancy for male than a female indicates that there is perceptible disparity existing in the society. Measurement of GDI using this indicator categorically points out the level of gender inequality in a country. Similarly, the educational attainment level or literacy rate determines the access to education. In developing countries, with substantial population living in poverty, the accessibility and affordability of educational facilities is a question mark for the majority. GDI uses this indicator to correctly point out the level of gender inequality which cannot be determined through HDI because it concentrates on the overall development level. The standard of living is largely determined by the income level of the people.

But, calculating any parameter by using an absolute level of income can be misleading. Income level of the population can be highly skewed with large sections at the very end with meager income levels, while a few can be at the top of the pyramid with huge levels of income. The GDI uses the income levels of both men and women to decipher the extent of inequality between men and women. Whenever and wherever there is wide disparity, the GDI will deteriorate. According to UNDP reports, developed countries consistently score high on GDI index, compared with developing countries. India ranks moderately on GDI scorecard at 113 with a GDI score of 0.6 among 177 countries. The following table (Table 6) shows the top ten and bottom ten countries on GDI score.

Table 3.6: GDI Countries Ranking

Top Ten Countries			Bottom Ten Countries		
Country	Rank	GDI	Country	Rank	GDI
Iceland	1	0.962	Congo	148	0.398
Australia	2	0.960	Ethiopia	149	0.393
Norway	3	0.957	Mozambique	150	0.373
Canada	4	0.956	Mali	151	0.371
Sweden	5	0.955	Chad	152	0.370
Netherlands	6	0.951	Central African Republic	153	0.368
France	7	0.950	Burkina Faso	154	0.364
Finland	8	0.947	Niger	155	0.355
Switzerland	9	0.946	Guinea-Bissau	156	0.355
United Kingdom	10	0.944	Sierra Leone	156	0.320

Source: Human Development Report, 2007/2008

3.5.1 Methods of Calculation of GDI

The following three steps are applied for the calculation of GDI.

Step I

- The first step is to estimate male and female development indices. As there are three indicators, we need to estimate six development indices.
- male education development indices
- male health development index
- male income development index
- female education development index
- female health development index
- female income development index

Step II

Step II involves combining female and male indices in each indicator /dimension in a way that penalizes differences in achievements. The resulting index is called equally distributed index.

Step III

The final step arranges the three equally distributed indices in an outweighed manner to obtain the value of GDI.

The GDI is the average of these three equally distributed indices and has a value ranging from 0 to 1. GDI of one ($GDI=1$) indicates that a country has reached its goal on its way to development and has eliminated gender based disparities among its population.

In this section, we discussed the GDI, its indicators, and methods of calculating the GDI. Now, answer the questions in *Check Your Progress 3*.

Check Your Progress 3

Note: a) Write your answer in about 50 words.

b) Check your answer with possible answers given at the end of the unit

1) Define Gender Development Index.

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2) Differentiate between GDI and HDI.

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3.6 THE GENDER EMPOWERMENT MEASURE

The GDI is a significant indicator of the spread of development initiatives in a country. It is a gender specific measurement of development parameters. Another very important gender specific measurement index, developed by UN and used for analysis, is the Gender Empowerment Measure (GEM). The UN, in 1975, started focusing on the plight of women and declared it the Decade of Women. It led to further focus on women through initiatives in various conferences (Copenhagen, 1980, Nairobi, 1985, and in Beijing, 1995). Another UN initiative in this direction was HDI in 1990 and GEM in 1995. Empowerment is the power of enhancing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. The World Bank's 2002 Empowerment Sourcebook identified empowerments as "the expansion of assets and capabilities of poor people to participate in, negotiate with, influence,

control and hold accountable institutions that affect their lives”. Empowerment of women involves the improvements of their status in the family, community, and society. It ensures women’s accessibility to modern development facilities and extends their participation in social, economic and the political process, and decision making. GEM has emerged as an important indicator of women’s empowerment in a community. GEM helps immensely in highlighting the deficiencies in policies and their implementation.

GEM is a measure of inequalities in opportunities between men and women in a country. GEM combines inequalities in three areas:

- political participation and decision making
- economic participation and decisions making
- power over economic resources.

When the UNDP first introduced GEM in 1995 it said in its report, “The recognition of equal rights for women along with men, and the determination to combat discrimination on the basis of gender, are achievements equal in importance to the abolition of slavery, the elimination of colonials, and the establishment of equal rights for social and ethnic minorities”.

UNDP has been calculating GEM for countries to compare their relative status in terms of empowering the weaker gender. It ranks countries on a scale of 0 to 1 to advise National Governments on appropriate policy initiatives and investment decisions. The aggregate score for GEM for India was 0.413 in 1996 and 0.451 in 2006.

3.6.1 Components of GEM

According to the Employment Paper, 2003/04, of the International Labour Office, Geneva, the Gender Empowerment Measure has three components

- the share of women in earned income
- the relative weight of women among administrators and professional workers
- share of women in parliamentary seats.

These three components indicate women’s active role in socioeconomic and political process of a country. The United Nations, in 1999, evaluated the GEM data for 102 countries. The value of these indicators range from a low of 0.120 (Niger) to a high of 0.810 (Norway). India falls in between the two extremes.

3.6.2 Factors Affecting GEM

There are multiple factors which may affect the GEM score of a country. Some of the factors which may affect GEM are given below.

- Social structure of a country - a patriarchal social system may not permit higher role for women in decision making process. Muslim countries have perennially encountered lower participation of women in the economic and political process.
- Historical settings - if there is relative deprivation of women vis-à-vis men it may take longer to alter the historical setting in a country.

- Literacy rate - lower literacy rates for women could result in their exclusion from control over resources and in the decision making process.
- Level of urbanisation - typically urban societies extend greater roles for women at all levels. Rural societies are closed societies with limited resources as well as decision making opportunities; whatever is available is concentrated with men.

In this section, we discussed the GEM, its components and the factors affecting it. Now, answer the questions in *Check Your Progress 4*.

Check Your Progress 4

Note: a) Write your answer in about 50 words.

b) Check your answer with possible answers given at the end of the unit.

1) Define the Gender Empowerment Measure.

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2) What are the different components of GEM?

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3.7 GENDER ADVERSARIES

In the earlier section, you studied gender empowerment and its measurement. In this section, you will study about the adversaries faced by women. The two main adversaries are:

- missing women
- violence against women.

3.7.1 Missing Women

'Missing women' reflect the gender disparities of any society. The higher performing gender is favoured, whereas the gender with low performance is neglected. This leads to further additions to the missing women. Discrimination against women can begin early in life. Parental selection, female infanticide or abandonment, childhood sexual exploitation, genital mutilation, and limited access to adequate nutrition and health care; all affect the number of girls, in some parts of the world who survive into adulthood. These factors combined

with limited access to education, early marriage and early child-bearing affect the health and wellbeing of girls, and can have lasting effects throughout their lives. Some of the causes of missing women are

- patrilocal exogamy
- economic value
- patriarchal society
- poverty

Patrilocal exogamy: whereby sons remain with the origin or parental household and contribute to joint income, while daughters migrate from their households to move into their husband's parental household. Investment in sons, in terms of education and share in property, seems to pay off, whereas investment in girls is seen as wasteful expenditure.

Economic Value: although women do the majority of work, they do not share equally in income, earnings and wealth. Discrimination against women in earnings, employment, access to credit and capital accumulation mechanism, and private social benefit systems also affects the economic wellbeing of their children and other house hold members.

Patriarchal Society: one important reason for declining sex ratio is a patriarchal society. The desire for male heirs of property is another reason for discrimination against daughters.

Poverty: the situation of women becomes worse for those living in poverty. The disproportionate burden of family limits access to education, training and participation in paid employment. Women are forced to enter informal unorganised employment, thus, leading to exploitation - economically, physically and mentally.

Declining sex ratio: The declining sex-ratio is one of the reasons of which foeticide is a cause of concern. Many girl children are missing before they are born. The sex ratio of Northern Indian States of Punjab and Haryana is low as compared to Southern Indian State. The sex ratio of Kerala is 1058, the highest in India (Table 7). The all India sex ratio for 1991 is 927 which increased to 933 in 2001.

3.7.2 Violence against Women

Despite the protections guaranteed by the Universal Declaration on Human Rights and the convention on the rights of the child, gender discrimination and violence against women and girls persists everywhere and is a growing phenomenon in many parts of the world. Despite promises in the convention to end all forms of discrimination against women, the Beijing Platform for Action and the Millennium Development Goals, girls continue to be exploited by individuals and victimized by laws that fail to adequately protect them.

Forms of Violence

Gender based violence both reflects and reinforces inequities between men and women and compromises the health, dignity, security and autonomy of its victims. It encompasses a wide range of human rights violation, including sexual abuse

of children, rape, domestic violence, sexual assault and harassment, trafficking of women and girls and several harmful traditional practices.

Witchcraft: sometimes a woman living in a village is alleged to be a witch and the cause of mishaps in the village. She is tortured and sometimes killed. Low education and superstition leads to such practices.

Devadasi: Girls in their childhood are made *devadasis* to serve in temples and they have to leave their home and stay in the temple complex. These girls grow up under the supervision of priests in the temple and when they are grown up, most of them are exploited.

Table 3.7: Sex Ratio (No of female per 1000 males)

SI No	States/Union Territories	1991	2001
1	Jammu and Kashmir	896	900
2	Himachal Pradesh	976	970
3	Punjab	882	874
4	Chandigarh	790	773
5	Uttaranchal	936	964
6	Haryana	865	861
7	Delhi	827	821
8	Rajasthan	910	922
9	Uttar Pradesh	876	898
10	Bihar	907	921
11	Sikkim	878	875
12	Arunachal Pradesh	859	901
13	Nagaland	886	909
14	Manipur	958	978
15	Mizoram	921	938
16	Tripura	945	950
17	Meghalaya	955	975
18	Assam	923	932
19	West Bengal	917	934
20	Jharkhand	922	941
21	Orissa	971	972
22	Chhatisgarh	985	990
23	Madhya Pradesh	912	920
24	Gujarat	934	921
25	Daman & Diu	969	709

26	Dadra & Nagar Haveli	952	811
27	Maharashtra	934	922
28	Andhra Pradesh	972	978
29	Karnataka	960	964
30	Goa	967	960
31	Lakshadweep	943	947
32	Kerala	1036	1058
33	Tamil Nadu	974	986
34	Pondicherry	979	1001
35	Andaman & Nicobar Islands*	818	846

Source : Census of India, 2001

Dowry: this is one of the most prevalent crime against women. At the time of marriage, a bride is supposed to bring dowry in terms of cash or kind as demanded by the bridegrooms' family. In the absence of dowry, the marriage is not finalized, and after marriage, if the dowry is not given the bride is tortured or even burnt to death. A number of lacunae in the legal system allow the culprits to escape any punishment.

Exploitation at the workplace, in schools, and at home: This kind of exploitation is seldom reported as the culprit is a known person. The crime against women is done either by colleagues, boss, teacher, or some relative. Social stigma and inability to prove the crime of a trusted person leads the victim to suffer in silence.

Rape: This is among the most common crimes against women. All rape cases are not reported to police. Laws are not victim-friendly rape victims. Many times, culprits are either close relatives, friends, or known persons.

Blackmail: with the development of technology, women have become more prone to blackmail. The use of spy cameras and conversion of these into CDs and DVDs have made blackmailing more convenient.

Sex determination: another disadvantage of technology is sex determination. The deteriorating sex ratio is due to sex determination. Recent research shows that missing women are more in rich northern Indian states compared to the south, and in poor States.

Selling of Girls: girl children are sold for a petty amount of money, and sometimes, they are sold under the guise of marriage also. Many of them end up as prostitutes or bar girls. The selling of girls as domestic help or sex workers is also driven by poverty of the family.

Other forms of violence: these include forcing girls into prostitution and honour killings. Honour killing is killing females if they revolt against their families or relatives wishes and decide to marry into other castes or religions.

3.7.3 Programmes for Prevention and Care

It is recognized that gender based violence exists in domestic and public spheres. Every effort should be made to prevent such inhuman acts of violence. Elimination of discrimination against women in employment and in access to capital and technology with attention to developing economic opportunities for women in private enterprise, in agriculture and all sectors of formal employment must be prioritized to enable women, their families, and their communities to reach their full potential. Education and training skills are essential tools for achieving economic wellbeing. The abolition of traditional discriminatory practices like *sati*, *devadasi*, genital mutilation and enforcement of law should be strongly followed. Legislative reforms should be formulated for the protection and promotion of women's rights. Awareness about the laws, rights, and responsibilities in family life must be made. Victims of violence must be offered psychological and financial support.

The following are a number of strategies adopted by UNFPA to address gender based violence.

- Ensuring that emergency contraception is available for victims of sexual violence.
- Strengthening advocacy on gender based violence in all country programmes in conjunction with other United Nations partners and NGOs.
- Advocating for women with Parliamentarians and Women's National networks.
- Integrating messages on the preventions of gender based violence into information, education and communication projects.
- Conducting more research on gender based violence.

In this section, we discussed the causes of missing women, various forms of violence against women, and about the prevention of violence against women. Now, answer the questions in *Check Your Progress 5*.

Check Your Progress 5

Note: a) Write your answer in about 50 words.

b) Check your answer with possible answers given at the end of the unit

1) What are the different forms of violence against women?

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2) How can we prevent violence against women?

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3.8 MEASURES FOR ENGENDERING DEVELOPMENT

Promoting gender equality is an important part of a development strategy that seeks to enable all people - women and men, alike - to escape poverty and improve their standard of living. Economic development opens many avenues for increasing gender equality in the long run. A considerable body of evidence around the world supports this assertion. The strategy for engendering development could include the following points.

- i) Establishing incentives that discourage discrimination by gender: The structure of economic institutions also affects gender equality in important ways. Markets embody a powerful set of incentives that influence decisions and actions for work, saving, investment, and consumption. Evidence from Mexico and the United States suggests that firms operating in competitive environments discriminate less against women in hiring and pay practices than the firms with significant power in protected environments. The reservation of jobs for women in private and corporate sector will discourage gender discrimination.
- ii) Designing service delivery to facilitate equal access: The design of program delivery such as school systems, health care centres, financial organizations and agricultural extension programs can facilitate or inhibit equitable access for females and males. In parts of West Africa ‘mobile bankers’ bring financial services to local markets, workplaces and homes, eliminating the need for women to travel long distances to save or borrow. In Bangladesh, group-based lending programs use support groups and peer pressure as a substitute for traditional bank collateral to ensure repayment. Both designs have increased women’s access to financial resources.
- iii) Foster economic development to strengthen incentives for more equal resources and participation: when economic development raises income and reduces poverty, gender inequalities often decline. As with basic rights, higher incomes generally translate into greater gender equality in resources whether in health or in education. In education, studies suggest that the largest improvements from income growth are likely to occur in the poorest regions of South Asia and sub Saharan Africa. Globalisation has seen more women working in different capacities in the private and corporate sector in India.
- iv) Taking active measures to redress persistent disparities in command over resources and political voice: active measures which can be implemented quickly including reservation for women in political institutions give women an opportunity to reduce persistent disparities in command over resources. Recent experience from more than 30 countries, including Argentina, Ecuador, India, Phillipines, and Uganda suggests that political reservation can be effective in increasing political participation and representation in local and national assemblies in a relatively short period of time. ‘Reservation’ legislation takes different forms in different countries but, generally, it stipulates that a minimum number (or proportion) of political parties’ candidates or of electoral seats in national or local assemblies be reserved for women. The passing of the Women’s Reservation Bill in the Rajya Sabha is a significant step towards the political empowerment of women in India.

- v) Institutional mechanisms for the advancement of women: it can be government (central, state, or local) or non government organizations which support the cause of women's advancement. Though institutional mechanisms exist at all levels, they need to be strengthened. The National Policy for Empowerment of women provides for strengthening the existing mechanisms through appropriate interventions, viz., provision of adequate resources, training, and advocacy skills to effectively influence macro policies, legislations, programmes, etc., to empower of women. The equal opportunity and gender budgeting policy measures should be regularly monitored by both the central and provincial governments in various states.
- vi) The role of the media in portraying the female gender leaves much to be desired. Press and the print media are generally found unduly sensationalizing traumatic events such as rape, thereby invading the privacy of the victim. Very few positive stories of women who have stood up for their rights are published. The media has to become gender sensitive and more responsible while portraying women and, thus, play a significant role in bringing about attitudinal changes in society. A gender friendly media policy needs to be formulated for this purpose.

3.9 LET US SUM UP

Gender and development is one of the important issues of today's society. This unit deals with the critical areas of gender and development like economic participation, economic opportunity, political empowerment, educational attainment, health and wellbeing of women. In spite of advancement in various sectors like technology, education, and health, the position and condition of women in societies especially developing societies is still very much behind than their male counterparts. It is important to understand that the development and wellbeing of women will also lead to the development of the nation.

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3.11 CHECK YOUR PROGRESS-POSSIBLE ANSWERS

Check Your Progress I

- 1) What do you understand by the term, Gender?

Gender is the social dimension of being male or female. Gender identity is the sense of being male or female, which most children acquire by the age of three. Gender is not being manly or feminine. Gender is how you feel inside. Gender identity is a person’s sense of identification with either the male or female sex, as manifested in appearance, behaviour, and other aspects of a person’s life.

- 2) How are gender and development related?

Development is a process of expanding human capabilities or a process of enlarging choices or options. By exercising these choices or options people can develop their power and, in turn, can develop their country. These choices can be of various types, e.g., to be educated, to be creative, to lead a longer and healthy life, and so on. Development may be gender specific in many contexts. It can assign a greater role to one gender, marginalizing another, or, it can provide equal opportunity to all. This depends on the priority of development policy. Gender has played an important role in the overall development of a country depending on the socioeconomic and political environment.

Check Your Progress 2

1) What are the critical areas of gender and development?

A few critical areas of gender and development are

- i) Economic participation
- ii) Economic opportunity
- iii) Political empowerment
- iv) Educational attainment
- v) Health and well being.

2) What do you mean by political empowerment of women?

The political empowerment of women means the equitable representation of women in decision-making institutions which are critical for the policy formation. In the Indian context, they refer to the representation of women in Parliament, state assemblies, and, more recently, in local self government institutions.

Check Your Progress 3

1) Define the Gender Development Index.

The Gender Development Index is the quantitative projection of the development of a country with reference to parameters which reflect the extent of gender disparity prevailing in any society. It is measured on the following three parameters of development.

- Life expectancy at birth
- Illiteracy level
- Standard of living reflected in the income level of women.

The GDI attempts to bifurcate the achievements between the genders. The GDI was developed in 1995 by UNDP to consider gender disparity on overall human development of a nation.

2) Differentiate between GDI and HDI.

The Human Development Index is the measurement of overall development of a country on an average without giving any specific weightage to any particular indicator. The Gender Development Index measures development on parameters with reference to their focus on gender based indicators. The indicators used for measuring HDI and GDI are common, but for GDI, it is further narrowed down to calculate gender specific disparities in each parameter.

Check Your Progress 4

1) Define Gender Empowerment Measure.

Gender Empowerment Measure is a measure of inequalities between men's and women's opportunities in a country. GEM combines inequalities in three areas

- Political participation and decision making
- Economic participation and decisions making
- Power over economic resources.

GEM focuses on the empowerment of women in a country with reference to their role in development. Since it is extremely difficult to quantify empowerment, the above parameters are generally accepted as reasonable indicators of women's role in any society.

2) What are the different components of GEM?

GEM has three components

- share of women in earned income.
- relative weight of women among administrators and professional workers
- share of women in Parliamentary seats.

These three components indicate women's active role in the socioeconomic and political process of a country, and also manifest their relative control over resources and institutions.

Check Your Progress 5

1) What are the different forms of violence against women?

Gender based violence reflects and reinforces inequities between men and women and compromises the health, dignity, security, and autonomy of its victims. It encompasses a wide range of human rights violation, including sexual abuse of children, rape, domestic violence, sexual assault and harassment, trafficking of women and girls, and several harmful traditional practices.

2) How can we prevent violence against women?

Legislative reforms should be formulated for the protection and promotion of women's rights. Awareness about the laws, rights, and responsibilities in family life must be made. Victims of violence must be offered psychological and financial support.

A number of strategies adopted by UNFPA Fund to address gender-based violence follow.

- Ensuring that emergency contraception is available for victims of sexual violence.
- Strengthening advocacy on gender based violence in all country programmes in conjunction with other United Nations partners and NGOs.
- Advocating for women with Parliamentarians and Women's National networks.
- Integrating messages on the preventions of gender based violence into information, education and communication projects.