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GENDER INEQUALITY IN THE LABOUR MARKET OF INDIA

UNDER-GRADUATION THESIS SUBMITTED TO
GALGOTIAS UNIVERSITY FOR AWARD OF THE DEGREE
OF BACHELOR OF ARTS IN ECONOMICS



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UNDER THE SUPERVISION OF

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DECLARATION

Date: May 9, 2022

I, **Devanshi Tripathi**, declare that this thesis, titled '**GENDER INEQUALITY IN THE LABOUR INEQUALITY OF LABOUR**', submitted by me for the award of the degree of **Bachelor of Arts in Economics of School of Liberal Education, Galgotias University**, is my own work. This thesis is not submitted in any other college or even in the same college for the same or for any other degree.

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ACKNOWLEDGEMENT

The submission of the thesis on the topic, 'GENDER INEQUALITY IN THE LABOUR MARKET OF INDIA,' Mark's the end of my journey to obtain a Bachelor in Arts degree in Economics(Honours).

I would like to give special thanks to my supervisor, Dr. Manju Dahiya(Programme Chair, Department of Economics, School of Liberal Education, Galgotias University), who was always there to guide and support me while this thesis was in process.

I would also like to thank my classmates and my parents who supported me in every possible manner they were required in.

I would also like to thank Galgotias University for giving me a chance to write a thesis during my Bachelor's degree.

For any discrepancy in this thesis, I, Devanshi Tripathi is solely responsible and any constructive suggestions are always welcome.

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CERTIFICATE

Date: May 9,2022

This is to certify that Ms. Devanshi Tripathi has submitted her graduation thesis titled, '**GENDER INEQUALITY IN THE LABOUR MARKET OF INDIA**', to the Department of Economics. She has carried out her work on the thesis at the Department of Economics, School of Liberal Education, Galgotias University.

I recommend that this thesis be placed before the examiners for evaluation.

DR. MANJU DAHIYA

(PROGRAMME CHAIR)

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(SCHOOL OF LIBERAL EDUCATION)

(GALGOTIAS UNIVERSITY)

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CHAPTER-1
INTRODUCTION

WHAT IS GENDER INEQUALITY?

Gender inequality is one of the most prevalent forms of inequality in the world. Gender equality affects all members of society and forms the foundation of a just society. Therefore, the issue of gender justice is a vast range and impact issue involving a vast and endless canvas. Gender justice is a complex concept and part of social justice. Gender equality is recognized as a fundamental human right in both domestic and international law. The principle of gender equality is enshrined in the Indian Constitution of the preamble, basic rights, basic obligations and policy principles. The Universal Declaration of Human Rights (1948) also confirmed the ideal of equality between men and women. The United Nations Convention on the Elimination of All Forms of Discrimination against Women (1979) states that discrimination against women violates the principles of equal rights and respect for human dignity.

The issue of gender means a discussion of ² both men and women, even though women suffer from gender inequality biasedness in India. Of ⁶ all gender issues, gender inequality is the most prevalent in India. Gender inequality in recital is common today in government, non-governmental organizations, and India's politics.

For decades there has been much debate about women and their development. Therefore, some national and international organizations seek to promote women's full participation in progress and development processes and eliminate all forms of inequality towards women.

Feminism is steadily increasing in importance and gaining intellectual justification.

Gender inequality refers to inequality between men and women in various social, economic, political, cultural and legal aspects.

2

TYPES OF GENDER INEQUALITY

According to Nobel Laureate Prof. Amartya Sen (2001), there are seven varieties of gender inequalities at found in India. Here is a quick rationalization of all the varieties of gender inequality.

1)MORTALITY INEQUALITY :- In this, Inequality among men and women at once includes topics of existence and death, and takes the brutal shape of strangely excessive mortality quotes for ladies and a consequent preponderance of fellows within side the overall population, in place of the preponderance of ladies located in societies with very little gender bias in fitness care and nutrition.

2) NATALITY INEQUALITY: - In this type of inequality a desire is given to boys over girls. It is ardent in the various male ruled societies and those manifests within side the shape of mother and father trying their new child to be a boy in place of a girl. With the supply of contemporary-day strategies to decide the gender of foetus, intercourse selective abortions has end up not unusual place in India.

3) EMPLOYMENT INEQUALITY : - In phrases of employment in addition to merchandising at paintings ladies frequently face extra handicap than guys. This is definitely exemplified as guys getting priorities in getting higher paintings possibilities and pay scale than their girl counterparts.

4) OWNERSHIP INEQUALITY: - In many societies possession of assets also can be very unequal. Since a while the conventional assets rights have desired guys within side the maximum components of India. The absence of claims to assets cannot best lessen the voice of ladies, however, additionally make it more difficult for ladies to go into and flourish in commercial, monetary or even a few social activities.

5) SPECIAL OPPORTUNITY INEQUALITY: - Even whilst there's little distinction in primary centers which include schooling, the possibilities of better schooling can be a long way fewer for younger ladies than younger guys.

Indeed, gender biasness in better schooling and expert schooling may be located in India.

6) BASIC-FACILITY INEQUALITY: - Even whilst demographic traits do now no longer display an awful lot or any anti-girl bias, there are different approaches wherein ladies will have much less than a rectangular deal.

7) HOUSEHOLD INEQUALITY: - There are frequently enough, primary inequalities in gender members of the family within side the own circle of relatives or the household, that could take many special forms. Even in instances wherein there aren't any overt symptoms and symptoms of anti-girl bias in, say, survival or son-desire or schooling, or maybe in merchandising to better government positions, the own circle of relatives preparations.

EXAMPLES OF GENDER INEQUALITY

Despite major advances, women's rights remain an important issue around the world, especially in regions such as North Africa and the Middle East. Women face systematic denials of rights, and due to legal discrimination women are inferior to men. As a result, women around the world lack full awareness of their basic human rights. Knowing this issue shows that gender equality is at the heart of sustainable progress. These are 10 examples of gender inequality that exist in the world today are:-

1. **LACK OF MOBILITY**: Despite widespread protests against gender inequality, Saudi women are banned from driving and must rely on her father and husband to move ⁴ from place to place. In countries like Egypt and Bahrain, the husband has the right to prevent his wife from leaving the country, but in other countries a written travel permit from the husband is required.

2. **FREEDOM OF MARRIAGE**: According to the United Nations, around 40 percentage of young females in South Asia and sub-Saharan Africa are married by the age of 18. Marriage of a child not only increases the likelihood of often fatal birth complications, but also violates the basic human rights of choosing a marriage partner. In Pakistan, females are expected to accept arranged marriages, and denials can result in horrific situations such as "honor killings," in which the government usually do not object about.

3. **DISCRIMINATORY RIGHTS IN DIVORCE**: In the Middle Eastern nations, the nations is dominated by religious ideals and gender inequality is prevalent. A man is generally considered superior, so he can divorce his wife relatively easily, and even by mere verbal abandonment(Triple Talaq), while in the case of women, they face challenges. Like in the case of a nation like ⁴ Lebanon, abused women do not even have the right to apply for divorce unless witnesses are willing to give their testimony.

4. CITIZENSHIP: Exempting nations like ³ Israel, Iran, Tunisia and and some parts in Egypt, women in the Middle East do not have the right to transfer citizenship to their children while men enjoy the superiority of not only transferring citizenship to not only to their children but also to their-national better half, i.e. their wives.

5. COMBATTING IN THE FRONTLINE ARMY: In Turkey and Slovakia, women are allowed to serve in the army but with certain restrictions such as they are not supposed to be on the front lines. Until 2016, this gender inequality continued to be prevalent in the UK also.

³ 6. CUSTODY RIGHTS: In some countries, the courts give custody to fathers automatically leaving the females out of the financial support, such as in ⁴ Bahrain, family laws are not systematized and judges can deny mothers the custody of the children.

7. VIOLENCE: Unequal legal rights are making the females quite vulnerable in terms of violence against them. Today, ⁴ one of the most explicit forms of violence against women in the world is spousal rape. India's recent ruling stated that rape law does not apply to couples highlighting the sexual conquest and violence that women are continuously facing.

8. PROFESSIONAL OBSTACLES: Not only in developing nations but even in developed nations, women are facing discrimination in terms of income level. Men still continue to

dominate the high-paying jobs, and women, on an average still ³ earn only 77 percentage of the total what men earn for the same job. At this rate, it would take around 45 years for this gender inequality in professional matters to get resolved.

³ 9. RESTRICTED LAND OWNERSHIPS: In some nations, the customary or religious law restricts women from owning land, even if the Constitution allows equal rights in land ownership. In nations such as northern ³ Sudan, Tanzania and Lesotho, land ownership and management are assumed to be left to male heads of the household. In Zambia, women and men are allowed to acquire registered land ownership, but customary land ownership are also permitted, hence women could acquire ⁴ land without the consent of their husbands.

10. ACCESS TO EDUCATION: Women make up for more than two-thirds of the world's adult illiteracy, and access to education is quite problematic in nations such as Afghanistan, where groups opposes women's education by attacking schools. Women's rights are hampered by the ³ limited awareness of what women should be entitled to, which can only be redeemed or provided by facilitating better access in education.

HISTORY OF GENDER INEQUALITY

Women and girls constitute for half of the world's population and hence half of the total potential in the world. Gender equality is not only a basic human right, but also is essential for maximizing the human potential and for achieving a peaceful society with sustainable development. In addition, women's empowerment has been shown to boost productivity and economic growth in the world. Unfortunately, the UN Women warns that there is still a long way to go to achieve what is known as perfect equality between men and women. Therefore, ending multiple forms of gender-based violence and ensuring quality education and health, equal access to financial resources and participation of women and girls, and men and boys in political life is also of utmost importance. It is also essential to achieve equal opportunity to in areas like in accessing equal employment levels, leadership and decision-making positions at all levels.

UN Secretary-General Antonio Guterres says achieving gender equality and empowering women and girls is an unfinished business of our time and the biggest human rights issue in our world.

5 IMPACT OF GENDER INEQUALITY IN INDIA

Gender inequality in India refers back to the fitness, education, financial and political inequalities among women and men in India. Various global gender inequality indices rank India in a different way on every of those factors, in addition to **5** on a composite basis, and those indices are controversial.

Gender inequalities, and their social causes, effect India's intercourse ratio, ladies's fitness over their lifetimes, their academic attainment, or

even the financial situations too. It additionally prevents the organization of identical rape legal guidelines for guys. Gender inequality in India is a multifaceted trouble that usually worries ladies, however a few argue that diverse gender equality indices region guys at a drawback, or that it influences every gender equally. However, while India's populace is tested as a whole, ladies are at a drawback in numerous vital ways. Although the charter of India offers women and men identical rights, gender disparities remain.

Research suggests gender discrimination normally in choose of guys in lots of geographical regions inclusive of the workplace. Discrimination influences many components withinside the lives of ladies from profession improvement and development to intellectual fitness disorders. While Indian legal guidelines on rape, dowry and adultery have ladies's protection at heart, those distinctly discriminatory practices are nevertheless taking region at an alarming rate, affecting the lives of many today.

CHAPTER-2

LITERATURE REVIEW AND ITS IMPORTANCE

ABSTRACT

KEYWORDS: Inequality, Wage-Gap, Employment, Economic development, Labour Force Participation

OBJECTIVES: Women's labour force participation in India, Employed women's regional economic development, Income inequality or wage inequality between men and women and are Employed women superior to unemployed women.

FINDINGS: In the given research article, we found that though women are more educated in the urban area, but more women are employed in the rural area.

METHODOLOGY USED: Graphs(Line, Column)

INTRODUCTION

Inequality on the basis of gender is one of the most prevalent forms of inequality in the world. Gender equality affects all

members of society and forms the foundation of a just society. Therefore, the issue of gender justice is a vast range and impact issue involving a vast and endless canvas. Gender justice is a complex concept and part of social justice. Gender equality is recognized as a fundamental human right in both domestic and international law. The gender inequality's principle are enshrined in the Indian Constitution of the preamble in the form of basic rights, basic obligations and policy principles. The Universal Declaration of Human Rights (1948) also confirmed the idea of equality between male and female. The United Nations Convention on the Elimination of All Forms of Discrimination against Women (1979) states that, 'Discrimination against women violates the principles of equal rights and respect for human dignity.'

For decades there has been much debate about women and their development. Therefore, some national and international organizations seek to promote women's full participation in progress and development processes and eliminate all forms of inequality towards women. Feminism is steadily increasing in importance and gaining intellectual justification.

Gender inequality refers to inequality between men and women in various political, cultural, social, economic and legal aspects.

The problem of inequality on the basis of gender can be simply termed as gender bias. This simply means gender stratification or distinguishes between males and females. According to a report by the United Nations Human Development Report and Development Program (2013), India ranks 132nd out of 187 countries in terms of gender inequality, after Pakistan (123). According to the report, all 4,444 countries in South Asia except Afghanistan are better places for women than 4,444 India, with Sri Lanka (75) surpassing all.

LITERATURE REVIEW

JA JACOBS(1996):This paper outlines various literatures on gender and higher level education. Gender inequality is more pronounced in some aspects of the education system than in other sectors. This distinguishes is based on the analysis of access to higher education, university experience and results after graduating from university. Females function relatively well in access, are not very good in college experience, and are particularly disadvantaged in academic performance.

D DOLLAR, R GATTI(1999):The relative status of females in developing nations is poor when compared to developed nations. Increasing per capita income suggests that there may be market failures that lead to improvements in various measures of gender equality and impede investment in girls in

developing countries, which are usually developmental. It will be overcome as you progress.

GG KINGDON, J UNNI(2001):-The results suggest that women in the Indian urban labour market suffer from high levels of wage discrimination, but education contributes little to this discrimination. Higher returns equals to education than men. The data proves that when return to education increases with the achievement of education for both men and women, confirming the results of other recent studies on return to education in India and elsewhere.

JA RINEHART(2002):Feminism is a social movement which basically aims of equality between males and females. As an organized movement, modern feminism emerged in the 19th century in Europe, America and Japan as a response to great inequality between the legal status of women and men. Sexual exploitation and violence against women are, in many respects, part of gender inequality. In wars and national uprisings, women of one racial group are often raped by men of the opposite racial group as a deliberate weapon of shame and humiliation. In the country, women often face beatings, rapes and murders by husbands and boyfriends, especially when trying to end abusive relationships. They can be forced to give birth to unwanted children, have an abortion, or be sterilized against their will. In some overcrowded countries, little girls are

abandoned in orphanages much more often than little boys. In other countries, a girl will have an abortion if the sex of the foetus is identified.

DAVID A COTTER, JOAN M. HERMSER, REEVE

VANNEMAN(2004):Gender inequality in the labour market continues. Nine out of every ten men are employed, but only three out of every four females work. In addition, women and men are still much focused on the profession, typically female or typically male. Therefore, results suggest that while we have certainly "came a long way", we still have a long way to go and our progress seems to be slowing down.

B ESTENE-VOLART(2004):- Inequality on the basis of gender is a serious and on-going concern, especially in developing nations. This research paper argues that sexism is an inefficient practice. Discrimination on the basis of gender is modelled as the complete exclusion of women from the labour market, or the exclusion of women from managerial positions.

M RAZVI, GL ROTH(2004):-Gender discrimination in India affects the socio-economic development of poor women. This paper describes and interprets repetitive themes that show that the Government of India, non-governmental organizations (NGOs), other international human rights groups are increasingly concerned about gender inequality in India.

P RUSTAGI(2005):-This paper will cover the potential for weak economic growth and gender imperfections in income and wages, unless nurtured by various stakeholders in the labour market and supported by collaborative efforts to change attitudes towards women's roles and contributions. It focuses on increasing women's economic participation to eliminate equality.

M BUSSE, C SPIELMANN(2006):This paper empirically examines the international relations between gender inequality and trade flows in a sample of 92 developed and developing nations. The prime focus is on comparative advantage in products which are manufactured through labour-intensive system. The results show that gender wage inequality is in positive linkage to the comparative advantage of labour-intensive goods. In nations where the wage gap between male and female are large, exports of these products are high. Gender inequality in employment rates and educational background is also negatively linked to comparative advantage in labour-intensive products.

C JACKSON, N RAO(2008):-India's extraordinary recent growth rates add even more importance to the issue of the gender implications of liberalization that began in the 1990s. Gender inequality in human capital and labour participation has been shown to be a significant constraint on growth through a

variety of direct and indirect channels. Our focus here is on the gender implications of liberalization.

A KUNDU, PC MOHANAN(2009):-India enjoys a clear advantage in the labour market compared to the most developed and developing countries. In addition, although the decline in the employment rate of adults has stagnated, the employment rate of females has risen significantly in recent years. However, the trends and patterns of economic growth are growth in employment opportunities will exceed that of the working-age population clear the unemployment backlog.

P JHA, N NAGAR(2015):-This study touches economical, social, cultural, and legal prejudice that poses major challenges for the policy makers and social scientists for equality truly across social realms.

S JAYACHANDRAN(2015):-This article describes some of the mechanisms by which gender inequality narrows as a country grows. While majority of the relationship between GDP and gender inequality is explained through development processes, this article argues that social factors also play a role. Many poor countries today have cultural norms that strengthen men's favours.

R BATRA, TG REIO JR.(2016):-The primary purpose of this article is to provide an insight along with an analysis on the causes of gender inequalities in India. The secondary objective is to

outline the possible policies and practices within the Human Resources Development (HRD) frameworks that can be and should be implemented as a productive step in reducing gender inequalities in the workplace of a nation like India.

S SUMANJEET(2016):-Despite high growth rates and numerous government policies to promote gender equality, India still has gender inequality. Lack of gender equality not only restricts females access to resources, along with it jeopardizes not only the opportunity, but also the outlook for the lives of future generations. This article attempts to explore the issue of gender inequality in India. In this attempt, the article explains the scope, causes and consequences of the problem, along with proposes policy measures to reduce gender inequalities in India.

D AMUTHE(2017):-Gender inequalities in a developing nation like India is a very crucial and harsh reality. In modern times, women are performing exceptionally well in all spheres of activities. Still majority of Indian females face the problem of gender inequality and discrimination. This paper attempts to bring out the factors that are responsible for gender inequality and along with suggesting measures to eradicate this problem.

A RAMMOHAN, P VU(2018):-Schools that retain female qualifications in India are still lagging behind male qualifications. It assesses the role of influential socio-economic and cultural factors through survey of gender differences in the school

system. Empirical findings prove that economic development is an important factor in narrowing down the education gap on the basis of gender, with rich nations are more likely to educate girls than poor nations.

S SAHOO, S KLASSEN(2018):-This paper examines gender separation in various subjects at the high school level and how this affects the subsequent labour market outcomes for men and women. Further analysis of working-age people suggests that the choice of technical education in high school has a significant impact on gender disparities in adult labour market outcomes such as gender based labour force participation, occupation and income.

S M DEV(2018):- This article describes aspects of labour market inequality and measures to reduce these inequalities. The problem of inequality found between sectors, wages and income, quality of work, access to the labour market, between organized and unorganized sectors. Reducing labour market inequality is important to sustain India's growth, reduce poverty and promote human development.

SM SHEIKH, AK TRIPATHI, AA KOKA(2019):-Gender inequality is a collective practice in which men and women are not treated equally. The survey is an attempt to measure gender inequality in the Indian labour market. A big difference was observed in

participation between the female and male workforce, labour force participation, and unemployment rate.

ARCHANA CHAWLA(2020):-India is currently one of the most important emerging economy, but working conditions in India are still poor. Current levels of economic development, size, and demographic profiles reflect the country's potential. Despite higher economic growth, India was unable to create enough jobs. This chapter analyses the entire employment scenario in a particular situation of India's working age population.

L JOHANNSESSON, HK NORDAS(2020):-This literature ¹¹ focuses on the role the international trade plays as a source of increasing competitive pressure in the domestic market and how it affects relative wages and regular employment between male and female. This literature concludes that trade is associated with narrowing the pay gap on the basis of gender in the service sector, ¹¹ as it allows women to utilize their skills in a better way than in manufacturing sector.

P GUPTA, P CHANDGOTHIA, P SRINIVASAN(2020):-This paper aims in providing information on the implications of gender inequality, economically. In the interstate scenario, we found data on gender inequality in education, gender inequality in health care, and gender inequality in income and employment.

S MOHANTY(2021):-Female workers possessing a technical degree or diploma are paid significantly less than male workers in urban areas of India. This wage gap between men and women heavily on the factors which are dependent on the wage distribution, depending on the level of technical education.

SCOPE OF THE STUDY

The traditional gender role of seeing men as earners and women as housewives has changed over time, with an increasing number of families led by both of the spouses working. Gender inequality and methods for reducing this gender disparity in society and the workplace are the subject of ongoing research as they are issues with both social and economic implications.

Inequalities confronted via way of means of girls on the administrative center are exhibited through disparities in earnings, salaries, potentialities of destiny increase and in typical treatment. This is a phenomenon present because of severa interlinked and disparate hazards accruing to girls in occupations and possession of assets. Woman participation withinside the staff will increase their knowledge of the selection-making process. Enhanced participation improves final results and process satisfaction. Organizations ought to

now paintings in the direction of accomplishing gender stability and fairness in selection making.

RESEARCH GAP

There are many studies attempting to clarify the link between urbanization's economic development and its impact on labor force participation, most of which are done abroad. Therefore, India, a rapidly developing country, offers a great opportunity to investigate the impact of economic development promoted by "Urbanization", on the gender equality gap. Since its founding in 1976, the Greater Noida has made great strides from a rural agricultural economy to a manufacturing center. This will significantly increase employment opportunities for both men and women in the manufacturing industry, which require basic training, and it is interesting to study gender inequality and women's workforce participation in these factories. It has become a thing.

Another group of studies conducted a study focused on eliminating women's gender inequality in the enterprise. India is witnessing rapid urbanization of rural areas, thus providing huge employment opportunities to the women on the bottom of the pyramid. This makes this group of women best suited to understand the impact of `rurbanisation` and their participation in the workforce. In last two decades, a developing economy like India had undergone a sea change in these three

environments. With the ongoing changes in social structures and the continuous rise in the cost of living, the Indian society has undergone changes in its perception towards working women, thus making it an interesting study. The study posits that the economic development aided by government policies may lead to greater participation of women in the workplace aided by more avenues of income generation. This can ultimately lead to narrowing women's income inequality.

RESEARCH OBJECTIVES

In this study, graphs are used to estimate the following relationships:

- Women's labour force participation in India
- Employed women's regional economic development
- Income inequality or wage inequality between men and women.
- Employed women are superior to unemployed women.

RESEARCH METHODOLOGY

This research uses graphs to establish the above stated objectives.

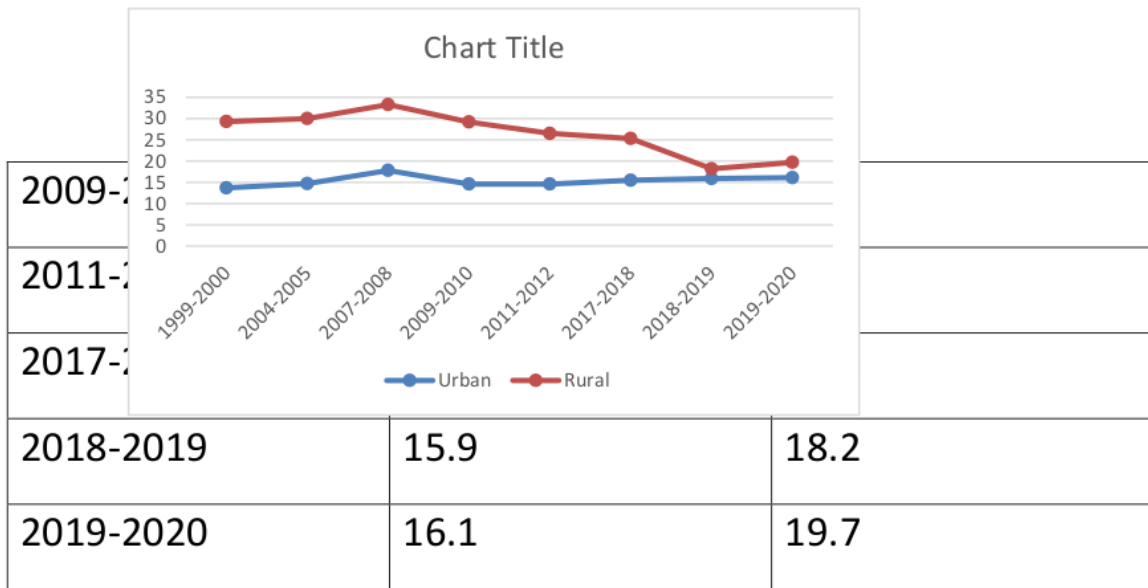
VARIABLES IN THE STUDY

Although women's participation is increasing, it is still hampered by gender segregation as measured by surveys of "lack of high-paying jobs" and "wage inequality". The lack of gender-specific requirements for "flexible working hours" and "family-work reconciliation" also affects women's employment rates. Income inequality, which has both economic and social aspects, is the difference in income by gender through employment prospects related to "working hours," "wages," "employment opportunities," and "promotion." Measured within the framework. Regional economic development caused by ruralization is measured by the perception of "better income opportunities for women" because there is a positive correlation between economic growth and women's income opportunities.

OBSERVATIONS

GRAPH-1

YEAR	URBAN FEMALE	RURAL FEMALE
1999-2000	13.7	29.3
2004-2005	14.7	30
2007-2008	17.8	33.3

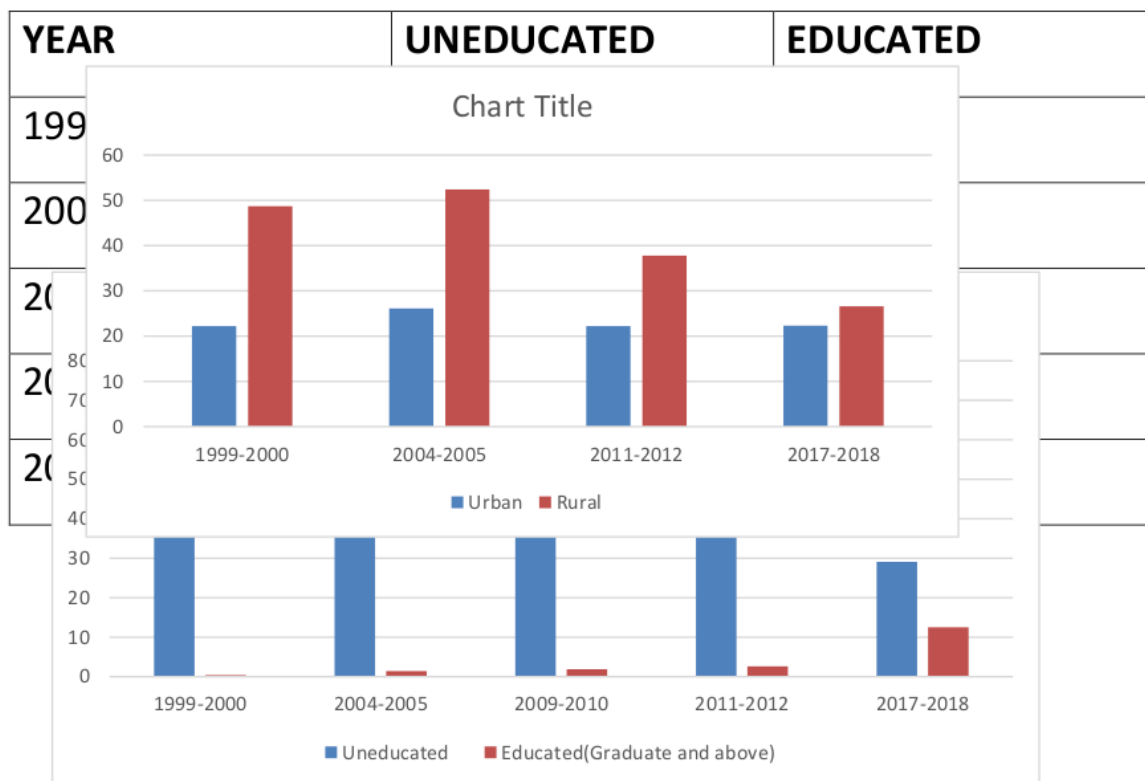


Source: The Times of India

GRAPH-2

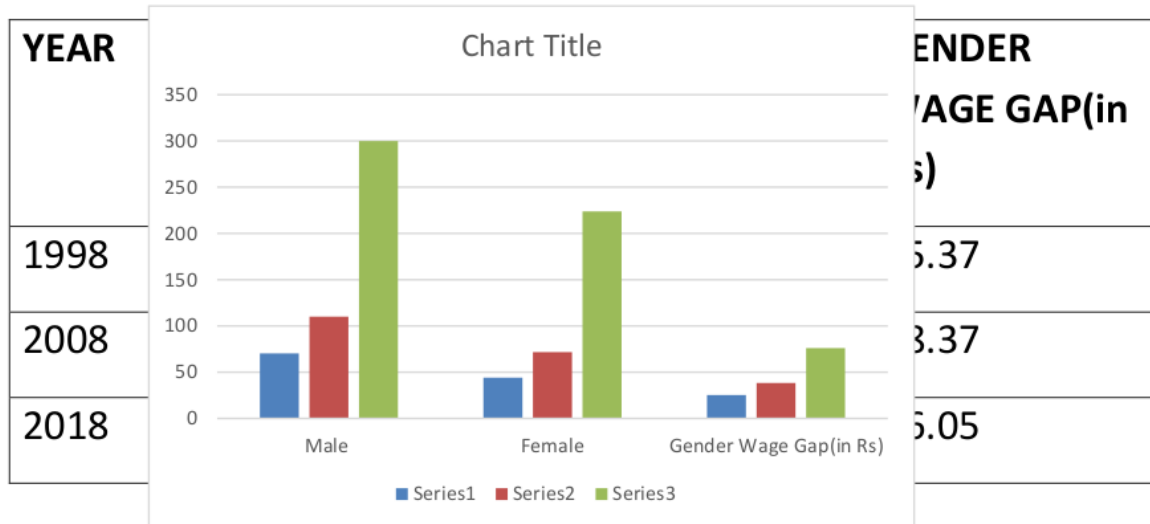
YEAR	URBAN	RURAL
1999-2000	22.2	48.7
2004-2005	26.1	52.4
2011-2012	22.2	37.8
2017-2018	22.3	26.6

GRAPH-3



Source: SpringerLink

GRAPH-4



Source: PeoplesDispatch

ANALYSIS

A gradual leap in economic development cannot go any further without the participation of the higher female workforce, so the two issues identified in the study as statistically significant are noteworthy. Deserves. Perceptions of better income opportunities resulting from urban development are adversely affected by the lack of ability of respondents to balance work and family life, with a positive link to the ease and preference of working women in workplace commitment. This study also shows that there is a significant link between regional economic development and gender inequality in the workplace. Gender differences in wage rates of negatively impact the perception of better income opportunities.

CONCLUSION

Therefore, income inequality has not narrowed, as envisioned by the government's development policy. This is the most disturbing situation for policy makers to look back and find a solution to improve their participation in the labor market by bridging gender inequality. These women plummeted in not only to take care of their homes, but also to contribute to their

family's income. Studies around the world show that women's labor force participation has a significant impact on the country's economic development. Therefore, governments and policy makers should focus on closing gender disparities by increasing women's workforce participation. Perceptual studies also found a negative (though not statistically significant) association between income differences and opportunities for progress due to differences in hours of work.

SUGGESTIONS

This study provides the policymakers with the opportunity to formulate policies in favor of these working women at the bottom of the pyramid. There are policies focused on rural areas such as Aaganwadi and Pradhan Mantri Jan Dhan Yojana, targeting families living below the poverty line. However, the government now needs to focus on urban working women and develop policies that are beneficial to them and that these working women can motivate them to close gender disparities.

This study is an attempt to analyze the impact of government development policies, especially the role of urban missions in paving the way for reducing inequality among women in India. Including gender in the workplace is very important in realizing the economic potential of the region and the country, thereby allowing policy makers to look at the bottom of the pyramid and improve the economic development of the country. You

will be given the opportunity to formulate. I will proceed with the whole.

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CHAPTER-3

POLICIES FOR ERADICATING GENDER INEQUALITY IN

INDIA

According to the 2020 Global Gender Gap Index Report released by the World Economic Forum, India ranks 112th out of 153 countries with a total score of 0.668 out of 1. According to the 2018 Global Gender Gap Index, India ranks 108th out of 149 countries with a total score of 0.665. Gap Index Report India's performance improved slightly from 0.665 in 2018 to 0.668 in 2020.

According to the Gender Budget Statement, the Government allocated 153326.28 rupees in 202122 for plans / programs aimed at bridging gender disparities in all aspects of social, economic and political life.

To improve India's position in this indicator, the ministry has adopted two strategies:

- ★ to monitor performance through collaboration with GGGI's publishing body, the World Economic Forum. Related ministries and agencies.

★ Identifying key reform areas and reform measures in consultation with relevant ministries and agencies

Here are some of the key initiatives of the Government of India to close gender disparities in all aspects of social, economic and political life.

1.) Economic Participation and Opportunity, Health and Survival:

Various programs / schemes aimed at developing and empowering women under this such as:-

- Beti Bachao Beti Padhao (BBBP) provides protection, survival and education for girls.
- Mahila Shakti Kendra (MSK) aims to provide skills development and employment opportunities for rural women.
- Working Women's Hostel (WWH) guarantees the safety and security of working women.
- The Teenage Girls Program aims to empower girls aged 11-18 and improve their social status through nutrition, living skills, family skills and vocational training.
- The Mahila Police Volunteer (MPV) acts as a liaison between police and the community and regulates the involvement of Mahila Police Volunteers in Utah to serve women in need.
- Rashtriya Mahila Kosh (RMK) is a leading microfinance organization that provides concessional microcredit to

poor women for a variety of self-sufficiency and income-generating activities.

- The National Nursery Program ensures that women find employment by providing children with a safe, secure and stimulating environment.
- Pradhan Mantri Matru Vandna Yojna aims to provide maternity benefits to pregnant and lactating mothers.
- Pradhan Mantri Awas Yojana also wants to build a house in the name of a woman.
- Pradhan Mantri Kaushal Vikas Yojana (PMKVY) aims to enable many Indian youth, including women, to acquire industry-related skills to ensure a better life.
- The Deen Dayal Upadhyay National Urban Livelihoods Mission (DAYNULM) focuses on creating opportunities for women to develop skills that lead to market-based employment.
- Pradhan Mantri Ujjwala Yojana empowers women and protects their health by offering free LPG cylinders.
- Sukanya Samridhi Yojana (SSY) This program empowered girls financially by opening a bank account.
- Skill Upgrade & Mahila Coir Yojna is a training program dedicated to MSME aimed at developing the skills of craftsmen working in the coir industry.
- Prime Minister's Employment Scheme (PMEGP), a large credit-linked subsidy scheme aimed at creating self-

employed opportunities through the creation of micro enterprises in the non-agricultural sector.

- Female Entrepreneurship: To promote female entrepreneurship, the government has programs such as StandUp India, Mahilae Haat (an online marketing platform that supports female entrepreneurs / SHG / NGOs), Entrepreneurship and Skill Development Program (ESSDP). have started.
- Pradhan Mantri Mudra Yojana (PMMY) provides access to institutional finance to micro/small business.

2.) Education: School education systems such as the National Curriculum Framework (NCF) 2005 and flagship programs such as Samagra Shiksha and subsequent Right to Education Act (RTE) take several steps and initiatives such as:-

- Kasturba Gandhi Balika Vidyalayas (KGBVs) has opened in Educational Backward Blocks (EBBs).
- Gender awareness is also being implemented, including part of the gender awareness module for in-service training, the construction of toilets for girls, the construction of living quarters for female teachers, and curriculum reform.

3.) Political Participation:- For making female mainstream in the grassroots political leaderships, the government has

- secured 33% of the Panchayati rajts' seats for women. The development of Panchayati stakeholders, including the Panchayati Ministry's elected Women's Representative (EER), will be undertaken to enable ¹ women to effectively participate in the governance process.
- The Gender Budget has been part of India's Union Budget since 2005 and includes the allocation of funds to women-only programs / programs.
- Through these efforts, the government continues to promote gender equality, focusing on reducing gender inequality at all sectors and at all levels of government.

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