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## **GENDER DISCRIMINATION AND WOMEN EMPOWERMENT IN INDIA**

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### **ABSTRACT:**

Gender discrimination is an unequal behaviour of an individual or a person. Gender discrimination impacts on human life. When any individual or person denied any opportunity for his/ her gender, it is a very pathetic situation for them. Because we know gender is not an issue to deny any individual. But still discrimination exists in our society. Gender discrimination creates a big discrimination in our society especially for women. Women are discriminated still now which directly impact on their empowerment. In this study, the researcher is going to study the gender discrimination and women empowerment which is a global issue in world-wide. This study helps to find out the discriminated women in our society. In rural areas still today women are discriminated, especially when a girl child born, various people show therein equal behaviour like she is a girl child. In this study, the researcher here used quantitative method of research design and used a questionnaire tool for data collection. Gender discrimination still exists in our society or in our country and many women is the victims of gender discrimination and especially in rural areas, women and girls still faces discrimination and it greatly impact on their basic education. Inequality is a big factor in our society. When we change our thinking, we should remove the discrimination between genders from the society.

**KEYWORDS:** Gender discrimination, Education, Empowerment, Society

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### **1. INTRODUCTION**

Gender discrimination is an unequal behaviour of an individual or a person. In our society women and men are equal but in various places women are denied in various opportunities. It is a social process but sometimes men and women are not treated equally. This discrimination and differences create an inequality among individuals. Some of the distinctions are theoretically grounded and many others are socially constructed. Studies and education show the different experiences and gender shows live experiences of any individual. Gender discrimination or gender inequality belongs to different cultures and it effects like transgender people. When gender is a factor in many other employment opportunities, employment sector, job sector or in various employment sectors, men and women are applicable for job but women are not allowed sometimes because of their safety purpose. Gender discrimination impacts on human life. When any individual or person denied any opportunity for his/ her gender, it is a very pathetic situation for them because we know gender is not an issue to deny any individual. But still discrimination exists in our society.

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## 1.1 Concept of Gender Discrimination

Gender discrimination refers to any situation in which a person is denied an opportunity and loss their fundamental rights on the basis is of their gender. Gender discrimination is unequal treatment or inequality. Where a person or an individual is not accepted for an opportunity, any work etc. Gender discrimination refers to unequal rights between men and women based on their gender, which causes inequity in their lives. Gender inequality is a broad term that refers to a social problem that result in unequal treatment of different genders in society. Transgender people are also suffering gender inequality in society where those people are not accepted by the society because of their gender. Transgender people always face harassment. Transgender people face disparity due to a lack of understanding among the general public. Transgender people face discrimination in their own family members, schools, workplaces, and other aspects of their lives. As a result, homeless transgender youth, children, and adolescent people are more likely to engage in drug dealing and sexual exploitation. Furthermore, transgender people are disproportionately afflicted with HIV/AIDS and are more likely to use drugs or alcohol. Transgender people are also a part of our society; only because of their gender they are also discriminated. Gender discrimination is on the increasing because of rape, dowry, and adultery, all of which target women, these discriminatory practices continue at an alarming rate. Thus, gender bias is the unequal or disadvantage treatment which affected any person because they belong to a specific gender. Patriarchal set up in our society create gender discrimination. It is totally removed when this mindset is changing with urbanization and education.

## 1.2 Concept of Women Empowerment

Empowerment is one of the most important practical issues when addressing human rights and development. Women empowerment entails increasing their rights and status through education, awareness, and literacy. Women empowerment enables them to shape their own lives to give freedom determining decision in their various problems or in any critical situation of their life. They may have opportunity to allow more freedom to achieve desired goals. Women empowerment significantly discuss the overall development and economic development because economic empowerment allows women to control, benefit from resources. Women can easily achieve their goals and fulfill their basic needs. In so many barriers, women are facing various discriminatory practices in the name of cultural norms, rituals etc. And many times women are victimized in various types of sites such as cyber stalking flaming, and especially sexual harassment. That is why women empowerment is very essential in today's society. Empowering women is to give women for their right. Women have an equal right to participate in education, society, politically and many other opportunities. We talk about empowerment for women because it enables to have power over their own life. Most of the women are unaware of their rights. The lack of basic understanding they have faced and silently accepted the discriminatory practices which occur daily in our society. So, women empowerment is very much needed for those who do not understand their lives and their rights. Various NGO's also saves the girl child, because thousands of girl child in India are suffering discrimination. Women violence is an obstacle when a woman properly empowered, powerful and free she can create a miracle. Empowerment of women is also called as gender empowerment.



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## 2. STATEMENT OF THE PROBLEM

The main purpose and important step in a research is to identify the research problem. So, in this study, the researcher would identify the problem of women and their status and rights in society. Women Empowerment is very important for our society. A empower women can brings quality changes in her life as well as for our society. But unfortunately, in our society women are discriminated in every aspects of their life especially in rural areas women don't know their rights properly. These kinds of lack of awareness tremendously hamper women's quality lifestyle. Thus, the present study entitled ***“Gender Discrimination and Women Empowerment in India”***.

## 3. RESEARCH QUESTIONS

- What effect does a woman have in her life through awareness program on women empowerment?
- Do women are still facing discrimination in their normal lifestyle process?

## 4. OBJECTIVES OF THE STUDY

- To know the awareness of women empowerment and its impact on the quality of a women's life through gender discrimination.
- To study about the lifestyle of a discriminated women.
- To offer suggestions for gender discrimination and women empowerment.

## 5. REVIEW OF RELATED LITERATURE

Review of related literature is previously done in any work or particular topic of a thesis or dissertation. A review related literature creates a clear understanding of particular research in particular field or area before finding out a new investigation. Review related literature specially follow the important portion of research statement or the main motive or goals. Review related literature has an organic type and mix with concise and implications.

**Annette (2012)** conducted study on “Gender discrimination among construction workers and the means of empowering women construction workers.” This study analyzed that gender discrimination and problems at home and workplace how effect women's participation. Construction sector in India and the barriers for women in the construction sector achieve skills for architect works. In this study 440 men worker and 440 women worker and 51 contractors were studied. According to the study's findings, many female workers are illiterate and the only earning member of their family. And women worker face harassment at home work place also.

**Gupta & Sen (2003)** conducted a study on women and work in India -A study of some aspects of gender bias. In this study, the researcher expresses that one of the most common forms of gender bias observed in the functioning labour market is the low female work sharing rates both utmost related to male. In this study the extent of gender discrimination and comparison it with the level of human improvement. This study elicits that intensity of gender bias in all three dosages and specifically in respect of severance in labour market is of great disquiet. Studies of gender bias in terms of female workers force involvement rates. In this study, measurement analyses the central tendency of gender discrimination divided in some form. Thus, the study of severance indicates the raising the mean would be definitely being



necessary for reducing gender bias.

**Mukherjee & Rakhi (2015)** conducted a research work on Gender inequality in rural areas. A study of Chakdah and Haringhata community development blocks in Nadia district, West Bengal. The concept of gender discrimination or inequality is based on profitable and generative roles of male and female where gender relations shape this discrimination in many orders. The metaphysics of gender discrimination often entangle a higher degree of social change which is not free of specific culture. In this study, gender discrimination have been analyzed in spatio – temporal range in the thesis of rural society.

**Nabavi (2013)** conducted a study on Gender inequality and its effects of women status: This research express that position of women in Islamic society is simple and based on historical approach. Status of Muslim women in how culture impacts and society influenced and their status varied from one country to another. The meaning of Gender discrimination or gender inequality, position or status of women is closely related to each other. The position or status of person or an individual cannot be understood without understanding the role played by a person or an individual. Operationally the status or positions of women connote the combination of rights and duties lighted their roles. Gender inequality leads to dearth from equality.

## 6. METHODOLOGY OF THE STUDY

Methodology is a systematical approach to solving any research problem. Methodology refers to how researchers go about their work of describing, exploring, and predicting phenomena. Thus, methodology is a specific procedure or technique for identifying, selecting, processing, and analyzing information about a topic. The aim of the study is to know the awareness of women empowerment and its impact on the quality of a women’s life, and to examine the awareness of women empowerment and its impact on the quality of a women’s life. How they have faced discrimination and how discrimination gives impact in their empowerment. So, the present study followed descriptive survey method.

### 6.1 Population and Sample

The word population refers to the total number of data collection. In this study, the researcher has selected the population from the area of Knowledge Park, Greater Noida (Uttar Pradesh). A sample can be defined as a selected part of a population which is required to be presented for some work purpose. It represents the whole population of the selected area of research. In this study, the researcher has targeted around 100 women as a sample and among 50 of them has participated in the study. All information was collected through questionnaire from 50 participated women for the study.

### 6.2 Tools used

For the present study, the researcher used the questionnaire tool for data collection.

## 7. DATA ANALYSIS AND INTERPRETATION

Analyzing the data has a great importance in the research work. After the collection of data, it has to be process and analyzing in accordance with the outline laid down for the purpose at the time of developing the research plan. The present study deals with the following analysis and interpretation of tabulated data.



**Table – 1: Awareness Programme related to women empowerment**

Every awareness programme can aware every woman and every girl. Each and every woman knows about their empowerment their actual rights. When a woman attends any awareness programme, they can understand their rights and responsibilities. Awareness programme is a part of encouraging women to feel them that they participate, they can do every work what they want. It reduces domestic violence and every woman can aware through various awareness programme. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	18	36
No	27	54
Maybe	05	10
Total	50	100

Table-1 reveals that among 50 respondents around 36% women reported their view to participate in awareness programmed. Around 10% women were in somewhat aware about women empowerment programme because most of the women from rural areas and they totally forgot whether they have joined awareness programme. And 54% women responded they never joined any awareness programme because they do not know what is awareness. Thus, it shows that the majority of women were unaware of the women empowerment.

**Table – 2: Inequality because of gender**

In various places girls are dominated because of their gender. Inequality impacts in girl’s life. They want to achieve success in their life but because of gender discrimination they could not get success. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	36	72
No	10	20
Maybe	04	08
Total	50	100

Table-2 shows that out of 50 respondents, 72% women responded and most of the women were suffering with gender inequality. Around 8% women were somewhat they do not know the reason of gender inequality and 20% women reported their view that they were not facing any inequality because of gender.

**Table – 3: Women have gained status more than earlier**

It’s really true fact there have been lots of changes for women. In ancient times women generally used to remain locked into four walls. But now women can do everything what they want because women can aware about their rights and duties. It’s a great achievement for each and every woman. Classification on the basis of responses Respondents Percentage is as follows-





Classification on the basis of responses	Respondents	Percentage
Yes	38	76
No	07	14
Maybe	05	10
Total	50	100

Table-3 shows that among 50 respondents, 76% women reported their view in favour of women gained status in India more than earlier. Around 10% women responded in somewhat because they were not much aware of that fact and 14% women reported their view, they didn't think about this fact.

**Table – 4: Empowerment is important for women rights or self -esteem**

Empowerment is very important each and every girl for their rights and self-esteem, because if a girl loses her rights, she will not be able to achieve success in her life. That's why empowerment is very important for each and every women or girl. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	50	100
No	00	00
Maybe	00	00
Total	50	100

Table-4 reveals that among 50 respondents, 100% women reported their view that women empowerment is very much important for her rights or self-esteem.

**Table-5: Women empowerment helps to access various opportunities**

Women empowerment helps to achieve various successes for every women and girl. Empowerment helps to aware women to their rights and duties. Women can be independent through various household businesses. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	50	100
No	00	00
Maybe	00	00
Total	50	100

Table-5 indicates that among 50 respondents, all women which mean 100% women reported and gave their view in women empowerment because empowerment helps to access different opportunities in their life.

**Table –6: Empowerment helps to determine in different choices**

Women empowerment helps every woman to determine to strict their own choices in their life. They can easily take their decision of their own life. Classification on the basis of responses Respondents Percentage is as follows-



Classification on the basis of responses	Respondents	Percentage
Yes	44	88
No	04	08
Maybe	02	04
<b>Total</b>	<b>50</b>	<b>100</b>

Table-6 reveals that among 50 respondents, 88% women gave their view on empowering a woman helps to determine different choices in their life and they also support it. Around 4% women responded in somewhat because they do not sure about empowerment gives a woman to choose their goal of life and 8% women deny this view.

**Table –7: Are women represented in a sexist manner in the media**

Yes, women are always represented in a sexist manner. Such as when they post their stylish photos in the social media, it looks good, smart, beautiful and attractive. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	13	26
No	12	24
Maybe	25	50
<b>Total</b>	<b>50</b>	<b>100</b>

Table-7 reveals that among 50 respondents, 26% women responded that in social media women represented herself in a sexist manner. Around 50% women think about this matter but they don't sure about it and 24% women deny this view.

**Table – 8: Empowering women have control both inside and outside the home**

Yes, empowering women have controlled their own lives both inside and outside. For example, working sector and in their home. Empowerment is strength for every woman. That is why they can control both sides. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	48	96
No	00	00
Maybe	02	04
<b>Total</b>	<b>50</b>	<b>100</b>

Table-8 shows that among 50 respondents, 96 % women reported their view on empowering women have power to control, to manage their own lives both inside and outside the home. Around 4% women were thinking about it, but they are not sure whether it is correct or not.



**Table -9: Empowerment helps boosting the status of women**

Women empowerment helps boosting the status and position of women through education. We know education modify the human behaviour. Through education, empowered women can boost their lifestyle and their status. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	44	88
No	00	00
Maybe	06	12
<b>Total</b>	<b>50</b>	<b>100</b>

Table-9 shows that among 50 respondents, 88% women gave their view on women empowerment which helps in boosting the status of women through education. They can understand how education helps to boosting their life. Around 12% women were not sure about it, they confused.

**Table-10: When empowerment is a positive step towards the development of any society**

It's positive step to the development of society because empowerment aware about the rights and self respect of every women. Through the empowerment of women, it leads to the development of a particular society. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	49	98
No	00	00
Maybe	01	02
<b>Total</b>	<b>50</b>	<b>100</b>

Table-10 indicates that out of 50 respondents, 98 % women responded that empowerment is a positive step towards the development of any society. Around 2 % women were not deeply thinking about it.

**Table-11: Victim of gender discrimination**

Sometimes some women are victim of their gender. In earlier days most of the women have lose their life because of their gender and among them some women were not allow to go to school or educational institution for acquiring education. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	31	62
No	18	36
Maybe	01	02
<b>Total</b>	<b>50</b>	<b>100</b>





Table-11 indicates that out of 50 respondents, 62% women gave their view on victim of gender discrimination. Sometimes they were victimized. Around 2% women were in somewhat in this and 36% women were not victim of gender inequality.

**Table -12: Discrimination of any type still exists**

Yes, discrimination of any type still exists in our society in today’s generation even after the world has become much more modern. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	41	82
No	04	08
Maybe	05	10
Total	50	100

Table – 12 shows that among 50 respondents, 82% women were reported their view that they still believe discrimination of any type still exists in our society. Around 10% women were not sure. Only 8% women were not believed.

**Table-13: Gender should treat equally**

In our country every gender should be treated equally. But in some places gender discrimination still exists. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	40	80
No	04	08
Maybe	06	12
Total	50	100

Table – 13 reveals that among 50 respondents, 80% women and girls were responded that gender should be equally treated in the country, they also support in this view. Around 12% women were not that much sure about it. Similarly, 8 % women didn’t think about it, and they didn’t believe.

**Table-14: Inequality in gender at school, home, workplace etc.**

We know school, home is the agency of society. In school there is no discrimination among boys and girls. But sometimes in some workplaces we can generally see that there lies a discrimination between the gender based on any particular work. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	27	54
No	07	14
Maybe	16	32
Total	50	100



Table-14 reveals that among 50 respondents, 54% women are thought at school, home or workplace and there is discrimination between genders. Around 32% women and girl were confused they were not sure about it. 14% women denied this view, they don't think about it.

**Table-15: Women can turn down from a job**

Sometimes in some places or work places, women can deny from a job because of their gender. It's called inequality, but nowadays women are empowered about their actual rights. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	13	26
No	20	40
Maybe	17	34
Total	50	100

Table-15 reveals that among 50 respondents, 26 % women believe that women can turn down from a job because of her gender. Around 34% women were not sure and 40% think that gender was a reason to turn down any job.

**Table-16: Women should be paid less for doing the same job as men because they have to take career breaks**

No, women and men are equal why women should be paid less for doing same work it's a type of discrimination. We know in this world all are equal. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	05	10
No	32	64
Maybe	13	26
Total	50	100

Table – 16 shows that among 50 respondents, only 10% women reported their view that women should be paid less for doing the same job as men because they have to take career breaks. Around 26% women are thinking about it, but they don't sure as much. 64% women were totally opposed about it, they don't think.

**Table – 17: Gender discrimination has an effect in a women's life**

Yes, gender discrimination effects in a women's life. Due to gender discrimination, a woman or a girl didn't get proper nutritious food due to which their gets distract after a particular age. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	48	96
No	02	04
Maybe	00	00
Total	50	100



Table–17 reveals that among 50 respondents, 96% women are reported their view that gender discrimination has an effect in a women’s life and only 4% women not gave positive response.

**Table – 18: Women have restriction on clothing because of her gender**

Yes, in some urban areas women are strictly restricted to take care about their dressing because the people from traditional period don’t like the western types of dressing for women. Classification on the basis of responses Respondents Percentage is as follows-

Classification on the basis of responses	Respondents	Percentage
Yes	20	40
No	20	40
Maybe	10	20
<b>Total</b>	<b>50</b>	<b>100</b>

Table–18 shows that among 50 respondents, 40% women gave their view that women had restrictions on clothing, or dress up because of her gender. Around 20 % women were not that much sure. 40 % women denied this view, they don’t think about it.

**Table – 19: Woman have lack of legal rights in today's generation**

In today’s generation women have the full rights. Empowered women get their rights and they can aware other women to take the advantage of their fundamental rights. Classification on the basis of responses Respondents Percentage

Classification on the basis of responses	Respondents	Percentage
Yes	29	58
No	13	26
Maybe	08	16
<b>Total</b>	<b>50</b>	<b>100</b>

Table–19 reveals that among 50 respondents, 58% women supported that a woman have lack of legal rights in today’s generation. Around 16 % women were are not those much sure and 26 % women do not think that. They believe that any woman has a power to fight against their actual rights.

**Table – 20: Gender discrimination impacts a girl’s basic education**

Yes, discrimination always had its great impacts on each and every human being, specially for girl child to loses them. Classification on the basis of responses Respondents Percentage

Classification on the basis of responses	Respondents	Percentage
Yes	46	92
No	01	02
Maybe	03	06
<b>Total</b>	<b>50</b>	<b>100</b>



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Table–20 shows that among 50 respondents, 92 % women reported their view on gender discrimination which impacts a girl’s basic education. Around 6 % women were not sure about it and only 2 % women gave negative response.

## 8. FINDINGS OF THE STUDY

The findings of this study were based on the collection of primary sources of data.

- It has shown that awareness programme for women were necessary. 36% women have supported this type of programme and also took steps to organise such kind of programmes in future which related to women empowerment.
- In this study, the researcher found that 82% consent that still discriminations existing in some of the parts of our country.
- Many women have accepted that sometimes they are the victims of gender discrimination.
- In rural areas women and girls still faces inequality and it has its great impact on their basic education, 92 % women need to change and aware about the empowerment.
- It was found that inequality because of gender, 72% women responded that most of the women are suffering from gender discrimination.
- Majority women consent that empowerment is important and almost 100% women are supported with this view.
- The researcher found that 100% women respond and support that woman empowerment helps to access various opportunities.
- Women have skills to manage both inside and outside the home. The researcher has found almost 96% women supported in this view.
- We know women empowerment helps to boost up the women,88% women have supported and 12% are not that much sure.

## 9. SUGGESTIONS

Based on present study, the following suggestions can be put forward for further research work.

- The causes of this study gender discrimination and its impacts on women empowerment should be investigated among rural areas of Greater Noida (Uttar Pradesh) which needs to further study.
- It is necessary to study the effects of discrimination in local areas and reducing it.

## 10. CONCLUSION

Gender discrimination still exists in our society. The women in our country still face inequality because of their gender. Various types of awareness programmes have aware most of the women for their equal rights and power. Furthermore, women want to conduct some more awareness programmes regarding their empowerment in future because many women are still the victims of gender discrimination. Through this work, we all can know the real facts of



gender discrimination because it has its impact on the empowerment of women, status of women, their basic education and their rights will lose its value if they are not aware about the problems of gender discrimination and the fact of women empowerment. Especially in rural areas, women and girls are still facing inequality, domestic violence, problems in their rights etc. In conclusion, this study showed that the gender discrimination is a big global issue and the women want to fight against this violation.

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