



# A STUDY ON GENDER INEQUALITY IN TAMIL NADU

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*Abstract : For the establishment and development of their families as well as the greater community, men and women are equally important. In actuality, the struggle for equality has been one of the central concerns of the global women's movement. Women are not behind males; rather, they are their equals. Women were long overlooked in ancient India because they were seen as the weaker elements of society. The birth of a son is joyfully celebrated, whereas the birth of a daughter brings suffering. Boys are pushed to be rough and extroverted, while girls are encouraged to be reserved and home boding. The social structure is the source of all of these gender-based divisions. It gets in the way of development goals and impedes economic growth. It is detrimental to general wellbeing to prohibit women from participating in social, political, and economic spheres since it may have an adverse effect on society at large. Consequently, gender inequality is a distinct form of inequality when compared to other social disparities.*

*In contemporary times, women are exhibiting remarkable performance across various domains. The majority of Indian women continue to experience discrimination and gender inequality. Despite significant economic progress and several government measures to advance gender equality, there is still a gender gap in India. In addition to restricting women's access to opportunities and resources, gender inequality jeopardizes the chances for future generations. The goal of the current study is to investigate the issue of gender inequality in India, identify the contributing elements, and recommend interventions to resolve this issue.*

***Index Terms - Gender Disparity, Inequality, Women, Discrimination, Society***

## I. INTRODUCTION

Status of women in different mortal societies of the world is different. Whether it's developed, developing or under developed society women enthrall a unique position. In nearly all the present and contemporary societies it's discriminative and prejudicial. Nearly all mortal societies in different corridors of the world are manly-dominated. Males are active part and the ladies only unresistant part of the different society, only a thing of enjoyment of males and some societies they're only movables contractable, saleable and endowed with the duty to serve males and elder ladies having no material and worthwhile rights. In proposition they're respectable but in practice they're the subjects of atrocity, ill-treatment, and all feathers of misbehaviour of males. The vulnerability of the women as a class has nothing to do with her profitable independence. The women have been a victim irrespective of her profitable background.

There has been no practical equivalency between man and woman in any society. Indeed under Mohammedan textbooks of theology and Shariat, women are half of the joker in status. Marriages are contracted for dower (Mahr) and kept covered by Burka with nearly devoid of particular liberty and gender equivalency. But in the ultramodern times the trend relating to the status of women is changing in every society and particularly in India important has been done to give equal status to women with men. The Constitution of India has discarded all coitus demarcation and coitus equivalency and announcement liberty has been made a abecedarian right and the countries are directed to remove all coitus inequalities and impediments to their particular liberty. Whereas the orthodox Hindu society still believes that the ladies have no right to particular liberty.

Gender-grounded (or coitus-grounded) inequality is a pervasive civil rights violation that manifests itself in a variety of ways, similar as sexual demotion, discriminational pay for original work performed by men and women, and inequity indeed during gestation. Indeed though the Indian constitution offers equal rights and openings to men and women and creates vittles' to elevate women's standing in society, utmost women are still unfit to take advantage of these boons.

Despite concurrent vittles' to elevate women's status in society, the Indian Constitution nonetheless leaves a great deal of work ahead of utmost women before they can fully reap the benefits of these rights and openings. The belief that having too numerous domestic chores will limit a woman's possibilities for success is one of the conventional ideas that women are forced to acclimatize to due to societal injustice and ante-feminine sentiments. The smallest knowledge rate, high severance rates, and poverty among women are some of the other characteristics that are common in India moment because of the gender gap in the society. In this essay, the causes of gender difference are banded, along with recommendations for how to fix the issues.

Gender inequality, or the gender gap, is still a crucial reason for concern in India, despite the country's recent strong profitable success. A heritage of patriarchal customs and traditions has eroded women's status both at home and at work. Gender inequality is demonstrated by India's low ranking on the World Economic Forum's 2022 Gender Gap indicator (GGI), which is grounded on 139 pointers of health and survival, profitable

involvement, and educational attainment. With a womanish to manly rate and 0.961 percent knowledge rate, India comes in at number 107 in the world for educational attainment. In terms of profitable involvement and openings, India came in at number 143. The rate of women to men in terms of labor force participation was 0.35. India ranks 146th, the smallest among all countries in terms of survival and health. With a total score of 0.629 on the gender inequality indicator, the nation came in at 135th place encyclopaedically and out of 146 countries in terms of the gender gap.

According to the UNDPHDR 2016, India is ranked 132 out of 187 countries on the gender inequality indicator, which is a lower ranking than Pakistan (122). According to the train, Sri Lanka (74) has been the stylish country in South Asia for girls, with the exception of Afghanistan. Bangladesh was rated 111th, whereas Nepal was placed 102. Gender inequality is particularly terrible since it denies women access to introductory social openings and seriously jeopardizes the prospects for unborn generations' lives. Indian homes tend to prefer sons over girls, and the terrible practice of girl feticide is wide. In discrepancy to 8.6 of men, just 28 of Indian girls over 16 in 2012 were employed in the US.

This distinction is apparent at work, where women are subordinated to different working conditions, unstable pay, discourteous treatment, sexual importunity, longer working hours, involvement in dangerous diligence, occupational hazards, working nearly doubly as numerous hours as men, and nearly 27 of girls are employed in overdue places. In India, violence against women is also marked by the fact that a woman is burnt for dowry every 93 twinkles, a girl is abducted every 43 twinkles, and sexual importunity against women occurs every 42 twinkles. also, girls under the age of sixteen are victims of rape throughout the forenamed pre-region. A woman is assaulted every 26 twinkles, while a rape occurs in the area every 34 twinkles.

The conception of " Gender Justice" is a recent discovery of law. From time old society has been manly-dominated, with women relegated to the background and their rights tromped upon. It's only lately that women began to assert their rights and law honored that men and women have equal rights. Conventionally gender justice refers to the equal, indifferent and indeed handed treatment of women in social, political and profitable disciplines). The crux of the issue is that women who were denied equal status and rights with men in the history should be treated at par with men in all spheres of mortal exertion. Gender justice is a sublime conception which has formed over the times as a product of jurisprudential studies. Its thrust is to give women their licit place in society. The conception is innovated on the proposition that women are in no way inferior to men. Women are entitled to enjoy profitable, social, artistic and political rights, without demarcation, on a footing of equivalency with men. In the history, women were ingrained as the weaker coitus and denied numerous introductory rights. As observed by K. Ramaswamy, in *Madhu Kishwar v State of Bihar* (Women have always been discerned against and have suffered and are suffering demarcation in silence). Tone-immolation and tone- denial are their nobility and fiber and yet they've been subordinated to all injuries, distress, inequality and demarcation.

## II. REVIEW OF LITERATURE

1. Seema Jayachandran, *The Roots of Gender Inequality in Developing Countries* : Several processes by which gender gaps close as nations develop are covered in this article. Favouritism against men is made worse by cultural norms found in many developing nations today. The male-skewed sex ratio in China and India, as well as the low employment rates of women in the Middle East and North Africa, are attributed to norms such as patrilocality and the concern for women's "purity." It also addresses the reasons behind the growing masculine skewedness of the sex ratio with development. This article demonstrates how gender disparities exist in developing nations across a number of domains. Lastly, it outlines a few policy strategies to deal with gender inequality.

2. Reshma Elizabeth Thomas, *Gender Inequality in Modern India – Scenario and Solutions* : This essay focuses on the idea that male empowerment and health are given more weight than female empowerment due to gender-based disparities in India. In India, low ages at which women marry and sex ratios at birth are among the health and demographic indices that are influenced by gender inequalities. Women who are less empowered in the home have fewer access to power and freedom of movement as well as to jobs, education, and income. According to the research paper, in light of all these facts, India and its society face a monumental task in enabling women to meet their fundamental requirements and get ready for a secure and fruitful future. India must turn off gender inequality.

3. Subhashis Choudhury & Dulon Sarakar, *Gender Inequality in Education and Employment of Coochbehar District* : The goal of this paper is to determine the district's level of gender inequality, work participation, and educational standing in order to propose some appropriate strategies for closing the gender gap and advancing the underprivileged women in Cooch Behar, a district in West Bengal, India. The district's backwardness stems from the appalling conditions of women as a result of pervasive gender bias across all societal levels. The Indian Constitution states that men and women are treated equally under the law; sadly, social, economic, and cultural prejudice has kept the law from succeeding in this regard. The paper found that in order to ensure gender equality in the district, it is imperative to identify gaps in gender equality through the use of gender analysis, raise awareness about the gender gaps, implement fruitful laws, etc.,.

4. Elsheba Saly Raju, *Gender Equality and Education for Sustainable Development* : This essay addresses gender equality and its role in sustainable development by examining the challenges encountered by these courageous women, whose tenacity has helped us recognize the incomparable value of women and female education as stepping stones to advancement. In addition to helping to raise public awareness and maybe alter how we as humans view women, research on how people engage with such subjects globally and in a variety of fields will be important in shaping societal and legal viewpoints. According to the writers of this paper, gender equality is essential to sustainable development. By eradicating violence and discrimination against women and girls in all spheres of society, the SDGs guarantee women's involvement in social and economic and political platforms thus empowering women and leading to sustainable development.



5. Priti Jha & Niti Nagar, A Study on Gender Inequality in India : This study takes into account the gender disparity that permeates every socioeconomic class and region and keeps the Indian people's quality of life from getting better despite the country's economic prosperity. An effort has been made to identify the contributing reasons to this issue in India. The study's overall findings highlight the disparities in economic, social, cultural, and legal bias, which provide significant challenges for social scientists and policymakers seeking to promote true equality across the board in the social sciences. The researchers have made an effort to make pertinent policy recommendations and strategy recommendations in order to lessen gender disparity and advance Indian women's status as dignified members of society.

### III. RESEARCH GAP

In general, there are various articles or books published on Gender Inequality where most of it covers the issues and talks about economic inequality or cultural inequality alone whereas my study involves the real life societal issues and practical way of eradicating Gender Discrimination. My questionnaire to collect responses had strong questions where it made even men to think and answer my questions. The data collected for the study was through interviews and there was use of well-structured questionnaires administered to the various respondents of different cultural as well as societal background in the various districts of Tamil Nadu such as Chennai, Chengalpattu, Thiruvallur, Coimbatore, Cuddalore, Tenkasi, Kanyakumari, Madurai, Karur, Perambalur, Ranipet, Salem, Vellore, Tuticorin, Pudukkottai, Tiruvannamalai, etc.,. Since there is a pin hole difference between the other researches, there exists such a new research gap in my research paper.

### IV. STATEMENT OF PROBLEM

In this modern world, the problem of gender inequality seems to be eradicated but it is still prevalent and is more observed in various sections of the society. Still there are various cultural, political, economic and social elements which discriminate women in a public as well as regional forum. In Global Gap Index, India ranks 135 out of 146 countries which is way worse than even underdeveloped countries like Bangladesh, Bhutan, Maldives, Nepal, & Sri Lanka which proves India to be a patriarchal and male dominant country. The problem of gender biasness and love & preference for male child over female child has been increasing even after decades of independence which has to be addressed.

### V. OBJECTIVES

1. To Understand whether gender inequality prevails in India
2. To Identify the factors which are responsible for Gender Inequality
3. To Know whether gender inequality exists in Workplace

### VI. RESEARCH METHODOLOGY

There are various methods of studies that are used in this Research namely Primary and Secondary methods to study. Here the required data for study is collected from primary sources of data as well as secondary

sources of data collection. The primary source of data collection conducted in this research paper is by way of responses collected through the method of scheduled questionnaires. With addition to the primary source of data collection, the data that is required for research is also collected through secondary sources which were collected from the web sources by downloading the required documents for references.

Mostly in this research paper the secondary source of data collection is used for review of literature. The main methodology that is used in this research paper is primary source data collection done through circulating formatted questionnaire to various respondents (75) ranging between 18 to 60 years of age, in various districts of Tamil Nadu such as Chennai, Chengalpattu, Thiruvallur, Coimbatore, Cuddalore, Tenkasi, Kanyakumari, Madurai, Karur, Perambalur, Ranipet, Salem, Vellore, Tuticorin, Pudukkottai, Tiruvannamalai, etc.,.

## VII. RESULTS AND DISCUSSIONS

Table 1 : Socio Economic Variables

S. No	Basis	Options	No. of Respondents	Percentage (%)
1	Age (in years)	Below 18	9	12
		19 - 30	33	44
		31 - 40	8	11
		41 - 50	13	17
		Above 50	12	16
		<b>Total</b>	<b>75</b>	<b>100</b>
2	Gender	Male	27	36
		Female	48	64
		<b>Total</b>	<b>75</b>	<b>100</b>
3	Educational Qualification	School Education	7	9
		Undergraduate	41	55
		Postgraduate	26	35
		Professional Course	1	1
		<b>Total</b>	<b>75</b>	<b>100</b>
4	Occupation	Student	31	41

		Homemaker	3	4
		Office Goer	11	15
		Entrepreneur	8	11
		Teacher	18	24
		Others	4	5
		<b>Total</b>	<b>75</b>	<b>100</b>
5	Income (in Rupees)	Below 10,000	3	4
		10,000 – 50,000	6	8
		50,000 –1,00,000	22	30
		Above 1,00,001	16	21
		Not Applicable	28	37
		<b>Total</b>	<b>75</b>	<b>100</b>
6	Marital Status	Married	35	47
		Unmarried	40	53
		<b>Total</b>	<b>75</b>	<b>100</b>

Source : Primary Data

With reference to Table 1, we are able to infer the explanative description of data in personal perspectives of responses that are collected from **75** respondents belonging to various districts of Tamil Nadu.

On the basis of age (years), majority of the respondents belong to the age category of 19 - 30 years with 33 respondents, 9 respondents below the age of 18 years, 8 respondents between 31 - 40 years, 13 respondents between 41 - 50 years, & 12 respondents above the age of 50. On the basis of gender, there are 48 Females and 27 Males. On the basis of educational qualification, there are 7 respondents who have their basic school education (Secondary & Higher Secondary), 41 Undergraduates (UG), and 26 Postgraduates (PG).

On the basis of occupation, majority of the respondents belong to students with 31, 3 homemakers, 11 office goers, 8 entrepreneur, & 18 teachers. On the basis of income, responses of who yield income range of below 10,000 are 3, between 10,001 to 50,000 are 6, between 50,001 to 1,00,000 are 22 & above 1,00,001 are 16 with students as respondents and the income category as non-applicable are 28 respondents. On the basis of marital status, there are 35 married, & 40 unmarried respondents.

Table 2 : Existence Of Gender Inequality

S. No	Statement	No. of Respondents			Percentage (%)		
		Yes	No	Total	Yes	No	Total
1	Gender Inequality exists in India	62	13	75	83	17	100
2	I have personally faced Gender Discrimination	48	27	75	64	36	100
3	I feel that I would have been recognized better if I was of opposite gender	48	27	75	64	36	100
4	My Family highly appreciate a man for doing some household work while a woman does it on a daily basis	57	18	75	76	24	100
5	In childhood, there a difference in treatment of you and your sibling/cousin of opposite gender	62	13	75	83	17	100
6	I feel marriage age for women being 18 and men being 21 as a gender discrimination	44	31	75	59	41	100



7	I feel dowry system as Gender Discrimination	69	6	<b>75</b>	92	8	<b>100</b>

Source : Primary Data

With reference to Table 2, we are able to infer the explanative description of data in personal perspectives of responses that are collected from **75** respondents belonging to various districts of Tamil Nadu.

Based on responses received for the 1<sup>st</sup> question (about gender inequality in India), 62 respondents agree that gender inequality exists in India and 13 respondents feel that gender inequality may not/ do not exist in India. Based on responses received for the 2<sup>nd</sup> question (personally facing gender discrimination), 48 respondents have personally faced gender discrimination and 27 respondents haven't faced gender discrimination personally. Based on responses received for the 3<sup>rd</sup> question (better recognition if I were of opposite gender), 48 respondents feel that they would have been recognized better if they were of opposite gender and 27 respondents don't feel much that they would have been recognized better if they were of opposite gender.

Based on responses received for the 4<sup>th</sup> question (family highly appreciating a male for doing household work), 57 respondents feel that their family highly appreciate a man for doing household work while a woman does it on a daily basis and 18 respondents don't feel that their family highly appreciate a man for doing household work while a woman does it on a daily basis and they feel that their families treat men and women equally in case of doing household works. Based on responses received for the 5<sup>th</sup> question (difference in treatment of you and your sibling of opposite gender), 62 respondents feel that there was a difference in treatment of them and their sibling of opposite gender and 13 respondents don't feel that there was a difference in treatment of them and their sibling of opposite gender.

Based on responses received for the 6<sup>th</sup> question (difference in marriage age as discrimination), 44 respondents feel the difference in marriage age for men and women as discrimination and 31 respondents don't feel the difference in marriage age for men and women as discrimination as they think that difference in age is necessary while considering various mental, emotional and physical factors. Based on responses received for the 7<sup>th</sup> question (dowry system as discrimination), 69 respondents feel that dowry system is a form of gender discrimination and 6 respondents don't think that dowry system is a form of gender discrimination.

Table 3 : Existence Of Gender Inequality

S. No	Statement	Options	No. of Respondents	Percentage (%)
1	Men also face equal gender discrimination as women do	Agree	33	44
		Neutral	33	44
		Disagree	9	12
		<b>Total</b>	<b>75</b>	<b>100</b>
2	Women misuse their gender laws such as Dowry abolition, POSCO, etc.,.	Agree	47	63
		Neutral	24	32
		Disagree	4	5
		<b>Total</b>	<b>75</b>	<b>100</b>
3	Gender Inequality prevails in India more than in other foreign countries	Agree	44	59
		Neutral	28	36
		Disagree	3	4
		<b>Total</b>	<b>75</b>	<b>100</b>
4	Gender doesn't influence one's job	Agree	31	42
		Neutral	34	45
		Disagree	10	13
		<b>Total</b>	<b>75</b>	<b>100</b>
	Men are more preferred in decision making	Agree	45	60
		Neutral	16	21
		Disagree	14	19

		<b>Total</b>	<b>75</b>	<b>100</b>
6	A boy child is made to study more than a girl child	Agree	28	37
		Neutral	20	27
		Disagree	27	36
		<b>Total</b>	<b>75</b>	<b>100</b>
7	There are customary & religious practices that discriminate women in family life	Agree	42	56
		Neutral	23	31
		Disagree	10	13
		<b>Total</b>	<b>75</b>	<b>100</b>

Source : Primary Data

With reference to Table 3, we are able to infer the explanative description of data in personal perspectives of responses that are collected from 75 respondents belonging to various districts of Tamil Nadu.

Based on responses received for the 1<sup>st</sup> statement (men also facing gender discrimination), 33 respondents agree that men also face gender discrimination as equal as women do, 33 respondents are neutral and 9 respondents disagree that men also face gender discrimination as equal as women do. Based on responses received for the 2<sup>nd</sup> statement (women misusing gender laws), 47 respondents agree that women sometimes misuse their gender laws, 24 respondents are neutral and 4 respondents disagree that women sometimes misuse their gender laws.

Based on responses received for the 3<sup>rd</sup> statement (gender inequality prevailing in India more than other countries), 44 respondents agree that gender inequality prevails in India more than in other countries, 28 respondents are neutral and 3 respondents disagree that gender inequality prevails in India more than in other countries. Based on responses received for the 4<sup>th</sup> statement (gender does not influence one's job), 31 respondents agree that gender does not influence one's job, 34 respondents are neutral and 10 respondents disagree that gender does not influence one's job.

Based on responses received for the 5<sup>th</sup> statement (men are more preferred in decision making), 45 respondents agree that men are more preferred in decision making, 16 respondents are neutral and 14 respondents disagree

that men are more preferred in decision making. Based on responses received for the 6<sup>th</sup> statement (boy child made to study more than a girl child), 28 respondents agree that a boy child is made to study more than a girl child, 20 respondents are neutral and 27 respondents disagree that a boy child is made to study more than a girl child.

Based on responses received for the 7<sup>th</sup> statement (customary & religious practices to be gender biased), 42 respondents agree that various customary & religious practices are gender biased & discriminate women in family forum, 23 respondents are neutral and 10 respondents disagree that various customary & religious practices are gender biased & feel that it does not discriminate women in family forum.

Table 4 : Gender Inequality In Workplace

S. No	Statement	Options	No. of Respondents	Percentage (%)
1	Gender Inequality exists in Workplace	Yes	42	56
		No	9	12
		Maybe	24	32
		<b>Total</b>	<b>75</b>	<b>100</b>
2	Being a man or woman, I have been turned down for a job because of my gender	Yes	19	25
		No	42	56
		Maybe	14	19
		<b>Total</b>	<b>75</b>	<b>100</b>
3	Average 10 % gap in salary of full-time job and 34.5% in part time jobs between men and women	Fair	7	10
		Sort of Fair	34	45
		Not Fair	34	45



		<b>Total</b>	<b>75</b>	<b>100</b>
4	Women should be paid less for doing the same job as men because they have to take career breaks like marriage, pregnancy, etc.,.	Agree	15	20
		Neutral	29	39
		Disagree	31	41
		<b>Total</b>	<b>75</b>	<b>100</b>

Source : Primary Data

With reference to Table 4, we are able to infer the explanative description of data in personal perspectives of responses that are collected from **75** respondents belonging to various districts of Tamil Nadu.

Based on responses received for the 1<sup>st</sup> question (about gender inequality in workplace), 42 respondents agree that gender inequality exists in workplace, 9 respondents are neutral and 24 respondents don't feel that gender inequality exists in workplace. Based on responses received for the 2<sup>nd</sup> question (turned down for a job because of gender), 19 respondents feel that they have personally turned down for a job because of their gender, 14 respondents are neutral and 42 respondents haven't personally turned down for a job because of their gender.

Based on responses received for the 3<sup>rd</sup> question (difference in salary for men and women as discrimination), 34 respondents feel that difference in salary for men and women as gender discrimination, 34 respondents are neutral who feel it as discrimination to an extent and 7 respondents don't feel that difference in salary for men and women as gender discrimination as they feel that difference is due to the breaks in career that women take/have. Based on responses received for the 4<sup>th</sup> question (women paid less for taking career breaks), 31 respondents feel that women being paid less for taking career breaks such as marriage, pregnancy, etc., amounts to discrimination, 29 respondents are neutral and 15 respondents don't feel that women being paid less for taking career breaks such as marriage, pregnancy, etc., amounts to discrimination.

## VIII. FACTORS BEHIND GENDER INEQUALITY

### ❖ Economic Elements

- **Property Rights** - Despite having equal legal rights to own personal property and inherit rights, women are nonetheless disadvantaged when it comes to exercising these rights. While the Hindu Succession Act of 2005 grants ancestors the same rights to inherit property, it is not strictly implemented.
- **Employment Inequality** - Gender-based disparities in power and control over the company's management are among the common injustices that exist in the administrative center. Compared to men, women take longer to advance into higher-paying occupations. Gender-based inequities in power and control over organizational management are examples of prevalent disparities that occur in the workplace.
- **Credit Access** - When it comes to gaining access to banking services, there are significant differences between men and women. Due to low levels of property ownership, women often lack security for bank loans, and microcredit score programs have come under fire for their coercive lending methods.
- **Inequalities in the Workplace** - Women are prohibited from fighting duties in the Navy. Female officers were not eligible for permanent commission since they were not given the necessary training or responsibilities in India.

### ❖ Social Elements

- **Dowry** - The Indian dowry system exacerbates gender inequality by feeding the notion that women are a financial burden on families. Such a notion restricts the resources that parents can invest in their women and lessens her ability to negotiate within the family unit.
- **Health** - Regarding the fitness issue, gender disparity between men and women's life expectancy, and women's continued superiority in health over males due to a multitude of violent incidents, disorders, or other pertinent aspects.
- **Women's inequality in decision making** - The disparity between males and women in India when it comes to criminal recognition and safety, as well as far less decision-making power both within and outside the home. This is also one of the reasons for gender inequality.
- **Education** - In India, the literacy rate for women is lower than that for men. As per the 2011 Indian Census, the literacy rate for females is 65.46%, while that of boys is 82.14%.

## ❖ Cultural Elements

- Preference of Son - Men are considered as more popular members of their own family and are granted special rights to inherit their own family names and homes. In addition, parents are discouraged from having girls due to the possibility of losing their daughters to their husband's family and the expensive cost of their daughters' dowry. There is a strong belief that having a daughter entails legal obligations.
- Sons' role in Religious Rites - Another aspect is spiritual practices, which can only be completed for their parents' afterlife with the assistance of adult males. Sons are frequently the most straightforward people who have the right to attend their parents' funerals.
- Support from boys at an older age - One of the main issues with gender imbalance is the preference for sons since they are thought to be more useful than daughters. They are said to support their parents' old-fashioned safety.

## IX. FINDINGS

The Key Findings from the present study on Gender Inequality in India reveals,

- ❖ Gender Inequality exists in India which is more prevalent than in other countries. Gender Inequality not only includes women facing discrimination but it also involves men facing gender discrimination in terms of absence of paternity leave, more privileges and schemes supporting women alone.
- ❖ There are various factors responsible for gender disparity in India such as Property rights, Preference of son over daughter, Dowry, Employment opportunity, Occupational Equality, etc., which has been identified and categorized under 3 broad elements i.e., Economic Elements, Social Elements and Cultural Elements.
- ❖ In order to reduce gender biasness, it has to start from the mindset and thinking of individuals where one has to first of all start treating everyone equal irrespective of their gender and should provide them with the same opportunities they would have received if they were of opposite gender.
- ❖ With our land's supreme law Constitution or any other law being not able to still bring equality between men and women, it is in the hands of each and every man as well as woman to treat the other person of opposite gender equally.

## X. SUGGESTIONS

Following are the Key Suggestions in relation to study on Gender Inequality in India :

- ❖ To reduce gender biasness, it not only means to make new & stricter laws but it has to start from individuals where they have to change their mindset in order to treat men and women equally in all spheres of life.
- ❖ Education for all should be the motto to promote gender equality in India as every person grows up with ideas which has been taught to them since their childhood in schools. Thus, schools from their part and parents from their part has to educate their child about gender equality from a very young age.
- ❖ Supporting State Governments and the Central Government Plans to establish gender equality in India is the need of the hour. The government should launch programs to support women's leadership in governance.

## **XI. LIMITATIONS OF THE STUDY**

The topic "A Study on Gender Inequality in India" is a very vast and extensive topic which involves many factors such as Discrimination, Dowry Death, Declining Sex Ratio, Role of women in society, Economic disparity between men and women, Women empowerment, etc.,. For the purpose of this research, the topic is shortened in to as gender disparity in society, workplace as well as in home. This shortened topic is entitled to detailed research with reference to the various districts of Tamil Nadu such as Chennai, Chengalpattu, Thiruvallur, Coimbatore, Cuddalore, Tenkasi, Kanyakumari, Madurai, Karur, Perambalur, Ranipet, Salem, Vellore, Tuticorin, Pudukkottai, Tiruvannamalai, etc., through formatted questionnaires circulated & filled by respondents. The scope of this study is limited to only 75 respondents ranging between 18 to 60 years of age.

## **XII. CONCLUSION**

To conclude with, India must take concrete steps to reduce the gender inequality. As persistent gender inequalities continue, there is need to rethink the concepts and strategies for promoting women's dignity and rights. There is need for new kinds of institutions, incorporating new norms and rules that support equal and just relations between women and men. Man and woman are comparable to a carriage's two wheels. Without the other, one's life is not complete. The only fool proof method to stop gender inequality is to bring about change in the mind sets of individual people. This problem cannot be solved by few but everyone must join hands to eradicate this inequality.

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