

Research

C.I

Equal opportunities to all genders can make the world a better place.

L.O.I

- 1. Inequality an unethical practice.(Form)**
- 2. Evolution of Gender equality over time(Change)**
- 3. Global responsibility towards Gender equality (Responsibility)**

LOI 1 - Inequality an unethical practice.(Form)

- **What is gender inequality / discrimination?-**

Gender inequality is when men, women or people with other gender are not treated as equals. Gender Equality is a fundamental human right. Gender inequality means violating this fundamental right of any person by gender discrimination. Every person be it any gender deserves an equal chance to grow, and survive. Gender equality is necessary for a peaceful, prosperous and sustainable world.

Gender Equality is a principle that states that all men and women need to be treated equally and to have the same rights despite their biological differences. These should not prevent them from having the same opportunities to succeed in school and in life.

Source- <https://www.pypresources.com/resources/sustainable-goals/5-gender-equality>

- **What are the different types of gender?-**

There are many different gender identities, including male, female, transgender, gender neutral, agender, etc.

In my research, I have focused on Gender inequality keeping in mind only 3 genders - male, female and transgender.

- **Where do we see gender inequality?-**

At Home / Community / Society - Home is where the heart is. But it's also the first place where children are discriminated on the basis of gender norms, values and stereotypes. From the moment babies are born and their gender is known (male or female) immediately begins to shape how they should be treated, what opportunities they should receive or how they should behave according to gender stereotypes in their society. Family and society creates an environment where children learn very quickly (from as young as 9 months old in some cases) that boys and girls are different – they have their own colours, toys, skills and particular interests.

At Workplace- Girls sometimes face problems in getting jobs as physical capabilities are given importance and often it is considered that boys are more capable and stronger than girls. Sometimes even males do not get job opportunities because of the fixed mindset of the work culture that certain jobs are meant only for girls. Women are promoted less often than men. Women are paid unequally.

At School- Sometimes even in educational institutions, gender inequality is experienced. Boys and girls do face discrimination in various areas like sports, dance, art, student election, etc because of gender preferences.

In politics - Even in political areas women / transgenders are not given equal opportunities and recognition.

In Profession Choice / Talent Shows / Entertainment Industry - Often it is believed that males are the head of the family and they should run the house financially. Due to this boys are forced to study higher to get a secured job. Sometimes the family do not allow boys to achieve their dreams or choose a profession that they like. Sometimes we see in the talent shows and on social media that boys are demeaned by their family, relatives and society if they choose dance, culinary skills, fashion, etc as their career choice. Likewise often girls are not encouraged by the family and society to choose the profession they want. Girls cant join the army, sports, entertainment industry or pursue higher education for the belief that girls are meant to handle the house and children.

Transgenders fight for their self respect and recognition. They are demeaned and looked down upon by their own family members, relatives, society, and in every area of life.

But with changing time, education, governments laws, spread of awareness by various organisations and activists, the fight against gender inequality has been improved. Women are getting empowered, males are encouraged to pursue their likes, transgenders are getting recognition. The situation is getting better than the past.

- **Do only girls face inequality? if not who others face this and how?-**

No not only girls are discriminated but people of other genders are also discriminated. Boys are discriminated against when they do work like dancing, culinary work, fashion, styling etc. Transgender are also discriminated because most of the transgenders are kicked out of their house, demeaned, looked down upon, because they change their gender.

- **Transgender**

Transgender people are people whose gender is different from the gender they were thought to be at birth.

Transgenders in India- As per the Census of 2011, the total population of Transgender in India is 4.9lakh.

Problems faced by Transgender communities in India

1. **Discrimination:** Transgender population remains one of the most ignored and disrespected gender group. Because of their different gender they are excluded from society and always demeaned.
2. **Forced to leave parental home:**Transgenders are often thrown out of their houses by their own family or run away at an early age due to harassment.
3. **Lack of Education:** Transgender people are unable to access equal educational opportunities because of harassment, discrimination. Most transgender children are forced to drop out of schools as most schools are not skilled to handle them.
4. **Lack of Employment opportunities:**They do not get equal employment opportunities and are forced into professions like begging. We often see them begging at traffic signals, railway stations, malls, outside marriage halls, etc.
5. **Health :** They do not get access to proper medical and health facilities because of lack of money and unequal treatment.
6. **Limited access to Public spaces and shelter:** Transgenders face discrimination and do not get easy access to houses, apartments, restaurants and other public places. Further, they also face problems due to lack of provision of separate transgender toilets and discrimination in accessing public toilets.
7. **Civil / Legal Status:** Getting legal identification documents has always been challenging for the transgender community.
8. **Gender-based violence:** Transgenders often face violence because of their gender. Our society often abuses the Transgender community in public places like railway stations, bus

stands, schools, workplaces, malls, theatres, hospitals, they are sidelined and treated as untouchables.

Research Links for transgenders-

<https://blog.forumias.com/transgender-community-in-india/>

<https://ijcrt.org/papers/IJCRT1705102.pdf>

- **Causes of gender inequality?-**

The root cause of gender inequality is the role and place which society assigns to women and men.

1. Uneven access to education- boys are given preference and access to education because it is a belief that all girls will eventually get married off. Therefore, girl's education is not necessary because a girl has to stay at home and learn how to take care of a family and children. But boys need to study and get educated to get a nice job as they have to run the house financially.

2. Lack of employment equality- Very few countries give women the same legal work rights as men. Women are promoted less often than men, they are paid unequally.

3. Job discrimination- In most societies, there's an inherent belief that men are better and can handle certain jobs relating to technology and physical strength. Most of the time, those are the jobs that pay the best. This discrimination results in lower income for women.

4. Cultural beliefs and Social Mindset - Due to cultural practices right from the birth of the child an environment is created around the child where they are given gendered toys to play, clothes are differentiated in terms of colour pink is the colour for girls and blue is the colour for boys, boys are encouraged to study higher and participate in sports while girls are motivated to learn cooking and housework.

5. Patriarchal hierarchy and predominance in society - In many countries, girls and women do not have property rights. Only men are allowed to own or inherit property, there is a stereotype belief that having a son keeps the property in the family and makes sure parents will have somewhere to live when they get old. Males are considered to be legal heirs. Due to this belief parents don't give daughters a share in the property thinking that they will get married and leave the house.

6. Lack of political representation- Despite the progress in this area over the years, women are still underrepresented in government and the political areas.

7. Lack of legal protections- According to [research from the World Bank](#), over one billion women don't have legal protection against violence. This has an impact on women's ability to survive and live in freedom. In many countries, there's also a lack of legal protections against harassment in the workplace, at school, and in public. Types of violence may include: female infanticide, child marriage, dowry killing etc.

But with changing time, education, governments laws, spread of awareness by various organisations and activists, the fight against gender inequality has been improved. Women are getting empowered, males are encouraged to pursue their likes, transgenders are getting recognition. The situation is getting better than the past.

<https://www.humanrightscareers.com/issues/causes-gender-inequality/>

Case Studies

- **Examples of people who faced gender inequality in their life and their consequences and their fight for the same?-**
 1. **Eshan Hilal** - He was judged by people that being a male he pursued belly dancing. As he followed his passion of belly dancing, his parents and his siblings stopped talking to him and taunted him. Ehsan Hilal was not appreciated for his love for belly dancing but was always disrespected. But this did not stop him from following his dream. Ehsan Hilal a belly dancer from Delhi, continued to practice this different art form of dancing despite all hatred. Hilal with his every single move continues to break all the societal norms and people's mindset. From wearing high stilettos, and accessories or harem pants and crop tops, he has reached a lot of success in this art. Hilal's career is growing up and finding its way to success. He has got a lot of fame as he has made his way from India's first male belly dancer to India's most loved belly dancer.

 2. **Malala Yousafzai** - Malala Yousafzai was born in the Swat district of Pakistan, where her father was a school owner. The Taliban, a terrorist group took control over her region and stopped the girls from going to school and did not allow the girl education. Taliban began attacking girls' schools in Swat, Yousafzai gave a speech in Peshawar, Pakistan, in September 2008. The title of her talk was, "How dare the Taliban take away my basic right to education?" After having blogged for the BBC since 2009 about her experiences during the Taliban's growing control in the region, in 2012 the Taliban attempted to kill Malala Yousafzai on the bus home from school. She survived, but underwent several operations in the UK, where she lives today. In addition to her schooling, she continues her work for the right of girls to education.
Nine months after being shot by the Taliban, Yousafzai [gave a speech at the United Nations](#) on her 16th birthday in 2013. Yousafzai highlighted her focus on education and women's rights, urging world leaders to change their policies. In October 2014, Yousafzai became the youngest person to receive the Nobel Peace Prize, at just 17 years old.

 3. **Gunjan Saxena** - She came from an army background and always dreamt to join the army and fly fighter jet planes. Initially she used to fly planes to rescue injured soldiers and supply first aid and other supplies during wars. That time it was thought that females cannot handle fighter planes but she became India's 1st female pilot. During the Kargil war, despite continuous gunshots and missiles being launched by Pakistan soldiers, she continued to fly the Cheetah fighter plane fearlessly and performed her duty of rescuing injured Indian soldiers. For her bravery she became the first woman to receive Shauryaveer Chakra award. She became an inspiration for all the girls and proved the society that girls are no less than boys.

4. **Shirin Ebadi** - Shirin Ebadi became one of the first women judges in Iran. From 1975 to 1979 she was head of the city court of Tehran. After militant Islamic revolutionaries took control of Iran in 1979, women's roles were limited. Ebadi and her female coworkers were not allowed to serve as judges and were instead given clerk duties. Ebadi resigned in protest. She then tried to practice law, but because of restrictive policies, she was denied a license. In 1992, she gained a license and began her own law practice. She has fought for human rights, especially the rights of women and children, within Iran for many years. For this work, in 2003, she became the first **Muslim** woman and the first **Iranian** to win the **Nobel Peace Prize**.

5. **Manju Kumari**

She is from a village in Rajasthan India. When she was small her family was going through financial difficulties and so she had to leave school and learn sewing. She forgot about her dreams and focused only on sewing. She was from Dalit caste. Previously dalits were not allowed to be elected as a candidate for Panchayats. But later when the government passed a new rule, villagers voted for Manju and she got elected as the head of her village. Previous male sarpanch did not work for female rights but when she got elected the problems of women were highlighted. With the help of the Hunger Project she learnt to take decisions for the betterment of girls. She renovated a vacant old building and named it as Kishori Sandharbh Kendra as a meeting place for girls to teach them, to educate them about panchayats, health, hygiene, games etc. Any Women can come there with their problems and Manju tries to solve them. She was educated and she got a recognition in our political system and she aims to educate more and more girls so that even women can lead the country and get equal status in politics.

6. **Rudrani Chetri (Transgender)**

Inspite of transgender declared officially as the third gender by th Law, Rudrani was not allowed to enter Westin Mall beacuse of her gender and the way she looked like. People called her with derogatory terms inspite of the fact that transgender have rights to sue them with the current judgement passed by the court. The worst point in her life where she felt so bad was when she was not invited by her parents for his own brother's wedding. She appeals to people that transgender are no alliens, no terrorists, they are just same humans as any normal girl and a boy.

LOI 2 Evolution of Gender equality over time(Change)

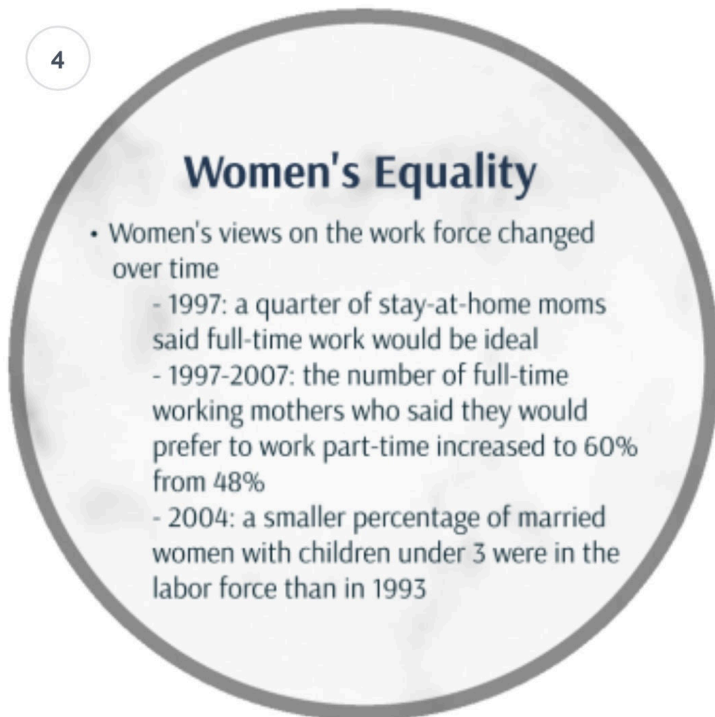
- Has the gender discrimination improved from past?-

<https://www.pyresources.com/resources/sustainable-goals/5-gender-equality>

In olden days, women were not sent to school or given access to higher education. They were not allowed to work, they were forced into early marriage and were restricted to household chores and raising children. They were not allowed to choose a profession of their choice or showcase their talents. Limited opportunities were given to women in politics.

There has been progress over the last decades: More girls are going to school, fewer girls are forced into early marriage, more women are serving in parliament and positions of leadership, and laws are being reformed to advance gender equality.

Women's views on the work force and freedom and opportunities given to the women have changed over a period of time.



Credits: <https://www.un.org/sustainabledevelopment/gender-equality/>

Some Facts:

- The proportion of women in paid employment outside the agriculture sector has increased from 35 per cent in 1990 to 41 per cent in 2015.
- In Southern Asia, a girl's risk of marrying in childhood has dropped by over 40per cent since 2000.
- [In 46 countries](#), women now hold more than 30 percent of seats in the national parliament in at least one chamber.

Article

< CNNNEWS18
Posts

 cnnnews18



Women in India found employable than men, Maharashtra top state in employability: skills report

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2,031 likes

cnnnews18 Women in India were found more employable than men in the country, said the India Skills Report 2021. The number of women enrolled in colleges and degree programs increased over the past, said the report that assessed about 65,000 candidates.

Credit: <https://instagram.com/cnnnews18?igshid=jkxpwmzgxj4a>

The UN has defined 9 *Targets* for the SDG 5 - Gender Equality. Targets specify the goals, rules, reforms and necessary laws to be passed within each country to work towards achieving the goal of gender equality. Each country has developed laws which empowers the women today to voice out and fight to safeguard their fundamental rights in all areas of life.

Target 5.1: End discrimination against women and girls

UN definition: *End all forms of discrimination against all women and girls everywhere.*

This requires various legal frameworks across various measures, including job opportunities, equal pay, marriage and property rights, others, to be in place to enforce gender equality for all countries.

Target 5.2: End all violence against and exploitation of women and girls

UN definition: *Eliminate all forms of violence against all women and girls in the public and private spheres.*

Target 5.3: Eliminate forced marriages and female foeticide

UN definition: *Eliminate all harmful practices, such as child, early and forced marriage and killing a girl child.*

Target 5.4: Value unpaid care and promote shared domestic responsibilities

UN definition: *Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.*

Target 5.5: Ensure full participation in leadership and decision-making

UN definition: *Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.*

Target 5.6: Universal access to reproductive rights and health

Target 5.A: Equal rights to economic resources, property ownership and financial services

UN definition: *Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.*

Target 5.B: Promote empowerment of women through technology

UN definition: *Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.*

Target 5.C: Adopt and strengthen policies and enforceable legislation for gender equality

UN definition: *Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.*

How is the world doing on this goal ?

This website provides facts, targets, and related stories about programmes contributing to SDG 5 - Gender Equality.

<https://www.pyresources.com/resources/sustainable-goals/5-gender-equality>

Organizations Fighting for Gender Equality

There are 25 organisations across the world who work to aim at achieving Gender Equality. You can gather details about the work and the program of each organization on this [website](#). For my research for the exhibition, I explored and gathered information from the following 2 organisations.

1. UN Women

It supports the UN member states in achieving global standards of gender equality, and it works closely with civil society organizations and governments to design and implement policies, laws and services that benefit women.

2. Save the Children

Save the Children is one of the biggest international NGOs advancing and protecting rights of children in almost 120 countries around the world.



Credits - The UN

Despite these gains, many challenges remain and women continue to be underrepresented at all levels.

While the world has achieved progress towards gender equality and women's empowerment under the [Millennium Development Goals](#)(including equal access to primary education between girls and boys), women and girls continue to suffer discrimination and violence in every part of the world.

<https://www.pyresources.com/resources/sustainable-goals/5-gender-equality>

Facts and articles

- Almost 750 million women and girls alive today were married before their 18th birthday.
- Around the world today, there are 62 million girls who are not able to attend school.
- Women earn only 77 cents for every dollar that men get for the same work.
- Women represent just 13 percent of agricultural landholders.
- Only 24 percent of national parliamentarians were women as of November 2018, a small increase from 11.3 percent in 1995.
- 35 percent of women have experienced physical violence.
- In 18 countries, husbands can legally prevent their wives from working; in 39 countries, daughters and sons do not have equal inheritance rights; and 49 countries lack laws protecting women from domestic violence.

Source - (United Nations Development Programme),
<https://www.pyresources.com/resources/sustainable-goals/5-gender-equality>

Articles



1,486 likes

cnnnews18 What if, every time you ordered food, 34% of it was missing? That's a reality faced by India's working-class women.

According to the ILO Global Wage Report 2018/19, women in India get paid 34% less pay for doing the same work, even though they might be equally qualified and have the same educational qualifications.

We at CNN-News18 wanted to highlight this inequality, and we urge our viewers to build a movement around the same to #SlayUnequalPay.



cnnnews18



85% working Indian women don't get promotions or raise they deserve. How can we change that?

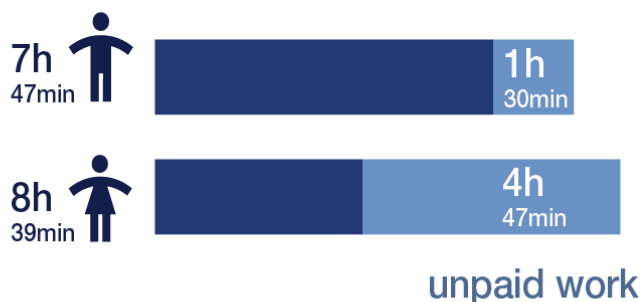


2,952 likes

cnnnews18 According to a recent report compiled by LinkedIn titled the Opportunity Index 2021, it was found that 4 out of 5 working women (85 per cent) missed out on a raise, promotion, or work offer because of their gender.

Credit: <https://instagram.com/cnnnews18?igshid=jkxpwzmzqxj4a>

A working day for men and women



Source: Global Gender Gap Index 2016, World Economic Forum

Rights of Transgenders :

Developments for Transgender Rights in India : Laws for protecting the rights of transgenders are constantly being worked upon by the government.

- In April 2014, the Supreme Court of India declared transgender to be a 'third gender' in Indian law.
- The Supreme Court has given certain directions for the protection of the rights of the transgender persons by including of a third category in documents like the election card, passport, driving license and ration card, and for admission in educational institutions, hospitals, amongst others.
- to provide reservations in public education and employment
- to provide medical facilities and development programmes to support livelihood for transgender persons.
- Right to access public spaces and can complain for any harassment

Source : <https://blog.forumias.com/transgender-community-in-india/>

Some Famous Transgender People Who Are Breaking Barriers Across Fields

Source - <https://www.shethepeople.tv/home-top-video/10-transgender-people-breaking-barriers/>



Laxmi Narayan Tripathi is one of the most influential transgender people. She is a Bollywood actress, Bharatanatyam dancer, choreographer and an activist currently based in Mumbai. Unlike other parents who refuse to accept their children when they came out as a trans person, Tripathi's parents accepted her when she came out as a transgender woman. She is the first transgender person who represented Asia Pacific in the UN in 2008. She worked with several NGOs before starting her own organisation, Astitva in 2007 which caters to raising a voice for transgenders. Laxmi has also featured in reality TV shows as a special guest.



Dr Manabi Bandopadhyay

She is India's first openly transgender college principal. Born as the only son among two sisters, **Manabi** was oppressed by her conservative father and fought a long battle. She is West Bengal's first transgender to complete a Ph.D. and become a lecturer. She started Oh-Manab in 1995, a magazine specifically for her community. She never let her education be deterred by the ridicule she faced as she knew knowledge was the weapon to fight against the stereotypes.



Joyita Mondal

In 2017, Mondal became the country's first transgender person to be appointed as a judge in a Lok Adalat. She always raises a voice for people of her community and has been appealing to the government for reservation for trans community people in jobs. She dropped out of school and ran away to Siliguri from Kolkata, her hometown. She had to sleep at bus stands and beg on the roads for food. After living on the streets, she landed in Islampur where she worked for the upliftment of the transgender community. She now runs her own organisation, 'Dinajpur Notun Alo' (Dinajpur new light) that works for the welfare of people from the community.

However Transgenders are still fighting for their rights and recognition. Following are few actions that should be taken to give them equal rights.

1. **Self-Identification:** India's law should give transgenders their Identity Certificate
2. **Education:** schools and universities should develop programs to meet the needs and the nature of the transgender community.
3. **Employment:** Schemes and measures should be made towards skill development among transgender communities. Further, bank credit, micro loans, subsidized loans should be provided to support self-employment.
4. **Health:** Separate policies related to health care must be framed for transgender.

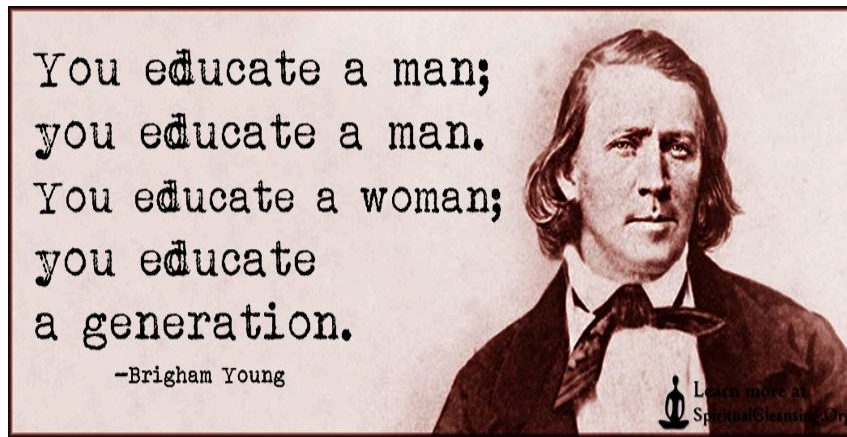
5. Legal Protection:Legal law should be made to protect Transgender community against issues of harassment.

6. **Awareness:**Organize public awareness campaign to fight the social stigma associated with the transgender community that they are impure.

LOI 3 - Global responsibility towards Gender equality (Responsibility)

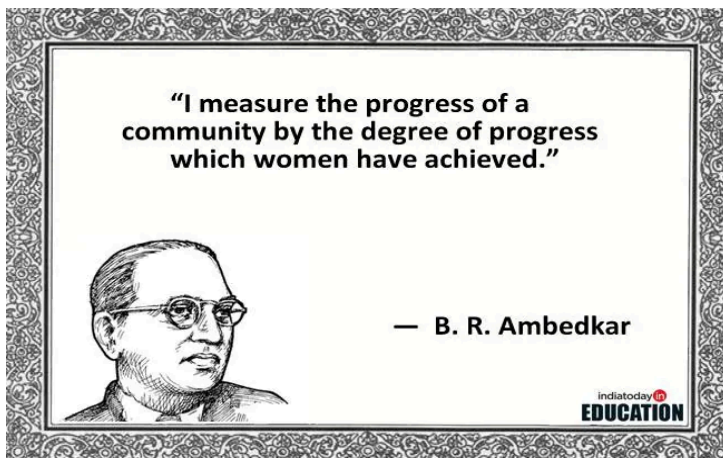
- **Why is Gender Equality important ?**

1. **At Home Level**



Gender equality at home is important so that more income is there if women are also allowed to work. The financial status grows. If the house work is shared by both males and females the work gets done faster. Women should also be a part of all the decision making so that they can give their ideas and inputs and the outcome is much better and innovative.

2. At Society / Community Level / Workplace



“GIVE A SMALL-BUSINESS WOMAN ACCESS TO CAPITAL AND TRAINING, AND SHE CAN BECOME A POWERFUL CONTRIBUTOR TO GDP GROWTH. INCLUDE WOMEN IN GOVERNMENTS AND PEACE TALKS, AND THEY CAN HELP ENSURE THAT MINISTRIES ARE BETTER RUN AND PEACE AGREEMENTS ARE SUSTAINED. EDUCATE A GIRL, AND SHE WILL BE MORE LIKELY TO RAISE HEALTHIER AND MORE EDUCATED CHILDREN — AND END THE CYCLE OF POVERTY.”
- *Ambassador Melanne Verveer*

GDP means economic growth- growth of a family, growth of the society and growth of a generation,

growth of a country.

“

Equal pay isn't just a women's issue; when women get equal pay, their family incomes rise and the whole family benefits.

MIKE HONDA

GRACIOUSQUOTES.COM

3. At National / World Level

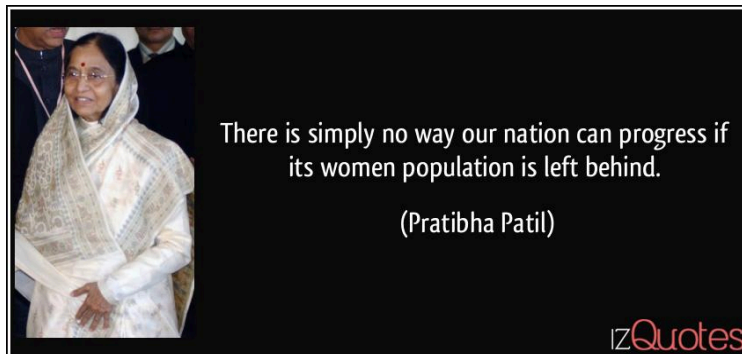


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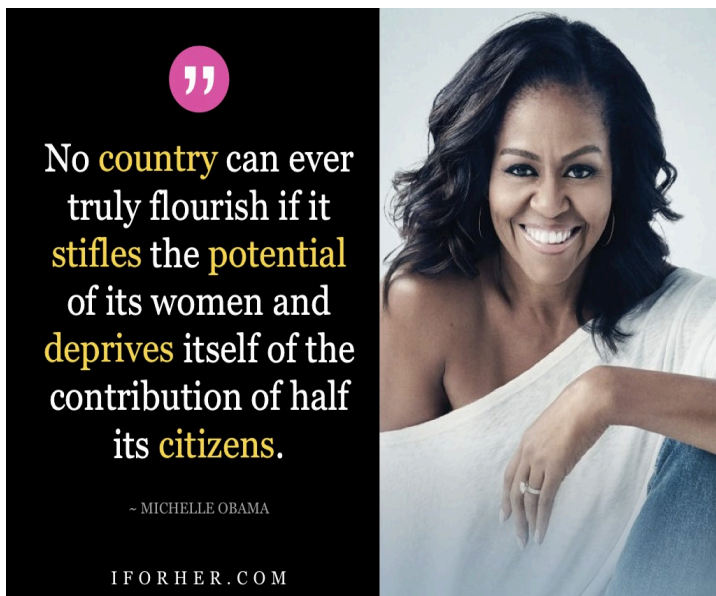
We cannot succeed when half of us are held back.”

Malala Yousafzai

She appeals to the world that the nation will not progress if women who are half of the population are not given equal opportunities to grow.

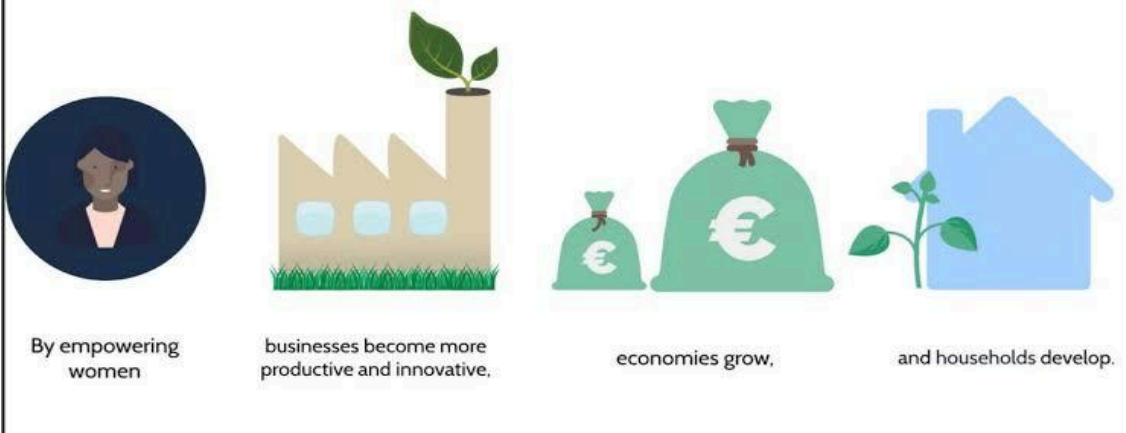


She was the 1st woman to be elected as the President of India



She is appealing for Transgender rights. She tells the people to respect them, be empathetic to them. They are the same humans as us. Give them equal rights to make the world a better place to live.

The Economic Benefits of Empowering Women



By allowing women to educate and work, the business will grow and innovate and with this the economy will grow more income is earned and more profits. With more income and profits the financial status of the family increases.

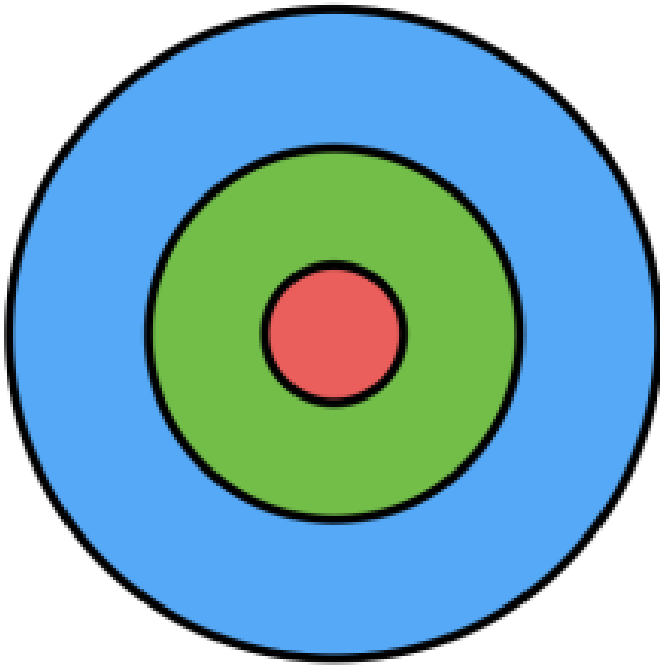
The Question is Have we achieved true Gender Equality ?

As quoted by [Save the Children organization](#) - At the current rate of change, it will take over 200 years to achieve gender equality, and that's just in the U.S. This is unacceptable.

Together, we can create a more equal world, right from the start.

My Action Plan and appeal to all:

Circles of Action



What can I do to contribute

1. In my Inner Circle ?
(friends, family and people I know)
2. In my Community ?
(my school, neighbourhood, building)
3. In the World ?
(Beyond my immediate environment)

In my Inner Circle (friends, family and people I know)

(Share case studies i researched on)

1. I will Share household chores.
2. Spread awareness among friends that everyone can help with household chores. No work is gender based.
3. Make sure that me and my sister are not given gender based toys. Make sure that both me and my sister both get equal opportunity to play all the games and sports we like.
4. I will let my friends know that there are no specific colours or games for girls and boys and children of any age should have the freedom to play and wear what they like.
5. I will make sure that all the females and males have equal say in all our family decisions.
6. I will voice out my opinion if i hear any gender based stereotype in my family, among friends or relatives. Boys can cry and express his emotions, this doesn't make them weak. Girls can be physically mentally strong and can win against boys.
7. I will make sure that everybody in my family and friends are given equal opportunities for voice, choice and ownership.

In my Community (my school, neighbourhood, building)

(Make posters)

1. Examples express more than words. Be a role model and show the family members, friends and the society that everyone can perform any household work.
2. Show the society, friends at school the diversity of the world through strong characters found in books, films, TV , social media. Let the community know that people of any gender can be superheroes, role models.
3. At school, we should educate children about racism through stories, short films, drama etc, respecting every individual and their likes and dislikes.
4. Ensure that girls get equal leadership positions at school.

5. Spread awareness in school and building to ensure that there are equal male and female committee members.

In the World (Beyond my immediate environment)

1. Institutions, organisations, companies should have fair recruitment practices. Employees should be hired purely on the basis of their talent and merits and not on the basis of gender.
2. Every organization and company should have fair policies to ensure equal wages to people of any gender in the same position. Promotions should be fair and not gender based.
3. Support women / transgender and encourage a safe environment for them. Motivate women to voice out to report on any discrimination, harrasment or ill treatment at workplace, building, school etc. Every organisation should have strict rules for the same and should have an approachable help desk to address such complaints.
4. There should be equal women representatives in politics and leadership positions in any organizations.
5. Spread more awareness to stop child marriages, encourage higher education to all genders, no profession is gender based.
6. Better rules and policies to protect the rights of transgenders. Spread awareness among friends, family and let them know that transgenders are not aliens or terrorists, they are humans like us and they should have freedom to use public spaces, better education, job opportunities.