

Gender Disparity Dialogues

The term 'Gender' is defined as a social-cultural term referring socially defined roles and behaviour assigned to 'males' and 'females' in a given society. The gender term is not only limited to male and female, but the definition is extended to third gender, recognized by the Supreme Court of India when it struck down the Section 377.

The gender discrimination begins even before a child is born by practice of identifying the sex of fetus and determining the sex of child. The reason behind identifying the sex of child is patriarchal setup of the Indian society and notion that a girl child is a burden. Parents don't send girls to school when giving preference male child.

The female population in India accounts for 48.18%, out of which 48.6% live in urban cities and 48.3% are living in rural regions of the country¹. Gender-wise literacy rates in India showcase the wide gap that exists between men and women. As per the Census of India 2011, effective literacy rate (age 7 and above) in female were 65.46% in comparison to men with 82.14%. Women generally have less economic independence and lesser say in family and societal matters. Even when it comes to property, women generally do not own it under their names and have weak inheritance rights.

Discrimination against women and girls is a pervasive and long-running phenomenon that characterizes Indian society at every level and in every sector, including agriculture, education, labour market, employability, health, telecom, and information-technology.

In the last decade, while Indian GDP (Gross Domestic Product) has grown around 6%, there has been significant decline in female labour force participation from 34% to 27%.² The male and female wage gap has been stagnant at 50%. According to Monster Salary Index, gender pay gap is 27% in white-collar jobs. Even educated women who are leading companies as Director are not paid at par with their male counterparts. Women directors on average are paid 46% less than men. It is not limited to wage. Women have less representation on boards and key committees.

Agricultural sector employs 85% of rural women, yet just 13% own land³. In attainment of education, the gender gap is 30% at primary level and 26% at upper primary stage⁴. In

¹ Census of India 2011

² The World Bank Data;

<https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS?end=2017&locations=IN&start=2000&view=chart>; accessed on 25.12.2018

³ Oxfam report; <https://www.oxfamindia.org/women-empowerment-india-farmers>; accessed on 25.12.2018

⁴ Gender Disparity in Primary Education: The Experience in India; <https://unchronicle.un.org/article/gender-disparity-primary-education-experience-india>

India, which includes most depressed regions, the probability of girls getting primary education is about 42% lower than boys, and it remains so even when other variables, such as religion and caste, are controlled.

Even in access of digital devices such as internet and mobile phone, the country has the gender gap. While 80% of men in India use mobile phones, only 43% of women have a similar access, according to the study conducted by LirneAsia⁵.

Number of international and national organisations such as UN Women, CARE India, Centre for Social Research (CSR), Azad Foundation, Vimochana, Aasra, CREA, Point of View, SEWA, Women on Wings and many more organisations are working towards bridging those gaps at their own level. Same time corporates such as Dell, Accenture, Intel, Google, Tata Group, Vodafone, etc. are also initiating various initiatives to address this gap.

Nevertheless, there is no platform that talks about 'Gender Exclusion' in different sectors and create a collective approach to change the policy discourse in particular sectors at a national level. Jadeite's Gender Disparity Dialogue is an effort to create such a platform to discuss these challenges existing at cross-sector and cross-theme level.

Using the World Economic Forum⁶ (WEF)'s Global Gender Gap report methodology, these Gender Disparity Dialogues will capture the magnitude of gender-based disparities and track the gender gaps on economic, education, health and political criteria. Based on these criteria, the Gender Disparity Dialogue (GDD) will be divided into four categories:

- Economic Participation and Opportunity,
- Educational Attainment,
- Health and Survival and
- Political Empowerment

Thus, GDD will adopt one theme based on these categories and have discussion and debate.

As an outcome of each GDD, Jadeite in collaboration with other partner organisations will bring an actionable-research study that will help drive action to government to accelerate gender equality through bolder policy-making, to businesses to prioritize gender equality as a critical economic and moral imperative. The format of the dialogue will be based on 'Fireside Chat'.

Objectives

1. To conduct the evidence based research studies and/or position papers identifying the gender disparity (exclusion) exist across the sectors

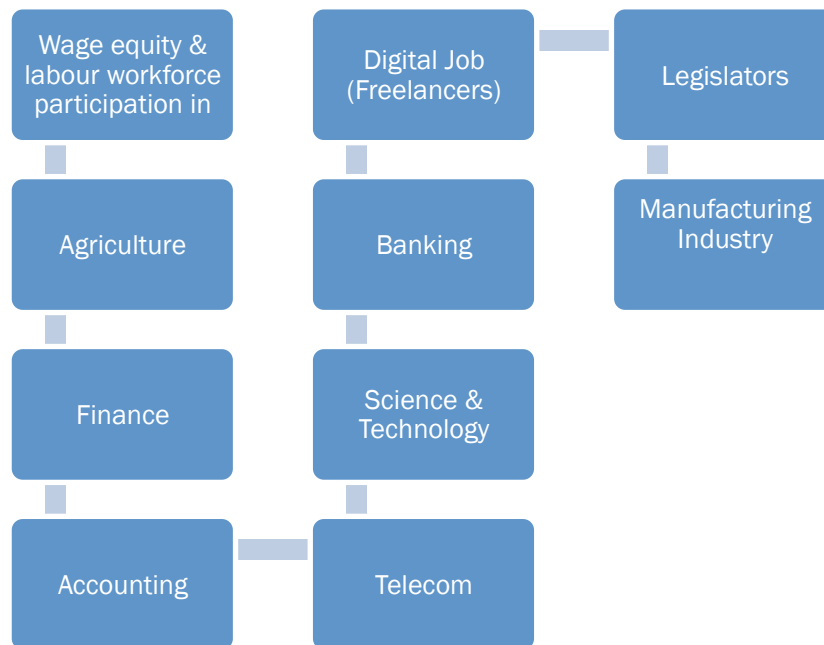
⁵ India Ranks Among Lowest in Women's Access to Mobiles, Internet; published in Qunit; <https://www.thequint.com/news/india/study-on-internet-and-mobile-phone-use-in-india-reveals-gender-gaps>; accessed on 25.12.2018

⁶ World Economic Forum (WEF) Global Gender <https://www.weforum.org/reports/the-global-gender-gap-report-2018>

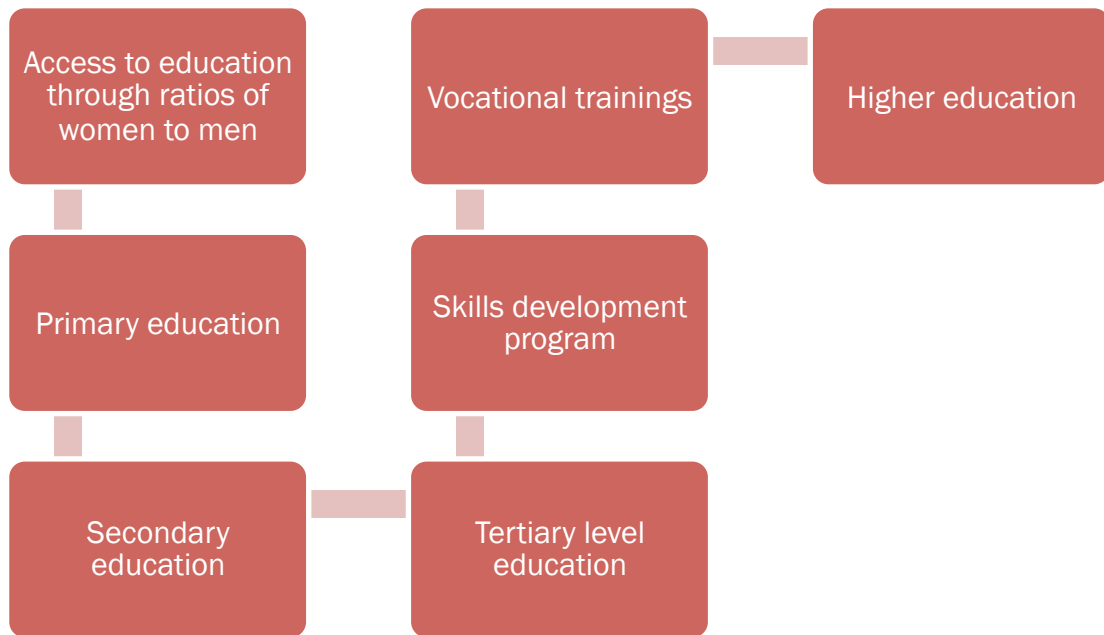
2. Based on evidence-based research, create a platform where gender exclusion and disparity can be identified from all sectors;
3. To discuss, debate and identify the challenges of gender exclusion
4. To identify the actionable recommendation points that will call for action to government to accelerate gender equality through bolder policy-making, to businesses to prioritize gender equality as a critical economic and moral imperative

The Gender Disparity will be measured in the four categories – Economic participation & opportunities; educational attainment; health survival and political empowerment. These four categories will be analysed using different variables across the sector.

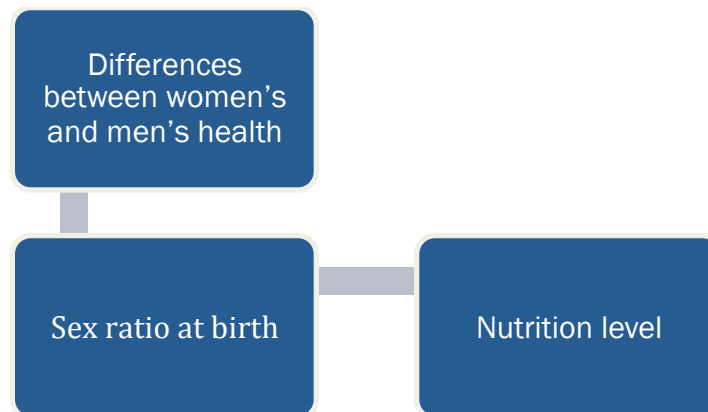
Economic Participation and Opportunity



Educational Attainment



Health and Survival



Political Empowerment

