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### EFFECTIVENESS OF GENDER TRAINING TO MAINTAIN A BALANCE IN THE SOCIAL ECO-SYSTEM IN 21<sup>ST</sup> CENTURY

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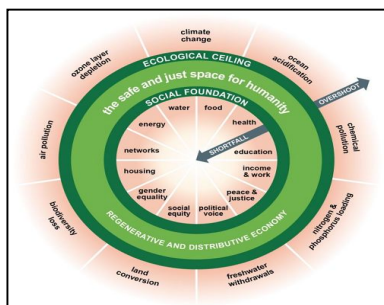
#### ABSTRACT:

Society is a fundamental system having a lot of interconnected subsystems in a basic structure. Presence of gender bias or gender discrimination or gender conflict has been observed in the human society of the world from long day. Gender violence is one of them which are fundamental causes to make a social imbalance. This imbalance represents the irrational approach to deal with the human rights of every citizen through overcoming the matter of inequality. In this study, a scenario of gender discrimination and gender wise injustice has been analyzed in different angles; similarly, to solve this universal problem, the present study has been designed. Social Eco-System has also been analyzed in this study and to find out the justifiability of gender training in respect to the basic status of social eco-system. Social Eco-system represents a hygienic style of relationship among the members within a society to create an effective bonding for the collective benefit. In 21<sup>st</sup> century, the conditions of social systems have been rapidly changed; the reflection of different non-desirable agenda has been inculcated in the normal life style of every human being. Those changeable conditions have influenced the normality of a society which has been converted as a vital cause of social imbalance. In this study, the positive influence of gender training has been highlighted in an analytical mode to recover the normality of a society. This approach has been analyzed in to maintain the normality of social-eco system.

**KEYWORDS:** Gender Inequality, Gender Discrimination, Gender Training, Social Eco-System.

#### 1.0. INTRODUCTION:

Gender bias is an important issue of the society of all over the world; it has been found as a burning agenda related to the case of exploitation of female rights within the society. Gender sensitization has been considered as an internationally accepted issue to find out the actual ways to modify for social welfare. In this study, the right of female citizen from every sectors of the society has been highly studied for the benefit of humanity. There are so many aspects related to the issue of gender namely gender sensitization, gender bias, gender inequality, gender discrimination, gender exploitation etc. There are so many sectors within the society which play an important role in the life of people. In these sectors, the processes of discrimination have been



observed. Gender discrimination is a global issue found in everywhere of the world in different forms. In family, in community, in society, in economic sector, in workplace, in religious practice, in emotional sectors, in the case of security etc., presence of gender discrimination has been observed. Gender discrimination is an international agenda. Within 2030, India has decided to solve a problem of gender discrimination by maintaining the matter of gender equality. In this study, to solve this current problem, investigator has taken an initiative to provide some specific as well as technical guideline that is the matter of gender training. A man has different fundamental aspects which are interrelated

to each other with the effective integration of those, the process of all round development will be done properly. But in more cases, it has been found that disintegration is a common problem to divert the normal state of human personality. In family, a fact of violence against women has been found in different manners. This violence basically represents the matter of discrimination to marginalize them. A major problem of the society is violence against women due to the sexual issues with the intimate partner. Sexual violence is a fact that basically assures the presence of gender discrimination to suppress the rights of women in the family. This is a fact that represents intentional behaviour of a society to exploit women. She has no right to meet own freedom in respect to personal choice or opinion regarding the matter of sexual healthy life style. Almost one third of women (i.e. almost 30%) have faced this unavoidable problem; they are the victims of sexual violence in all over the world. As per the report of WHO, nearer about 35% women have been exploited in respect to sexual violence by the non-sexual partner. In this case, the fact of physical torture has also been noticed in a profound level. Due to the torture by the sex partner, almost 38% women have murdered by own life partner. Domestic violence against women has specified the presence of gender discrimination within the social system in profound level (WHO). The approach to marginalize women in the work place has also noticed in all over the world. Sexual harassment is avital agenda of the workplace; it is an unwelcome sexual behaviour reflected by the unwanted persons of the workplace. In this case, the concerned women can realise the feeling of humiliation. This attempt of humiliation will be observed in different segments of the workplace in different forms namely at work, at work related events, between colleagues etc. In these cases sometime, the corresponding facts may be express but, in more cases, it may not be express properly. This is also an important agenda of gender discrimination observed in the workplace. Incident of sexual harassment has been observed in higher level in private sectors. There is an alarming issue found in the society, female feticide due to the socio-economic reason; it represents the presence of inequality in the mind of the society. This is an incident that found in maximum level in developing country. Female feticide is a fact that basically assures the approach of abortion of girl child in illegal way. Due to this fact, the concept of humanity has been destroyed from the society; furthermore, the sex ration has been gradually declining; this fact has assured the probability of rapid growth of non-bearable problems, which society will face. Discrimination against women has also been observed in the case of maternal death of the mother. At the time birth of new born baby, sometime due to some unavoidable reasons related to physical complexity, maternal death has been done which has been a matter of deviation of sex ration. In this way, individual deviation in terms of sex ratio will be declined from the ideal standard. In the case of social marriage system, the presence of dowry system has been observed. There are so many responsible factors which play an important role in the society to create discrimination against the women. Some the reasons are – fulfillment of greed of the groom & his family which is an important incident of extortion in the social system; women considered as the second tier citizen has not any type of status in the society; due to maintain the principles of inter-religious marriages system, the family members of the bride face a lot of crisis to maintain the said policy which is an important issue to marginalize the women in the common social system; lower social status, illiteracy of the society, and caste system are some vital issues related to the matter of women discrimination which are observed in higher level in the Indian society. Women trafficking are a vital problem of the society which has presented an extreme scenario against the women in the society of the world. Human trafficking across the world is a fact represents the shame to humanity which is gradually increased in every year. According to the report of National Crime Records Bureau (NCRB) 6877 cases of human trafficking has been launched in the year of 2014, 8132 cases in the year of 2015. As per the launched report, it has been observed that an approximately 75% to 80% case of human trafficking is for sex or sexual exploitation. Through trapping women to meet the urge of sex forcefully and forced marriage has been found in over the world in higher level. This is an evidence of gender discrimination in all over the world. In India crime against women has been increased up to 2.9% in the year of 2016; 32.6 % crime has been recoded due to the cruelty of husband as well as relatives; 25% cases have been launched due to the assault; 19% cases for women kidnapping and 11.5% cases for rape in India. This fact has established a fact of discrimination in India. A fact of cruelty has been observed in the Bhora community in the name of religious practice that is Female Genital Mutilation (FGM) or Female Genital Cutting (FGC). Female Genital Mutilation is violence against women in the name of community concept (WHO). As per the report of Sahiyo (NGO) more than 200 million girls and women have been exploited by the agenda of FGM in 30 countries of Africa, Middle East and Asia. It is a barbaric act done by the Bhora community who believed

that it is an ancient approach of religion that should be carrying forward for the community benefit. In civilized society, a critical fact has been observed in the sector of work in different forms. Workplace discrimination has been found in terms of doubt regarding the value of women's contribution in labour market, less recognition of household work in labour market, differential wages of women workers for the same work, general consideration that women are low skilled, labour intensive and repetitive, lower level usages of facilities and benefits by women, poor terms of conditions for women worker namely, poor performance ratings for women, lacking for assessing skill training, poor protecting care of reproductive health of women workers (chemicals elimination, biological contaminants, radiation, and stressful working conditions.), sexual harassment poor/ inadequate representation for women worker, and community marginalization (Dalits, Muslim, tribal) of women, Less job protections in unorganized sectors etc. In this way, a picture of gender discrimination has been found in the society in different manners. Women discrimination has been considered as a fundamental agenda of modern civilization as per the UNDP goals. There are some fundamental aspects responsible to degenerate the inequality against the women in different styles within the society. Main agenda responsible to gender discrimination are -

- Female feticide
- Maternal Death
- Female Malnutrition
- Dowry System
- Domestic Violence
- Sexual Harassment
- Human Trafficking
- Child Marriage
- Female genital mutilation
- Workplace inequality

Gender taring is a technique to solve this burning problem of society. The approach to study the women discrimination and its corresponding solution, present study has been designed. In this study, investigator wants to find out the effectiveness of gender training to solve the vital problem of women. Due to the excessive growth of gender discrimination, the normality of society as well as economic system has been destroyed. There is a system within the society based on the principles of ecology (i.e. effective interdependency & interconnectedness between biotic – abiotic components) which has created a system. Social Eco-System is a pattern of different subsystems of the society. It represents the nature of interactions among different subsystems of the society. There is a numbers of subsystems namely family, education, religion, politics, language, research etc. Society is a collective form of different interconnected components of a society maintain the principles of inter action for the benefit of a group of people (*Lapiere*). Every social subsystem has some fundamental elements namely sentiment, goal, role, power, ideals, knowledge, faith, individual; role etc. All elements are either directly or indirectly interconnected with the every subsystem. Every social system plays four fundamental role to maintain own existence namely execution to meet goal, adaptation with the principles of changeability, to integrate with own system and also with other external systems, to maintain own pattern of corresponding functions. So, goal orientation, adaptation, integration and pattern maintenance within the society are fundamental tasks of each social subsystem. When all definite tasks are properly maintained, then a specific platform of balance will be regulated. Imbalance in these considerations will create an undesirable issue against the society. In this study, investigator wants to focus on the effectiveness of gender training to solve the problem of gender discrimination to maintain an effective balance within the social system or social eco-system. In this study, it has been observed that both socialization and social control are two fundamental strategies related to the social system. Social Eco-System is a pattern of society represents the presence of interconnectedness between living (human beings) and non-living (social pattern, systems, policies, rules & regulations, relationship, communication, integration, socialization process etc.) components of a society for the ultimate benefit of human existence or humanity. In this system, every non-living components of the society are nurtured by the human being. Purpose of this eco-

system is to develop an ideal pattern of society, to enrich the basic pattern of relationships, to improve the present problematic status (namely low gender security), to develop a healthy interconnectedness respectively. With the proper maintenance of social eco-system, a society will be run properly with the people, by the people and for the people.

### 2.0.OBJECTIVES OF THE STUDY:

After completing the study, investigator will be able –

- To study different aspects of gender discrimination.
- To study the effectiveness of gender training against the existing inequality to women of the society.
- To study different aspects of social eco-system.

### 3.0.DELINEATING OF THE PROCESS OF GENDER TRAINING:

Gender Training is an effective approach to solve the problem of gender discrimination found in different forms within the society. There are so many fundamental objectives of said training namely to provide the fundamental concept of gender, to provide effective concept regarding the gender wise status of female citizen, to develop the awareness to sharpen knowledge regarding gender marginalization, to provide concept and corresponding solution about the violence against the women in the society, to improve psychological energy of victims through the development of psychological skills to handle the problem positively, to make awareness regarding the different approaches to execute the law & order, to enhance leadership, to stimulate for maintaining governance respectively. In this training process, the trainer will follow some specific processes namely brainstorming, discussing, lecturing, questioning, case study, role play, interviewing, demonstrating, and training visits etc. To conduct the aforesaid training programme, the trainer will follow a specific sequence to train members of the society. That sequence has been presented below.

- i. Step –I Analysis of Situation or Perspectives
- ii. Step –II Select the Target Group for training
- iii. Step –III Assessment the needs of Target Group
- iv. Step –IV Specification of technical goals for training
- v. Step –V Selection of Training Methods as per objectives
- vi. Step –VI Execution of Training Process
- vii. Step –VII Monitoring and Evaluation of the training programme
- viii. Step –VIII Feedback and Re-planning

On the basis of above steps, an individual will be able to solve the problem of gender exploitation found in different forms in developing country like India.

### 4.0.ANALYSIS OF FACTS:

Analysis of related facts of present variable of the study has been done below in respect to the effective application of gender training process.

#### ***Fact: - A. Gender Training to resist the development of Female feticide***

Training to develop some fundamental skills to handle the problem of female feticide of the society, it is needed to analysis the meter in respect to the harmful nature of said fact to humanity. Analysis of perspectives of female feticide is required initially to conceptualise the actual situation related to the problem. This analytical approach will help to conceptualise the actual position or status of the problem. To comprehend the nature of victims and also to conceptualise the corresponding aspects of target group affected by the problem, the importance of effective assessment of the target groups will be needed properly. On the basis of this approach of study, the trainer will be able to find out some fundamental goals related to the technical approaches to solve the problems. After that, on the basis of difficulty of the problem of female feticide, trainer will be able to set the corresponding methods for training that will be implemented after that in a specific manner. To conceptualise the reality of the whole process of training in respect to the objectives of the process, trainer will be able to evaluate the said programme. Female feticide is not desirable for the

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effective movement of the society in a specific dimension. Through the effective training of the society, an effective step will be implied in this regards.

***Fact: - B. Gender Training to resist the development of Maternal Death***

Maternal death is another vital fact that is an indicator of gender discrimination found in the existing society. At the time of pregnancy or at the time of birth of new baby, the incident of maternal death has been found in alarming conditions. In the case of gender training, the trainer will analyse the matter effectively to find out the relevant information against the negative impact of maternal death. To conceptualise the actual perspectives or background of the maternal death found in the existing society of developing country like India, the effective analysis will provide some fundamental keys. At the time of initial step, it is needed to find out the actual requirements of target indirectly related group which are either directly or indirectly related. Through the appropriate analysis of the corresponding facts will help to find out the technical goals that will be nurtured in the ongoing process of training. At the time of training execution, the process of critical analysis in respect to the nature of the problem will provide a specific framework to do in proper ways. To resist the attempt of further progress of maternal death in the society, the specific medical process should be follow properly at the time of conceive the new baby on the basis of physiological characteristics of mother and also her life style specified on the basis of nutritional value. To find out the corresponding result of the study, it is needed to follow some fundamental process of monitoring of the message execution in the existing society.

***Fact: - C. Gender Training to resist the development of Female Malnutrition***

Over expectation of boy child is an important fact of gender discrimination or the attitudinal pattern of the society related to the gender discrimination. Due to this reason, the negative approach of the society in respect to the nutritional practice against the girl child is not desirable. This fact will also be found in the case of women in the family life. The issue of malnutrition against the women has been found in the alarming condition. This event has specified the mentality of discrimination on the basis of gender right. In the case of the gender training, the step of proper analysis of situation related to the problem of present study. Effective execution of suggested aspects to solve the problem of gender discrimination is an important task to evaluate the perspectives of corresponding training process.

***Fact: - D. Gender Training to resist the development of Dowry System***

Dowry system is an important issue of the society responsible to create discrimination against the gender. To make an effective understanding about the negative influences of the dowry system, analysis of the concerned aspects will be required in this case. Proper analysis of the victims' status in the existing socio-economic conditions will help to prove some valuable information to find out some fundamental but technical objectives that will be nurtured in the corresponding training process. To provide proper knowledge about the prospects of the said problem, to develop a specific trust, attitude and to develop a desirable behavioural pattern, effective campaigning against the dowry system and execution of the different act in action will be regulated with the help of effective monitoring system.

***Fact: - E. Gender Training to resist the development of Domestic Violence***

Domestic violence against women is a vital problem of the society reflected the presence of inequality in terms of gender equity. To establish the principles of equity to abolish the problem of domestic violence done by the family members on other relatives is a fact of gender discrimination. Due to the economic and other reasons, women of the family are suffered by violence. To solve this problem, effective analysis of the problem is required to take effective decisions in favour of the social equilibrium. It is needed to consider the status of victims or status which will help to conceptualise about the corresponding problems. In the process of training programme, it is needed to select the technical goals and corresponding methodology to develop awareness among social members of 21<sup>st</sup> century. In the era of cybernetics, this problem has shifted into a non-avoidable status. The event of gender exploitation in terms of domestic violence is an effective fact of the society. Through the effective training as well as proper monitoring of the situation, this difficulty problem will be solved appropriately.

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## 5.0. CONCLUSION:

Through the analysis of the facts, it has been observed that gender discrimination is a vital problem of modern society in the 21<sup>st</sup> century. This problem is a demographic problem, by which a lot of other problems must develop namely declining sex ratio, variation in life expectancy, higher death rate in female, wide disparities in respect to access education and livelihood (*CSWI, 1971*). Due to the minor inclusion of women in political system, legal system and education, the process of rapid growth of gender discrimination has been identified. But, to promote the rights of women, National Commission for Women has been established in the year of 1990. In the year of 1993, Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) has been established to reduce the level of over growth of gender discrimination in the Indian society. Different legislation to reduce the discrimination against the women have been observed in India namely the Medical Termination of Pregnancy Act 1971, the Immoral Traffic (Prevention) Act 1986, the Dowry Prohibition Act 1961, the Prenatal Diagnostic Techniques (Regulation and Prevention of Misuse) Act 2002, the Indecent Representation of Women (Prohibition) Act 1986, the Commission of Sati Act 1987, the Protection of Women from Domestic Violence Act 2005, and the Maternity Benefit Act, 1961. The Vishaka judgment of the Supreme Court Judgment has provided a specific framework to resist the sexual harassment in the workplace. At the end of the study, it has been concluded that proper reflection of legislation will be benefited to reduce the growth of gender discrimination with the help of effective gender training in a technically design process. With the help of effective training regarding gender awareness, the problem of discrimination will be solved appropriately. Without development of positive mentality among the social members, the problem of gender discrimination will be solved; but, in this case positivity in mind will be needed in higher level.

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