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**“POLICIES AND PROGRAMS TO ERADICATE GENDER DISPARITY”**

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**ABSTRACT :**

*Despite of rapid socio-economic growth, expansion and explosion of various microcredit policies and programs and policies, self help group and admirable efforts to increase women’s participation in politics , gender disparity have been remained deep in India.*

**KEYWORDS :** health, economical and political inequalities.

**INTRODUCTION**

Gender disparity in India refers to education, health, economical and political inequalities between men and women in India. It is a situation where men and women are not equal and not having equality in terms of gender either in language use, equal participation in educational program in

**OBJECTIVES OF THE STUDY:**

1. To know the reasons for a gender disparity.
2. To study the measures taken up by the government of India and its various programs and policies.

**RESEARCH METHODOLOGY:**

• **Data Collection:**

Both primary and secondary data collection methods have been used for the study.

• **Sample size:**

Working women from Vijayapur city are the respondents for the study. Samples for the study selected with the help of convenience based sampling method. 50 working women are selected for the study.



**STUDY FINDINGS:**

1. Majority of 65% of working women believe in gender inequality.
2. 66% of women say that woman treatment in society is somewhat fair. 25% of women say there is no fair treatment for the women in society whereas only 15% women believe that there is a fair treatment for women in the society.
3. Majority of 70% of women says that only education for women is treated fairly in the society whereas health and

employment for women are least bothered.

4. Majority of 63% of women have experienced gender inequality in society and workplace.
5. Majority of 44% women says that creating awareness will help to prevent gender inequality and will help to sort solution for the problem.
6. Majority of 58% of women feel that they face discrimination in their family and the reasons given by them are discrimination while distribution of property, discrimination in securing job and while providing education etc.
7. 88% of women says that their husbands do not share household work with them. So, it indicates that still patriarchal system is available in the modern society.
8. According to 92% of women, they face patriarchal system in their in-laws house and reasons are like decision making is done by male only.
9. Majority i.e. 80% of women are aware of SABALA, Rajiv Gandhi National Creche Schemes for children of working women, Maternity Benefit Act, Beti Bachao Beti Padhao and Sukanya Samrudhi Account.

### SUGGESTIONS:

1. Study indicates that there are majority of women think that still there is gender disparity available in the society and in the families as well. As per the study results still there is patriarchal system in the modern and well educated society.
2. It is necessary to create awareness among the women in the society regarding the plans and policies of government of India which helps to remove the gender inequality from the society and the workplace.
3. There are various schemes provided by the government of India among which majority of women are aware of SABALA, Maternity benefits Act, Beti Bachao Beti Padhao and Sukanya Samrudhi scheme etc. but there are many more schemes that are made available of the government of India for the removal of gender disparity like national mission for empowerment of women, Rashtriya Mahila Kosha (RMK), Support for Training and Employment Program for Women (STEP), Equal Remuneration Act, Indira Gandhi Matrutwa Sahayog Yojana Scheme, Women's Helpline and so on.
4. Even though the woman is well literate in the family, she has no power to make her own decision. She has to ask to the husband or in-laws in the family. So it is very important to create awareness about the women empowerment.
5. As working woman have to balance workplace and family both, so many problems she face like work related stress, health issues etc. so this has to be understood by the family members and should help her during the household work which will help her to reduce stress.

### CONCLUSION:

In today's 21<sup>st</sup> century modern society women is facing gender disparity in the family and workplace. This type of imbalance is the prominent factor which must be considered in every policy and publication to reflect equality between male and female. A shift towards the way of creating equality among genders in education ensures the social and individual confidence particularly in females.

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