



REVIEW OF RESEARCH

ISSN: 2249-894X

IMPACT FACTOR : 5.7631 (UIF)

UGC APPROVED JOURNAL NO. 48514

VOLUME - 8 | ISSUE - 9 | JUNE - 2019



GENDER SENSITIZATION

Vasantha Narender

**Ph.D. Research Scholar, Department of English, Osmania University,
Hyderabad, Telangana.**

ABSTRACT:

Gender research in Denmark has developed rapidly in recent decades. Today, gender research consists of a broad field of different theoretical and thematic approaches such as women's studies. Equality studies and men's studies, as well as queer and sexuality studies. Since its beginning this research field has been motivated by a theoretical interest in developing gender research as a distinct domain of knowledge, along with a political ambition to address democratic change and gender equality. The linking of analytical and political motivations ensures the continuous involvement of the gender research field in a lively and critical dialogue with both the academic world and society at large.



KEYWORDS: *theoretical and thematic approaches , linking of analytical and political motivations.*

INTRODUCTION

Gender and sexually are two different concepts and development independent of one another. Gender is understood three - gender identity, gender expression and biological sex. The status of men and women in different periods of Stone Age depicts that women were given secondary treatment. The division of labour in ancient society has been dealt with along with the description in modern times. Theoretical explanation for gender wage gap has also been discussed.

The term gender refers to social characteristics, position and functions of man and woman in

society. Further, it indicates the socially defined role, nature, activities and characteristics that a given society considers suitable for men and women. Gender inequality is quite common in India due to the socioeconomic and religious practices. It is a serious violation of basic human rights and recognized as a major public health concern. The birth of a boy is celebrated; the son is loved and well cared for with better food and proper healthcare. The birth of girl is filled in pain in some families. Statistics also reveal that the number of males outnumber the females in India. The constitution of India ensures

gender equality as a fundamental right. The prenatal Diagnostic Test Act has been passed in 1994 to end sex determination test and female foeticide in order to remove gender discrimination. Gender inequality refers to unequal treatment meted out to an individual based on gender. Gender discrimination refers to a situation in which a person is not treated properly due to gender or sex. This phenomenon generally affects women and girls.

HISTORICAL ASPECTS

Throughout the history, women have been given secondary treatment. They were considered as fragile, and had to look after the household affairs, be loyal to

their husbands under all circumstances. The status of men and women during the different periods of Stone Age has been discussed below.

Palaeolithic Period (Old Stone Age)

During the Palaeolithic period (6 million to 1000 BC) people did not to grow crops and raise livestock they did not even build houses. Primarily they were cave dwellers are wandering group of hunters. Men left the families at one place search of food. They took up strenuous jobs as they were physically stronger.

The women took care of the young children, and collected seeds, fruits, nuts, grains etc for the family. Thus, the first differentiation of gender roles can be observed in the Palaeolithic period wherein women managed the home, while men went out to work.

Mesolithic Period

The Mesolithic period is dated between 10000 BC to 4000 BC. It is the period between the end of Palaeolithic period and beginning of Neolithic period the main activity during this period were hunting, fishing, pottery making, use of bow and arrow etc.

The division of labour was observed during this period. Men were active, with leadership skills, arts and visuals they would go for hunting using the microliths women were passive, gathered plant foods, bird eggs, shell fish, etc.

They moved around independently, prepared meals, cloth making, basketry, housing etc.

Neolithic Period

The Neolithic period is dated between 8000BC to 2000BC during this period the hunters and gathers becamefarmers their activities involved farming, grinding corn, spinning, waving, cloth production, pottery making. Men were considered superior to women as they did the farm work and controlled the amount of food production.

Gender - An Overview

The term gender refers to social characteristics position and function of man and woman in society. Further, it indicates the socially defined role nature activities and characteristics that given society considers suitable for men and women.

A variety of terms and phrases are used to describe a gender. Some of the key terms that we might encounter are as given below:

1. Biological/Anatomical sex

It refers to morphological and anatomical structure of an individual's reproductive organs.

The sex of individual is determined by the following:

(a) Chromosomes

Females have XX sex chromosomes; while male have XY sex chromosomes.

(b) Hormones

Females produce estrogen and progesterone while males produce testosterone.

2. Gender Identity

The gender identity of a person refers to the individual's perception of themselves which can be male or female both or neither.

3. Gender Expression

It refers to the individual's external appearance and mannerisms by way of behaviour, attire, hairstyle, vocalization and other forms of expression.

4. Gender Role

It refers to a set of responsibilities, activities, conduct and expectations set aside for females and males, by the society. Our society recognizes two basic gender roles:

- (a) Masculine - i.e., having the characteristics of male.
- (b) Feminine - i.e., having the characteristics of female.

An individual who steps out of either of these roles is categorized as transgender. Thus, gender role is the external indication of gender identity with the help of observable factors such as behaviour and appearance.

5. Transgender

An individual whose behaviour does not fall into masculine or feminine is considered as a transgender.

6. Sexual Orientation

This term refers to being sexually attracted towards a particular gender.

7. Gender Fluidity

This term has broad and variable scope of gender expression, with changes in the daily interests and behaviour. Gender fluid individuals are not restricted to stereotypical expectations of men and women an individual may feel like a woman on some days or a man on others, or possibly feel that neither of them describes their personality accurately.

Women legislation for Indian working women:

1. Maternity Benefits Act, 1961

According to this Act, an employed woman is eligible to claim maternity benefits for a period of 12 weeks, if she is expecting a child, provided the woman employed has worked for a minimum of 80 days, immediately preceding the date of expected delivery. The woman employee can request the employer for light work for a month, for which she must apply for it at least 10 weeks before the date of her expected delivery.

Further, the pregnant employee should give in writing at least 7 weeks before the date of delivery specifying her absence period pre and post-delivery.

2. Employees' State Insurance Act, 1948

The Employees' State Insurance Act, 1948 provides financial relief to an insurance woman employee in case of sickness, maternity, disablement or related illness. According to section 46 of the Act, the female workers covered by the Act can claim maternity benefit up to 70 percent of salary. According to section 70 of the Act, the employers are prohibited from dismissing, discharging, or otherwise punish an employee while the employee is availing the maternity benefit.

3. Payment of Wages Act, 1936

The payment of Wages Act, 1936 deals with the payment of wages to employees. The Act prohibits unauthorized deductions made by employer and/or inordinate delay in the payment of wages. According to the act, an employee whose monthly income is up to 6500 a month must get his pay before the 7th day of a month, where the number of workers does not exceed 1000. An organisation with more than 1000 employees must pay the wages by the 10th day of a month.

4. Equal Remuneration Act, 1976

According to the equal remuneration Act, 1976, the men and women workers must be provided with equal remuneration for the same work or work of a similar nature. The Act is aimed at prevention of gender discrimination, particularly against women.

5. Woman Act

1. The Workmen's Compensation Act, 1921.
2. Payment of Wages Act, 1936.
3. Factories Act, 1948.
4. Maternity Benefit Act, 1961.
5. Minimum Wages Act, 1948.
6. Employee's State Insurance Act, 1948.
7. Pension Act, 1987.

CONCLUSION

In this paper I mentioned about Gender Nature, Culture, Tradition, Historicity, Gender Spectrum, Biological, Sociological, Psychological, Conditioning, Gender Justice and Human Rights, International Perspectives, constitutional and Legal Perspectives etc. Gender asymmetry in society. The physiological and biological characteristics that define gender and sex. Biological determinism in humans. Historical aspects of role of men and women in Stone Age. Division of labour in ancient society and modern times. Theoretical explanation for gender wage gap.

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