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GENDER EQUALITY AND INCLUSIVE GROWTH: IN CASE OF PUNJAB

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ABSTRACT

This paper reviews the recent progress toward gender equality in Punjab by examining a number of indicators, focusing on gender inequalities in education and health outcomes (capability) and in labor market (access to resources and opportunities) and security. Despite the improvement observed in education and, to a lesser extent, in health, the paper finds that women's improved capabilities do not seem to have been translated into an equal participation between men and women in economic activities. Empirical evidence also suggests that gender inequality is greater when a country's economic opportunities are more limited or households are in greater economic hardship. In conclusion, the paper argues that along with efforts in removing cultural, social, and institutional obstacles by educating the public and introducing/enforcing antidiscrimination legislations, promoting economic development to generate economic opportunities and improving women's capabilities and access to the opportunities are the key ingredients of a policy package for greater progress toward gender equality and inclusive growth.

KEYWORDS

gender equality, Punjab.

INTRODUCTION

The subject of inclusive growth has been in the spotlight recently, for very obvious reasons. The parliamentary election campaign of 2004, with its 'India Shining' vs. 'Aam Aadmi' confrontation, highlighted an apparently widespread perception that the benefits of economic growth were simply passing too many people by. This orientation is most visibly manifested in the theme of the Eleventh Five-Year Plan, which runs from 2007 to 2012. The theme is 'towards faster and more inclusive growth,' which clearly reflects the need to find a sustainable balance between growth and inclusion. Before we decide whether our growth is inclusive or not, or whether it even can be inclusive or not, we must first understand what inclusiveness means.

Definition of inclusiveness that involves Three attributes:

1. **Capability:** Education, health, and nutrition
2. **Access:** Access to economic and political opportunities
3. **Security:** Vulnerability to violence and conflict

Hence Inclusive growth basically means, "Broad based, shared, and pro-poor growth". "Inclusive" carries with it the notion of nondiscrimination, a feature that is less clear with the other terms. Thus inclusive growth can be characterized as broad-based growth that includes **nondiscriminatory participation**.

When assessing the role of gender equality in promoting inclusive growth, its inherent value may be distinguished. The inherent value is based on the belief that equal access to opportunity is a basic right of a human being, and it is unethical and immoral to treat individuals differently in access to opportunity. Gender equality should thus be considered as a development goal in its own right, as evidenced by the Convention on the Elimination of All Forms of Discrimination against Women and by the existence of the Third Millennium Development Goal on gender equality and women's empowerment. Any kind of inequality in access to opportunity diminishes growth potential and its sustainability. Gender inequality can also weaken other development goals which, in turn, affect growth. The available empirical evidence often suggests a negative relationship between, higher gender inequality and growth rate. One of the consequences of gender inequality in access to economic opportunity is the inefficient allocation and/or underutilization of resources. If a woman with appropriate capabilities is excluded from the labor market because of her gender, she cannot maximize her abilities, which can lead to loss of output for the society and impose costs on economic development. Restrictions on women in access to opportunity can also indirectly affect the power relationship between men and women within the household. This can result in the misallocation of resources even at the household level. Meanwhile, gender inequality in capabilities lowers the average level of human capital and productivity, which can subsequently hinder economic growth. Moreover, gender-based violence can have a lasting psychological impact on its victims, lowering women's self-esteem and productivity, and destroying marriages, with all the costs that children will eventually have to bear.

Another important link between gender inequality and economic growth is through its effect on child well-being. A mother's health or well-being affects her pregnancy and ability to nurse her infant. Mothers with better educational attainment are also found to be associated with better child development outcomes through, for example, better use of available health care services and programs. Women with greater control over resources within the household are also likely to allocate more for children's health and education. Through these effects, improvements toward gender equality can improve the capabilities and productivity of future generations, and, ultimately, a country's long-term prospects for economic growth and poverty reduction.

CASE OF PUNJAB

Taking up the particular case of Punjab, Men are dominating in every sphere in Punjab, be it economy or society. Therefore, it is leading to discriminatory Growth. Tracing the history of Punjab, right from the times of Guru Nanak Dev Ji, Punjab has witnessed the discrimination against women. In present also women are lagging behind in all the three attributes of inclusive growth.

A. CAPABILITY: EDUCATION

Achieving gender equality in capabilities such as education and health is a viable avenue to improving women's access to opportunity and children's well-being, and eventually to economic growth.

Now an important social item like education / literacy status which has many influences on many fields such as social taboos, injustice, and health condition and so on. Here an attempt is made to analyze the main theme of the paper in the light of literacy status of females. It is defined as the number of literate population per hundred eligible populations. The gender differential in literacy is measured by the Index of dissimilarity between male-female literacy rates. The index of dissimilarity is 0.15 in Punjab. Highest dissimilarity is found in district Firozpur i.e. 0.23.

There is great gap between male and female literacy rates. Females are lagging behind males in each district as shown in Table-1. But the state has a reason to smile for doing well in the field of female education, registering 71.3 per cent literacy rate. In last ten years, male literacy rate has increased by 6.3 percent, while female literacy rate has gone up by 7.9 percent. The literacy rate among males increased from 75.2 per cent to 81.5 per cent in ten years. However, the

rate among females rose to 71.3 per cent from 63.4 percent. So there is a sign of relief that the female population in Punjab has overshadowed their counterpart in literacy rate.

FIG. 1

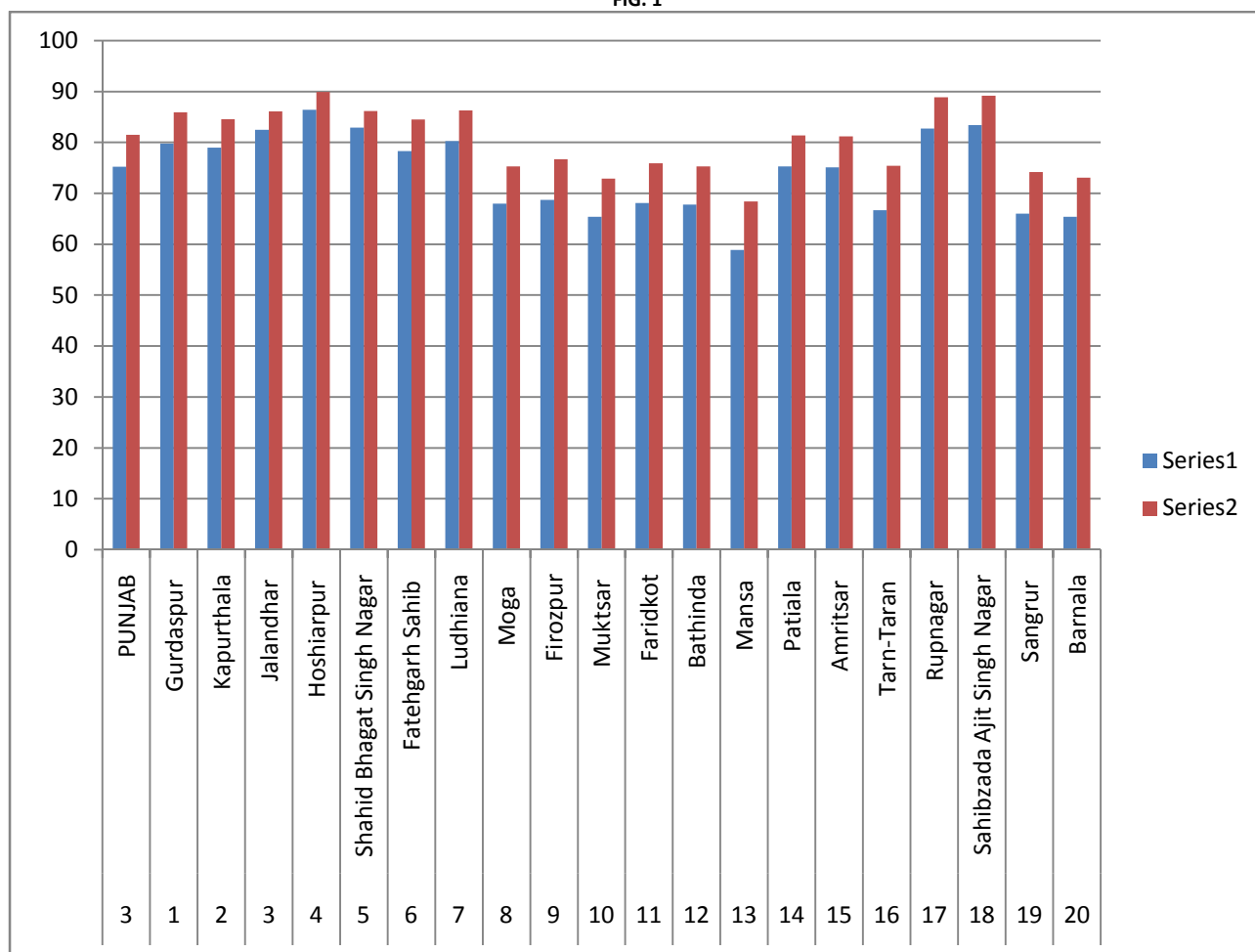


TABLE 1: LITERACY RATES IN PUNJAB AND ITS DISTRICTS 2001-2011

State/ District code	Districts	Males		Females		INDEX of DISSIMILARITY in 2011	
		2001	2011	2001	2011	Rx(M/F)	ΣRx-1
3	PUNJAB	75.2	81.5	63.4	71.3		
1	Gurdaspur	79.8	85.9	67.1	75.7	1.134742	0.1347
2	Kapurthala	79	84.6	68.3	75.4	1.122016	0.122
3	Jalandhar	82.5	86.1	73.1	78.3	1.099617	0.0996
4	Hoshiarpur	86.4	89.9	75.3	80.8	1.112624	0.1126
5	Shahid Bhagat Singh Nagar	82.9	86.2	69.5	74.3	1.160162	0.1602
6	Fatehgarh Sahib	78.3	84.5	68.3	75.5	1.119205	0.1192
7	Ludhiana	80.3	86.3	71.9	78.2	1.103581	0.1036
8	Moga	68	75.3	58.5	67.4	1.117211	0.1172
9	Firozpur	68.7	76.7	51.7	62.2	1.233119	0.2331
10	Muktsar	65.4	72.9	50.3	60	1.215	0.215
11	Faridkot	68.1	75.9	55	64.8	1.171296	0.1713
12	Bathinda	67.8	75.3	53.7	62.9	1.197138	0.1971
13	Mansa	58.9	68.4	45.2	56.4	1.212766	0.2128
14	Patiala	75.3	81.4	62.5	70.5	1.15461	0.1546
15	Amritsar	75.1	81.2	65.2	72.8	1.115385	0.1154
16	Tarn-Taran	66.7	75.4	52.3	62.9	1.198728	0.1987
17	Rupnagar	82.7	88.9	68.7	77.2	1.151554	0.1516
18	Sahibzada Ajit Singh Nagar	83.4	89.2	71.5	80	1.115	0.115
19	Sangrur	66	74.2	53	62.9	1.17965	0.1797
20	Barnala	65.4	73.1	54.5	64.1	1.140406	0.1404
TOTAL							3.0538
Index of Dissimilarity in Punjab						Σ(Rx-1)/n=0.15	

B. ACCESS TO RESOURCES AND OPPORTUNITY: EMPLOYMENT

Even if countries advance in achieving gender parity in basic human capabilities, the Instrumental effects of gender equality on economic development would be limited unless women have as much access as men to economic and political opportunity to apply their capabilities. As the next section illustrates, economic empowerment, in particular, is crucial to reducing gender disparity within and outside the household. Before engaging this particular segment of population in politics at a national arena it is quite worthwhile to see whether they are actively involved in economic activities per se at the helm of men dominated society. For this, a simple analysis may be done by seeing the position of this section of population as far as participation rate is concerned.

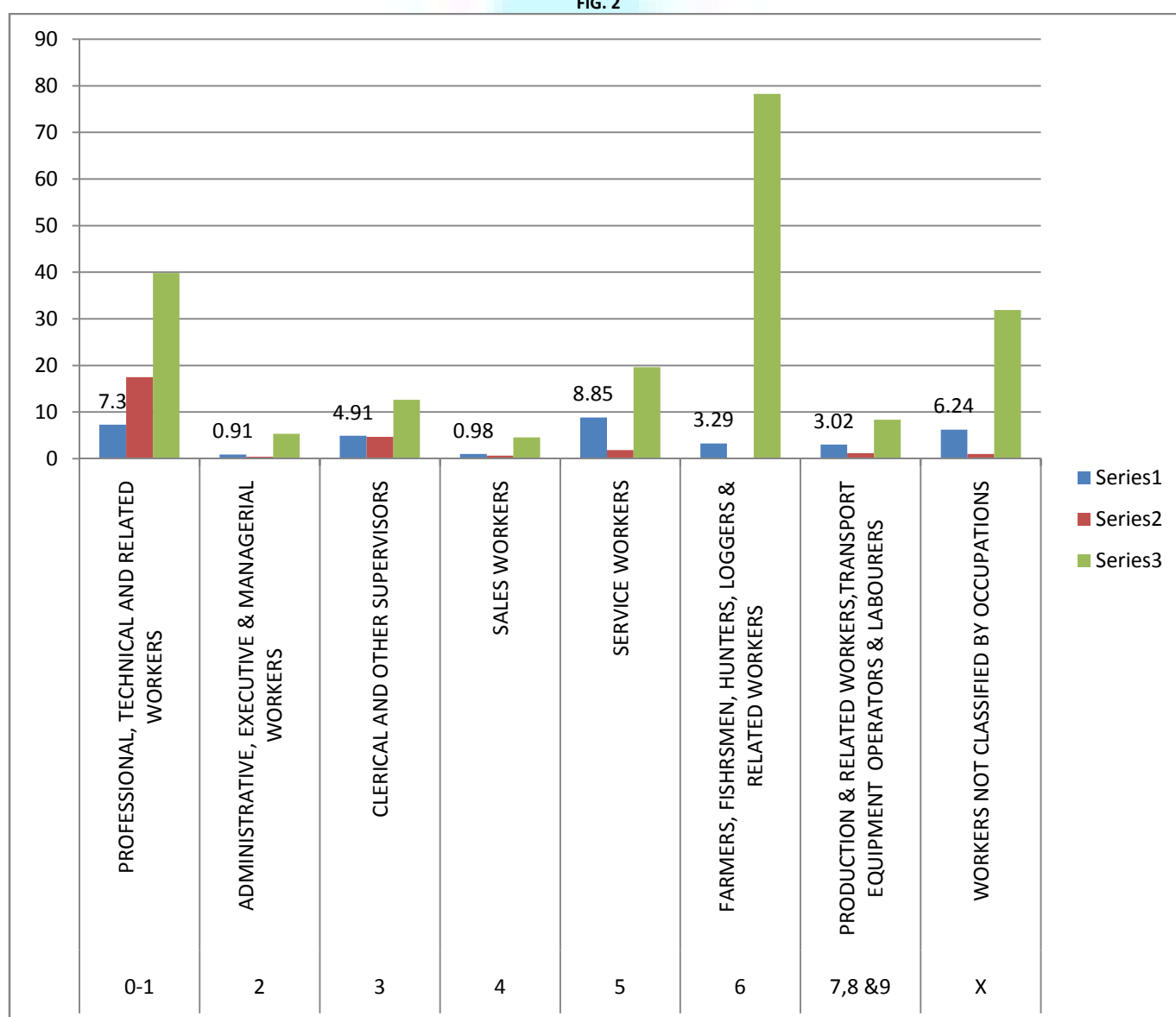
The national classification of occupation, 1968 has been adopted in this paper with some modifications in order to accommodate certain occupations pursued by scheduled Castes and Scheduled Tribes and to make data comparable. The national classification of occupation, 2004 has been converted according to the Classification of 1968 as 2001 data was available according to NCO 2004. All occupations have been divided into ten divisions shown in following table. In each occupation there is increase in Women participation in 2001 in comparison to 1981. We can notice that in 1991 there is a fall in each occupation except professional, technical and related works, it has been increased to 17.48 per cent in 1991 from 7.3 per cent in 1981. Overall participation of women has increased in each occupation but maximum increase is found in Farming and related works which is 78.24 per cent in 2001 against 3.29 per cent in 1981. The occupational distribution analysis revealed certain facts i.e. about 78.24 per cent of women workers in Punjab are engaged in agriculture sector as agriculture labourers or as cultivators.

TABLE 2: FEMALE PARTICIPATION RATE IN PUNJAB

Code	NCO-1968 OCCUPATION	Female Participation Rate		
		1981	1991	2001
0-1	PROFESSIONAL, TECHNICAL AND RELATED WORKERS	7.30	17.48	39.82
2	ADMINISTRATIVE, EXECUTIVE & MANAGERIAL WORKERS	0.91	0.44	5.31
3	CLERICAL AND OTHER SUPERVISORS	4.91	4.68	12.65
4	SALES WORKERS	0.98	0.68	4.59
5	SERVICE WORKERS	8.85	1.81	19.61
6	FARMERS, FISHERMEN, HUNTERS, LOGGERS & RELATED WORKERS	3.29	0.23	78.24
7,8 & 9	PRODUCTION & RELATED WORKERS, TRANSPORT EQUIPMENT OPERATORS & LABOURERS	3.02	1.17	8.34
X	WORKERS NOT CLASSIFIED BY OCCUPATIONS	6.24	1.03	31.89

Source-Census of India 1981, 1991 and 2001

FIG. 2



It has been observed that the women participation in sales workers is negligible. In administrative, Executive and Managerial works also participation is very low i.e. 5.31 in 2001. In fact, most of women lack minimum level of education and skill. Change in occupational pattern is also observed. In 1981 maximum participation of women was in Service sector i.e. 8.85 per cent followed by Professional, technical and related works i.e. 7.30 per cent. And least participation is observed in Administrative works and sales work which was approximately 0.91 percent. In 1991 highest participation rate was in Professional, technical and related works 17.48 per cent and minimum participation was in farming and related works i.e. 0.23 only. In 2001 trend is entirely changed, women are significantly dominating in agriculture and related works i.e. 78.24 percent of total workers. Second highest participation is in Professional, technical and related works i.e. 39.82 per cent. Least participation of women is in sales work 4.59 per cent in 2001.

TABLE 3: INDEX OF DISSIMILARITY

Code	NCO-1968 OCCUPATION	2001		Index of dissimilarity	
		MALE	Female	M/F	$\Sigma Rx-1$
0-1	PROFESSIONAL, TECHNICAL AND RELATED WORKERS	151620	100342	1.51	0.51
2	ADMINISTRATIVE, EXECUTIVE & MANAGERIAL WORKERS	213306	11952	17.85	16.85
3	CLERICAL AND OTHER SUPERVISORS	168681	24433	6.90	5.90
4	SALES WORKERS	591430	28423	20.81	19.81
5	SERVICE WORKERS	591261	144249	4.10	3.10
6	FARMERS, FISHERMEN, HUNTERS, LOGGERS & RELATED WORKERS	122385	440020	0.28	-0.72
7,8 & 9	PRODUCTION & RELATED WORKERS, TRANSPORT EQUIPMENT OPERATORS & LABOURERS	1753317	159535	10.99	9.99
AX	WORKERS NOT CLASSIFIED BY OCCUPATIONS	215380	100843	2.14	1.14
Index of dissimilarity		$\Sigma(Rx-1)/N=7.1$			56.57

Source-Census of India 1981, 1991 and 2001

Index of dissimilarity indicates that highest dissimilarity is in occupation of sales workers i.e. 19.81 followed by administrative, executive and managerial workers i.e. 16.85. Females surpass male in farming and related works. It's clear from table-3 females in Punjab are more engaged in low paid works, they have very low participation in status and high paid jobs. In overall Punjab index of dissimilarity is very high (7.1). While in India index of dissimilarity is only 2.5.

C. SECURITY

In spite of gains in education, longevity and income for some groups of women, Punjab remains the heart land of pre-natal sex selections and post-natal gender discrimination, in the country. Punjab state has topped the list in number of female foeticide cases. According to figures released by the National Crime Records Bureau, in Punjab, 81 cases were registered for female foeticide while for Rajasthan the corresponding number was 51; M.P. registered 21 cases, Haryana 18 and Chattisgarh 24. Gender differential in population size is measured by examining the male-female ratios of the absolute size of the population over the year. Apart from this, an Index of dissimilarity has been prepared to know the population differentials.

The sex ratio in Punjab has been skewed since 1901 as is evident from the census figures that the sex ratio in the state has been consistently lower than the national average ever since. The gap in female-male ratio has been ranging from 45 in 1991 to 184 points in 1911. The basic reasons for such an adverse situation, lies in the socio-cultural fabric of the society. The birth of a son is preferred over that of a daughter since ancient times. Being a patriarchal and patrilineal society, the sons are charged with the responsibility to carry on the family name. They have to support their parents during the old age. And after death they are assigned the duty to perform funeral rites. The daughter cannot do this because after marriage, they live and become a part of the groom's family. The prosperity Punjab has, in fact, increased the peoples' aspiration for a son.

It is observed from Table-4 the gaps in absolute sizes between male and female populations have decreased slightly in all the districts of Punjab. Sex-ratio in Punjab has increased from 876 in 2001 to 893 2011. The lowest sex ratio is found in Bathinda i.e. 865 and highest in Hoshiarpur i.e. 962. This is lower than the national average sex-ratio i.e. 940. This shows that status of women in Punjab is still very low. The index of dissimilarity indicates more male-female gap in absolute size of the population in all the districts of Punjab. Highest dissimilarity is found in Bathinda and Ludhiana i.e. 0.16 and 0.15 respectively, which shows approximately 16% gap between Male and Female. In Punjab index of dissimilarity has been found 0.12.

Child sex ratio of population in age group 0-6 in Punjab has also increased from 798 in 2001 to 846 in 2011. But again this is very low in comparison to India. In India child sex-ratio is 914. Lowest child sex-ratio is in Taran-taran i.e. 819 and highest child sex-ratio is found in Shahid Bhagat Singh Nagar i.e. 879. District wise child ratio has been shown in Table-5.

FIG. 3

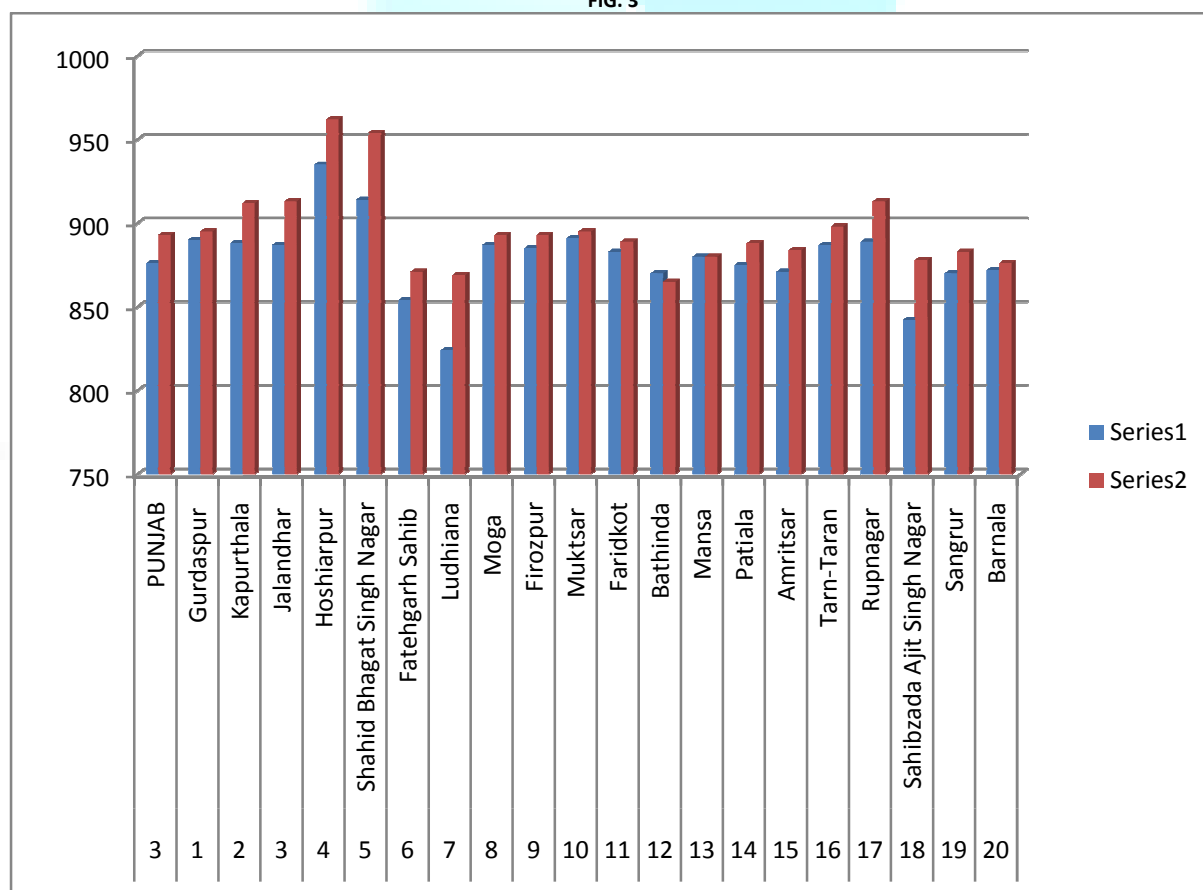


TABLE 4: SEX- RATIO IN PUNJAB AND ITS DISTRICTS 2001-2011

State/ District code	State /District	Sex-Ratio		Rx	ΣRx-1
		(females per1000 males)			
				M/F	
		2001	2011		
3	PUNJAB	876	893		
1	Gurdaspur	890	895	1.1169064	0.116906
2	Kapurthala	888	912	1.0965362	0.096536
3	Jalandhar	887	913	1.0953874	0.095387
4	Hoshiarpur	935	962	1.0400182	0.040018
5	Shahid Bhagat Singh Nagar	914	954	1.0482352	0.048235
6	Fatehgarh Sahib	854	871	1.1482463	0.148246
7	Ludhiana	824	869	1.1507845	0.150784
8	Moga	887	893	1.1202756	0.120276
9	Firozpur	885	893	1.120074	0.120074
10	Muktsar	891	895	1.117021	0.117021
11	Faridkot	883	889	1.1245638	0.124564
12	Bathinda	870	865	1.1566669	0.156667
13	Mansa	880	880	1.1362483	0.136248
14	Patiala	875	888	1.1257535	0.125754
15	Amritsar	871	884	1.131147	0.131147
16	Tarn-Taran	887	898	1.1140137	0.114014
17	Rupnagar	889	913	1.0956226	0.095623
18	Sahibzada Ajit Singh Nagar	842	878	1.1384146	0.138415
19	Sangrur	870	883	1.1325737	0.132574
20	Barnala	872	876	1.1415068	0.141507
			TOTAL		2.349996
		Index of Dissimilarity In Punjab		ΣRx-1/n=0.1175	

Source-Census of India 2011

TABLE 5: CHILD SEX- RATIO IN PUNJAB AND ITS DISTRICTS 2001-2011

State/ District code	State /District	Child Sex Ratio (0-6 Years)	
		2001	2011
	PUNJAB	798	846
01	Gurdaspur	789	824
02	Kapurthala	785	872
03	Jalandhar	806	874
04	Hoshiarpur	812	859
05	Shahid BhagatSingh Nagar	808	879
06	Fatehgarh Sahib	766	843
07	Ludhiana	817	865
08	Moga	818	863
09	Firozpur	822	846
10	Muktsar	811	830
11	Faridkot	812	851
12	Bathinda	785	854
13	Mansa	782	831
14	Patiala	776	835
15	Amritsar	792	824
16	Tarn-Taran	784	819
17	Rupnagar	799	866
18	Sahibzada AjitSingh Nagar	785	842
19	Sangrur	784	835
20	Barnala	792	847

Source-Census of India 2011

FIG. 4

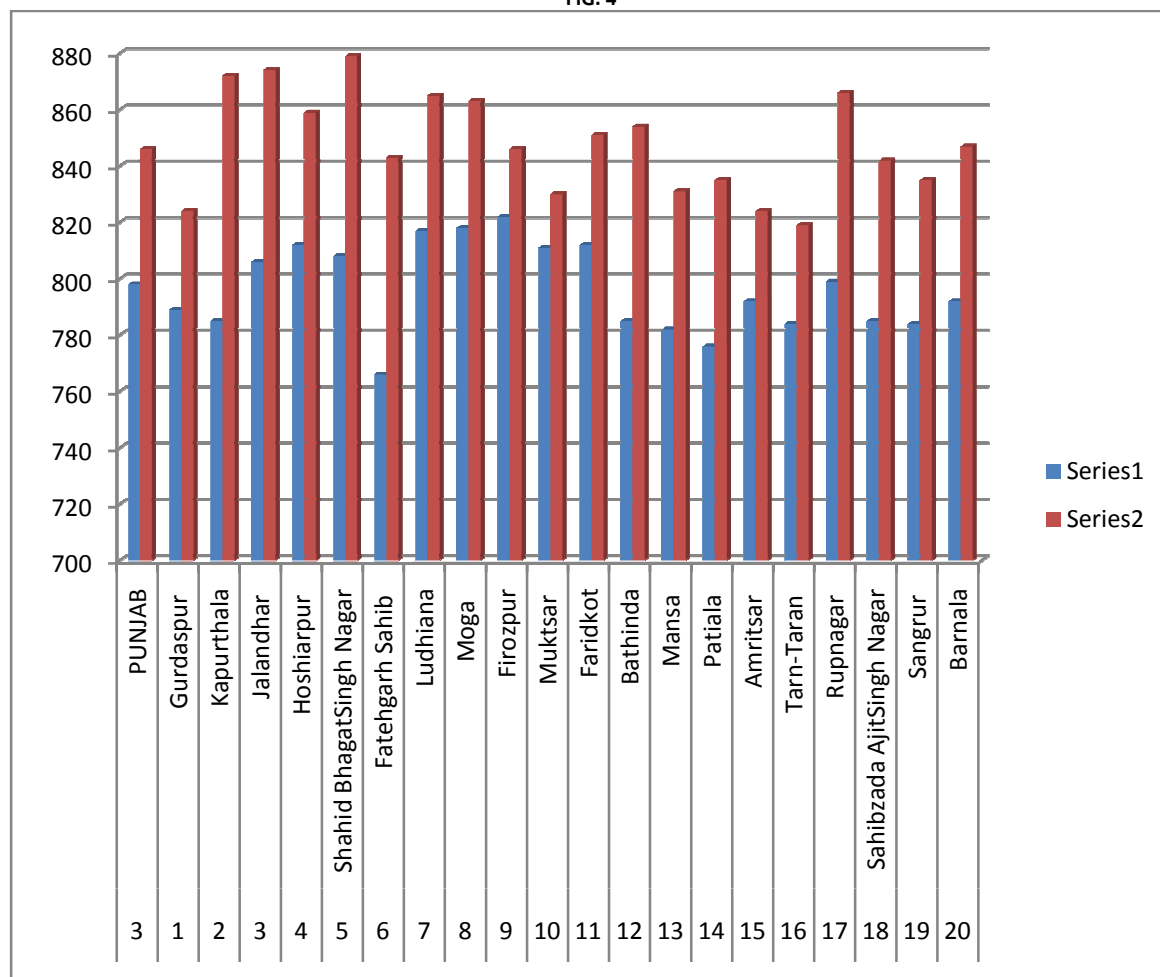


TABLE 6: CASE REGISTERED IN 2011

Dowry Deaths 304-B IPC	Dowry Cases 498-A IPC	Female Foeticide	Rape376 IPC	Molestation394 IPC
104	669	14	393	249

Source Punjab state commission for women 2011

CONCLUDING REMARKS

Individuals, e.g., male and female are considered two biological categories of population. However, the third category such as eunuchs or inter sexed persons may not fit in either male or female category. But third sex category in the census is ruled out on the ground that male and female are expected to fulfill various roles like father or mother, husband or wife essentially linked to the institution of marriage and family (Bhagat 2005). In Indian Census, eunuchs are counted as males (RG 1991). However, most of the persons belonging to third sex category present themselves in feminine appearance and wish to be regarded as women. In the west, there is a practice of assimilating the inter sexed persons into the female sex due to the advancement of medical science (Lal 1999). Thus the inclusion of eunuchs in male category in Indian census may be partially responsible for the male-female ratio in favour of the male. However, it is observed that the male-female ratio is marginally improved during the last decade in favour of female.

Neglect of female child especially in age-groups, 0-4 & 5-9 has been increased over the years. Social customs especially son preference and differential treatment for male babies in terms of food, medical treatment may be responsible for widening the gap in spite of several measures to prevent discrimination towards female babies. High male-female ratio at birth is prevalent mainly due to female foeticide in spite of the Governmental enforcement of Pre Natal Diagnostic Technique (Regulation and Prevention of Misuse) Act (PNDT) in 1994. The government has amended this PNDT act in 2003 to remove its loopholes. Several studies in India confirmed female foeticide (George and Dahiya 1998, Premi 2001, Agnihotri 2002, Unisa et al 2003, Ghatak 2006).

Infant mortality rate among females is marginally higher in comparison with males supporting the neglect of female babies over the years and is associated with old age preference of son. The most important item of social development is the literacy. Here male-female literacy gap is declining over the years but the gap is still very wide in spite of the several drives by the Government to educate its people such as through Total Literacy Campaign (TLC), Continued Education Programme (CEP), Non-Formal Education, etc. apart from formal schooling of children to achieve education for all as early as possible. Special efforts are needed to educate women folks especially in rural areas.

The important indicator of development of females is the work force participation of females in economic activities. Male-female work force participation ratio is always in favour of male over the years and is more in urban areas than in rural areas. Work, in general, is defined as the engagement in any economically productive activity including physical or mental in nature.

Students, housewives, pensioners, renters, sick and unemployed persons are considered as non-workers. Women are generally engaged in household activities such as bearing and rearing of children and in the production of goods and services for self household consumption. Therefore, women's work at home remains unrecognized unless it produces something for sale. Therefore, the work participation for female is a myth rather than reality. In recent census, women considered as worker who make significant contribution in the agricultural operations like sowing, harvesting, transplantation, tending cattle and even cooking and delivering food to the farm during the agriculture operation. Therefore, work force participation rate in agricultural and related works has been increased. Even through Punjab claims to be most prosperous state of India and several measures have been initiated through legislation and formation of various action groups but the progress is very slow in the area of health, education and work participation especially for vulnerable groups.

In sum, along with efforts at removing cultural and social obstacles through public awareness, enhancing economic development and improving women's capabilities as well as their access to economic opportunity appear to be the key to enhancing progress toward gender equality, and ultimately to inclusive growth.

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