

## NO INEQUALITY: THE OPPORTUNITY OF UNTAPPED DIVIDEND IN INDIA

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**Abstract:** UNESCO, standardized gender equality as a fundamental human right with an economic necessity of development. Indian government in August, drafted a bill of equality notwithstanding sexual orientation. Even with largest democracy and third largest economy in footing of purchasing power parity. India realizes caste, sex, origin and race as optimal choices be it in age groups, education levels, employment stages and urban-rural areas, prejudices are deep rooted. With development in economy, participation uplifts and discrimination cutbacks.

According to the ILO's Global Trends 2016 report, India's perception for women work is three times less than that of men, plus being employed as unpaid care work in ordinary life. Work participation rate of women is reported 11<sup>th</sup> from the dead end, in the company of 131 countries. This paper strives to answer the question; what if equality is achieved in country? While examining the causes of dispersion of evident disparity.

**Keywords:** Caste, Education, Employment.

**Introduction:** Each one is damaged by inequality. Economy, society, legislation and nations, be it in opportunity, sex, religion, ethnicity, caste, sexual orientation and alternates. The striking fact is that the inequalities are correlated, as a case of economic inequality scornfully touches women. Boosting employment equality harvests in decrements of household inequality. Grievous enough, unemployment rate of young ladies (15-30) stands at 23% in India [1]. Studies suggest women invest considerable (+80%) time in ordinary life for paucity of responsibility holders.

**Stimulus of research:** On the grounds of humanism one should not be discriminated by or in any means. Inequalities have attained new heights in India and people are demanding change by social movements [2]. Balancing opportunity across gender can advance 4.2% of growth, repositioning it as one of the world's fastest growing economy with 11% growth rate [4]. The study highlights the areas where disparities are prominent and can be impaired.

**Objectives and Methodology:** The objective of the work is to explore caste, gender and others as cause of inequalities. Emphasizing on how removal of educational and employment inequalities in India can yield a significant dividend. Descriptive analysis of secondary data has been conducted, made available from census reports and NSSO rounds. Thereof, tabulated data has been applied to graphical measurements.

**The Caste Creatures:** Literature indicates, that Aryans commenced to Hindu religion, Sanskrit language and Varna system in India. The Varna system caused caste hierarchy in four main headings: Brahmins the scholars were placed at the top followed by soldiers (Kshatriyas), businessman (Vaishya) and base were the menial workers Shudras. Barely, is the concept known that word "Varna" itself is synonym to choice prima facie Varna system

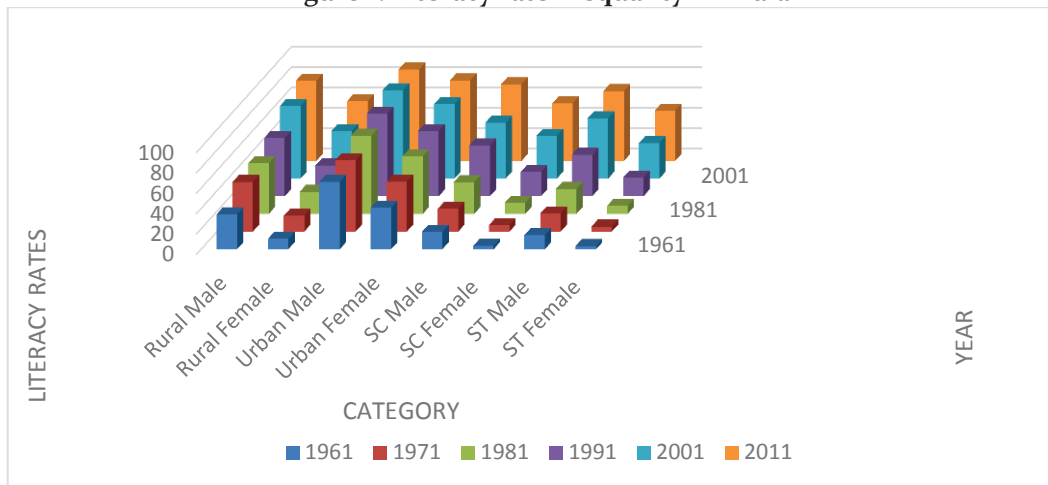
referred to the choice of occupation. Body structure views as the Brahmins are mouth, Kshatriyas are shoulders, Vaishya are thighs and Shudras are feet. What is astonishing is from very existence we know that God is formless, shapeless, omniscient, omnipotent and omnipresent. Hardly, has it stated that the origin or birth is from respective body structure. Thus, it highlights only the structure as per economy, and how they perceive in their occupation and education [3].

Dalit and Shudra women became victims of double, triple and multiple discrimination and were never allowed to develop to their full potential. The extension of Manusmriti and caste hierarchy as misinterpreted creates serious repercussions on women. Be it in society, work, education or marriage [5].

This misconstrue has done more loss than benefit causing India to become second unequal country in the world. It has generated gender inequality and accumulated poverty, exclusion, wealth and distributional diversity, untouchability, employment and educational disparity. If continued it can lead India to catastrophic effects by 2019. But, only a 36% decrease in inequality can completely eliminate poverty [6].

**Educational Equality:** Due to unequal opportunity of education, with disparity of literacy; social, economic, gender, regional, orientation and other inequalities prevails. Education as a resource will bring about a change in perspective of public contributing to socio-economic growth and development in India. Seven types of inequalities occurs in India mortality, natality, basic facility, opportunity, professional, ownership and household in equalities[7].

**Figure I: Literacy rate inequality in India**

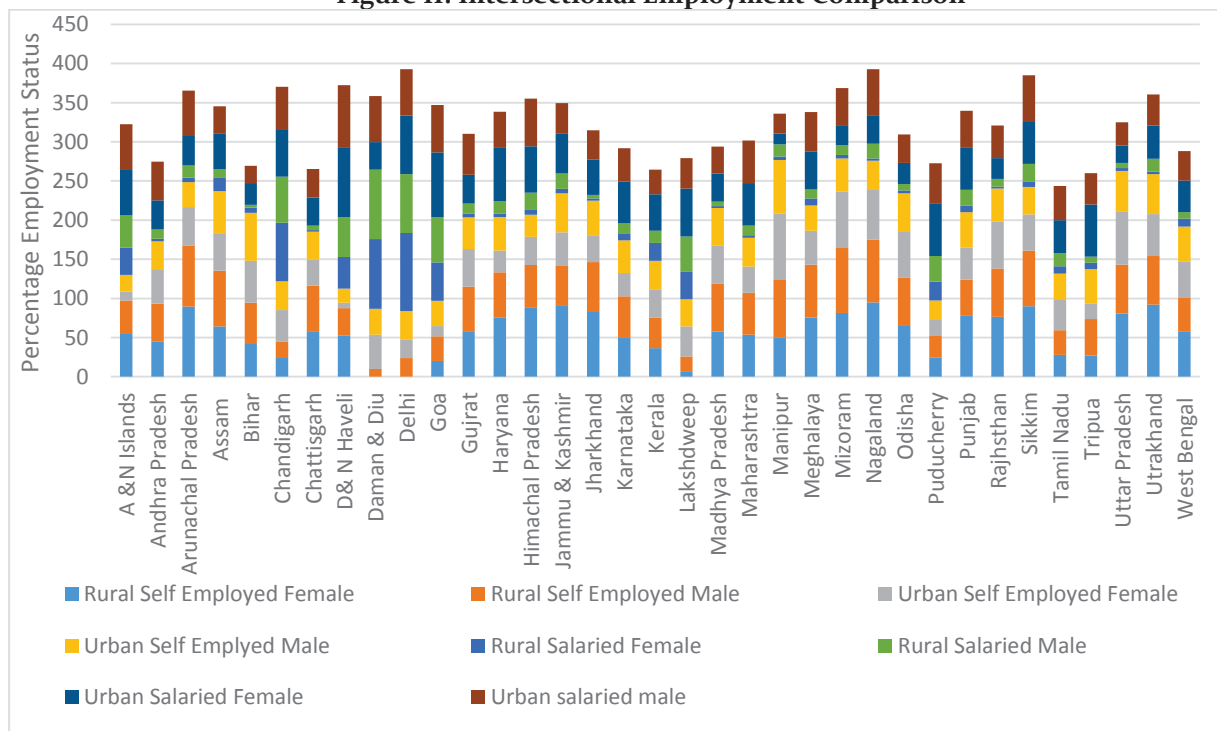


Sources: Census of India, Government of India (2011).

Fig. I exhibits leading literacy rate inequalities in respect to gender, caste, region and society. Highest literacy is of urban male and lowest of SC (Scheduled Caste) followed by ST (Scheduled Tribe), women in particular. Both inter-inequalities and intra-inequalities are showcased. Be it as per rural- urban region, rural-urban gender, caste and gender, society and gender disparity exists. India holds the potential to increase its GDP (Gross Domestic Product) to 8 or 9 percent provided the educational inequalities are suppressed [8].

**Employment Divergence:** Research indicates India holds 56 million surplus employee contrast to 47 million deficit in world economy (with 860 million women of utilizable age), abstaining the resource which can make an economy more productive by enhancing growth and generating employment. Discrimination on basis of gender and sexual orientation hampers employment chances, thus productivity suffers and inequality of various forms onsets. With second highest Gini coefficient, as middle-income country inequalities are most prominent in India [9].

**Figure II: Intersectional Employment Comparison**



Source: NSSO, Government of India (2011)

Fig. II represents employment as percentage of total population. Within and outside gender, self and salaried, rural-urban, employment inequalities manifests. India has highest self-employed rural females 59% in contrast to as low as 5% salaried females. Delhi the capital has zero rural and 23% urban, female self-employments respectively. Among 99% rural female employment, low level salaried work is driven due to survival needs rather than growth needs. This leads to not only requirement of opportunities, but also better opportunities in economy to promote equality, growth and sustainable development [10]. Gender equality in society and work can add up to 2.9 trillion dollars annually to India's GDP by 2025 [12].

**Key Identification:** A social experiment provided that when caste was invisible, performances of children were finer. Similar, results were in case of socio-economic inequalities [11].

Sexual health programs and projects are helpful to decrease inequalities, education in general and sex

education in particular has ability to confront gender inequalities [14].

Inequalities in employment decreases aggregate demand and increases violent actions like theft, robbery and also promotes terrorism [15].

**Conclusion:** India comprises of demography, democracy and dividend, all it needs is to get an edge over disparity. The primacy of choices on the basis of caste, gender, orientation, ethnicity and alternates is to be combated to evolve India to a new golden era of collective wisdom based demography.

Social scientists have studied the biological, psychological, social and economic unfortunate effects of inequalities. Sustainable development goals are oriented to defy discriminations and enhance human development. The active technique is to take initiative ("citizen-initiative" and government policy) will provide for equality, sustainability, growth and development [17].

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