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## INDIA'S PERFORMANCE IN GLOBAL GENDER GAP INDEX

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### ABSTRACT:

Women comprise 50 percent of the world's population. But this is globally accepted that there is wide spread gender discrimination in all spheres, i.e. economically, socially and politically. The countries across the world have tried to assess this discrimination so that that the 50 percent of the population which are lagging between can also in the development of the society and the world. World Economic Forum have framed Global Gender Gap Index with the objective to highlight the gaps in all spheres and the countries can assess the gender parity of their country at a uniform parameter. This paper highlights the Global Gender Gap Report Indexes and the status of India on this index.

**Keywords:** The Global Gender Gap Index, Economic participation and opportunity, Educational attainment, Health and survival, Political empowerment

### INTRODUCTION

Gender-based inequality is a phenomenon that transcends the majority of the world's cultures, religions, nations and income groups. In most societies, the differences and inequalities between women and men are manifest in the responsibilities each are assigned, in the activities they undertake, in their access to and control over resources and in decision-making opportunities. In recent history, however, there has been increased recognition that gender based discrimination prevents societies as a whole, women and men, from reaching their full potential. Despite recognition of the issue as a global concern and considerable progress, by no means is gender inequality a phenomenon of the past or one that is restricted to a small subset of the world's population. Moreover, despite global awareness and commitment at the highest levels, systematic tools for tracking progress are limited. In May 2005, the World Economic Forum launched its first study attempting to assess the size of the gender gap in 58 countries using economic-, educational- health and political-based criteria. *The Global Gender Gap*



*Report 2006*, the second in the series, contains a unique new methodology to create the Gender Gap Index 2006. The index covers over 115 economies, including all current and candidate European Union (EU) countries, 20 from Latin America and the Caribbean, over 20 from sub-Saharan Africa and 10 from the Arab world. Together, the 115 countries cover over 90% of the world's population. Over time more countries have been added for the assessment for the Gender Gap and in the year 2019, sample was taken from 153 countries for assessing the gender gap index.

## THE GLOBAL GENDER GAP REPORT

*The Global Gender Gap Report* builds upon the basic framework of the earlier methodology to conceive a unique new tool, the new Gender Gap Index, which we hope will become an annual benchmarking instrument for tracking progress on gender equality and will spur dialogue and action at the global, regional and local levels. There are three basic concepts underlying the Gender Gap Index. First, it focuses on measuring gaps rather than levels. Second, it captures gaps in outcomes variables rather than gaps in means or input variables. Third, it ranks countries according to gender equality rather than women's empowerment. The Gender Gap Index examines the gap between men and women in four fundamental categories: *economic participation and opportunity*, *educational attainment*, *health and survival* and *political empowerment*. The concepts are broadened by the sub-indexes which are shown in Table 1 and these 14 different indicators that form part of them. These indicators have been used from 2006 to 2020 for assessing the gaps in gender equality. The main indexes are explained below.

### 1. *Economic participation and opportunity*

This area is captured through three concepts: the participation gap, the remuneration gap and the advancement gap. The participation gap is captured through the difference in labour force participation rates. The remuneration gap is captured through a hard data indicator (ratio of estimated female-to-male earned income) and a variable calculated through the World Economic Forum's Executive Opinion Survey (wage equality for similar work). Finally, the gap between the advancement of women and men is captured through two hard data statistics (the ratio of women to men among legislators, senior officials and managers, and the ratio of women to men among technical and professional workers).

### 2. *Educational attainment*

In this category, the gap between women and men's current access to education is captured through ratios of women to men in primary-, secondary- and tertiary-level education. A longer-



term view of the country’s ability to educate women and men in equal numbers is captured through the ratio of the female literacy rate to the male literacy rate.

**3. Health and survival**

This category attempts to provide an overview of the differences between women’s and men’s health. To do this, we use two variables. First, we use the gap between women’s and men’s healthy life expectancy, calculated by the World Health Organization. This measure provides an estimate of the number of years that women and men can expect to live in good health by taking into account the years lost to violence, disease, malnutrition or other relevant factors. The second variable included in this sub-index is the sex ratio at birth. This variable aims specifically to capture the phenomenon of “missing women” prevalent in many countries with strong son preference.

**4. Political empowerment**

This category includes mainly measures of the gap between men and women in political decision-making at the highest levels. This concept is captured through the ratio of women to men in minister-level positions and the ratio of women to men in parliamentary positions. In addition, we include the ratio of women to men in terms of years in executive office (prime minister or president) in the last 50 years. A clear drawback in this category is the absence of any variables capturing differences between the participation of women and men at local levels of government.

**TABLE-1: DESCRIPTION OF SUB-INDEX IN GLOBAL GENDER GAP INDEX**

<b>Dimensions and Sub-index</b>	<b>Weights</b>
<b>Economic Participation and Opportunity</b>	<b>1.00</b>
Ratio: female labour force participation over male value	0.199
Wage equality between women and men for similar work (converted to female over male ratio)	0.310
Ratio: estimated female earned income over male value	0.221
Ratio: female legislators, senior officials and managers over male value	0.149
Ratio: female professionals and technical workers over male value	0.121
<b>Educational Attainments</b>	<b>1.00</b>
Ratio: female literacy rate over male value	0.191



Ratio: female net primary level enrolment over male value	0.459
Ratio: female net secondary level enrolment over male value	0.230
Ratio: female gross tertiary level enrolment over male value	0.121
<b>Health and Survival</b>	
Ratio: female healthy life expectancy over male value	0.307
Sex ratio at birth (converted to female over male value)	0.693
<b>Political Empowerment</b>	
Ratio: women with seats in Parliament over male value	0.310
Ratio: women at ministerial over male value	0.247
Ratio: number of years of a female head of state (last 50 years)	0.443

Source: The Global Gender Gap Report 2006, 2011, 2016, 2020

### INDIA'S PERFORMANCE IN GLOBAL GENDER GAP INDEX

India's performance in gender parity has not been encouraging. The 2006 report was made with 115 countries and the 2020 report with 153 countries. But India's ranking has deteriorated from 98 to 112 in the gap of 14 years on the overall gender gap. The Table 2 below shows that India's score on the overall has also not improved much as it shows it was 0.601 and rose by 0.018 points in five years in 2011 to 0.619, to 0.683 in next years i.e. in 2016 but fell again in 2020 to 0.668. As in the words of Global Gender Gap Report 2020 the condition of women in large fringes of India's society is precarious.

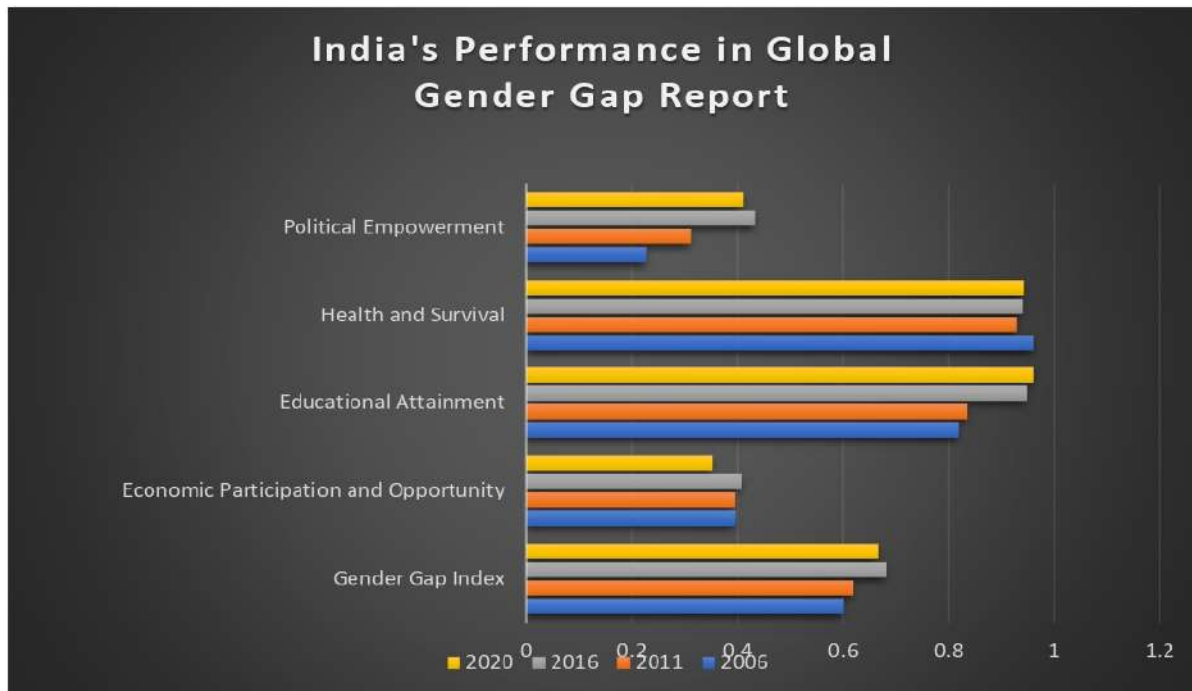
**TABLE 2: INDIA PERFORMANCE IN GLOBAL GENDER GAP REPORT**

Index/ sub-Index/ Year	2006	2011	2016	2020
<b>Gender Gap Index</b>				
<b>Rank</b>	98	113	87	112
<b>Score</b>	0.601	0.619	0.683	0.668
<b>Economic Participation and Opportunity</b>				
<b>Rank</b>	110	113	136	149
<b>Score</b>	0.397	0.396	0.408	0.354
<b>Educational Attainment</b>				



<b>Rank</b>	102	121	113	112
<b>Score</b>	0.819	0.837	0.950	0.962
<b>Health and Survival</b>				
<b>Rank</b>	103	134	142	150
<b>Score</b>	0.962	0.931	0.942	0.944
<b>Political Empowerment</b>				
<b>Rank</b>	20	19	9	18
<b>Score</b>	0.227	0.312	0.433	0.411

Source: The Global Gender Gap Report 2006, 2011, 2016, 2020



India has lost four positions even though there has been small score improvement but some countries ranked lower than India have improved more. The economic gender gap runs particularly deep in India. Only one-third of the gap has been bridged (score of 35.4%, 149th, down 7 places). Since 2006, the gap has gotten significantly wider. Among the 153 countries studied, India is the only country where the economic gender gap is larger than the political gender gap. Only one-quarter of women, compared with 82% of men, engage actively in the labour market (i.e. working or looking for work)—one of the lowest participation rates in the world (145th). Furthermore, female estimated earned income is a mere one-fifth of male income, which is also among the world’s lowest (144th). Women only account for 14% of



leadership roles (136th) and 30% of professional and technical workers. India ranks a low 150th on the Health and Survival sub-index (94.4), as a result of the skewed sex ratio at birth: there are 91 girls born per 100 boys born, a ratio well below the natural one. Violence, forced marriage and discrimination in access to health remain pervasive. The situation and the trend are more positive in terms of gender gaps in education. From primary to tertiary education, the share of women attending school is systematically larger than the share of men. But a large difference persists for literacy rate; only two-thirds of women are literate compared with 82% of men. Yet the gap has been narrowing in the past decade, because the literacy rate has significantly increased among women (66%) and slightly decreased among men to 79%. Finally, India ranks 18th (score of 41.1%) on the Political Empowerment sub-index. Of the past 50 years, the country was headed by a woman for 20 years (4th) which largely explains this strong performance. But today, female political representation is low: women make up only 14.4% of the parliament (122nd) and 23% of the cabinet (69th).

## CONCLUSION

The above analysis shows that in the last 15 years the gender parity in India has worsened instead of improving. The other South Asian countries have improved but India's score in all the four sub-indexes have remained all most static. Though the policies of India propagate investment on the socio-economic, health and political improvement for women but globally the statistics show a very different picture. Globally the gender gap has widened both absolutely and relatively. The government policies need more emphasis on these issues.

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