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**“HIGHER EDUCATION FOR ELIMINATING GENDER DISCRIMINATION:
BREAKING NEW GROUNDS”**

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Abstract

Women are believed to be self-effacing, humble and patient, and are immediately sometimes seen as a very weak or distress if they would find it to take their own decision or stand. Generally, Indian society have focused on that she have an only reproductive roles in the society, taking care of their families and other relationships, which are not completely by taken legal rights being taken firstly, should be considerate. Hence, women are especially in all over in the society are treated differently irrespective to men. Moreover, women have to be considered in different phases of equality where shaping the future in the society in India. Yet there is still Gender discrimination in India but it is not only found in biologically also it is determined by socially and only the Higher Education can changed the appropriate and perpetuate efforts to bring positive social changes. Refusal of equity and equality, and those opportunities which are partially disabled which enhance the structure of the society are the origin of gender is gender discrimination. This paper highlights or gathered data from the secondary sources to bring out the positive changes through the higher education to presents the elimination of the gender discrimination in India, causes of gender discrimination, as well as addressing the inclusive polices with special reference to higher education in India.

Keywords: Higher Education, Gender Discrimination, Women Empowerment and Inclusive Policies.

INTRODUCTION

“You can tell the condition of a nation by looking at the status of its women” - Pandit Nehru.

From the Vedic period women had very few accesses to education in India and gradually the situation became worse. Though in the British period there was a revitalization of interest in women's education in India. During that period many socio-religious movements were initiated by reformist like Raja Ram Mohan Roy and Iswar Chandra Vidhyasagar who emphasized on the women's education in India. Besides these Mahatma Jyotiba Phule , Baba Saheb Ambedkar and Periyar were some prominent leaders who really did a very grateful work on the women's education. Women's education had received the boost after the country got Independence and the government has taken many steps forward to provide education to all Indian women. As a result we found that women's literacy rate has grown over the last three decades and the growth of female literacy has increased higher than that of male in literacy rate. But in 1971 only 21.97% of Indian women were literate, by the end of 2011 65.46% female were literate. The growth of female literacy rate is 14.87% as compared to 11.72% of that of male literacy rate. Over the period of our past century there has been very glad to know that the positive development of women in India has increased evidence in all spheres, minimizing of gender gaps in primary, secondary school and also in higher education, the presence of women in labour forces across in international and lowest fertility rates. In the present paper have light on the two studies references which have similarity are : first, *One of the Research Paper had published by the University of Gothenburg; the title of the paper is 'Female Education and Gender Inequality', written by Tina Nikkhoo and Emelie Jönsson according to them they had given the findings of this study is ,that from the education it has been proven that education play such an important role in form of growth, especially in developing countries, they have believed that it is very difficult to continue by doing research in the educational field in the world and also trying to resolve those problems which produces barriers only on the rights to equal education. In Second study reference had published under the Academic Research International Vol. 5(2) March 2014, its title is 'Gender Discrimination and Inequalities in Higher Education: A case study of rural areas of Pakistan' had written by Madiha Salik and Zhu Zhiyong, according to them they have given the findings in this study is that there is*

need to provide an educational facilities to female population of the deprived areas of the country, also there is need to create the awareness among the family, as well as introduce the free and compulsory education from higher secondary education to higher education with the provision of strong incentives.

Moreover in some of the women organizations have been generally raises issues related to sexual and reproductive health and rights, violence against women, and disparity of power in gender relations, and also make these highlighted issues of debate, dialogues in national and global scenario. Women have considered since many decades to reshaping the future of society in India. It is the whole process which confronting to established their social norms and agendas to enhancing and striving for social change. As everybody know that Women's are the assets of India also they have participated in most of the every sectors and fill with full of pride at every ceremony in the Nation. Women are in generally in front and take over the difficult works on their shoulders either if, they are at home, workplace or else, therefore this is the main foundation that others will get the inspiration from them. But, still in most of the sides there is an another reality of Indian society where people did systematic discrimination and neglect of women's in India, there they just follow the limited access to an education, health, property rights and the legal rights like domestic violence etc. the fright of sexual violence has been a very powerful aspect in restricting women's behavior and the sense of liberty. It is the struggle against the violence is actually the struggle against the unequal distribution of power both physical and economic among the sexes. Women became empowered is still a far-away dream in India. India is a fast developing country but still the position of women's in India became to be discriminated.

1.1 What is Gender Discrimination?

Gender Discrimination is meant especially using only for women, because women are the only sufferer from all sides of spheres of gender discrimination. Yet there is still Gender discrimination in India but it is not only found in biologically also it is determined by socially and only the discrimination can changed the appropriate and perpetuate efforts. It is defined by the International Labour Organization (2003a), 'on the basis of such differences like caste, colour, creed, sex, race, religion, economically, socially and politically which has nullifying the opportunity from the every aspects also its worst treatment on the occupation or in employment' is discriminatory. Therefore,

rejection of equality, rights and those opportunities and enhancement in any field of structure are the origin of gender is known as Gender Discrimination. Even in some fields where women is yet to be need of to fight for its own where women receives very lesser remuneration in India. Nearly, two-third of the women is illiterates and they have acquired only one percent of the total world's assets. In the India only one-fourth of the 7 families are headed by woman. As India is a male dominant society also disparity in every walks of every field for the women is customized habitually is known as gender discrimination.

From birth to death in her entire life are surviving a lots of gender discrimination against the society. Here are some of the reasons below:

- Abort the female foeticide with the help of some medically proved machines.
- After the birth of new female child, they pressing the face with pillow or either breaking the female baby's neck.
- Some mothers who have just recently delivered a new born female child are being left in some unknown place or either throws in some dustbin.
- Giving inadequate quantity of food.
- No permission to go to school.
- Did not giving proper health care facilities at the time of illness.
- Only follow rigid myths for girl child.
- Child Marriage.
- Molestation, Sexual Harassment and Rape.
- Due to lure of money send girl child into the profession of prostitution.
- Dowry.
- Divorce and Destitution with some silliness or either without any cause.

1.2 Causes of Gender Discrimination: Several causes of gender discrimination in Indian society:

The Indian society is mainly recognized by patriarchal system due to which status of women or talk about women empower .due to all such common causes of gender discrimination are mainly started from family or the society background

Here few points are highlighted which are recognized as causal factors of gender discrimination.

- Educational backwardness
- Religion, Caste, Race
- Culture/ Customs and beliefs
- Family background and situation
- Low income / Unemployment
- Society/ Social attitude

1.3 What is Gender Sensitivity and how it works to eliminate gender discrimination?

Gender Sensitivity is a concept of development or to eradicate the hurdles which come in our personal life also it related with our economical set of development created by sexism. It helps to Engender to pay respect for an individual regardless of gender. Gender sensitivity is not only a role of reproductive role or to ditching women against men. Opposing to this, only higher education can sensitize the gender benefits among both of the sexes. It facilitates them to resolve the assumptions which are related to gender are valid and stereotyped generalizations. Gender Sensitivity not only focused an intellectual prospective but also promulgates the open-mindedness and sensitivity. It gives the widest possible options of life for both of the gender.

1.4 Gender Discrimination and the Nature of the Society

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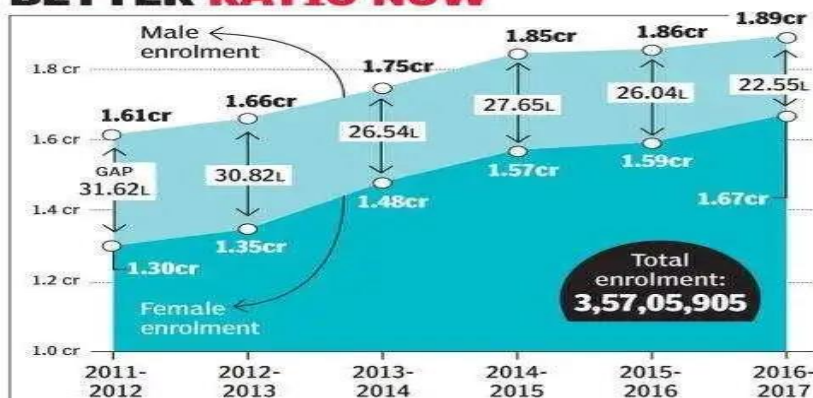
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1.5 Higher Education and Gender Discrimination

In India the literacy rate of women is very lowest than the men because family or society did not allowed or not interested that there female (sister or daughter) go outside they are very reserved by nature therefore there males received more preference to go to school regularly.

According to the theme here is a big co-relation among the higher education and the gender discrimination after getting the several causes of gender discrimination in the Indian society there is still as same as the last scenarios has been think over their on the matter of the gender discrimination. Therefore, in this paper gathering data from secondary sources like different books, internet, research articles or papers. To know the findings gaps among the higher education and gender discrimination here, after perceived some facts and figures related to the study from '*The Times of India article published on 8 Jan, 2018*, has reported that according to *HRD Survey on Gender Gaps* has narrowing the higher education in India', they explained very brief that gender gaps in India's Institutes has reducing the gender gaps in last five years also compare with male in 8 streams in 2016-2017. While in M.A 160 females are enrolled for every 100 men, where in B.A in Nursing 384 females are enrolled for every 100 men. We can also the status of Postgraduate Disciplines in Science and Commerce, where females have received a very smart outnumbered with men around 167 and 158 for every 100 men. But, in Undergraduate, technical and professional courses like management, law and bachelor's in technical, their admitted numbers is tilt irrespective of males and the gap is still remarkable.

BETTER RATIO NOW



FEMALE PER 100 MALE

Students in important programmes at UG and PG level in regular mode of education

| Programme | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
|-----------------------|-----------|-----------|-----------|-----------|-----------|
| Master of Arts | 124 | 147 | 154 | 165 | 169 |
| Master of Science | 123 | 138 | 147 | 157 | 167 |
| Master of Commerce | 122 | 136 | 145 | 148 | 158 |
| MBBS | 86 | 93 | 95 | 97 | 99 |
| BSc (Nursing) | 92 | 95 | 93 | 93 | 384 |
| Bachelor of Education | 169 | 180 | 188 | 197 | 203 |
| Bachelor of Arts | 108 | 115 | 118 | 118 | 121 |
| Bachelor of Commerce | 79 | 83 | 86 | 90 | 93 |

Biggest gender gaps: FEMALE PER 100 MALES

| Programme | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 |
|-----------------------------------|---------|---------|---------|---------|---------|
| BACHELOR OF COMPUTER APPLICATIONS | 59 | 63 | 64 | 65 | 75 |
| BACHELOR OF BUSINESS ADMN | 61 | 75 | 75 | 76 | 66 |
| BTECH | 38 | 39 | 39 | 38 | 39 |
| LLB | 43 | 46 | 44 | 44 | 47 |
| MBA | 52 | 56 | 58 | 61 | 62 |
| MTECH | 55 | 61 | 64 | 64 | 67 |

Sources: HRD Survey on Gender Gaps in Higher Education published on dated 8 Jan. 2018

Through to HRD Ministry the All India Survey on Higher Education has released recently and said on the gender gap in higher education have decreased by 9 Lac in 2012-2013. The survey which really depicted the Gender Parity Index is increased to 0.94 in 2016-2017 from 0.86 in 2010-2011 also there female enrollment participation is increasingly in some of the disciplines like M.A, M.Sc and M.Com. The total enrollment in 2016-2017 in the academic session 3, 57, 05,905 is the Gross Enrollment Ratio (GER) of about 25.2. GER is the annually counted numbers of students who are get enrolled in the higher educational bodies out of total number of population among the age group of 18 to 23 years. Women are increasingly surpassed over male students in B.A and in Education. In the same year of 2016-2017 in MBBS 99 female students have been enrolled per 100 male students, also upward from 2012-13 from the number of 86 and in B.Com also upward to 93 from 79 in 2016-2017 year.

In the Programme of M.Sc the level of Mathematics, Physics and Zoology the number of enrolled female students are about 60% where in chemistry it is 56.3%. In Postgraduate level of female

students are 62.1% enrolled in mathematics over total students of 1, 43,762. Under social sciences like Political Sciences, 52.2% female students are enrolled in the same year.

Yet according to the survey, Gross Enrollment Ratio of female is good and higher but there is still a very major gap in some of the disciplines like B.tech, M.tech, Law and M.B.A Courses/ Programmes. In the same year under B.tech only 39% women over 100 male students are enrolled, and just 38% female students in 2012-2013 have only 1% of improvement. Even excluding from PG and M.Phil level of programmes, the gap is still remarkable also in diploma courses over 70% of male students have been enrolled. Now the HRD has a strong vision to achieve a Gross Enrollment Ratio of 30% latest by 2020.

1.6 Gender Discrimination and its impact on Health Growth

In India several cases of women who have still to search out the better health services whatever they have required in according to their sphere wise. The ratio of suicide in male over female adults in India has been about is 2:1. From 1987 to 2007, the suicide rate has increased from 7.9% to 10.3% per 100,000, it was found higher in sides of southern and eastern states in India. In the 2012 year, some states like Tamil Nadu, Maharashtra and West Bengal had very highest percentage of female adults' suicides.

Now we are discussed on the Mental Health concerns are also the part of social exclusion of gender discrimination in higher education in India. Some of the studies have found where depicts the picture of the gender disparity it negative attitude and impact have steeper the women's empowerment risk factors like depression, suicidal behavior, common mental behaviors and anxiety. These are some mental health related aspects can be studied in various scenarios for female such as in the educational institutions, at home and in workplace have seen in various contributions of the mental illness in India. In 2001 one of the study which is published by the U.Vindhya et al., in the Economic and Political Weekly, where adult females have tend too much suffering from depression, somatoform with dissociative disorders while compared to men in this study. Therefore several studies have been indicated the negative aspects of mental health disorders where we can see these higher occurrence of the common mental health disorders found in rural as well as in peri-urban communities in India.

1.7 Supporting work on Gender Sensitization from different Agencies:

Several social organizations or institutions are addressing the issue of gender sensitization in India. Without the participation of both sexes cannot develop or eradicate the gender discrimination from the family, society, the nation or from the universe. This can be only done by the integrity of the social organizations, educational institutions or Universities to deliver the best social activities, skills, knowledge. A moment ago, in *the Indian Express has published an article on dated 16 January, 2018* that DUSU has established the gender sensitization cell to tackle the gender discrimination. This cell aims are to deliver the legal aid and facilitation services to the students who undergo discrimination and harassment. Also *the Times of India has published an article on dated 13, August, 2018, it was organized a workshop on gender sensitivity in Moti lal Nehru National Institute of India (Allahabad), in this workshop Dr. Anju Gupta, Director of NCWEB of Delhi University* is the keynote speaker of the event there she shared that, women must be aware from their surroundings and speak out in any kind of harassment when she came across. She also spoke that we should enlighten the knowledge of the men adults by only given higher education to them. *On dated 19, July, 2018 the Observer Research Foundation (ORF) has been addressing gender equality through higher education. 'Gender Sensitization' in higher education finds a mention in the 'Draft National Policy for Women - 2016' and it also forms an important recommendation of 'Saksham' – Measures for ensuring the Safety of Women and Programmes for Gender Sensitization on Campuses' report released by the University Grants Commission (UGC) in 2013.*

1.8 Inclusive Policies and Plan by Government of India

The central government is running the inclusive policies of about 147 schemes for women in the country which cater to the different needs of women in the society.

Also by the Government of India has running the very much skills and legal litigation for women empowerment through these schemes like Support to Training and Employment Programme for Women (STEP) run by this Ministry of Women and Child Development, Rajiv Gandhi Scheme

For Empowerment Of Adolescent Girls (Rgseag) – ‘SABLA’, Pradhan Mantri UjjwalaYojana ,National Mission for Empowerment of Women, Rashtriya Mahila Kosh – (National Credit Fund for Women),Gender Budgeting and Economic Empowerment of Women. Indira Gandhi Matritva Sahyog Yojana (IGMSY) – Conditional Maternity Benefit (CMB) scheme is a Conditional Cash Transfer scheme for pregnant and lactating women to contribute to better enabling environment by providing cash incentives for improved health and nutrition to pregnant and nursing mothers are the main Government Policies for the Women of India or the legal laws under the Constitution of India like Domestic Violence Act 2005, Dowry Prohibition Act, 1961, Hindu Succession Act, 1956, Minimum Wage Act, 1948, Eve Teasing Sections 294 and 509 under the Indian Penal Code (IPC), The Indecent Representation of Women (Prohibition) Act, 1986, etc. or punishment against the criminal activity under the Indian Penal Code Act 1860 are the main laws and sections under IPC in India which will secure the Women of India.

These are the listed as below the different set of Government Programmes and Schemes to Empower Women:

1. Working Women Hostel
2. One Stop Centre Scheme
3. Sukanya Samridhhi Yojna
4. Women Helpline Scheme
5. Support to training and employment programme (step) for women empowerment
6. List 100 additional one stop centre (oscs)/ sakhicentres.
7. Interest repayment on bank loans of women self help groups (shgs) set up under DeenDayalAntyodyaYojana.
8. DurgashaktiVahini/ ChatraParivahanSurakshaYojana for safety of girls.
9. Indira Gandhi SahyogYojna (IGMSY) (2010)
10. National Mission for Empowerment of Women (nmew) (2011)
11. Rajiv Gandhi National Creche Scheme (2012)
12. BetiBachaobeti padhao (2015)
13. Mahila e-haat (2016)
14. Kudumbashree Programme for Women Empowerment (2018-2019)

SUGGESTIONS

To addressing the issue of gender discrimination and women empowerment the following are some suggestions:

(A) For Girls

1. Empowerment

To spread the knowledge of legal rights and its policies to empowering the girls. This would support by the educational institutions/ Universities or Colleges as well as society will admitted and provide the equal position, although they will in a better way to assist them and the use of her potentials and as well as elimination of dependency.

2. Self-confidence (through curricular activities)

Enhancing the morality of the girls is the primary source of key to alleviate the inferiority complex that resides in them. Only extra-curricular activities or recreational activities in schools/colleges/ universities or in educational universities to bringing up the environment free from the gender inequality.

3. Decision Making (Through text books/other literature/ Co-Curricular activities / Classroom activities)

In the 21st century we can mitigate such a deep rooted problem of gender inequality thus we must give the chance to the girls to take self-decisions, raise her voice at least for her rights, and accept her ideas into the co-curricular activities at universities/ colleges/ educational institutions level to promoting and build her power to making herself strong and independent.

4. Self-defense – (Through activities)

The self-defense activities is usually like NCC Cadets, Sports etc. is compulsory to opt from any of one to make yourself strong and strengthen also such kind of activities are a initial discipline like the other discipline is the main part in the Delhi Universities/ Private Universities or colleges. These activities can break the odds societal atrocities and alleviation of the issue of gender disparity.

5. Quality of Leadership: (Scholastic and Co-Scholastic activities)

Only leadership is not given by the god-gifted in to the males. We must alleviate the such odd societal atrocities through the Higher Education , we will develop the equality between the both of the genders to mitigate the leadership which is not only in boys also it can develop in the girls also irrespective of this we must remove their caste, creed or colour.

6. Creative Girls meet and the power of Motivation

Through to Educational activities must have include like group discussions, conferences, seminars, debates and dialogues and organize some cultural festival so that girls take initiative or participation in these activities. These activities can give the power of motivation through the panel of higher education, family or even in the society.

7. Women Entrepreneurship: As per Women entrepreneurs comprise 13.76 percent (14% about) in India, according to a survey by Forbes. About 58 percent of the female entrepreneurs were in the age range of 20-30 when they started out. Nearly 73 percent of them report revenue of approximately Rs 10 lakhs in a financial year. The report also found that between 2019 and 2022, 17% of investment deals in India were raised by startups with women leaders. (Feb 15, 2023 07:52 PM IST)

- The report highlighted that startups in India doubled down on operational efficiency instead of sacking staff or winding down operations in 2022. Last year, India saw the addition of nearly 1,300 fresh startups and the second highest number of unicorns in the world.
- Compared to 2021, there was an 18 per cent spike in the number (1,400) of startups that received funding.

- President Droupadi Murmu, in October 2022, had inaugurated 'her START', a platform to encourage women entrepreneurs. The government of India has also introduced a monthly allowance of Rupees 20,000 for up to one year for women-led startups.

(B) For Boys-

It is the duty or the responsibilities of the family or the teachers to sensitize the boys that girls too have their own rights same here they have their own rights. Some areas we must focused first, right to equality and right to justice second, rigidity type of attitude and male dominant society and last are to pay homage to every human being without any gender disparity (like caste, colour, and creed).

(C) For Professionals-

1. Research on gender aware literature:

It is very important to prepared the gender aware literature for the professionals, which must be include the theories related to gender , case studies, motivational stories, true stories etc. also prepared some small booklets, magazines , articles, poster must be propagation of knowledge related to the issue of gender.

2. Give Teachers Training on Gender Disparity

The focused areas of the training should be higher education and gender discrimination, equity and equality, gender stereotype in the society and in higher education system should be followed, its causes and its effect, life skills , emotional development, mentally and physically development, teacher attitude towards the students into the classroom, classroom environment .

(D) For Universities/Colleges/ Educational Department-

1. Make Gender fair policy and plan implementation in higher education

Higher Education has a main role to boost the concept of gender aspect which will make much helpful to the Universities/Colleges/ Educational Institutions are become more responsive.

2. To Establish the Gender unit/Women Cell:

Establishment of the Gender Unit/ Women Cell followed by the guidelines of UGC or Government Body to implement the policy or plan on gender issues also support the female students, issues related to college ragging, harassment, eve-teasing and molestation matters are carefully handled within the University/Colleges/Educational Institutions.

CONCLUSION

Gender discrimination is still exists in Indian society and it needs to focused on the field of women's higher education in India. The gender gap of last 2011 census has indicated that 65% is a male literacy rate which is moreover than the female literacy rated is about 56.99%. Women education plays a very significant role to overall development of the Indian country. Through to women empowerment helps to develop and maintain the life of the human also improving the quality of life at residence and exterior side of the environment. Educated women can promote the life structure of their family also she gives the right direction or guidance to her children. Furthermore, educated women can helps to reduce the infant mortality rate and the growth of the population in India. The role of higher education in the life of women is the only and the most important tool of social change or the position in society. Now the results of the present paper has given with show the facts and figures of the higher education for eliminating gender discrimination is still need to work or spread the knowledge or awareness programmes and there is also need to be focused on the dream of the women empowerment agenda in the country should be accomplish by doing strong efforts.

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