

## **ASSESSING THE GENDER DISPARITY IN BIHAR'S EMPLOYMENT AND EDUCATION**

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**Abstract :** *Through this paper, gender disparity in educational and employment opportunities in Bihar has been studied by analysing, firstly, the gender gap in literacy, educational attainment, and work participation; secondly, the calculation of a composite education and employment index; and finally, the ranking of districts accordingly. Gender disparity mainly refers to the discrimination between different genders based on resources, social status, education, traditional background, and economic condition. It usually talks about the discrimination between men and women and generally favours men by considering them more productive than women in terms of every aspect of life skills and status. Women's prosperity equates to wealth for all people, because achieving the goal of a literate society and an economically strong nation requires the equitable empowerment of men and women through greater education and work possibilities. Education and economic empowerment are somehow linked to each other. Measuring the gender disparity through these criteria can be based on some of the parameters, such as the literacy rate, work force participation, and attainment of education.*

**Keywords:** *Gender disparity, Education, Employment, Economic conditions*

### **Introduction**

Gender disparity is primarily defined as discrimination against any specific gender in society at large or within the society as whole. Gender discrimination is assessed between males and females using various terminology and aspects of society, such as educational background, economic background, or dominance of one gender over other. Females are considered to be physically weak, are labelled as housewives, or sometimes considered as a part of victory.

The word has changed colours' and evaluated its trend as time has passed. Gender disparity can be characterized in every scenario based on the literacy gap, education gap, and employment discrepancy between different genders, namely men and women.

Female work participation plays a vital role in any nation's growth and overall development. To shape people's lives and promote a better standard of living, it is important for both males and females to grab equal opportunities in terms of educational qualifications and work participation. In

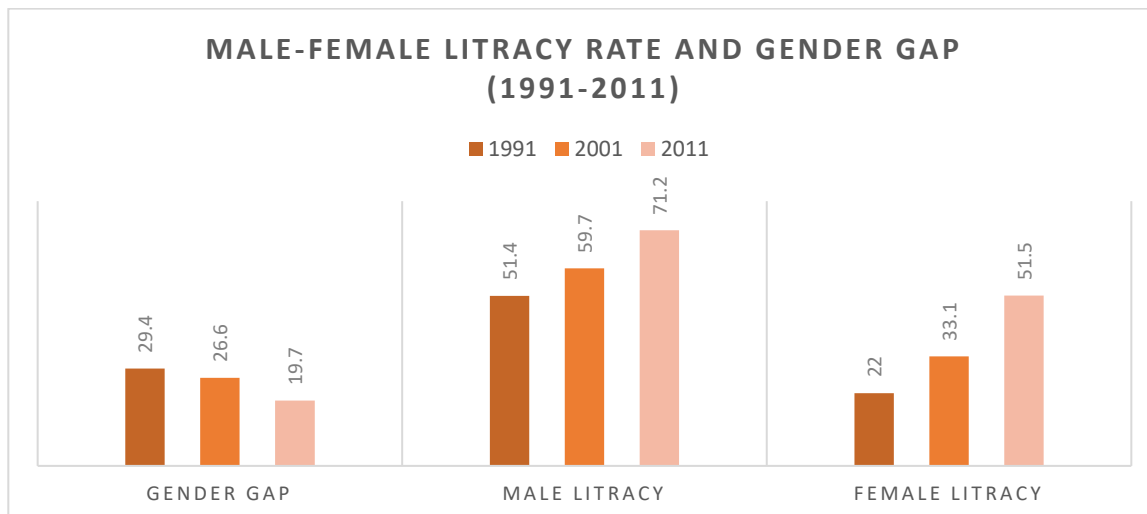
developing countries like India, female involvement in the nation's growth and development is very low, and within the nation, there is a different rate of female involvement compared to male involvement in different states. In this paper, gender disparity in educational and employment opportunities in Bihar has been studied by analysing, firstly, the gender gap in literacy, educational attainment, and work participation; secondly, the calculation of a composite education and employment index; and finally, the ranking of districts accordingly.

### **Literacy Gap**

Education not only leads to a progressive civilization and the general development of a nation, but it also instils social ideals that strengthen citizens' thinking and earning power, thereby eliminating poverty and social prejudice. Even after years of independence, gender imbalance in literacy continues in India, and the situation differs by state. The gender literacy gap is a big concern throughout India, specifically in Bihar.

Bihar ranked 23rd in India when it comes to of literacy gap during 2011. Other states with a substantial literacy gap in 2011 were Chhattisgarh and Uttar Pradesh (20.1apiece), Jammu and Kashmir (20.4), Jharkhand (21.4). and Rajasthan (27.1 points). Meghalaya had the lowest literacy difference (3.4 points), followed by Kerala (4.0 points), Mizoram (4.3 points), and Nagaland (6.6 points) (Census of India 2011). Literacy gaps were higher in several parts of central Bihar, such as Khagaria and Begusarai , in 1991 and 2001. In 2011, the district count grew to include Bhojpur (southwest), Jamui (south), and Madhubani (north). In 1991 and 2001, the number of districts in this category was comparatively substantial, at 30 and 29, respectively, before dropping to two districts, Arwal (south) and Supaul (north).

Gender disparity is mainly based on different factors in which education plays the vital role. At initial level it depends on the parental behaviour and their decision making. One of the primary causes of gender discrimination in school is parental behaviour because their decisions impact the fate of the child. When a male child is given an advantage in school, it develops prejudice between male and female children.



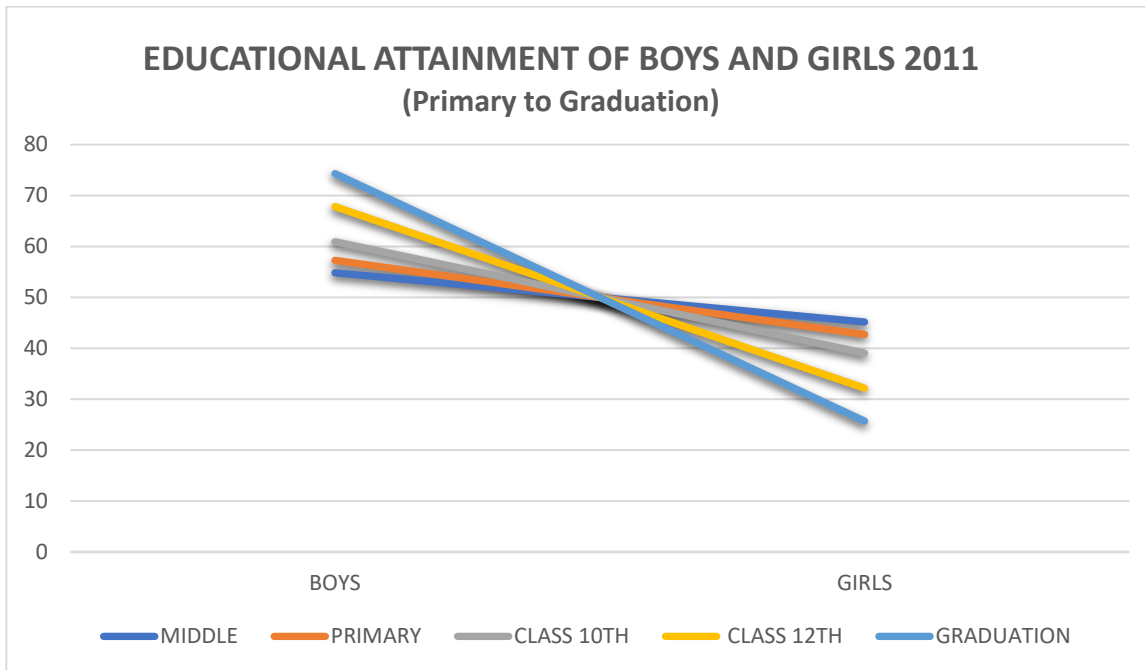
(Source: Census of India 2011, Prepared by researcher)

### **Educational Attainment**

Boys and girls have lower educational achievement for a multitude of reasons, including parental education, money, family size, religion, caste, place of residence, and infrastructure. Boys and girls have lower educational achievement for a multitude of reasons, including parental education, money, family size, religion, caste, place of residence, and infrastructure.

Girls made up 45.17 percent of all primary school learners, 42.72 percent of middle school learners, 39.07 percent of tenth grade students, 32.17 percent of twelfth grade students, and 25.70 percent of graduating students. In every area, girls' educational attainment declined from primary to graduate level.

Siwan (49 percent), Gopalganj (48.64 percent), and Kishanganj (47.45 percent) in west Bihar had the highest percentage of girls to total students at the primary level, while Saharsa (40.19 percent) in central, Supaul (41.80 percent), and Madhepura (41.96 percent) in north Bihar had the lowest. Girls' educational attainment in the middle level, 10th and 12th grades was highest in Gopalganj and lowest in Supaul. Girls' graduation attainment was highest in Patna (central Bihar) and lowest in Araria (north-east Bihar).



(Source: Census of India 2011, Prepared by researcher)

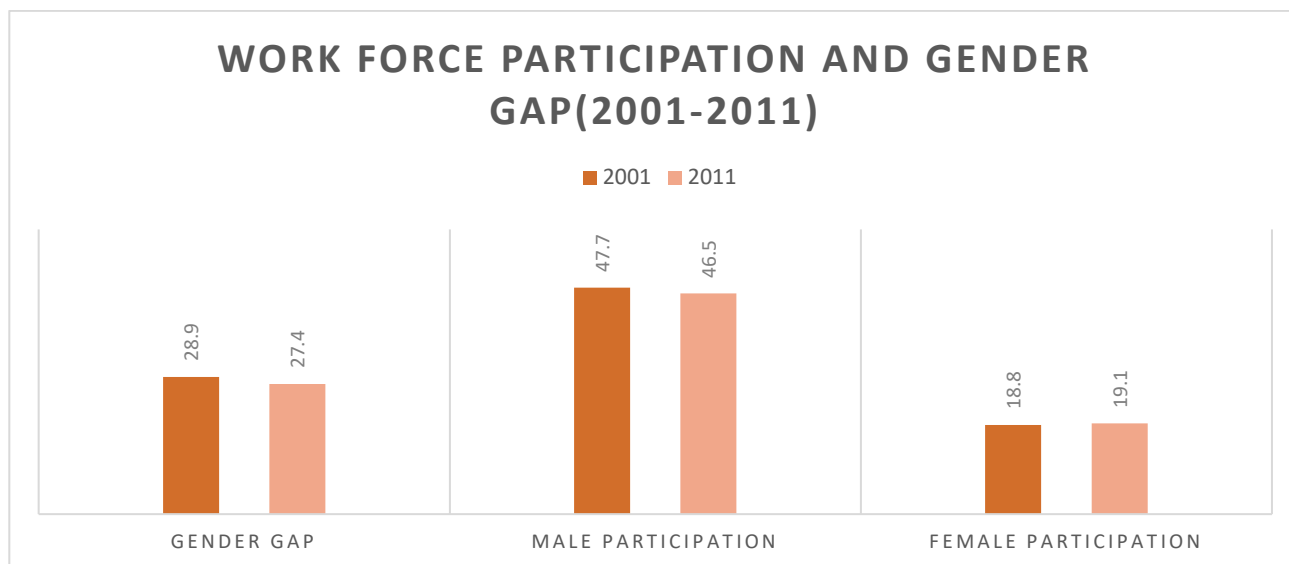
### Work Participation

Women's economic participation is much lower than men's because they are mostly hidden behind the four walls of the house in domestic duties, and they receive low wages or, in many cases, no wage for such participation, which is influenced by socio-cultural factors such as educational background, urbanisation, migration, and certain types of employment (for example, as farm labourers in their own fields). Women's labour force participation is significantly lower in Northern India, particularly in Bihar, where socio-cultural norms and a conventional patriarchal worldview limit how, when, and where women can work.

Although India has seen good economic growth, female labour force participation in the age group 15 and above has declined from 42.7 percent in 1993-94 to 32.6 percent in 2009-10 and further to 31.2 percent in 2011-12, according to Usual Principal Subsidiary Status (UPSS 2013), and it has declined from 31.1 percent in 2013-14 to 27.4 percent in 2015-16, according to Labour Bureau (2017).

In 2001, there were just three districts in this category (Supaul in the north, Madhepura in the east, and Jamui in the south), but participation grew in 2011, with the above three plus Gaya in the south. In both census years, five districts remained common: Nawada, Nalanda, and Sheikhpura in south Bihar, Saharsa in the east, and Banka in the south-east. Gaya and Jehanabad were the remaining two

from 2001, and the remaining four from 2011 were Madhubani (north), Araria (north-east), Paschim Champaran (north-west), and Khagaria (east). The gender gap in work participation was quite large in the central districts of Bihar and Kishanganj from the east in both years (2001 and 2011), while it was minimal in the south.



(Source: Census of India 2011, prepared by researcher)

### **Composite educational and employment index of districts and their ranking.**

After evaluating the districts' composite educational and employment indexes and ranks, they are grouped into four groups and mapped to determine the varied degrees of problems that exist in the region.

Eight districts do very poorly in the composite educational and employment index, including three from north Bihar (Darbhanga, Madhubani, and Supaul), two from the south (Arwal and Jehanabad), two from the southwest (Bhojpur and Buxar), and Saran from the west.

Good Performing Districts: Gaya (south), Munger (south-west), Patna, Begusarai, Khagaria, and Muzaffarpur (central), Purnia, Katihar, and Bhagalpur (east), and Gopalganj (west) were included in this group. Except for Gopalganj, which was poor, and Gaya, all of these districts scored well in terms of gender gap in literacy. Six districts fared well in terms of educational attainment (Gopalganj, Patna, Muzaffarpur, Gaya, Begusarai, and Munger), two were middling (Bhagalpur and Katihar), and one was poor or very poor (Purnia and Khagaria, respectively). Only Gaya fared well in the work participation gap, two performed moderately (Khagaria and Purnia), six performed poorly

(Gopalganj, Bhagalpur, Munger, Begusarai, Katihar, Patna), and only Muzaffarpur performed very poorly.

### **Conclusion**

Three indicators were chosen to investigate gender inequality in education and employment prospects in Bihar, and it was discovered that inequality remained in all districts, albeit to varying degrees. The composite educational and employment index has been developed in this section to determine the impact of three indicators (literacy gap, educational attainment gap, and work participation gap) in explaining gender disparity in Bihar, and the districts have been ranked appropriately. The study discovered that gender inequality in educational and employment indicators existed in almost all of Bihar's districts, though the magnitude varied, with Katihar, Gopalganj, and Jamui ranking first in literacy gap index, educational attainment gap index, and employment gap index, respectively, while Supaul (literacy gap index) and Kishanganj (employment gap) ranked 38th.

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