

2. An Imperative Study on Gender Equality for Sustainable Development

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Abstract:

Accreditation of women and girls is to be realized through sustainable development. Sustainable development depends on the equal distribution of resources and it cannot be attained without gender equality. Gender Equality is the process of allocating deep pockets, programs, and decision making equally to both males and females without any difference. The so-called gender-equality conflict is the fact that gender division across occupations is more pronounced and more impartial in developed countries. Both women and men need more time to care for their families and communities, and need more time free for such care. For achieving sustainability Women Empowerment plays a vital role.

The Challenges to build pathways for Sustainable development and build sustainability in gender equality have various explications. It has different definition, sometimes it means the equal distribution of resources, opportunities or may be living within their limits or sometimes it defines the interconnection between different communities, environment or society. Sustainable development stands on the basic principle all are equal before law. Both male and female have equal fundamental rights and equal opportunities. Without equality Sustainability cannot exist. Women especially girl child are the major contributors, implementers and heritors of Sustainable development. On 25TH September 2015, UN Member States embrace the 2030 Agenda for Sustainable Development, which includes a set of 17 Sustainable Development Goals (SDGs) to end poverty, fight inequality and injustice, and tackle climate change by 2030. The push for the policies to improve gender equality at the global level is getting new momentum through Sustainable Development Goals (SDG). SDG 5 mainly focusing on Gender equality to empower all women and girls across the globe. The main challenges to achieve the target of Sustainability are violence against women, reproductive health, ownership rights. Women always have impenetrable role in looking after family, raising children, education, making them to interact with the society that too with a greater

responsibility. Women are always a synergist in Sustainable development, their role in family, community and society at large has to free from socio-cultural and religious traditions that prevent women participation. The objective of this paper is to highlights the essentials of women contribution in sustainable development as partner and beneficiaries.

Keywords:

Deep pockets, sustainability, heritors, synergist, fundamental rights.

2.1 Introduction:

Equality – Women are fundamentally equal with men in all spheres of life. Countries must take measures to uphold women's equality in the political, social, economic, and cultural fields. Part III of our Indian Constitution guarantees fundamental rights and these rights are guaranteed to the person irrespective of their gender or sex. It is appropriate to understand the difference between the Sex and the gender. It is understood that sex is biologically determined and gender is socially constructed. SDG 5 mainly focuses on sustained gender equality in all aspects which includes ending disparities between men and women, eliminating violence against women especially young girls, forced marriage and equal opportunities in all fields. Laying out Gender equality is one of the main cross cutting concerns in 2030 agenda. Globally, women have fewer opportunities for economic participation than men, less access to basic and higher education, greater health and safety risks, and less political representation. Guaranteeing the equal rights for women and giving them equal opportunities with all potential is critical but also to attain and fulfillment of their goals. Empowered women and girls contribute in health and productivity of their families, groups and communities which brings contagion effect to everyone.

Gender Equity means both men and women are having equal power and equal opportunities in financial dependence, health and personal development. Women empowerment plays a vital role in achieving gender equity. This includes herself growth, decision making, opportunities to access resources and taking care of her own things inside and outside home and her ability to effect change. This kind of gender equity issues is not of women alone but also the relationship between men and women in the society. The role and actions of boys and men plays a vital role in achieving gender equality.

Education is the key area to focus. In few years it is been observed globally that there is equivalence in the field of education, girls still make up with higher percentage than the boys Typically, families with limited means who cannot afford costs such as school fees, uniforms, and supplies for all of their children will prioritize education for their sons.

Families may also rely on girls' labor for household chores, such as carrying water and childcare, leaving limited time for schooling. But prioritizing girl's education is the highest investment in the developing country. An educated woman will postpone her marriage; have small and nuclear family raise her own children with good education and building up better position in the society. Globally now it is an accepted fact that the women are the greatest stakeholders in every field. Women health and safety is another important criterion. Sexual transmitted diseases like HIV/AIDS, Breast Cancer, Diabetics, Lungs and Liver diseases are raising alarm among women. Maternal health is also a biggest concern. In many countries women have a limited access in prenatal care and infant care experiencing complications during pregnancy and child birth. Another important concern is a woman is getting married before itself when they are not ready physically, mentally and emotionally and this issue is seen in many countries. Quality maternal health care can provide an important entry point for information and services that empower mothers as informed decision-makers concerning their own health and the health of their children.

2.2 Critical Determinants of Women Empowerment:

The Subject of Women empowerment has become a burning issue all over the world in the last few decades. Though the women have come a long way to make her life easy by compromising several things.

Women are under served in decision making process worldwide. However, Gender equality and heterogeneity are recognized to have beneficial effects in organizations and institutions in overall economy. This artifact provides evidence that removing the narrow-mindedness – the invisible barriers which prevent women from reaching superior positions – may produce not only more equality but also substantial efficiency gains. Gender Equality is the top priority not only because for the equality between the men and the women is an important goal but also because women's economic participation is “a part of the growth and stability equation”. The skiving position of women from the position of leadership is at odds with the strategy of exploiting talent to promote business and performance. This is

particularly relevant in times of modest economic growth. In developing countries gender equality and development are interthread, more gender equality more boost for the contribution of development in economic growth. a virtuous circle may begin when more women work: the demand for services causes consumption to increase, leading to the creation of more jobs, for both men and women. Finally, women's participation in the labour market may play a positive role with regard to fertility and household well-being. When we move from labour market participation to women's position in decision making process the position of men and women are aggravated. Even in countries in which women participate in the labour market in high numbers, only a minority make it to the highest positions. The advantage of gender equality will be clearer when we concentrate on the positions of both men and women in decision making process. Women are better to manage personal relationships and can also handle the conflicts in much better way by providing the best possible solutions after analyzing the problem.

This article provides evidence that there are efficiency gains from removing gender gaps and promoting gender equality in decision-making positions. First, promoting women into top positions would represent a dramatic change to the status quo dominated by male representatives. As competent and talented women are abundant, this change would produce a better selection process, yielding positive effects on the quality of representatives. Policies to accelerate the process towards economic gender equality and to promote women's empowerment are at the centre of the debate in many countries around the world.

2.3 Literature Review:

Generally, the gender hierarchy shows in the family, inheritance laws and customs, the valuations of women's work as opposed to men's work, decision-making power in the society, the family, church and social networks. It shows in the opportunities available for development, education, health and nutrition. Several studies have been conducted on the subject gender equality mainly focus on the justice. The Government of India has taken this issue has top most priority. However, the issue of Gender Equality in our Constitution yet to explored. However, the issue of Gender Equality in our Constitution yet to explored.

Under variety of behaviors and situations, the concept of gender injustice, gender inequality and discrimination, which are violative of basic Human Rights may be highlighted. In spite of various international conventions and treaties recognizing equal rights for women, as a basic human right and the same has been incorporated

in The Constitution of India, yet gender justice is far from reality.

Elisabeth Frank and Katinka Malena Mustelin (2024) in their systematic view of peer reviewed literature that specifically focuses on the combination of sustainability and gender. We analyzed the existing peer-reviewed research regarding the extent to which gender plays a role in the empirical literature, how this is methodologically collected and what understanding of gender is applied in those articles. Our aim is to provide an overview of the current most common fields of research and thus show in which areas gender is already being included in the sustainability sciences and to what extent and in which areas this inclusion has not yet taken place or has only taken place to a limited extent.

Anne Mikkola (2005) of the role that gender equality plays in the process of development and growth, diverse literature is reviewed from microeconomics and macroeconomics and developing and developed country perspective. Women's roles are found to be in a process of a global change. These changes may stem from changes in technology as the industrialization has made the extensive home-based production obsolete and reduced the demand for children as an input for this production. Overall, the literature gives hints as to what the issues in gender inequality are that seem to be associated with the overall level of economic development: values and religion, cultural restrictions and roles, legal and inheritance laws and practices, the marital pattern of resource allocation, monogamy vs. polygamy, labour market access, education, fertility, gender specific market failures in finance, power in the political decision making.

International Women Development Agency (IWDA) promotes Gender Equality. IWDA contributes to systemic change through our own knowledge creation and advocacy which seeks to transform discourse on gender equality. We want to equip feminist movements and allies with the evidence they need to effect lasting change. This is the ground breaking and illuminating research calls for a paradigm shift and proposes a model for developing equitable partnerships and achieving empowered relationships. Equality insights provide evidence for policy makers women rights organizations and other advocates for inequality.

Alan Greig and Michael Flood (2020) These conservative discourses, state-supported in some countries, of a hyper-masculine national identity promote traditional patriarchal roles as a project of nation-building, thereby dangerously conflating patriarchy, patriotism, culture and national sovereignty into a political discourse and positioning progress toward women's empowerment and gender

equality as disruptive of a national order. What unites this disparate body of work and its diverse components as a self-conscious “field” is the fundamental feminist goal of building gender equality. This distinguishes it from anti-feminist men’s organizing, whose history and contemporary manifestations, especially as they relate to the rise of the far right, are well documented.⁶ The “men for gender equality” field is premised on and organized by a defining belief that men and boys must be engaged in efforts to end gender inequalities. This entails an emphasis on involving men and boys in ceasing their own violence against women and girls and challenging the violence of other men, taking up an equitable share of parenting and domestic work, sharing responsibility for sexual and reproductive health with women, and supporting women’s economic empowerment and participation in paid work and political life.

2.3.1 Promoting Gender Equality Within Standards:

As a minimum, standards should have basic requirements that protect women from harm and prevent discrimination. These should include requirements that support anti-discrimination and equality of treatment, anti-harassment, accountability through information and data on gender, and gender-specific fair working conditions.

Many sustainability systems are taking a more proactive approach to promoting gender equality and women’s empowerment within their standards. This includes requiring members and producer organizations to have their own gender policy and strategy requirements in place. It is also important to ensure that women’s representation is improved, such as in committees, and in management and skilled positions.

Sustainability systems can also support gender equality and women’s empowerment by including requirements within their standards that address the enabling environment and seek to change systems. Activities can include capacity building, training that considers gender-specific needs, and sensitization of all staff and workers to issues like gender-based violence.

Charles Grusky, 2004, Dorius and Firebaugh, 2010: 1959. Positive attitude about the future of global gender equality must be prudent for two reasons. First is the obvious point that there is no guarantee that current trends will continue. Second, gender equality can be seen as a two-step process that can be summarized colloquially as ‘first get in the club, then attain equality within the club.’ Most of

the indicators we examine here focus on attaining membership in the ‘club’—enrolling in school, joining the economically active population, becoming a member of the national legislature. Gender parity on these indicators is only part of the story since, to cite one example, men and women are entering highly sex segregated labor markets, at least in industrialized countries.

2.4 Research Methodology:

Our aim is to map a broad topic, gender equality research that has been approached through a host of different angles and through different disciplines. Scoping reviews are the most appropriate as they provide the freedom to map different themes and identify literature gaps, thereby guiding the recommendation of new research agendas. Several practical approaches have been proposed to identify and assess the underlying topics of a specific field using big data, but many of them fail without proper paper retrieval and text preprocessing. This is specifically true for a research field such as the gender-related one, which comprises the work of scholars from different backgrounds. In this section, we illustrate a novel approach for the analysis of scientific (gender-related) papers that relies on methods and tools of social network analysis and text mining. Our procedure has four main steps:

1. Data collection,
2. Text pre-processing,
3. Keywords extraction and classification,
4. Evaluation of semantic importance and image.

The Sample, Phenomena of Interest, Design, Evaluation, Research type (SPIDER) tool was used to design the review. SPIDER is appropriate for systematic reviews of quantitative, qualitative, and multi-methods research. We use the term multi method rather than mixed method because mixed method studies could be considered to have used multiple methods of data collection analysis, but not all multi-methods studies follow “mixed methods” procedures as they do not always provide an integrated synthesis of findings across the methods used. The review was conducted in accordance with the Preferred Reporting Items for Systematic Reviews and Meta- Analyses (PRISMA) guidelines. Rapid review methods were used for citation screening and data extraction.

The sample could include people of any age, race, or gender in local, global, or trans boundary intervention contexts. The phenomena of interest included any social justice, cognitive or behavior-change interventions that sought to reduce gender inequality, gender bias, or discrimination against women, with any mode of delivery and duration. Interventions could be any type of program (e.g. behavior change), policy (e.g. gender mainstreaming), process (e.g. awareness raising) or experimental condition that aimed to influence gender-focused outcomes.

An intervention was categorized as achieving its aim (e.g., having a beneficial effect on gender equality or reducing discrimination), partially achieving its aim, not achieving its aim according to the assessment in the paper (i.e. if the analyses in the respective paper found that the intervention did not work), or having a harmful effect (i.e. resulting in increased discrimination or inequality).

2.5 Problem Statement:

Gender discrimination is prohibited under almost every human rights treaty. This includes international laws providing for equal gender rights between men and women, as well as those specifically dedicated to the realization of women's rights, such as the Convention on the Elimination of Discrimination Against Women – considered the international bill of rights for women. For example, the world's boys are often encouraged to go to school and get an education to prepare for work, while girls carry heavy household responsibilities that keep them from school, increasing the odds of child marriage and pregnancy.

Even before the pandemic, girls were more likely than boys to never set foot in a classroom and be denied equal opportunities. Conflict, poverty and other forms of social disadvantage also magnify gender inequality in education. Girls living in countries affected by conflict, for example, are 2.5 times more likely to be out of school than boys. Gender-based violence occurs everywhere around the world across all economic and social groups. While both boys and girls are negatively impacted, girls are particularly at risk. An estimated 1 in 3 women globally have experienced physical or sexual violence in their lifetime, mostly at the hands of their partners.

Types of violence may include: prenatal sex selection, female infanticide, neglect, female genital mutilation, rape, child marriage, forced prostitution, honor killing and dowry killing. Many of these gross violations of human rights have been used as weapons of war around the world.

2.6 Findings:

With the prevalence of gender discrimination, and social norms and practices. Girls become more exposed to child marriage, teenage pregnancy, child domestic work, poor education and health, sexual abuse, exploitation and violence. Unless the Girls are not valued more these problems cannot be solved.

- Gender equality should be mentioned in the preamble of the law or in the definition of the context of the policy or programme as well as in the legal framework referring to it.
- Gender equality should be also be remarked in the objective(s) so as to set a starting point and encourage the commitment of all stakeholders involved in the development of the initiative.
- Actions to reduce imbalances and inequalities and measures to promote gender equality should be included among the different aspects of the law, policy or programme.
- These measures could be related to:
 1. Promoting the access of women in sectors where they are under-represented;
 2. Promoting the access of women to decision-making;
 3. Promoting the co-responsibility of public administration, companies and carework;
 4. Promoting the use of gender statistics and studies;
 5. Preventing gender-based violence;
 6. Promoting proactive actions to eradicate gender-based violence;
 7. Eliminating gender stereotypes and roles
- Language should be revised to ensure that gender neutral language is used and to guarantee that there is a fair visualization of both women and men throughout the document.

2.7 Conclusion:

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. There has been progress over the last decades, but the world is not on track to achieve gender equality by 2030. Women and girls represent half of the world's population and therefore also half of its potential. But gender inequality persists everywhere and stagnates social progress.

On average, women in the labor market still earn 23 percent less than men globally and women spend about three times as many hours in unpaid domestic and care work as men. Sexual violence and exploitation, the unequal division of unpaid care and domestic work, and discrimination in public office, all remain huge barriers. Women have taken on more care work due to school closures, and 70% of health and social workers globally are women. At the current rate, it will take an estimated 300 years to end child marriage, 286 years to close gaps in legal protection and remove discriminatory laws, 140 years for women to be represented equally in positions of power and leadership in the workplace, and 47 years to achieve equal representation in national parliaments. Political leadership, investments and comprehensive policy reforms are needed to dismantle systemic barriers to achieving Goal 5 Gender equality is a cross-cutting objective and must be a key focus of national policies, budgets and institutions.

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