

# STEPS AND WAYS TO ACHIEVE GENDER EQUALITY IN HUMAN SOCIETY

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**Abstract :** Women have the right to live with dignity and to be free from fear. Achieving gender equality is essential for fostering development and alleviating poverty. When women are empowered, they enhance the health and productivity of their families and communities, thereby improving opportunities for future generations. However, despite substantial evidence highlighting the importance of women's empowerment in achieving human rights, reducing poverty, promoting development, and tackling the world's most pressing issues, gender equality remains largely unachieved. This article provides further insights into the concept of gender equality, outlines the steps necessary to attain it, and explores strategies for building gender equality and sustainability.

**Keywords:** Gender equality, Women empowerment, Sustainability, Gender inequality, Women laws

## 1.0 Introduction

Gender inequality and the climate crisis represent two of the most pressing issues we face today. As we deepen our understanding of the vital links between gender, social equity, and climate change, it is imperative that we take decisive action towards effective solutions. Enhancing women's representation in leadership roles and decision-making processes, along with redistributing care work and productive resources, are essential steps toward achieving a gender-equal and sustainable future. Although women have legal rights to property ownership and equal inheritance, they often face significant disadvantages in practice, as evidenced by the fact that men own 70% of rural land. While laws like the Married Women Property Rights Act of 1974 exist to protect women, few pursue legal remedies. This International Women's Day, on March 8, we invite you to join us in advocating for policy and social reforms that prioritize gender equality and sustainability, beginning with five key strategies for driving change. Gender discrimination manifests as the unequal treatment of individuals based on their gender, which can include granting advantages to one gender or marginalizing others due to their gender identity. Forms of gender discrimination include unequal pay, sexual harassment, and restricted access to essential rights such as education and healthcare. Addressing gender discrimination on an individual level necessitates self-reflection and a commitment to change. However, it is crucial to recognize that gender discrimination is a systemic issue, with the World Economic Forum estimating that it will take 135.6 years to achieve gender equality.

## 2.0 Review of Literature

The issues of gender injustice, inequality, and discrimination, which violate fundamental human rights, can be observed across various behaviors and situations. Despite numerous international agreements and treaties affirming women's equal rights as a fundamental human right, and their inclusion in the Constitution of India, the reality of gender justice remains elusive. K S Jayakumar (2016) points out that the Constitution's framers were acutely aware of the discrimination faced by women and included specific provisions aimed at their empowerment. This research examines the principle of gender equality as articulated in the Indian Constitution, including its Preamble, Fundamental Rights and Duties, Directive Principles of State Policy, and other relevant sections. The findings indicate that the State is permitted to enact laws with special provisions for the welfare of women and children, without the necessity of providing identical treatment to them as is afforded to males in similar circumstances. Dr. A. Guravaiah (2016) emphasizes the importance of educating the girl child, asserting that an educated girl today will become an empowered woman tomorrow. India has made notable progress in achieving universal primary education, with the Right to Education Act of 2010 ensuring free and compulsory education for children under 14 years of age. However, many schools in India still lack essential facilities such as playgrounds and toilets.

### 3.0 Purpose of the study

Gender equality is a unique aspect of human society in this unique aspect especially the earlier male dominated human society has now achieved equal status with women. However, this article aims to find solutions to these problems as a result of gender inequality being so entrenched in some groups, even today.

### 4.0 Objective of the Study

- a. To know the meaning of gender equality.
- b. To know an overview the steps of achieve gender equality.
- c. To know the what are the ways to build gender equality and sustainability.

### 5.0 Methodology

Gender sensitive research methodology is an approach to research that places gender at the center of the knowledge production process and pays attention to the different life-experiences and perspectives of men and women and it can be seen here that the researcher has collected and reviewed data from primary, secondary and secondary sources of information to compile this article.

### 6.0 Data Analysis

To prepare the present article, the researcher or the author has analyzed the information collected as known in the research method mainly on two aspects and its sub-aspects as follows.

### 6.1 Steps to Achieve Gender Equality

- **Engage with women and girls:** One of the primary obstacles to achieving gender equality across various sectors is the frequent exclusion of women and girls from critical global and national decision-making processes.
- **Enable girls to access mobile technology:** In India, a significant number of girls lack access to essential technologies like mobile phones and computers due to infrastructural challenges and economic constraints.
- **Eliminate child marriage and combat sexual harassment:** To ensure that girls can complete their education, it is imperative to eradicate child marriage and effectively tackle the issue of sexual harassment against them.
- **Enhance gender sensitivity in education:** While there has been notable progress in improving access to education, advancements in making the education system more gender-sensitive, including the promotion of positive stereotypes in textbooks, have been slower. Inspire aspirations in girls and their families It is essential to provide girls with images and role models that broaden their horizons and aspirations.
- **Empower mothers:** Educated and empowered mothers are instrumental in enabling their daughters to pursue education by making informed choices in their lives. Acknowledge the value of women's contributions The unpaid labor performed by women and girls forms the backbone of the global economy. This reality needs greater visibility in media, the private sector, and community discussions.
- **Increase women's representation in leadership:** Enhancing the participation of women in local, regional, and national governance has proven effective in dismantling many systemic barriers to their success as empowered agents of change.
- **Promote women in unconventional careers:** Encouraging women to pursue non-traditional careers is vital for creating lasting change in their lives and for challenging existing social norms.
- **Collaborate Effectively:** From 1999 to 2010, the number of girls enrolled in secondary school decreased from 83 to 82 for every 100 boys, and at the tertiary level, it dropped from 67 to 63 girls per 100 boys. This indicates a stagnation in progress and a regression to the significant gender disparities of earlier times. To bridge this gap, our initiatives must be collaborative and inclusive, actively engaging the affected individuals, particularly girls.
- **Combat Violence:** According to the United Nations, one in three women worldwide will face violence during her lifetime, with the majority of such violence being inflicted by a current or former partner.
- **Recognize the Backlash:** It is crucial to acknowledge that when women enter fields that have been predominantly male, they often face repercussions. In both educational and professional settings, this backlash frequently manifests as sexual harassment, humiliation, or violence.

**6.2 Ways To Build Gender Equality And Sustainability**

In recent decades, 55 percent of the advancements in food security within developing nations have been attributed to initiatives aimed at empowering women. The Food and Agriculture Organization estimates that if female farmers were granted equal access to productive resources, their agricultural yields could rise by 20 to 30 percent. This increase could potentially provide sufficient food to prevent 100 to 150 million individuals from experiencing hunger, thereby decreasing global hunger rates by 12 to 17 percent. Enhancing the productivity of women smallholders-defined as farmers managing agricultural plots of up to 10 hectares (approximately 25 acres)-also contributes to the promotion of sustainable agricultural methods. Notably, 75 percent of the world's food supply is derived from just 12 plant species and 5 animal species, rendering the global food system highly susceptible to environmental disruptions, including shifts in climate and extreme weather conditions. Smallholders, who typically cultivate a wider variety of climate-resilient crops, offer a sustainable alternative to the prevailing agricultural production model.

- ❖ **Invest in care:** The global economy significantly relies on the unpaid and underpaid care work predominantly performed by women. Despite its critical importance-highlighted even more during the COVID-19 pandemic-this labor is not compensated in a manner that reflects its true value. Instead, care work, similar to environmental resources, is often regarded as an infinite commodity that can be utilized without regard for cost or impact. Governments should recognize care work as a public good, enhancing its accessibility and offering sufficient support to those engaged in it. This entails investing in the growth of care services and increasing assistance for unpaid caregivers. The private sector also has a role to play by promoting unpaid care work through initiatives like paid family leave and flexible work arrangements. Investing in care work not only acknowledges its significance but also serves as a means to generate employment and stimulate economic growth without raising carbon emissions. Care represents a fundamentally sustainable economic sector: rather than depleting resources, it contributes to the enhancement and preservation of human capabilities. To reduce emissions, we must reevaluate how we produce and assess value-shifting from a depletion-focused economic model to one centered on regeneration-and investing in care is a vital step in this transformation.
- ❖ **Support women's leadership:** Women's representation and leadership at both national and community levels significantly contribute to improved environmental outcomes. Nations with a higher proportion of women in parliament are more likely to implement stringent climate change policies, leading to reduced emissions. At the local level, the involvement of women in the management of natural resources fosters more equitable and inclusive governance, resulting in enhanced conservation efforts. Furthermore, community climate initiatives that actively engage women tend to demonstrate greater effectiveness and efficiency in resource utilization. Generally, women are more inclined to factor in the needs of their families and communities during decision-making, which is essential for developing comprehensive solutions that drive effective climate action. Indigenous women, in particular, bring invaluable knowledge regarding agriculture, conservation, and natural resource management, making their participation crucial in any decision-making processes.
- ❖ **Organisations of found women:** Robust civil society organizations serve as an essential counterbalance to influential state and corporate entities. They amplify the voices of individuals who possess firsthand knowledge of their own experiences and requirements, thereby influencing decision-making processes and ensuring government accountability to the populations they are intended to serve. This is vital for climate action that emphasizes the health and welfare of both people and the planet. Collaborating with women's organizations can help governments tailor climate policies to address the unique needs of women and girls, ensuring effective implementation. In at-risk communities, women's organizations frequently function as an informal safety net, filling gaps in government services and providing critical emergency assistance. Strengthening these community networks is a key strategy for enhancing climate resilience at the local level.
- ❖ **Protection of women health:** Research indicates that women are likely to experience the most severe health consequences associated with climate change. Generally, women face a higher risk of mortality during disasters, largely due to their restricted access to essential resources and services. Studies further reveal that climate change adversely affects sexual and reproductive health; rising temperatures contribute to the proliferation of diseases such as malaria, dengue fever, and Zika virus, which are associated with poor pregnancy and birth outcomes. Additionally, extreme heat seems to elevate the risk of stillbirth. Similar to other crises, climate change heightens the risk of gender-based violence.

**7.0 Important Findings and Suggestions**

Aspects related to gender inequality and equality are mentioned in this article, the human society has a system in which the male dominated past society has given equality to men, especially this gender discrimination is like a pit covered with ash and has deteriorated internally even though legal systems have been created to correct this system. Therefore, the government has to undertake the mission of practically implementing women's laws.

**8.0 Conclusion**

Achieving gender equality necessitates that both men and women receive equal treatment. However, discrimination remains a pervasive social issue that fosters division among us. This rift hinders our ability to unite and collaboratively address our challenges. For centuries, this social stigma has infiltrated the very fabric of society. Concurrently, climate-related disasters frequently divert resources from essential women's health services and support systems for survivors of gender-based violence. As the impacts of climate change intensify, it is imperative to enhance and broaden these services to ensure the health and safety of women.

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