



# INTERNATIONAL RESEARCH JOURNAL OF HUMANITIES AND INTERDISCIPLINARY STUDIES

( Peer-reviewed, Refereed, Indexed & Open Access Journal )

DOI : 03.2021-11278686

ISSN : 2582-8568

IMPACT FACTOR : 7.560 (SJIF 2024)

## Empowering Equality: Breaking Barriers, Building Bridges, Uniting voices for Gender Justice

**Vedantini M. Kulkarni**

Dept. Of Computer Science / Information Technology,  
Seth Hirachand Mutha College of Arts, Commerce & Science,  
Kalyan (W.), (Maharashtra, India)

DOI No. **03.2021-11278686** DOI Link :: <https://doi-ds.org/doi/10.2024-77173439/IRJHISIC2404012>

### **Abstract:**

*The goal of equity and equality is to establish a more equitable society in which all people can fully realize their potential and live as equal members of society free from prejudice and discrimination. Males and females have equal chances in terms of economic, social, cultural, and political advances when it comes to gender equity, or equality, in education. Males were far more educated than females. Furthermore, women's cognition in later age was inferior. Every person should be given the same opportunities to develop their gifts and receive an education that is tailored to their specific requirements, aptitudes, and abilities. The right of every kid to an education appropriate to their character and aptitudes can be summed up as equality of educational chances. Gender equality in the workplace is linked to better national.*

*Significant elements influencing gender parity include 1. Accessibility of Schools 2. The importance of education 3. Girls being dropped from school*

*According to quantitative data, gender equality and parity in education are evolving.*

*1. The literacy trends. 2. Patterns in elementary educations 3. Disparities between States.*

**Keywords:** *Education, workplace and Gender equity*

### **INTRODUCTION:**

The goal of equity or equality is to establish a more equitable society in which all people are able to engage and realize their potential to live as equal members of society, free from prejudice and discrimination. Males and females have equal chances in terms of economic, social, cultural, and political advances when it comes to gender equity, or equality, in education.

**Gender Equality in Education:** The phrase "Education is one of the most important means of empowering women with the knowledge, skills, and self-confidence necessary to participate fully in the development process" is used to describe Empowering Women via Education.

In order to reduce poverty, recognize the value of family healthcare, understand their rights,

and effectively build self-confidence, education is extremely important for girls and women. The following suggestions were given to the education ministries of all member nations during the first international conference on public education, which was organized in 1952 in Geneva by the International Bureau of Education and UNESCO to address the issue of women's access to education:

1. The "Universal Declaration of Human Rights" states that everyone should have access to all freedoms and rights, regardless of gender, and that this equality should extend to all spheres of life, especially education.
2. All people, male or female, should have access to education that allows them to fulfill their unique life duties and fully develop their aptitude while also being able to play an effective part in their community, country, and the wider globe.
3. Just like men, women should be able to perform the tasks that best suit their abilities.
4. To prevent social discrimination, general education ought to be valued and treated on an equal footing with that of boys.

International laws pertaining to the advancement of women's rights, gender equality, and women's empowerment, such as CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women: 1979) and DEVAW, have been suggested by organizations like the United Nations.

#### DATA ANALYSIS:

##### Literacy rate in India (in %):

	1951	1961	1971	1981	1991
Male	24.9	34.4	39.51	46.74	63.86
Female	7.9	12.9	18.44	24.88	39.43
Total	1.6	24.0	29.45	36.00	52.11

#### Financial Empowerment:

Economic empowerment is intimately related to gender equality. Economic benefits accrue to families and societies when women are granted equal job opportunities and remuneration as men. According to a McKinsey & Company report, improving gender equality may boost the world economy by trillions. Dispelling Preconceptions Gender role stereotypes have long been a source of inequality. Achieving gender equality requires dispelling these myths. Regardless matter how closely their hobbies and abilities match conventional gender norms, children should be encouraged to follow them.

#### Political Representation:

The representation of women in politics is also equal. Equal chances for men and women to

enter the political sphere promote inclusive and efficient government. Stronger social policies are typically found in nations where women hold greater political leadership positions.

### **Violence and Gender-Based Discrimination:**

Violence and discrimination against women and marginalized gender identities are frequent outcomes of gender inequity. Addressing and preventing gender-based violence, guaranteeing legal protection, and offering support to survivors are all part of the endeavors to attain gender equality.

### **Progress and Challenges:**

Even though there has been a lot of progress in recent years, gender equality remains a challenge. There are still disparities in a number of sectors, such as access to healthcare, leadership roles, and pay equity. To drive change, it is imperative to acknowledge these challenges.

### **The Role of Men and Boys:**

Gender equality is a universal issue, not only one that affects women. Gender equality is greatly advanced by men and boys who oppose harmful conventions and advocate for gender-inclusive laws and practices. To sum up, gender equality is a basic human right that is advantageous to everybody. It corrects past wrongs, advances equal access to education and the workforce, dispels false preconceptions, and encourages improved governance and economic expansion. Even if there has been progress, more has to be done to attain complete gender equality. We get closer to a just and fair world for everyone, regardless of gender, when we acknowledge the significance of gender equality and actively work to advance it. Gender parity is not just a worthwhile objective. seeking yet essential to a society that is more inclusive and egalitarian.

The twenty-first century is witnessing a revolutionary change in the educational environment as it places a greater emphasis on helping students develop the skills necessary to meet the demands of a constantly shifting global society. Especially in secondary education, the development of young minds and the cultivation of skills necessary for success in the modern world are crucial.

The 2020 National Education Policy and 21st Century Competencies, The National Education Policy 2020, often known as NEP 2020, is a framework that addresses the pressing need for students to acquire 21st-century skills.

Understanding the evolving needs of the contemporary world, NEP 2020 places a high priority on fostering critical thinking and problem-solving abilities. The method encourages an inquiry-based approach in place of conventional rote learning, developing a culture of critical thinking. NEP 2020 also highlights the vital significance of effective communication and teamwork, encouraging interactive teaching methods and cooperative projects to develop students' interpersonal and teamwork abilities.

In India, focus was placed on hiring rural women instructors, keeping girls enrolled in both

official and informal education, and eliminating gender bias from the curriculum. Nationwide initiatives were launched for adult education, continuing education, post-literacy, and literacy campaigns. Mahila Samakhya (MS) also initiates media campaigns and parental awareness programs. Mahila is the word for "women," while samakhya is a combination of the Sanskrit terms "equal" and "to be valued or weighed" that were first used in Karnataka in 1968. One example of a grassroots effort aiming to bring about change with and for women is MS. Gender equality was given top priority in India's National Policy on Education (NPE) 1986 and its Programme of Action (POA), which dedicated the country's whole educational system to promoting it.

### **Suggestions for Bridging the Gap:**

Not only must the gender gap in secondary education be acknowledged, but solutions must also be actively developed if equity and inclusivity are to be fostered. As we delve more into the complex issue of gender inequality, our attention shifts to practical concepts and concrete actions. The guidelines that follow offer a comprehensive strategy for developing an educational environment that is both egalitarian and ensures that all students, regardless of gender, have the core 21st-century abilities needed to succeed in a world that is changing all the time.

### **Curriculum Reforms:**

Restructuring curricula to incorporate 21st-century skills into the curriculum is one of the main tactics for closing the gender gap. It is necessary to replace static, rote memory models with dynamic, experience learning methodologies. Students can be given opportunity to build critical thinking, creativity, and cooperation skills across the curriculum through the use of interdisciplinary approaches, project-based learning, and collaborative activities.

### **GENDER EQUITY IN WORKPLACE:**

When individuals of both genders can access and benefit from the same opportunities, resources, and incentives, workplace gender equality will have been attained. Equal compensation for comparable or equal work will be a requirement for workplaces.

Examples of workplace gender inequality are:

#### **1. Wage disparities**

Unfair pay frequently originates during the employment process. In comparison to males who are equally qualified, women have lower income expectations and a poorer likelihood of landing entry-level positions.

#### **2. When a woman returns to work after taking maternity leave, her employment status will remain unpublished.**

There are several interconnected and complicated elements contributing to the divide, such as sociological, cultural, educational, and economic ones.

1. A dearth of flexible employment arrangements,
2. Unpaid caregiving obligations are primarily provided by women.
3. The division of labor
4. The little respect given to women's labor
5. Pay Inequality.

Among the ways to lessen gender imbalances are-

1. Advocate of DEI (Diversity, Equity and Inclusion).
2. Pay and benefits parity.
3. Establish flexible work schedules.
4. Provide support for child care and parental leave.
5. Fund mentoring and leadership initiatives.
6. Fight Discrimination and Bias.
7. Ensure that men and women are equally represented in the workforce.

#### **CONCLUSION:**

Equal opportunity and women's accomplishments in their industries are two other ways that India is empowering women. There are numerous instances, some of which include incredibly successful women like Miss Pratibha Tai Patil, the first female president of India. The second example is that Kiran Bedi was the first woman to be promoted to the rank of officer in the Indian police force, and Miss Draupadi Murmu is the president of India at the moment. The first female boxer to win six world titles is Mary Kom.

#### **BIBLIOGRAPHY:**

1. Women and social change in India- By Mrs. S. Mishra
2. Women in Indian Economy- By M.C. Narula
3. WOMEN POWER- By Bimla Sen
4. Internet- Google Sites.

The logo for IRJHIS (International Research Journal of Humanities and Interdisciplinary Studies) is displayed in a large, stylized font. It features a central graphic of an open book with a globe above it, all enclosed within a circular border. The text 'IRJHIS' is prominently displayed in a bold, purple font across the bottom of the logo.