

THE ROLE OF POLICY IN PROMOTING GENDER EQUITY

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Abstract

Gender equality is an object where regardless of gender everyone should have or share some opportunities and responsibilities. It is also a key to access resources, freedom, power, influence, education, finance, regarding violence and participation in different things. Gender equality is one of the fundamental human rights; by encountering or undergoing gender equality we can see many changes in daily life like handling different situations.

Keywords: - Gender, equality, gender equality, femicide, once, once in a while, once upon a time, essence.

Introduction

Gender equality? Does gender equality means having same clothes or wearing same clothes? Does society already have it? Do you need any degree to show it or follow it? Do we need to have any experience to show it? First thing which we need to know is we don't only have two genders, we have other genders rather than male and female. Gender doesn't define our character, our goals, our choices, our rights and many more. We always see people fight over race, caste, religion, poverty etc but if we look comparatively there are less people who consider gender equality as an important currently.

Gender equality can become a major or full potential of a person to improve the quality

of life from themselves and to provide others. Gender equality can show us different challenges, focus areas, activities which should be done properly.

GENDER

Gender refers to a characteristic of a person or socially constructed roles with a body of respective hormone structure.

EQUALITY

A formula of a certainty that all the objectives are equal can be called as equality.

Equality can be presented by us through proper actions which effect the other in good way, considering yourself as one of them but not the best among the all.

GENDER EQUALITY

Gender equality means equal outcomes for women, men and other.

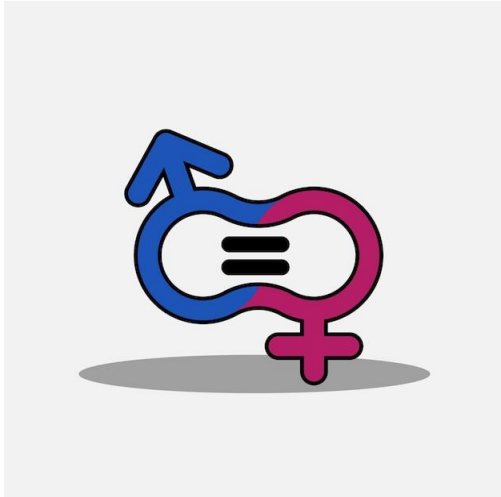
How is gender equality achieved?

It can be achieved by

- ✓ Changing the laws
- ✓ Increasing access to education for everyone equally.
- ✓ Increasing representation, For example:
-In categories like decision-making and leadership.
- ✓ Eliminating harmful practices like sex trafficking, femicide etc

Femicide: - killing a girl child or women.

- ✓ Educating children
 Educating means not teaching them something but making them to learn to implement.
- ✓ Engaging every gender in different positive discussions regarding gender equality.



HOW TO UPGARDE GENDER EQUALITY?

1. There should be freedom to express emotions.
2. Having shared responsibilities in a household.
3. Have better work life balance.
4. Maintain healthier relationships.
5. Recognition and respect for identity.
6. Equal opportunities.
7. By making safe and secure environment.
8. A more inclusive society should be built.
9. Sexual harassments should be stopped.
10. Improve listen and reflect skills.

TYPES OF GENDERS

We have three genders those are

1. Female
2. Male
3. Other

Now let us look at different categories

1. Cisgender – People whose gender identity matches the sex they were assigned at birth.
2. Transgender – People whose gender identity differs from the sex they were assigned at birth.

3. **Non-Binary** – A gender identity that doesn't fit within the traditional male/female categories.

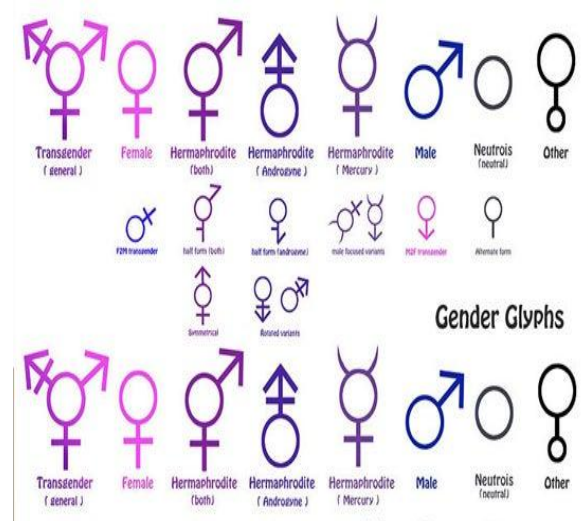
4. **Genderqueer** – Often used interchangeably with non-binary, it describes people who do not conform to conventional gender distinctions.

5. **Genderfluid** – A person whose gender identity shifts or changes over time or depending on the situation.

6. **Agender** – A person who feels they have no gender or identifies outside of the gender binary.

7. **Bigender** – A person who identifies as having two gender identities, either simultaneously or switching between them.

8. **Two-Spirit** – A term used by some Indigenous cultures in North America to describe a person who embodies both masculine and feminine qualities or occupies a gender role outside the binary.



GENDER EQUALITY (women)

So why do women always talk about equality, first thing equality doesn't only mean that they want to get dressed in a modern way or to have good financial status or to be masculine etc, they talk about it because they want freedom, want to be independent, want respect and by showing

gender equality between men and women, women can have safer and healthier environment. People always have an example saying do women have safety at night? But men have it even if they go out midnight and say that there is no equality but first thing that they have to understand is they are the people who have made an environment so unsafe for women. Gender equality is really important first to reduce rape cases in India because India nearly reports 90 cases per day from which 99% are of women and 1% are of men. So, now where are the people who say male are clever, decent, capable of anything but what if they cross their limits. According to Indian constitution article-14 says that men and women have equal rights and opportunities in the political, economic and social spheres but is anyone person is following it rather than people who fight for justices.

We always see girls taking about gender equality, whereas boys do not talk about it much because in society mind setup boys are someone who have more strength, capability. So, let us understand society mind setup In a simple and funny mathematical way.

Let us consider Boy=n,
 Girl=0

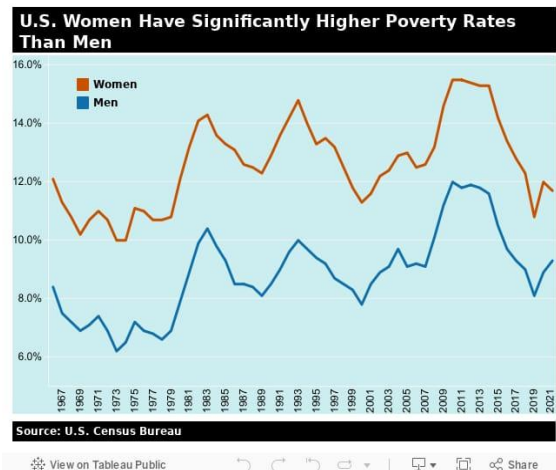
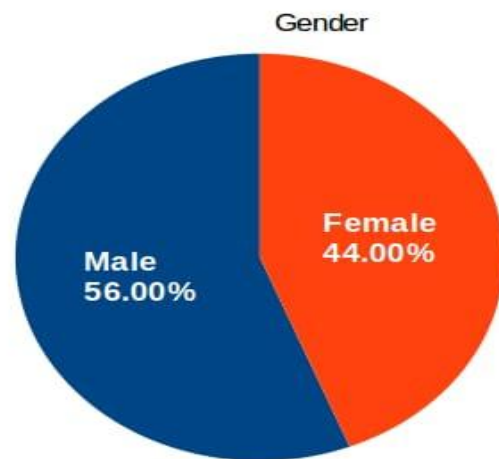
$$\begin{aligned} & n \\ = & \int 1. dt \\ t = & 0 \\ & n \\ = & [t] \\ & 0 \\ = & [n-0] \\ = & n \end{aligned}$$

i.e. n=Boys

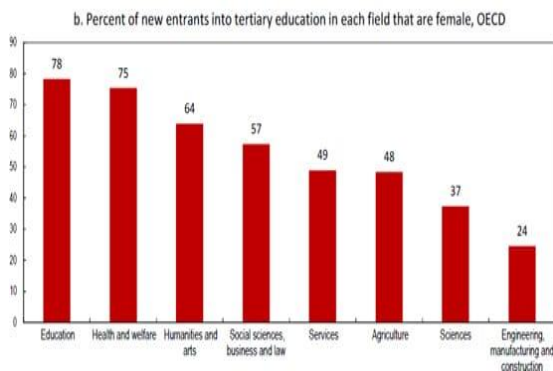
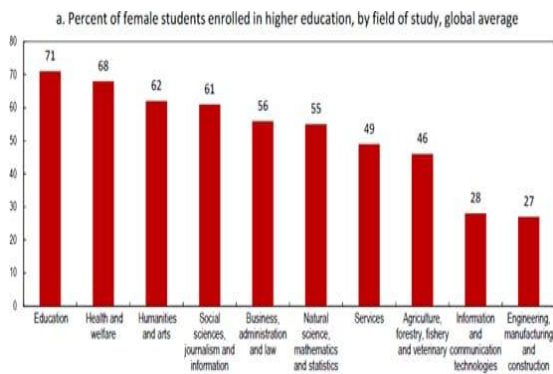
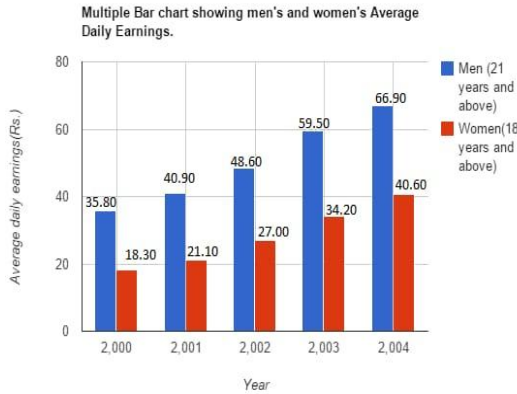
Isn't it funny? so this is how people say there is gender equality and show differences between a girl and a boy. This doesn't mean that boys don't go through the

discrimination, they too have it but comparatively less compared to girls or women or female. If we consider about other genders rather than these two genders, people don't even consider them as humans. Showing gender equality doesn't mean that you have to show sympathy on them because they have everything just like others have it may be male, female and other. So, let us look at different aspects of realities.

Below is the percentage of males and females worldwide.



Even in most of the jobs, salaries are given less to women.



GENDER EQUALITY (MALE)

Analogously if we look at the ratio between male and female or others, males are shown higher priority in the society, its not a thing to be opposed but everyone want the same treatment in this community.

Males also face gender inequality in some cases like they always hear people say don't show your emotions, be masculine, do all the heavy work because you are male, study do not cook or clean etc .They also have issues regarding placements in studies and jobs because in many companies or colleges people have different evaluations

regarding gender which is totally wrong, everyone have same capabilities and equal right for opportunities. Men also face challenges in family law, particularly in divorce and child custody cases, where the legal system is often perceived as biased towards women.



GENDER EQUALITY(OTHERS)

Gender doesn't mean male and female but there are other genders also, they are the people who face worst treatment from the people around them. If we logically think we all live in same world even it might be same country, a day in everyone's life has similar things like having same food, working in same company. The problem is we make things complicated by thinking she or he is not a male or female, so hence they are abnormal. Many of the people have different hormonal changes while growing up, they realize that later that they are different. Even though they are different they also want to live like everyone and want to achieve their dreams. So it is a part of humanity that every gender is same, anyone is not higher or less.



FRAME WORK

Let us understand this frame work in three ways:-

- 1.Once (on one occasion (or) for one time only)
- 2.Once in a while (Frome time to time (or) occasionally)
- 3.Once upon a time (Something happened (or) existed a long time ago)

Once and Once in a while

When we face gender inequality only ‘once’, we think it happened just once whether it is in the house hold or outside, we ignore it by letting it go but no we have to put an end to it there only, so that It doesn’t become regularly, simply to say that it doesn’t become ‘once in a while’.

Hence make sure to voice it out so that it doesn’t become a wrong choice.

Once upon a time

We can call this framework as historical frame work,

Let us see the historical frame work regarding India: -

The history of gender equality in India is a complex and evolving story, shaped by social, cultural, and religious norms, as well as legal and political movements over time.

Ancient time

Women had a relatively high status in the early Vedic period, with some women acting as scholars, warriors, and political leaders. However, over time, societal norms became more patriarchal, especially with the development of post-Vedic Hinduism. The Vedas, Upanishads, and later texts like the Manu smriti (circa 200 BCE–200 CE) depicted women in a variety of roles, from revered sages and scholars to more subordinate roles in family life.

Medieval period

Islamic Influence: During the medieval period (circa 12th-17th centuries), with the rise of Muslim rulers in India, women's roles became increasingly restrictive in certain contexts. The practice of *purdah* (the seclusion of women) was prominent, particularly among the elite classes.

Bhakti and Sufi Movements: Some of the Bhakti and Sufi movements were more inclusive of women, with women poets and saints like Mirabal (a devotee of Krishna) breaking traditional gender barriers in the devotional space.

Colonial Period (British Rule)

The British colonial period in India (from the 18th century until 1947) had a significant impact on gender roles. The British brought in new laws and ideas that affected the lives of Indian women.

Post-Independence Period (1947 onwards)
 After India gained independence in 1947, the Indian Constitution, adopted in 1950, enshrined gender equality as a fundamental right. Articles 14, 15, and 16 of the Constitution guarantee equality before the law, the prohibition of discrimination based on sex, and equal opportunities in employment.

Articles in Indian constitution (related to gender equality)

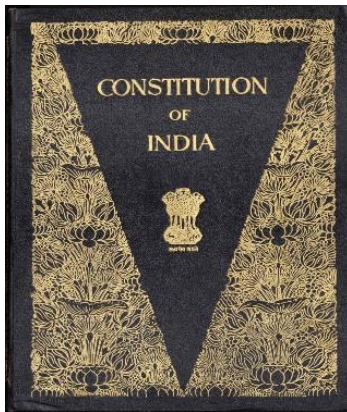
Article 21: -Guarantees a life of dignity to all persons.

Article 19: Ensures the right to freedom of speech and expression to all citizens.

Article 16: Prohibits discrimination based on sex in the appointment of public sector jobs.

Article 15: Prohibits discrimination based on sex.

Article 14: Guarantees equality before the law and equal protection of the laws. It rejects discrimination based on sex, caste, race, religion, and place of birth.



So, all these are an overview of a historical framework till the post-independence period.

DIFFERENT SPOT ISSUES OF GENDER EQUALITY

Pay Gap.

1. Sexual Harassment.
2. Education.
3. Politics and Leadership.
4. Healthcare.
5. Social and Cultural Expectations.
6. Economic Inequality.
7. Violence Against LGBTQ+ Individuals.

FUTURE

The future of gender equality looks like it will keep improving, but it depends on how society handles certain issues. More people are understanding that gender equality is not just about equal rights but also about breaking down social and cultural barriers. In the workplace, many companies are working to hire more diverse employees

and close the pay gap between men and women. We might see more policies that give men and women equal time off for parenting and better support for childcare.

Society is also starting to understand gender as more than just male and female. More young people are speaking up for the rights of transgender and non-binary people. The idea that gender is a spectrum is becoming more accepted.

However, there are still challenges. Some people and groups push back against gender equality, especially in certain cultures or political settings. But overall, things are getting better, and people are having more open conversations about gender.

How to face gender inequality?

1. Speak about the discrimination which you are going through.
2. Understand more about what motivates us.
3. Have a clarity on your choices.
4. Do not hesitate to do right things.
5. First you show gender equality for others.
6. Dream to fantasize.

ESSENCES

Essence is something which adds some uniqueness into a thing like adding perfume to our clothes or adding some important ingredient into our food, in the same way if we have some essences there is no question of gender inequality, again only if every individual follows it starting from you.

The below are some of the essences

Freedom: -

So, when someone says they want freedom it means that they want to do what they like of their own choice, voice and notice, freedom to achieve something, freedom to think big and achieve big. If we want to do something in our life we ask four people about their opinions if you consider their choices or ideas than also it means that you

made a decision with freedom because it's your wish to include them or not.

Independent

What does women mean when she says she want to be independent?

We can't even guarantee whether we will be alive next minute or not, in the same way women cannot always be dependent on someone because when we need something or someone, only we are there for ourselves, there are many people who bring us down but till the end we have to try again and again and again for that trials they need to be independent. Being independent doesn't mean earning or having a luxurious mansion, independency means doing what we like, right to make decisions and right to make solutions for our own problem statements.

Respect

Respect is a feeling provided to you by considering your feelings and actions. Respect is not something like giving gifts. Example:- if there is any relationship, each individual has to consider the opinions of the other individual, this not only makes to have respect but also reduces misunderstandings and conflicts.

CONCLUSION

Gender equality means treating everyone fairly, regardless of gender. While progress has been made, challenges like discrimination, violence, and stereotypes still exist. Achieving equality benefits everyone by creating stronger communities and more opportunities. It's important to support equal rights, change attitudes, and challenge outdated ideas to build a fairer world for all.

Learn where to show equity and equality.

Equity means treating people differently based on specific needs or abilities to achieve meaningful equality of opportunity.

Equality means treating everyone the same, irrespective of their status or identity.

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