

Broader Concept of Gender Equality

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Description of Module

Items	Description of Module
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Broader concept of Gender Equality

Objective: Gender equality not of gender difference, the aims to promote the full participation of women and men in society.

Learning Outcomes:

It is important to understand that men's and women's living conditions are very different - to some degree because of the reproductive function of women. But these differences should not have a negative impact on the living conditions of both women and men and should not discriminate against them and should contribute to an equal sharing of power in economy, society and policy-making processes.

Introduction

Gender Equality: Gender equality means an equal visibility, empowerment and participation of both sexes in all spheres of public and private life. Gender equality not of gender difference, the aims to promote the full participation of women and men in society. Gender equality was defined as giving equal rights, equal opportunities, equal conditions and equal treatment to girls and boys, women and men. in all fields of life and in all spheres of society. It is important to understand that men's and women's living conditions are very different - to some degree because of the reproductive function of women. But these differences should not have a negative impact on the living conditions of both women and men and should not discriminate against them and should contribute to an equal sharing of power in economy, society and policy-making processes. Gender equality is not synonymous with sameness, with establishing men, their life style and conditions as the norm.

Concept of Gender Equality: In order to define gender equality, a closer look has to be taken at the gender concept. Two aspects are important in this context: the social construction of gender and the relationship between the sexes.

Gender is a socially constructed definition of women and men. It is the social design of a biological sex, determined by the conception of tasks, functions and roles attributed to women

and men in society and in public and private life.

Unequal power relationship: Gender is not only a socially constructed definition of women and men, this construction contains an unequal power relationship with male domination and female subordination in most spheres of life.

Policies and structures: The male norm is taken as the norm for society as a whole, which is reflected in policies and structures. Policies and structures often unintentionally reproduce gender inequality.

The most important targets for gender equality include the following aspects:

Women's rights as *human rights*. An important target is the recognition and full implementation of women's rights as *human rights*. This includes effectively respecting, protecting and promoting the human rights of both women and men and, by taking the necessary measures, enabling both women and men to enjoy fully these rights. It also means struggle interferences with women's liberty and dignity (struggle violence against and trafficking in women or forced prostitution, promoting free choice in matters of reproduction and lifestyles, addressing the specific problems of migrant and minority women).

Democracy: Besides human rights, the development and improvement of representative *democracy* is the most important pole. The persistent under-representation or sometimes absence of women in decision-making at all levels and in all fields of life is a major problem. Promotion of the equal participation of women and men in political and public life and all other walks of life is part of the development of society. It is important for society as a whole that both women and men participate in all decisions taken in a society.

Economic Independence: Another very important target for gender equality is the individual's *economic independence*, which leads to the securing of equal pay, equal access to credit, equal conditions on the labour market and the distribution of assets that take into account gender differences in private life.

Education: is a key target for gender equality as it involves the ways in which societies transfer norms, knowledge and skills. It is crucial that the education systems and all elements of these systems (teachers, schools, textbooks, research institutes and so on) empower both girls and boys, and take care in counterbalancing the existing gender problems.

Remove imbalances: The last target to be mentioned is women's and men's common acknowledgement of the need to remove imbalances in society. It can be assumed that the achievement of the targets of human rights, democracy, economic independence and education in a context of shared responsibilities between women and men to resolve imbalances, lead to a society where both women and men experience well-being in public and in private life. It is also a way to a deeper understanding and implementation of democracy as such.