

THE IMPORTANCE OF GENDER EQUALITY FOR WOMEN LED DEVELOPMENT IN MANIPUR

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ABSTRACT

Since we know half population of this world is women. The surface of the earth is an important role of women. They are supposed to embrace or participate in an active way towards cost-effective, political, social and any form of development. They bear a very huge burden in terms of the world development. The world could not afford to develop its full extent until the equality between genders is not there. Gender equality, women empowerment and women led development is the topic on everyone. There are also a lot of women committees and commissions. There are numerous rules and regulations being in existence among women. But we must see out of the real world scenario how far these are accomplished or not in our society. The data of 28 female UG counterparts of DM University were collected in the current paper. take into account whether the female students are feeling gender inequality in their life or not. The writer will also become aware of the extent to which the female students are being victimized by the gender inequality through the paper. Another question that was tested in the paper was whether or not female students are aware of their responsibility towards women led development, women empowerment etc. The data was personally derived in the form of the questionnaire data. Present study was carried out by both qualitative and quantitative methods. The study also produced some of the largest findings, some female students are experiencing high percentage of the gender inequality and some are experiencing lower percentages of the gender inequality and only a few female students are not experiencing the gender inequality in their life. Through the study, we realized that all people are talking of

gender equality yet this stigma is still present in our society. The article provides a partial recommendation regarding the introduction of gender equality in the society. Gender equality is very easy to discuss but hard to put in real world. This stigma is present in the mindset of the rich and poor people, high and low caste group and we can say its present in all kind of group of people. The paper also proposes some actions in case of bringing into play women led development.

Key words: gender equality, women led development

INTRODUCTION

Despite the efforts made by some international agencies like United Nations and the world bank to bridge the gap in opportunities between the two genders, the inequalities between the two genders remain, and women are not given the same rights as their counterparts, men, as noted by Sarfaraz et al. (2011) apply.

It is also worth noting that the driving forces, which result to the unproductivity of the women in the entrepreneurship in the developing economies appear to be different to those offered in the developed economies. It appears that the development of women entrepreneurship is more required in the developing countries where the gender inequality of employment is high. A study cited by Baughn et al. (2006) in the past can establish that there is no correlation between the percentage of women in general who become entrepreneurial and have gender equality. The recent finding of the beneficial role of women entrepreneurs in the discovery of this interrelationship by Sajjad et al. (2020) has captured the women entrepreneurship and economic development up to the level of global level.

In the majority of instances, gender inequality is more prone to influence the poor in and between nations. With an illustration, although the rate of disparity between the 1991 and 2009 years in terms of gender disparity in primary and secondary gross enrolment in the world has declined significantly, the disparity is greater among countries of poor nations (23 of the children out of school) than in countries of middle income status (23 of the youth out of school) and rich nations (19 of the youth out of school). And, the inequality between boys and girls in poor and remote societies in nations also exist (World Bank 2011).

The incredible exigencies that are deeply interwoven with human ambitions are overlooked by the western institutions even though such factors have been the source of recurrent failures of the western institutions taking the developing world into the road to development (Easterly, 2001). In particular, the endocrine aspects of the women are far apart compared to the men. The importance of women in the development is generally seen in the grass root perception of work. The United Nations Millennium Development Goals are the other priority points that address the gender concerns as an example. Of the notable ones, the uppermost partnership is offered in the subject of Gender and development research by United Nations Development Program (UNDP) and World Bank.

There have been numerous reasons behind gender equality and sustainable development association. Bangladesh has first accorded human development first priority and therefore evaluates various issues first such as child health, nutrition and employment (Chattopadhyay and Duflo, 2004). Nonetheless, certain aspects of gender equality like the education of women and a labour force that is well represented have a positive influence on economic growth depending on the nature of growth, economy structure, women working in particular sectors and labour market segregation among others (Kabeer and Natali, 2013). The opposite, however, was not a rule, despite the fact that gender equality may be a

driving force behind the realization of the ideology of sustainability (economic, social and environmental development). Hence, the equality and sustainability of sexes cannot be assumed and held as win-win and direct phenomena. In fact, there are economic growth trends which are based on imposition of gender inequalities like gender pay inequality perpetuation and gender discriminatory norms, values and institutions perpetuation (Seguino, 2000; Kabeer and Natali, 2013).

In the OECD Entrepreneurship outlook (2004), it was realized that entrepreneurship of women is one of the principal sources of lost entrepreneurial opportunity since they are generating employment to both themselves and the other as well as since they are different... One of the human rights is gender equality and this constitutes one of the pillars of a successful, peaceful and sustainable world. Democratization and economic empowerment of the women and girls through shrewdness mostly defines the economic growth, social development and entrepreneurial progression. According to Sarfaraz et al. (2014), the influence that entrepreneurship has on the economic life is intertwined with a broad range of variables such as quality and structure of the entrepreneurial population of both genders and the type of activity that such entrepreneurs are involved in. Gender equality and female entrepreneurship contribute greatly to the statistical conditioning of the economic development. (OECD 2012).

Operational definitions

Gender equality: equality of man and woman all should see is the term that is used to refer to gender equality.

Women led development: All women should actively get involved in economic, social, political aspects and all forms of progress of the society.

Delimitations of the study:

1. The study is confined only to DM university.
2. It is focused on UG 2nd and 4th semester only.

3. It was focused on girl students only

Methodology of the study

Data source: data was collected through google form. Primary data was used for the present study.

Statistical techniques:

Cronbach's alpha factor analysis was used for the present study.

Area of study and participants

This was done because of the need to know the opinion of girl/female students regarding gender equality as a means of bringing a women led development. The entire female students of DM university were taken as the population of the research and the study

Analysis and interpretation of results

Table 1: To study how far female students are facing gender inequality in their home/any places of the society.

Semester	Description	No	Yes
2nd	Frequency	10	6
	Percentage	62.5	37.5
4th	Frequency	7	5
	Percentage	58.33	41.67
Total	Frequency	17	11
	Percentage	60.71	39.29

Analysis: Table 1 shows that the 4 th semester students are experiencing more issues of gender inequality compared to the 2nd semester students. There are 16 number of students in 2nd semester. Among them, 10 (62% of the students indicated that they are not experiencing gender discrimination in their life and 6 number of students are experiencing gender discrimination in their life. In the case of 4th semester students 7(58%) students responded that they are not experiencing any gender inequality in their life and 5(41) students inquired that they are experiencing gender inequality in their life.

Table 2:

Role of women	No (%)	Yes (%)
Are you facing gender inequality issues at home/any place of the society	0	100
Gender equality is important for bringing a women led development	0	100
Women play an important role for all types of development	0	100
Women play an important role for economic development	0	100
Women play a significant role for social development	0	100
Women play an important role political development of the society	0	100
Do you encourage empowerment of women	0	100

Table:2 indicates that all the female students are supporting all the above statements.

sample is composed of 28 female students of DM university 16 are 2nd semester students and 12 are 4 th semester students.

Design of the study

This study is supposedly descriptive survey type research study. Data was collected from the 28 respondents through descriptive survey method in order to understand female students opinion towards gender equality for bringing a women led development. Both quantitative and qualitative approaches have been used for the present study.

Procedure for analysis of data

Both quantitative and qualitative methods of data analysis was used for the present study.

Table:3

In this section, some students are expressing their opinions about the causes of gender inequality issues and they have given some suggestive measures in order to solve this problem.

CAUSES	SUGGESTIVE MEASURES
In our patriarchal society the fact that boys are the one who look after their parents when they get old and manage the needs for the whole family and women are just born to remain in the house keeping themselves occupied in the household chores and they get away when they got married with a burden of dowry on the family ,so this is one of the reason for gender inequality in our society.	To address gender inequality, we must:- * Support women's empowerment and leadership development.
Basically gender inequality persists in society due to deeply ingrained social, cultural, and historical factors...	With the help of it, we will be able to live in a more fair and fair society where everyone will be able to prosper and fulfil their potential, regardless of gender.
Gender inequality exists in society due to a combination of historical, cultural, and socio-economic factors. Traditionally, patriarchal norms have placed men in dominant positions, limiting opportunities for women. Additionally, systemic barriers such as unequal access to education, discriminatory laws, and workplace biases contribute to the persistence of gender inequality.	To solve this issue, several steps can be taken: 1. **Education and Awareness** : Promote gender equality in terms of education and awareness campaigns, which confront the traditional gender roles and stereotypes. 2. **Legal Reforms** : Enact and enforce laws that ensure equal rights and opportunities for women in all areas, including employment, education, and political participation. 3. **Economic Empowerment** : Provide women with equal access to economic resources, including property rights, financial services, and entrepreneurial opportunities. 4. **Workplace Policies** : Implement policies that promote gender equality in the workplace, such as equal pay for equal work, flexible working conditions, and support for parental leave. 5. **Representation and Leadership** : Encourage and support women to take on leadership roles in

	all sectors, ensuring their voices are heard and their perspectives are included in decision-making processes. 6. **Community Support**: Foster community support networks that empower women and provide resources to address issues such as domestic violence and discrimination. By addressing these areas, society can move towards a more equitable and inclusive environment where women can lead and contribute to development on an equal footing with men.
It's the social norms and mind-set that keeps gender inequality exist in today's society. Certain rules like it's a girl's duty to do the household chores, a girl cannot act like a boy, a girl cannot go out alone at night, a girl should be this and that... are the things that keeps a girl far from being independent. When a girl makes mistake and break the norms, the society will talk about it and harass her mentally but it's ok if the one that makes mistake is a boy. Such mind-set should be changed first if we want an equal status for men and women.	
Gender inequality persists in society due to deeply ingrained gender stereotypes, social norms and power dynamics.	To address this issue, we must: 1.Promote equal access to education and economic opportunities. 2. Support and empower women's political participation and leadership. 3.Encourage men's engagement in gender equality efforts.
	Supporting woman in leadership roles ensures diverse perspectives in decision making process. Policies should promote equal opportunities for woman in politics business and community development.
Because of our society, gender inequality exists. There are many narrow minded people around there and also we are living in a patriarchal society that's why. This gender inequality starts from our family and then society for example this work is for women, men doesn't do this and so on. From childhood	this problem and culture will stop if the educational knowledge has been given to all the individuals of the society. The idea of gender has to give to the people who are living in the society. And also sex education is much to learned. The narrow minded of this inequality should avoid by using the awareness program and many other

stages there's a different ² toys and dresses that is for girl and that is for boys, girls don't play like boys, you don't have to do like the boys. And here the gender inequality starts and then in the adolescent stage and their maturity stages there are lots of differences between women and men. Women doesn't tease women doesn't speak loud women have to stay in home and do household chores women have to work on time and so on. And there is another reason that women itself look backward.	means to avoid this and so on.
It can be caused by gender discrimination or sexism. The men are too frequently supposed to be focused upon the material needs of their families, as opposed to the nurturing and caring functions of women	Gender equality thus requires women empowerment so that to ensure that the decision making process both in the private and the public sphere and access to resources is not biased against the men so that women and men will equally participate as full participants in the productive and reproductive life.
Gender inequality is existing in our society because our society is dominating by men. Many of men in our society thought that they had done hard work to support their family and women doing the household chores are not hard work.	In order to solve this issue we women need to encourage each other that we are not weak and can do hard work like men.
Gender inequality existing in society due to deep rooted social ,cultural, economic and political.	To solve this issue such as Education and Awareness. Legal reforms. Promoting women's economic empowering . Political empowerment.

CONCLUSION AND IMPLICATIONS

There was word that it is a sin to be born as a woman. The reason why people are saying like this. there are many reasons. In others, women are being tortured at birth until their death. Lots of women are languishing in their family, in learning institutions and in numerous locations of the community. It is a social stigma. We know that the gender equality is present in every part of the world. When we read we learned that it exists in so many causes of this evil stigma. Majority of the individuals believe that women are the vulnerable parts of the society. There are those who believe that women are weak, shy and

timid in whatever they do. Contrary to this, we have witnessed that most women excel better than man. Most women now work in most of the high ranks such as civil servants, pilots, professors, engineers, doctors etc. A great number of women are smarter than man. However, when we consider things generally women are more disadvantaged group than men. A lot has a reason behind this gender inequality. Some of these reasons are - inadequate education, no jobs, job segregation, no legal rights, inadequate healthcare, religious inhibitions, absence of political representation, racism, mentality of the people

in the society, numerous restrictions on the women are some of them.

This stigma should be eliminated by providing awareness to masses among some of the proposals. In this case, local organisations, clubs, associations are significant. These organisations can be critical in dispensing the message. The leaders in the social and political front play a significant part in the matter. On the other hand the role of educational institutions towards this gender equality is also significant. The teaching fraternity has a large share in this. The mass media, T.V., radio, newspaper, magazines and any form of mass media have contributed significantly to the gender equality and development led by women. The primary point is to create some transformation in the minds of people regarding gender equality, not on paper but on the ground everywhere in the society. We all should change our minds towards this stigma so that it is the role of everyone to change their mind-sets themselves so that we can also introduce gender equality and women led development in every part of this country.

Family's side

Institution's side

Society's side

Social medias side etc.

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