

# Gender Equality Is Not a Women's Issue, It's a Human Issue

## Outline

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- a. Historical perspective on gender and how societies have evolved
- b. Definition of gender equality
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well organized and quite relevant

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- b. Gender equality is a fundamental matter of justice and fairness for all, not only for women;
  - i. UNHCR classifies gender equality as central to achieving justice, not as a sectional movement.
- c. Inequality dehumanizes everyone;
  - i. Patriarchal society not only denies women's rights, but reinforces fear, violence, and moral decay in entire community.
  - ii. Example of Afghanistan's society
- d. Acknowledges the plurality of human identity;
  - i. Report of UNESCO (2022-2029) frames equality as an inclusive human endeavor
- e. Gender equality is a collective human necessity;
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### 3. Gender Equality Is a Women's Issue

- a. Historically gender equality has been framed



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i) Restriction on women's education under Taliban regime in Afghanistan

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## The Essay

One chilly morning in 1848, in the quiet town of Seneca Falls, New York, a group of women and men gathered in a small chapel, their voices were trembling yet resolute. Among them was Elizabeth Cady Stanton, who boldly declared that "all men and women are created equal." Her words rippled beyond those church walls, challenging centuries of silence and submission. That gathering, later known as the Seneca Falls Convention, did not merely mark the beginning of women's rights movement, but awakened humanity to a truth long ignored. Throughout history, societies have been shaped by patriarchal traditions, where gender determined one's role, worth, and power. Men ruled public spaces, while women were confined to domestic boundaries, their voices stifled beneath social conventions. Over time, waves of reforms, through education, activism, and legal legislation, have eroded these walls of inequality. Yet, even today, gender equality is often seen as a women's issue, as though justice for one gender does not concern the other. In its truest sense, gender equality means equal rights, opportunities, and respect for every individual, irrespective of gender. It is not about shifting power from one group to another but about creating a balanced world where everyone can thrive. Gender equality is not a women's issue, it is a human issue because it upholds universal



dignity, serves the cause of justice rather than gender, reminds that inequality dehumanizes everyone, and honors the plurality of human identity. It is not merely a women's demand, but it is a humanity's duty, the foundation upon which true progress, harmony, and civilization rest. Thus, gender equality is not a women's issue, it is a human issue.

To begin with, the main factor that establishes gender equality as a human issue is that it upholds universal human dignity. Dignity is an intrinsic value that belongs to every human being, irrespective of gender, race, or background. The Universal Declaration of Human Rights (1948) affirms in its very first article that "All human beings are born free and equal in dignity and rights". This foundational principle highlights that equality is not a granted favour to one group but a universal standard that safeguards the moral integrity of human-kind. By recognizing this, gender equality transcends the realm's of women's advocacy and becomes a moral and human imperative that preserves the dignity of all. Thus, gender equality, ~~secondly~~, is a human issue because it upholds universal human dignity.

Secondly, gender equality is a human issue because it is fundamentally a matter of justice and fairness for all, not only for women. Justice demands that every individual should be treated with equal respect and given equal opportunity, irrespective of gender. The United Nations Human Rights Council (UNHRC) classifies gender

equality as central to achieving justice and the rule of law, rather than as a sectional or gender specific movement. This recognition affirms that equality between men and women is not a charitable reform for one group, rather it is a universal principle of fairness that sustains the legitimacy of human rights for all. Thus, gender equality stands as a human issue as it is a matter of justice and fairness for all.

Thirdly, gender equality stands as a human issue because inequality dehumanizes everyone. When one gender is suppressed, both the oppressor and the oppressed lose their humanity; the oppressed are denied <sup>from</sup> freedom and dignity, while the oppressor is stripped of empathy and moral integrity. In Afghanistan's patriarchal society, the systemic denial of women's education, employment, and mobility under the Taliban regime has not only violated women's rights but has also reinforced fear, violence, and moral decay across the entire community. The suppression of one gender's potential diminishes the nation's ethical and social fabric, fostering ignorance and oppression as norms. Thus, gender equality emerges as a human issue because inequality dehumanizes everyone.

Moreover, the <sup>acknowledgment of</sup> plurality of human identity shows that gender equality is a human issue. Humanity is not confined to a single identity; it is a mosaic of diverse perspectives, roles, and expressions. Recognizing this plurality

allows societies to move beyond rigid gender binaries and create inclusive systems where every individual is valued for their inherent worth. The UNESCO Gender Equality Strategy (2022-2029) highlights this inclusivity by framing equality as an inclusive human endeavor, aiming to ensure that all genders are empowered to participate equally in shaping the future. Thus, gender equality stands as a human issue because of its acknowledgment of human plurality.

Lastly, gender equality stands as a human issue because equality is a collective human necessity. No society can progress when half of its population is marginalized or excluded. Equality is not an isolated demand of one gender but a shared moral and social responsibility that binds humanity together. The HeForShe Movement, launched by UN Women in 2014, embodies this collective spirit by engaging men and boys across the world to actively support gender equality. It reinforces the idea that true progress requires the commitment of all genders working toward a common goal. Thus, gender equality stands as a human issue because equality itself is a shared human necessity.

Despite these facts, it is often argued that gender equality is a women's issue. This perception stems from historical injustices and deeply entrenched social structures that have long disadvantaged

women across political and socio-cultural spheres. Some of the major arguments supporting this viewpoint are discussed below.

The first significant argument of the opposite view is that historically, gender equality has been framed as women's rights issue, leading to gender equality as a women's issue. The women's suffrage movements in the United States and the United Kingdom focused on securing women's right to vote, marking the earliest fight for equality but reinforcing the notion that it concerned women alone. However, this argument overlooks the ground work fact that these movements laid the ground work for a broader human struggle for justice and dignity, supported by both men and women. For instance, Frederick Douglass, an American social reformer, and John Stuart Mill, an English philosopher; recognized that gender equality is not a women's issue but a human issue, as the liberation of both genders was essential to humanity's collective moral progress. Hence, gender equality is a human issue, not a women's issue.

The second significant argument of the opposing view is that policy and public discourse often treat gender equality as an agenda solely for women, thereby reinforcing the perception that gender equality is a women's issue. In Rwanda, post-genocide reforms significantly



increased women's participation in governance, making the country one of the most gender-balanced parliaments in the world.

However, these reforms were primarily framed as initiatives to uplift women rather than efforts to promote inclusive human equality. In reality, gender focused policies benefit entire societies, not just women.

Rwanda's inclusion of women in governance has led to the notion of promoting both genders equally, fostering the idea that gender equality is a human issue.

Hence, it is proven that gender equality is a human issue.

Following this brief review of how gender equality is a women issue, often perceived by the masses, the next section will explore some key challenges to gender equality as a human issue.

Firstly, deep rooted socio-cultural norms pose a significant challenge to achieving gender equality as a human issue. In Afghanistan, under the Taliban regime, women are prohibited from pursuing education and employment, a policy that not only violates women's rights but also undermines the human rights. Similarly, in Saudi Arabia, strict gender segregation has historically limited women's participation in public life, reinforcing the perception of inequality as culturally justified. These examples demonstrate that cultural resistance remains a powerful obstacle, preventing gender equality.

from being recognized as a human issue. Thus, deep rooted social and cultural norms pose a significant challenge to the notion of gender equality as a human issue. Secondly, legal gaps and weak enforcement mechanisms present a major challenge to realizing gender equality as a human issue. In Nigeria, despite ratifying the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), customary laws continue to restrict women's inheritance and property rights, denying them economic independence and reinforcing systemic discrimination. Similarly, in India, although laws exist to protect women from gender based violence, weak enforcement and social stigma allow such injustices to persist, depriving victims of justice and equality. Thus, legal gaps and weak enforcement mechanisms pose a significant challenge to gender equality as a human issue.

Thirdly, persistence of gender stereotypes poses a significant challenge to achieving gender equality as a human issue. Societies continue to confine women to domestic roles and men to positions of power, limiting the full expression of human potential. The UNESCO Report (2023) revealed that even in modern education and digital media, gender stereotypes persist; women are still portrayed in caregiving roles, while men are associated with

leadership and authority such stereotypes perpetuate inequality across all spheres, making gender equality seem like a women's concern rather than a universal human concern. Thus, the persistence of gender stereotypes remains a major challenge to achieving gender equality as a human issue.

The above discussion highlights the challenges to the notion of gender equality as a human issue. Building upon this understanding, the discussion below will examine the <sup>suggestions</sup> ways to promote gender equality as a human issue.

The first suggestion to promote gender equality as a human issue is to promote education and awareness on gender sensitivity. Sweden's school system serves as a leading example where gender-neutral education is embedded into the curriculum. Students are encouraged to challenge traditional gender roles, ensuring that equality is understood not as a women's cause but as a universal human value essential for social harmony and progress. Thus, to promote gender equality as a human issue, education and awareness on gender sensitivity should be promoted in the society.

The second suggestion to promote gender equality as a human issue is to implement comprehensive policy and legal reforms. Strong, inclusive legislation ensures that equality is upheld.

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not just as an ideal, but as a practical reality. Canada's Gender-Based Analysis Plus (GBA+) policy provides framework for evaluating how diverse groups experience government programs differently. This approach ensures that policymaking remains inclusive and reflective of all human experiences, reinforcing gender equality as a societal obligation rather than a women-centric concern. Thus, comprehensive policy and legal reforms are essential to promote gender equality as a human issue.

conclusion is fine  
Last but not least, promoting positive media representation is crucial to advancing gender equality as a human issue. Media has the power to shape public perceptions and challenge stereotypes that reinforce gender bias. Iceland's National Broadcasting Policy mandates equal representation of genders in media content and leadership, ensuring balanced storytelling and visibility. This approach not only challenges outdated stereotypes but also reinforces the idea of gender equality as a human issue. Thus, positive media representation plays a pivotal role in promoting gender equality as a human issue.

To conclude, it is fair to assert that gender equality is a human issue. It is a moral, social, and universal necessity that upholds human dignity,

Ensures justice and fairness for all, and prevents dehumanization through inequality. It also acknowledges the plurality of human identity, recognizing that every individual, regardless of gender, contributes uniquely to Society. Moreover, gender equality stands as a collective human necessity, essential for balanced progress and harmonious coexistence. Thus, gender equality stands as a human issue through which societies can achieve genuine justice, compassion and unity.