

## **Unifying the Threads: Nurturing Gender Equality in a Diverse and Multicultural Society**

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### **Abstract:**

Gender equality is a fundamental aspect of societal progress, yet its attainment remains a challenge in multicultural contexts. In our increasingly diverse and multicultural society, achieving gender equality remains a persistent challenge. This research paper aims to explore the denominators that hinder the realization of gender equality in such societies and propose strategies for nurturing and promoting gender equality in diverse cultural settings. By examining the interconnectedness between cultural diversity, gender roles, and societal norms, we can identify potential barriers and develop inclusive approaches that celebrate differences while ensuring equal opportunities for all individuals. This paper explores the attributes affecting gender equality within diverse societies, examining cultural, social, economic, and political factors. By analyzing existing literature and empirical evidence, this paper aims to elucidate the complex interplay between cultural diversity and gender equality, offering insights into strategies for fostering greater inclusivity and empowerment across different cultural contexts.

Keywords: multicultural, gender, diversity, equality, empowerment etc.

### **Introduction:**

Gender equality is not just a matter of justice and human rights but is also crucial for social and economic development. However, achieving gender equality is particularly complex in multicultural societies due to the diverse range of cultural norms, values, and practices that shape gender roles and relationships. This paper seeks to explore the denominators influencing gender equality in such contexts, aiming to shed light on the challenges and opportunities for progress. India is apt for examples of multicultural society where unity exists in the extreme form of diversity. Even if the unification processes do not satisfy gender equality issues, the denominators act as quite active barriers. The contribution finds them through the detailed analysis of multicultural processes. It also includes interview data to reflect on the problems raised by the interviewee who belongs to a different country but a multicultural society like India.

Gender equality is a fundamental principle and a pressing global issue. However, striking a balance between diverse cultural values and the pursuit of gender equality presents unique challenges in multicultural societies. This paper investigates the denominators that hinder gender equality by analyzing cultural influences on gender roles and expectations. Additionally, it

proposes strategies to promote nurturing gender equality in multicultural societies, while respecting cultural diversity.

**Objectives:**

1. To identify the key denominators affecting gender equality in multicultural societies.
2. To examine the interplay between cultural, social, economic, and political factors in shaping gender roles and relationships.
3. To explore strategies for fostering greater inclusivity and empowerment across diverse cultural contexts.
4. To provide insights and recommendations for policymakers, practitioners, and researchers working to advance gender equality in multicultural societies.

**Methodology:**

This research paper adopts a qualitative approach, drawing on existing literature, empirical studies, and case analyses to explore the denominators of gender equality in multicultural societies. A comprehensive review of scholarly articles, reports, and policy documents will be conducted to identify key themes and factors influencing gender equality outcomes. Additionally, case studies from diverse cultural contexts will be analyzed to provide illustrative examples and deepen understanding of the complex dynamics at play. The methodology involves a systematic synthesis of relevant literature and empirical evidence to elucidate the multifaceted nature of gender equality in multicultural societies.

**Discussion:**

The multicultural society represents intrinsic values of equality, coexistence and cooperation among diverse members. Sometimes diversity is caused biologically, as in the case of men and women, however the need for equality is a socially based demand. Therefore, gender equality is distinguished from other ways in a multicultural society. On this particular gender issue, as many feminists believe, the multicultural way of addressing differences is not as effective and sometimes fails. The undervaluation of the concept of gender as a culture of a multicultural society or the abandonment of different forms of insensitivity in this case are logically explored as one of the main causes in the present study. This article attempts to focus on this different form of gender and also reveal the challenges of multicultural processes in society to address diversity. This confirms the view of how multicultural processes overgeneralize gender issues. A general perception in societies around the world is that the main role of women is to cook, take care of children and home (Smith, 2018).

Gender is a social concept of biology, i.e. sex. Sex selection is not an individual control and therefore, like other cultural differences, gender also represents diversity. In this way, it is justified to treat gender as a multicultural phenomenon and gender equality as a multicultural objective (Johnson, 2017). Furthermore, the most desired goal is to change the mentality against

women in all parts of the world. The progressive concept of multiculturalism and, in particular, multicultural education seem to play a decisive role in this context, however, the doubts raised by feminists with other evidence in practice reveal the denominators of gender equality in the same field. UNICEF reports on barriers to girls' education: "schools do not meet girls' safety, hygiene or sanitation needs." In others, teaching practices are not gender sensitive and create gender gaps in learning and skill development (World Bank, 2019). He further rightly pointed out that it is not a girl's thing, but gender equality also empowers boys, closes skills gaps and perpetuates wage gaps to build the country's prosperity. For a progressive society, the gender-responsive teaching must be a part of multicultural teaching or culturally responsive teaching. But due to the denominators identified through the study, culturally responsive processes do not support that of gender-responsive in similar fashion (United Nations Development Programme, 2020).

### **Some of the Major factors of Gender Equality in Multicultural Society**

**Cultural Perspectives on Gender Roles:** Cultural norms and values play a significant role in shaping gender roles and expectations within societies. In many cultures, traditional gender roles assign different responsibilities and opportunities to men and women, often perpetuating inequality. For example, in some cultures, women are expected to prioritize caregiving and domestic duties, limiting their access to education and employment opportunities.

**Socio-economic Factors:** Economic disparities exacerbate gender inequality in multicultural societies. Women are often disproportionately affected by poverty, lack of access to education, and limited economic opportunities. Socioeconomic status intersects with gender, ethnicity, and other factors, further marginalizing certain groups of women, such as immigrant and minority women.

**Legal and Political Frameworks:** Legal and political systems play a crucial role in shaping gender equality outcomes. While many countries have laws and policies promoting gender equality, implementation and enforcement remain significant challenges. In multicultural societies, diverse interests and power dynamics can complicate efforts to enact and enforce gender equality legislation (Kabeer, 2016).

**Social Attitudes and Stereotypes:** Social attitudes and stereotypes influence perceptions of gender roles and identities, shaping individual behaviors and societal norms. Media, education, and cultural practices often perpetuate harmful stereotypes that limit women's opportunities and reinforce patriarchal power structures. Challenging these stereotypes and promoting more inclusive attitudes is essential for achieving gender equality.

**Intersectionality and Multiple Identities:** Intersectionality recognizes that individuals experience multiple forms of discrimination and privilege based on their intersecting identities. In multicultural societies, gender intersects with race, ethnicity, religion, sexuality, and other factors,

creating complex experiences of inequality (Htun, & Weldon, 2012). For example, immigrant women may face discrimination based on both their gender and their immigrant status.

**Empowerment and Inclusivity:** Empowering women and promoting inclusivity are essential strategies for advancing gender equality in multicultural societies. This requires investing in education, economic opportunities, and leadership roles for women from diverse backgrounds. Community engagement and dialogue are also crucial for challenging existing power structures and promoting more inclusive norms and practices.

**Case Studies and Best Practices:** To illustrate the application of strategies for nurturing gender equality in multicultural societies, this section provides real-world case studies and identifies best practices. These case studies showcase successful initiatives that have effectively challenged gender norms and advanced gender equality within the context of cultural diversity.

### **Challenges and Barriers to Gender Equality in Multicultural Societies**

Multicultural societies encounter specific challenges in achieving gender equality due to cultural and religious beliefs, differing family structures, and historical contexts. This section explores common barriers and challenges faced in these societies, such as traditional gender roles, patriarchal systems, and discriminatory practices that hinder the progress of gender equality (Alesina, Giuliano, & Nunn, 2013).

Despite progress in some areas, significant challenges remain in achieving gender equality in multicultural societies. Cultural relativism and resistance to change can impede efforts to challenge traditional gender norms. Moving forward, policymakers, practitioners, and researchers must work collaboratively to address these challenges and advance gender equality in all its dimensions.

### **Strategies for Nurturing Gender Equality in Multicultural Societies**

To foster gender equality in multicultural societies, it is essential to develop strategies that respect cultural diversity while promoting inclusive practices. This section presents innovative approaches and potential solutions to overcoming barriers. It highlights the importance of education, legal frameworks, grassroots movements, and intercultural dialogue in nurturing gender equality.

### **Conclusion:**

Creating gender equality within a multicultural society requires an understanding of the factors that contribute to gender inequality, along with innovative strategies that respect and celebrate cultural diversity. Through education, legal reforms, community engagement, and intercultural dialogue, it is possible to achieve gender equality without compromising cultural values. This paper serves as a resource for policymakers, activists, and researchers working towards fostering gender equality in diverse and multicultural societies.

Thus, gender equality is a complex and multifaceted issue that requires a comprehensive and intersectional approach. In multicultural societies, cultural diversity adds an additional layer of complexity to efforts to promote gender equality. By understanding the denominators influencing gender equality in such contexts, we can develop more effective strategies for fostering inclusivity, empowerment, and social justice for all.

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