ROLE OF WOMEN IN GOOD GOVERNANCE

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ARTICLE INFO	ABSTRACT
	The purpose of this study is to describe and analyse the significance of gender mainstreaming in good governance for the overall growth of the nation, with a particular emphasis on how gender engagement in decision making through consensus building and representation directly leads to women's empowerment. Qualitative study employed descriptive and analytic methods to achieve a conclusion by extensively utilising a thematic analytical tool. The concept of "good" governance requires making normative decisions about what constitutes the legal appropriation and efficient exercise of authority. Some organizations that offer outside assistance and social activists view good governance as implying democratic governance, which implies a focus on participation, human rights, and social justice. Good governance is more about the state's effectiveness than the justice of the economic system or the legitimacy of the political system. Decision-makers ability to act to improve the suffering of disadvantaged women or address the problem of gender inequality depends on how policies are implemented in practice. The process has only just begun with the signing of international agreements and the enactment of laws addressing issues like women's rights, equal access to education, marital rape, and credit and property ownership. The concept of "governance" clarifies the link between political commitment and a programme's successful and efficient implementation. Reform efforts for governance systems have received much attention recently. They are still receiving attention now on a national and international level.

INTRODUCTION

Governance can be defined in various ways, from a narrow concentration on economic management to a more expansive definition that includes political liberalization and the decrease of social inequality (Al-Khaldi, 2014). The World Bank defines governance as "the manner in which the State exerts and gains authority." The ability of the state to exert authority and the responsibility it faces, as a result, are the two main components of governance for policymakers. A state's hardware consists of its financial capacity, physical and administrative infrastructure for delivering public goods, the size and skill of its workforce, and the efficiency

with which budgeting and policymaking processes are conducted (Bastola, 2015). Equipment for a state. Capacity encompasses all things. Any system in which certain players have the power to solicit answers from others and decide whether or not misconduct is acknowledged and punished is referred to as "software." According to the authors, gender equality and women's participation in decision-making are two measures to enhance sustainable development—by applying a gender-inclusive approach. Women's engagement in the workforce and decision-making is becoming increasingly important in today's society (Bijaya, 2011). Good governance requires all stakeholders to be involved in making decisions (Goetz, 2009). With that in mind, where a large percentage of the workforce comprises women, their participation in decision-making should be considered to ensure gender equality (Corner, 2005). Gender mainstreaming and women's involvement is a significant problem in India (Jain, 2014). This article examines some of the most important measures for improving women's participation and gender mainstreaming. Indian democracy was modelled after the British Parliament, founded on the universal adult franchise principle (Rani, 2014). One of India's most significant accomplishments is its fully functioning democracy (Sharma, 2018).

Women make up nearly half the population, although they hold less than 10% of the country's parliamentary seats, a fact that should not be ignored. It was established in 1971 that a committee on the Status of Women would study women's issues. Even though women comprise most of the population, a 1974 assessment by the group Towards Equality stated that their influence in politics was negligible as a corrective measure (Sharma, 2008). According to the committee's recommendations, each party should field a certain number of female candidates. Measures were taken to ensure that women were given a seat on municipal and panchayat boards and the ability to vote in 1992. Conversely, the Women's Reservation Bill is still in government debate and inaction (Sharma, 2008).

Women's involvement in politics promotes gender equality (Kalaramadam, 2018). It impacts the variety of policy concerns taken into consideration and the types of solutions put forth (Kanu, 2015). The study aims to describe and analyze the significance of gender mainstreaming in good governance for the nation's overall growth. The study's primary focus is on how gender engagement in decision-making through consensus-building and representation directly leads to women's empowerment.

Women's involvement in politics promotes gender equality and has an impact on the variety of policy concerns that are taken into consideration as well as the types of solutions that are put forth. The study's objective is to describe and analyse the significance of gender mainstreaming in good governance for the nation's overall growth. The study's main focus is on how gender engagement in decision-making through consensus-building and representation leads to women's empowerment directly.

METHOD

This research paper is based on primary and secondary sources. The descriptive and analytical method has been used to analyse and explain the facts and relationship critically (Vaismoradi, Turunen, & Bondas, 2013). To get a just conclusion, qualitative data were gathered and used by using thematic analytical tool. For this research investigation, observation and expert views have also been used to contextualise the study's subject matter. Secondary data culled from trustworthy sources such books, websites, and newspaper stories, several Indian reports and several international journals and periodicals, was analyzed qualitatively though thematic analysis tool MAXQDA (Gizzi & Rädiker, 2021).

RESULTS AND DISCUSSION

According to Abraham Lincoln, a government that is administered by, and for its people constitutes a true democracy. Whether or not the majority of democracies' governments reflect all of society's varied interests and are answerable to all of their constituents is questionable (Kanu, 2015). Achieving true democracy necessitates addressing the low female participation rate, which is of particular concern to democracies. Women must take part in the decision-making process in order to guarantee that the interests of women are represented in government. In general, the state will not interfere with inclusive or democratic governing arrangements that do not include women. Women's participation in local government is crucial for gender equality in the workplace and for policymaking to advance. Due to women's diverse demands and viewpoints on social and political issues, including them in policy and decision-making processes is crucial. A woman knows about typical problems because of her role in the family and community. They thus acquire a fresh perspective that could aid in their long-term achievement. Local government women are responsible for dismantling gender stereotypes in society and the public sphere and encouraging other women to pursue a variety of vocations. People started to embrace women as public administrators and local government officials after witnessing how they benefited others (Kumar, 2019). Society acknowledges women's dedication, integrity, and opposition to criminalizing politics. In order to identify areas where policy can be improved, it is essential to evaluate the level of political engagement of women. India has collected records on female involvement since the nation gained its freedom. For instance, infrastructure is being established to track women's involvement in municipal government.

A. Participation and good governance

Good governance does not have a standard definition or range of applications. There are several uses for "governance" and "good governance." The rule of law, regulatory framework, and economic policies all fall under the category of governance (IMF, 2013). Three significant aspects of governance are: Choosing leaders, managing public affairs, and the capacity of the government to control resources and create and carry out policies are the first two. The term emphasizes the capacity of the government apparatus to create policies and provide services, as well as the legitimacy of the executive and legislative branches of power (Mishra, n.d.). Transparency, accountability, participation, and responsiveness are necessary for successful governance, according to the UN High Commissioner for Human Rights (to the needs of the people). The term "governance" also describes the way decisions are made and carried out (or not carried out) (UNESCAP, 2009). According to this definition, the fundamental component of effective governance refers to the decision-making process, how decisions are carried out, and the individuals involved. Women's engagement in senior management in public organizations will be emphasized by good governance. Even though many women work outside the home in various professions and sectors, few are active in top management decision-making. When women make significant contributions to the workforce, they must participate in decision-making to ensure that women's issues are appropriately addressed and that the women's agenda is pushed. Having a voice in decision-making, whether directly or through reputable intermediary organizations that represent their interests, is referred to as participation. Freedom of association, speech and constructive participation are necessary for such extensive engagement (UNDP, 1997). This article will assess women's involvement in high-level decision-making, per the definition.

B. Gender Mainstreaming

The UN Economic and Social Council (ECOSOC) has approved the following official defining idea for gender mainstreaming. The United Nations has fostered the international

expansion of gender mainstreaming during the past quarter century (Chaney, 2016). Mainstreaming a gender viewpoint examines how proposed policies, laws, and programmes would affect men and women equally. The formulation and implementation of policies, programmes, monitoring and assessment in all political, economic, and social spheres must consider the perspectives and experiences of women and men if Equality is achieved and inequality is avoided. Gender mainstreaming has made it easier for women to participate more actively in all spheres of life (Taluka & Verma, 2018). Gender Mainstreaming was first proposed as a way to advance gender equality globally during the Fourth World Conference on Women in Beijing in 1995. It entails considering how all proposed actions, such as laws, rules, and projects, might impact women and men. Considering that half of the world's population are women, gender mainstreaming was created to ensure that women receive the same benefits as males. Planning, putting into practice, and evaluating social, political, and economic activity are all part of gender mainstreaming. A typical implementation involves "internal" organizational changes and "external" operational adjustments. The former refers to changes that must be made in organizations' structures and practices to embrace gender mainstreaming values and goals. To achieve gender equality and good governance, which are gauged by the inclusion of women in decision-making, gender mainstreaming is crucial (Thapa, Prasai, & Pahadi, 2020). This strategy will eradicate gender preconceptions, and policies will be redirected to support gender equality. The inclusion of gender equality will be expected of policymakers through restructuring policy procedures.

C. Women's participation in decision making

Women are frequently powerful change agents encouraging others to take action, assert their rights, strengthen their communities, and protect the environment. Their involvement is essential to democracy. Women remain underrepresented in leadership positions and have equal authority in corporate boardrooms and presidential cabinets (Mokta, 2014). Limitations on education, resources, and free time are sexist and prevent women from advancing. The percentage of female legislators has increased from 11 to just over 21 per cent since 1995. At the current rate of development, gender parity will not be achieved in governments, parliaments, or peace negotiations until the next century. The participation of women is equal. They can help whole societies as leaders. According to the Inter-Parliamentary Union, female legislators consider social welfare, legal protection, and trust more. Upholding the commitments made in Beijing and promoting female leadership may improve equal participation. In India, prejudice against women persists despite numerous laws protecting their rights. According to UNDP, women's involvement in decision-making is a crucial component. To promote gender equality, two strategies are required. The first tactic is promoting and defending women's human rights and fundamental freedoms and their participation in organizational decision-making. The most fundamental measures to measure women's political participation are voting percentage and legislative elections. It is challenging to estimate women's participation in decision-making.

D. Gender equality and governance reform

Legislation promoting gender equality cannot be passed or put into effect until gender competency and responsibility issues are resolved. Gender issues are unlikely to be resolved by focusing on market power and property rights in governance reform; on the contrary, and they might even become more entrenched. It will return if institutions, organizations, and procedures are not sufficiently changed or rebuilt during the reform process to address gender imbalance strategically (Rai, 2011). Gender equality has not always been prioritized when it comes to effective government (Mohanty, n.d.). Women's engagement and gender equity were only included in the early World Bank declarations on

governance transformation concerning human rights. In transforming government organizations, there are gender-specific skill gaps (Bell, 2001). Women's needs are not considered when allocating cash for public purposes. Men against gender equality may predominate in public service or court. In a moment of budgetary restriction, workers at the bottom of state bureaucracies in the public sector might be the first to be let go. The "rule of law" measures designed to stabilize the business sector may limit women's ability to secure assets over which they have customary rights or profit from the illegal private activity. A lack of resources to analyze bills or accounts by gender may be the cause of the underrepresentation of women in legislative oversight positions. Those in positions of authority should uphold gender equity in their public actions and ensure that women are represented in institutions of accountability by enacting gender-sensitive reforms. Concerning the involvement and nomination of men and women, investigation methodology, evidence use, probity, and fairness must all be considered. Any organization's bylaws or articles of formation must expressly forbid gender inequality.

E. Gender and Accountability

Governance discussions should take gender-specific accountability shortcomings into account. Holders of public office should uphold gender equality legislation and standards. Even electoral institutions have underlying gender biases that prevent the selection of representatives who would advance gender equity goals (Bryld, 2001). However, electoral institutions are supposed to operate impartially and gender-neutrally. According to research, governmental bureaucracies have a marked gender asymmetry in their employment distribution, with many more women employed at lower levels than higher ones. Finding comparable cross-national data on women's employment and standing in public sector hierarchies. According to ILO data, women comprise 10-20% of the workforce in education and health and less than 10% in "public administration, military, and social security." 13. Only a few state-socialist, developing, and Caribbean nations have significantly higher rates. It might be reduced in industries like mining or transportation, where women are uncommon but overworked. Downsizing initiatives have been disastrous in countries like Vietnam, where the proportion of women working in the public sector is high. Women made about 70% of those laid off in state-owned companies in the early 1990s. Women may lose more jobs than men at the lowest levels of public services. Women's and international organizations have prioritized gender-sensitive public sector change.

CONCLUSION

Women's participation in politics helps advance gender equality and affects both the range of policy issues that get considered and the types of solutions that are proposed. If the government is open, responsible, and simple for the general public to grasp, then citizens are happy to pay for high-quality public services. Gandhi's "Antodaya" ideal must be the focal point of our nation's policy if we are to restore effective government in the nation. When the women's movement challenges and engages with governmental institutions, women are more likely to participate in democratic processes and achieve collective power. When it comes to women's right to accessible, safe abortion, the outcome of many elections is in doubt. Legislators, judges, and other members of the judiciary have continued to act despite this. This incidence is unusual. Institutions and movements are organised in descending order with power centralised at the top. In more powerful institutions, women are less influential. The percentage of female members of parliament is lower than the percentage of female members of local administrative bodies. Women are more active locally than they are on a national level. In local governments and organisations like school boards, municipal councils, and civic clubs, a lot of

women are elected to executive roles. These initiatives have increased the status of motherhood in the community (opposing the dumping of toxic waste in their communities, deforestation, and violence in their communities). Local communities are less affected by national institutions and movements. People argue over the issue of whether women who were elected to panchayats as a result of their institutional involvement or activism carry out their duties. Women's movements must exert greater pressure at higher levels in order to bring about change.

Women are more likely to demonstrate leadership in groups rather than alone, and local organisations provide more opportunity for this than global movements. Quotas are one technique to ensure that there are enough women in leadership positions to adequately represent their interests. Institutions and activities that address the distinction between one's private and public life are more popular among women. This is a common occurrence when governmental rules make it impossible for people to carry out their home obligations. The increased informality of local rather than national contexts may also account for the greater participation of women at the local level. When it comes to open and democratic forums, women are more likely to participate. Women's participation necessitates the formation of democratic deliberative bodies that exist only occasionally at the national and municipal levels. The importance of women's participation in decision-making and the gender mainstreaming strategy are the main topics of this essay. In order to assess whether good governance practises are present, this study primarily examines the issue of women's participation in organisational decision-making and the implementation of gender mainstreaming. Measuring women's participation is crucial because they are responsible for a large portion of the nation's employment and economic growth. Good governance is characterised by the active involvement of its citizens in decision-making processes. In order to get individuals engaged and involved in the decision-making process, participation is a crucial first step. There are two ways to participate: directly or indirectly, but either way, it needs to be well-informed and well-coordinated. Politicians' goals and objectives can only succeed if more people participate in society. The rule of law is represented by the legal framework, which ensures impartiality in the process of decision-making in the governance of participation. According to the study's findings, which show that women have several opportunities to engage in the decision-making process, there are solid governance processes in place; yet, the proportion of women in top management is still relatively low. Educating women on their rights and responsibilities is essential if they are to fully participate in politics. In order for women to be respected in society and confident in their important contributions in politics, they must be self-reliant.

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