Research Paper

A Study on the Governance of the Human Rights System for Women in Society

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Abstract
This study has focused on women and the governance of human rights in the case of women. A convention was made by UNGA for the alleviation of all sorts of crimes against the girls. Th study has put a mark on the lawful guidelines of the human rights that are enforced on the
empowerment of women. This has been done for the establishment of equality within society, and in organizational, as well as, educational sectors. The literacy rate has been increased in the case of women with the implementation of governance of human rights.
Keywords: *UNGA, gender differences, human rights guidelines, human rights governance skepticism, UDHR, IHRL*

I. Introduction

The study is going to focus on human rights governance all over the globe to assess women's empowerment and equal rights for women. It is often observed that patriarchy is prioritised in many countries, especially in underdeveloped countries. The social norms of patriarchy entertain men with more rights and social facilities compared to women. According to IRL ("International Human Rights Law"), human rights include all social, economic, cultural and political rights regardless of sex, race, ethnicity, nationality, religion., language and other Is demographic characteristics. Besides this, the guidelines of the UDHR ("Universal Declaration of Human Rights") have become the inherent milestones for ensuring human rights to allow all people with fundamental rights regardless of any discrimination.

II. Literature Review

Legal guidelines for human resource governance

The General Assembly of the United Nations (UNGA) made a convention to eliminate all kinds of gender-based discrimination against women on 18 November 1973. It came into force in 1981 under Article 27 (1) with the ratification and support of 20 nations. Around 100 countries all over the globe agreed to the rights provision to eliminate "discrimination against women" by the tenth anniversary in 1989. "United Nations Human Rights" (UNHR) affirms equal rights to education for women all over the globe. Accordingly, Articles 11 and 13 respectively assure the rights of employment, and social and economic programs by eradicating all types of gender discrimination (United Nations, 2023). Accordingly, Article 15 asserts women's equality in business and civil matters. The governance and guidelines of UDHR are followed by the Council of all members countries including India. For instance, Article 14 of the Indian constitution enforces eight to equality regardless of any discrimination which follows Article 1 of the UDHR provision (Samour, 2023). All these legal guidelines of human rights enforce women's empowerment to establish equality in society, educational and organisational fields. However, the ground reality of equal rights for women is a matter of scepticism in most developing and underdeveloped nations. It has been observed that men are still entertained with favouritism in education, career, social, cultural, political and economic 6 fields even after the legal enforcement of human rights governance. Impact of human rights governance on women's empowerment

As per the studies of Odera & Mulusa (2020), enforcement of human rights governance for equality significantly promotes women's empowerment all over the world. However, developed countries such as the US

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and European countries successfully established equality in all economic and social fields. On the contrary, Most Asian, African and Latin American nations are still far behind in terms of women's empowerment and equal rights on the ground reality. The literacy rate of women all over the globe has enhanced exponentially in the last decade; however, the proportion of growth varies depending on different countries. Accordingly, women constitute approximately 18% of the global workforce in 2021, while 25% of senior management employees are women (Statista, 2022). The gender differences have been reduced remarkably 18 due to the implementation of human rights guidelines; however, the process of establishing gender equality in social life is still reluctant. Challenges regarding implementing human rights governance for women in society Human rights governance for women's implementation in society is not an easy task.

11 Rights for women in human rights include gender equality, and the right to live free from violence and discrimination. This also includes the rights to get equal wages, equal respect as males, to be educated, and to own property. Across the globe, many women and girls still face discrimination about their gender and looks, not having proper knowledge about women's human rights will create a challenge to implement this in society (Nuseir et al. 2021 p-308). Poverty and 12 global inequities can also create a challenge to implement human rights in this society. Gender 12 discrimination regarding sexuality creates an enormous challenge to implement women's human 2 rights. Democratic deficits can also create a challenge to implement women's human rights. An organization that cannot fulfill its principles can have an outcome of a democratic loss. A weak setup of institutions could also create a situation of challenges in implementing women's human rights in society (Zulu et al. 2019 p-7). Impunity means freedom from punishment or pain that 12 could also create challenges in implementing women's human rights in society. Armed conflict 13 and violence are some of the major factors that stop the implementation of women's human rights in society. Methodology Research philosophy could formulate the most appropriate sound research that entails the researcher's approaches and guides to have a proper data analysis, collection, and method. This philosophy is mainly categorized into four types such as positivism, interpretivism, realism, and pragmatism. Positivism observes the world from a different spectacle and interpretivism mainly focuses on the subjective curriculum and scientific methods. Pragmatism deals only with the data that are relevant and their aim and objective to conduct research. Realism is a mix of positivism and interpretivism that starts with a different spectacle rather than ends with a subjective curriculum and scientific methods. In this particular research, pragmatist vision helps to collect the proper data for the study on governance of the human rights system for women in society. Conclusive studies mainly focus on creating the maximum output of the data derived from subjective curriculum and observations. On the other hand, exploratory relies on the conclusion on the basis of general observations and quantifiable information. In this particular research, a conclusive study design helps to collect the exact viewpoint relating to the study on governance of the system for women in society.

Research approach could be categorized into three types such as inductive, deductive, and abductive approaches (Proudfoot) The inductive approach starts with the way of collecting data, and interpretation of data and ends with the hypothesis to conclude general specific outcomes. The deductive approach starts with the way of running a hypothesis and ends with the way to interpret the relevant data. Abductive approach is a mixing approach of two, that could enable a hypothesis along with the interpretation of data. In this research, the inductive approach helps to collect the relevant data to find general and specific observations. Data interpretation is the most crucial part of creating a proper sounder research approach. Data collection entails the way of collecting proper data and generating outcomes for the research. On 7 the basis of types and information data collection is categorized into two parts secondary and primary data collection methods. The primary data collection method entails specific and relevant data that specifies the general observations of the research. Secondary research is a data collection method that deals with existing studies and creates a proper market observation. In this particular research, secondary data collection should be employed in charge of the collection of proper data to generate insights into the research approach Data findings and discussions There is a shred of growing evidence regarding this research work on the study of governance for human rights in society. In order to attain equality among men and women the first and most important duty is for everyone to remove all types of discrimination that ever existed for a woman. At the worldwide level, women are the most sensitive and vulnerable 14 gender that is subjected to gross human rights violations. In 1948, the Universal Declaration of Human Rights was adopted. This declaration is eventually adopted using the terms "all human beings" and "everyone" in order to replicate that it was eventual for everyone (Sun 2019) This constitution not only gives permission for equity of women but it also takes some measures for the empowerment of women. India is a signatory aspect in international and various instruments to secure equal rights for women. Human rights are the most integral part of the concept of human dignity that could be protected in various sections of constitutions. It is a harsh truth that women have been badly treated in every community of India for several ages, and it is a problem that spreads worldwide. In India, worship women as goddesses, still, there are many communities that don't give much respect to women. These communities also treat them or back them down as a slave and gender

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discrimination elements in society. Women are not only facing discrimination on the outside and also face discrimination and ill-treatment inside the house (Prusty). There should be proper knowledge about women's rights in society Women should get the same treatment as male, should get the same wages as men, and should be paid according to their talent and efficiency. Girls are also considered an object of sexual enjoyment and reproduction only for the purpose of children. There are many women who are deprived of their economic outputs and have a dependency on their men (Jabeen et al. 2020 p. 2731). These communities and men will never allow women to implement their women's rights Women in simple words became a constitutional ambiguity if their promises and guarantees had no assurance in the structure of the national segment or mechanism (Caporaso 2000 p-25). Several constitutional laws have been introduced to ensure dignity and respect for women at large. Self- sacrifice and denial are their nobility and fortitude and it is still being subjected to all types of inequality, and, discrimination Discussion It is been understood from the study of Odera & Mulusa, (2020) that there has been a 11 contribution of human rights and approaches based on human rights to the reduction of poverty The study has emphasized on the unique treaties of human rights that is "Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)" as it never prohibits 3 discrimination on grounds of the sex, however, has prohibited it against women. It has been recognized by CEDAW by emphasizing on the power relations that entire, as well as, equal enjoyment of women of whole human rights needs a change. This change essential in the power distribution within the specific state, the family, and society. On the other hand, it has been analysed from the findings of Terman, R., & Byun, (2020) that there has been a presence of 8,460 cases. It has been analysed from that there has la been a requirement for acquiring rights in the case of women. The rights are related to rights of physical integrity along with the rights associated with social-economy. The study has highlighted different issues that have faced by women. Gender Identity, and Sexual Orientation, as well as, Racial Discrimination are the major issues that have been faced by women, specifically within India. Conclusion A conclusion has been drawn from the study that there has been a presence of legal guidelines in the case of governance of human resource. It has been understood that several countries have supported the eradication of the discrimination against females from root. There has been a depiction of distinct articles that ensure full rights to the women across the globe. Immense impact of the governance of human rights on the empowerment of women, and it has been evaluated that its enforcement has helped in promoting empowerment of females worldwide. There has been a reduction of the differences within the gender and this has become possible as guidelines of human rights have been executed. The study has focused on the literacy rate of females across the globe that has highly increased in the current scenario. Challenges in executing governance of human rights are the acquisition of equal wages as men, and the achievement of their own property. Another significant challenge includes global inequities and poverty that has been outlined within the study. In addition to that, violence, and armed conflict are the core factors they have been considered in enlarging the probability of not bestowing to females in accordance with the human rights.

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