

# The Role of Education in Promoting Gender Equality in Modern Society

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## Abstract

*Education plays a very important role in forming an equal and just society, especially in promoting gender equality. In a modern society that is increasingly developing and plural, the issue of gender equality becomes very relevant, considering the persistence of gender inequality that still affects various sectors of life, such as economics, politics, and social. Therefore, education, both formal and non-formal, has great potential to address gender inequality and create a more inclusive society. Education not only functions as a means to gain knowledge, but also as an agent of social transformation that can shape individual views and behaviors towards gender issues. This article uses a Systematic Literature Review (SLR) approach to review the existing literature on the role of education in promoting gender equality. This study highlights various findings on how educational curricula, educational policies, and the role of educators can contribute to achieving gender equality. The results of this study indicate that although education has played an important role in promoting gender equality, there are still major challenges to be overcome, such as the influence of gender stereotypes in the curriculum, unequal access to education, and the lack of policies that support gender inclusivity in many countries.*

**Keywords:** Education, Gender Equality, Inclusivity, Policy

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## 1. Introduction

Gender equality is one of the important social issues in the context of modern societal development. As the main driver in the education process, educators have the power to influence students' attitudes, behaviors, and views on gender equality issues (Kurdi, MS 2023). Through education, educators can instill the value of equality from an early age by teaching that every individual, both male and female, has the same rights to education, opportunities, and respect (Roziqin, A., 2019). Educators also have an important role in overcoming gender stereotypes that may exist in society, for example by highlighting the often overlooked roles of women in history or science curricula. In this way, educators help students understand that success does not depend on gender, but on individual potential and abilities. In addition, educators play a role in creating an inclusive and equitable classroom environment, where all students are given equal opportunities to speak, participate, and demonstrate their abilities without discrimination (Zahra, N. S). Educators can also be role models by demonstrating attitudes and behaviors that support gender equality, such as avoiding gender-biased language and treating each student fairly. Open discussions about gender equality in the classroom can also encourage students to think critically and empathize with differences, so that they learn to appreciate and support the rights of each individual. Thus, educators play a key role in shaping a generation that is more aware of the importance of gender equality and is able to contribute to the creation of a more just and equal society (Rifka, S. 2019).

Globally, the gap between men and women in various sectors of life, including education, employment, and politics, remains an unresolved issue. Although there has been significant progress in recent years, gender discrimination and social stereotypes still greatly



influence the mindset and behavior of many people. Education, both formal and non-formal, has the potential to change this mindset and address gender gaps in various sectors of life (Roziqin, A. et al. 2019). Inclusive education can have a long-term impact in reducing gender gaps. One of the most effective ways to achieve gender equality is to provide equal access to education to everyone, regardless of gender. However, despite efforts to increase access to education for women, gender gaps are still reflected in women's participation in higher education, employment positions, and leadership roles in society. Therefore, it is important to explore how the education system can function as an agent of change in fighting for gender equality (Larasati, M., 2023).

In modern societies, where social and cultural changes are occurring rapidly, the challenges of addressing gender inequality are also increasingly complex. Norms and stereotypes attached to traditional gender roles often limit women's opportunities to thrive, both within the family and in the wider society. For example, although women are increasingly involved in the workforce and education, they are often still burdened by social expectations that place them in subordinate positions in many ways. These gender stereotypes are a major barrier that needs to be broken down, and education can play a key role in changing these views (Huda, HD, & Dodi, L. 2020). One way to do this is by incorporating gender equality values into the education curriculum. A curriculum designed with a gender-sensitive approach can help students, both boys and girls, understand the importance of equality in various aspects of life. Several countries have implemented education curricula that emphasize gender equality, and although they have not had an immediate impact, research shows that such policies have the potential to reduce gender inequality in the long term. (Alya, M., & Sari, SM 2024, December). In addition, the role of educators is also very important in promoting gender equality. Educators are not only responsible for teaching, but also for being role models and agents of change for students. As the main drivers in the education process, educators have the power to influence students' attitudes, behaviors, and views on gender equality issues. Through education, educators can instill the value of equality from an early age, teaching that every individual, both male and female, has the same rights to education, opportunities, and respect (Mersita, F. (2023).

Educators can also use gender-responsive curriculum by highlighting the often-overlooked roles of women in historical or scientific narratives, so that students understand that great success and contributions are not limited to a particular gender. In addition, educators play a role in creating an equitable classroom environment by providing equal opportunities for all students to participate and avoiding gender bias or stereotyping. By modeling non-discriminatory behavior and attitudes, educators can teach students to avoid prejudice and support gender equality in their daily lives. Educators can also create spaces for open discussion about gender issues, encouraging students to think critically about inequality and develop empathy for differences. By utilizing media that supports gender equality, educators can provide concrete examples and broaden students' horizons. (Irayanti, I., Sulkipani, S., & Sapriya, S. 2023). Thus, educators have great power to shape a generation that is more sensitive to gender equality issues and plays an active role in creating a more just and equal society. Therefore, training and development for educators to understand gender issues is essential to creating a safe and inclusive space for all students.

However, the challenges in promoting gender equality through education are complex. In many countries, patriarchal social norms still influence education policies. Another challenge is that most educators themselves may be trapped in patriarchal mindsets that they bring from society. Without adequate training or awareness about gender equality, educators may inadvertently reinforce gender stereotypes or treat students unfairly based on their gender. (Winarsih, N., & Ismail, A. 2024). For example, teachers may call on male students more often to answer questions or give male students more attention in certain areas, without realizing that they are indirectly reinforcing this inequality. In addition, resistance from various community groups to social change is also a major obstacle. There are many individuals or groups who feel that changes towards gender equality are contrary to long-held cultural or religious values. (Lulu'Aniqurrohmah, SF 2023). This resistance can slow down the implementation of education policies that support gender equality, even when such policies already exist. For example, in some countries, programs to support gender equality in schools

are often seen as a threat to prevailing social norms. Overall, overcoming these challenges requires a comprehensive effort, ranging from improving education policies, training educators, to deeper cultural changes (Virgianita, A., Dara, A., & Dina, A. 2021). Without a strong commitment to addressing these barriers, promoting gender equality in education will remain a formidable challenge. For example, in some societies, women are still considered less likely to receive higher education, or education that only focuses on domestic skills. In addition, even though there are education policies that support gender equality, their implementation is often hampered by traditions and cultures that prioritize traditional gender roles. Education must also be able to touch on aspects of non-formal education that play an important role in gender equality. Skills training programs for women, empowerment courses, and discussion forums on gender equality are examples of types of non-formal education that can strengthen gender awareness in society. This approach is very important in addressing gender gaps in society, especially in areas that are difficult to reach by formal education.

The education system must be able to accommodate the gender diversity that exists in society. Education should do more than just prepare students to fulfill their traditional roles in society, but also enable them to explore their full potential without being limited by social constructions of gender roles (Simorangkir, MRR 2022). Therefore, education policies that are more inclusive and responsive to the needs of all genders are essential to ensure equality in education. Education also plays an important role in reducing gender-based violence, which remains a major problem in many countries. Education can educate individuals about their rights, teach them how to recognize and respond to gender-based violence, and foster attitudes that value equality between men and women. Through education based on human rights values, people can become more aware of the importance of respecting and protecting the rights of all genders. Overall, education has great potential to promote gender equality, but to achieve this goal, there needs to be a profound change in the curriculum, education policies, and societal attitudes towards gender. Inclusive and gender-sensitive education will benefit not only women, but also men, as it creates a fairer and more equal society for all.

## **2. Method**

This study uses the Systematic Literature Review (SLR) method which is designed to explore and analyze previous studies relevant to the role of education in promoting gender equality (Witara, K., 2023). SLR allows researchers to identify key findings in existing literature, as well as synthesize various perspectives from various studies that have been conducted previously (Wada, FH 2024). The data collection process begins with a search for scientific articles published in leading journals, as well as research reports from educational institutions and international organizations that focus on gender and education. Articles included in the analysis must meet certain inclusion criteria, namely relevance to the topic of gender equality and education, as well as the quality and credibility of the sources used. After the data is collected, the analysis is carried out by grouping research results that have similar themes, allowing researchers to find general patterns that can explain the relationship between education and gender equality. The results of this analysis are used to provide a clearer picture of how education can play a role in fighting for gender equality in modern society. This Systematic Literature Review also considers contextual differences that exist across countries and cultures. Thus, this study provides insights into how various education policies and gender equality programs can be implemented effectively, considering the different challenges and needs in each region.

## **3. Results and Discussion**

The results of the literature analysis show that education does have a significant role in promoting gender equality, although there are still several obstacles that need to be overcome. Several studies have shown that a curriculum that incorporates a gender perspective can help change stereotypical views about the roles of men and women in society. This is reflected in increased gender awareness among younger students, which can then influence their attitudes towards gender equality in the future. However, the biggest challenge found in this study is the imbalance in access to education. In many developing countries,

although education policies have been designed to create equal access, women and children from minority groups often still face significant barriers to obtaining education on par with men. Some factors that hinder this include poverty, social discrimination, and cultural barriers that consider education for women unimportant.

Non-formal education has also been shown to play an important role in fighting for gender equality. Women's empowerment programs held outside of formal schools provide opportunities for women to access skills that are useful for their lives. For example, vocational skills training programs or entrepreneurship education for women have been shown to be effective in increasing their self-confidence, while opening up greater economic opportunities for them. In addition, this study also highlights the importance of the role of educators in creating an inclusive and gender-sensitive environment. Educators who are trained to understand gender equality issues can help reduce gender bias in the learning process. They can also be agents of change who encourage students to think more critically about gender roles in society.

However, there are also significant gaps in education policies across countries. Some countries have policies that support gender equality, but their implementation is still very limited. Some existing policies also do not adequately cover all aspects of gender equality, such as equality in access to higher education or equality in employment. The role of education in combating gender-based violence is also very important. Education can play a role in raising awareness among individuals of the importance of respecting women's rights and reducing violence that often occurs in society. Many studies have shown that a curriculum that teaches human rights values, as well as respect for diversity and gender equality, can help reduce acts of domestic violence, bullying in schools, and sexual violence.

Several countries that have successfully integrated gender equality education into their curricula, such as the Scandinavian countries, demonstrate that inclusive and progressive education policies can have a significant impact on reducing gender disparities. These countries have succeeded in increasing women's participation in higher education and the workforce, as well as increasing women's representation in political leadership positions.

However, there is still much homework to be done. For example, although higher education is increasingly open to women, they still often face difficulties in achieving high positions in the professional world. This shows that although education has the potential to promote gender equality, further efforts are needed to achieve it, especially in terms of public policy and public awareness. Overall, this study shows that education can play a major role in promoting gender equality, but there are still many challenges to be faced, both in the context of policy, curriculum, and culture. More integrated efforts are needed between various parties, from the government, educational institutions, to the wider community, to create an education system that is truly inclusive and supports gender equality.

### **The Concept of Gender Equality in Education**

Refers to the principle that all individuals, regardless of gender, have equal rights and opportunities to access and enjoy quality education. This means ensuring that boys and girls have equal access to school, do not face gender-based barriers, and receive fair treatment in the learning process. (Sari, DAN, 2024, July). Gender equality in education also includes eliminating stereotypes that limit the choice of fields of study or careers based on gender, so that students can pursue their interests without discrimination. In addition, the curriculum must be designed to be responsive to gender issues, including reflecting the contributions of women in various fields and providing an understanding of the importance of respecting gender differences. This approach also emphasizes the empowerment of women through education, providing them with the skills and knowledge that enable them to participate fully in society and the economy. Ultimately, gender equality in education aims to create an inclusive and equitable learning environment that not only helps individuals thrive but also contributes to a more equal and just society. (Syamsiyatun, S. 2016).

### **The Role of Education in Changing Patriarchal Social Norms**

Education plays a very important role in changing patriarchal social norms, which have

long shaped the structure and perspective of society towards gender. Patriarchy, as a social system that places men as the dominant party, often creates inequality between men and women, affecting many aspects of life, including education, work, and social roles. In this context, education can serve as a tool to dismantle or at least reduce the influence of patriarchal norms by forming awareness, changing attitudes, and opening equal opportunities for all individuals, regardless of their gender.(Syahputra, DD, et al. 2023).

First, education can instill the values of gender equality from an early age. By teaching students that women and men have equal rights and opportunities to access education, pursue careers, and play important roles in society, education helps raise their awareness of existing inequalities. A gender-responsive curriculum, for example, that includes representations of women who have excelled in history, science, and other fields, can change students' views about the role and potential of women in society.

Second, education can also address limiting gender stereotypes. In many patriarchal societies, there is a perception that men are better suited to certain fields such as science, technology, or leadership, while women are better suited to domestic roles or socially demanding jobs. Education that encourages students to think critically and does not limit their choices based on gender can break down these barriers. By providing equal opportunities for female students to pursue male-dominated fields of study or careers, and vice versa, education helps break down social constructs that hinder individual development based on gender (Fasawwa, S.S., & Hanum, F. 2023).

Through a fair and unbiased teaching approach, educators can be agents of change in breaking down patriarchal norms. Educators who use inclusive language, avoid treating boys and girls differently, and provide equal opportunities to participate in the classroom provide concrete examples of how gender-neutral attitudes and behaviors can be implemented. This helps create a more equitable environment in the classroom, which in turn shapes students' mindsets towards gender.

In addition, education can introduce and reinforce the importance of women's rights, as well as teach about gender inequalities that exist in society, such as gender-based violence, discrimination in the workplace, or unfairness in the division of domestic tasks. By providing a deeper understanding of these issues, education can motivate students to become agents of change who fight for equality and fight gender discrimination in their daily lives. The role of education in changing patriarchal social norms is to equip future generations with the knowledge, skills, and attitudes that support gender equality. Inclusive and progressive education not only influences individual attitudes, but can also have a major impact on broader social change, creating a more just and equal society for all genders.(Angola, CD, et al. 2024).

### **The Role of Educators in Promoting Gender Equality**

The role of educators in promoting gender equality is very important because they play a direct role in shaping students' mindsets and attitudes towards gender issues. Educators are responsible for creating a fair and inclusive learning environment, where all students, regardless of gender, are treated equally. One way educators promote gender equality is by being role models in non-discriminatory treatment, providing equal attention and support to male and female students in every aspect of learning (Intan, FR 2022). In addition, educators can use a gender-responsive curriculum by including materials that showcase women's contributions in various fields, so that students understand the importance of equality and the role of women in society. Educators also play a role in overcoming limiting gender stereotypes, such as the view that women are more suited to the arts while men are more suited to science or technology.(Judaina, J. 2024). They can encourage all students to explore their interests without gender boundaries, and support female students to pursue male-dominated fields. In addition, educators can develop social skills and empathy for gender issues, providing students with an understanding of the importance of respecting women's rights and fighting gender discrimination. By creating a safe, inclusive environment and educating students to think critically about gender inequality in society, educators help shape a generation that is

more caring, sensitive, and ready to fight for equality in the real world (Siregar, NC, 2023, August).

### **Challenges in Promoting Gender Equality in Education**

Promoting gender equality in education faces complex challenges, both socially, culturally, and structurally. One major challenge is the existence of patriarchal social and cultural norms that are still strong in many societies. In many cultures, the traditional roles of women and men are very strong, with women often considered to have primary duties in the domestic sphere, while men are expected to be more active in public spaces and work (Sarmauli, S., et al. 2024). These norms influence how parents, society, and even educators view education and gender roles, creating barriers for women to access equal education. For example, in some developing countries, many girls are unable to continue their education because it is considered less important than education for boys, or because they are expected to help with household chores or marry early (Judaini, J. 2024).

In addition, the gap in access to education is also a major challenge in promoting gender equality. In many areas, especially in rural areas or countries with limited resources, girls are more likely to be out of school than boys. Economic factors, such as poverty, are often the reason why families prefer to invest their resources in boys' education. Even in some places, the existence of safe schools and accessibility to educational facilities for girls are still limited, which further exacerbates gender inequality in education (Sonia, L., & Sassi, K. 2024). Gender stereotypes in education are also a significant barrier. Many education systems unconsciously reinforce gender stereotypes through their curriculum, teaching methods, or selection of teaching materials. For example, in many education systems, there is a tendency to associate males with certain subjects or professions, such as science, technology, engineering, and mathematics (STEM), while females are more directed towards the social and humanities. These stereotypes limit the potential of female students to explore areas of interest to them and prevent them from pursuing careers in fields that are considered more male-dominated. Likewise, boys are often taught to avoid showing tenderness or emotion, which reinforces patriarchal social norms and limits their emotional development (Judaini, J. 2024).

In addition, inequality in roles and representation in the classroom is another challenge. In many educational contexts, both at the primary and tertiary levels, girls and boys do not always have equal opportunities to participate or access the same opportunities. For example, in some classes, teachers or educators may unconsciously give more attention to male students in certain areas, such as science and mathematics, while girls often receive more attention in other areas such as language or art. This leads to an imbalance in learning and opportunities for development, and exacerbates the gender gap in society (Huda, HD, & Dodi, L. 2020).

Overall, the challenges in promoting gender equality in education are multidimensional, involving changes in social norms, policies, educational practices, and how society views gender roles. To overcome these challenges, a joint effort is needed between the government, educators, communities, and families to create an educational environment that is inclusive, fair, and values equality for all genders (Sopian, H. 2023).

### **Practical Steps That Can Be Taken to Promote Gender Equality**

To promote gender equality in education, there are several practical steps that can be taken both at the policy level and in everyday classroom practice. First, revising the curriculum to include a balanced gender perspective is essential. A gender-inclusive curriculum should include fair representation of women and men in teaching materials, as well as teach students about women's contributions in fields that are often dominated by men. In addition, using inclusive and gender-neutral language can also help create an equitable environment (Nur Rosidah, A., & Bakri, S. 2022). Educators need to avoid using language or examples that reinforce gender stereotypes and ensure that every student feels valued regardless of gender. Furthermore, providing equal opportunities for all students to participate in class activities is another practical step. Educators can distribute roles in discussions or group projects evenly

between male and female students, and encourage female students to be more active in areas that are usually dominated by men, such as science or sports (Salabi, AS 2021). Training educators on gender equality issues is also essential, so that they can be more sensitive to unconscious bias in their teaching and create more inclusive classrooms. In addition, schools should have clear policies to respond to cases of gender-based discrimination or violence, by providing safe channels for reporting and supporting victims of violence. Finally, creating a learning environment that supports gender equality, by ensuring that schools and classrooms are free from discrimination, is essential to shaping students' attitudes towards fairness and respect for differences. Through these practical steps, education can be an effective tool for promoting gender equality and shaping a more inclusive and just society (Qamariah, Z. 2024).

#### 4. Conclusion

Education has enormous potential to promote gender equality in modern societies. By integrating gender equality principles into educational curricula and education policies, and involving educators as agents of change, education can help change the mindset of people who are still bound by gender stereotypes. However, the challenges in promoting gender equality through education cannot be easily overcome. In many countries, disparities in access to education and the influence of patriarchal culture are still major obstacles that need to be addressed. Therefore, greater efforts are needed to ensure that all individuals, regardless of gender, have equal access to quality education. Non-formal education also has an important role to play in creating gender equality. Women's empowerment programs that focus on developing skills and self-confidence can help women explore their potential and take a more active part in social and economic life. Finally, to achieve real gender equality, strong collaboration between governments, educational institutions, and communities is needed. Only with continued joint efforts can education become an effective tool for achieving a more just and equal society for all genders.

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