

## **A Study on Social Equity, Gender Equality and Inclusive Development**

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### **Abstract**

Social equity and gender equality are essential pillars of inclusive national development. This study examines perceptions of social equity, gender discrimination, and generational differences in awareness and inclusivity. Primary data were collected through a structured questionnaire from 36 respondents representing Gen Z, Millennials, Gen X, and Baby Boomers across urban, semi-urban, and rural regions. The study analyses familiarity with social equity, views on gender equality progress, perceived discrimination, generational awareness, inclusivity, and the role of technology in promoting equality. Findings indicate that most respondents consider social equity important for national development. Gen Z is perceived as more vocal and aware of equality issues, while economic backwardness, women, and transgender individuals are seen as facing major barriers. Although some improvement in gender equality is recognized, respondents believe structural reforms, education, and awareness programs are necessary. The study concludes that inclusive development requires policy reform, social transformation, and intergenerational cooperation.

## **I. INTRODUCTION**

Social equity refers to fairness and justice in the distribution of opportunities, resources, and rights among all members of society. It aims to remove systemic inequalities based on gender, class, caste, disability, or socio-economic background.

Gender equality, a key component of social equity, ensures equal access to education, employment, leadership, and legal rights regardless of gender identity. In countries like India, discussions around equity have intensified due to rapid economic growth, digital expansion, and youth activism.

Generational differences significantly influence perceptions of equality. Gen Z (18–25 years) is often viewed as socially aware and digitally active, while older generations may have different experiences and attitudes.

This study explores:

- Awareness of social equity
- Perceptions of gender discrimination
- Inclusivity in society
- Generational differences
- Role of technology in promoting equality

### **Statement of the Problem**

Despite policy initiatives and social reforms, inequality persists across gender, economic status, and marginalized communities.

The key problems identified are:

- Unequal opportunities in employment and leadership.
- Continued discrimination against women and transgender individuals.
- Economic barriers for marginalized groups.
- Generational differences in awareness and engagement.
- Gap between privileged and underprivileged communities.

This study seeks to understand whether society perceives improvement and what further changes are required.

### **Objectives of the Study**

- To examine awareness of social equity among different generations.
- To analyse perceptions of gender equality improvement.
- To identify groups facing discrimination.
- To assess generational inclusivity.
- To evaluate the role of technology in spreading awareness.
- To suggest measures for inclusive development.

## **Literature Review**

Scholars define social equity as fairness in public policy and institutional practices. Research indicates that education, employment access, and economic empowerment are critical for achieving gender equality.

Studies show:

- Youth are more supportive of diversity and inclusion.
- Digital media plays a major role in awareness campaigns.
- Structural barriers continue to limit marginalized groups.
- Economic inequality intersects with gender discrimination.

Previous literature emphasizes:

- Equal pay policies
- Legal reforms
- Educational access
- Cultural mindset change

However, gaps remain in understanding generational perceptions in local contexts, which this study addresses.

## **Research Methodology**

### **Research Design**

Descriptive research design.

### **Data Source**

Primary data collected through a structured questionnaire.

### **Sample Size**

36 respondents.

### **Sampling Method**

Convenience sampling.

### **Demographic Profile**

- Majority: Gen Z (18–25 years)
- Predominantly female respondents
- Urban majority with representation from rural and semi-urban areas
- Education levels: Undergraduate, Postgraduate, and Doctorate

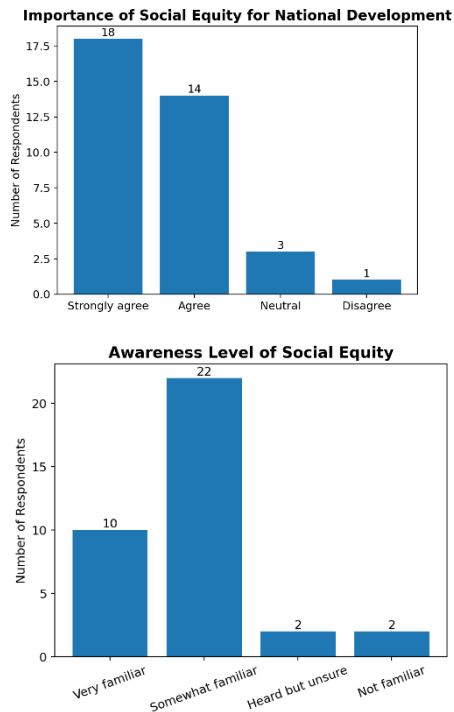
### **Tools for Analysis**

- Percentage analysis
- Comparative interpretation
- Descriptive analysis

### **Ethical Considerations**

- Voluntary participation
- No forced responses
- Confidential handling of data

- Objective and unbiased analysis



### Analysis and Findings

- **Awareness of Social Equity**

Most respondents reported being “somewhat familiar” or “very familiar” with social equity. A strong majority agreed that social equity is important for national development. National development.

- **Areas Requiring Stronger Social Equity**

Most selected:

All of the above (Education, Employment, Social Justice, Digital Inclusion)

This indicates recognition of multi-dimensional inequality.

- **Gender Equality Improvement**

Findings show:

- ❖ Majority believe gender equality has shown “some improvement.”
- ❖ Few believe significant improvement has occurred.
- ❖ Some respondents remain neutral.

➤ **Perceived Discrimination**

Groups identified:

- ❖ Women
- ❖ Transgender individuals
- ❖ Economically backward communities
- ❖ Persons with disabilities

Many respondents chose “All of the above,” suggesting widespread inequality.

➤ **Generational Awareness**

Majority perception:

- ❖ Gen Z is more aware of social equity issues.
- ❖ Gen Z is more vocal about discrimination.
- ❖ Millennials also show moderate support.
- ❖ Older generations perceived as less active.

➤ **Inclusivity Perception**

Most respondents consider society “somewhat inclusive.” Few believe society is “very inclusive.” Some consider it “not inclusive.”

➤ **Participation in Equality Campaigns**

Findings:

- ❖ Many discuss equality sometimes.
- ❖ Participation levels vary.
- ❖ Interest exists but consistent engagement is limited.

➤ **Role of Technology**

Majority agree or strongly agree that: Technology and social media increase awareness about social issues.

**Discussion**

The study reveals positive awareness but moderate implementation of equality.

Key insights:

- ❖ Awareness does not always translate into action.
- ❖ Structural barriers remain significant.
- ❖ Economic inequality is strongly linked to discrimination.
- ❖ Youth play a transformative role in advocacy.
- ❖ Technology serves as a powerful awareness tool.

However:

- ❖ Equal opportunity perception is mixed.
- ❖ Some respondents still experience unfair treatment.

This suggests that policy changes must be accompanied by cultural transformation.

**Significance, Originality, and Replicability**

**Significance**

- ❖ Provides insight into generational perceptions.
- ❖ Highlights real community-level opinions.
- ❖ Useful for policymakers and educators.

**Originality**

- ❖ Based on primary survey data.
- ❖ Reflects contemporary generational attitudes.
- ❖ Combines gender, economic, and generational dimensions.

**Replicability**

- ❖ Questionnaire-based design can be reused.
- ❖ Methodology is simple and reproducible.
- ❖ Can be expanded with larger samples.

**Inclusive Development Schemes**

**Central Government Schemes**

S.No	Scheme Name	Target Group	Objective	Key Benefits	Focus Area
1	Kalaigarnar Magalir Urimai Thogai Thittam	Women	Financial support to women heads	Monthly financial assistance	Women empowerment
2	Tamil Nadu Transgender Welfare Board Scheme	Transgender persons	Social and economic upliftment	ID cards, housing, pension, education support	Transgender welfare
3	Chief Minister's Comprehensive Health Insurance Scheme	All genders	Provide health coverage	Free medical treatment	Health inclusion
4	Tamil Nadu Skill Development Programme	Men, Women, Transgender	Provide job skills	Free skill training, placement support	Skill development

5	Mahalir Thittam (SHG Scheme)	Women and Transgender	Promote entrepreneurship	Loans, training, self-employment	Economic empowerment
6	Social Security Pension Scheme	Men, Women, Transgender	Financial support to vulnerable persons	Monthly pension	Social security
7	Tamil Nadu Urban Livelihood Mission	Men, Women, Transgender	Improve urban livelihoods	Skill training, job support	Employment inclusion
8	Free Bus Travel Scheme	Women and Transgender	Improve mobility and access	Free bus travel in state transport	Social inclusion

**Tamil Nadu State Government Schemes**

S.No	Scheme Name	Target Group	Objective	Key Benefits	Focus Area
1	Kalaignar Magalir Urimai Thogai Thittam	Women	Financial support to women heads	Monthly financial assistance	Women empowerment
2	Tamil Nadu Transgender Welfare Board Scheme	Transgender persons	Social and economic upliftment	ID cards, housing, pension, education support	Transgender welfare
3	Chief Minister's Comprehensive Health Insurance Scheme	All genders	Provide health coverage	Free medical treatment	Health inclusion
4	Tamil Nadu Skill Development Programme	Men, Women, Transgender	Provide job skills	Free skill training, placement support	Skill development
5	Mahalir Thittam (SHG Scheme)	Women and Transgender	Promote entrepreneurship	Loans, training, self-employment	Economic empowerment
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**Logical Structure**

The study follows:

Abstract → Introduction → Problem → Literature → Method → Analysis → Discussion → Conclusion → References.

**II. CONCLUSION**

The study concludes that social equity is widely recognized as essential for national development. While gender equality has improved, inequalities remain across economic and social dimensions.

Gen Z is perceived as more aware and vocal, especially through digital platforms. However, sustained policy reform, education, and awareness programs are necessary for deeper structural change.

True inclusive development requires:

- ❖ Equal access to education
- ❖ Economic empowerment
- ❖ Legal enforcement
- ❖ Social mindset change
- ❖ Responsible digital engagement

Only through collective action can society achieve sustainable and equitable growth.

**Recommendations**

- ❖ Strengthen equal pay laws.
- ❖ Increase awareness programs in schools and rural areas.
- ❖ Promote inclusive education policies.
- ❖ Support marginalized communities economically.
- ❖ Encourage youth participation in policy discussions.
- ❖ Use digital platforms responsibly for advocacy.

**Limitations of the Study**

- ❖ Small sample size.
- ❖ Majority Gen Z respondents.
- ❖ Convenience sampling.
- ❖ Limited geographical representation.

### **III. REFERENCES**

1. Survey Data (Primary Data)
2. [https://docs.google.com/spreadsheets/d/1H9wE22AQFhMHyGb8JajQcwNTeAm3iIaLZq\\_VbIpGTOs/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1H9wE22AQFhMHyGb8JajQcwNTeAm3iIaLZq_VbIpGTOs/edit?usp=sharing)
3. Additional conceptual references:
4. United Nations – Gender Equality Framework  
World Economic Forum – Global Gender Gap Reports  
UN Women – Equality and Inclusion Reports