MEMORANDUM OF UNDERSTANDING

(MOU)

Between

K.R. MANGALAM UNIVERSITY

EDUCATION FOR LIFE

(Recognized by UGC and a member of AIU)

K.R. MANGALAM UNIVERSITY

Sohna Road, Gurugram (Haryana)-122103

And

HUMAN TOUCH FOUNDATION

H-607, POCKET H, BLOCK H, SECTOR ALPHA-II

Greater NOIDA, UP- 201308

MEMORANDUM OF UNDERSTANDING

The Memorandum of Understanding is executed on 14 July 2022

BETWEEN

K.R. Mangalam University, Sohna Road, Gurgaon - 122103 (Delhi NCR Region), a University established under the Haryana Private Universities Act 2006 (Amended 08 of 2013) and under section 2(f) of UGC Act, 1956 wherein empowered to award degrees, as specified under section 22 of the UGC Act, 1956, through its Registrar, duly authorized to enter into and sign an MOU on behalf of K.R. Mangalam University (hereinafter referred to as KRMU) PARTY OF THE FIRST PART.

AND

Human Touch Foundation (hereinafter referred to as "HTF") having its location at H-607, Pocket H, Block H, Sector Alpha-II, Greater NOIDA, UP- 201308 through its Dr. Upasana Singh, President duly authorized in this regard to sign an MOU on behalf of Human Touch Foundation PARTY OF THE SECOND PART.

The Expressions "KRMU" and HTF" shall mean and include their respective successions, legal representations and assignees.

KRMU and HTF are collaborating for Academic Exchange & Cooperation in Education, Research and Training, Community Outreach and Extension Activities in the areas of Education, Health & Wellness, Women Empowerment, Environment Conservation & Sustainability, Working for the underprivileged, Equality of Opportunity & Prevention of Sexual Harassment (POSH).

Both parties herein agree as follows:

1. KRMU and HTF will collaborate for knowledge development programmes, training & certification in short-term courses, community outreach and extension activities, research work, field projects and student internships.

Signature: _____

Registrar
K.R. Mangalam University
Sohna Road, Gurgaon
Haryana - 122103

Signature: _____

HUMAN TOUCH FOUNDATION

President

2. KRMU and HTF will conduct academic programs, research and outreach programmes in the areas of Education, Health & Wellness, Women Empowerment, Environment Conservation & Sustainability, Working for the underprivileged, Equality of Opportunity & Prevention of Sexual Harassment (POSH).
3. KRMU and HTF will organize seminars, symposiums, and other types of professional development activities for faculty and students.
4. KRMU and HTF will exchange academic materials and publications.
5. There will be no financial liability on part of either party.
6. The scope and duration of the collaboration may be amended and/or extended through the joint agreement further with the consent and approval of both parties.
7. This MoU will come into force upon affixing of signatures of the representatives of the partner institutions and will remain in effect for three (3) years.
8. This MoU may be renewed upon its expiry, with the agreement of both the partner institutions. If either partner institution wishes to terminate the MoU at the end of three years, it must notify the other institution not less than six months prior to the expiry of the MoU.
9. This MoU or its renewal and the actions taken under it may be reviewed at any time. Modifications may be made by mutual agreement and any amendment or extension to the agreement may be formalized by the exchange of letters between the two parties.

Executed by the authorized representatives of Party 1 and Party 2:

For K.R. Mangalam University

Gp. Capt. Praveen Mahajan
Registrar

Registrar
K.R. Mangalam University
Sohna Road, Gurgaon
Haryana

Dated: 14 July, 2022

For Human Touch Foundation

HUMAN TOUCH FOUNDATION

Dr. Upasana Singh
President

President

Dated: 14 July, 2022

1. WITNESS Tania Gupta
14/07/22

2. WITNESS Kriti Narain
14/7/22



EMPOWERED WOMEN, SUSTAINABLE INDIA
A PATHWAY TO GROWTH

Dr. Rupali Sharma
Dr. Rajni Sharma
Dr. Kiran Bala

EMPOWERED WOMEN, SUSTAINABLE INDIA:

A Pathway to Growth

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EMPOWERED WOMEN, SUSTAINABLE INDIA: A PATHWAY TO GROWTH

Edited by Dr. Rupali Sharma, Dr. Rajni Sharma, Dr. Kiran Bala

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RED'SHINE PUBLICATION

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Text © *Editors*, 2025

Cover page © RED'MAC, Inc, 2025

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ISBN: 978-91-41001-51-0

ISBN-10: 91-41001-51-6

DIP: 18.10.9141001516

DOI: 10.25215/9141001516

Price: kr 150

First Edition: April, 2025

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Printed in Stockholm | Title ID: 9141001516

Preface

Sustainability is not only about protecting the environment—it is about empowering those who nurture and guide communities toward long-term well-being. Across India and around the globe, women are emerging as pivotal agents in this transformation. Their empowerment is not a parallel ambition but a fundamental driver of inclusive, equitable, and resilient development.

This edited volume, *Empowered Women, Sustainable India: A Pathway to Growth*, emerges from a growing recognition of women's leadership in shaping a sustainable future. Despite social, structural, and economic constraints, women have played catalytic roles across sectors—agriculture, education, governance, clean energy, conservation, and healthcare. The chapters within this book present a compelling blend of academic research, field experience, and inspiring personal narratives.

The central message is clear: sustainability and gender equity are deeply intertwined. Women do not merely contribute to development—they lead, innovate, and build systems that are inclusive and enduring. Their voices, perspectives, and leadership must be at the core of future strategies.

Each contributor offers a unique lens, offers research-driven perspectives, and community-centered strategies, that demonstrate how empowering women can ignite sustainable change across all levels of society. Together, their insights encourage a reimagining of development—one that places women at the center, not the margins.

As editor, I hope this volume inspires critical thinking, inclusive policymaking, and meaningful action. May it serve as both a call and a guide for building a more sustainable and just India—powered by the vision, strength, and resilience of its women.

Editors

Dr. Rupali Sharma
Dr. Rajni Sharma
Dr. Kiran Bala

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CHAPTER 1

Introduction: The Intersection of Gender and Sustainability

[1]Prof. (Dr.) Tania Gupta and [2]Dr. Upasana Singh

Abstract

The intersection of gender and sustainability is a vital area of study that bridges social equity and environmental stewardship. This chapter explores how gender dynamics influence and are influenced by sustainable development, emphasizing the need for inclusive strategies to achieve global sustainability goals. By integrating feminist perspectives and gender-sensitive approaches, the chapter demonstrates how addressing gender inequalities can catalyse sustainable outcomes in diverse sectors such as education, health, energy, and governance. Through an interdisciplinary lens, it examines the interplay between cultural, economic, and ecological factors, highlighting real-world case studies and frameworks that have advanced gender-equitable sustainability initiatives. Finally, the chapter outlines challenges and opportunities in embedding gender considerations into sustainability policies and practices, calling for a reimagining of development paradigms that prioritize gender justice.

***Keywords**: Gender, Sustainability, Gender Equality, Sustainable Development, Feminist Perspectives, Environmental Stewardship, Social Equity, Intersectionality, Climate Justice, Policy Integration.*

Introduction

1. **Understanding Gender and Sustainability:** The intersection of gender and sustainability represents a critical frontier in addressing the world's most pressing challenges. Sustainability, often conceptualized as a balance between economic development, social inclusion, and environmental

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protection, necessitates a holistic approach to ensure that no group is left behind. Gender, a foundational axis of social differentiation, plays a significant role in shaping experiences, opportunities, and vulnerabilities in the context of sustainable development.

1.1. **Defining Gender:** Gender is a socially constructed category that encompasses roles, behaviours, and expectations assigned to individuals based on perceived sex differences. It transcends biological determinants and is deeply rooted in cultural, political, and economic structures (Connell, 2002). Gender identities and expressions are fluid and diverse, reflecting the complexities of human societies. For instance, the Global Gender Gap Report (WEF, 2022) underscores persistent disparities in economic participation, health outcomes, and political representation, which affect how individuals engage with sustainability issues.

1.2. **Conceptualizing Sustainability:** Sustainability is grounded in the principle of meeting present needs without compromising the ability of future generations to meet theirs (Brundtland Commission, 1987). The United Nations' Sustainable Development Goals (SDGs) provide a comprehensive framework, integrating economic growth, social inclusion, and environmental protection (UN, 2015). Goal 5 (Gender Equality) and Goal 13 (Climate Action) highlight the interdependence of gender and environmental sustainability.

1.3. **Gender-Sustainability Nexus:** Gender, distinguished from biological sex, is analysed as a social construct within systems like labour markets and societal institutions. Intersectionality investigates how gender interacts with other structures such as race, class, and age to intensify inequalities. This approach advocates for nuanced analyses that address intersecting forms of discrimination, contributing to a more equitable understanding of gender in sustainability contexts (Widegren & Sand, 2021).

The gender-sustainability nexus underscores the interconnectedness of gender equality and sustainable development. Women, men, and gender-diverse individuals experience environmental and developmental challenges differently due to their distinct roles, responsibilities, and access to resources. Studies indicate that women, particularly in low-income countries, are disproportionately affected by environmental degradation and climate

change due to their reliance on natural resources for livelihoods (Agarwal, 1992).

Research underscores the need for intersectional methodologies to study sustainability. Traditional approaches, such as sex-disaggregated data, are criticized for their limited ability to capture complex inequalities. For instance, Cochrane and Rao (2019) highlighted the inadequacies of health metrics in Ethiopia, which fail to address broader social and economic disparities. Incorporating gender-inclusive frameworks in sustainability research is essential for equitable outcomes (Widegren & Sand, 2021).

The relationship between gender and ecological sustainability is underexplored in existing frameworks like the 2030 Agenda. For example, while goals related to environmental sustainability (SDGs 13, 14, and 15) often lack a gender perspective, integrating ecofeminist critiques can address this gap. Researchers emphasize the need for policies that incorporate gender-sensitive approaches to ecological issues, ensuring more inclusive and sustainable outcomes (Agarwal, 2018; Widegren & Sand, 2021).

2. Theoretical Foundations

2.1. Feminist Environmentalism: Feminist environmentalism argues that gender and environmental issues are intrinsically linked. Women, particularly in rural and indigenous communities, often serve as primary stewards of natural resources, making them pivotal agents in conservation and sustainability efforts (Shiva, 1989). However, structural inequalities limit their decision-making power and access to resources, perpetuating vulnerabilities and inefficiencies.

2.2. Ecofeminism: Ecofeminism critiques the dual exploitation of women and nature under patriarchal systems. It advocates for a transformative approach that challenges hierarchical structures and promotes harmony between humans and the environment (Mies & Shiva, 1993). Ecofeminist perspectives emphasize the role of women's knowledge and leadership in addressing ecological crises.

2.3. Intersectionality: Intersectionality highlights how overlapping social categories—such as gender, race, class, and ethnicity—create unique experiences of privilege and oppression (Crenshaw, 1989). In sustainability contexts, an intersectional lens reveals how

marginalized groups face compounded vulnerabilities to environmental and developmental challenges.

3. **Gender Inequalities in Sustainability:** The 2030 Agenda, adopted by the United Nations in 2015, outlines 17 Sustainable Development Goals (SDGs) that aim to address global challenges by integrating economic, social, and ecological dimensions of development. Gender equality is emphasized as both a standalone goal (SDG 5) and a cross-cutting priority across other goals. It calls for synergies that maximize social impact while addressing existing gaps in the integration of gender dimensions within research and innovation (Widegren & Sand, 2021).

   The intertwined challenges of gender equality and sustainable development are critical and require simultaneous attention. The historical roots of sustainability, linked initially to resource conservation during colonial times, often marginalized Indigenous and gendered perspectives. Feminist scholars like Vandana Shiva and Maria Mies critiqued colonial and neo-colonial policies for perpetuating gender and environmental exploitation. While such critiques offered valuable insights, they sometimes overgeneralized, romanticizing pre-colonial societies. Modern approaches now emphasize the complex, intersectional dynamics of gender and environmental relations (Leach et al., 2016). Emerging sustainable development pathways show potential for integrating gender equity. Examples include local ecological management, grassroots innovation, and feminist-driven movements advocating for rights-based approaches to resources. These efforts challenge traditional market-centric models by incorporating gender-sensitive policies and practices. However, instrumentalizing women as "sustainability saviours" remains a concern, underscoring the need for genuine equity in decision-making and resource control. The "gendered pathways approach" emphasizes analysing the intersections of sustainability and gender, asking critical questions such as "sustainability for whom and of what?" It draws from feminist political economy and ecology to reimagine sustainability through a lens that prioritizes equity, inclusivity, and justice across generations and demographics (ibid).

   3.1. Access to Resources: Gender disparities in access to land, water, energy, and financial resources hinder sustainable development. For instance, women comprise 43% of the global agricultural workforce but own less than 20% of agricultural land (FAO, 2011). This lack of

ownership limits their ability to implement sustainable farming practices.

3.2. **Participation in Decision-Making:** Women's underrepresentation in governance and policymaking restricts their influence on sustainability agendas. In 2021, women held only 25% of parliamentary seats worldwide, limiting gender-sensitive perspectives in policy development (IPU, 2021).

3.3. **Climate Change and Gender:** Climate change exacerbates existing gender inequalities. Women and girls in vulnerable communities face disproportionate risks from climate-related disasters, including loss of livelihoods, health impacts, and increased caregiving burdens. Gender-responsive climate action is essential for resilience building (Dankelman, 2010).

4. Gender-Sensitive Approaches to Sustainability

4.1. **Education and Capacity Building:** Promoting gender equality in education fosters sustainable development by empowering women and girls with knowledge and skills. Initiatives such as STEM education for girls and gender-inclusive curricula are critical for breaking cycles of poverty and inequality (UNESCO, 2017).

4.2. **Sustainable Livelihoods:** Supporting women's economic empowerment through sustainable livelihoods enhances household and community resilience. Programs that provide access to green technologies, markets, and entrepreneurial training have proven effective in fostering gender-equitable development (World Bank, 2020).

4.3. **Health and Wellbeing:** Gender-sensitive healthcare systems address the unique needs of women, men, and gender-diverse individuals, contributing to sustainable development. Access to reproductive health services, nutrition, and clean water are pivotal for improving gender outcomes (WHO, 2021).

5. Case Studies and Best Practices

5.1. **Women in Renewable Energy:** Case studies from countries such as Bangladesh and Kenya demonstrate the transformative impact of involving women in renewable energy initiatives. Programs that train

women as solar technicians and entrepreneurs have enhanced energy access and economic empowerment (IRENA, 2019).

5.2. **Indigenous Women and Conservation:** Indigenous women play a vital role in biodiversity conservation and natural resource management. Examples from the Amazon rainforest and sub-Saharan Africa highlight their contributions to sustainable land use and ecological restoration (UNDP, 2020).

5.3. **Gender-Responsive Urban Planning:** Cities like Barcelona and Vienna have implemented gender-responsive urban planning strategies, improving public safety, accessibility, and inclusivity. These efforts demonstrate how gender-sensitive approaches can enhance urban sustainability (UN Habitat, 2018).

6. Challenges and Opportunities

6.1. **Persistent Inequalities:** Structural barriers, such as discriminatory laws, cultural norms, and economic disparities, continue to hinder gender-equitable sustainability. Addressing these challenges requires concerted efforts from governments, civil society, and the private sector (World Bank, 2020).

6.2. **Integrating Gender into Policies:** While progress has been made in mainstreaming gender into sustainability policies, significant gaps remain. Developing robust frameworks and monitoring mechanisms is crucial for ensuring accountability and effectiveness (OECD, 2019).

6.3. **Leveraging Technology:** Technology offers new opportunities for advancing gender and sustainability goals. Digital platforms, data analytics, and innovative tools can enhance resource management, education, and advocacy efforts (UN Women, 2021).

7. Future Directions

7.1. **Reimagining Development Paradigms:** Achieving gender-equitable sustainability requires a paradigm shift that prioritizes social justice, inclusivity, and ecological integrity. Collaborative and participatory approaches are essential for driving transformative change (Leach, 2007).

7.2. **Strengthening Partnerships:** Multisectoral partnerships between governments, academia, NGOs, and the private sector can amplify

efforts to integrate gender into sustainability initiatives. Sharing knowledge, resources, and best practices is critical for scaling impact (UNDP, 2020).

7.3. **Advancing Research:** Continued research on the gender-sustainability nexus is needed to deepen understanding and inform evidence-based policies. Interdisciplinary studies and longitudinal analyses can provide valuable insights into emerging trends and challenges.

Conclusion

The intersection of gender and sustainability presents a critical lens through which the challenges of global development can be reimagined and addressed. Integration of gender equality and sustainability is not only a moral and ethical imperative but also a practical necessity for achieving long-term ecological, social, and economic balance. By analysing the historical marginalization of women in environmental policies and economic systems, it becomes evident that gender-blind approaches have often perpetuated inequalities and undermined sustainable practices.

The exploration of alternative pathways has highlighted the potential of women as agents of change in fostering sustainable development, yet cautions against their instrumentalization as "sustainability saviours." The nuanced "gendered pathways approach" emphasizes that sustainability must prioritize equity, inclusivity, and justice, addressing the question of "sustainability for whom and of what." This framework recognizes the need for transformative systems that dismantle patriarchal and exploitative structures, integrating feminist political economy and ecology into actionable strategies.

Finally, sustainability and gender equality are mutually reinforcing goals. Achieving progress in one domain amplifies success in the other, creating a virtuous cycle of empowerment and resilience. As the global community seeks to navigate the complex challenges of climate change, biodiversity loss, and social inequities, placing gender at the forefront of sustainability debates and policies offers an opportunity to build a more equitable and sustainable future for all.

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Dr. Rajni Sharma is an accomplished academician with over a decade of experience in the field of education. She holds multiple postgraduate degrees, including M.Com, M.A. (Economics, Education, History, and Psychology), M.Ed., M.Phil. (Education), and a Ph.D. in Education. Currently serving as an Assistant Professor at Modern College of Professional Studies, Mohan Nagar, Ghaziabad, she has made significant contributions to educational research. Dr. Sharma has presented papers at numerous national and international seminars and conferences and has published extensively in reputed journals. Her notable publications include Knowledge, Language and Curriculum, Educational Psychology: Understanding Learners, (based on the latest B.Ed. syllabus recommended by NCTE), भारत में मानवाधिकार: विविध विमर्श, NEP 2020: A Revolution in Education, and Women Empowerment: Diverse Dimensions. In addition to her teaching and research, she is also an academic advisor at Indira Gandhi National Open University (IGNOU). Her expertise lies in teacher education, curriculum development, and policy analysis.



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62/5834 Harplingegränd 110,
LGH 1103. Älvsjö, 12573
Stockholm, Sweden
Email: info.redshine.se@europe.com

EZ Education

ISBN 978-91-41001-51-0

9 789141 001510