

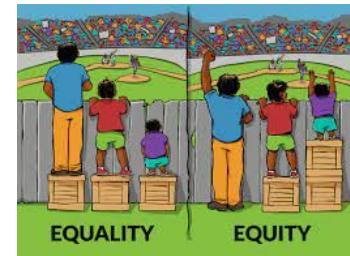
[Chowdhury Mujaddid Ahmed](#) 11/16/2023 ↵

What is Gender Equality and Equity

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Gender Equality Vs Equity

Equality states "the fairness of equal treatment for both of men and women as per their needs and requirements". Whereas, equity means "the financial value of an asset after subtracting the value of liabilities". Equality is the final goal, but equity is the way to get to the goal.



↪ **Bangladesh Studies**

Name: Kazi Nawfel Abedin
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Gender Equality and Equity

Gender equality refers to the idea that men and women should have equal rights, responsibilities, and opportunities regardless of their biological gender. It does not, however, imply that men and women must become identical. Gender equality refers to treating men and women equally based on their unique needs.

Many Thanks



↪ **Ihfaz Ahmed,222-115-015**

Gender equality is a term used for ensuring equal outcomes for both men and women and Gender equity is the process of achieving gender equality.Bangladesh has a remarkable progress in gender equality,improving the lives of million women and girls. The mother death rate during child birth has reduced much than before.Also USAID is performing a tremendous job by providing support in [this](#).It is helping in boosting women empowerment all over Bangladesh hence the women of Bangladesh especially the rural women are progressing rapidly. The largest export industry,the garments industry is run almost by 90% of women.Also other industries are helping in women empowerment. But still in some sectors gender equality is still a question.But hopefully in the upcoming years this question will also get erased.And gender equity is the key to this achievement.

↪ **Nadia Jannat Chowdhury (222-115-044)**

'Gender equality' means equal outcomes for women, men and gender-diverse people. 'Gender equity' is the process to achieve gender equality. Gender equity recognises that women and gender-diverse people are not in the same starting position as men. This is because of historical and social disadvantages. Gender equity and equality both aim to ensure fairness and justice between men and women. While gender equality focuses on the equal rights, opportunities, and treatment of individuals regardless of gender, gender equity emphasizes the need to address historical and social disadvantages that may have led to unequal outcomes. Achieving both is crucial for fostering a balanced and inclusive society. The dual meaning of the word equity presents both a challenge and an opportunity for business. A challenge because the distinction between gender equity and gender equality is unclear to most people, and bringing clarity and purpose to this conversation is an important step along the path to eliminating the gender equity gap. **Gender inequality is strongly linked to poverty in Bangladesh.** While Bangladesh scores high for women in politics, it's still one of the toughest countries to be an employed woman. The WEF's 2021 Global Gender Gap Report shows a gap of 88% between the number of men and women in managerial positions.

Gender equity and gender equality are related concepts, but they have different meanings and implications that we all need to understand to use them correctly in our gender inclusion strategies. Even if they sound similar, they refer to different approaches to achieving fairness and equal opportunities. Equality means treating everyone the same, regardless of their individual circumstances or needs. It is based on the idea that we are all equal. This sounds great on paper but it also suggests that there is an existing level playing field where everyone has the same chance to succeed regardless of their gender and/or other forms of oppression. By using this approach in your strategies, you are assuming that everyone starts from the same place. Sadly, this is yet not the case as women, girls, and gender-non-conforming people face more barriers in society than men and boys. Providing equal treatment for all genders is full of great intentions but it is not a strategy that will fix the existing differences in society.

Gender equity, on the other hand, goes beyond gender equality to address the specific needs and challenges of different genders. It recognises that the different gender identities don't have the same life experiences and will need different resources and support to achieve equality. Gender equity aims to ensure that everyone has access to the resources they need to thrive. Both gender equity and gender equality are important goals for creating a more just and inclusive society. However, depending on the context, one may be more appropriate than the other. Ultimately, the most effective approach will depend on the specific circumstances and context. However, the end goal should always be to create a society where everyone has the opportunity to thrive and reach their full potential, regardless of their gender.

↪ **Thauhid Hussain Chowdhury - 222-115-061**

Gender Equity and Gender Equality sounds pretty similar and many people don't know the difference between these two terms. Equality means every person should get the equal rights and privilege no matter what their gender is. Equality is the end result. And equity is the steps towards that end result. Equity means a person should get same treatment, opportunity and privilege according to their needs. For example, in a workspace there is a policy to provide equal treatment and access to resources to both male and female employees. The workspace aims for equality. But in a workspace which is trying to establish the gender equity will identify specific problems and challenges of all genders and try to provide the benefits and resources according to their need. A female will need pregnancy leave while a male person doesn't need it. So, equity-based workspace will allow the female employee to get a pregnancy leave.

Bangladesh is trying to establish the Gender Equality through setting up the Gender Equity. Many organizations like USAID are working for this end goal. Women are getting involved in various workforce and women entrepreneurship is being promoted greatly. Women Education are being focused by the government and they are getting empowered in every sector.

↪ **Name: Pritom Paul; ID: 222-115-033**

Gender Equality vs Equity

Gender equality means everyone gets the same rights and opportunities without discrimination. Gender equity goes further, addressing unique challenges faced by different genders to create fairness by fixing historical disparities. Both are crucial for a fair and inclusive society, ensuring everyone has a chance to succeed. Equality focuses on equal treatment, while equity fixes existing imbalances for equitable access to opportunities, fostering a just and inclusive society for all genders to thrive.

↪ **Anika islam oishi 222-115-052**

Gender equality means that the rights, responsibilities and opportunities of individuals will not depend on whether they are male or female, handicapped or able bodied, young or elderly, white or black, or from rural or urban settings. Women are entitled to live in dignity, safety and security. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, thereby recognising the diversity of different groups of women and men.

Gender Equality and Women's Empowerment
Bangladesh has made remarkable progress in the last 20 years in improving the lives of women and girls. The maternal mortality rate has decreased by more than two-thirds since 2000 and continues to fall. The fertility rate is declining and there is greater gender parity in school enrollment.

↪ **Al Arafat Hussain Sabbir _ID:222-115-063**

Gender equality means equal outcomes for women, men and gender-diverse people. Gender equity is the process to achieve gender equality. Gender equity recognises that women and gender-diverse people are not in the same starting position as men. This is because of historical and social disadvantages. Gender equity means respecting all people without discrimination, regardless of their gender. It also means addressing gender inequalities that limit a person's ability to access opportunities to achieve better health, education and economic opportunity based on their gender. While gender equality is simply focused on providing men and women with the same equal opportunities, gender equity works to correct the historical wrongs that have left women behind.

↪ Aysha Siddika Id: 222-115-028.
Gender Equality and Equity

Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities. The dual meaning of the word equity presents both a challenge and an opportunity for business. A challenge because the distinction between gender equity and gender equality is unclear to most people, and bringing clarity and purpose to this conversation is an important step along the path to eliminating the gender equity gap. An opportunity because we now have the insights to open the eyes of individuals and business leaders as to this distinction, thereby making it possible to move forward along the journey to gender equality in the workplace. The government of Bangladesh continues to ensure women's overall development and active participation in the mainstream socio-economic activities and remove all the impediments to their empowerment.

↪ Tamanna Sanjana Toma, ID No: 222-115-046

Equality between men and women does not mean that women and men have to become the same, but that their rights, responsibilities, and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, and opportunities. Bangladesh has advanced regulations for protecting women's rights and privileges, and, due to more women receiving education, progress continues to expand in women's participation in the labor force. This workforce participation, however, remains constrained to limited, low-paying sectors. In the past decade, Bangladesh's achievements in reducing infant and child mortality, poverty and promoting women's entrepreneurship, education, and health have been exemplary to the outside world. Today, women in Bangladesh are encouraged to make legal rights claims, compete for elected office, access information and technology, and embark on challenging professions.

↪ Aninda Paul Joy(222-115-080)

Gender equality refers to the equal rights, opportunities, and treatment of individuals regardless of their gender. It involves the dismantling of discriminatory practices and norms that perpetuate inequalities between men and women. Gender equity, on the other hand, goes beyond equality by recognizing and addressing the specific needs and challenges faced by different genders to ensure fairness. Bangladesh has made remarkable strides in gender equality and equity. The country has witnessed increased female participation in education, politics, and the workforce. Government initiatives, legal reforms, and grassroots efforts have empowered women, narrowing gender gaps and fostering a more inclusive society.

↪ Munira Jannat (222-115-075)

Gender equality means that men and women have the same rights, responsibilities and opportunities in all aspects of life, regardless of their gender identity or expression. Gender equality doesn't imply that men and women are identical, but that they are valued equally and treated with respect and dignity.

Gender equity means that men and women receive the support and resources they need to achieve equal outcomes, according to their specific needs and circumstances. Gender equity is a means to achieve gender equality, not an end in itself.

↪ Abida Jin-nurine Jemi(ID:222-115-031)

Gender Equality and Equity: Gender equality means equal outcomes for women, men and gender-diverse people. Gender equity is the process to achieve gender equality. Gender equality, equality between men and women does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depends on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs.

↪ Gender equality and equality

Sabira Jannat
222-115-007
Gender equality refers to the equal rights, opportunities, and treatment of individuals, regardless of their gender. It involves ensuring that both men and women have the same rights and opportunities in various aspects of life, including education, employment, and social and political activities. Equality, in a broader sense, is the state of being equal, where individuals are treated fairly and have the same rights and opportunities without discrimination based on factors such as gender, race, religion, or socioeconomic status. It emphasizes creating a level playing field for all members of society.

Gender Equality And Equity

Gender equality and gender equity are related concepts that address the issues of fairness and justice in the treatment of individuals, regardless of their gender.

Gender Equality:

Gender equality refers to the equal rights, opportunities, and treatment of all individuals, regardless of their gender. It implies that the interests, needs, and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men.

Gender Equity:

Gender equity goes a step further by acknowledging and addressing the historical and social disadvantages that certain genders may face. It involves the fair distribution of resources, opportunities, and responsibilities based on the needs and contributions of individuals, with the aim of achieving equal outcomes for all.

↪ **Tashfiya Aktar jannath_ id: 222-115-053**

Global attention is on gender equality discussions, with a crucial distinction between gender equality and equity. Gender equity emphasizes fair treatment based on individual needs, emphasizing equal rights and opportunities rather than identical outcomes. The financial significance of closing the gender equity gap is highlighted, potentially boosting the U.S. GDP by \$2 Trillion. Over the past two decades, Bangladesh has made substantial progress in women's well-being, despite challenges like gender inequality and violence. USAID actively addresses these issues, promoting women's entrepreneurship, enhancing food security, advocating for leadership, and combating gender-based violence. Initiatives include supporting market access for women weavers and fostering sustainable agricultural growth.

↪ **Mst samia begum ID 222-115-045**

Gender equality' means equal outcomes for women, men and gender-diverse people. 'Gender equity' is the process to achieve gender equality. Gender equity recognises that women and gender-diverse people are not in the same 'starting position' as men. This is because of historical and social disadvantages. simply means everyone is treated the same exact way, regardless of need or any other individual difference. Equity, on the other hand, means everyone is provided with what they need to succeed. In an equality model, a coach gives all of his players the exact same shoes.

↪ **Name:Jarin Alam Prity ; Id:222-115-005**

Gender equity involves ensuring fair treatment and opportunities for both men and women, acknowledging and addressing specific needs based on gender (This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities --(UNESDOC)). Gender equality, on the other hand, signifies that women and men enjoy the same rights and opportunities, emphasizing a balance where gender does not determine one's access to education, employment, or roles in society. Gender equality, celebrated in Bangladesh, signifies a landscape where women and men share identical rights and opportunities, emphasizing a world where gender doesn't dictate access to education, employment, or societal roles. Bangladesh's remarkable progress in education and economic participation showcases a commitment to creating a society where both genders thrive, promoting a truly equitable and fair future.

↪ **Rifha Tasniya Ome ID-222-115-065**

In the past two decades, Bangladesh has made notable strides in enhancing women's lives, with a significant reduction in maternal mortality and improved gender parity in education. While fertility rates decline and women's participation in the labor force grows, it is often limited to low-paying sectors like the ready-made garment industry. Government initiatives aim to bridge financial gaps for women, yet challenges persist, including child marriages and increased gender-based violence during the COVID-19 pandemic. USAID remains dedicated to tackling these issues and fostering further progress in women's empowerment in Bangladesh.

USAID prioritizes inclusive economic growth in Bangladesh by promoting women's entrepreneurship. In the Chittagong Hill Tracts, specifically Bandarban and Khagrachari, USAID enhances market access for women weavers, overcoming challenges in remote areas. Investments support female artisans in utilizing online platforms, facilitating direct sales to wholesalers and consumers. Recognizing finance barriers, USAID mobilizes women-led savings groups, providing crucial loans and start-up capital for aspiring women entrepreneurs, fostering small business development.

Over the past two decades, Bangladesh has seen significant advancements in women's participation in the labor force. The national female labor force rate increased from 15.8% to 36.3%, surpassing the South Asian average. Enhanced access to education propelled women into higher-value jobs. Corporate growth and government policies further fueled female employment, with notable increases in sectors like finance, public administration, education, and health. Microcredit programs, especially in rural non-farm activities, contributed to women's employment expansion. The Ready-made Garment sector employs around 4 million women, benefiting from improved working conditions. Self-employment rose from 31% to 39%, fostering women-led businesses. Financial institutions provide favorable terms for women entrepreneurs, and government initiatives, like the Women Entrepreneurship Fund, promote economic empowerment for both urban and rural women.

Bangladesh has witnessed notable progress in women's participation in sports and politics. Female athletes have gained prominence, excelling in cricket, football, and other sports, contributing to a shift in societal attitudes towards women in athletics. Simultaneously, strides in political representation have occurred, with more women holding key positions in government and actively participating in policymaking. Increased awareness and advocacy for gender equality have played pivotal roles in these positive changes, reflecting a growing acknowledgment of the valuable contributions women make in both sports and politics in Bangladesh.

↪ **Mahmudul Haque Qudrati (222-115-056)**

Gender Equality and Equity, Women empowerment.

Gender equality means the fairness of treatment for both women and men, according to their respective needs. If equality is the end goal, then equity is the means to get there.

Women empowerment refers to having the control, and power over their lives, enabling them to participate actively in society so that they have access to resources and opportunities on an equal basis with men. In the last 20 years we have remarkable progress in improving women and girls' lives.

↪ **Sadman sakib Moon _ID:222-115-079**

What is Gender Equality and Equity:-

The first thing is Gender equality between men and women... does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. According to a situation analysis by UN Women, Bangladesh has made progress on key gender equality issues in the areas of governance; women, peace, and security; ending violence against women; economic empowerment; climate change and disaster risk reduction, and humanitarian response. However, there is still work to be done to achieve gender equality in Bangladesh. For instance, Bangladesh ranks 133 out of 162 countries on the UNDP 2020 Gender Inequality Index.

In order to close the gap of gender inequality, it is important to engage men and boys in the conversation. Concern Worldwide, an international humanitarian organization, has been working to engage men and boys in Bangladesh to promote gender equality...

↪ **Sahil Uddin Ishamam ID : 222-115-071**

Gender equality and gender equity are related concepts that focus on addressing the disparities and discrimination between men and women in various aspects of life, including social, economic, political, and cultural spheres. While the terms are often used interchangeably, they have distinct meanings. Gender equality explains the difference between gender equality and gender equity, highlighting that equity is the way to reach equality. It mentions efforts in Bangladesh to improve women's lives, such as education and work opportunities. PM Sheikh Hasina accelerated women's empowerment, opening avenues for equal participation in key development sectors. Initiatives by organizations to support women, like promoting entrepreneurship and addressing gender-based violence, are recognized. The text stresses the economic advantages of closing gender gaps. It concludes by acknowledging the global conversation on gender equality. This simplified overview is suitable for assignment use.

↪ **Towhida Akter panna (222-115-067)**

Gender equality refers to the equal rights, opportunities of individuals irrespective of their gender. It advocates for fairness and non-discrimination, ensuring that both men and women have the same chances in various aspects of life. Gender equity goes beyond equality by recognizing and addressing the specific needs and challenges faced by different genders. It involves providing resources and opportunities based on the unique circumstances of individuals, aiming for fairness and justice in outcomes. In the past decade, Bangladesh's achievements in reducing infant and child mortality, poverty alleviation, promoting women entrepreneurship, education, and health have been exemplary to the outer world. The pace of women empowerment gained full momentum under the leadership of Prime Minister Sheikh Hasina, who has widened the door for the females towards proving their worth as an equal force in all the key sectors of development. Now, women are better educated, economically empowered and most importantly confident than their previous Bangladesh has been

↪ **Sabira Jannat(57A) 222-115-007**

Gender equality and equality
Gender equality refers to the equal rights, opportunities, and treatment of individuals, regardless of their gender. It involves ensuring that both men and women have the same rights and opportunities in various aspects of life, including education, employment, and social and political activities. Equality, in a broader sense, is the state of being equal, where individuals are treated fairly and have the same rights and opportunities without discrimination based on factors such as gender, race, religion, or socioeconomic status. It emphasizes creating a level playing field for all members of society.

↪ **Mohona chowdhury Id:222-115-051**

Gender equality is the equal rights, opportunities, and treatment of all genders, ensuring they have the same access to resources. Gender equity recognises that women and gender-diverse people are not in the same 'starting position' as men. This is because of historical and social disadvantages. Gender equity goes further, addressing historical disparities and providing fairness based on individual needs, acknowledging that equality may require different treatment for different groups.

In the Bangladesh context, efforts are made to empower women economically, promote education for girls, and challenge cultural norms that perpetuate gender-based discrimination. Both gender equality and equity aim to create a society where everyone, regardless of gender, has the same chances for success and fulfillment.

↪ **Monisha Bhattacharjee(222-115-072)**

Gender equality, equality between men and women does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female.

↪ **NAME:FATEMA BEGUM ID:222-115-054**

There is however an important distinction that needs to be understood—gender equality and gender equity are related terms but have different meanings. While the words sound similar, the definitions and practical usage are different. At Pipeline™, the word 'equity' is dual-purpose. Related to gender and the workplace, equity sets the stage for equality, as it refers to the "fairness of treatment for both women and men, according to their respective needs." If equality is the end goal, equity is the means to get there. "Gender equality, equality between men and women...does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities." –United Nations Educational, Scientific and Cultural Organization (UNESCO)

The word 'equity' also has deep financial implications. In the world of business, a broad definition of equity is the financial value of an asset after subtracting the value of liabilities. At Pipeline™, we tie an increase in financial performance for companies to closing the gender equity gap.

↪ **Fareha Yasmin(222-115-013)**

Gender equality is the equal rights, opportunities, and treatment of all genders, ensuring no discrimination based on gender. It aims for fairness in social, economic, and political aspects. Gender equity, on the other hand, acknowledges and addresses historical disadvantages faced by specific genders, striving to create fairness by considering diverse needs and experiences. Both concepts advocate for a society where everyone, regardless of gender, has equal chances for success and fulfillment.

↪ **Fahmida Tasnim (222-115-014)**

Gender equity means the rightness of treatment for men and women about their respective needs. Equality between men and women is not a topic of becoming the same, but to think their rights, responsibilities and opportunities will not depend on whether they were born male or female.