

Portfolio
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How to reduce gender discrimination?

It is an academic essay consists of outline, statistics and references



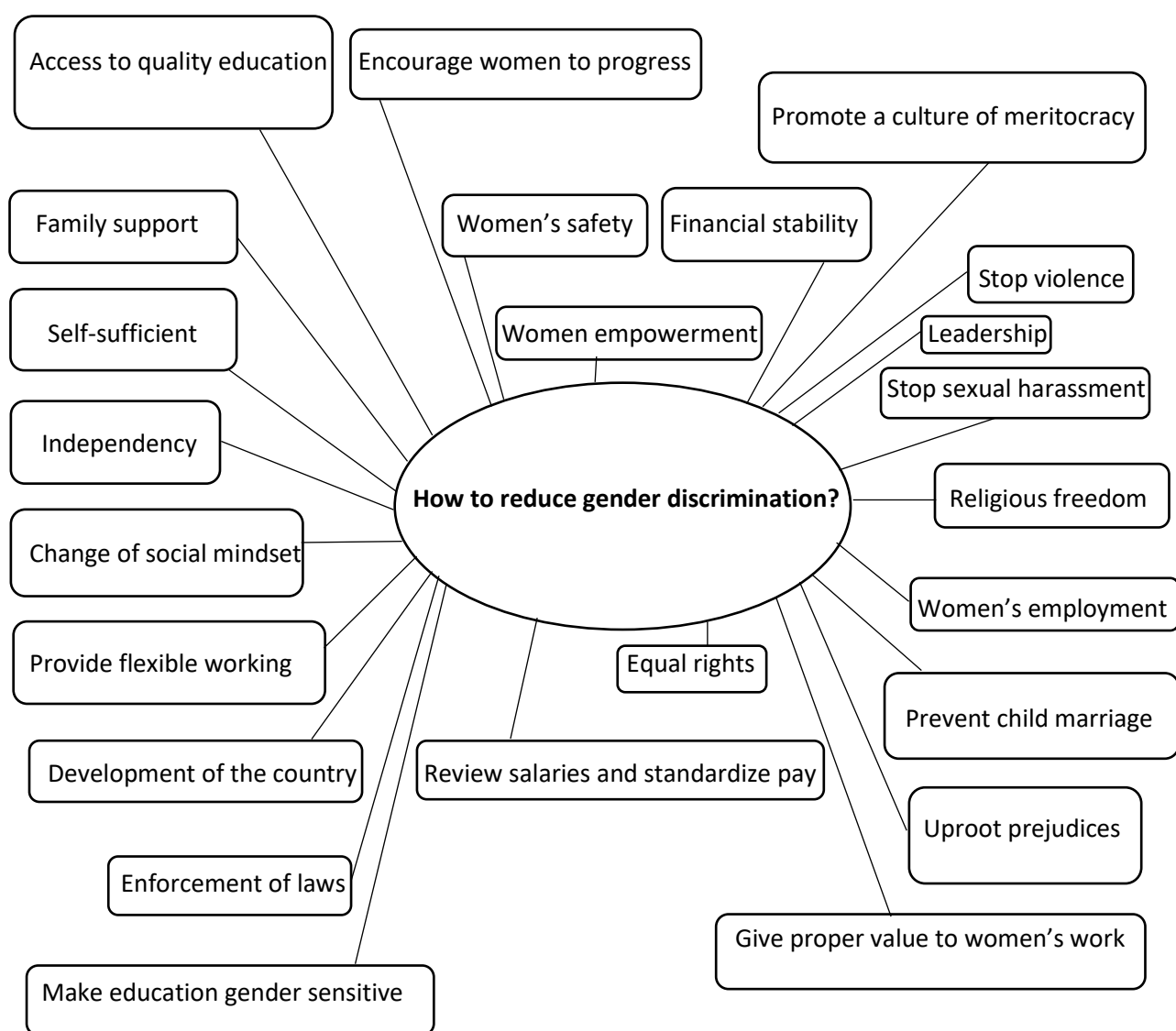
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Portfolio Task 1

Essay title: How to reduce gender discrimination?

1. Brainstorming (Generating Ideas for Essay)



2. Collecting Materials

Resource mat 1:

<https://www.un.org/en/chronicle/article/education-pathway-towards-gender-equality>

Amartya Sen, often referred to as the father of the concept of ‘human development’, reminds us of a quote by H.G. Wells, where he said that “human history becomes more and more a race between education and catastrophe”. Sen maintains that “if we continue to leave vast sections of the people of the world outside the orbit of education, we make the world not only less just, but also less secure”. To Sen, the gender aspect of education is a direct link between illiteracy and women’s security. Not being able to read or write is a significant barrier for underprivileged women, since this can lead to their failure to make use of even the rather limited rights they may legally have (to own land or other property, or to appeal against unfair judgment and unjust treatment). There are often legal rights in rule books that are not used because the aggrieved parties cannot read those rule books. Gaps in schooling can, therefore, directly lead to insecurity by distancing the deprived from the ways and means of fighting against that deprivation.¹ For Sen, illiteracy and innumeracy are forms of insecurity in themselves, “not to be able to read or write or count or communicate is a tremendous deprivation. The extreme case of insecurity is the certainty of deprivation, and the absence of any chance of avoiding that fate”.² The link between education and security underlines the importance of education as akin to a basic need in the twenty-first century of human development.

While a moral and political argument can continue to be made for the education of girls and women, some facts speak powerfully to the issue at hand. Girls accounted for 53 per cent of the 61 million children of primary school age who were out of school in 2010. Girls accounted for 49 per cent of the 57 million children out of school in 2013. In surveys of 30 countries with more than 100,000 out-of-school children, 28 per cent of girls were out of school on average compared to 25 per cent of boys. Completion of primary school is a particular problem for girls in sub-Saharan Africa and Western Asia.³ Gender-based violence in schools undermines the right to education and presents a major challenge to achieving gender equality in education because it negatively impacts girls’ participation and their retention in school. In addition, ineffective sexual and reproductive health education inhibits adolescents’ access to information and contributes to school dropouts, especially among girls who have reached puberty. The education of girls and women can lead to a wide range of benefits from improved maternal health, reduced infant mortality and fertility rates to increased prevention against HIV and AIDS.⁴ Educated mothers are more likely to know that HIV can be transmitted by breastfeeding, and that the risk of mother-to-child transmission can be reduced by taking drugs during pregnancy. Each extra year of a mother’s schooling reduces the probability of infant mortality by 5-10 per cent. Children of mothers with secondary education or higher are twice as likely to survive beyond age 5 compared to those whose mothers have no education. Improvements in women’s education explained half of the reduction in child deaths between 1990 and 2009. A child born to a mother who can read is 50 per cent more likely to survive past age 5. In sub-Saharan Africa, an estimated 1.8 million children’s lives could have been saved in 2008 if their mothers had at least a secondary education. In Indonesia, 68 per cent of children with mothers who have attended secondary school are immunized, compared with 19 per cent of children whose mothers have no primary schooling.

Additionally, given the extensive and growing participation of women in income generating activities, education for girls and women is particularly important, especially in attempting to reverse gendered patterns of discrimination. Not only is it impossible to achieve gender equality without education, but expanding education opportunities for all can help stimulate productivity and thereby also reduce the economic vulnerability of poor households. Equal access to good quality education requires addressing wide-ranging and persistent inequalities in society and should include a stronger focus on how different forms of inequality intersect to produce unequal outcomes for marginalized and vulnerable groups. Post-2015 consultations suggest that overcoming inequality requires a goal that makes national governments accountable for providing minimum standards and implementing country specific plans for basic services, including education. Equity in education also implies various proactive and targeted measures to offer progressive support to disadvantaged groups.

In short, girls' education and the promotion of gender equality in education are critical to development, thus underlining the need to broadly address gender disparities in education.

Notes:

- Education, women's security.
- Expansion of education, reduce women's vulnerability.
- Gender sensitive education.
- Promotion of gender equality in education.

Resource mat 2:

<https://www.imf.org/en/News/Articles/2020/06/10/sp061020-gender-balanced-leadership-guarding-financial-stability-in-crisis-times>

Good morning and welcome to the forum on Women's World Banking. It is great to see many familiar faces. Looking at our esteemed panel, I am very excited to hear ideas around how we can collectively drive action to improve gender-balanced leadership in institutions.

Let me start by recognizing that if you are joining us this morning, it is likely because the issue of gender equality is very close to your heart. It is, of course, a moral issue for us, as it should be.

But if I put my IMF hat on, empowering women is also absolutely critical to achieving economic stability, to promoting growth and indeed, to transforming entire economies. And that is at the core of the Fund's mandate. Which is why we, as an institution, focus on this issue. You all know too well that gender gaps remain significant around the world—both with respect to opportunities and

outcomes. Whether these are legal restrictions or barriers in access to education, health and financial services; women do not fully participate in the global economy. And women have borne the brunt of the economic disruption caused by the pandemic. In America, despite making up less than half of the workforce, they accounted for 55% of jobs lost in April. In Britain mothers are one-and-a-half times as likely as fathers to have lost or quit their jobs during lockdown, according to the Institute for Fiscal Studies, a UK-based think-tank. From an economic standpoint, that is a significant lost opportunity—IMF studies show that closing the gender gap in countries with very low female labor force participation, could increase GDP by an average of 35 percent.^[1] The economic opportunity here is clear. Since we are joined by finance leaders today, let me focus on one aspect of the issue: gender-balanced leadership. We know that increasing gender diversity on boards in the financial sector is associated with stronger financial outcomes, reduced risk, and enhanced resilience. Evidence also suggests that enhanced gender diversity on boards is associated with greater bank stability, reduced conflict, and greater focus on transparency and ethics. In fact, adding just one more woman in a firm's senior management or corporate board is associated with between 8 and 13 basis point higher return on assets.^[2] At times of crises—such as the one we are in right now—gender-balanced leadership is even more important, not just in terms of diverse decision-making, but also in avoiding measures that may disproportionately impact women. So, we need to seriously examine the role of women as finance leaders.

Notes:

- Empowerment of women.
- Creating opportunities, women's employment.
- Achieving economic stability, participating in global economy.
- Leadership of women.
- Enhancing gender diversity.

Resource mat 3:

<http://c-hit.org/2021/02/04/child-marriage-is-rooted-in-gender-inequality-advocates-say/>

In 2012, in Dosso, Niger, a 13-year-old girl named Mariama discovered that she was to be married in a few days. She was sad and afraid and could not eat or sleep. She didn't want to be married, but her mother insisted thinking it was the best way to protect her. Plan International, an organization that works to advance children's rights and equality in the world, reported in a story and video. At 13, Mariama, of Niger, was chosen to be married. Advocates convinced her family to rescind the arranged marriage agreement.

Child marriage is complicated. But child marriage isn't just something that happens in faraway countries like Niger, it is happening here in the United States, in states such as Alabama, Arizona, Arkansas, California, Delaware, and even here in Connecticut. From 2000-2010, there were an estimated 248,000 child marriages in the U.S., according to Unchained at Last, an organization dedicated to ending forced and child marriage in the U.S. In Connecticut, 980 minors were married, the youngest a 14-year-old. Each state has its own legal age rule, in Connecticut, child marriage is prohibited for anyone 16 and younger. At 17, a teen must have parental consent to marry; in California it's 18; Alabama its 16. Children from impoverished countries who marry at a young age are at higher risk of contracting the human papillomavirus (HPV), HIV/AIDS and sexually transmitted diseases. Because of their age, they often have high-risk pregnancies, endangering their own health. In sub-Saharan Africa, girls between the ages of 15 and 19 are 2-8 times more likely to become infected with HIV than boys of the same age, according to a study published in Emerging Infectious Diseases. The HIV incidence among females 15–19 years of age who are married is 89% compared to single women at 66%. Pregnancy poses many challenges for young girls. Approximately 25 million pregnant females in poor countries are exposed to malaria and other diseases which can complicate their pregnancies, the report outlined. At its heart, child marriage is rooted in gender inequality and the faith that females are inferior to males, advocates say. In many communities where child marriage is practiced, girls aren't valued nearly as much as boys – they are viewed as a burden to their family, advocates say.

Notes:

- Prohibition of early marriages.
- Taking consent before marriage.
- Support of the family.
- Stop considering females as a burden, inferior to males.

Resource mat 4:

<https://www.worldbank.org/en/topic/socialsustainability/brief/violence-against-women-and-girls>

Gender-based violence (GBV) or violence against women and girls (VAWG), is a global pandemic that affects 1 in 3 women in their lifetime.

This issue is not only devastating for survivors of violence and their families, but also entails significant social and economic costs. In some countries, violence against women is estimated to cost countries up to 3.7% of their GDP – more than double what most governments spend on

education. Failure to address this issue also entails a significant cost for the future. Numerous studies have shown that children growing up with violence are more likely to become survivors themselves or perpetrators of violence in the future. One characteristic of gender-based violence is that it knows no social or economic boundaries and affects women and girls of all socio-economic backgrounds: this issue needs to be addressed in both developing and developed countries. Decreasing violence against women and girls requires a community-based, multi-pronged approach, and sustained engagement with multiple stakeholders. The most effective initiatives address underlying risk factors for violence, including social norms regarding gender roles and the acceptability of violence.

Achieving gender equality means eradicating all forms of discrimination against women and removing barriers that prevent women from being fully equal with men and realizing their rights. One of the most widespread and pervasive barriers is violence against women. Create laws and enforce existing laws that protect women from discrimination and violence, including rape, beatings, verbal abuse, mutilation, torture, “honor” killings and trafficking. Educate community members on their responsibilities under international and national human rights laws. Promote the peaceful resolution of disputes by including the perspectives of women and girls. Strengthen women’s ability to earn money and support their households by providing skills training for women. Sensitize the public to the disadvantages of early and forced child marriages. Highlight the value of girls’ education and of women’s participation in economic development. Encourage women to participate in the political process and educate the public about the value of women’s votes.

Notes:

- Decreasing violence against women.
- Stopping sexual harassment.
- Creating laws, enforcement of the existing laws, can reduce gender discrimination.
- Ensure women’s safety.
- Encouraging women to progress, providing skills training.

Resource mat 5:

http://ilo.org/wcmsp5/groups/public/@asia/@ro-bangkok/documents/publication/wcms_098063.pdf

Women's earnings tend on average to be less than men's throughout all regions of the world is an oft-cited indicator of gender-based inequality in labour markets. Indeed, a recent report by the International Trade Union Confederation finds an average "global" gender pay gap of 16.5 per cent, with an average pay gap in Asian countries of 21.2 per cent based on countries with available sex-disaggregated earnings data.¹ In Bangladesh, a country with low per-capita GDP and limited resources for conducting surveys on wages, relatively little is known about differences between women and men with regard to earnings and the extent to which any gender-based earnings differential can be explained by women's and men's relative endowments in productive factors such as human capital (education and experience) versus outright labour market discrimination. This study seeks to estimate the gender wage gap among a large sample of non-agricultural workers in Bangladesh, by controlling for differences between women and men in terms of relative endowments, and differences in industry, occupation and the geographic location of employment. In addition to the overall gender wage gap, industry-level wage gaps are estimated, as are gaps among women and men with different educational levels. These disaggregated results are calculated to provide a fuller picture of ongoing drivers of wage differentials in the country. The wage gaps are further analysed using the Blinder-Oaxaca decomposition methodology to identify the extent to which they can be explained by differences in relative endowments versus differences in the returns that women and men receive to these endowments, which may be indicative of discrimination. The role that industrial and occupational segregation plays in wage outcomes is examined in detail.

A further decomposition of the wage gap shows that age plays a large role in determining wages, though the effects are mainly due to differences between women and men in terms of returns to age. This could reflect various forms of discrimination, including faster promotion of men, but it also could reflect less actual work experience for women due to time spent in childrearing versus employment. In order to explore this issue in greater detail, subsequent wage surveys in Bangladesh would benefit from the inclusion of a question on years of experience. The distribution of women and men across industries and occupations has an important effect on the overall wage gap in the country. Gender-based industrial segregation increases the overall wage gap by 7 percentage points. This implies significant potential benefits to increasing women's access to job opportunities across a variety of economic sectors, some of which may currently be viewed as "male" industries. Occupational segregation within industries increases the gender wage gap in 3 out of 7 industries (manufacturing, construction and financial intermediation). Further investigation of the roles that occupational segregation and within occupation wage gaps play in different industries in Bangladesh is clearly needed. Additional work is also needed to identify appropriate policies to promote equal access to different occupations in the country. The fact that a large share of the gender wage gap across different industries is due to unknown factors indicates that potentially important variables have been omitted from the analysis. Further work is needed to incorporate factors such as experience into the model, which would promote a more comprehensive understanding of the forces that are shaping the gender wage gap in Bangladesh.

Furthermore, as the survey upon which this paper is based only covers nonagricultural workers and the analysis presented in this paper only looks at those workers in the dataset for which hourly wage rates could be calculated, it is clear that the results should not be generalized to the full employed population in Bangladesh. Nevertheless, the results provide clear evidence of the existence of gender-based wage differentials in the country, particularly in the construction, hotels & restaurants and manufacturing industries. They also point to issues deserving greater policy attention, including the need to reduce industrial and occupational segregation and to promote education for all as a means to improved living standards and improved gender equity. Raise public awareness of the poor conditions some women face, particularly in rural areas.

Notes:

- Showing proper respect to women's work.
- Providing working opportunities.
- Reduction of gender-based wage differentials.
- Improvement in living standards.
- Raising public awareness about gender equality.

How to reduce gender discrimination?

Essay Outline

I. INTRODUCTION

II. BODY

A. Body/ supporting Paragraph 1

Main idea: Gender discrimination and its current situation

Supporting Ideas –

- i. Social superstitions, negative attitude towards women.
- ii. Patriarchal society.
- iii. Uneducated family.
- iv. Women's dependence on men.
- v. Approximately 1 in 3 women are deprived of their rights.

B. Body/ supporting Paragraph 2

Main idea: Education and self sufficiency

Supporting Ideas –

- i. Equal access to quality education.
- ii. Providing gender sensitive education.
- iii. Women empowerment.
- iv. Achieving financial stability by women's employment.
- v. Ensuring gender balanced leadership.

C. Body/ supporting Paragraph 3

Main idea: Prevention of child marriage and violence

Supporting Ideas –

- i. Uprooting the social prejudices to prevent child marriage.
- ii. Change of social mindset.
- iii. Family support.
- iv. Stopping sexual harassment, violence against women.
- v. Enforcement of laws and codes to reduce gender discrimination.

D. Body/ supporting Paragraph 4

Main idea: Equal rights and standardize pay

Supporting Ideas –

- i. Promotion of the culture of meritocracy.
- ii. Reducing gender-based wage differentials.
- iii. Equal pay for equal work.
- iv. Encouraging women to progress in all sectors.
- v. Raising public awareness about gender equality.

III. CONCLUSION

Portfolio Task 2

How to reduce gender discrimination?

Essay Outline

I. INTRODUCTION

II. BODY

A. Body/ supporting Paragraph 1

Main idea: Gender discrimination and its current situation

Supporting Ideas –

- i. Social superstitions, negative attitude towards women.
- ii. Patriarchal society.
- iii. Uneducated family.
- iv. Women's dependence on men.
- v. Approximately 1 in 3 women are deprived of their rights.

B. Body/ supporting Paragraph 2

Main idea: Education and self sufficiency

Supporting Ideas –

- i. Equal access to quality education.
- ii. Providing gender sensitive education.
- iii. Women empowerment.
- iv. Achieving financial stability by women's employment.
- v. Ensuring gender balanced leadership.

C. Body/ supporting Paragraph 3

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- iv. Encouraging women to progress in all sectors.
- v. Raising public awareness about gender equality.

III. CONCLUSION

How to reduce gender discrimination?

Gender discrimination means unequal or discriminatory treatment both to male and female based on their gender. It begins with a child's birth. The females are the worst sufferers. Approximately 90% women face gender discrimination worldwide [UNDP,2020]. It is believed that it may take 108 years to close the gender gap [World Economic Forum,2019]. This paints an alarming picture of the society and the severity scale of this social problem is now beyond question. **Solutions such as education and self-sufficiency, prevention of child marriage and violence, equal rights and standardize pay seem to be the most effective ways to reduce gender discrimination. This essay will investigate the problem of gender discrimination and evaluate a range of possible solutions to address this problem.**

It is found that, the social mindset of the society is responsible for gender discrimination. Women are the victims of a patriarchal society where men hold the primary power and dominate the women. The social superstitions and customs tend to degrade their position. When a female child is born instead of being delighted the family members think that she has come to add to their misery. Women are imprisoned within the four walls of the home. They live at the mercy of other people and considered as a burden. Worldwide approximately 1 out of 3 women are deprived of their rights [BRAC, 2019]. Social structures and uneducated parents often prevent girls from going to schools. As a result, the rights of women are violated.

First and most importantly, education and self-sufficiency can reduce the problem of gender discrimination. Girls should be provided the same access to quality education as are given to boys. By ensuring gender sensitivity, significant progress should be made in increasing access to education. According to global data, just 49% countries achieved gender parity in secondary education [UNICEF, 2020]. Expansion of education reduces women's vulnerability and make them empowered. If women are properly educated, they can achieve financial stability. Women must be made aware of the fact that they have potentialities to contribute to the country's socio-economic development. Women's increased participation in regional and national legislation as empowered change agents has proven to be an effective strategy for overcoming numerous systemic barriers to women's success. Also, they must be provided opportunities for employment. Thus, gender equality can be ensured.

Besides, other suggestions are prevention of child marriage and stop the violence against women. The social outlook towards female should be changed. Prejudices and religious misinterpretation must be abolished from the society to prevent early marriage. In Bangladesh, almost half of females marry before the age of 18 and approximately one third of girls aged 16 to 19 already have a child [The Daily Star,2017]. Family support is needed and considering females as a burden should be stopped. Child marriage must be prevented if society wants girls to complete their education. Also, the issue of female sexual harassment must be taken seriously. One of the

reasons that parents give for marrying their daughters is insecurity. In order to ensure women's safety, the government needs to create laws for preventing gender discrimination as well as the existing laws and codes must be enforced in a proper way. Thus, change of social mindset can maintain gender equality in the society.

More importantly, equal rights and standardize pay must be guaranteed. The culture of meritocracy should be practiced where brilliant ideas emerge from people of all levels, genders and where everyone's opinion is heard and appreciated. Gender-based wage differentials must be reduced. Review and standardize the pay on a regular basis are needed for ensuring gender parity. When hiring, it is important to base the pay range on years of experience for special accomplishments. It is necessary to ensure that equal pay for equal work is provided. Supporting and encouraging women in non-traditional employment is essential not only for long-term change but also for breaking social taboos. BRAC trains women in fields such as motorcycle repair, driving and hospitality [Wikipedia,2021]. Raising public awareness by organizing cultural events can be an effective solution for reducing gender discrimination.

To conclude, this essay has sought to explore some of the solutions for preventing gender discrimination. Gender discrimination should never be desired in a society. To stop this practice, government should stern in implementing the existing laws regarding to gender inequality. Otherwise, everyone has to suffer in the long run. Bangladesh has ranked 50th position out of 153 countries for achieving gender parity [Global Gender Gap Report,2020]. Finally, everyone should realize women are equal partners to men and come forward to eradicate this problem from the society. Then, hopefully, people of all genders will be able to live in harmony.

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