



GENDER EQUALITY

Professional Communication & Ethics-
II

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WHAT IS GENDER EQUALITY?

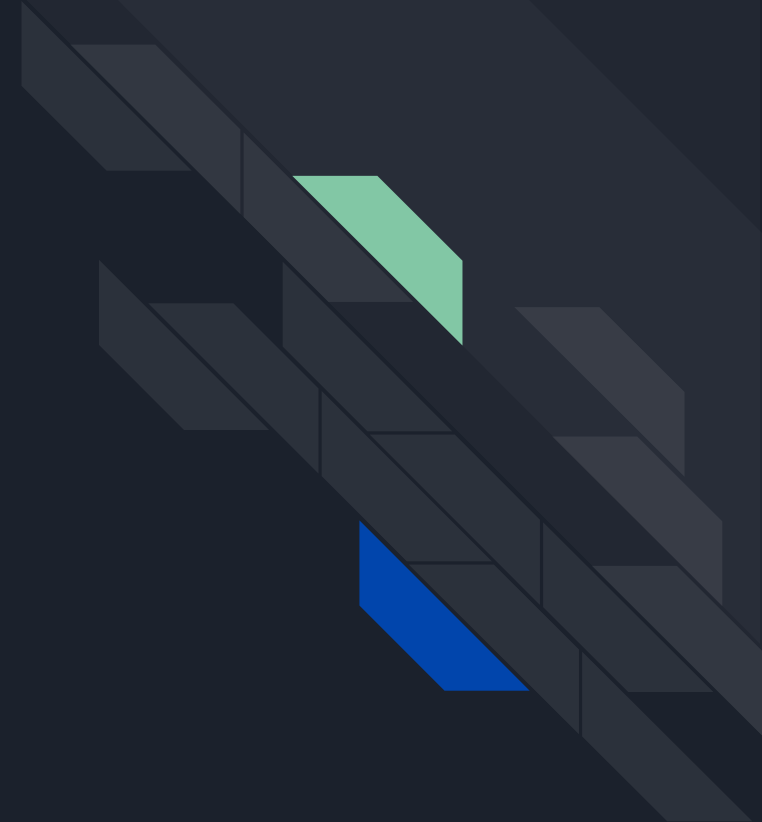
Gender equality implies that the interests, needs and priorities of all genders are taken into consideration, recognizing the diversity in humankind.

Equality does not mean that they will become the same but that their rights, responsibilities and opportunities will not depend on their gender.

Inequality between genders is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.



HISTORY BEHIND GENDER EQUALITY



Since World War II, there have been conscious steps being taken towards achieving gender equality. The United Nations and other international agencies have adopted several conventions which promote gender equality. Such legislation and affirmative action policies have been critical to bringing changes in societal attitudes.

The notion of gender equality, and of its degree of achievement in a certain country, is very complex because there are countries that have a history of a high level of gender equality in certain areas of life but not in other areas. Indeed, there is a need for caution when categorizing countries by the level of gender equality that they have achieved.

Equal Rights

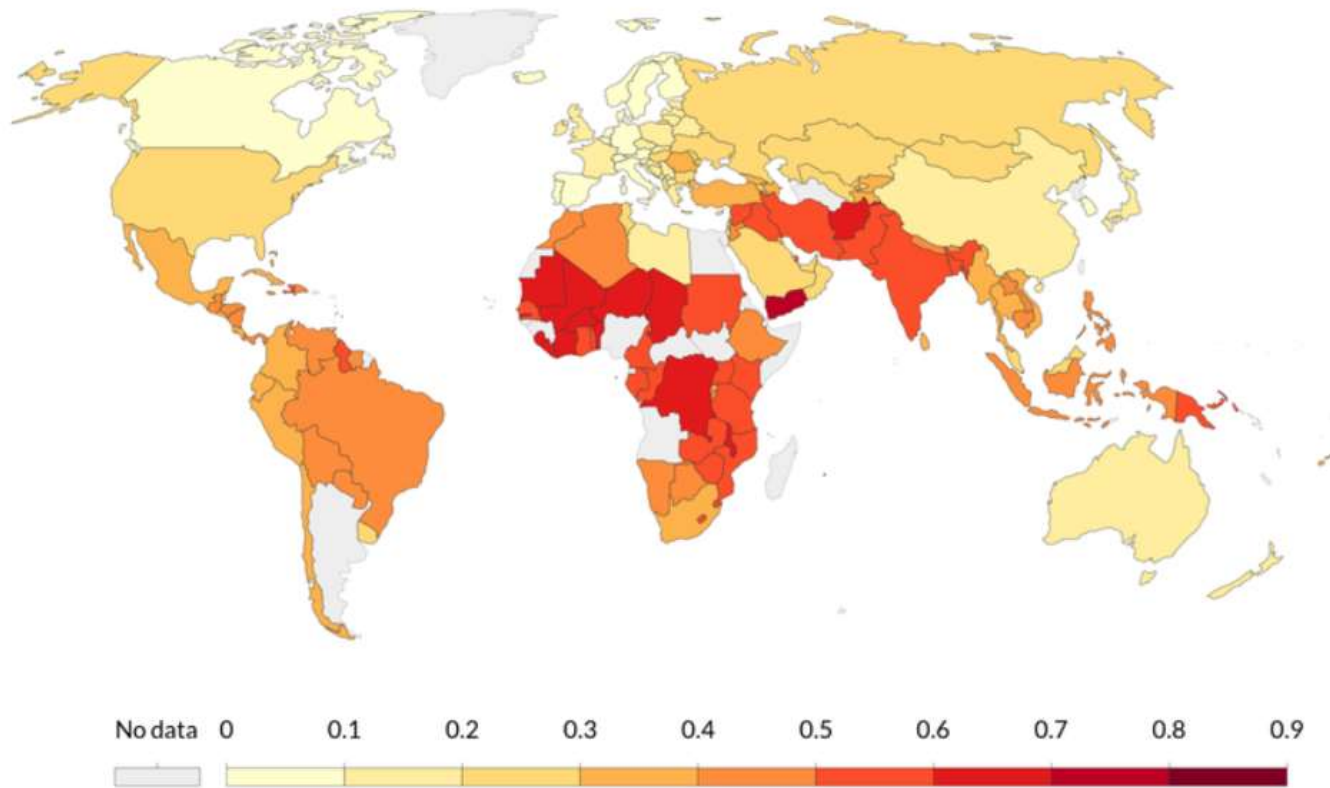
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SATURDAY,
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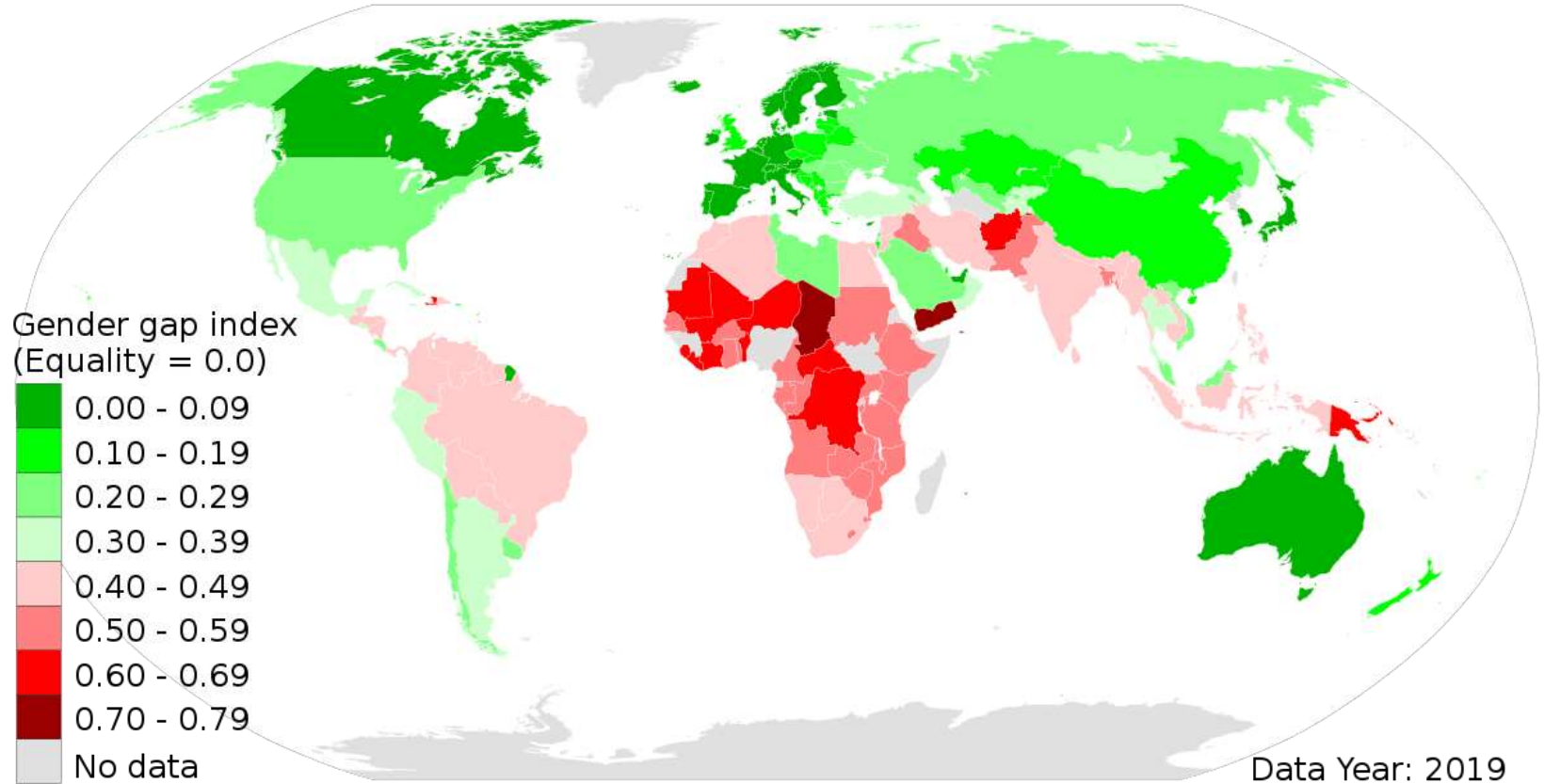
A Typical Campaign Meeting

The paramount importance of Equal Rights has been brought home to thousands of people in the United States as a result of the Women's Party's participation in the Presidential campaign. Mrs. John Jay White, one of the Women's Party speakers, is here seen addressing the women in front of the Metropolitan Life Insurance Building at Madison Avenue and 134th Street, New York City.



Gender Inequality Index from the Human Development Report, 2015

This index covers three dimensions: reproductive health, empowerment, and economic status. Scores are between 0-1 and higher values indicate higher inequalities.



Gender Inequality Index from the Human Development Report, 2019

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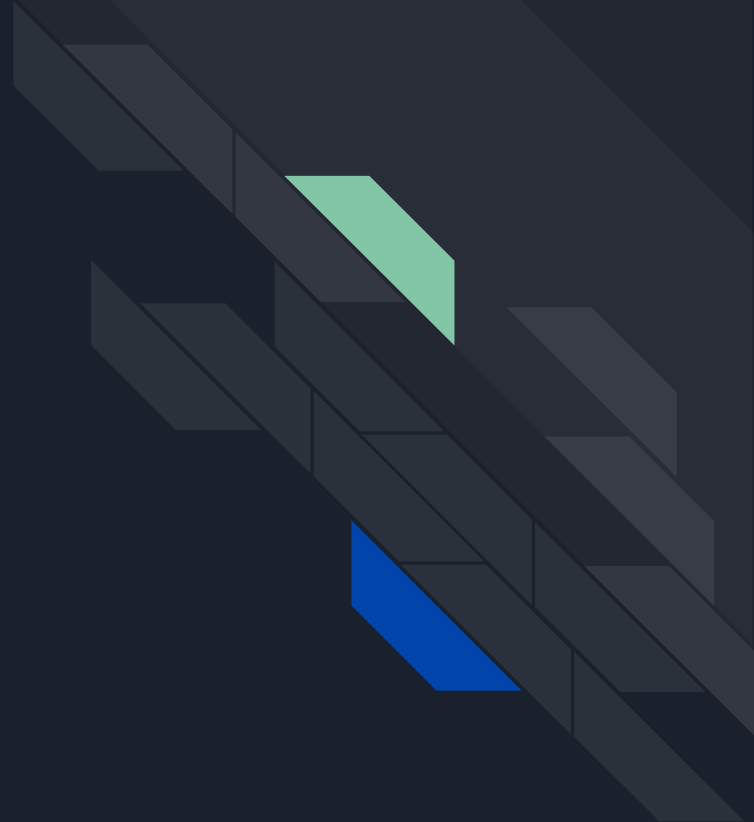


FACTORS RESPONSIBLE FOR GENDER INEQUALITY

Over the years, the world has gotten closer to achieving gender equality. There is better representation of women in politics, more economic opportunities, and better healthcare in many places of the world. However, the World Economic Forum estimates it will take another century before true gender equality becomes a reality. What drives the gap between genders? Here are 10 causes of gender inequality:

- ☐ Uneven access to education
- ☐ Lack of employment equality
- ☐ Job segregation
- ☐ Lack of legal protections
- ☐ Lack of bodily autonomy
- ☐ Poor medical care
- ☐ Lack of religious freedom
- ☐ Lack of political representation
- ☐ Racism
- ☐ Societal mindsets

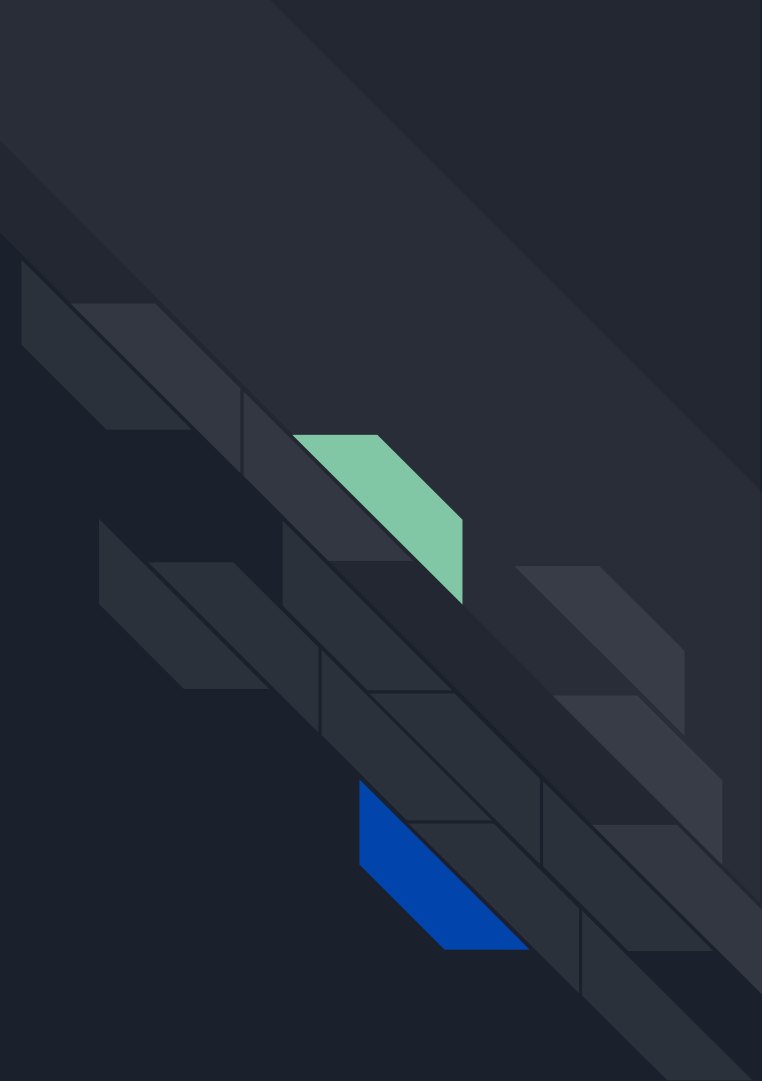
EXISTING PROBLEMS ON GENDER EQUALITY



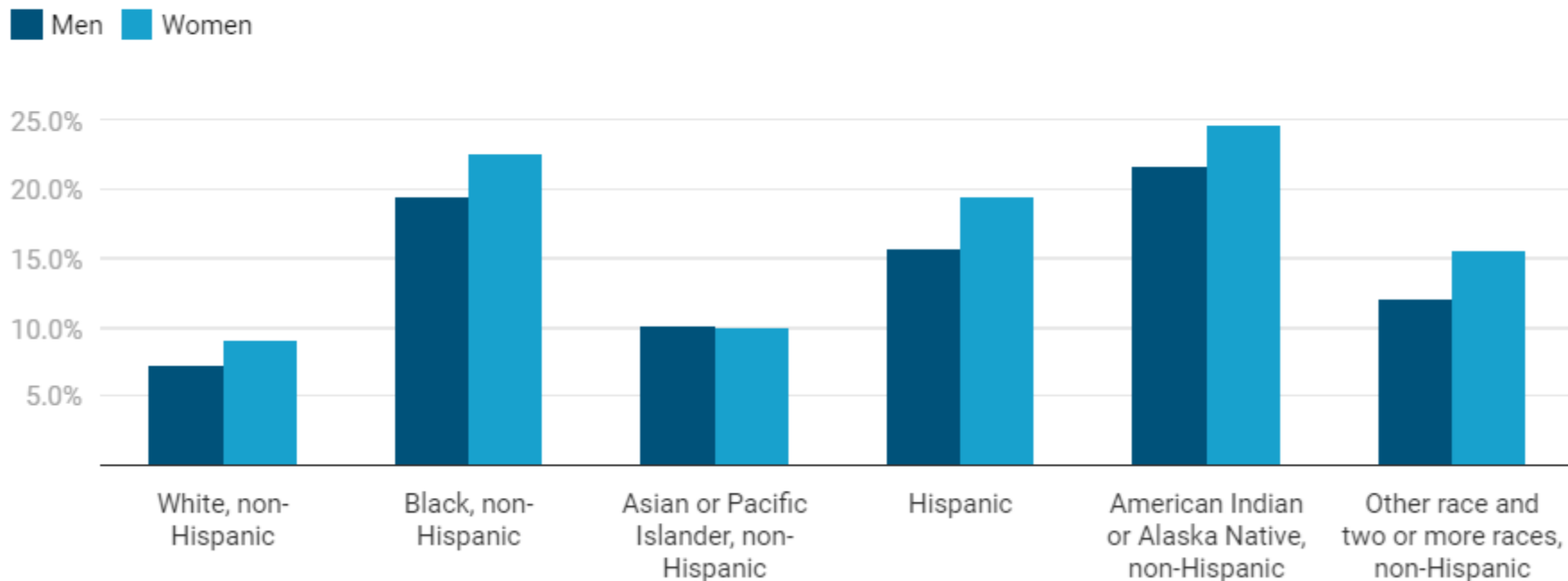
- ❑ Education is a key area of focus. Approximately one quarter of girls in the developing world do not attend school.
- ❑ LGBTQ is widely accepted today. All members of these subgroups are subject to similar prejudices rooted in beliefs and traditions about sexuality and gender. LGBTQ people, as members of a social minority group, are suffering from various forms of socioeconomic and cultural injustice.
- ❑ Women comprise more than 50% of the world's population, but only own 1% of the world's wealth. Throughout the world, women and girls perform long hours of unpaid domestic work. In some places, women still lack rights to own land or to inherit property, or even earn income.



WHY WOMEN LIVE MORE IN POVERTY?



Poverty rates by gender and race and ethnicity













2019 Current Population Survey (CPS), Annual Social and Economic Supplement, data to create broader race and ethnicity categories by combining the CPS' separate ethnicity category with its more detailed race category.

- ❑ Women are paid less than men, even when they have the same qualifications and work the same hours.
- ❑ Women are segregated into low paying occupations, and occupations dominated by women are low paid.
- ❑ Women spend more time providing unpaid caregiving than men.
- ❑ Women are more likely to bear the costs of raising children.
- ❑ Domestic and sexual violence can push women into a cycle of poverty.



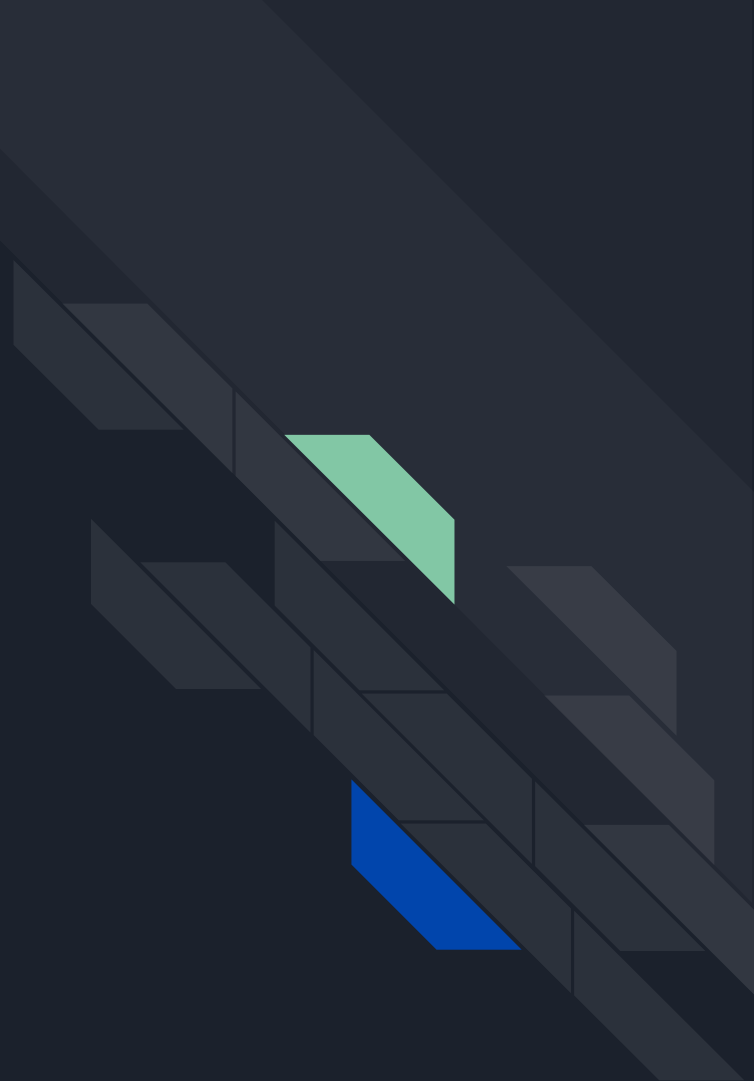
Global, Top 10

1	Iceland	(0)		0.877	(0.018)
2	Norway	(0)		0.842	(0.007)
3	Finland	(1)		0.832	(0.011)
4	Sweden	(-1)		0.820	(-0.001)
5	Nicaragua	(0)		0.804	(-0.004)
6	New Zealand	(1)		0.799	(-0.001)
7	Ireland	(2)		0.798	(0.002)
8	Spain	(21)		0.795	(0.048)
9	Rwanda	(-3)		0.791	(-0.012)
10	Germany	(4)		0.787	(0.010)

Change in rank

Change in score

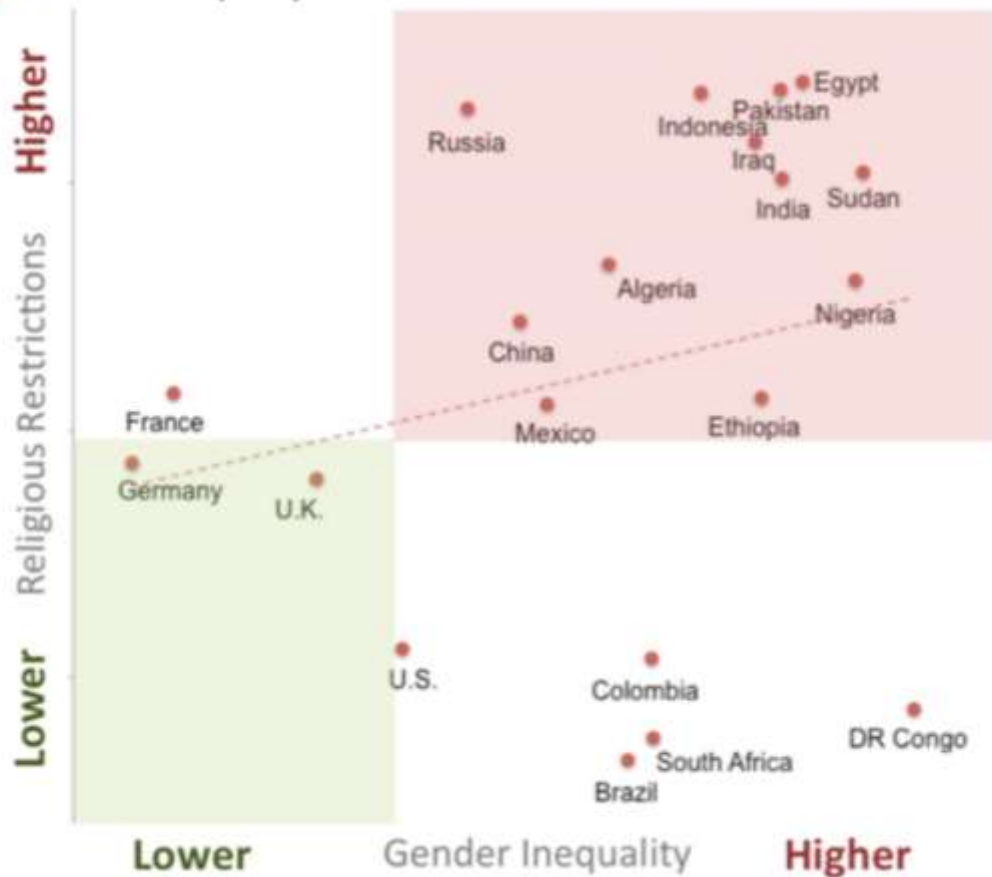
LACK OF RELIGIOUS FREEDOM



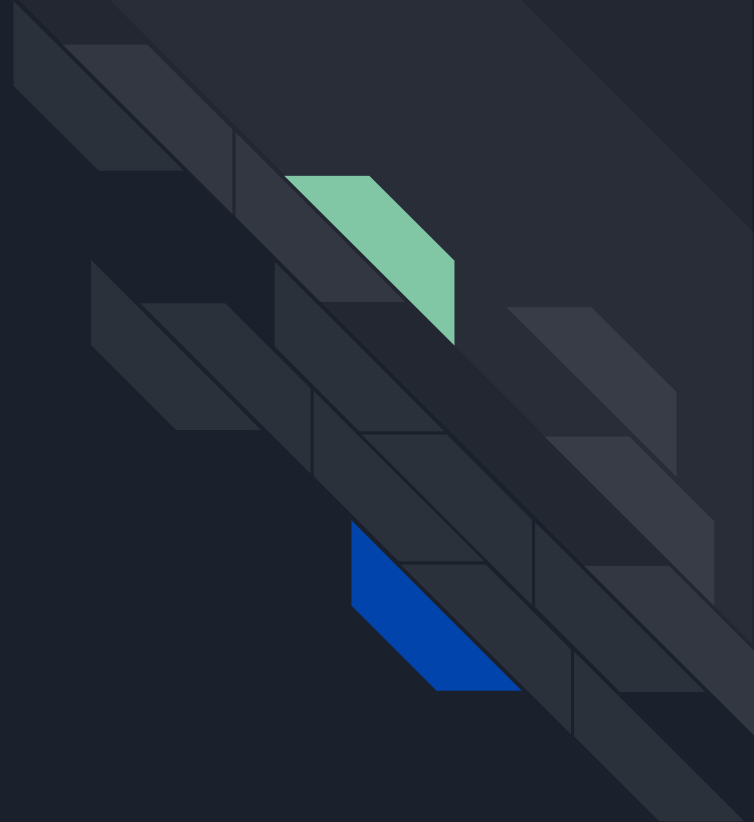
- ❑ According to the World Economic Forum, when extremist ideologies (such as Taliban) come into a community and restrict religious freedom, gender inequality gets worse.
- ❑ In a study performed by Georgetown University and Brigham Young University, researchers were also able to connect religious intolerance with women's ability to participate in the economy.
- ❑ In a recent study, such social hostilities over religious attire were found in 50 countries (25%), Few years earlier, such incidents were reported in just 14 countries (7%)



Higher Government & Social Restrictions on Religious Freedom associated with
Higher Gender Inequality



GLOBAL SITUATION



- ❑ In Afghanistan, education is banned for women and girls.
- ❑ Pakistan has a high rate of gender-based violence. Pakistan was ranked 153rd out of 156 nations by the World Economic Forum's Global Gender Gap 2021.
- ❑ Until June 2018, Saudi Arabia was the only country in the world in which women were forbidden from driving motor vehicles.
- ❑ Women in sub-Saharan Africa collectively spend about 40 billion hours a year collecting water. Which is 56% more than the hours men put in for water collection.
- ❑ An estimated 87 million women and girls are living in extreme poverty in 2020 in India and this number is expected to increase to around 100 million by 2021 in the wake of the Covid-19 pandemic, as per new data released recently by UN Women and the United Nations Development Programme (UNDP).



Laws may help protect women from violence, but two out of five countries have no clear penalties for domestic violence.

Are there clear criminal penalties for domestic violence? 2017

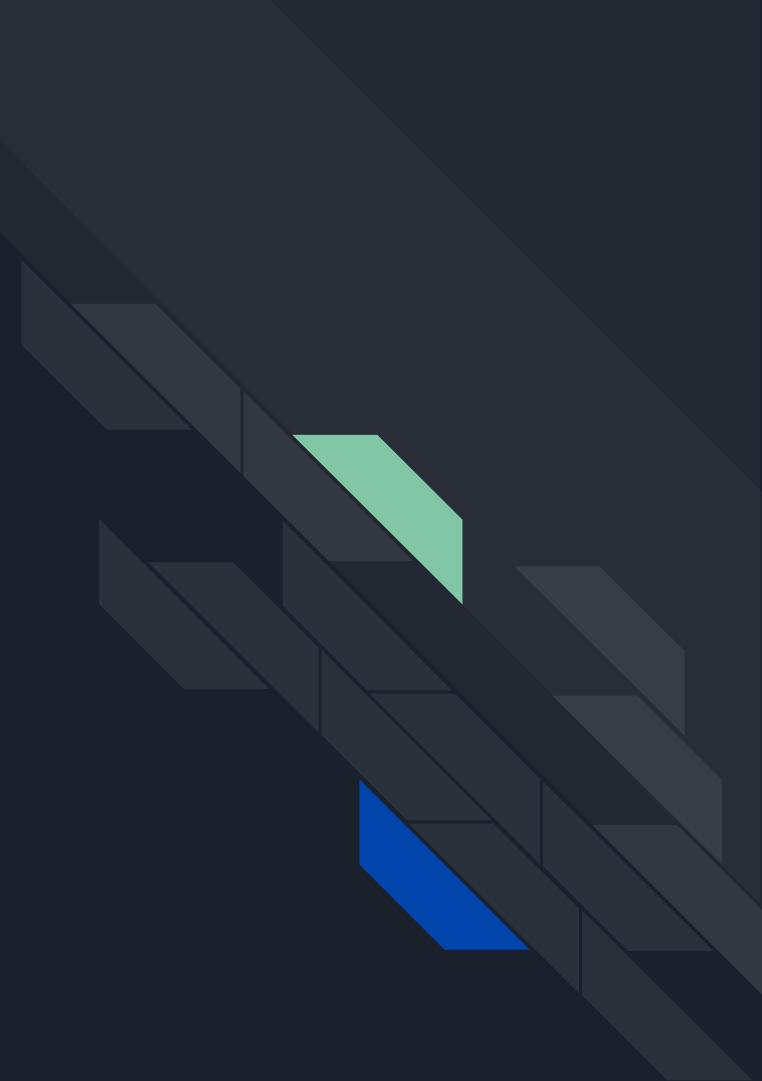
SDG 5.2



Source: World Bank Women, Business and the Law 2018. World Development Indicators (SG.VAW.1549.ZS).

World Bank Women, Business and the Law 2018. World devel indicators.

GENDER EQUALITY AS A HUMAN RIGHT



Gender equality is at the very heart of human rights and United Nations values.

A fundamental principle of the United Nations Charter adopted by world leaders in 1945 is "equal rights of men and women", and protecting and promoting women's human rights is the responsibility of all States.

Despite economic struggles in developing countries, the United Nations is still trying to promote gender equality, as well as help create a sustainable living environment in all its nations.

Their goals also include giving women who work certain full-time jobs equal pay to the men with the same job.





CONCLUSION

Obstacles to achieving gender equality are still significant. The nature and magnitude of these obstacles may vary from countries to localities, being very much influenced by cultural contexts, with gender inequalities present in all areas of society. In times of economic crises, their effect is often to entrench more traditional views of gender roles. In recent years, the action and influence of various conservative groups organised to dismantle decades of progress in women's rights call for vigilance and commitment at by all.

“Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone’s responsibility”

~ Ban Ki-moon

THANK YOU

