Gender Equality

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What is the 1st word/phrase that comes to mind with Gender Equality?
What is Gender Equality???
Gender Equality is when men & women enjoy the same rights, opportunities, and protections.
Sustainable Development Goal #5

GOAL
- to achieve gender equality and empower all women and girls

OBJECTIVES
- **End all forms of discrimination against women**
- **Eliminate all forms of violence against women**
- **Ensure women's political representation**
How is Gender Equality portrayed in media?
What does it mean to do things \#LikeAGirl?

- Reflects discrimination against women/girls
- Phrase “Like a girl” has become an insult
- Help men and women see each other as equals
- Boost women’s confidence
Audi Super bowl Commercial

•“Audi of America is committed to equal pay for equal work”
•Female director for the advertisement
•Audi aims for gender equality in the workplace
•Only 12% of Audi’s corporate leadership are women
Barriers

- Gender discrimination & segregation
  - Gender roles
  - Media Portrayal
    - Poverty
    - Violence
  - Culture & tradition
Issues

• Not every girl has access to education

• Women are underrepresented in politics

• Women are discriminated in the workplace
What percentage of women make up the global illiterate population?

A. one-fourth
B. one-half
C. two-thirds
D. three-fourths
Unequal Access to Education
1. Globally, 65 million girls are not in school.

2. There are 31 million girls of primary school age not in school. Seventeen million of these girls will probably never attend school in their lifetimes.

3. Of the 123 million young people between the ages of 15 and 24 who cannot read or write, 61 percent of them are women.

4. There are 33 million fewer girls than boys in primary school.

5. Girls with eight years of education are four times less likely to marry as children.

Unequal Access to Education
What is the global average percentage of women in national parliaments?

A. 13.2 %
B. 6.4%
C. 54.7%
D. 23.4%
Lack of Political Representation
1. Only 22.8 percent of all national parliamentarians were women as of June 2016, a slow increase from 11.3 percent in 1995.

2. As of January 2017, 10 women are serving as Head of State and 9 are serving as Head of Government.

3. Globally, there are 38 States in which women account for less than 10 percent of parliamentarians in single or lower houses, as of June 2016, including 4 chambers with no women at all.

4. As of June 2017, only 2 countries have 50 percent or more women in parliament in single or lower house.

5. The global proportion of women elected to local government is currently unknown, constituting a major knowledge gap.

Underrepresentation in Politics
How much is a female computer programmer’s wage?

A. $100,000  
B. $50,000  
C. $125,000  
D. $90,000
How much is a male computer programmer’s wage?

A. $100,000
B. $50,000
C. $125,000
D. $90,000
Gender Wage Gap
1. Pay gap estimates show that women earn 16-to-19% less than men.

2. Research also suggests that women may not negotiate for higher wages as aggressively as men or they may be more likely to trade off higher wages for other amenities, such as flexible work hours.

3. Some part of the pay gap may also be due to gender discrimination. In the 2013 survey, women were about twice as likely as men to say they had been discriminated against at work because of their gender (18% vs. 10%).

Gender Wage Gap
Gender Inequality Index (GII)

• An Inequality Index - 0% Inequality to 100% Inequality
• Measures 159 countries (2015)
• Higher GII values indicate higher inequalities and thus higher loss to human development.
• Measures gender inequalities in three aspects
  • Reproductive health
  • Empowerment
  • Economic Status
Yemen

• Rank **159/159** on GII

• Gender-based violence
  • 92% women live violence at home

• Underrepresented
  • Only 0.5% share of seats in parliament

• **15.6%** of women 25+ with some secondary education compared to **33.2%** of men

• **25.8%** of women 15+ in the labor force compared to **73.1%** of men
Guatemala

- Ranked 113/159 on GII
- Recent ban on Child Marriage
- Gender based violence
- Women’s Healthcare
- 13.9% share of seats in Parliament
- 41.3% of women 15+ in the labor force compared to 83.6% of men
Sweden

- Ranked 4/159 on GII
- Has one of the highest gender equality levels in the world
- Both parents get parental leave
- Small gender wage gap 15.2%
- 43.6% share of seats in parliament
- 87.8% of women 25+ with secondary education compared to 88.3% of men
- 60.9% women 15+ in the labor force compared to 68.2% of men
Progress from MDG to SDG

• **MDG #3** (Promote gender equality and empower women) and **MDG #5** (Improve maternal health) became **SDG #5**

• MDG #3 only had one target: “To eliminate gender disparity in primary and secondary education by 2005, and in all levels of education by 2015”

• Achieved **major strides** in countries around the world
  • In Southeast Asia the number of girls enrolled in primary school **increased** from 74:100 (1990) to 103:100 (2015), boy : girl ratio
  • “64% of nations in the developing regions achieved **gender parity** in primary education in 2015”

• **SDG #5** focuses on **empowerment, social transformation, and equality**
Progress of SDG #5

• Five countries have closed 80% of their gender gap
  • Iceland (0.874)
  • Finland (0.845)
  • Norway (0.842)
  • Sweden (0.815)
  • Rwanda (0.8)
100 Most Powerful Women

• Forbes article says “They are the smartest and toughest female business leaders, entrepreneurs, investors, scientists, philanthropists and CEOs making their mark in the world today”

• The number of women world leaders has doubled since 2005
Political Representation
Social Representation
Fictional #GirlPower
• Director: Patty Jenkins

• Box Office Success: Gross of $653M Worldwide

• “52% of the people seeing Wonder Women in theaters are women. Normally for super-hero movies attendance is 60% or more male”

• Oct 21st, 2016: Declared Honorary Ambassador for the empowerment of women and girls “Event marked the launch of the UN’s landmark global campaign supporting Sustainable Development Goal #5” Guardian Article
What can YOU do to achieve GENDER EQUALITY?