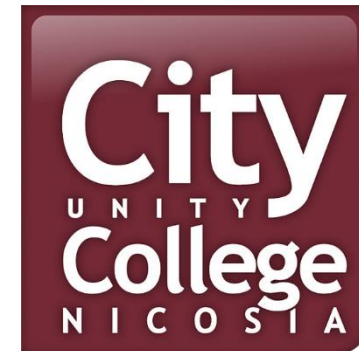


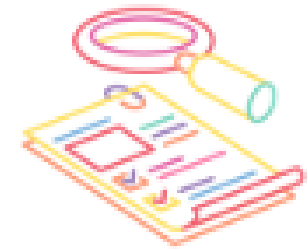
Gender Equality, Gender Discrimination, Gender Issues

City Unity College

Gender Equality Committee



Gender Equality: Overview



- Individuals of all genders deserve equal rights, opportunities, and treatment.
- Often referred to as sex equality, gender equalitarianism, sexual equality, or equality of the genders.
- Involves ensuring fairness and justice in how men and women are treated.
- Aims for both men and women to have equal access to valued resources, opportunities, and benefits in society.
- It's not about making men and women identical, but about recognizing and addressing differences fairly.



Factors responsible for gender inequality

1. Unequal Employment Opportunities

Globally, women's participation in the labor force is significantly lower than men's—around 49% for women compared to 75% for men. This 26-point gap is even wider in certain regions, exceeding 50 percentage points.

2. Job Segregation

Gender-based job segregation is a key driver of inequality. Many societies hold the belief that men are more suited to high-paying or specialized roles, limiting women's access to these opportunities and contributing to the gender pay gap.

3. Inadequate Legal Protections

In numerous countries, there are insufficient laws to protect women from harassment in workplaces, educational institutions, and public spaces. This lack of safety and legal support often forces women to compromise their ambitions and restrict their participation in these environments.



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4. Lack of Bodily Autonomy

According to the World Health Organization (WHO), over 200 million women who wish to avoid pregnancy are not using contraceptives. This is due to factors like limited access, lack of available options, and cultural or religious barriers. Globally, about 40% of pregnancies are unintended. Of these, approximately 50% end in abortion, while 38% result in births—often leading to financial dependence on others or the state, which restricts women's autonomy and freedom.

5. Inadequate Medical Care

Women tend to receive lower-quality healthcare than men. This disparity is linked to broader gender inequality issues, including limited education and employment opportunities. As a result, more women live in poverty and cannot afford quality medical services, worsening their overall health outcomes.



Types of Gender Inequality

Gender inequality exists in various forms across different aspects of life, including:

- **Inequality within the Family**
Unequal treatment or expectations of men and women in family roles, responsibilities, and decision-making.
- **Natality Inequality**
A preference for male children over female children, often leading to gender-biased practices like sex-selective abortions.
- **Employment or Professional Inequality**
Unequal access to job opportunities, pay, promotions, and professional recognition between men and women.
- **Ownership Inequality**
Disparities in property rights and access to assets, with women often having less control over land and resources.
- **Household Inequality**
Women are often burdened with unpaid domestic work and caregiving duties, receiving little recognition or support.



Discrimination Where ?

In the Workplace

Gender discrimination in the workplace can include actions such as refusing to hire or promote someone, offering unequal pay, or treating employees unfairly solely based on their gender.

In Educational Institutions

Gender bias in schools may involve discouraging girls from pursuing subjects or activities traditionally dominated by males, such as science, mathematics, or athletics. It can also include enforcing gender-specific dress codes, penalizing students who don't conform to gender stereotypes, or excusing inappropriate behavior with phrases like "boys will be boys."



In Public Spaces

Unwanted behaviors such as sexual harassment and catcalling are forms of gender discrimination. They create feelings of fear and discomfort, limiting individuals' freedom to move safely and confidently in public areas.

In Institutions

Governments, organizations, and systems such as healthcare and the legal sector may implement policies—deliberately or unintentionally—that disadvantage specific genders, contributing to systemic inequality.

In Personal Relationships

Controlling a partner's choices based on their gender—such as restricting them from working, handling finances, or driving—is a clear form of gender discrimination and a violation of personal freedom.



Effect of Gender Discrimination

- Depression
- Anxiety
- Post Traumatic Stress Disorder
- Eating Disorder
- Illness
- Low self stream
- Poor Health
- Injury and death



Gender Issues

1. Unequal Access to Education

Education systems across the world often reflect significant disparities based on socioeconomic status, gender, ethnicity, or other social factors. These inequalities limit access to quality education and contribute to long-term differences in academic achievement, income, health, and civic participation. Patterns of educational inequality are seen globally and are a major barrier to social mobility and equity.

2. Gender Pay Gap

The gender pay gap remains a persistent issue worldwide, highlighting the wage disparity between men and women in similar roles and positions. Despite legal frameworks promoting equal pay, women often earn less than men due to systemic biases, occupational segregation, and unequal opportunities for advancement.



Gender Issues

3. Racism

Racism involves the belief that one race or ethnic group is inherently superior to others. It leads to discrimination, social exclusion, and inequitable treatment in various areas such as employment, education, and law enforcement. Racism undermines social cohesion and continues to obstruct the path to equality and justice across many societies.

4. Sexual Harassment

Sexual harassment refers to unwanted or inappropriate sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. It can occur in any setting—workplaces, schools, public spaces—and is often humiliating, intimidating, or coercive. Sexual harassment remains a widespread issue affecting people globally, especially women.





Thank you!



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