

GENDER EQUALITY AND DEVELOPMENT

Challenges, progress and strategies in
education and employment

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Outline of the session

- Key concepts
- World challenges and progresses in gender equality in education employment
- Strategies for gender equality

Learning Objectives

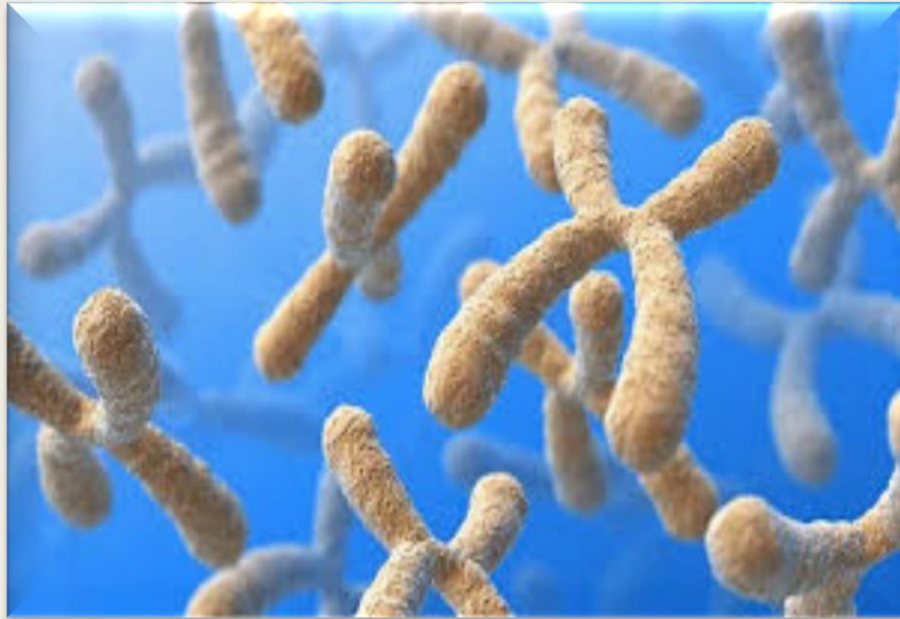
By the end of the course, participants should be able to:

- Understand what gender equality is.
- Understand the challenges and progress to close the gender gap in education and employment.
- Understand the different strategies in which gender equality in education and employment have been addressed in international development policy and practice.
- Identify gender inequalities in their field of work.



Key concepts

Sex



Gender



Gender regime

- Gender is played out on a large scale (system).
- Beliefs, traditions that constructs masculinity and femininity and distribute women and men into different roles and position, assign roles, etc.



Saudi Arabia launched the first girls' council in March 14, 2017

Gender regime

- History/Context
- Institutions
- Legal and policy approach to gender equality
- Religion



Gender inequality (1)

- The systematic, unfavorable treatment of individuals on the basis of their gender
- Gender inequality = denies peoples' rights, opportunities or resources and obligations
- Gender inequality **intersects with other social categories**: religion, class, ethnicity, age...



Gender inequality (2)

GENDER DISPARITY AND THE RIGHT TO WORK

In 18 countries, women cannot get a job without permission from their husband & in 29 countries women are prohibited from working at night (World Bank, 2016).

GENDER DISPARITY IN CRIMINAL CASES IN THE USA

Federal criminal cases in the USA, men receive longer sentences on average than women do (Starr, 2012).

Texas, property and drug offending, females are less likely to be sentenced to prison and receive shorter sentences if sentenced to prison (Rodriguez et al, 2006).

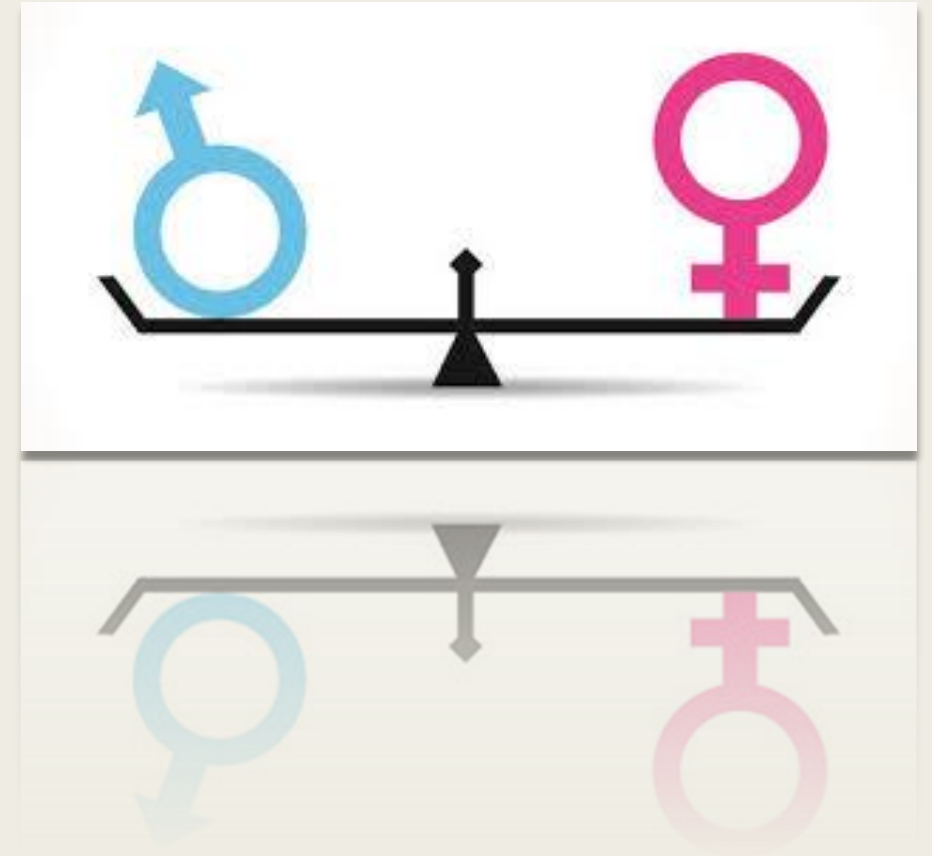
Judges level of discretion

Gender equality

Everyone, regardless of gender, has the same rights: to work and support themselves, to balance career and family life, and to live without the fear of abuse or violence.

Men and women are different but deserve **equal distribution of opportunities** in all domains of society.

Also implies **qualitative aspects**: ensuring that the knowledge and experience of both men and women are used to promote progress in all aspects of society.



Gender equality: why and what for?

- Gender equality is a human rights issue
- Gender equality contributes to economic growth



The economic case of gender equality

**The
Economist**

“Forget about China, India and the internet: economic growth is driven by women” (The Economist, 2006)

**McKinsey
Global Institute**

“In a “full potential” scenario in which women play an identical role in labor markets to that of men, could add as much as \$28 trillion, or a 26%, could be added to global annual GDP by 2025. ” (McKinsey institute, 2015)

“While one should not assume that all women want to work, it is safe to say that women want to be given the same freedom as men to choose to work if they want to; and if they do choose to work, they should have the same chance of finding decent jobs as men” (ILO, 2008).

Nayla Kabeer: gender equality and economic growth

1. Economic growth contributes to gender equality



2. Gender equality contributes to economic growth (Kabeer)

10 MOST GENDER EQUAL COUNTRIES

rank	AVG	score
1. Iceland		0.878
2. Norway		0.830
3. Finland		0.823
4. Rwanda		0.822
5. Sweden		0.816
6. Nicaragua		0.814
7. Slovenia		0.805
8. Ireland		0.794
9. New Zealand		0.791
10. Philippines		0.790

Source: Global Gender Gap Report 2017. World Economic Forum. Rank out of 144 countries, parity 1.00.

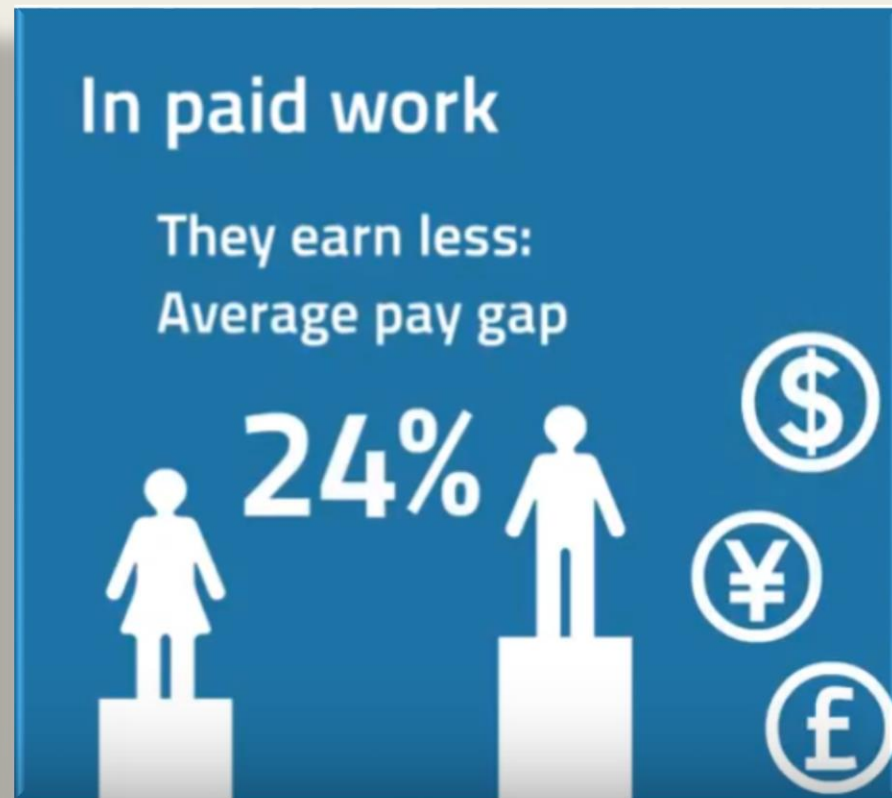
Gender equality contributes to economic growth (1)



Evidence of indirect contributions

- Family mediated
- Wellbeing, education, health
- **Next generations**

Gender equality contributes to economic growth(2)



Less evidence in DIRECT CONTRIBUTIONS





Education & gender equality



The English rural school, Cambodia, 2014

Informal education

Underdeveloped spatial skills & underdeveloped caring and nurturing skills?

[Video: GOLDIEBLOX](#)

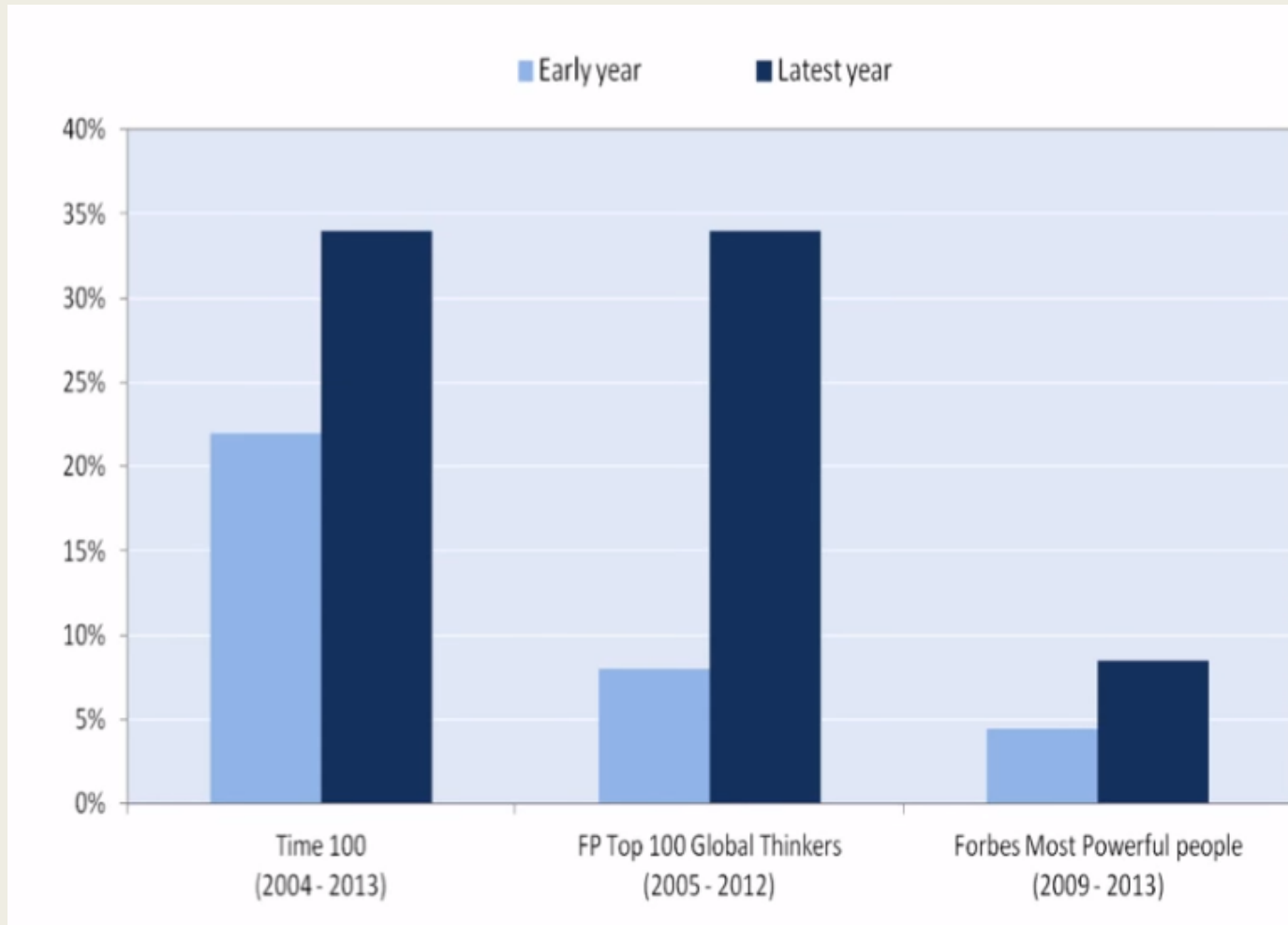


Contextual values, traditions and gender stereotypes



Informal education: Media

Women in the lists of most influential people



Source: OECD, 2013

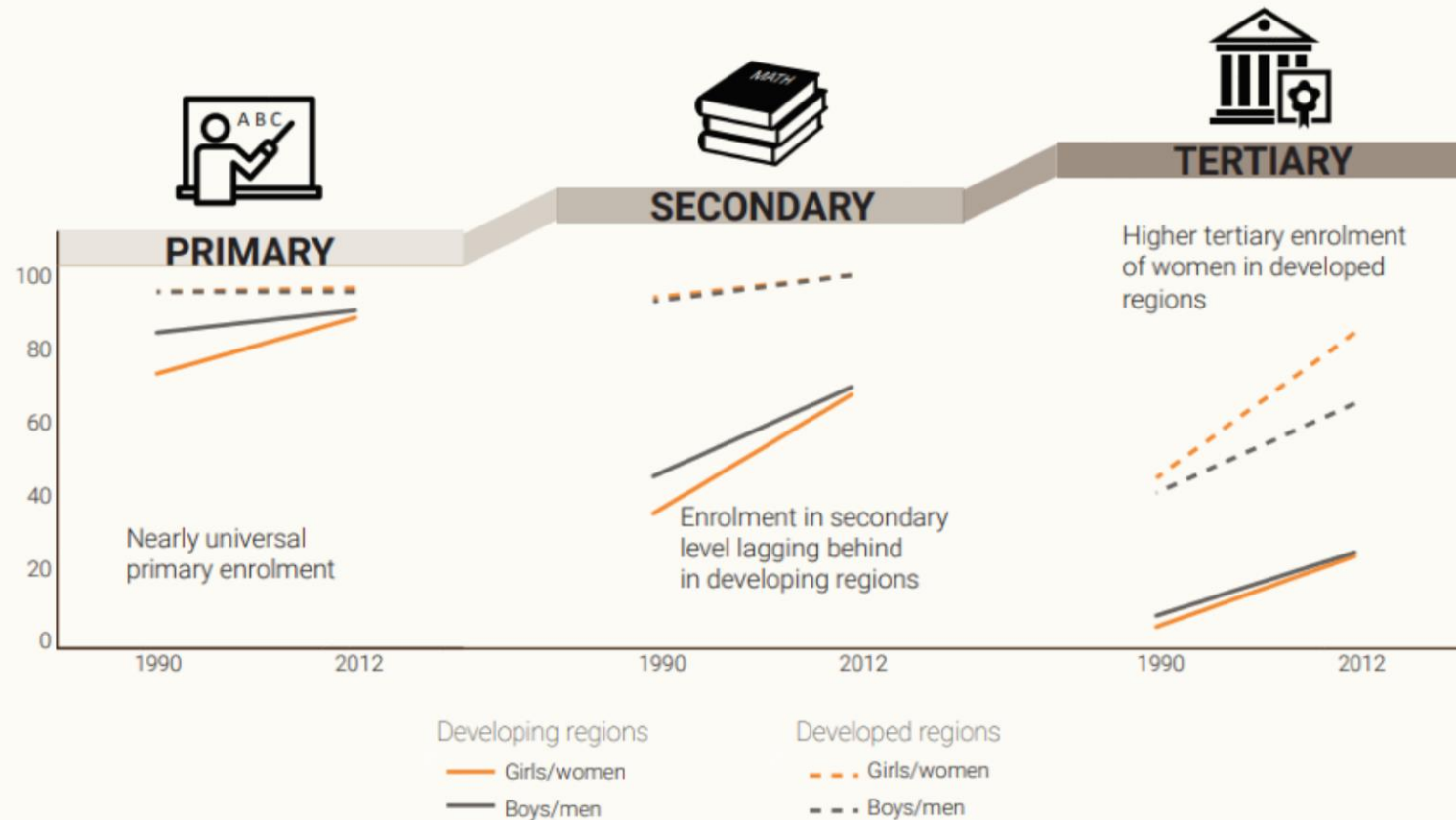


Formal education



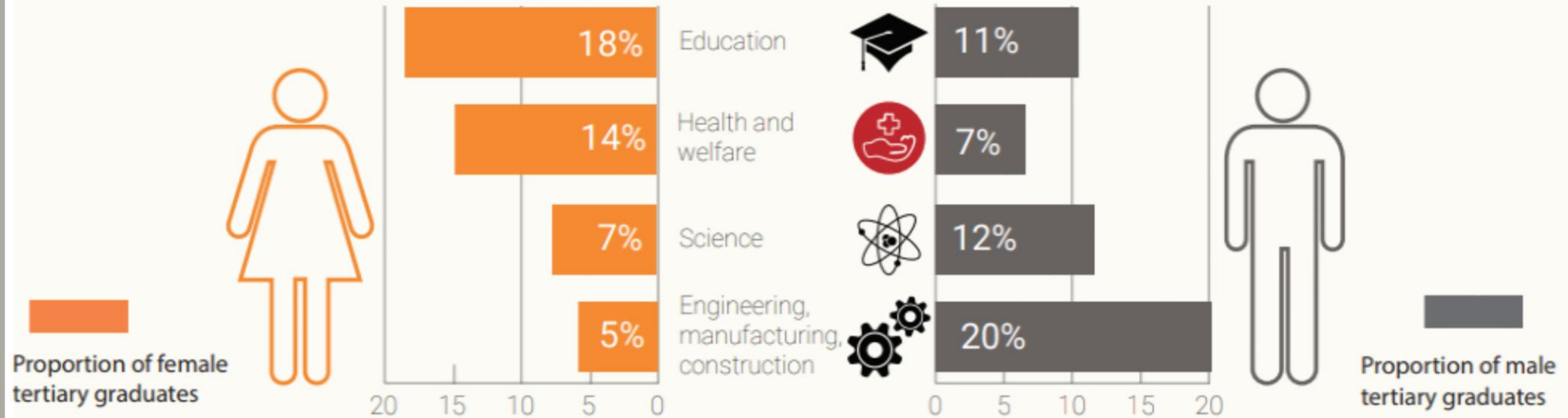
EDUCATION

Large improvements in enrolment at all levels of education, especially among girls and women



EDUCATION

Women underrepresented in tertiary fields of studies related to science and engineering



Work & gender equality



Bella Flor, waste recycling cooperative, Argentina, 2016

Raewyn Connell on gender & employment

Focus on Gender Regimes

Gender Regimes determine the overall gender division of labor and gender hierarchies

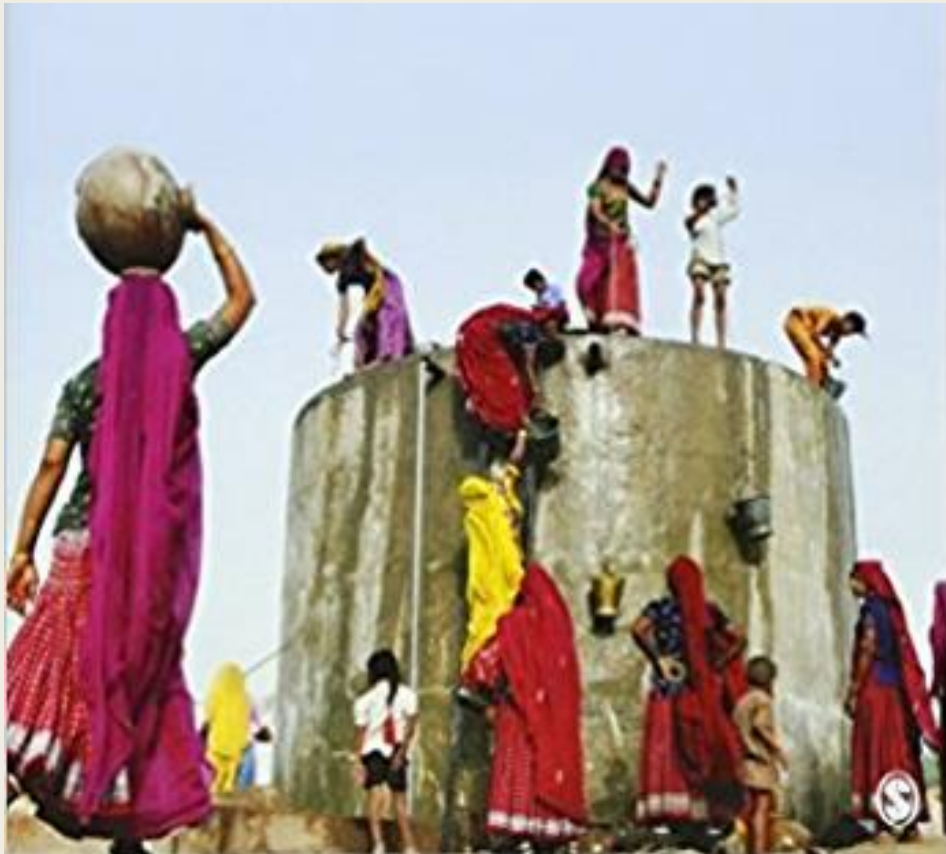
Policies regulate gender relations and help to constitute gender norms of who does what, who is paid what, and who decides what (in governments, corporations and social institutions)

Is not about individual decisions: systemic/ contextual factors



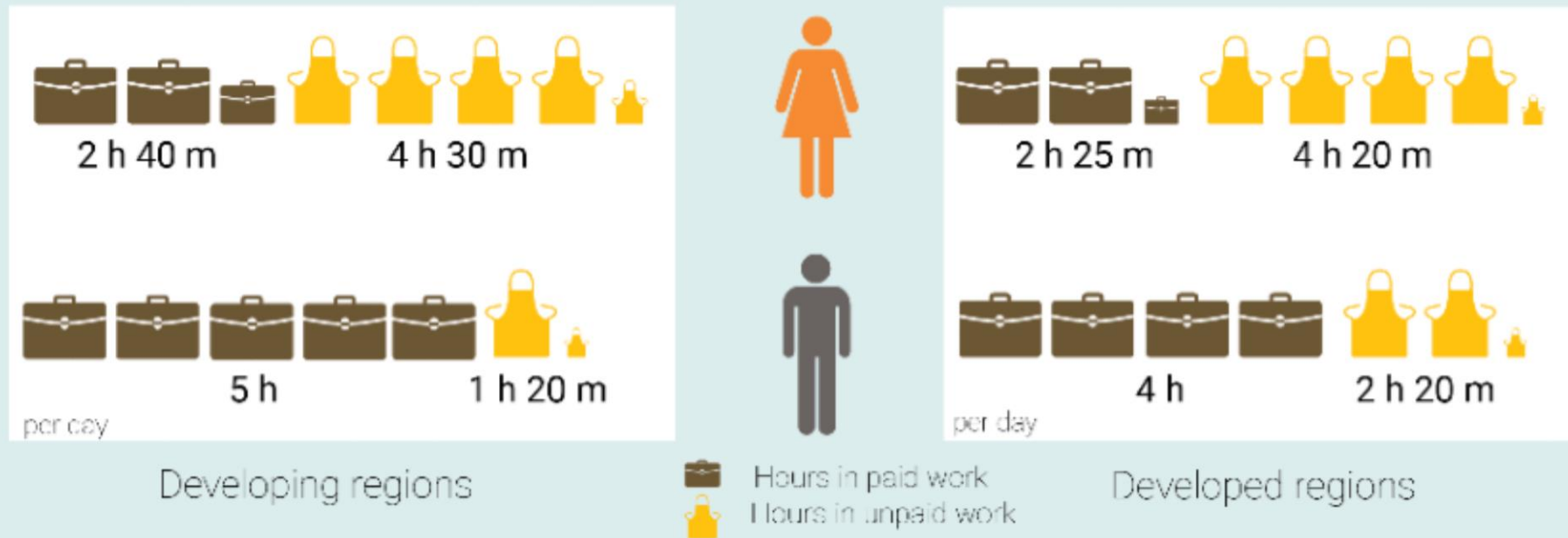
Care Work

[Video: unpaid care work](#)

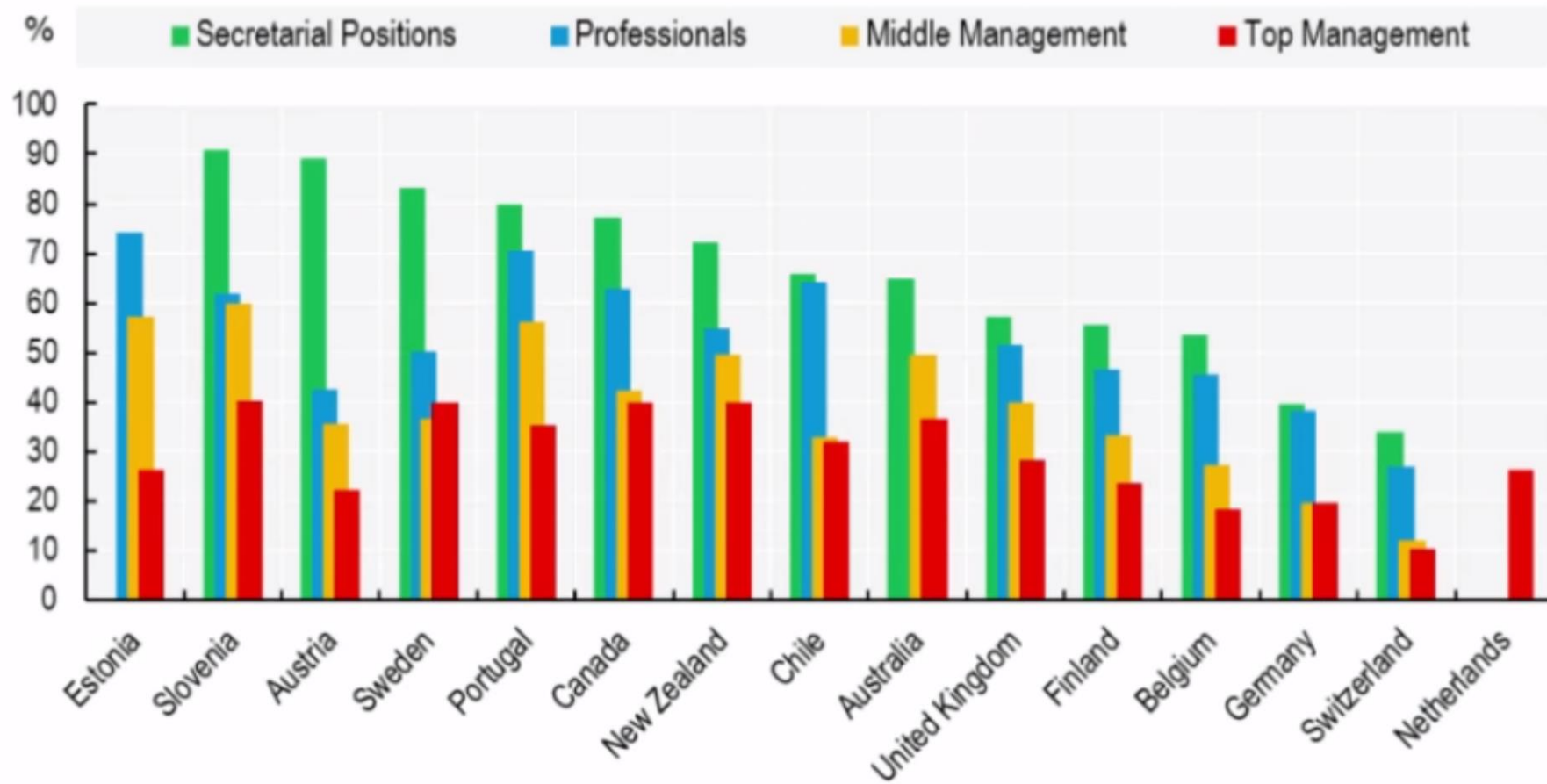


Paid & Unpaid work

Women work longer hours than men when unpaid work is accounted for



Share of central government employment by occupation groups filled by women (2010)



AU PREMIER, JE SUPPOSE?

5	PRÉSIDENT
4	DIRECTION
3	MARKETING
2	TECHNIQUE
1	SECRETARIAT
0	ACCUEIL

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The Glass Ceiling: career progression for women in the private sector is limited.....

Women's shares in employment and senior management



Women and political power

There are currently 20 women holding the office of the head of state or head of government, 6,3% of the total of 315 world leaders



Ellen Johnson

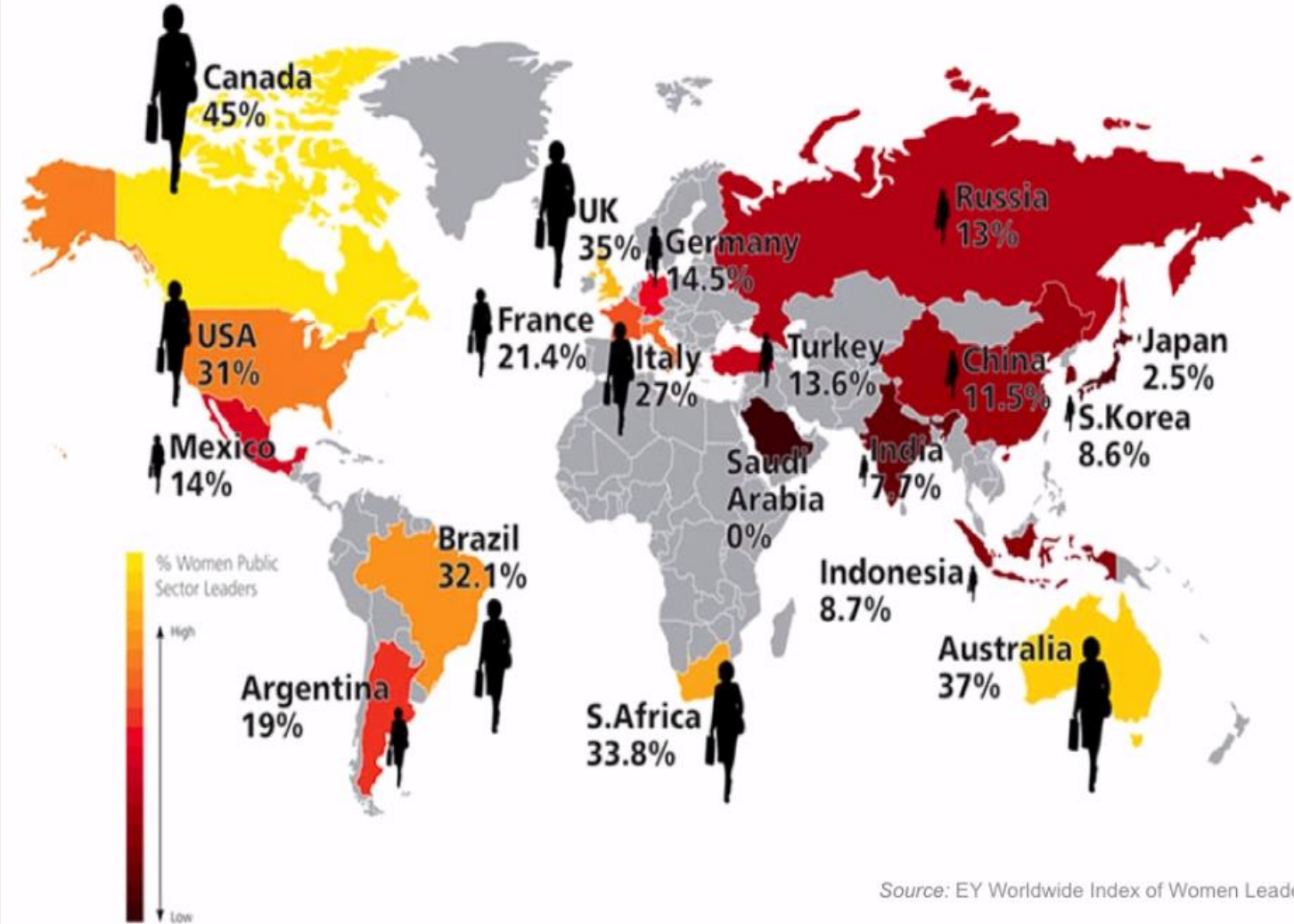


Angela Merkel



Halima Yacob

Women Public Sector Leaders



Source: EY Worldwide Index of Women Leaders

Strategies for gender equality



Question and rethink our conceptual, legal, political, and institutional frameworks (1)

Since 2002, SWEDISH PARENTS ARE OFFERED	EACH PARENT HAS AN EXCLUSIVE RIGHT TO
480	90
DAYS OF PAID PARENTAL LEAVE (16 MONTHS)	OF THOSE DAYS CANNOT BE TRANSFERRED TO THE OTHER (3 MONTHS)



Video: Paternal leave Sweden

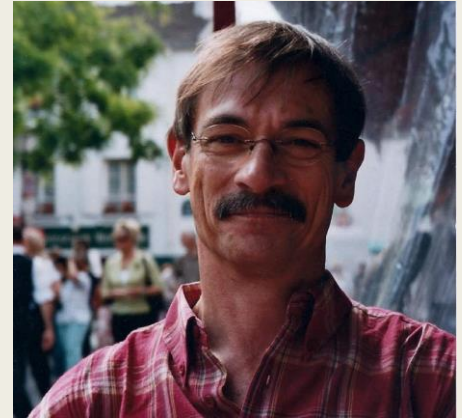
Question and rethink our conceptual, legal, political, and institutional frameworks (2)

Ecuador: Productive work+ reproductive work= 18 hours more than men and 25 hhours more per week in rural áreas.

Source: National survey of the use of time, INEC



Jan Reynders: on men organizing for transformative change



Patriarchy is a system of oppression to both women and men



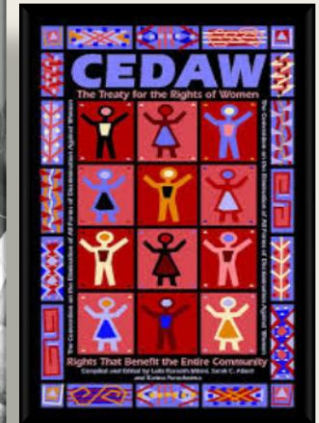
[Video: Jason Wilson Martial Arts](#)



[VIDEO: Men care](#)

Andrea Cornwall: 'bottom-up' women's empowerment

- Questioning gender power relations in personal lives
- Building collective critical consciousness
- Mobilization, training and consciousness-raising
- Central to the concept of women's empowerment is an understanding of power itself.
- Women's empowerment **does not imply women taking over control previously held by men, but rather the need to transform the nature of power relations.**



Cornwall critical view on women's 'top-down' empowerment

- Contemporary women's empowerment interventions seek simply to provide women with improved access to resources, (i.e. through micro-enterprise, loans).
- Sholkamy 'the enabling environment that confirms the right to work, to property, to safety, to voice, to sexuality and to freedom is not created by **sewing machines or micro-credit alone**'.
- Empowerment is fundamentally about changing power relations. Not about improving women's capacities to cope with situations in which they experience oppression or injustice.
- **It is about enabling women and men to question what they might previously have considered 'normal'**, and to begin to act to change that reality via the acquisition of a collective self-confidence that results in a feeling of 'we can make change'.

Gender mainstreaming (1)

- 1995 Beijing 4th Women's Conference Beijing, strategic approach to achieve gender equality in development
- Momentum of transnational networks (globalization). Meetings, discussions, and funding by international actors.
- Rooted in the *liberal and Nordic* ideas that the state is a 'neutral arbiter between different interests groups'.
- The STATE'S ROLE is to guarantee formal rights and equality before the law through legislation and policies.
- 'Gender equality can be achieved through legislation and policies'. **Is the fulfilment of these conditions enough to talk about gender equality?**



Gender Mainstreaming (2)

When integrating gender into policies:

1. **The need for global gender data availability:** Gaps in gender data and the lack of trend data make it difficult to assess and monitor the direction and pace of progress for gender equality.

Unless gender is mainstreamed into national statistical strategies, gender data scarcity will persist.

2. **Gender responsive content of policies:** making sure that the interests of women and men are equally addressed.

Thank you!

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