



LEARN & ACT Teacher's Guide

Achieving Gender Equality

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Introduction 1: Traditions and practices that oppress women



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• 'Honor killing,' where they kill a woman who defames the family's reputation:

Honor Killing is a custom in Islamic countries where family members are killed for tarnishing the family's honor. Most of the victims are women, executed by methods such as stoning and live burial. Many women are murdered by their father, brother, or other family members if they are raped, have lost premarital chastity, or simply because they were with a man. In some countries where honor killings are publicly practiced, the eradication is slow because even the perpetrators are not properly punished. According to a study by the United Nations Population Fund (UNFPA), about 5,000 people die annually in honor killings.

Introduction 2: Women's advancement into society and its limitations

Q Women's advancement into society and limitations

1. Is our society providing equal opportunities for both men and women?
2. Why do oppression and discrimination against women take place?



► Glass ceiling
A metaphor for 'a situation in which women and minorities with sufficient ability cannot hold high-level positions due to gender or racial discrimination in the workplace.'

04

► p.04

• Is our society providing equal opportunities for both men and women? (Brainstorming!)

• What is a 'glass ceiling'?

Glass ceiling is a metaphor for 'a situation in which women and minorities cannot hold high-level positions due to gender or racial discrimination in the workplace.' A glass ceiling inequality represents the following:

- ① Existence of gender or racial discrimination that cannot be explained by the employee's workability and competence;
- ② As higher performance is required, gender and racial discrimination increase;
- ③ The possibility of gender and racial discrimination increases as one rises to a senior position;
- ④ With more experience throughout a career, the more gender and racial discrimination are encountered.

● Why does oppression and discrimination against women happen?

Although many people around the world are working to ensure women's human rights and have made considerable progress, in many countries women are still discriminated against compared to men according to traditions, customs, cultures, and religious beliefs.

Introduction 3: Global Gender Inequality Map

Global Gender Inequality Map

1. Which countries in the world have the highest gender inequality index?
2. What would life be like for women in a country with such a high gender inequality index?

► What is the Gender Inequality Index (GII)?
An index introduced by the United Nations Development Program (UNDP) to measure the degree of gender inequality in each country.
GII: 0 = perfect equality, 1 = perfect inequality

World Choropleth Map of Gender Inequality Per the UNDP's Gender Inequality Index in 2019

► p.05

● What is the Gender Inequality Index (GII)?

The Gender Inequality Index is an index introduced by the United Nations Development Program (UNDP) to measure the degree of gender inequality in each country.

● GII 0 = perfect equality, 1 = perfect inequality:

GII of 0 means perfect equality and GII of 1 means perfect inequality. Evaluation is based on the following five criteria. ▲ Maternal mortality rate per 100,000 live births ▲ Birth rate per 1,000 female adolescents ▲ Proportion of female parliamentarians ▲ Ratio of women with secondary education among the population aged 25 and over ▲ Ratio of women's economic activity to men.

● Switzerland ranks first in gender equality and Yemen last:

According to the 2019 results, Switzerland (0.037) took first place with the lowest GII, and Denmark and Sweden (0,040) took second place. The lowest ranks were mainly African countries: Chad (0.710) in 160th followed by Papua New Guinea (0.725) in 161st and Yemen (0.795) in 162nd.

+ Look at the map and share your story:

- Which countries in the world have the highest gender inequality index?
- What would life be like for women in a country with such a high gender inequality index?
- What would a society look like in which women's status and authority are not properly guaranteed?

1. What is Gender Equality?

01. What is Gender Equality?



Sex and Gender

What is gender equality?
What is gender inequality?

Guarantee of gender equality
=
Elimination of discrimination against women
and solidifying women's rights



▶ p.06

● Sex and Gender:

Sex refers to the biological characteristics that distinguish humans as male or female. On the other hand, gender is an acquired concept of gender that is formed through social roles and relationships, personal dispositions, attitudes, behaviors, and values. Gender has a strong learning aspect, changes according to the times and circumstances, and appears in various forms according to regions and cultures.

● What is gender equality?

Gender equality refers to equal treatment without discrimination based on gender in all areas of life. In other words, it means providing equal opportunities for participation in both genders and enabling them to enjoy equal rights and obligations and equal qualifications.

● What is gender inequality?

A phenomenon in which there is a difference in the status, authority, and prestige occupied by men and women in society. Gender inequality occurs when people are treated unfairly because of their gender.

● Guarantee of gender equality = Elimination of discrimination against women, strengthening women's empowerment:

Gender equality can only be achieved by eliminating discrimination against women and strengthening women's empowerment. It is because many women around the world do not enjoy full opportunities and rights compared to men and are deprived of the means to defend themselves from poverty and fear.

● Ensuring gender equality for a better world:

Eliminating discrimination against women and expanding their opportunities and rights can have a positive impact on the health and productivity of families, communities, countries, and the global community. As women are the primary caregivers of children, strengthening women's human rights can have a positive effect on future generations as well.

2. Global Gender Inequality (1)

02. Global Gender Inequality (1)



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- 1) Girls forced to marry at a young age
- 2) Horrible Child Abuse, Female Genital Mutilation (FGM)
- 3) Women exposed to physical or sexual violence
- 4) Women who do not have the choice and control over pregnancy and childbirth

▶ p.07

07

● Girls forced to marry at a young age:

Worldwide, 750 million women were married before age 18. Most of them had no choice but to marry at a young age due to poor family circumstances and the pressure of traditional customs. Young brides are responsible for household chores, such as cooking, cleaning, and fieldwork, as well as the duties of bearing children. In severe cases, they may experience physical and sexual abuse by their spouses, and there is a high probability of contracting HIV. In sub-Saharan Africa, 38% of girls and 12 million women worldwide each year marry before age 18.

● Horrible Child Abuse, Female Genital Mutilation (FGM):

Female Genital Mutilation (FGM) is a procedure in which part or all of a girl's genitals are cut off with a sharp tool at coming of age. The procedure is very unhygienic and dangerous: in the short term, it exposes girls to risks of death, bacterial infection, and sexually transmitted disease due to excessive bleeding; in the long term, they suffer menstrual irregularity, infertility, a hormonal abnormality, uterine bleeding, and psychological trauma. Over 200 million women and girls in 30 countries have experienced FGM; many suffer from long-term after-effects and complications. Although the international community has been working for a long time to eradicate FGM, it is still being performed in 30 countries, mainly in Africa.

● Women exposed to physical or sexual violence:

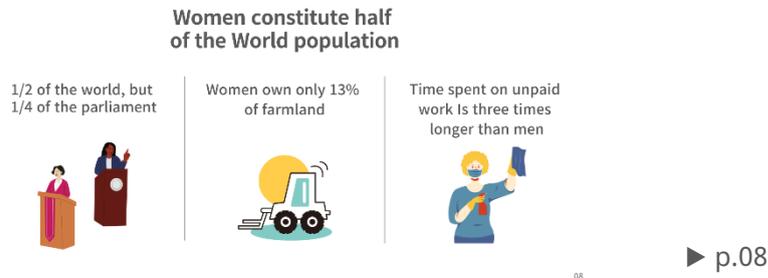
19% of women aged 15 to 49 have experienced physical or sexual violence by their spouses or close partners. Based on a UN study, physical and sexual violence against women is often perpetrated by familiar people in familiar spaces, concluding "the most dangerous place for women is their home."

● Women who do not have the option of pregnancy and childbirth

Only 52% of married women make independent decisions about contraception and childbirth. About 200 million women in underdeveloped and developing countries are pregnant too often from an early age because the contraceptive pill is necessary but not available. Frequent pregnancy harms the health of women and children, negatively affects overall family life, including child-rearing, education and livelihood maintenance, and hinders the growth and development of the country in the long term.

2. Global Gender Inequality (2)

02. Global Gender Inequality (2)



● 1/2 of the world, but 1/4 of the parliament

Women make up half of the world's population, but only 24.3% of parliamentarians are women. The international community has been working for years to increase the percentage of women in parliamentary seats to 30% but has yet to be achieved. The low rate of women's participation in parliament means that the government's political decision-making process does not reflect women's opinions sufficiently. Therefore, it is highly likely that issues that are activated mainly by female politicians, such as parental leave, pensions, laws related to gender equality, and violence based on gender, will be neglected.

● Women own only 13% of farmland:

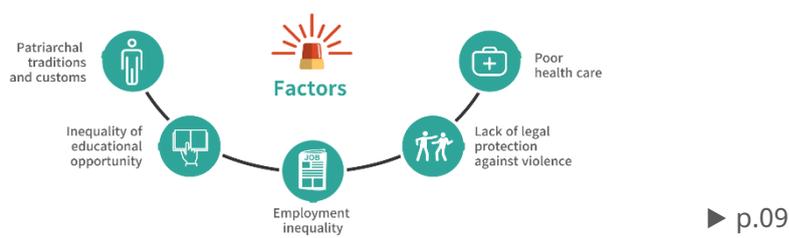
Though many women around the world are engaged in agriculture, women who own farmland account for only 13% of farmland owners.

● Time spent on unpaid work is three times longer than men:

Women spend on average three times longer hours than men in doing unpaid work. Most of them are devoted to housework (childcare and family support, cooking, cleaning, etc.), especially in poorer countries. Longer the hours spent on unpaid work, less the time they have for paid work, which is a major obstacle to women's advancement into society and improving their status.

3. Factors impeding gender equality

03. Factors impeding guarantee of gender equality



● Patriarchal traditions and customs:

In many countries around the world, under the slogan of 'protecting traditions and customs,' various patriarchal acts that restrain and control women and trample on human rights are prevalent. This power relationship causes gender division of labor within the family, social gender division of labor, and inequality.

● Inequality of educational opportunity

Many women around the world have fewer educational opportunities than men. One in four young women aged 15-24 have not graduated from primary school. About two-thirds of illiterate adults worldwide are women. Lack of education limits women's access to knowledge and information and robs women of opportunities to work for the future. Women with lower education levels are more likely to endanger themselves and their children's health or suffer from poverty.

● Employment inequality:

There are still gender stereotypes related to occupations in many countries. Although the participation rate of women has been steadily increasing worldwide, many employed women are concentrated in low-wage jobs such as production and sales. The belief that men will achieve greater results than women in higher-income professions is prevalent, which hinders women from entering the profession and increasing their income.

● Lack of legal protection against violence:

More than one billion women worldwide do not have legal protection against physical and sexual violence in the home. In 49 countries, there are no special mechanisms to protect women from violence.

● Poor health care:

In many nations, women receive lower-quality health care than men. It is difficult for women in underdeveloped nations to do contraception due to the lack of drugs and tools, and the poor medical environment puts women at risk of pregnancy and childbirth. Unhealthy women lose education and employment opportunities, suffer from chronic poverty, and their children often find themselves in a similar plight.

4. The goal of the international community is to ensure gender equality

04. The goal of the international community is to ensure gender equality

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| UN's Sustainable Development Goals 5.

'Guarantee of gender equality'

'Achieve gender equality and promote the rights and interests of all women and girls.'

▶ p.10

● 'Guarantee of gender equality' among the UN's Sustainable Development Goals:

The Sustainable Development Goals (SDGs) is an agenda of 17 goals that the UN General Assembly decided to achieve by 2030 in 2015. The fifth goal is 'Gender Equality,' and specifically aims to 'achieve gender equality and promote the rights and interests of all women and girls.'

04. The goal of the international community is to ensure gender equality



SDGs 5 Indicators

- 5.1 End all forms of discrimination against all women and girls everywhere.
- 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
- 5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
- 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- 5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.
- 5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
- 5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.
- 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

► p.11

● SDGs 5. Indicators

- 5.1. End all forms of discrimination against all women and girls everywhere.
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- 5.3. Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
- 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
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- 5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.
- 5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

5. The Most Important Things to Ensure Gender Equality



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05. The Most Important Things to Ensure Gender Equality

- Strengthening human rights education for women
- Guaranteeing women's 'education'
- Legal and institutional reforms

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► p.12

● **Strengthening women's human rights education:**

One of the most important causes of obstacles to gender equality worldwide is 'patriarchal traditions and practices.' Domestic violence by the power of the patriarchal power, early marriage by custom, and female circumcision, a harmful practice, are typical examples. To overcome this, continuous education for realizing gender equality should be mandatory for not only women but also all members of the community. Efforts to build awareness of gender equality through schools, families, and other communities must continue.

- **Guaranteeing women's 'education':**

Basic education for women, universal primary education, and various vocational training and literacy classes are needed. Educated women can lead healthier and more independent lives than uneducated women. Women who complete certain education and participate in economic activities can play a major role in the socio-economic growth of the country.

- **Reorganization of laws and systems:**

To correct gender inequality, it is essential to abolish laws and systems that hinder gender equality, and to prepare laws and systems that guarantee the status and rights of women. Currently, in 18 countries, husbands can legally block their wives' economic activities; in 39 countries, equal inheritance rights for daughters and sons are not legally protected; in some countries, women are not even allowed to leave the house without their husband's permission. In addition, many laws and institutions that threaten women's independent lives are undermining gender equality.

- Watch 'Gender equality empowers women and girls' video:

<https://youtu.be/nbhjXK2mMe8> (P13)

6. Efforts of the international community to ensure gender equality (1. Campaigns)

06. Efforts of the international community to ensure gender equality

| 1. Campaigns



'Each for Equal'

'Stand For Her Land'

'Poverty is Sexist'

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▶ p.14

- **'Each For Equal' campaign:**

'Gender equality in each place' (#EachforEqual) is a campaign launched on March 8, 2020, by the UN to commemorate International Women's Day. You can introduce how to break gender stereotypes and raise your voice to spread gender equality on social networking services (SNS); share it with the hashtag '#EachforEqual'.

- **'Stand For Her Land' campaign:**

This is a global campaign launched in 2019 to ensure the rights of women around the world to land and property. The campaign focuses on the fact that more than half the world's women cannot claim land and property rights equal to men, and advocates for women's property rights through the reform of laws and institutions.

- **'Poverty is Sexist' campaign:**

This campaign was launched under the slogan of 'Poverty is Sexist,' focusing on the impact of poverty on gender inequality. It focuses on improving the quality of life and improving the status of 'women from the poor in underdeveloped countries,' who live much poorer lives than men in the community. We are engaged in activities to guarantee education and medical services for women.

6. Efforts of the international community to ensure gender equality (2. International organizations)

06. Efforts of the international community to ensure gender equality

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| 2. International organizations

- 1) The international UN Women's Organization
- 2) The Global Fund for Women



▶ p.15

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● **The international UN Women's Organization** was launched in January 2011. In addition to 'elimination of discrimination against women' and 'improvement of women's rights and interests,' it is working with the goal of 'realizing gender equality in economic development, human rights, and security.' UN Women cooperates with civil society and provides technical and financial support to governments related to gender equality.

● **The Global Fund for Women** is a non-profit foundation funding activities to protect women's rights. Since 1988, over \$100 million in grants have been awarded to more than 4,000 organizations working to improve the status and rights of women in 170 countries.

6. Efforts of the international community to ensure gender equality (3. Various Ideas)

06. Efforts of the international community to ensure gender equality

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| 3. Various Ideas

- 1) 'Luminate'
International Women Engineer's Dream
- 2) 'Juneri'
Nepali fashion brand



▶ p.16

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● **International Women Engineer's Dream 'Luminate':**

It is common to see cases around us where a robot assembly kit is presented to a boy and a doll is given to a girl, and the toy formula according to gender is applied. Luminate is a company that makes 'Science, Technology, Engineering, and Mathematics (STEM) toys for girls' to break these stereotypes. Luminate provides assembly toys that incorporate mechanical engineering for girls to assemble dollhouses and miniature furniture on their own, as well as use electrical wiring and motors to light lamps.

- **Nepali fashion brand 'Juneri':**

One of the most important things for realizing gender equality is 'strengthening women's economic power.' Nepali fashion brand Juneri educates poor women on skills and provides jobs to help them become economically independent. Under the slogan of 'Nepalese made, for Nepalese, Nepalese brand,' Nepalese women learn sewing skills to produce products, and the profits are reinvested for women's education.

7. COVID-19 and Gender Equality Guarantee



▶ p.17

- **Coronavirus is a sexist virus:**

After COVID-19, women have experienced more severe gender inequality in various areas, from health and economy to safety and security. The global lockdown has significantly increased women's unpaid care work for children and the elderly, and the unstable women's labor market has been hit even harder. In addition, many women are confined within the home or community and are subjected to physical and sexual violence. In sub-Saharan Africa and the Middle East, the number of girls undergoing FGM has increased compared to pre-pandemic times.

- **Gender equality in the era of a pandemic:**

The international community and governments should put women and girls at the center of their COVID-19 response plans and all recovery policies, paying special attention to the crisis they face. In order to solve the various crises faced by women due to the pandemic, the international community, governments of each country, and local communities must cooperate.

8. To ensure gender equality for humankind (Brainstorm)



▶ p.18

What can we do to ensure gender equality around the globe?

- Emma Watson U.N. speech video: <https://youtu.be/rPIYUgZzIBc> (P19)