



Promoting Gender Equality

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Overview

- The framework for gender equality: The SDGs
- Dimensions of gender inequality:
 - Unpaid care and domestic work
 - Economy and labour force participation
 - Education and training

Framework: The SDGs



Framework: The SDGs

GOAL 5

Achieve gender equality and empower all women and girls



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

Goal 5: “Achieve gender equality and empower all women and girls”

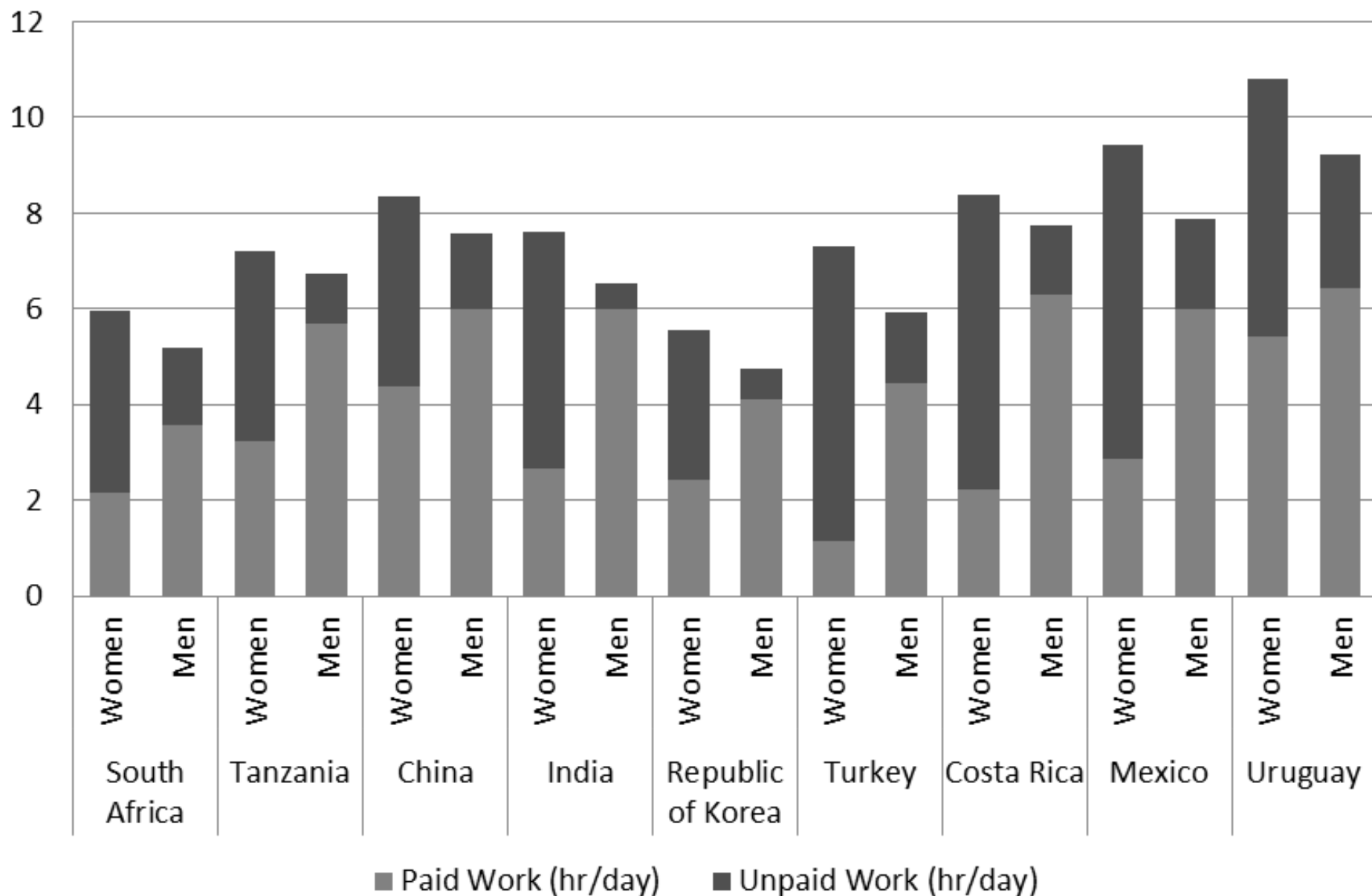
- Recognition that gender inequalities are **grounded in structural forces and institutions**
- Underlying deep **power inequalities**
- Underlying **discrimantory social norms**
- The goal allows governments to be held **accountable**

Target 5.4. on Unpaid Care Work”

“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”



Paid Work and Unpaid Care and Domestic Work, by sex



Target 5.4. on Unpaid Care Work”

- Social Norms: care as «natural responsibility of women»
 - Majority of paid care workers are women
 - 83% of paid domestic workers are women
 - 17,2 mio children are paid or unpaid domestic workers
 - 67,1% of child domestic workers are female
- (sources: UNDP 2015, «State of the world’s girls 2015)

Target 5.4. on Unpaid Care Work”

Women and girls disproportionately bear the costs of care. These include **opportunity costs**:

- forgone opportunities in education, employment and earnings,
- enjoyment of labour, social and political rights
- time available for other activities: education, doing homework or leisure

=> Reproducing gender inequality

Labour Markets and the Economy

- Goal 8: “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”
- Target 8.5: “By 2030, achieve **full and productive employment and decent work for all women and men**, including for young people and persons with disabilities, and equal pay for work of equal value”
- Target 8.7 “Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 **end child labour in all its forms**”

Labour Market and the Economy

- Opportunity costs of women and girls; Care is considered «private» hence, women's issues
- Consequences for the labour market:
 - «lagging behind» men and boys
 - Pushed into informal or vulnerable work
 - Penalized mothers for time for care
 - «patriarchal corporate culture»: Glass ceilings for women, long working hours, late meetings
 - Informal sector and women's labour force participation

Education and Training

- Goal 4: “Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all“
- Target 4.1 “By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes”
- 4.2 “By 2030, ensure that all girls and boys have access to **quality early childhood development, care and pre-primary education** so that they are ready for primary education”
- 4.3: “By 2030, ensure **equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university**”
- 4.A. Build and upgrade **education facilities** that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all
- 4.c “By 2030, substantially increase the supply of **qualified teachers...**”

Education and Training

*“Education in itself is **a human right**, but it also serves as **a gateway** that allows individuals to access and enjoy other human rights. Education **broadens the perspectives** of a girl about **the roles** that she can play; provides a key space (often the only space) for meeting peers, mentors and role models; and opens new spaces for an empowered girl to act in, reach out to and influence others”*
(Rao & Sweetman 2014)

Thank you for your attention!

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