

Equity and Equality in Women's Education

By

Dr. Meera Krishnappa



Empowering women isn't just the
right thing to do - it's the smart thing
to do.

— *Barack Obama* —

GOAL 5: GENDER EQUALITY



SUSTAINABLE
DEVELOPMENT GOALS



Our mission: To end all forms of discrimination against women and girls and to advance gender equality as a driver of economic growth and sustainable development.

Empowered lives.
Resilient nations.

KEY PROBLEMS

Women have **lower rates of employment** than men, and are **paid less for the same job**.



Stereotypical gender roles and traditions such as **early marriage** continue to harm girls.



Women-headed households are more vulnerable to **poverty**.



Women have **less access to decision-making positions** than men.





SDG 5: GENDER EQUALITY

The goal of SDG 5 is to achieve gender equality and empower all women and girls



WHAT?



1 End discrimination against all women and girls



2 Eliminate violence against all women and girls



3 Eliminate all harmful practices such as child marriage



4 Recognize and value unpaid care and domestic work



5 Ensure women's participation and leadership in decision-making

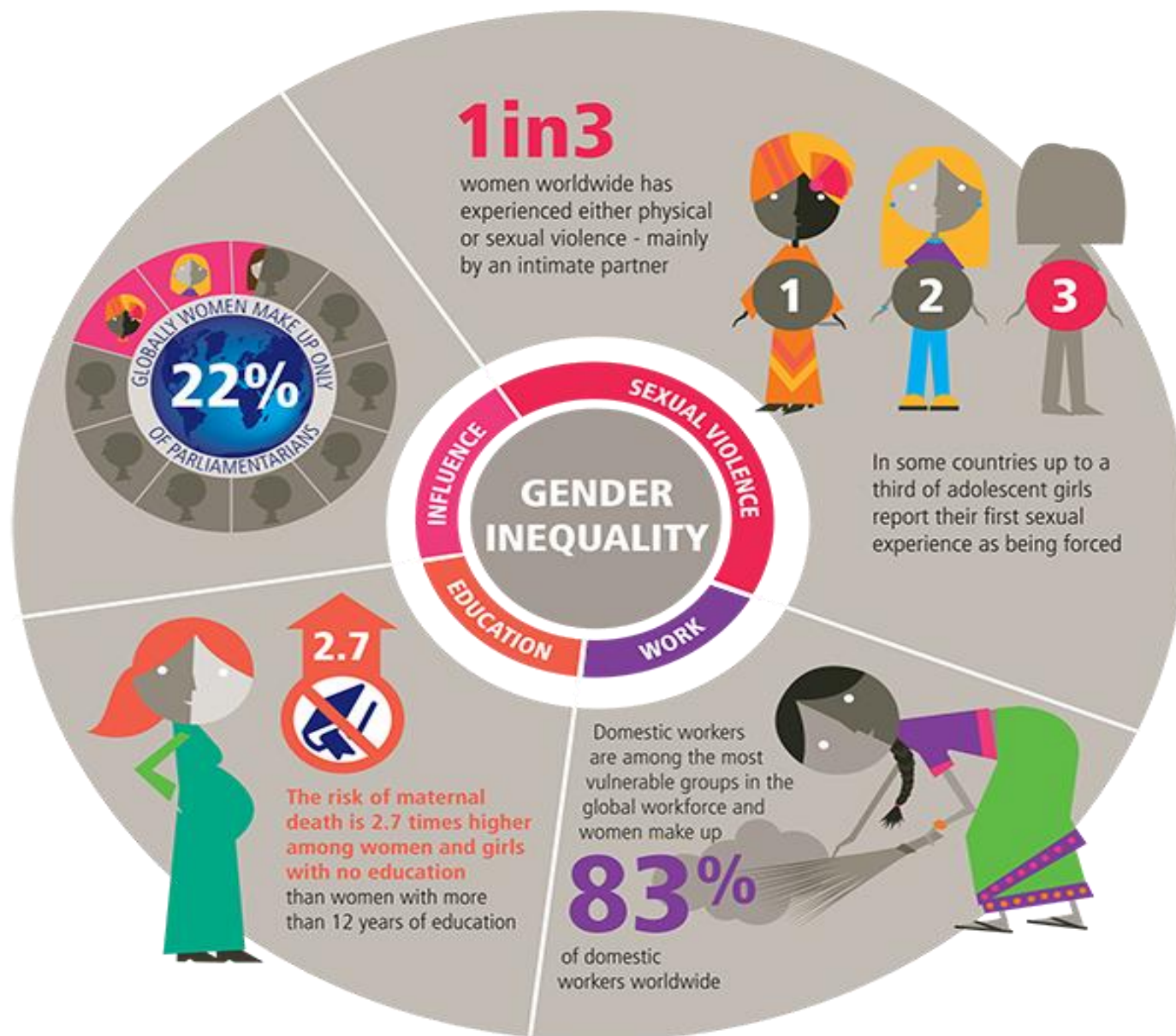


6 Ensure universal access to sexual and reproductive health and rights

Causes of Gender Inequality

- Patriarchy
- Discriminatory fosterage of children by parents
- Illiteracy
- Sociocultural & religious influence







Methodology

- Survey and Data collection based on questionnaires.
- A sample survey of 100 women was conducted in the city of Bangalore.
- The sample consisted of the following:
Housewives, Unmarried Working Women,
Married Working Women and Widows

Sample Distribution

No.	Sample	Size	Percentage
1	Housewives	25	25
2	Unmarried Working Women	30	30
3	Married Working Women	30	30
4	Widows	15	15
	Total	100	100

Demographic Details (1)

Sl. No.	Age Group	Number
1	18-25	20
2	25-35	35
3	35-45	30
4	45-55	15
	Total	100

Demographic Details (2)

Educational Qualification	Number
Not even SSLC	06
SSLC & PUC	33
Graduate	52
Post Graduate	09
Total	100

Responses to Questionnaire 1

- 75% of the women did not own property.
- 65% were not financially independent as they gave their salaries either to their spouses/father.
- 20% did not possess a PAN card.
- 70% did have a bank account of which 30% had a joint account with spouse/son/daughter/parent.
- All were registered voters with bonafide voter ids.
- Hardly 40% had taken any initiative or leadership.
- About 35% had dependents – children/parents.
- 52% were graduates while 33% had either passed SSLC or PUC. 9% had completed their post graduation whereas 6% had not completed schooling.

Responses to Questionnaire 2

- 82% of the sample had experienced gender discrimination.
- 85% felt that they were not paid as much as their counterparts.
- Most statements elicited a strong negative response.

EQUAL EDUCATION UNEQUAL PAY

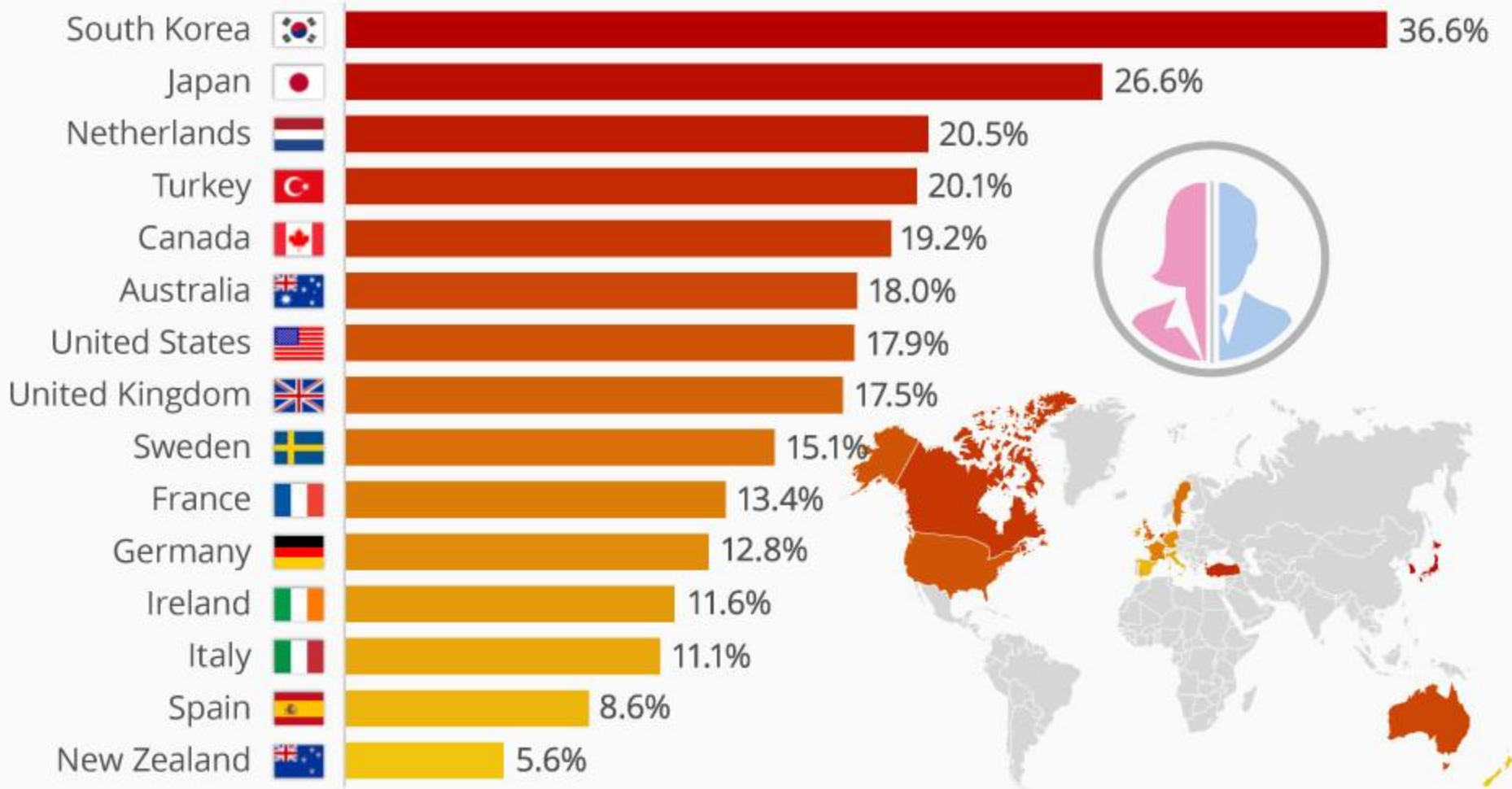


Gender Equality

Women work **70%** of the world's working hours, yet earn only **10%** of the world's income.

The Gender Pay Gap In Developed Nations Visualized

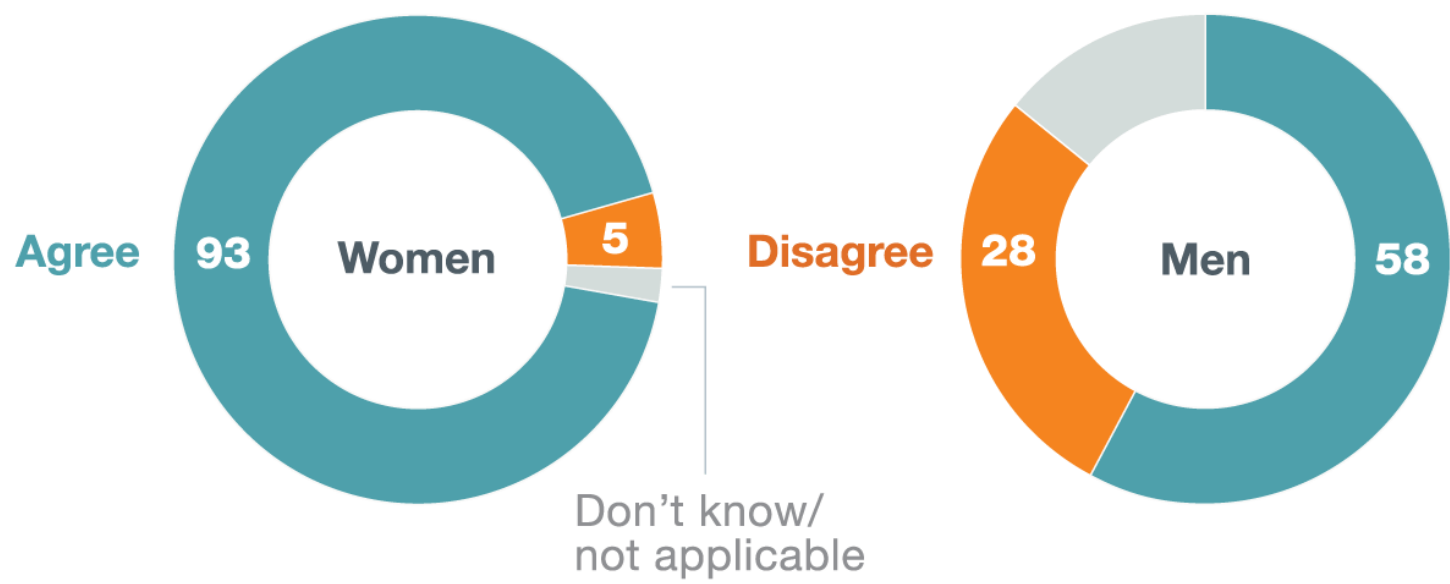
% difference in full-time earnings between men/women in selected OECD nations*



Fewer men acknowledge the challenges female employees face at work.

% of respondents¹

“Even with **equal skills and qualifications**, women have much more difficulty reaching top-management positions.”

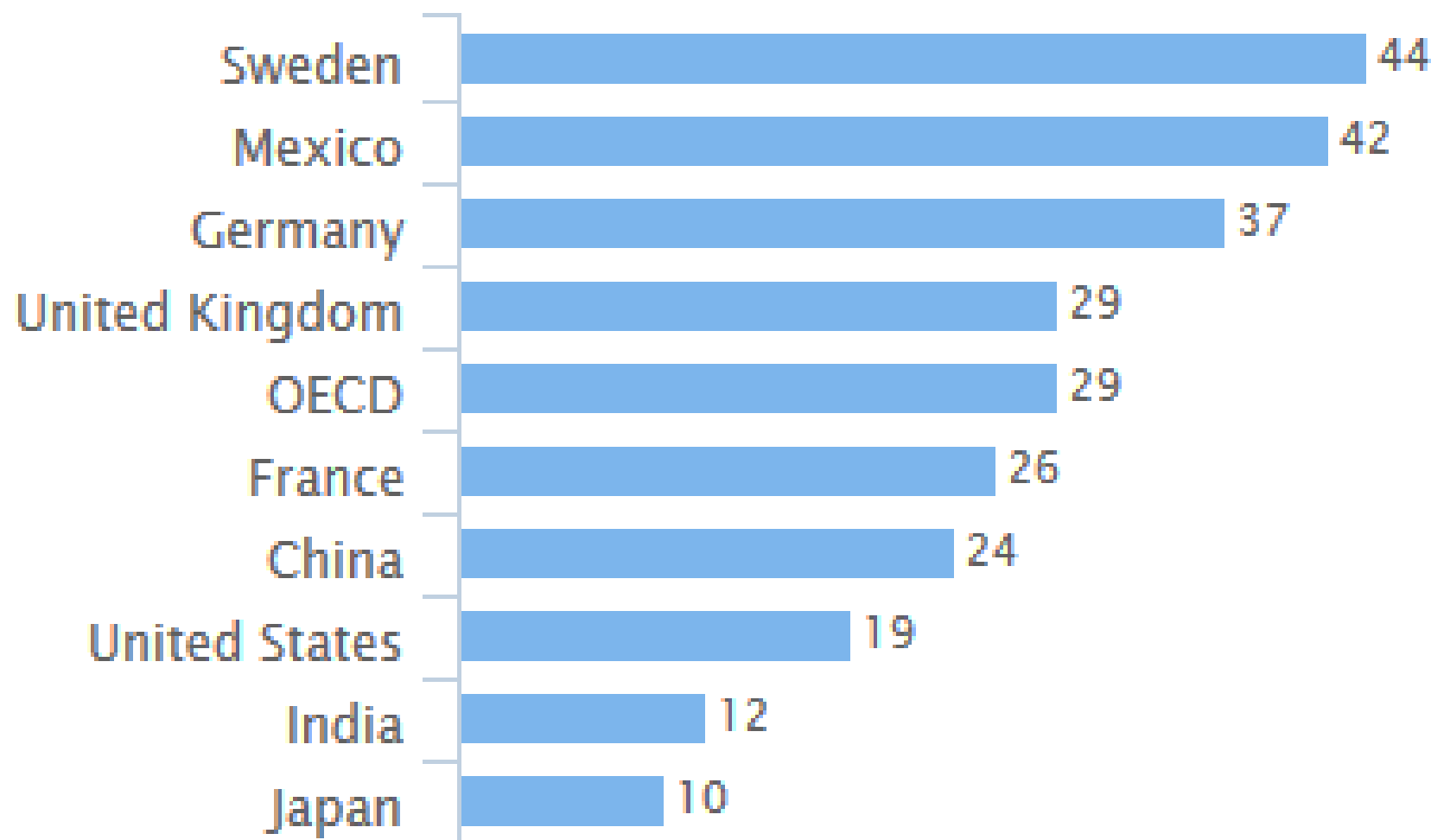


¹Responses for “strongly agree” and “agree” are combined, as are those for “strongly disagree” and “disagree.” Female respondents = 797; male = 624.

Source: 2013 McKinsey Global Survey of 1,421 global executives on gender diversity

» Women a minority in most parliaments

% of parliamentary seats held by women



Data Source: [OECD Gender Data Portal](#)



88%

Highest:
Tanzania

Female labour
participation rate



13%

Lowest:
Syria



41%

Companies with
women on boards
outperform those with
none by 41% in return
on equity, 56% in
operating results



56%

Female power

There are more women in the workforce
than ever before – but their percentage
in the boardrooms is still skewed

Women
make up:



66%

of UAE's government
workers, and...



60%

of university
degrees in America
and Europe



80
YEARS

until global
gender pay
gap is closed

UAE

is first country
in Arab world to
require women be
on company
boards

GENDER EQUALITY PRINCIPLES

1. EMPLOYMENT AND COMPENSATION

Eliminating discrimination in recruitment, hiring, pay, and promotion

2. WORK-LIFE BALANCE AND CAREER DEVELOPMENT

Enabling work-life balance and supporting educational, career, and vocational goals

3. HEALTH, SAFETY, AND FREEDOM FROM VIOLENCE

Securing the health, safety, and well-being of women workers

4. MANAGEMENT AND GOVERNANCE

Proactive efforts to recruit women; equitable participation in management

5. BUSINESS, SUPPLY CHAIN, AND MARKETING PRACTICES

Maintaining ethical standards and prohibiting exploitation

6. CIVIC AND COMMUNITY ENGAGEMENT

Promoting participation in civic life and encouraging the participation of women

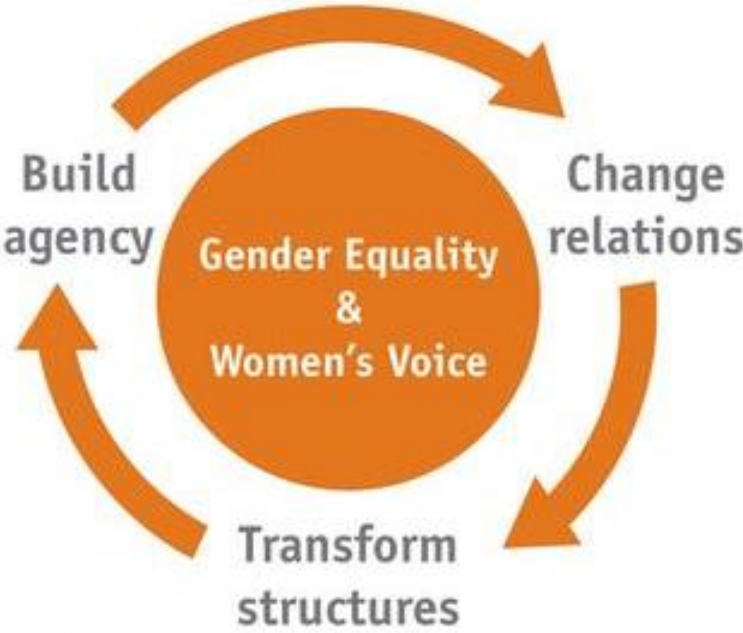
7. LEADERSHIP, TRANSPARENCY, AND ACCOUNTABILITY

Expressing a public commitment to these Principles throughout the organization

Achieving Gender
Equality requires the
engagement of Men,
Women, Boys and Girls. It's
Everyone's
responsibility!



Building confidence, self-esteem and aspirations (non-formal sphere) and knowledge, skills and capabilities (formal sphere).



The power relations through which people live their lives through intimate relations and social networks (non-formal sphere) and group membership and activism, and citizen and market negotiations (formal sphere).

Discriminatory social norms, customs, values and exclusionary practices (non-formal sphere) and laws, policies, procedures and services (formal sphere).

Gender equality not only liberates women but also men from prescribed gender stereotypes.

Emma Watson

How is Gender Equality measured?

While no single measure fully captures gender equality, gaps in equality between men and women are examined with measures in four basic areas⁽⁷⁾:



**Economic Participation
and Opportunity**

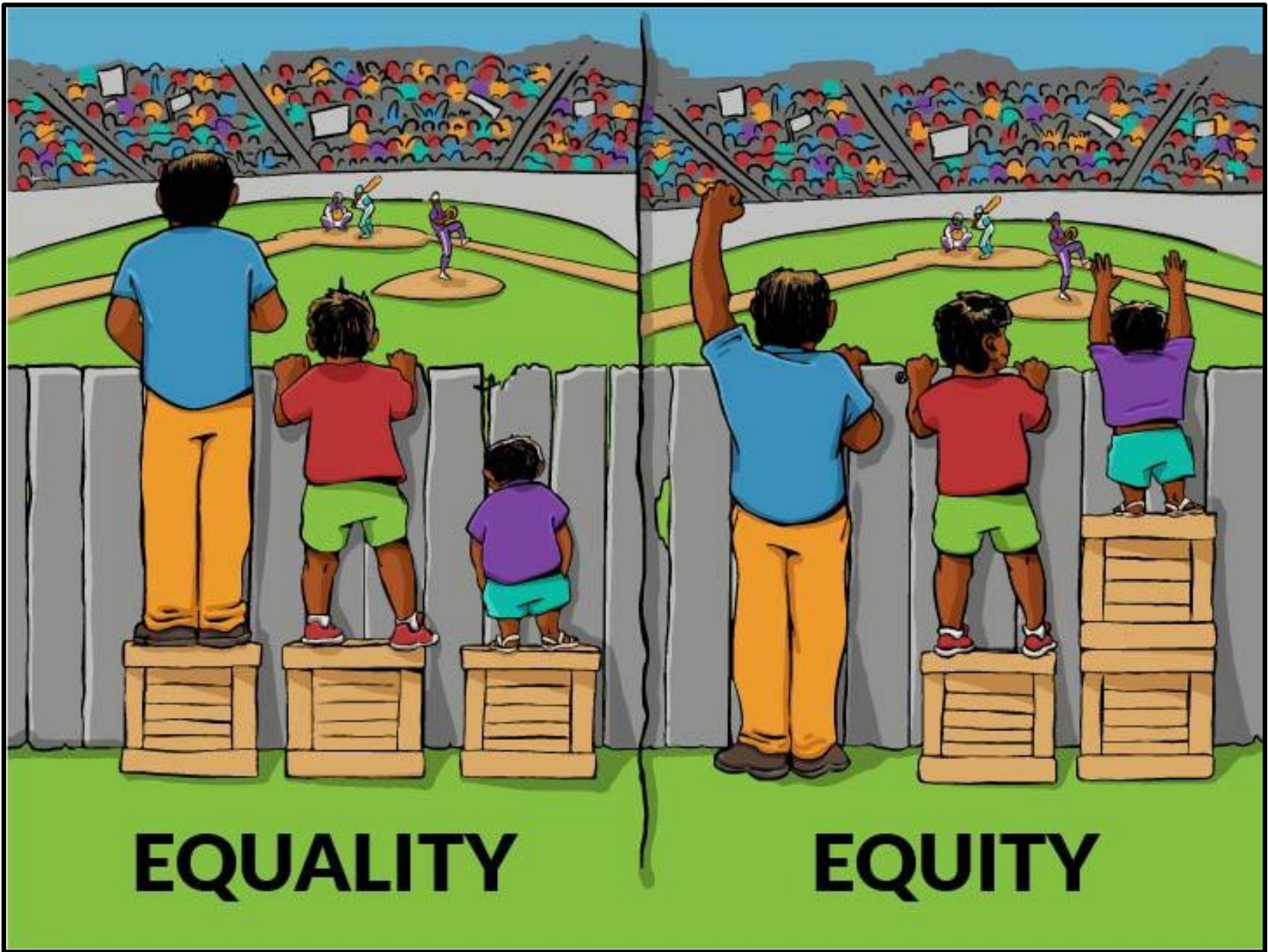
Educational Attainment

Health and Survival

Political Empowerment

EQUALITY VERSUS EQUITY

- Equality refers to sameness.
- Equity is concerned with fairness; with the removal of bias and the injustice and inequality that results from it.
- While equality is considered the basis for gender justice or equity in spheres such as education, this position does not extend to gender justice or equity in health because of the confounding influence of biology.
- Equality of health outcomes can in fact be a marker for gender *in*justice because it may indicate that women's particular biology-linked needs are not adequately recognised (Sen, George, Ostlin 2002)



GENDER EQUITY

- Gender equity is the **process** of being fair to women and men.
- To ensure fairness, strategies and measures must often be available to compensate for women's historical and social disadvantages that prevent women and men from otherwise operating on a level playing field.
- Equity leads to equality.

Gender equity leads to gender equality

GENDER EQUALITY

GENDER EQUITY

Engaging men and boys

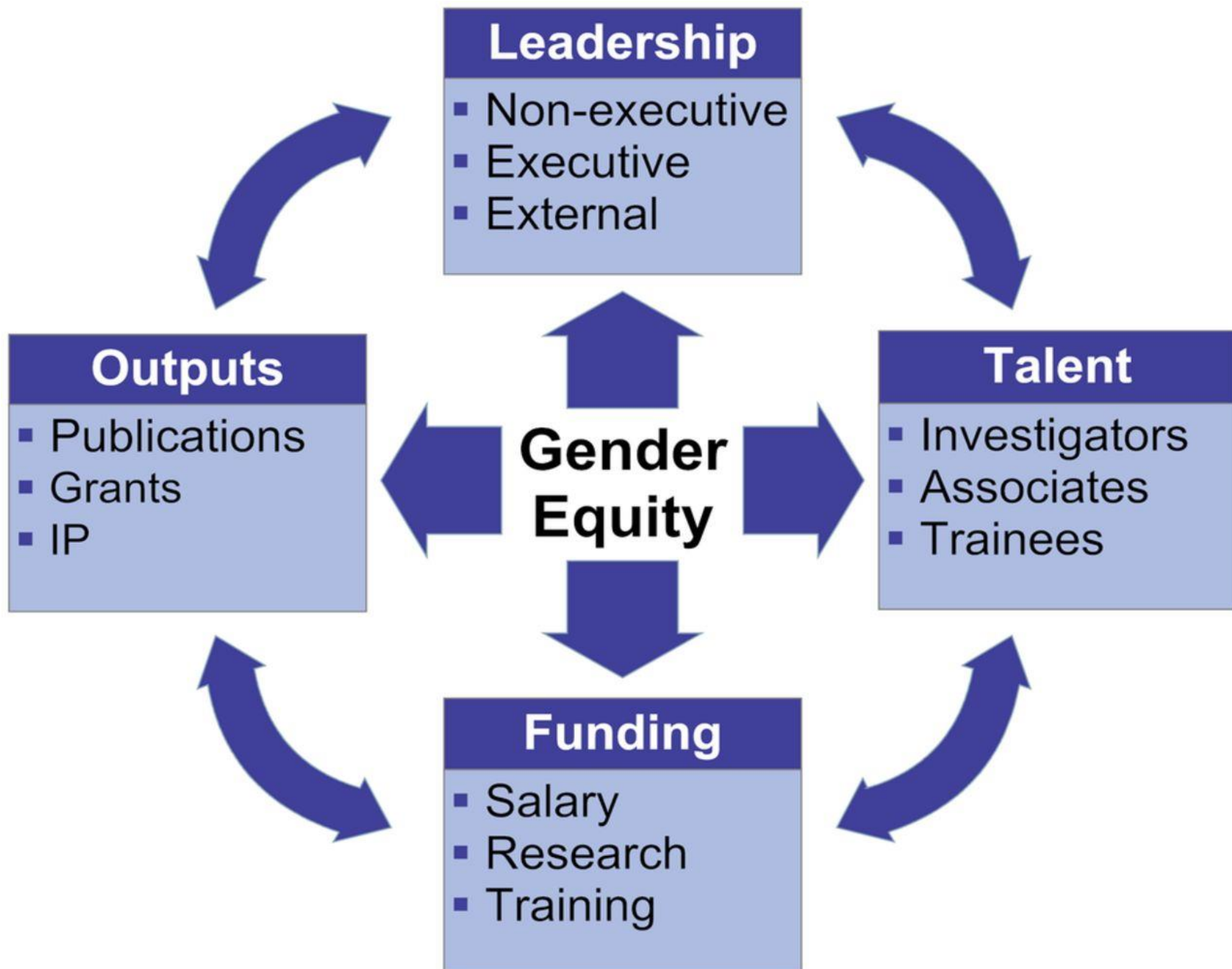
equal access to social provisions

equal treatment before the law

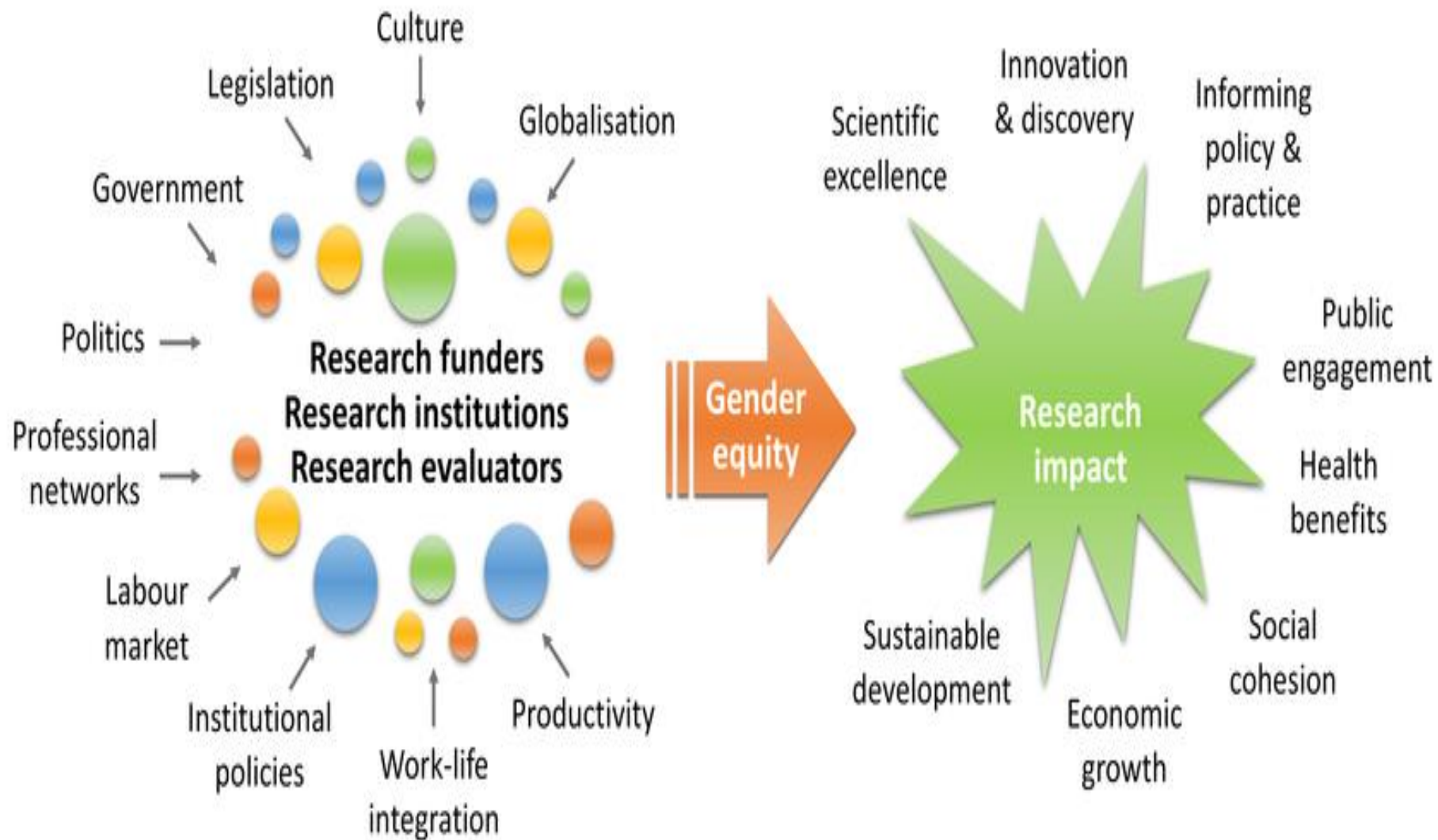
Equal access to education

Women's empowerment & girls' leadership is a critical aspect of promoting gender equality

Quota for female representatives







**WE NEED TO MAKE
EQUAL PAY AND EQUAL
OPPORTUNITY FOR
WOMEN AND GIRLS
A REALITY SO WOMEN'S
RIGHTS ARE HUMAN
RIGHTS ONCE AND
FOR ALL.
HILLARY CLINTON**



Conclusion

- Education can play an important role in redefining gender norms.
- Empowered women contribute to the health and productivity of whole families and communities and to improved prospects for the next generation.
- Gender Sensitivity must become part and parcel of the education system right from school to Institutes of Higher Education.
- Legal and Social Awareness of Women's Rights must be made mandatory for all sections of society through aggressive campaigns by the government, NGO's and other agencies.
- The Judiciary, The Police Force and all public sector companies must sensitize the men to women's issues.
- Films and Books must stop portraying stereotypes for women.

“We have to free half of the human race, the women, so that they can help to free the other half.” – Emmeline Pankhurst



*Thank
you*

