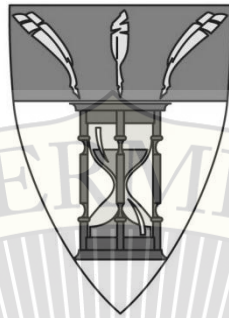


Les travaux personnels du Lycée Ermesinde Mersch



Gender equality

UN women

Doench Lena

Classe : 5TEC3

Tuteur : Van Riel Jessica

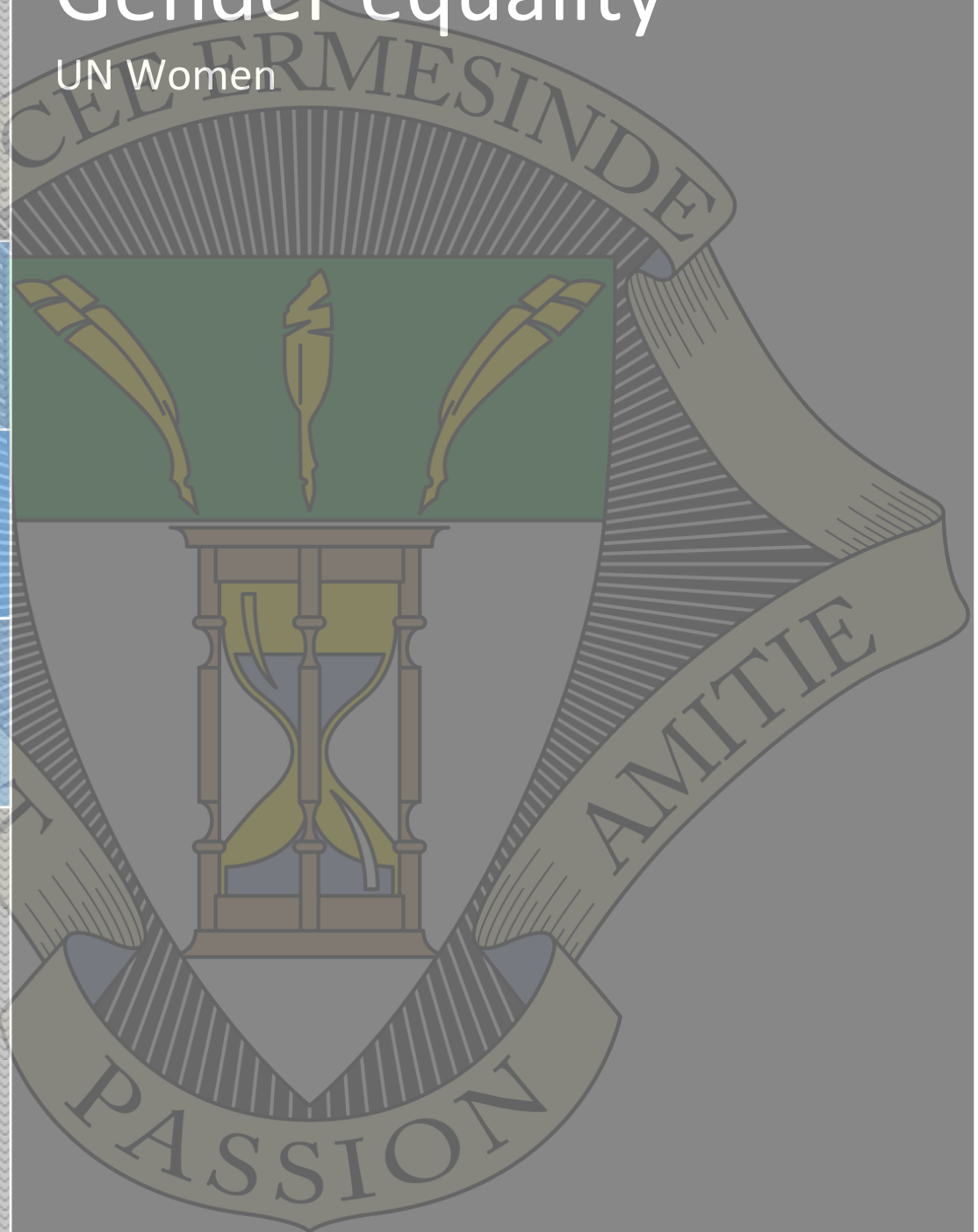
Semestre : 1

Avril 2015

2015

Gender equality

UN Women



Index

1. Introduction
2. Definition of gender equality
3. Gender equality in Luxemburg
 - 3.1 The equality of opportunities for women and men at the workplace
 - 3.2 Wage differentials
 - 3.3 A slow but steady rise in the national employment rate of women
 - 3.4 Some important legislations
 - 3.5 Political empowerment
 - 3.6 Education
 - 3.7 Gender equality now
4. Gender equality in Iceland
 - 4.1 The first nationally elected female President
 - 4.2 The first female prime minister
5. Gender equality in Ghana
 - 5.1 The general rights
 - 5.2 Women and their rights in economy, education and health
 - 5.3 Result
6. Gender equality in India
 - 6.1 Women have the duty to sacrifice themselves
7. The Top-20 gender countries
8. Global Gap Gender
 - 8.1 Computation
 - 8.2 Appearance of a report
9. World Women's conference
10. UN Women
 - 10.1 Management
11. Her for She Champagne
12. Conclusion
13. Swell
14. Appendix

1. Introduction

I decided to take this theme, because I always knew that we have equal rights in Luxemburg, but I would like to know if the rest of the world also has equal rights for women and men. With this personal project, I hope to find out a little bit more about this theme.



2. Definition of gender equality

Gender equality, also known as, **gender egalitarianism**, **sexual equality** or **equality of the genders**, refers to the view that men and women should receive equal treatment, and should not be discriminated against based on gender, unless there is a sound biological reason for different treatment. This is the objective of the United Nations Universal Declaration of Human Rights, which seeks to create equality in law and in social situations, such as in democratic activities and securing equal pay for equal work.

3. Gender equality in Luxembourg

3.1. The equality of opportunities for women and men at the workplace.

In Luxembourg 54.6% of the women have a job, compared with 72.6% of the men. The number of children in care, whose responsibility generally falls to the women, is one of the major factors of this difference. The higher the number of children is, the weaker the activity rate. On the other hand, the education level can adjust this difference. The more qualified the women are, the higher their chance to have a job.

The paper also emphasizes the unemployment among women. Between the age of 25 and 54, women are likely to become unemployed twice as much than men. In 2006, the unemployment rate is 3.6% for men, compared with 6.3% for women.

3.2. Wage differentials

In Luxembourg, we also see a difference in wage levels. There is a difference of 20 % between the monthly wages of men and women. The average gross wage of men is 3,939€, compared to 3,168€ earned by women. Almost 23% of women earn less than 2,000 € per month and that compared with 10 % of their male counterparts.

2004, when we had just 15 countries in the European Union, was Luxembourg in gender equality in a bad position. Luxembourg was in the eleventh place, before Belgium, Spain, Greece and Italy.

3.3. A slow but steady rise in the national employment rate of women.

It was between 1907 and 1970 when the employment rate of women remained around 28%, but as from the eighties, it has increased tremendously from 41.7% in 1988 to 58.2% in 2006.

There is also another encouraging point; it is the fact that women, even if they are still underrepresented at the managers' level, increase their share. In just fifteen years, the women's **went** from 12% to 23% to hold a **management** position.

Despite great changes and legislation on equal treatment of women and to the same wages in the area of labor and employment, are we still far away from real equality.

3.4. Some important legislations:

- The approved amendment of Article 11 of the Constitution on June 21, 2006, which enshrines the principle of equality between men and women in the legal framework of the state;
- The adoption in 2005 of the Act on the naming of children;
- The acquisition on June 3, 2004, the law on collective labor relations that emphasizes the principle of equal pays for men and women in employment contracts;
- The adoption of the Violence Protection Act of 8 September 2003;

3.5. Political empowerment

The right to vote, women have had since 1919. But it has aversion to introduce quotas in order to improve the participation of women in politics. In the political parties and parliament, women and under-represented progress in representation of women remain in the political life made has been slow. Unfortunately, fewer women were re-appointed as a minister. 2004 in the Government just very few women hold positions at the highest level in diplomacy.

3.6. Education

According to a study in 2006, the proportion of young women aged 20 to 24, who have completed at least upper secondary education that was higher than the corresponding figure for men. It has found out that women were more better in the areas of health and social services, education, languages , literary work, life sciences, social sciences, business and law then men.

3.7. Gender equality now

The gender equality in Luxemburg changed not very much since 2006. We stand on the 28 place in the Global Gap Gender. We have also more women with no job than men, and men are also not always but often better paid then woman. Also when they have the same job. But the women slowly begin to fight against that and had also success.

4. Gender equality in Iceland

The Scandinavian countries dominate the equality ranking for years; Iceland is for the fifth year in the top of the rankings, closely followed by Norway, Finland and Sweden.

When we look at the Icelandic results we see, that the women in Iceland had done as much as anywhere else especially in the area of political participation. Because 40 percent of members of parliament and half of the ministerial posts are held by women, but also because men are more include in the education of the children as in other countries'. In addition, that in 20 of the last 50 years was a woman head of state of Iceland in Iceland have both men and women the same rights, they have equal pay and respect each other. Iceland had also the first nationally elected female president and the first female prime minister.

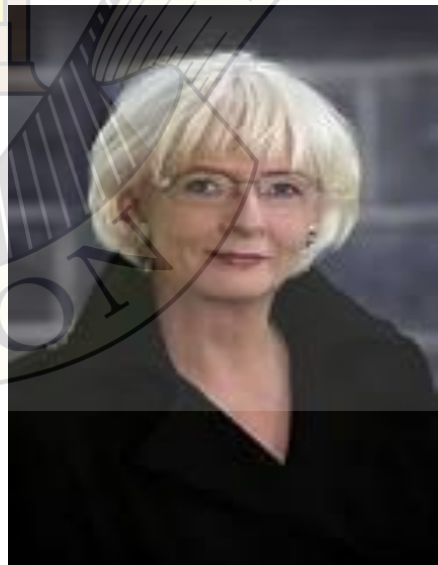


4.1. The first nationally elected female President

Vigdis Finnbogadóttir became the fourth President of the Republic of Iceland. Vigdis was the first woman in the world, who had the choice to be democratically elected Head of State. She was elected for President in 1980 and she stepped down in 1996. She plays an important role for Icelanders of all ages. Vigdis often remains active in public life and in the International community.

4.2. The first female prime minister in Iceland.

The first female prime minister was Jóhanna Sigurðardóttir. She became prime minister in 2009. Jóhanna had been also the minister of Social Affairs and Social Security from 2007-2009.



5. Gender equality in Africa

Africa is the continent with the least equal rights.

The women in Africa are disadvantaged like in many other countries, above all in the countries to the south of the Sahara. The women there pursue about 70 %-80 % of the agriculture unpaid. While her men work less and have, nevertheless, a paid-up job.

Most men in Africa believe that the women should continue a tradition: they should bear their children, look after them, have to do the housework and work in the fields that they have no right on education and a paid-up job.

Moreover, it is expected there that if one or both parents die the girl must break off the school to look after the brothers and sisters , this is not required by the boys.

5.1. The general rights

In spite of her achievements African women are still discriminated and disadvantaged.

The strict sedate complicate to them the access to economic resources, property, country and rights.

The women who can work or may work , work mostly in the informal sector and have no right on a minimum wage or maternity protection.

The limited rights of the women also touch the basic human rights.

Some examples:

- Eight of ten working women receive neither a wage or an official salary.
- Only 1 percent of the agricultural usable area hears women in Africa, although 80 percent of all food are produced by them. (VENRO)
- Although women lead 48 percent of the small and middle companies and put 70 percent of all manpower in the agriculture, they receive less than 10 percent of the loans for little companies. (ONE)

5.2. Woman and their rights in economy, education and health

Women play a crucial role in the politics of Africa, their engagement is very important for the health service and the civil society. However, her juridical unequalization complicates to them the access to social and economic resources.

If a juridical equalization of women and men would exist in Africa the huge positive effects on the social development of Africa would be that women would have the same access to education, to tools, seeds, fertilizer and loans like men. The economic yields could increase around up to 22 percent.

Moreover, the corruption rate would be the lower, the greater the women's portion is in the parliament and 80% of all deaths by pregnancies or birth could be avoided if women would have access to the easiest health services.

5.3. Result:

All citizens and female citizens of Africa should receive the equal rights, protection and chances. Because only like this women can also take an equal role within her municipalities and national economies.



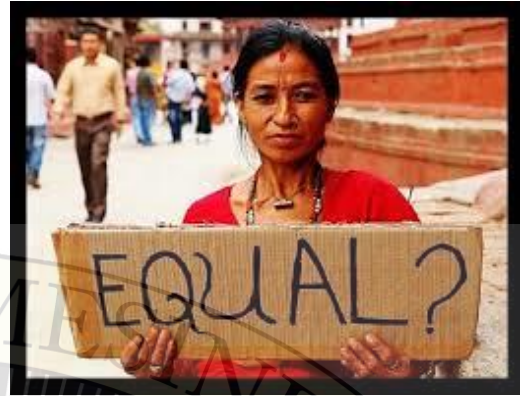
If one could reach this it would be a good politics assume which makes sure that women participate politically that they receive access to loans and that they can own property and acquire.

The support of the rights of women would also be positively on the poverty, then there would be a considerable reduction of the poverty.

The equal rights of women and men must be anchored as a firm component by politics and economy, prioritize and legally.



6. Gender equality in India



India is the country with the least equal rights.

India lies in the equal rights even behind Afghanistan, Somalia and Saudi Arabia.

As in most poorer countries are the women also in India suppressed and hit.

Though the equal rights of women are established in the Indian constitution, however, the reality looks different.

Indians are already suppressed from the moment of the birth, most female babies are even carried off, because women and girls are valid in India as inferior.

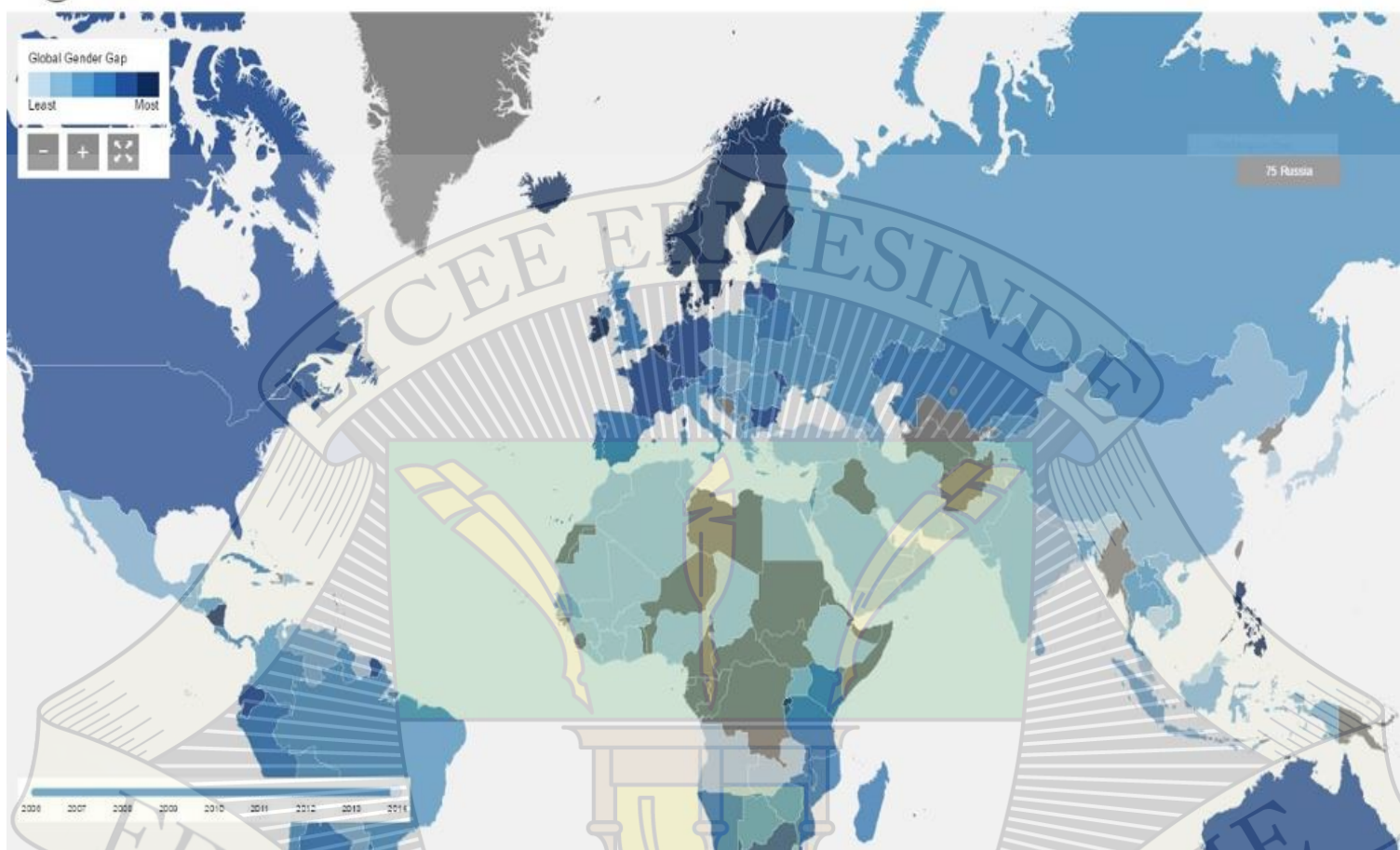
In spite of new laws and women's right movements which should protect the rights of women the female gender becomes in India increasingly downgraded.

6.1. Woman have the duty to sacrifice themselves

The women in India know since they are small that they are unimportant for the Indian men, for these men they are just a worthless object. They are educated with faith that they must be absolutely obedience compared with the male gender and that they are worthless as long as they don't bear a son.

The results of it is that these women will be just concentrated to her son and not to her daughter. The son is idolized from small in, because it will be he who brings prosperity to the family by marriage.

However, girls are seen as burdens they cost only money, which is why her right on education is often refused to them. They must slave at home, until they have found, finally, a husband for them.



7. The Top-20 gender equal countries

- | | |
|-----------------|------------------|
| 1. Iceland | 13. New Zealand |
| 2. Finland | 14. Netherlands |
| 3. Norway | 15. Latvia |
| 4. Sweden | 16. France |
| 5. Denmark | 17. Burundi |
| 6. Nicaragua | 18. South Africa |
| 7. Rwanda | 19. Canada |
| 8. Ireland | 20. USA |
| 9. Philippines | |
| 10. Belgium | |
| 11. Switzerland | |
| 12. Germany | |

8. Global Gender Gap Report

The Global Gender Gap report is every year newly appearing report of the World Economic forum which analyses the equalization of the genders in the areas of Economy, education, politics and health.

They consider with the help of the index - values of the different nations, the relative disadvantage of women in the different sub ranges.

8.1. Computation

The Global Gender Gap index examines the gaps within a country to find out to the index of the level of development of a country. He values results, for example, the women's portion in top positions and not basic conditions like the length of the leave to have a baby.

Worldwide gender Gap index is calculated from 14 indicators to four basic areas:

Economic equalization. (Economic Participation and Opportunity) by the job market, (participation Gap), the remuneration gap (remuneration Gap) and the top positions gap (advancement Gap) based on:

To occupation shares.

To income differences with the same activity.

Income situation of women to men.

Shares in top positions.

Access to education, (Educational Attainment).

Relation of the basic school education.

Relation of the higher education.

Relation of the university education.

Relation of the alphabetization rates.

Health and life expectancy, (Health and Survival).

Gender relation of the born.

Life expectancy.

Political participation (Political Empowerment)

Shares of the female parliamentarian .

Shares of the female minister.

Portion of the female heads of state during the last 50 years.

8.2. Appearance of a report Example: Luxembourg

Luxembourg

Gender Gap Index 2014

Rank

28

(out of 142 countries)

Score

0.733

(0.00 = inequality, 1.00 = equality)

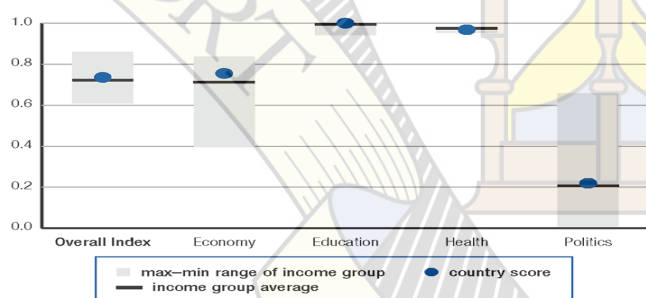
Key Demographic and Economic Indicators

GDP (US\$ billions).....	42.28
GDP (PPP) per capita (constant 2011, international \$).....	86,587
Total population (millions).....	0.54
Population growth (%).....	2.28
Overall population sex ratio (male/female).....	0.99

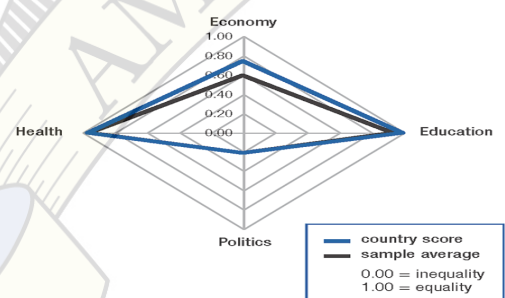
Country Score Card

	Rank	Score	Sample average	Female	Male	Female-to-male ratio	
ECONOMIC PARTICIPATION AND OPPORTUNITY..... 29		0.753	0.596				
Labour force participation.....	61	0.83	0.67	62	75	0.83	Female-to-male ratio
Wage equality for similar work (survey).....	22	0.74	0.61	—	—	0.74	
Estimated earned income (PPP US\$).....	1	1.00	0.53	40,000	40,000	1.00	
Legislators, senior officials and managers.....	98	0.23	0.27	19	82	0.23	
Professional and technical workers.....	83	0.86	0.65	46	54	0.86	
EDUCATIONAL ATTAINMENT..... 1		1.000	0.935				
Literacy rate.....	1	1.00	0.87	99	99	1.00	Female-to-male ratio
Enrolment in primary education.....	1	1.00	0.94	93	91	1.02	
Enrolment in secondary education.....	1	1.00	0.62	88	85	1.04	
Enrolment in tertiary education.....	1	1.00	0.88	19	17	1.11	
HEALTH AND SURVIVAL..... 106		0.968	0.960				
Sex ratio at birth (female/male).....	122	0.93	0.92	—	—	0.93	Female-to-male ratio
Healthy life expectancy.....	80	1.04	1.04	73	70	1.04	
POLITICAL EMPOWERMENT..... 45		0.212	0.214				
Women in parliament.....	37	0.40	0.25	28	72	0.40	Female-to-male ratio
Women in ministerial positions.....	38	0.36	0.20	27	73	0.36	
Years with female head of state (last 50).....	64	0.00	0.20	0	50	0.00	

Country score within income group



Country score vs sample average



	OVERALL		ECONOMIC PARTICIPATION		EDUCATIONAL ATTAINMENT		HEALTH AND SURVIVAL		POLITICAL EMPOWERMENT	
	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score
Gender Gap Index 2014 (out of 142 countries)	28	0.733	29	0.753	1	1.000	106	0.968	45	0.212
Gender Gap Index 2013 (out of 136 countries)	21	0.741	7	0.816	1	1.000	85	0.972	51	0.176
Gender Gap Index 2012 (out of 135 countries)	17	0.744	7	0.815	43	0.996	85	0.972	39	0.193
Gender Gap Index 2011 (out of 135 countries)	30	0.722	25	0.745	1	1.000	67	0.974	48	0.167
Gender Gap Index 2010 (out of 134 countries)	26	0.723	22	0.751	1	1.000	67	0.974	49	0.167
Gender Gap Index 2009 (out of 134 countries)	63	0.689	73	0.638	1	1.000	80	0.973	57	0.144
Gender Gap Index 2008 (out of 130 countries)	66	0.680	75	0.613	1	1.000	76	0.973	58	0.135
Gender Gap Index 2007 (out of 128 countries)	58	0.679	78	0.606	1	1.000	74	0.973	50	0.135
Gender Gap Index 2006 (out of 115 countries)	56	0.667	76	0.560	1	1.000	71	0.973	44	0.135

Trend 2006–2014



9. World Women Conference

The world women conference is an event on the subject Women which is carried out all five years by the United Nations.

The first world woman's conference took place under the management of Kemal Ataturk in Istanbul,

However, the first right world woman's conference took place in the first international year of the women in 1975 in Mexico - town. At that time 133 countries took part in it to discuss gender equality, developments and peace.

The world woman's conference already took place in the following countries:

Mexico – town /1975: 133 countries

Copenhagen /1980: 145 countries

Nairobi/ 1985: 157 countries

Peking/ 1995: 189 countries

This conference took place under the motto "action for equal rights, development and peace". Particularly the traditional and cultural understanding of women's rights was discussed there violently and controversially. Besides, a support catalogue which was dismissed so-called action platform which later came out.

In this catalogue the states undertook to promote the equalization of the genders in all areas of the society (i. e. politics, economy and society), to protect the rights of the women, to fight against the poverty of women, to pursue power against women as an injury of human rights, and to diminish sex-specific differences in the health care and in the education system.

To be able to supervise the whole one, a department was furnished with the United Nations for the support of the woman.

10. UN Women

United Nations Entity for Gender Equality and the Empowerment of Women



UN Women was founded the 2nd of July 2010. It's an organization founded by the United Nations, which unites the work of four formerly separate units of the UN system.

Four units of the UN system:

- Division for the Advancement of Women (founded 1946)
- United Nations Development Fund for Women, UNIFEM, (founded 1976)
- International Research and Training Institute for the Advancement of Women (founded 1976)
- Office of the Special Adviser on Gender Issues and Advancement of Women (founded 1997)

Their job :

UN Women has to fill two important roles.

On the one hand it should help the system of the United Nations to reach the account about her Commitment with regard to the gender equalization and to grasp worldwide progress in this direction and, on the other hand, it should stand to interstate institutions like the Commission on the status of women with the formulation of politics, global standards and norms aside, help member states by technical and financial support in the implementing this standard and co-operate with the civil society.

10.1. Management

In the beginning was UN Women under the direction of Michelle Bachelet, a former pediatrician and present Chilean president. Bachelet's successor is the South African politician Phumzile Mlambo - Ngcuka since the 19th of August, 2013. Michelle still plays as a Former Executive Director of UN Women an important role.



Michelle Bachelet
Born: 29th of September, 1951
Santiago de Chile, Chile
Party: Partido Socialista de Chile
Period of office: Since 11. March 2014

Phumzile Mlambo – Ngcuka
Born: 3rd of November, 1955
Transkei, South Africa
Party: Congress of the People

UN Women works increasingly on these five subjects:

- Support and participation of women in leadership positions in economy and politics;
- Ending of the power against women
- Improvement of the economic situation of women
- Participation of women in all aspects of peace politics and security policy
- Equalization of the genders by national development, planning and budgeting

11. HeForShe Campagne



HeForShe is a campaign which was founded on the 20th of September, 2014 on behalf of the United Nations of UN Women. HeForShe would like to draw the attention increasingly to the suppression of the women.

HeForShe
UN Women Solidarity Movement
for Gender Equality

The campaign should move men and boys in addition to exert itself more for the women and girls and to treat them immediately in socially as well as cultural areas and of course also in all other areas.

The men and boys should support the women and girls and promote their potential.

By now HeForShe plays a crucial role for the equal rights, because make themselves thanks to the campaign now already more than hundred thousand of men and boy for the women's rights strong. Even stars as Matt Damon, Barack Obama, Eddie Redmayne, Douglas Booth, Logan Lerman, Russell Crowe and Emma Watson the already Un Women Worldwide goodwill Ambassador is make themselves strong for HeForShe and equal rights.

Emma Watson made even a speech about equal rights and HeForShe in a meeting of the United Nations.

Over the past four months, HeForShe has been the subject of more than 1.2 billion conversations on social media. HeforShe would like that one billions men and boys are involved in the equal rights and women's rights during the next months.

They would like to reach this by actions on the social media.

Men joining the campaign are counted through online and mobile phone technology activations, and urban and rural events.

Their stories are being shared and captured to inspire others to follow suit.

In Luxembourg 98 men and boys support HeForShe , but that's not a lot for our population.

Most support comes from America with 62,226 men and boys for HeForShe.



Douglas Booth



Eddie Redmayne



Logan Lerman

12. Conclusion

I find my chosen subject very interesting, and I am happy that I wrote my project about this theme. I also hope that I could give you an understanding of the equal rights and that you now know how important the equal rights are for every human.

I learned a lot about equal rights in addition. For example, the equal rights are not only for the women, gender equality is men's issue too. Men and women should be accepted like they are. Men and women should feel free to be strong and men and women should feel free to be sensitive.

We must stop defining others and are ourselves by what we are and start defining each other by who we are ,if we can reach this then we can all be free of self-doubts and condemnations.

“Be the change that you wish to see in the world.”

- Mahatma Gandhi

13. Swell

http://en.wikipedia.org/wiki/Gender_equality

<http://en.jobs.lu/genderequality.html>

<http://www.sueddeutsche.de/panorama/gleichstellungsbericht-des-weltwirtschaftsforums-islands-frauen-als-vorbilder-1.1803763>

www.althingi.is/pdf/wip/Stepping_stones.pdf

<http://www.gesichter-afrikas.de/gender/gender-in-ghana.html>

[http://www.focus.de/panorama/welt/gewalt-benachteiligung-unterdrueckung-indien-das-frauenfeindlichste-land-der-welt aid 890433.html](http://www.focus.de/panorama/welt/gewalt-benachteiligung-unterdrueckung-indien-das-frauenfeindlichste-land-der-welt_aid_890433.html)

<http://reports.weforum.org/global-gender-gap-report-2014/>

[http://de.wikipedia.org/wiki/Global Gender Gap Report](http://de.wikipedia.org/wiki/Global_Gender_Gap_Report)

[http://de.wikipedia.org/wiki/UN Women](http://de.wikipedia.org/wiki/UN_Women)

<http://www.heforshe.org/Strategy/>

<http://www.heforshe.org/#take-action>



14. Appendix

Videos

https://www.youtube.com/watch?v=AP075_9svCA

Video about Gender equality

<https://www.youtube.com/watch?v=p-iFl4qhBsE>

Emma Watson speech for HeForShe

Quotation of Gender Equality

Emma Watson

Both Men and Women should feel free to be sensitive. Both Men and Women should feel free to be strong ... It is time that we all perceive gender on a spectrum not as two opposing sets of ideals

- Emma Watson / 2014 UN Women speech

It is time that we all see gender as a spectrum instead of two sets of opposing ideals. We should stop defining each other by what we are not, and start defining ourselves by who we are.

- Emma Watson / 2014 UN Women speech

Men – I would like to take this opportunity to extend your formal invitation. Gender equality is your issue, too!

- Emma Watson / 2014 UN Women speech



Matt Damon

It's an objective fact, that if you want to solve some of these huge, kind of bigger problems of extreme poverty, you have to include the women. They're the ones who will get it done.

- Matt Damon / Actor

Ban Ki-moon

Violence against women and girls is a global problem it harms women, families, communities and societies.

We can only stop it by working together women and men!

- Ban Ki-moon / UN secretary General

HeForShe has signed up fathers who want to raise empowered daughters ; leaders who know their societies will be stronger when there are as many women in parliament and in business as men...

- Ban Ki-moon/ UN secretary General



Barack Obama

Lifting women up lifts up our economy and lifts up our country ...

We've got to make sure that somebody is standing up for them!

- Barack Obama / President of the United States of America



Where women are full participants in a country's politics or economy, societies are more likely to succeed.

- Barack Obama / President of the United States Of America

Ellen Page

I don't know why people are so reluctant to say they're feminists. Could it be any more obvious that we still live in a patriarchal world when feminism is a bad word?

- Ellen Page / Actress

Prince Harry

This is not just about women; we men need recognize the part we play, too. Real men treat women with dignity and give them the respect they deserve.

- Prince Harry / Prince of the United Kingdom

