



SDG 05: GENDER EQUALITY



Marketing
Gate

End extreme poverty. Fight inequality and injustice. Fix climate change. Whoa. The Global Goals are important, world-changing objectives that will require cooperation among governments, international organizations and world leaders. It seems impossible that the average person can make an impact. Should you just give up?

No! Change starts with you!

On 1 January 2016, the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development — adopted by world leaders in September 2015 at an historic UN Summit — officially came into force.



The graphic features a large circular logo on the left composed of 17 colored segments, each representing a goal. To its right, the text "Sustainable Development Goals" is written in a white, sans-serif font, with "COLLABORATION PLATFORM" in a larger, bold, white, sans-serif font below it. The main body of the graphic is a grid of 17 colored squares, each containing a goal number, its name, and a white icon. The goals are arranged in four rows: the first three rows have five goals each, and the fourth row has two goals. The central goal, Goal 11, is highlighted with a white background and contains the text "THE GLOBAL GOALS For Sustainable Development" along with a smaller version of the circular logo.

1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 
6 CLEAN WATER AND SANITATION 	7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 
11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 			
13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	16 PEACE AND JUSTICE STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 

Goal 05: Facts and figures

- About two thirds of countries in the developing regions have achieved gender parity in primary education.
- In Southern Asia, only 74 girls were enrolled in primary school for every 100 boys in 1990. By 2012, the enrolment ratios were the same for girls as for boys;
- In sub-Saharan Africa, Oceania and Western Asia, girls still face barriers to entering both primary and secondary school.
- Women in Northern Africa hold less than one in five paid jobs in the non-agricultural sector. The proportion of women in paid employment outside the agriculture sector has increased from 35 per cent in 1990 to 41 per cent in 2015.
- In 46 countries, women now hold more than 30 per cent of seats in national parliament in at least one chamber.



GOAL 05: Targets

- End all forms of discrimination against all women and girls everywhere;
- 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;
- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation;
- 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;
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life;
- 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;
- 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;
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women, and
- 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.



MEN ARE FROM **EARTH**

women are from earth



DEAL WITH IT!



ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

BEFORE COVID-19

DESPITE IMPROVEMENTS,
FULL GENDER EQUALITY
 REMAINS UNREACHED



FEWER GIRLS ARE FORCED INTO EARLY MARRIAGE
 ...
 MORE WOMEN ARE IN LEADERSHIP ROLES

COVID-19 IMPLICATIONS

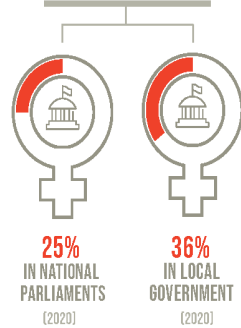
LOCKDOWNS ARE INCREASING THE RISK OF
VIOLENCE AGAINST WOMEN AND GIRLS



CASES OF DOMESTIC VIOLENCE
HAVE INCREASED BY 30%
 IN SOME COUNTRIES

WOMEN
MUST BE REPRESENTED FAIRLY
 IN PANDEMIC-RELATED LEADERSHIP ROLES

WOMEN REPRESENT



WOMEN ARE ON THE FRONT LINES
 OF FIGHTING THE CORONAVIRUS



WOMEN ACCOUNT FOR 70%
 OF HEALTH AND SOCIAL WORKERS



WOMEN BEAR ADDITIONAL HOUSEHOLD BURDENS
DURING THE PANDEMIC

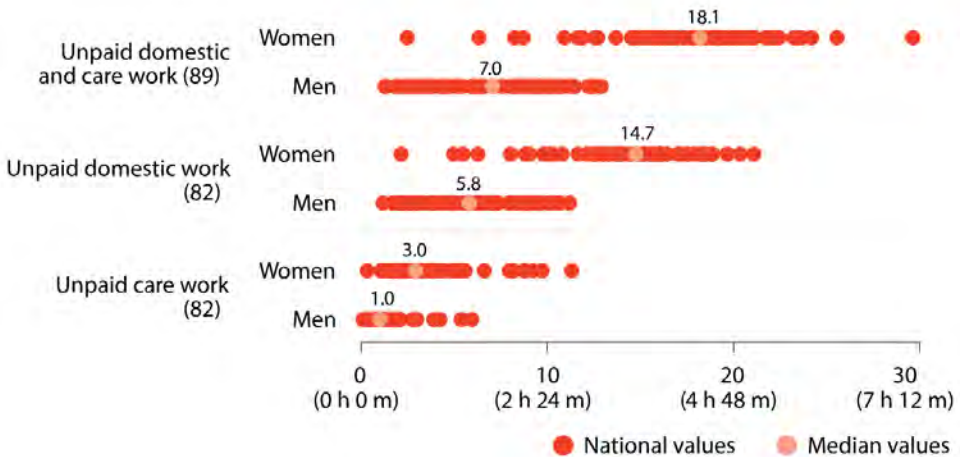
↓ ↓ ↓
WOMEN ALREADY SPEND ABOUT THREE TIMES AS MANY HOURS
IN UNPAID DOMESTIC AND CARE WORK AS MEN

In an average day, women spend about three times as many hours in unpaid domestic and care work as men, according to the latest data from 89 countries and areas between 2001 and 2018.

Time spent in these activities tends to be even higher for women with young children at home. In roughly 75 per cent of countries with trend data, a small decrease has been observed in the time spent by women on unpaid domestic and care work compared with that spent by men.

The COVID-19 crisis is radically changing how people, particularly women, spend their time – often with a negative impact on their well-being.

Proportion of time spent on unpaid domestic and care work, women and men, 2001–2018 (latest available) (percentage of time spent per day)



Note: The figure reflects available data for 89 countries and areas over the period 2001–2018. The number of countries and areas represented in each type of unpaid work is indicated in parentheses.

A poll conducted in 17 countries shows that both women and men are taking more responsibility for household chores and the care of children and family during the lockdown, but the majority of work continues to fall on women and girls, reflecting a pre-pandemic pattern.

Gender Equality



\$1

The average full-time weekly wage for a woman is

18.2%

less than a man's.

82c



In 2009-2010, average superannuation payouts for women were **just over half (57%)** those of men.



• **\$198,000**
average super
payout for men



• **\$112,600**
average super
payout for women

WOMEN ON THE BOARDS OF ASX 200 LISTED COMPANIES HAS GROWN FROM



8.3% in 2010 to **18.6%** in 2014



1 in 3

women aged 15 years & over have experienced physical violence in the last five years



1 in 4

women have experienced physical violence since the age of 15



1 in 5

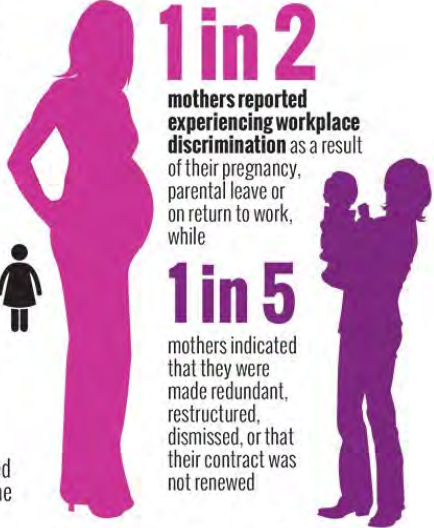
women have experienced sexual violence since the age of 15

1 in 2

mothers reported experiencing workplace discrimination as a result of their pregnancy, parental leave or on return to work, while

1 in 5

mothers indicated that they were made redundant, restructured, dismissed, or that their contract was not renewed



92%



70%



52%

Mothers spend more than twice as many hours each week looking after children compared to fathers



8hrs, 33mins
per day for
mothers



3hrs, 55mins
per day for
fathers

Australian women account for:

- ▶ 92% of primary carers for children with disabilities
- ▶ 70% of primary carers for parents
- ▶ 52% of primary carers for partners



Domestic and family violence is the leading preventable cause of death, disability and illness in women aged 15 to 44 yrs.

MAJOR EVENTS IN PAY GAP HISTORY

1938

Fair Labor Standards Act advocates minimum wage regardless of sex.

1941

America's involvement in World War II required 7 million women to replace the jobs of men who went off to war. This involved anything from riveting in factories to playing baseball.

1963

Equal Pay Act of 1963 made it illegal to pay women lower rates for the same job strictly on the basis of their sex.

1973

Pittsburgh Press Co. v. Pittsburgh Commission on Human Relations Supreme Court bans sex categorizing in employment ads. Employment ads prior to this published identical jobs by gender with different pay scales.

2009

Lilly Ledbetter Fair Pay Act Prevents pay discriminated by allowing a person to file a complaint with the government against their employer within 180 days of their last paycheck. This Act is named after Lilly Ledbetter who was paid 15-40% less than her male counterparts.



Women work

**2/3 OF THE WORLD'S HOURS
YET EARN 1/10**

of the world's income!

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YouABLE

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Erasmus+ Programme
of the European Union



**DEMOCRACY DOES
NOT GUARANTEE
EQUALITY OF
CONDITIONS - IT
ONLY GUARANTEES
EQUALITY OF
OPPORTUNITY.**

Irving Kristol

PICTUREQUOTES.COM

ADDRESSING GLOBAL INEQUALITIES

THE CHALLENGE



29,000

About 29,000 children die each day, most from easily preventable health problems²



800 MILLION

Around 800 million people go hungry in the world every day¹

Unequal opportunities, social injustice and discrimination and prejudice produce widespread inequalities by gender, ethnicity, educational background and other characteristics. These inequalities are revealed, for example, in different job and earnings prospects across people's lives.



1,400

1,400 women will die today, as they do every day, from illnesses related to pregnancy and childbirth which are easy to diagnose and treat³



20%



15%



10%

There are pronounced income inequalities across the world and these are widening in many countries. For example, in the US the wealthiest 1% of the population now takes 20% of all income before tax, compared to around 15% in the UK and around 10% in Sweden⁴



£45m

Our research led Cadbury to switch to Fairtrade cocoa and invest £45 million in cocoa growing communities

HOW WE ARE TACKLING IT

335

Around 335 academic staff and PhD students are working at The University of Manchester to address global inequalities

Our employment expertise has informed the European Commission, the European Parliament and the United Nations' International Labour Office



We work with Age Concern UK and local governments, including Manchester City Council, to inform policy and service delivery for ageing societies.



Our insight into humanitarian efforts and technologies has influenced Médecins Sans Frontières, Save the Children, Handicap International and the Red Cross and Red Crescent, and has been recognised by the British Academy.



“Achieving gender equality requires the engagement of women and men, girls and boys. It is everyone’s responsibility.”

BAN KI-MOON



“Whatever the question, women are part of the answer” —Gloria Steinem

Increased participation has always been the answer to inequality.
By removing barriers to women and girls’ access to technology,
we enable the creativity, innovation, connection and ideas necessary
to move us towards a just and equitable future.

➔ INVEST IN EQUALITY



WOMEN MAKE UP **HALF** OF THE WORLD'S POPULATION AND YET REPRESENT

70% OF THE WORLD'S POOR.

64%

OF ILLITERATE ADULTS ARE WOMEN.



{ THAT'S **2 OUT OF 3** }

Women work **2/3 of the world's hours** yet earn **1/10 of the world's income.**



VIOLENCE



ONE IN FOUR WOMEN is physically or sexually abused during pregnancy.

Globally, **NEARLY 40%** of murders of women are committed by an intimate partner.

EVERY DAY, **39,000 GIRLS** ARE FORCED INTO EARLY MARRIAGE.

THAT'S **27 GIRLS** A MINUTE

INCLUSION & PARTICIPATION

Women make up only **21.9%** of Parliamentary seats, and **8%** of the world's executives.

95% of countries have a male head of state.



More than **100** countries have laws on the books that restrict women's participation in the economy.



WOMEN IN POWER = GREATER OPPORTUNITIES FOR GIRLS' EDUCATION, HEALTH, AND EQUALITY

GENDER INEQUALITY

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



4 Recognize and value unpaid care and domestic work



2 Eliminate violence against all women and girls



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



3 Eliminate all harmful practices such as child marriage



6 Ensure universal access to sexual and reproductive health and rights





ANY SERIOUS SHIFT TOWARDS SUSTAINABLE SOCIETIES HAS TO INCLUDE GENDER EQUALITY

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You  **ABLE**