

# Gender Inequities

*THE SITUATION; THE OUTLOOK*

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# Topics

- Demography
- Two Studies
- Issues
  - *Access to health care*
  - *Pay and employment*
  - *Education*
  - *Violence*
  - *STD*
- Progress

# Two Primary Studies

- Future of Women's Issues, Millennium Project ,  
Millennium 2015
- The Global Gender Gap, World Economic  
Forum, Oct. 2009
- The UN Millennium Goals
- Beijing +15 (Reports for the United Nations Economic  
Commission for Europe)

# Demography

## Bare facts to remember:

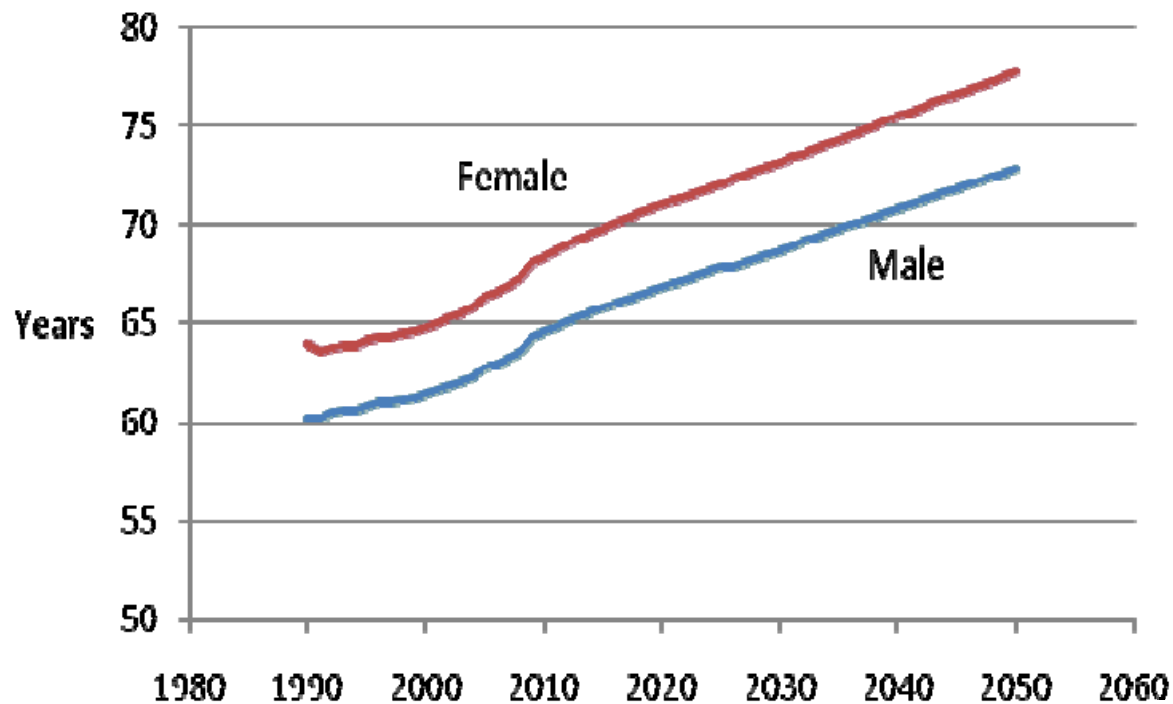
- Birth rates are dropping almost everywhere .
- Life expectancy is increasing; therefore, the percent of older age population is increasing.
- Population growth rate is slowing.
- Nevertheless, population will grow from present 6.8 billion to 9.2 billion by 2050- a 35% increase
- That means to hold every per capita measure (e.g. food, education, health expenditures, etc.) at today's level, food, education and health will have to grow by 35%.

# Demography (con't)

- Doubling time: about 60 years.
- Time constant is long: the people who will be 50 years old in 2059 have already been born.
- Poorer countries are growing faster than richer countries
- Some rich countries are now worried about population implosion and are enacting population growth incentives.
- China has 20% of world population; India will become the country with the highest population in the next decade.
- Women live much longer than men.

# Demography (con't)

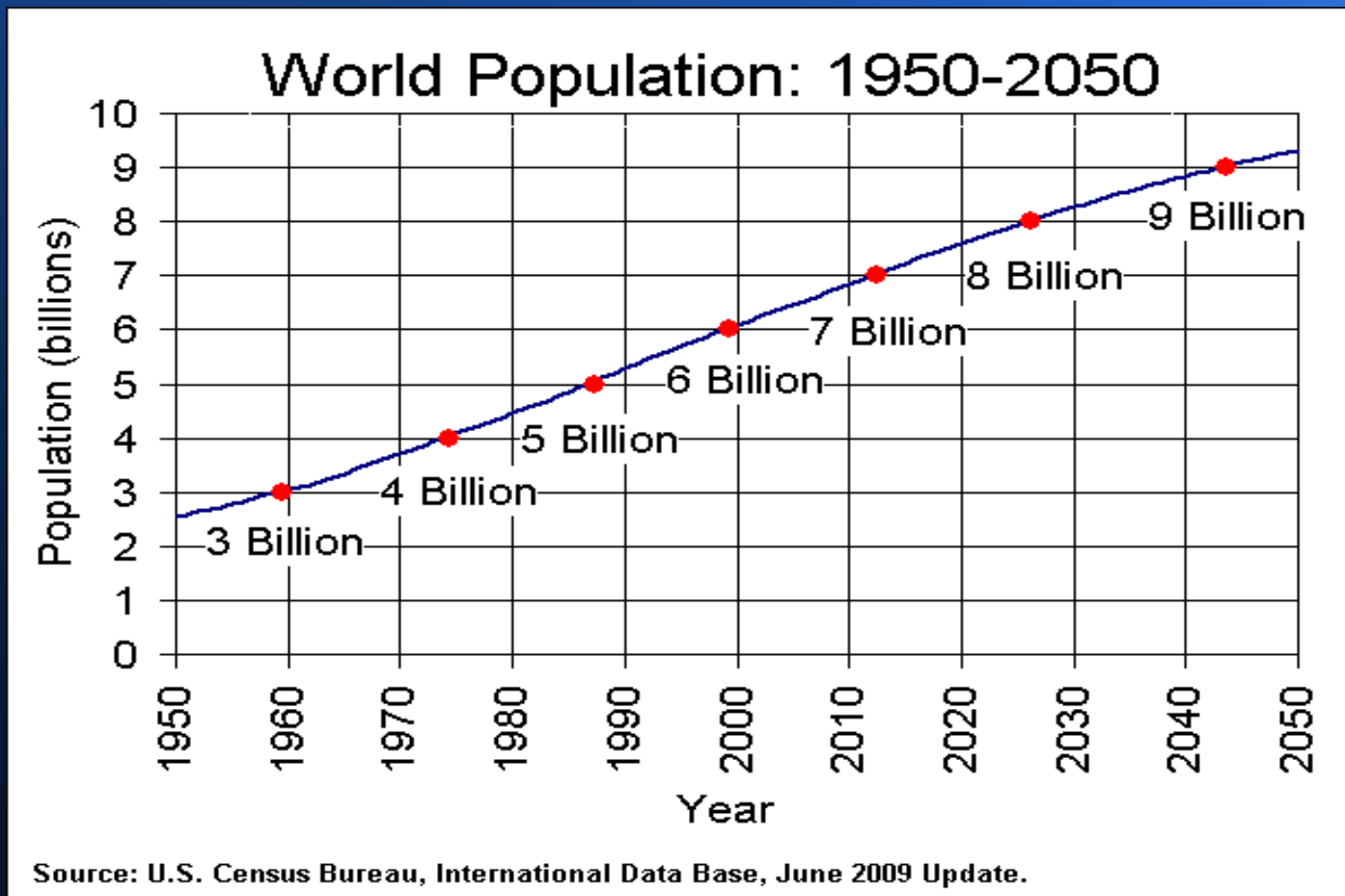
## Life Expectancy



There are future events that may change this picture:

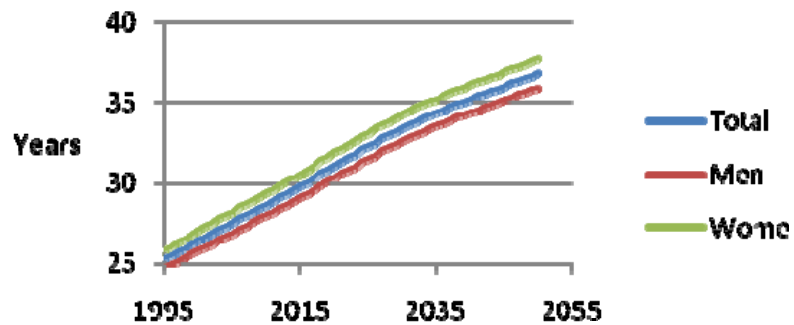
- medical breakthroughs
- transhumanism
- health care in poor countries
- suicide patterns
- disease cures

# Demography (con't)

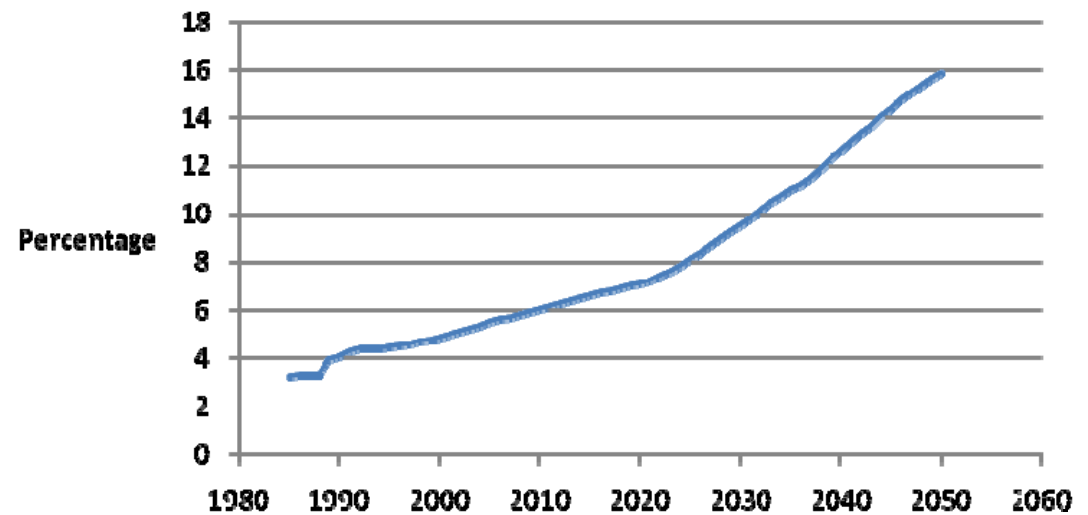


# Demography-Aging

## World Population Median Age



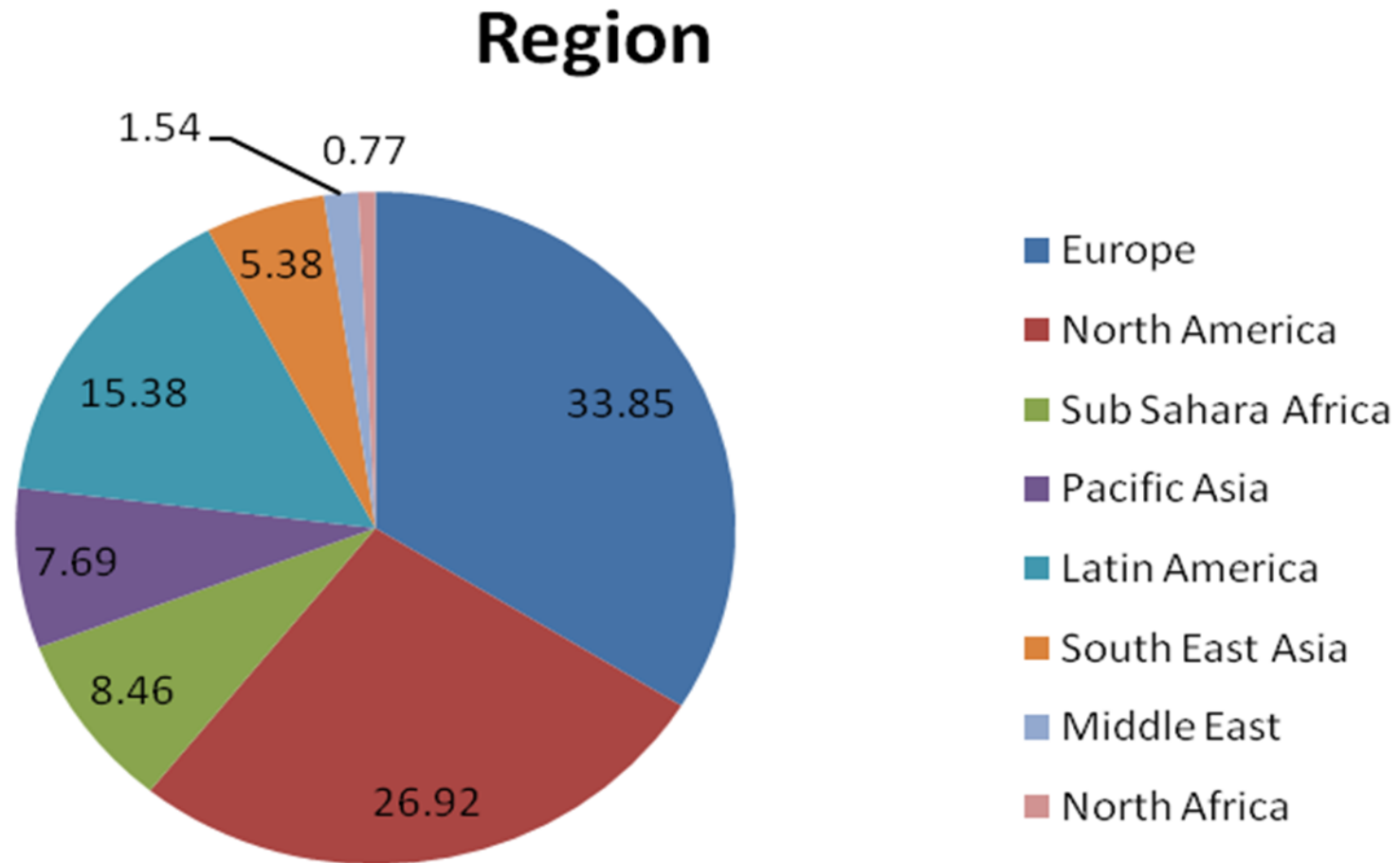
## Population Above 75 Years Old



# The Millennia 2015 Real Time Delphi Study

- Focused on change; a forecast through 2015
- Based on expert judgments
- Performed in 2008 by the Millennium Project
- Solicited opinions and reasons for judgments about gender relevant future events
- Generated over 4,000 responses from over 200 invited experts

# World Wide Participation



# More Likely

Probability > 50% by 2015

<i>Item</i>
Periodic assessments are conducted worldwide on gender-equity status
Gender based infanticide is considered genocide and a crime against humanity.
Gender perspective is considered in research that might have an important impact on humanity
Equal access to education is guaranteed by law in all countries
New economic indicators are created that quantify (as monetary value) non-traditional work
Rules are adopted for the protection of women and children in conflict and post-conflict situations.

# Less Likely

Probability < 50% by 2015

<i>Item</i>
Almost all national and international development programs are designed to avoid gender-sensitive issues.
Areas in which women are disproportionately vulnerable (e.g. climate change effects) are recognized and strategies are gender-sensitive.
Access to natural resources (land and water) is equal to men and women.
At least 33% women ratio in government bodies is mandatory worldwide
Media stops perpetuating gender stereotypes.
Economic penalties are introduced for countries that fail to meet global gender equity standards.

# The Global Gender Gap Index

## World Economic Forum

### Four categories of variables

- Economic
- Educational
- Political
- Health

Based on historical data, country by country  
(not forecast; not judgment)

The Index's scores represent the gap between women and men, a score of 1 = equality.

# Gender Gap Index Variables

Wage equality

Earned income

Female legislators

Female technical and professional workers

Literacy rate

Primary, secondary, and tertiary school enrollment (net)

Healthy life expectancy

Sex ratio at birth

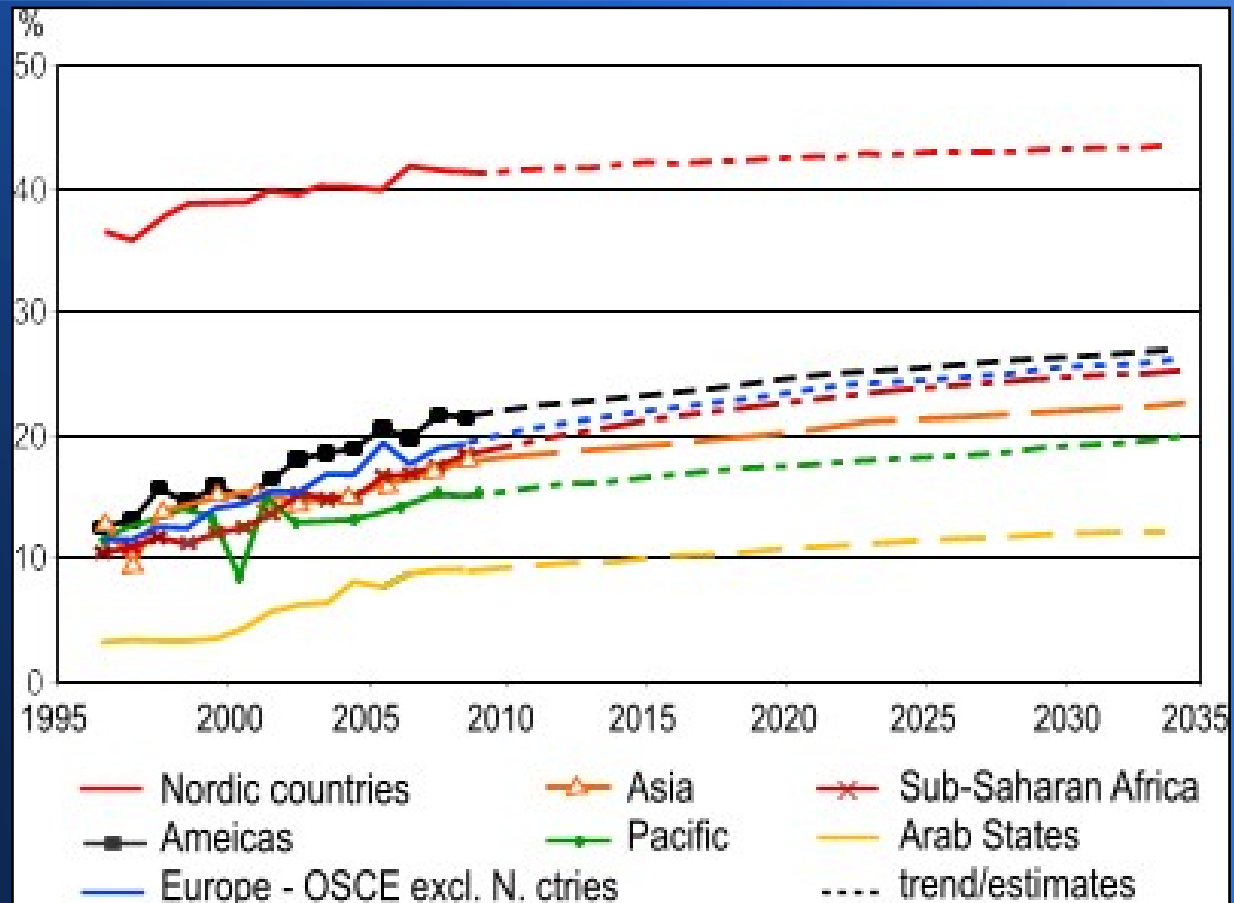
Women seats in parliaments

Women at ministerial level

# Political Empowerment

## Women in National Parliaments

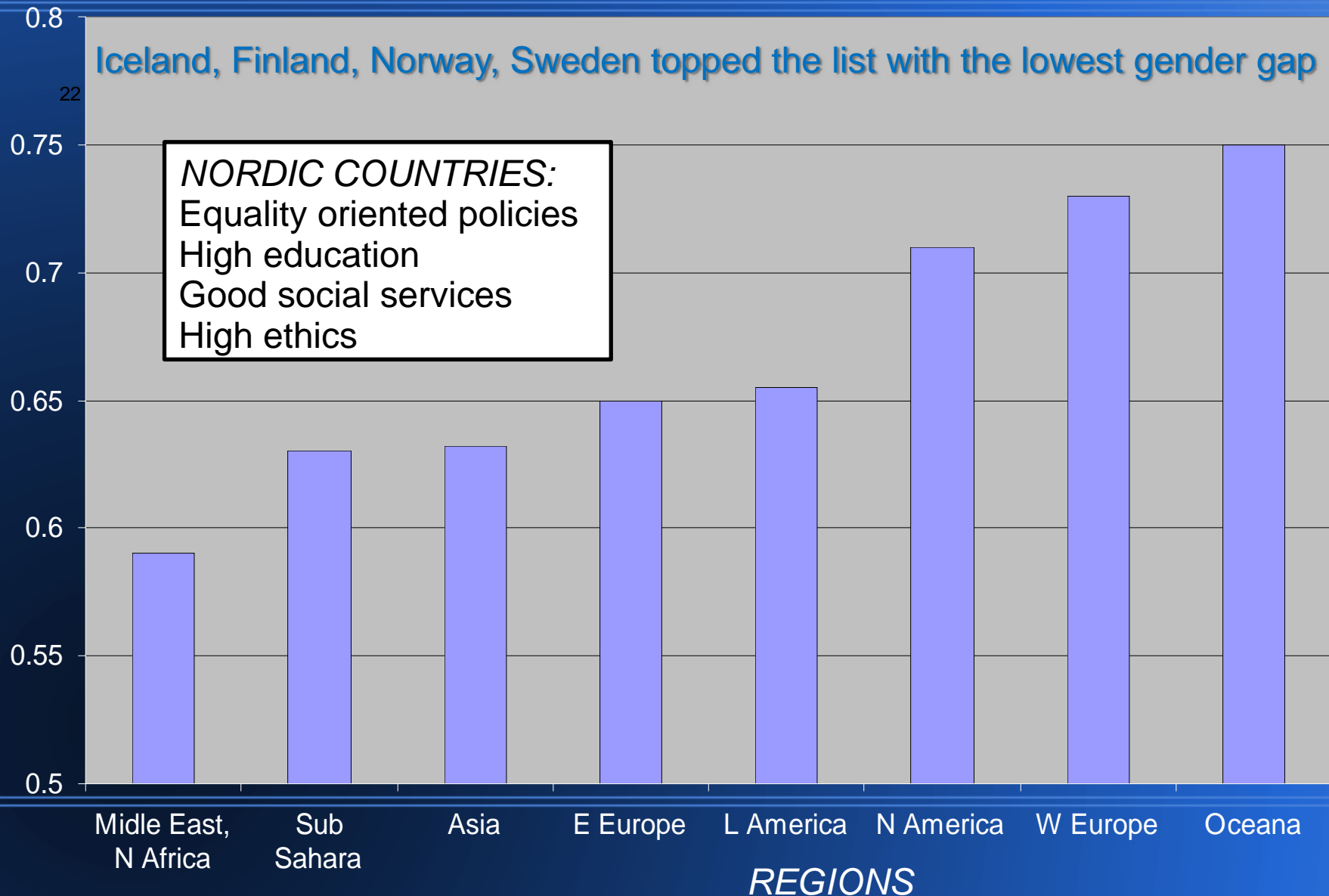
- Women in national parliaments:
  - 2000: 13.8%
  - 2009: 18.5%
- Some 110 countries have regulations to help women get elected
- 35% of EU Parliament seats
- 19.3% OECD countries



Source: Inter-Parliamentary Union with MP estimates

# Regional Scores

## World Economic Forum



# Access to Health Care

- Maternal death risk (now 1 in 8,000 for women in industrial countries; 1 in 76 in developing world)
- Unwanted sexual experiences and pregnancies
- Many women not allowed to travel alone to a clinic
- Even if a woman's husband has HIV, she may be prevented from using condoms.
- Expenses cause women to put off doctor visits and fill prescriptions

# Access to Health Care

## positive developments

- Getting to a health care center may be difficult; motorcycles as ambulances
- Family planning can reduce maternal deaths by 35%
- Reduced infant mortality, teenage pregnancy, and unsafe abortions
- Increased access to HIV/AIDS information, testing, and treatment

# Health Care Expenditures

- Women's health issues worse in poor countries
- Huge disparities in expenditures
  - High income countries: \$4,000 per year per person
  - Low income: \$22 per year per person

# Pay Inequity

- Congress passed Lilly Ledbetter Fair Pay Act- first bill President Obama signed into law
- Paycheck Fairness Act won House approval- now up to Senate
- From MP forecast study: Ratio of average employed women's income to men's in 2015: Best: 83.02 Worst: 58.57 Expected: 77.83
- In US, 2009: income ratio is 78%.
- New economic indicators that quantify non-traditional work in monetary terms

# Pay Inequity

- Sexual harassment (not always direct- can be hostile work environment)
- Promotion discrimination
- “Tokenism”-only woman in field forced to represent all women
- Needed: flexible work arrangements & high quality child care

# Pay Inequity

- Leviticus chapter 27:

God speaks to Moses about setting fees for vows to God for Israel... The following amounts of money are to be paid:

50 shekels of silver for all males 20 to 60 years of age

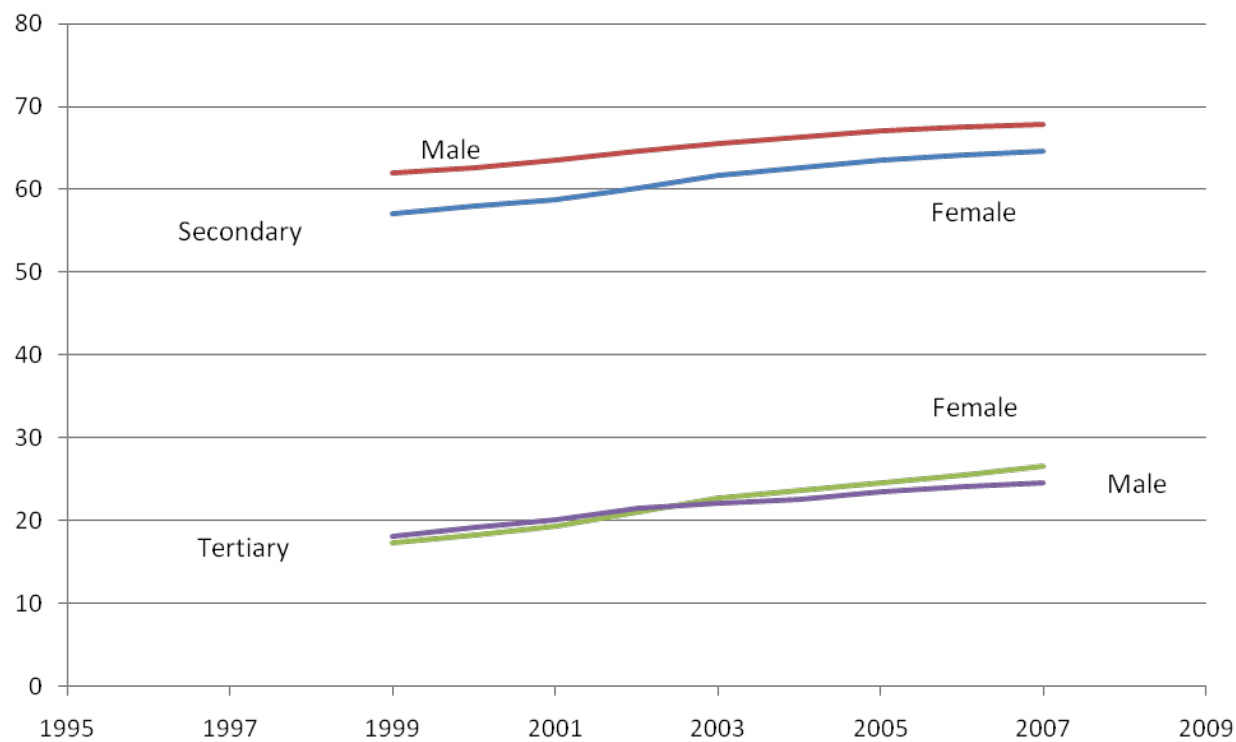
30 shekels of silver for all females 20 to 60 years of age

# Education

- A bright spot on the horizon
- US and EU: women earn over 57% of college degrees; globally 49%
- Half of Ivy League presidents are women
- Education equality achieved in 118 countries
- Internet (access to education and information)
- But science, technology, engineering and math are under represented by women

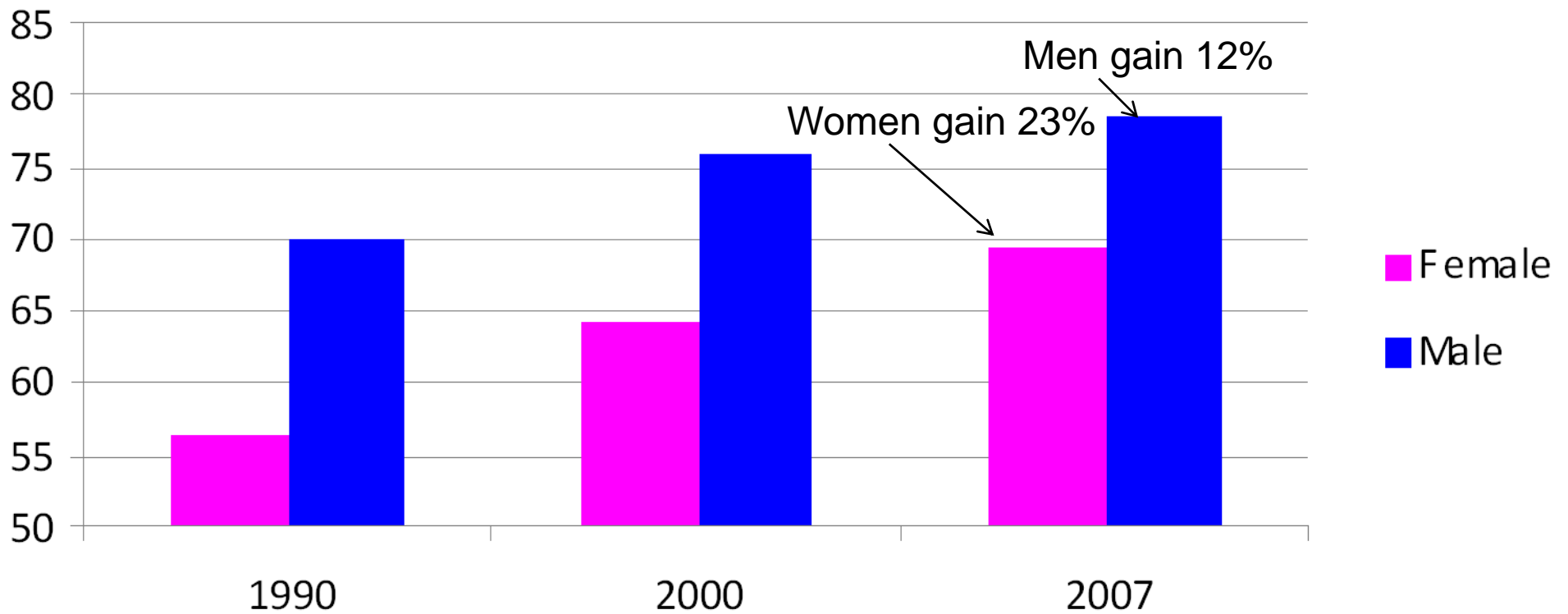
# Enrollment

## School Enrollment (% of gender)



# Literacy

## Low Income Countries, Age 15-24



# Violence

- Violence against women is a major public health problem and a violation of human rights.
- A lack of access to education and opportunity, and low social status are linked to violence against women.
- Violence by an intimate partner is one of the most common forms of violence against women.
- Violence results in a wide range of physical, mental, sexual and reproductive issues.
- Many women do not seek help or report experiences because of embarrassment or cultural mores.

# Violence (cont)

Trafficking for forced labor and sex: 79% of victims of human trafficking are female

1 in 3 women suffer gender-based violence

1 in 5 are victims of rape or attempted rape; in wartime, rape is used as a weapon

Forced and child marriages violate human rights

Worldwide, up to one in five women and one in 10 men report experiencing sexual abuse as children.

5,000 women worldwide are murdered by family members for “honor” each year

# Infanticide

- In China, tradition of infanticide and abandonment existed before People's Republic in 1949
- 1979: “One child” policy (urban couples can have 1 child) in China by a strong government
- Prevented 250 million births through 2000
- Resulted in forced abortions and infanticide
- Millions of Chinese girls unregistered-discrimination severely reduces opportunities
- Nevertheless, policy is supported by 76% of the Chinese population surveyed in 2008.

# Infanticide

- Infanticide practiced in rural India
- Bias against women in India-sons provide income-girls family required to pay expensive dowry when they marry
- Abortion of girls also common following amniocentesis which is illegal.
- Indian gov't started new plan-pay families who have girls-program just begun
- From the MP study: gender based infanticide may be considered genocide and a crime against humanity

# STD's

- The greater the imbalance in sexual freedom between men and women, the more rapidly the HIV/sexually transmitted disease (STD) epidemic spreads
- Prevalence higher in urban residents, unmarried individuals & young adults
- Major global cause of acute illness, infertility, long term disability & death
- WHO: in developing countries STD's & their complications are among top 5 diseases for which adults seek health care
- Men have to use condoms to control STD's.

# Women's Future

- Cultural changes
  - Women no longer need marriage to have financial security
  - Increase in single parenthood
- Increased global attention to the issues:
  - Equal access to education may be globally guaranteed by law (56% probability by 2015)
  - International organizations that promote equity (NGO's and UN)
  - Micro borrowing is proven effective
  - Trade of local goods under long term contracts.

# Some Developments that Could Change Women's Future

- Polygamy in old age
- Ability to choose the gender of embryos
- Machines that add power
- Women in the military who have license to kill
- Parthenogenesis: synthetic sperm cells from bone marrow
- Professional parenting

# In Free Countries

- Gender equality is often legally required.
- Women are free to choose their husbands and divorce.
- Can vote, apply for any job, run a business, own property, apply for credit.
- But even here stereotypes and cultural norms promote inequities: in pay, in media,