



SDG 5: Gender Equality

University of Applied Sciences Burgenland



5

GENDER
EQUALITY



**Interpretation
gender equality**



Main goal: to achieve gender equality and empower all women and girls

In many countries it is difficult for women and girls. They often have fewer rights and do not have the same access to education and work as men. Some of them are forced into marriage or fall victim to human trafficking. The UN calls for an end to all forms of violence and discrimination against women and girls. In Europe, too, women who work in care or in the household are less valued socially and financially, women achieve fewer management positions in companies and are only rarely active as decision-makers in politics.



Source: [germanwatch.org](https://www.germanwatch.org)

What do gender equality and empowerment mean?



Gender:

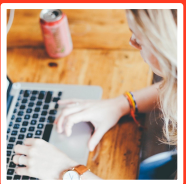
...refers to the social attributes and opportunities associated with being male and female. These are largely socially constructed and learned through socialization processes. They are context and/or time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. Gender is part of the broader socio-cultural context.

Source: eige.europa.eu



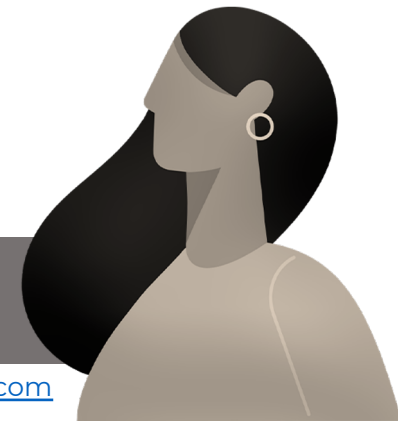
Did you know that providing childcare services and benefits can change the structure for more working females?

Source: sdgcompass.org



*"For most of history, Anonymous was a woman."
Virginia Woolf*

Source: graciousquotes.com



What do gender equality and empowerment mean?



Equality (in opportunities and treatment):

...means ensuring the absence of discrimination on the grounds of sex, either directly or indirectly and the absence of barriers to economic, political and social participation on ground of sex and gender and other characteristics. Such barriers are often indirect, difficult to discern and caused and maintained by structural phenomena and social representations that have proven to be particularly resistant to change.

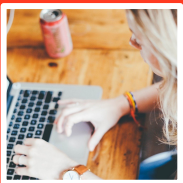
...a critical shortage of goods and limited chances for success in life — compared to living standard of the respective society.

Source: eige.europa.eu



Did you know that over 30% of all patents in biotechnology, pharmaceuticals and food technology are registered by women, while they only cover 8% in topics concerning technology and/or mechanics?

Source: wipo.int



5 GENDER EQUALITY



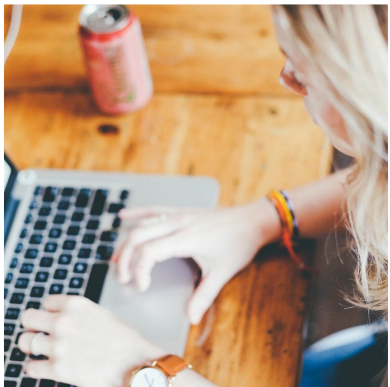
"Life is not easy for any of us. But what of that? We must have perseverance and above all confidence in ourselves. We must believe that we are gifted for something and that this thing must be attained."

Marie Curie

Source: graciousquotes.com



What do gender equality and empowerment mean?



Empowerment:

...concerns women gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.

This implies that to be empowered they must not only have equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment), but they must also have the agency to use these rights, capabilities, resources and opportunities to make strategic choices and decisions (such as is provided through leadership opportunities and participation in political institutions).

Source: eige.europa.eu



Did you know that globally over 2.7 billion women from 189 economies are legally restricted from having the same choice of jobs as men, and in 18 economies, husbands can legally prevent their wives from working!

Source: unwomen.org

5 GENDER EQUALITY



"I think women are scared of feeling powerful and strong and brave sometimes. There's nothing wrong with being afraid. It's not the absence of fear, it's overcoming it and sometimes you just have to blast through and have faith." — Emma Watson

Source: graciousquotes.com



Model: Gender Equality Index



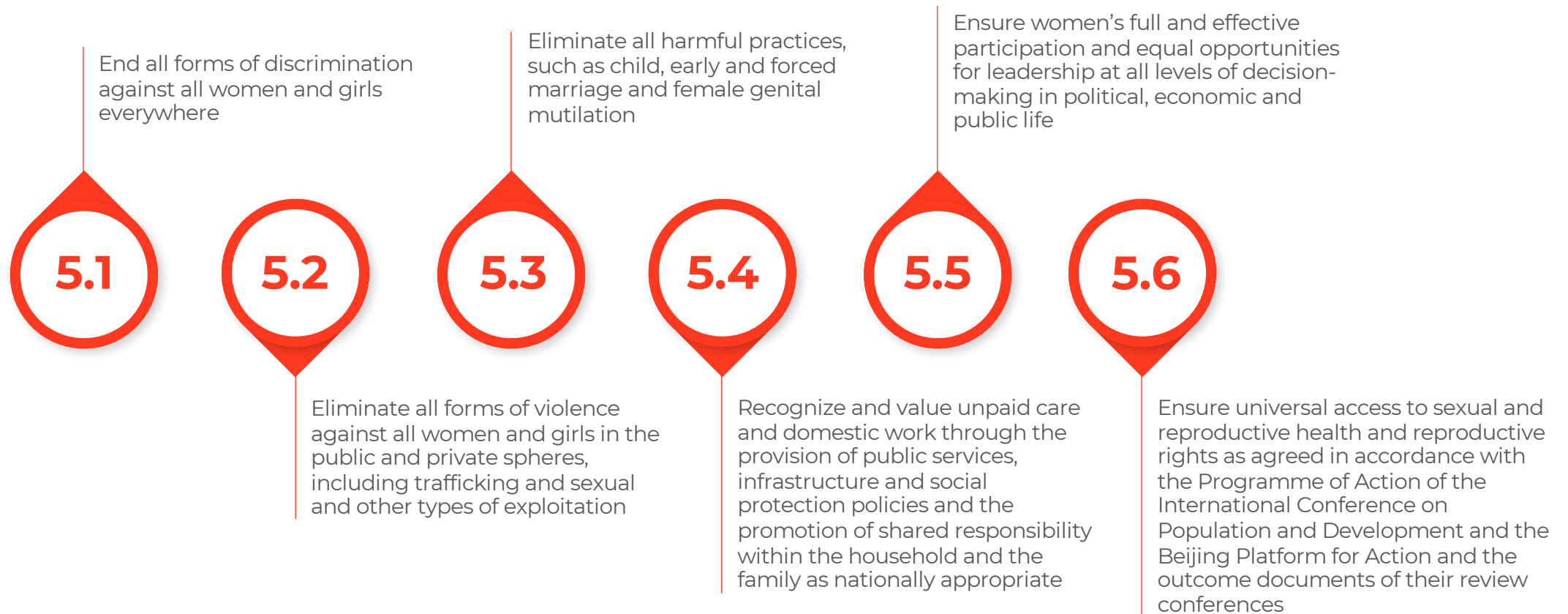
Source: eige.europa.eu



Did you know that the share of ministers in EU countries is 29.5% female and in Austria even 35.6%? Still, in Austria, 83.3% females are doing the daily cooking and/or housework above and beyond their paid work compared to only 28.4% males?

Sources: eige.europa.eu, eige.europa.eu and eige.europa.eu

Subgoals: targets and measures

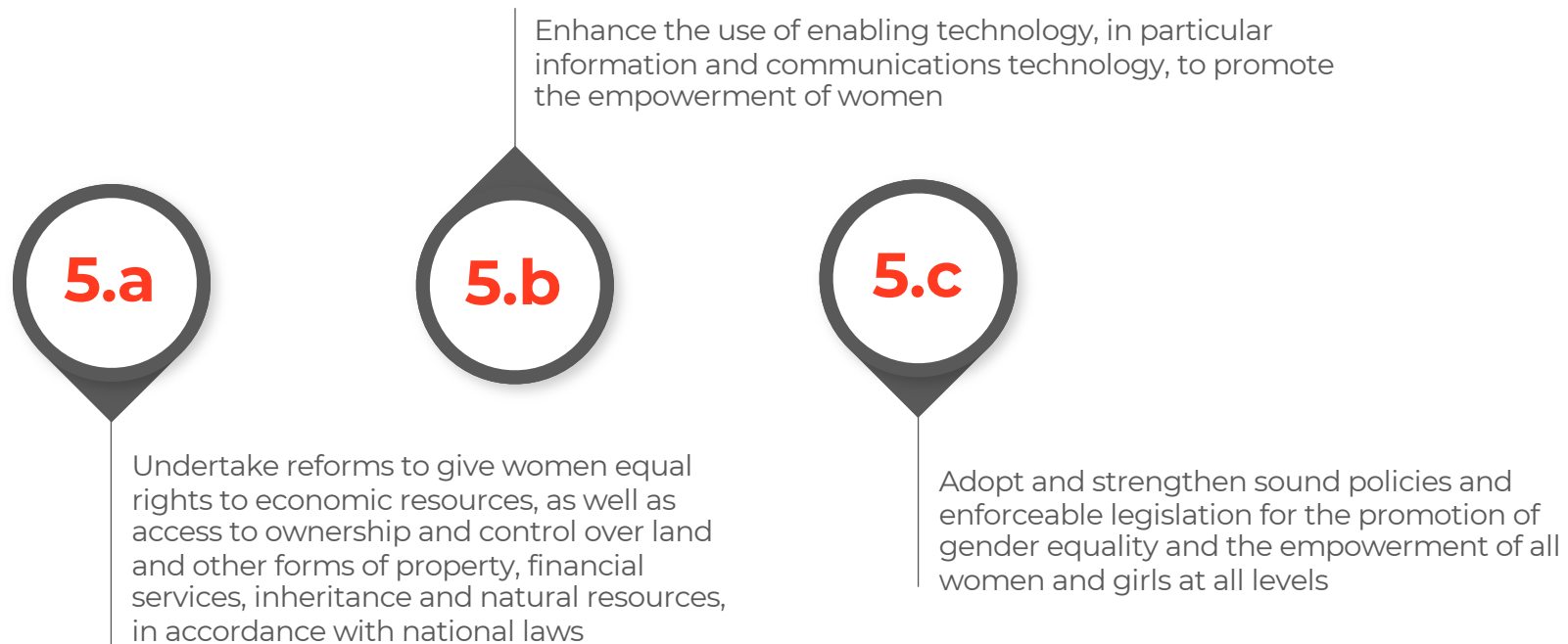


Source: [bundeskanzleramt.gv.at](https://www.bundeskanzleramt.gv.at) and [un.org](https://www.un.org)

Targets = Numbers, Measures = Letters



Subgoals: targets and measures



Source: [bundeskanzleramt.gv.at](https://www.bundeskanzleramt.gv.at) and [un.org](https://www.un.org)

Targets = Numbers, Measures = Letters



5 GENDER EQUALITY



**Current state of
gender equality**

Report 2020

The Sustainable Development Goals Report 2020



Source: un.org

The Sustainable Development Goals Report 2021



Source: un.org



ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

BEFORE COVID-19

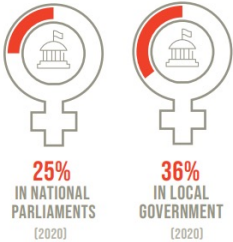
DESPITE IMPROVEMENTS, **FULL GENDER EQUALITY REMAINS UNREACHED**



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

WOMEN
MUST BE REPRESENTED FAIRLY
IN PANDEMIC-RELATED LEADERSHIP ROLES

WOMEN REPRESENT



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 ARE ON THE FRONT LINES
OF FIGHTING THE CORONAVIRUS



WOMEN ACCOUNT FOR 70%
OF HEALTH AND SOCIAL WORKERS



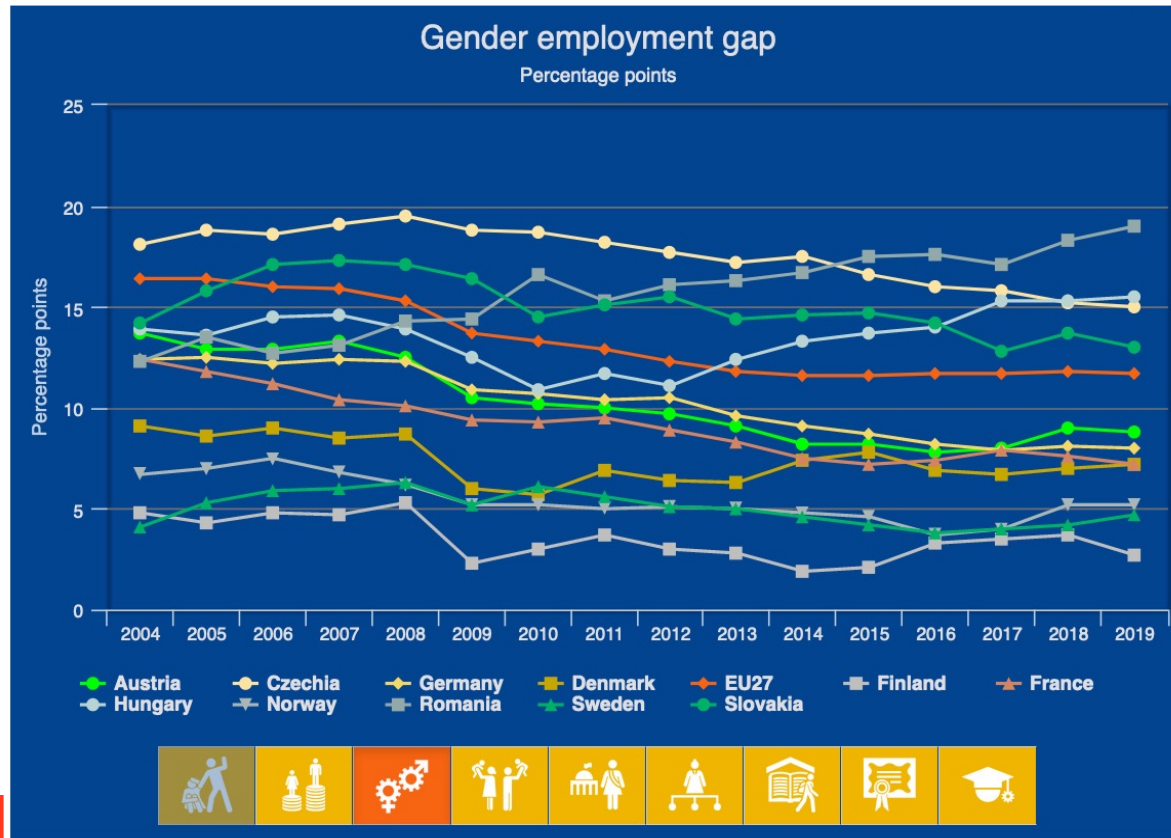
WOMEN BEAR ADDITIONAL HOUSEHOLD BURDENS
DURING THE PANDEMIC

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

Source: un.org



Some European statistics



Source: ec.europa.eu

Did you know that the gender pay gap is lowest in Luxembourg?

Source: eurofound.europa.eu



"At work, in group meetings when people are introduced to each other, I often experience that my male colleagues (also PhDs like me) are introduced as Dr. soandso, but when it comes to introducing me or other women, the titles are forgotten to mention. This angers me greatly!"



Implementation in Austria as of 2020

Target	National indicators (selected)	Trend
5.1	Gender pay gap	↑
5.3	Child/early marriage: marriages of 15- to 19-year-olds; women	↑
	Child/early marriage: marriages of 15- to 19-year-olds; men	↑
5.4	Time spent on domestic work and childcare; women	:
	Time spent on domestic work and childcare; men	:
5.5	Proportion of women in parliament	↑
	Proportion of women in managerial roles	↑
	“Federal quota for women”	↑
5.6	TARGET: Universal access to sexual and reproductive health	✓
5.b	Use of mobile phone for Internet access while out; women	↑

Source: Statistics Austria. 8-year trend 2010–2018 (if figures missing, at least 7-year trend) in 4 categories (↑↗↘↓) if there is a clear target (quantitative/normative); ✓ (part of the) indicator target achieved; : calculation of trend not possible. More information about methodological questions can be found in the National Indicator Report 2020.

- > The gender pay gap in Austria decreased from 24.0% in 2010 to 19.6% in 2018 (EU-28: 15.7%).
- > Women perform significantly more unpaid work than men.
- > The proportion of women in leading positions increased from 28.4% (2011) to 31.8% (2018).
- > The proportion of female supervisory board members appointed by the Federal Government rose from 26.0% in 2011 to 43.6% in 2018.
- > The proportion of women in parliament has grown by a third since 2011.



Even though the gender gap is decreasing in Austria, women still perform significantly more unpaid work than men.

Source: un.org

Main issues to solve in Austria as of 2020



Violence against women



Large gender pay and gender pension gaps

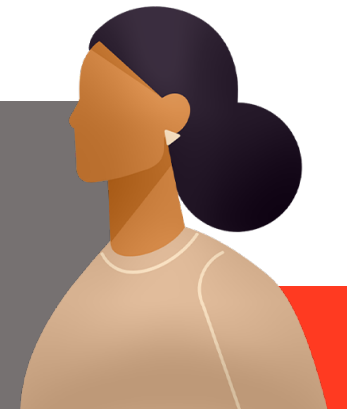


Unequal distribution of unpaid care and housework

In 2017, 22% of female pensioners living alone, but only 13% of pensioners living alone, were at risk of poverty. Single-parent households – almost exclusively women with their children – have the highest risk of poverty of all household types at 31%.

Source: [statistik.at](https://www.statistik.at)

“I have been around the block for a while and have experienced the feminist push. We are a long ways from reaching equality! Nowadays, we do it all: the kids, the elderly, the housework, a demanding full-time job and continuing education, etc... Nourishing the relationship with my husband is difficult at times, especially when I am so tired at the end of a full day. Sharing the load is something he doesn't understand.”



5 GENDER EQUALITY



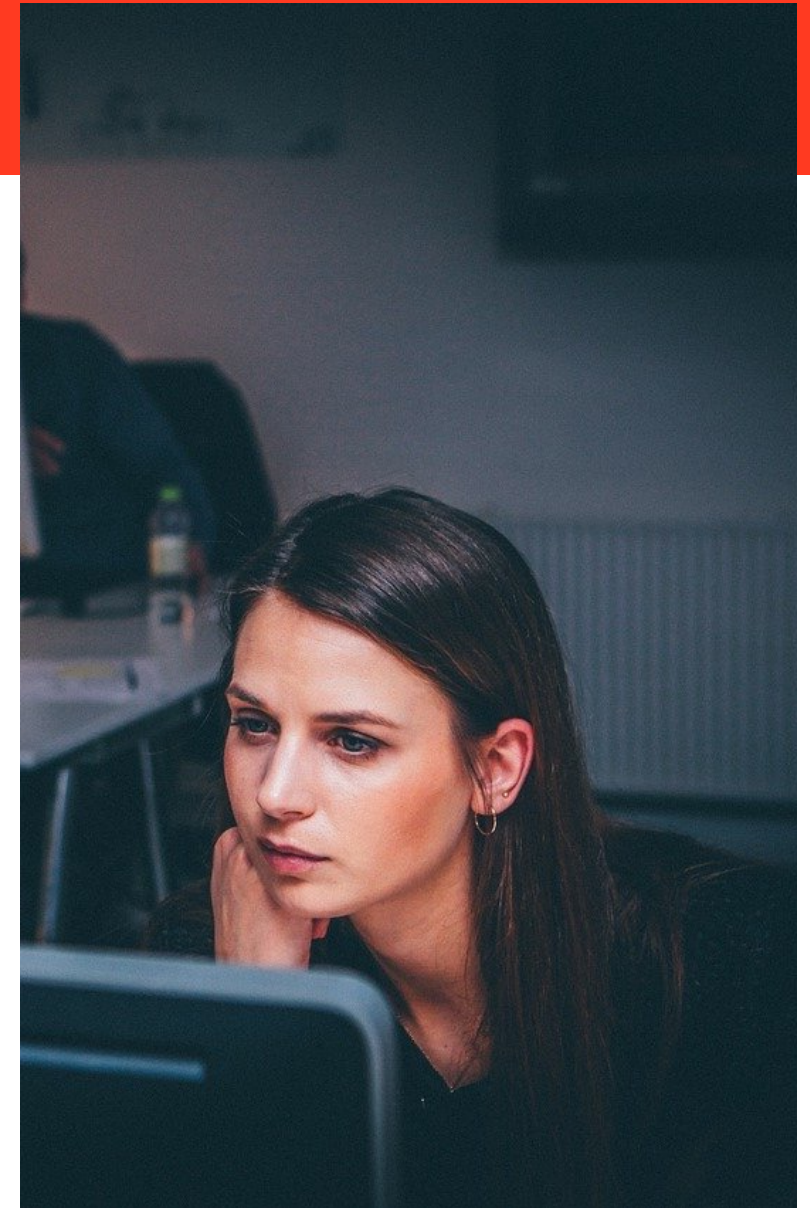
**Potential
contributions
Learning activity**

Before thinking about potential contributions...

- Imagine an organization (business).
What is the core purpose of this organization*?
- Who are this organization's internal and external stakeholders?
- How do "gender issues" impact this organization (its purpose, its stakeholders, its operation, its viability)?
- What challenges and/or costs emerge from this "impact of gender issues" upon this organization?
- On the other hand, what opportunities and/or benefits arise?
- With all this in mind, what contributions** might this organization make to reach SDG 5 within its sphere of influence via inward and outward actions?

* Meant here are all sizes, all types

** Consider contributions inside the organization (referring to everything that is a resource to the organization and is directly or indirectly controlled by the organization, for instance, human resources, know how, monetary and material resources) and the outside of the organization (referring to everything outside of the organization that it can influence but lies outside of its control, for instance, policy change, partnering with other organizations, etc...)



Potential contributions by educational institutions

The purpose of educational institutions is to educate and train for life and for particular professional interests.

In terms of SDG 5, the tasks lie in dismantling gender stereotypes through its educational offers on the one hand and role-modeling a path towards gender equality in its own organization on the other hand — for instance, through fair remuneration, gender- and diversity-sensitive communication, providing support to students on non-traditional career paths, and promoting female leadership.



Did you know that better educated women tend to be more informed about nutrition and healthcare, have fewer children, marry at a later age, and their children are usually healthier? They are more likely to participate in the formal labor market and earn higher incomes.

Source: worldbank.org

Potential contributions by educational institutions, cont.

Potential inward actions:

- co-create and follow an equality strategy, that enforces gender- and diversity-sensitive policies inside the institution and when engaging with stakeholders
- develop and include gender- and diversity-sensitive topics and teaching methods across all curricula
- provide extra support by scholarships and internal communication efforts to males and females who step into non-traditional career paths

Potential outward actions:

- collaborate with organizations to provide additional educational opportunities for women and especially mothers in the workplace
- collaborate with other educational institutions to dismantle gender stereotypes through joint-events and media campaigns
- support women's organizations that engage in schools and/or give them a platform in own institutions

Potential contributions by municipalities


The purpose of municipalities is to plan, manage, and improve public work and services to the community. In terms of SDG 5, the tasks lie in creating gender- and diversity-sensitive policy and motivating the community to dismantle gender stereotypes.

Potential inward actions:

- balance the number of males and females employed by the municipality and publicly announce its importance
- provide additional training to support female leadership in the community (this includes training males to share responsibilities)
- give female council a voice in the community, i.e. supporting the establishment of a “wise-women” round table that advises the officials in the community

Potential outward actions:

- co-organize events with other cities, towns, and villages, but also schools to let young people experience non-traditional gender roles (i.e. sports, cooking events, etc...)
- collaborate with other municipalities in female leadership development, i.e. facilitating females shadowing or interning with different mayors
- collectively create continuous training opportunities for female leaders in the region



“I am female and the vice mayor of my town. Due to this public role, I am often away from my family. I am eternally thankful to my husband, my friends and the women’s group I work with to help me keep my home life intact and my children being taken care of while I am engaged in official affairs. It takes a village to grow a healthy family!”

Potential contributions by corporations and other organizations

The purpose of for-profit organizations (ie business) is to provide a service in exchange for resources (ie money). The purpose of non-profit organizations is to impact society in a certain way. Both need to generate and/or collect adequate resources to pay for their operations and activities and/or make profit.

In terms of SDG 5, the opportunities for contribution may vary greatly between different types or sizes of organizations, but their core contributions to society for reaching SDG 5 are to integrate gender issues in policy and practice, to balance male and female leadership in the organization, and to help dismantle gender stereotypes.



Did you know that the most harmful gender inequalities are enacted within human resources (HRs) practices that affect the hiring, training, pay, and promotion of women?

Source: frontiersin.org

Potential contributions by corporations and other organizations, cont.

Potential inward actions:

- build a culture of gender equality — offering fair pay to all (closing any gender pay gaps), following a gender- and diversity-sensitive policy within the organization and when engaging with stakeholders
- offer first-class quality childcare during all hours of operations to free females to work full-time and support part-time work for fathers
- promote female leadership within the organization and support part-time leadership for fathers and mothers, restrict meeting times after 3pm for everyone

Potential outward actions:

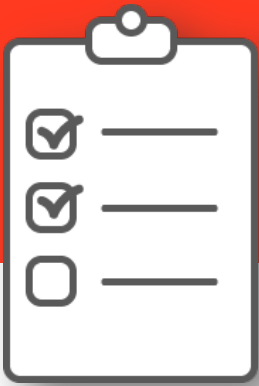
- build, collectively, with partners from the industry, principles for gender equality and lobby for policy change and set-up
- support women organizations and involve them in the business for win/win results
- recruit women to the board and share them among other industry leaders to force female-lead collaborations

"Today I read that 'businesses and nonprofits that actively support gender equality tend to make better business decisions — and ultimately, make more money. Research shows that inclusive teams make better business decisions up to 87% of the time, and that teams with less diversity are more likely to make poor choices for their companies'. In my company we follow the 'economy for the common good' principles and I experience equality every day. I love working there and giving back for that reason!"

Sources: [forbes.com](https://www.forbes.com) and ecogood.org



Activity: potential contributions by an organization of your choice



The purpose of xyz organization is to...

In terms of SDG 5, potential contributions by xyz organization might be:

Potential inward actions:

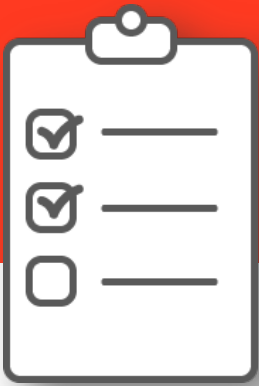
Potential outward actions:

How do inward and outward actions interact and impact each other?

Are partnerships necessary for the desired impact?



Activity: checking design of potential contributions



Returning to the opening questions:

- In which ways do the designed actions support the core purpose of xyz organization?
- In which ways do the designed actions serve the internal and external stakeholders of xyz organization?
- What balance between costs vs. benefits (or challenge vs. opportunity) can be noticed for xyz organization in terms of “gender issues” upon this type of organization?
- How do the designed inward and outward actions cohere and create synergy for xyz impact?



5 GENDER EQUALITY



**Reflection and
resources
Learning activity**

Reflection and some resources

- How have women been represented in human history up till now?
- How are women portrayed in the media today?
- Which companies and/or organizations, institutions do you know that support women in the pursuit of equality?
- What differences can you point to among different countries in Europe that show evidence of gender equality or inequality?
- Which economic models might be appropriate for organizations to use for co-creating gender equality?

Further Infos:


- [SDG definition of the UN](#)
- [Statistics about gender equality in Europe](#)
- [More equal sharing care would reduce workplace gender inequality \(EIGE\)](#)
- [Why does gender inequality in Europe still exist? \(Euronews\)](#)
- [Gender equality commission](#)
- [The EU and gender equality \(Charter Equality\)](#)
- [Platform Femalefounders.org](#)
- [Platform Frauendomaene.at](#)
- [SDG Report 2021](#)



Activity: SDG journey

- > Put your SDG glasses on and observe your environment under the SDG 5 umbrella for a week and find evidence for gender inequality and measures to mitigate it. Also notice what's happening on the both ends of the spectrum and how privileges are offered and enjoyed. Reflect upon what variables/conditions in society create both gender equality and inequality.
- > If appropriate and allowed, take pictures of the found circumstances and catalogue the photos (begin making a scrapbook) — they will lead to a final assignment at the end of the series. Before you venture out, it might be a good idea to inform yourself about legal responsibilities when taking photos of people: [oesterreich.gv.at](https://www.oesterreich.gv.at) (If you are not in Austria, look for the regulations of the respective country!)

Possible resource for online scrapbook (free for classrooms and non-profits): [canva.com](https://www.canva.com)



“Do you know 3 women (or have you observed women) who have experienced inequality? How would you set the record straight?”



5

GENDER EQUALITY



User authorization
Disclaimer
Sources

Legal Info

Downloading und Usage of Images and Information

The content of this slide deck is made available under CCO license.

SDG-related infographics and SDG icons have been either created for this purpose by the authors and/or drafted from information made available for fair use to the general public (sources mentioned).

Unless otherwise noted next to the images, photos and images were downloaded on Pixabay and belong to the public domain in accordance with the Creative Commons CCO disclaimer. As far as legally possible, Pixabay (and their authors) have relinquished all copyrights and related rights for their images. Pixabay images are therefore not subject to any copyright claims and can — changed or unchanged — be used, free of charge, for commercial and non-commercial applications, in digital or printed form, without having to list picture credits.

http://pixabay.com/de/service/terms/#download_terms



Disclaimer

This slide deck was created with the information available to the authors during the first half of 2021. They assume no liability for information being up to date, correct, complete, nor for the quality of information provided.

Sources

Slide 3:

- <https://germanwatch.org/en/node/14072> (download Arbeitsblätter)

Slide 4:

- <https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions>
- <https://graciousquotes.com/gender-equality/>
- <https://sdgcompass.org/sdgs/sdg-5/>

Slide 5:

- <https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions>
- <https://graciousquotes.com/gender-equality/>
- https://www.wipo.int/edocs/pubdocs/en/wipo_pub_941_2020.pdf

Slide 6:

- <https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures>
- <https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions>
- <https://graciousquotes.com/gender-equality/>

Slide 7:

- <https://eige.europa.eu/publications/gender-equality-index-2020-report>
- <https://eige.europa.eu/gender-equality-index/2020/domain/power>
- <https://eige.europa.eu/gender-equality-index/2020/domain/power/AT>
- <https://eige.europa.eu/gender-equality-index/2020/domain/time/AT>

Slides 8+9:

- <https://www.bundeskanzleramt.gv.at/themen/nachhaltige-entwicklung-agenda-2030/ziele-der-agenda-2030/ziel-5-geschlechtergleichstellung.html>
- <https://www.un.org/sustainabledevelopment/gender-equality/>

Slide 11:

- <https://unstats.un.org/sdgs/report/2020/The-Sustainable-Development-Goals-Report-2020.pdf>
- <https://unstats.un.org/sdgs/report/2021/>

Slide 12:

- https://ec.europa.eu/eurostat/databrowser/view/earn_gr_gpgr2/default/table?lang=en
- <https://ec.europa.eu/eurostat/web/sdi/gender-equality>

Slide 13:

- https://www.bmk.gv.at/themen/klima_umwelt/agenda2030/bericht-2020.html
- https://sustainabledevelopment.un.org/content/documents/26511VNR_2020_Austria_Report_English.pdf

Slide 14:

- <https://www.uninetz.at/en/sdgs/sdg-5>
- http://www.statistik.at/web_de/presse/120407.html

Slide 17:

- <https://www.worldbank.org/en/topic/girlseducation>

Sources

Slide 20:

- <https://www.frontiersin.org/articles/10.3389/fpsyg.2015.01400/full>

Slide 21:

- <https://www.forbes.com/sites/forbesnonprofitcouncil/2020/03/27/why-gender-equality-matters-in-business-success/>
- <https://www.ecogood.org/>

Slide 25:

- <https://www.un.org/sustainabledevelopment/gender-equality/>
- <https://www.statista.com/topics/3719/gender-equality-in-europe/>
- <https://eige.europa.eu/news/more-equal-sharing-care-would-reduce-workplace-gender-inequality>
- <https://www.euronews.com/next/2021/02/24/why-does-gender-inequality-in-europe-still-exist>
- <https://www.coe.int/en/web/genderequality/gender-equality-commission>
- <https://charter-equality.eu/the-charter/the-eu-and-gender-equality.html>
- <http://www.femalefounders.org>
- <http://www.frauendomaene.at>
- <https://unstats.un.org/sdgs/report/2021/>

Slide 26:

- https://www.oesterreich.gv.at/themen/bildung_und_neue_medien/internet_und_handy_sicher_durch_die_digitale_welt/7/Seite.1720440.html
- <https://www.canva.com/>

Slide 28:

- http://pixabay.com/de/service/terms/#download_terms