



LITTLE FLOWER DEGREE COLLEGE

(Affiliated to Osmania University)

(A Catholic Minority Institution Run By Brothers of St. Gabriel Educational Society)

2-18-25, Opp. Survey of India,
Uppal, R.R. Dist (Medchal Malkajgiri Dist. (New))
Hyderabad - 500 039

Mobile : 7673960152
E-mail : littleflowercollege@gmail.com
Website : www.lfdc.edu.in

Gender sensitisation in curriculum & co-curriculum

It's great to see the institution taking proactive steps towards promoting gender equity and sensitization through its curricular offerings. Gender sensitisation is the awareness and understanding about gender related issues. By incorporating courses that specifically address contemporary issues, representation, and the roles of women in various disciplines, students are provided with a comprehensive understanding of gender dynamics in society. The range of courses offered across departments, such as, English, Zoology and Telugu, demonstrates a multidisciplinary approach to addressing gender-related topics. This not only enriches students' academic experiences but also fosters critical thinking and awareness about gender issues from different perspectives. Additionally, the institution's inclusion of co-curricular activities like awareness programmes, seminars further enhances students' learning experiences by providing practical opportunities for dialogue, reflection, and skill-building in gender sensitization. By integrating these measures into both curricular and co-curricular activities, the institution is fostering a more inclusive and equitable learning environment that prepares students to engage thoughtfully with gender-related issues in their academic, professional, and personal lives.

In the third year English textbook "English in Action," two units, one in Semester V and another in Semester VI, have been incorporated into the syllabus to emphasise the importance of gender equality. Specifically, Unit II in Semester V and Unit V in Semester VI centre around the overarching theme of gender. The assigned texts and supplementary materials within these units address various facets of gender, including gender norms, roles, stereotyping, and biases. The primary goal of these units is to sensitise students to the critical necessity of gender equality and foster respect for diversity. It is anticipated that the provided theoretical and contextual information will aid teachers in effectively delivering these units.

Jayanthi
PRINCIPAL

Little Flower Degree College
Uppal, Medchal Dist-500039.
College Code : 2010



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Lecture by Vice Principal Ms. Jayanthi Reddy & Dr. Gomathi. K on Gender sensitization for their skill development in academic, professional, and personal life.

S. No	Name of Activities
1	Achievements of Gender equality
2	Political and legal reforms to achieve gender equality
3	Gender sensitivity
4	Reasons for gender inequality

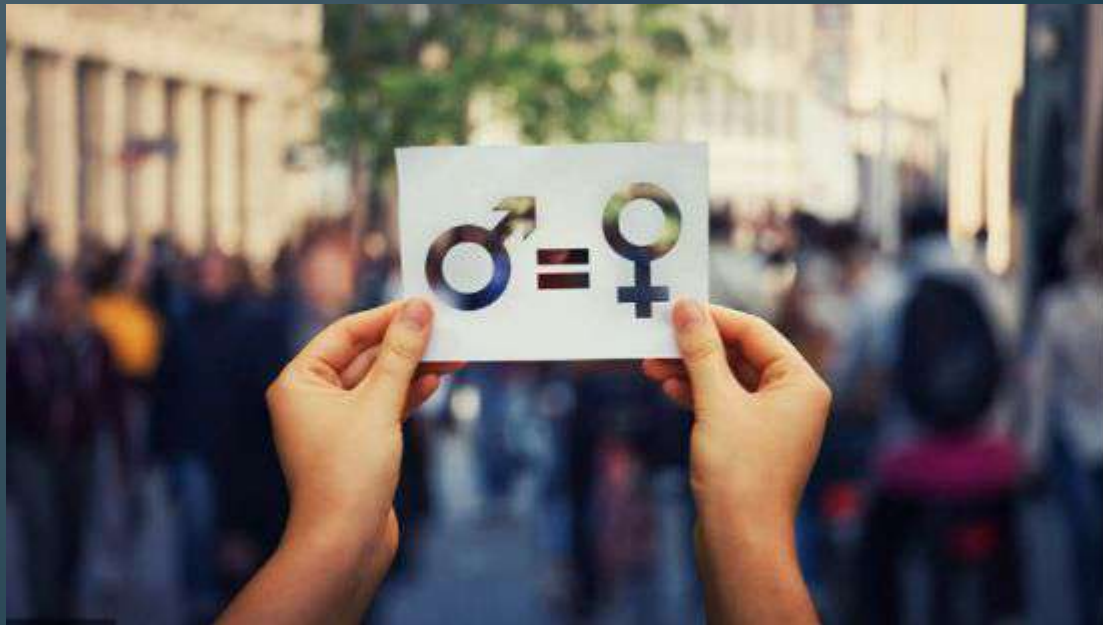
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Achievements of gender equality



What is Gender Equality?

- When people of all genders (i.e. male ,female ,trans) irrespective of age ,background have equal rights ,responsibilities and opportunities and the society where in which all genders are treated equally and get benefited is called **GENDER EQUALITY**



+ve effects of gender equality

- Improving gender equality will reduce the amount of violence and provide security for those who are vulnerable.
- Research also shows that gender equality is a better indicator of a country's likelihood to deploy military force than its GDP.
- As gender equality improves, a country's peace improves.

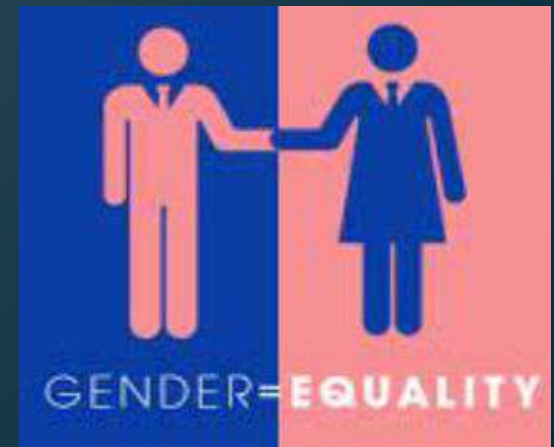


Why should we achieve gender equality

- Gender equality prevents violence . It's essential for economic prosperity. Societies that value women and men as equal are safer and healthier. Everyone benefits from gender equality



- Gender equality is intrinsically linked to sustainable development and is vital to the realization of human rights for all. The overall objective of gender equality is a society in which women and men enjoy the same opportunities, rights and obligations in all spheres of life.
- Equality between men and women exists when both are able to share equally in the distribution of power and influence; have equal opportunities for financial independence through work or through setting up businesses; enjoy equal access to education



What do we achieve by Gender Equality??

- 1) Equality in education
- Basic fundamental right of every one is to get educated. Getting every one irrespective of their gender makes the society more efficient
- UNICEF has educated more than 17million in the past two years
- 2) Better economy
- gender equality can enhance economic productivity, improve development outcomes for the next generation, and make institutions and policies more representative. Many gender disparities remain even as countries develop, which calls for sustained and focused public action.

- 3) Increase in innovation:
- Numerous studies show that gender equality increases innovation. One found "a positive relationship between the gender diversity scores of new venture teams - reflecting the increased presence of women - and the innovation performance of new ventures."
- 4) Improves productivity of a company:
- For larger firms with more than 50 employees, only better gender equality among the low-skill employees improves productivity. Therefore, a more equalized distributed workforce between female and male workers does significantly lead to faster productivity growth, but it depends on the size of the firm and specific types of employees.

- 5) Stable work force
- Gender equal workforces work better in many ways. One of the major benefits of improved gender equality in the workplace is a **more cohesive and more productive workforce**. A University of Greenwich study suggests that providing more child care and elder care would free more skilled women to return to work, which is good for productivity.
- 6) Better Quality of life
- We find strong empirical evidence in support of the conclusions that more gender equality implies **more happiness**; that this applies for men and women alike; and that such results were obtained while controlling for other factors that also affect the cross-national pattern of life satisfaction.

Thank you for your attention!



POLITICAL AND LEGAL REFORMS TO ACHIEVE GENDER EQUALITY



Introduction

- Providing equal rights to women and men is fundamental to achieving gender equality.
- For generations, women's rights movements have fought to make this a reality.
- In some countries women face legal barriers and gender discrimination when seeking a job.
- They are not even protected from sexual harassment in the workplace.

Role of government

- The government seeks to promote equal rights, opportunities and responsibilities for men and women.
- One of the chief aims of its gender equality policy is to strengthen the economic independence of women.
- This means getting more women into work and making it possible for men and women to share work more equitably.
- The campaign "Beti Bachao Beti Padhao" to save and motivate the girl child was unveiled in January 2015, and is gaining support nationwide.

Steps to achieve gender equality

- Stop child marriage and sexual harassment.
- Make education gender sensitive.
- Raise aspirations of girls and their parents.
- Empower mothers.
- Give proper value to 'women's work'.
- Get women into power.
- Encourage women into non-traditional vocations.
- Work together.
- Stop the violence.
- Beware the backlash.



List of specific reforms

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).
- Prenatal Diagnostic Testing Ban.
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- Hindu Succession Act, 1956 (Amended in 2005; Gives equal inheritance rights to daughters and sons – applies to Hindus, Buddhists, Jains and Sikhs).
- Muslim Personal Law (Shariat) Application Act of 1937, (The inheritance rights are governed by Sharia and the share of females are less than males as mandated by Quran).

Special initiatives for women

- National commission.
- Reservations in local self-government.
- The national plan of action for the girl child (1991-2000).
- National policy for empowerment, 2001.



Conclusion

- Gender equality is fundamental to accelerate sustainable development.
- There is a gender gap between illiteracy with women more affected in rural areas with higher prevalence of child marriages and poor utilization of maternal health services.
- Violence against women is showing an upward trend with declining sex-ratio at birth.
- It is necessary to conduct gender analyses to identify sex and gender-based differences in health risks.



*Thank
you!*

GENDER SENSITIVITY

Our Team

- **G.Bhanu Prakash**
- **N.Ankith**
- **M.N.Sravani**
- **M.Pramod**
- **Anish Agrawal**

What is Gender Sensitivity?

- Being sensitive is, very simply put, being appreciative of other's feelings. In that context, gender sensitivity is about being considerate of the opposite gender's feelings. The reason this is important is because men and women think differently and obviously have varying perspectives.
- People especially in India associate a set of jobs to a gender and generally resist to any change in their thought process.
- The elderly people tend to repel the idea that a woman should work or the concept of a house husband.

GENDER JUSTICE AT WORK

How to promote equality for women in business

Be fair

Value, encourage and hire different types of teams. In the initial phase of an employee recruitment process, eliminate the name, photo and address from CVs to guarantee impartiality.



*Boston Consulting Group study, 2018

Support Women

Encourage a safe environment for reporting discrimination, sexual harassment and racism. Assist in the creation of committees empowered to investigate such complaints.



Provide (or fight for) equal wages

Support initiatives within your company that promote equal pay for employees with equivalent positions.



**United Nations, "The World's Women 2015: Trends and Statistics"

Provide comprehensive training

Promote diversity and anti-bias courses for all employees.



Script and illustration:
Helô D'Angelo



BELIEVE.
EARTH

Reasons of Gender Sensitivity

□ **Uneven access to education:**

Around the world, women still have less access to education than men. 1/4 of young women between 15-24 will not finish primary school. That group makes up 58% of the people not completing that basic education. Of all the illiterate people in the world, $\frac{2}{3}$ are women. When girls are not educated on the same level as boys, it has a huge effect on their future and the kinds of opportunities they'll get.

□ **Lack of employment equality:**

Only 6 countries in the world give women the same legal work rights as men. In fact, most economies give women only $\frac{3}{4}$ the rights of men. Studies show that if employment became a more even playing field, it has a positive domino effect on other areas prone to gender inequality.

❑ **Lack of legal protections:**

According to research from the World Bank, over one billion women don't have legal protection against domestic sexual violence or domestic economic violence. Both have a significant impact on women's ability to thrive and live in freedom. In many countries, there is also a lack of legal protections against harassment in the workplace, at school and in public. These places become unsafe and without protection, women frequently have to make decisions that compromise and limit their goals.

❑ **Lack of religious freedom :**

When religious freedom is attacked, women suffer the most. According to the World Economic Forum, when extremist ideologies (such as ISIS) come into a community and restrict religious freedom, gender inequality gets worse. In a study performed by Georgetown University and Brigham Young University, researchers were also able to connect religious intolerance with women's ability to participate in the economy. When there's more religious freedom, an economy becomes more stable.

❑ **Lack of political representation:**

Of all national parliaments at the beginning of 2019, only 24.3% of seats were filled by women. As of June of 2019, 11 Heads of State were women. Despite progress in this area over the years, women are still grossly underrepresented in government and the political process. This means that certain issues that female politicians tend to bring up – such as parental leave and childcare, pensions, gender equality laws and gender-based violence are often neglected.

❑ **Racism:**

It would be impossible to talk about gender inequality without talking about racism. It affects what jobs women of colour are able to get and how much they're paid, as well as how they are viewed by legal and healthcare systems. Gender inequality and racism have been closely-linked for a long time. According to Sally Kitch, a professor and author, European settlers in Virginia decided what work could be taxed based on the race of the woman performing the work. African women's work was "labour," so it was taxable, while work performed by English women was "domestic" and not taxable. The pay gaps between white women and women of colour continues that legacy of discrimination and contributes to

EVERYDAY EQUALITY

How to promote gender justice in daily life

Share the household chores

All adults living in the same home should take responsibility for the household chores and children's care.



Offer the bus seat to pregnant women. Advocate for baby-changing facilities in all public bathrooms. Put pressure on governments and companies to offer maternity and paternity leave.

Scold chauvinist and racist attitudes

Do not keep silent when listening to comments that belittle women, black people, indigenous people, LGBTQI people and other groups. And don't ignore public harassment or assault.



Notice signs of violence

Seek help and support if you or someone you know is suffering in an abusive relationship.



Vote for women

Find out who the female candidates are, especially those from underrepresented communities.



Script and illustration:
Helô D'Angelo



**BELIEVE.
EARTH**

Ways to promote gender equality in daily life

- ❑ **Share household chores and childcare equally:** Household chores and children's care are every adult's responsibility. The work of caring for children is still done mainly by women in much of the world.
- ❑ **Pay the same salary for both men and women:** Men and women should get paid equally regarding their performance but not by their gender.
- ❑ **Help women gain power:** Women should be encouraged in all fields like politics, arts, sciences, sports etc.,
- ❑ **Hire diversity:** The more diverse the workforce, the better the company's performance on measures related to innovation. Even small changes yielded results. The survey indicated that an increase of only 2.5 percent of women in a team of managers can increase innovation revenues by 1 percent.

THANK YOU

The background of the slide is a light gray gradient. It is decorated with numerous realistic water droplets of various sizes. Some droplets are large and prominent, while others are small and subtle. They are scattered across the slide, with a higher concentration in the top-left and bottom-right corners. Each droplet has a soft highlight and a subtle shadow, giving it a three-dimensional appearance.


REASONS FOR GENDER INEQUALITY

WHAT IS GENDER INEQUALITY ?

- GENDER INEQUALITY IS THE SOCIAL PHENOMENON IN WHICH MEN AND WOMEN ARE NOT TREATED EQUALLY. THE TREATMENT MAY ARISE FROM DISTINCTIONS REGARDING BIOLOGY, PSYCOLOGY, OR CULTURAL NORMS PREVALENT IN THE SOCIETY. SOME OF THESE DISTINCTIONS ARE EMPIRICALLY GROUNDED, WHILE OTHERS APPEAR TO BE SOCIAL CONSTRUCTS.

WHY THIS ISSUE NEEDS TO BE ADDRESSED ?

- OVER THE YEARS, THE WORLD HAS GOTTEN CLOSER TO ACHIEVING GENDER EQUALITY. THERE IS BETTER REPRESENTATION OF WOMEN IN POLITICS, MORE ECONOMIC OPPORTUNITIES, AND BETTER HEALTHCARE IN MANY PLACES OF THE WORLD. HOWEVER, THE [WORLD ECONOMIC FORUM](#) ESTIMATES IT WILL TAKE ANOTHER CENTURY BEFORE TRUE GENDER EQUALITY BECOMES A REALITY. WHAT DRIVES THE GAP BETWEEN GENDERS? HERE ARE 10 CAUSES OF GENDER INEQUALITY.

The image features a light gray gradient background. In the top-left and bottom-right corners, there are several realistic-looking water droplets of various sizes, some overlapping. The text is centered in the middle of the image.

**THERE ARE 10 MAIN REASONS FOR GENDER
INEQUALITY**

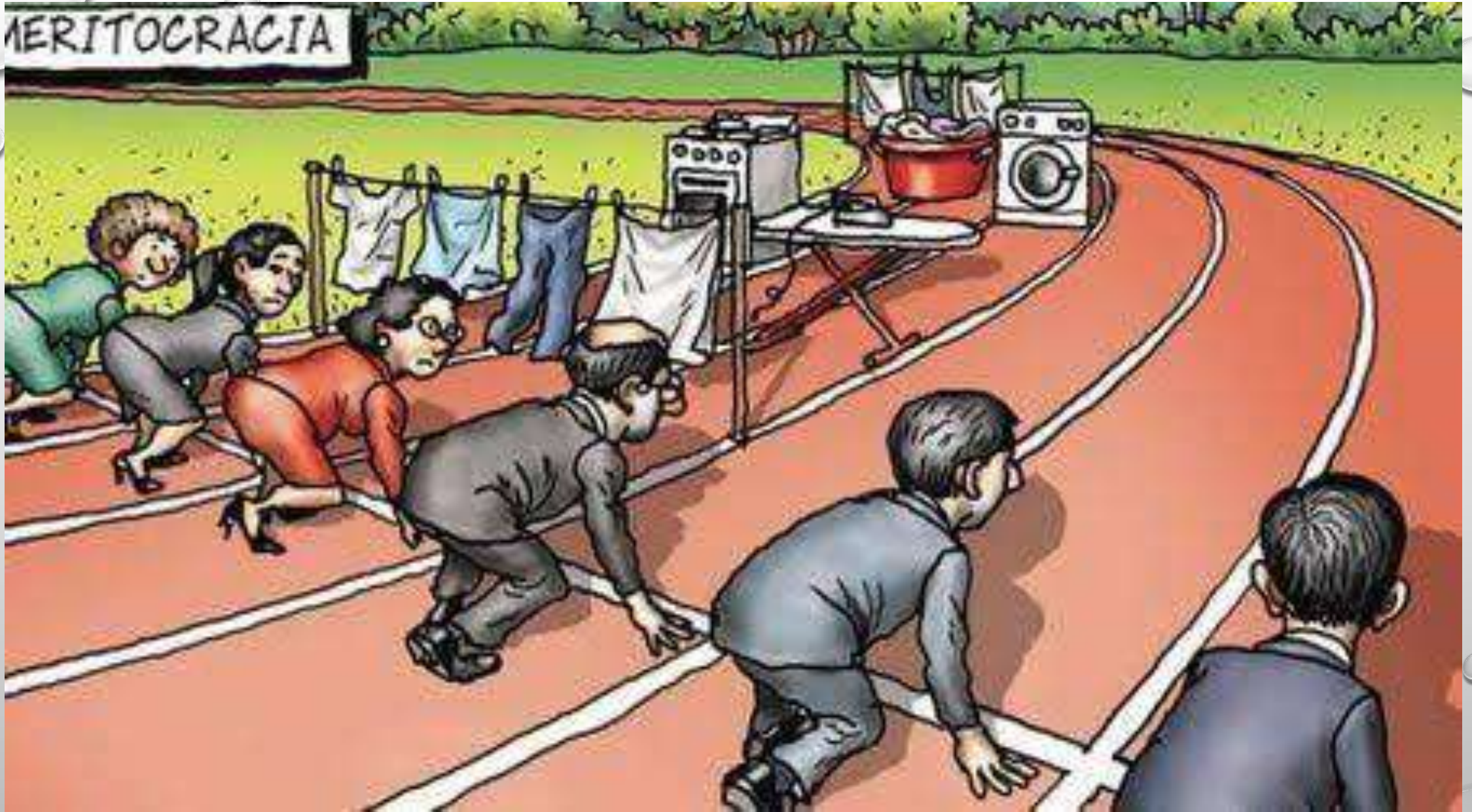
1. UNEVEN ACCESS TO EDUCATION

- AROUND THE WORLD, WOMEN STILL HAVE LESS ACCESS TO EDUCATION THAN MEN. $\frac{1}{4}$ OF YOUNG WOMEN BETWEEN 15-24 WILL NOT FINISH PRIMARY SCHOOL. THAT GROUP MAKES UP 58% OF THE PEOPLE NOT COMPLETING THAT BASIC EDUCATION. OF ALL THE ILLITERATE PEOPLE IN THE WORLD, $\frac{2}{3}$ ARE WOMEN. WHEN GIRLS ARE NOT EDUCATED ON THE SAME LEVEL AS BOYS, IT HAS A HUGE EFFECT ON THEIR FUTURE AND THE KINDS OF OPPORTUNITIES THEY'LL GET.

2. LACK OF EMPLOYMENT EQUALITY

- ONLY 6 COUNTRIES IN THE WORLD GIVE WOMEN THE SAME LEGAL WORK RIGHTS AS MEN. IN FACT, MOST ECONOMIES GIVE WOMEN ONLY $\frac{3}{4}$ THE RIGHTS OF MEN. STUDIES SHOW THAT IF EMPLOYMENT BECAME A MORE EVEN PLAYING FIELD, IT HAS A POSITIVE DOMINO EFFECT ON OTHER AREAS PRONE TO GENDER INEQUALITY.

MERITOCRACIA

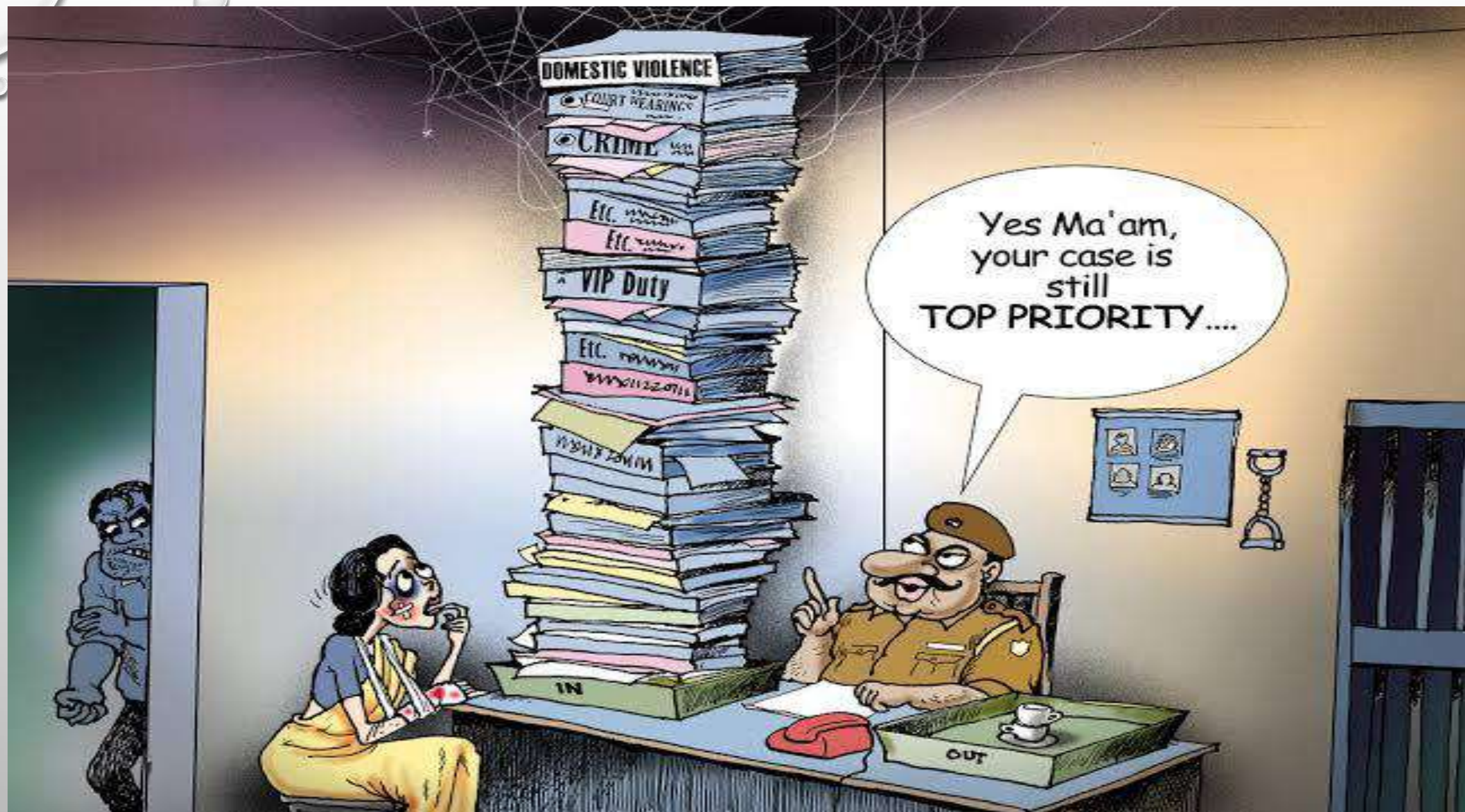


3. JOB SEGREGATION

- ONE OF THE CAUSES FOR GENDER INEQUALITY WITHIN EMPLOYMENT IS THE DIVISION OF JOBS. IN MOST SOCIETIES, THERE'S AN INHERENT BELIEF THAT MEN ARE SIMPLY BETTER EQUIPPED TO HANDLE CERTAIN JOBS. MOST OF THE TIME, THOSE ARE THE JOBS THAT PAY THE BEST. THIS **DISCRIMINATION** RESULTS IN LOWER INCOME FOR WOMEN. WOMEN ALSO TAKE ON THE PRIMARY RESPONSIBILITY FOR UNPAID LABOR, SO EVEN AS THEY PARTICIPATE IN THE PAID WORKFORCE, THEY HAVE EXTRA WORK THAT NEVER GETS RECOGNIZED FINANCIALLY.

4. LACK OF LEGAL PROTECTIONS

- ACCORDING TO [RESEARCH FROM THE WORLD BANK](#), OVER ONE BILLION WOMEN DON'T HAVE LEGAL PROTECTION AGAINST DOMESTIC SEXUAL VIOLENCE OR DOMESTIC ECONOMIC VIOLENCE. BOTH HAVE A SIGNIFICANT IMPACT ON WOMEN'S ABILITY TO THRIVE AND LIVE IN FREEDOM. IN MANY COUNTRIES, THERE'S ALSO A LACK OF LEGAL PROTECTIONS AGAINST HARASSMENT IN THE WORKPLACE, AT SCHOOL, AND IN PUBLIC. THESE PLACES BECOME UNSAFE AND WITHOUT PROTECTION, WOMEN FREQUENTLY HAVE TO MAKE DECISIONS THAT COMPROMISE AND LIMIT THEIR GOALS.



5. LACK OF BODILY AUTONOMY

- MANY WOMEN AROUND THE WORLD DO NOT HAVE AUTHORITY OVER THEIR OWN BODIES OR WHEN THEY BECOME PARENTS. ACCESSING BIRTH CONTROL IS FREQUENTLY VERY DIFFICULT. ACCORDING TO THE [WORLD HEALTH ORGANIZATION](#), OVER 200 MILLION WOMEN WHO DON'T WANT TO GET PREGNANT ARE NOT USING CONTRACEPTION. THERE ARE VARIOUS REASONS FOR THIS SUCH AS A LACK OF OPTIONS, LIMITED ACCESS, AND CULTURAL/RELIGIOUS OPPOSITION. ON A GLOBAL SCALE, ABOUT 40% OF PREGNANCIES ARE NOT PLANNED AND WHILE 50% OF THEM DO END IN ABORTION, 38% RESULT IN BIRTHS. THESE MOTHERS OFTEN BECOME FINANCIALLY DEPENDENT ON ANOTHER PERSON OR THE STATE, LOSING THEIR FREEDOM.

6. POOR MEDICAL CARE

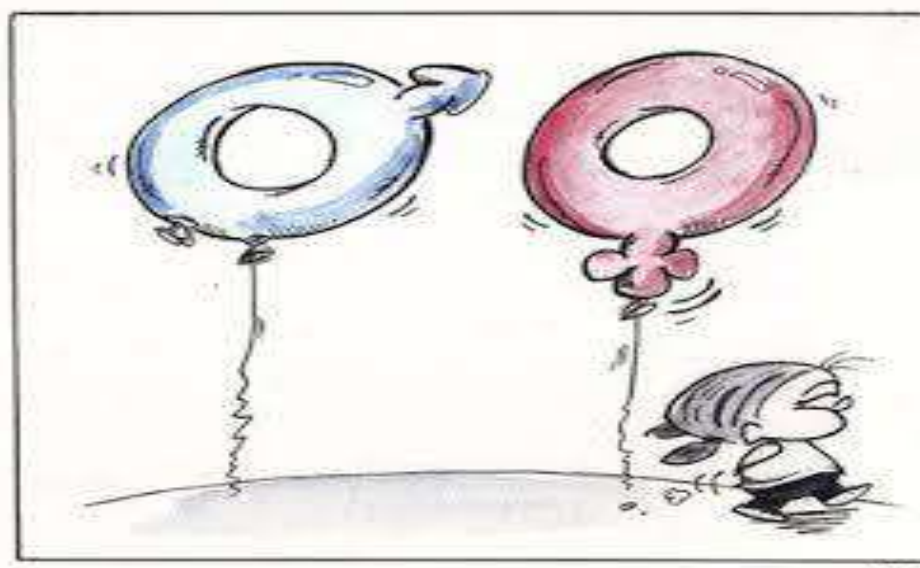
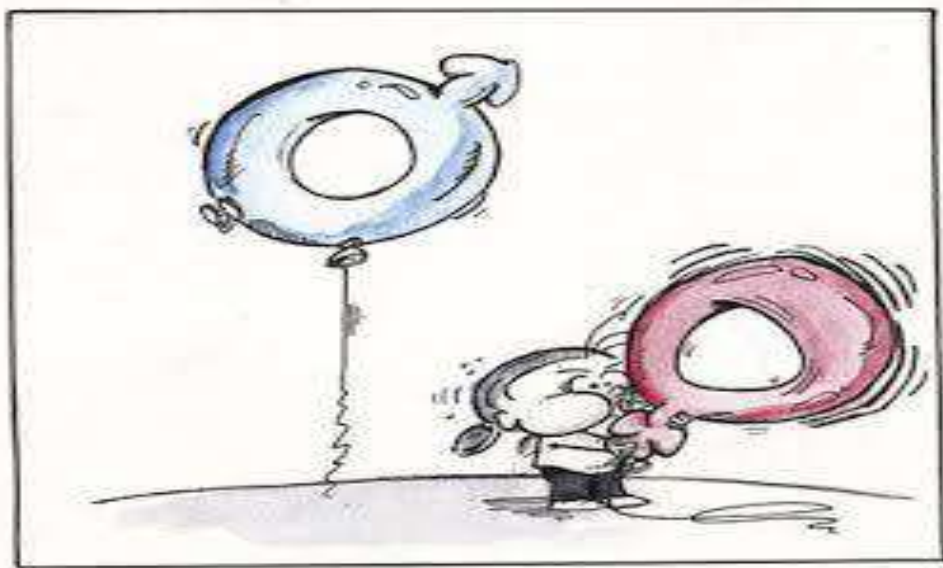
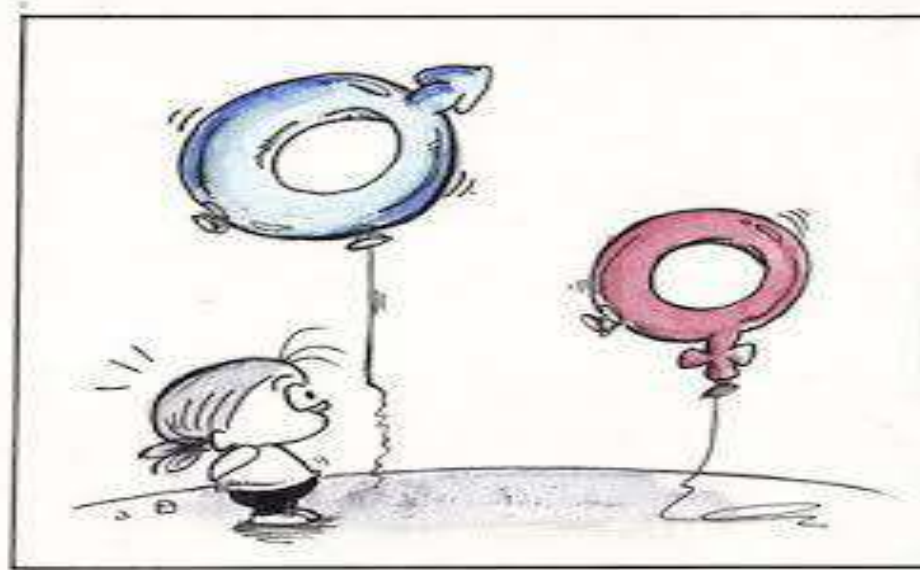
- IN ADDITION TO LIMITED ACCESS TO CONTRACEPTION, WOMEN OVERALL RECEIVE LOWER-QUALITY **MEDICAL CARE** THAN MEN. THIS IS LINKED TO OTHER GENDER INEQUALITY REASONS SUCH AS A LACK OF EDUCATION AND JOB OPPORTUNITIES, WHICH RESULTS IN MORE WOMEN BEING IN POVERTY. THEY ARE LESS LIKELY TO BE ABLE TO AFFORD GOOD HEALTHCARE. THERE'S ALSO BEEN LESS RESEARCH INTO DISEASES THAT AFFECT WOMEN MORE THAN MEN, SUCH AS AUTOIMMUNE DISORDERS AND CHRONIC PAIN CONDITIONS. MANY WOMEN ALSO EXPERIENCE DISCRIMINATION AND DISMISSAL FROM THEIR DOCTORS, BROADENING THE GENDER GAP IN HEALTHCARE QUALITY.

7. LACK OF RELIGIOUS FREEDOM

- WHEN RELIGIOUS FREEDOM IS ATTACKED, WOMEN SUFFER THE MOST. ACCORDING TO THE [WORLD ECONOMIC FORUM](#), WHEN EXTREMIST IDEOLOGIES (SUCH AS ISIS) COME INTO A COMMUNITY AND RESTRICT RELIGIOUS FREEDOM, GENDER INEQUALITY GETS WORSE. IN A STUDY PERFORMED BY GEORGETOWN UNIVERSITY AND BRIGHAM YOUNG UNIVERSITY, RESEARCHERS WERE ALSO ABLE TO CONNECT RELIGIOUS INTOLERANCE WITH WOMEN'S ABILITY TO PARTICIPATE IN THE ECONOMY. WHEN THERE'S MORE RELIGIOUS FREEDOM, AN ECONOMY BECOMES MORE STABLE THANKS TO WOMEN'S PARTICIPATION.

8. LACK OF POLITICAL REPRESENTATION

- OF ALL NATIONAL PARLIAMENTS AT THE BEGINNING OF 2019, ONLY 24.3% OF SEATS WERE FILLED BY WOMEN. AS OF JUNE OF 2019, 11 HEADS OF STATE WERE WOMEN. DESPITE PROGRESS IN THIS AREA OVER THE YEARS, WOMEN ARE STILL GROSSLY UNDERREPRESENTED IN GOVERNMENT AND THE POLITICAL PROCESS. THIS MEANS THAT CERTAIN ISSUES THAT FEMALE POLITICIANS TEND TO BRING UP — SUCH AS PARENTAL LEAVE AND CHILDCARE, PENSIONS, GENDER EQUALITY LAWS AND **GENDER-BASED VIOLENCE** — ARE OFTEN NEGLECTED.



EHK

9. RACISM

- IT WOULD BE IMPOSSIBLE TO TALK ABOUT GENDER INEQUALITY WITHOUT TALKING ABOUT RACISM. IT AFFECTS WHAT JOBS WOMEN OF COLOR ARE ABLE TO GET AND HOW MUCH THEY'RE PAID, AS WELL AS HOW THEY ARE VIEWED BY LEGAL AND HEALTHCARE SYSTEMS. [GENDER INEQUALITY AND RACISM](#) HAVE BEEN CLOSELY-LINKED FOR A LONG TIME. ACCORDING TO SALLY KITCH, A PROFESSOR AND AUTHOR, EUROPEAN SETTLERS IN VIRGINIA DECIDED WHAT WORK COULD BE TAXED BASED ON THE RACE OF THE WOMAN PERFORMING THE WORK. AFRICAN WOMEN'S WORK WAS "LABOR," SO IT WAS TAXABLE, WHILE WORK PERFORMED BY ENGLISH WOMEN WAS "DOMESTIC" AND NOT TAXABLE. THE PAY GAPS BETWEEN WHITE WOMEN AND WOMEN OF COLOR CONTINUES THAT LEGACY OF DISCRIMINATION AND CONTRIBUTES TO GENDER INEQUALITY.

10. SOCIETAL MINDSETS

- IT'S LESS TANGIBLE THAN SOME OF THE OTHER CAUSES ON THIS LIST, BUT THE OVERALL MINDSET OF A SOCIETY HAS A SIGNIFICANT IMPACT ON GENDER INEQUALITY. HOW SOCIETY DETERMINES THE DIFFERENCES AND VALUE OF MEN VS. WOMEN PLAYS A STARRING ROLE IN EVERY ARENA, WHETHER IT'S EMPLOYMENT OR THE LEGAL SYSTEM OR HEALTHCARE. BELIEFS ABOUT GENDER RUN DEEP AND EVEN THOUGH PROGRESS CAN BE MADE THROUGH LAWS AND STRUCTURAL CHANGES, THERE'S OFTEN A PUSHBACK FOLLOWING TIMES OF MAJOR CHANGE. IT'S ALSO COMMON FOR EVERYONE (MEN AND WOMEN) TO IGNORE OTHER AREAS OF GENDER INEQUALITY WHEN THERE'S PROGRESS, SUCH AS BETTER REPRESENTATION FOR [WOMEN IN LEADERSHIP](#). THESE TYPES OF MINDSETS PROP UP GENDER INEQUALITY AND DELAY SIGNIFICANT CHANGE.

ACHIEVEMENTS OF GENDER EQUALITY

BY
NAVYA
MAHENDRANATH
KEERTHI
NISHU
HEMANTH
AKHIL

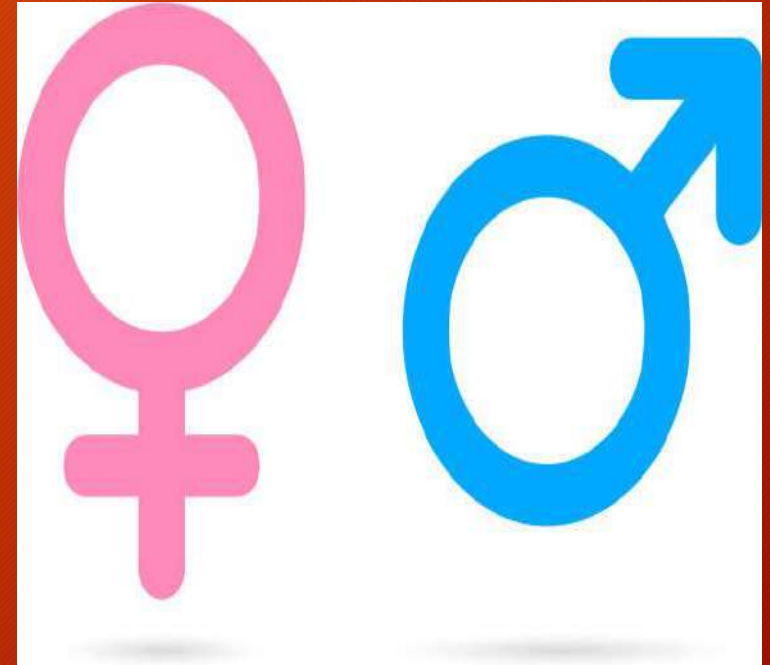
What is Gender Equality?

Gender equality is **when people of all genders have equal rights, responsibilities and opportunities**. ... Gender equality prevents violence against women and girls. It's essential for economic prosperity. Societies that value women and men as equal are safer and healthier. Gender equality is a human right. Gender equality might mean that **women and men should be treated equally, or differently**. ... For example, it may imply that women and men should be paid the same for doing the same work or that they should be treated with different medicines and methods in order to make healthcare equal.



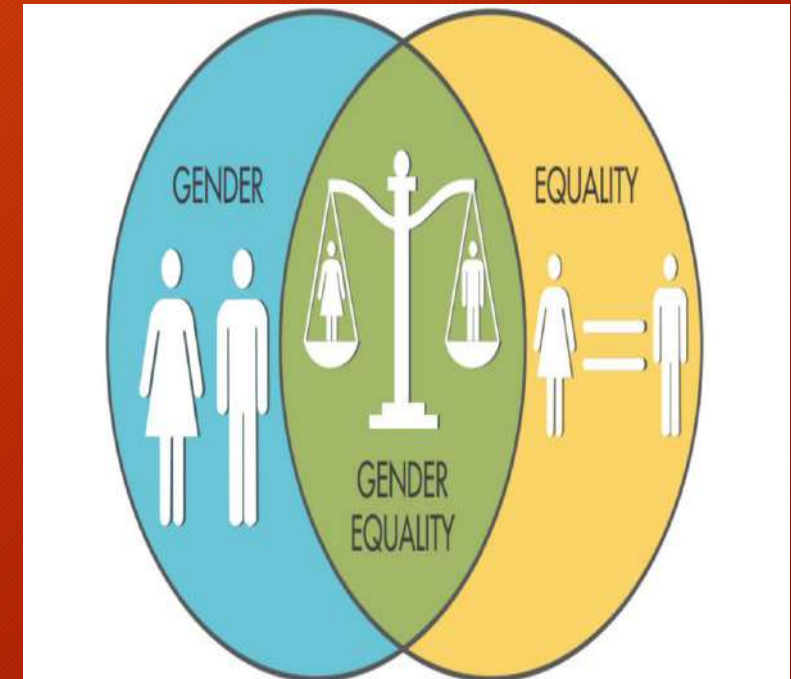
Benefits of Gender Equality

- **It is a human right and it is good for the economy.**
- Gender equality prevents violence against women and girls. Gender inequality is a root cause of violence against women. ...
- Gender equality is good for the economy. ...
- Gender equality is a human right. ...
- Gender equality makes our communities safer and healthier.



Ways to achieve the Gender Equality

- 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.



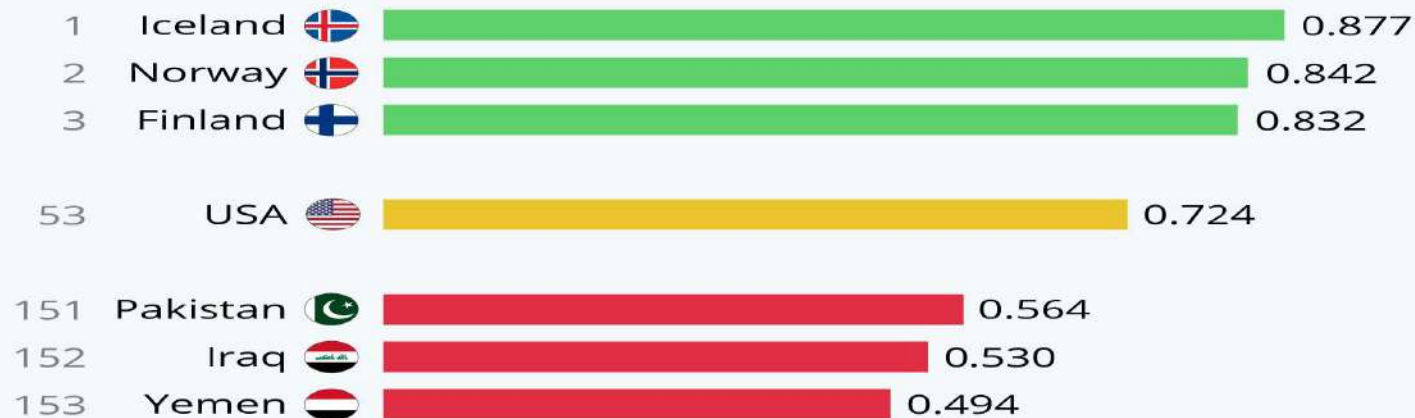
Which countries are highest and the lowest in achieving the Gender Equality ?

- According to the Gender Inequality Index (GII) 2020, **Switzerland** was the most gender equal country in the world.
- The Gender Inequality Index measures reflecting inequality in achievement between women and men in three dimensions: reproductive health, empowerment, and the labor market. A low GII value indicates low inequality between women and men and vice versa. **Yemen** was considered the least gender equal country that same year.

Top 10 countries to achieve the Gender Equality

Best and Worst Countries for Gender Equality

Global Gender Gap Index 2020 rankings
(1.0=full gender parity)



Based on the following: Economic participation and opportunity, educational attainment, health and survival, political empowerment.
Source: World Economic Forum



Steps to achieve the Gender Equality in our daily lives

1. Talk to women and girls. ...
2. Let girls use mobile phones. ...
3. Stop child marriage and sexual harassment. ...
4. Make education gender sensitive. ...
5. Raise aspirations of girls and their parents. ...
6. Empower mothers. ...
7. Give proper value to 'women's work' ...
8. Get women into power.

Conclusion

An equal society begins with women reclaiming their strong voice, and then gender wouldn't be as much of a relation of power. Gender equality is a fundamental right which contributes to a healthy society filled with respectful relationships between one another.

Thank You!

POLITICAL AND LEGAL REFORMS TO ACHIEVE GENDER EQUALITY



GROUP MEMBERS NAMES

★HARATHI★

VANDANA👑

SRIRANTH🍀

राहुल

☐MAHESH☐

S U R E S H

GENDER EQUALITY

GENDER EQUALITY BETWEEN WOMEN AND MEN REFERS TO THE EQUAL RIGHTS, RESPONSIBILITIES AND OPPORTUNITIES FOR WOMEN AND MEN AND GIRLS AND BOYS. EQUALITY DOES NOT MEAN THAT WOMEN AND MEN WILL BECOME THE SAME BUT THAT WOMEN'S AND MEN'S RIGHTS, RESPONSIBILITIES AND OPPORTUNITIES WILL NOT DEPEND ON WHETHER THEY ARE BORN MALE OR FEMALE. GENDER EQUALITY IMPLIES THAT THE INTERESTS, NEEDS AND PRIORITIES OF BOTH WOMEN AND MEN ARE TAKEN INTO CONSIDERATION RECOGNIZING THE DIVERSITY OF DIFFERENT GROUPS OF WOMEN AND MEN. GENDER EQUITY THAT PROVIDES A LEVEL PLAYING FIELD FOR MEN & WOMEN SO THAT THEY HAVE A FAIR CHANCE TO REALIZE EQUAL OUTCOMES ARE A PRECONDITION FOR ENSURING GENDER EQUALITY AND HUMAN RIGHTS.

THE ULTIMATE GOAL IN GENDER EQUALITY IS TO ENSURE THAT WOMEN AND MEN HAVE EQUITABLE ACCESS TO, AND BENEFIT FROM SOCIETY'S RESOURCES, OPPORTUNITIES AND REWARDS. AND, AS PART OF THIS, WOMEN NEED TO HAVE EQUAL PARTICIPATION IN DEFINING WHAT IS VALUED AND HOW THIS CAN BE ACHIEVED. EQUITY IS A MEANS. EQUALITY IS THE RESULT. GENDER EQUITY DENOTES AN ELEMENT OF INTERPRETATION OF SOCIAL JUSTICE, USUALLY BASED ON TRADITION, CUSTOM, RELIGION OR CULTURE, WHICH IS MOST OFTEN TO THE DETRIMENT TO WOMEN. THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN, ALSO KNOWN AS THE WOMEN'S BILL OF RIGHTS, DECLARES THAT COUNTRIES SHOULD:

- ACT TO ELIMINATE VIOLATIONS OF WOMEN'S RIGHTS, WHETHER BY PRIVATE PERSONS, GROUPS OR ORGANIZATIONS, ENDEAVOUR TO MODIFY SOCIAL AND CULTURAL PATTERNS OF CONDUCT THAT STEREOTYPE EITHER GENDER OR PUT WOMEN IN AN INFERIOR POSITION. ENSURE THAT WOMEN HAVE EQUAL RIGHTS IN EDUCATION AND EQUAL ACCESS TO INFORMATION, ELIMINATE DISCRIMINATION AGAINST WOMEN IN THEIR ACCESS TO HEALTH CARE, END DISCRIMINATION AGAINST WOMEN IN ALL MATTERS RELATING TO MARRIAGE AND FAMILY RELATIONS.

STEPS TO ACHIEVE GENDER EQUALITY

1: TALK TO WOMEN AND GIRLS

A FUNDAMENTAL REASON WE HAVE NOT YET ACHIEVED GENDER EQUALITY IN EVERY REALM IS THAT WOMEN AND GIRLS' VOICES ARE TOO OFTEN EXCLUDED FROM GLOBAL AND NATIONAL DECISION-MAKING.

2: LET GIRLS USE MOBILE PHONES

THE MAJORITY OF GIRLS IN INDIA DON'T HAVE ACCESS TO USING BASIC TECHNOLOGY SUCH AS PHONES AND COMPUTERS BECAUSE OF INFRASTRUCTURE RELATED CHALLENGES AND ECONOMIC REASONS.

3: STOP CHILD MARRIAGE AND SEXUAL HARASSMENT

IF WE WANT GIRLS TO BE ABLE TO COMPLETE EDUCATION WE HAVE TO END CHILD MARRIAGE. WE ALSO HAVE TO SERIOUSLY ADDRESS SEXUAL HARASSMENT OF GIRLS.

4: MAKE EDUCATION GENDER SENSITIVE

THERE HAS BEEN MUCH PROGRESS IN INCREASING ACCESS TO EDUCATION, BUT PROGRESS HAS BEEN SLOW IN IMPROVING THE GENDER SENSITIVITY OF THE EDUCATION SYSTEM, INCLUDING ENSURING TEXTBOOKS PROMOTE POSITIVE STEREOTYPES.

5: RAISE ASPIRATIONS OF GIRLS AND THEIR PARENTS

WE NEED TO GIVE GIRLS IMAGES AND ROLE MODELS THAT EXPAND THEIR DREAMS.

6: EMPOWER MOTHERS

WHEN MOTHERS ARE EDUCATED AND EMPOWERED TO MAKE CHOICES IN THEIR LIVES, THEY ENABLE THEIR DAUGHTERS TO GO TO SCHOOL.

7: GIVE PROPER VALUE TO 'WOMEN'S WORK'

THE UNPAID WORK WOMEN AND GIRLS DO PROVIDE THE FOUNDATION FOR THE GLOBAL ECONOMY. THIS FACT NEEDS TO BE HIGHLIGHTED MORE IN THE MEDIA, WITH THE PRIVATE SECTOR, AND IN COMMUNITIES.

8: GET WOMEN INTO POWER

A PROVEN WAY TO OVERCOME MANY SYSTEMIC BARRIERS TO A WOMAN'S SUCCESS HAS BEEN INCREASED PARTICIPATION BY WOMEN IN LOCAL, REGIONAL AND NATIONAL LEGISLATION AS EMPOWERED CHANGE AGENTS.

9: ENCOURAGE WOMEN INTO NON-TRADITIONAL VOCATIONS

SUPPORTING WOMEN IN NON-TRADITIONAL JOBS IS CRUCIAL IN NOT ONLY MAKING LONG-LASTING CHANGE IN THEIR LIVES BUT ALSO HELP BREAK SOCIAL TABOOS.

10: WORK TOGETHER

BETWEEN 1999 AND 2010, THE RATIO OF GIRLS IN SECONDARY SCHOOL FELL FROM 83 TO 82 GIRLS FOR EVERY 100 BOYS AT THE SECONDARY LEVEL AND FROM 67 TO 63 GIRLS FOR EVERY 100 BOYS AT THE TERTIARY LEVEL. THIS IS STALLED PROGRESS AND A REVERSION TO THE DEEP GENDER EQUALITIES THAT CHARACTERISED PREVIOUS ERAS. TO ADDRESS THIS GAP, OUR EFFORTS CANNOT BE DONE IN SILOS, BUT MUST INVOLVE THE PEOPLE (GIRLS IN THIS CASE).

11: STOP THE VIOLENCE

THE UN HAS FOUND THAT GLOBALLY, ONE IN THREE WOMEN WILL EXPERIENCE VIOLENCE IN HER LIFETIME, WITH MOST VIOLENCE AGAINST WOMEN PERPETRATED BY A CURRENT OR FORMER INTIMATE PARTNER.

12: BEWARE THE BACKLASH

ONE OF THE REALITIES THAT WE NEED TO REMEMBER AND ADDRESS IS THAT, WHEN WOMEN "TRESPASS" IN SPACES THAT WERE PREVIOUSLY COMPLETELY MALE-DOMINATED THERE IS OFTEN A PENALTY. IN EDUCATION AND IN THE WORKPLACE THAT BACKLASH OFTEN TAKES THE FORM OF SEXUAL HARASSMENT, HUMILIATION, VIOLENCE

LEGAL PROVISIONS RELATING TO CRIMES AGAINST WOMEN

- CRIMES AGAINST WOMEN GENERALLY REFERS TO CRIMES DIRECTED SPECIFICALLY AGAINST WOMEN ALTHOUGH THEY MAY SUFFER OTHER CRIMES LIKE ROBBERY, CHEATING, MURDER ETC.



INDIAN PENAL CODE SECTIONS:

SECTION 376: OFFENCE OF RAPE

SECTION 363-373: KIDNAPPING AND ABDUCTION FOR DIFFERENT PURPOSES

IPC SECTIONS RELATING TO CRIMES AGAINST WOMEN

- SECTION 302/304-B: HOMICIDE FOR DOWRY, DOWRY DEATHS OR THEIR ATTEMPTS

SECTION 354: ASSAULT OR CRIMINAL FORCE AGAINST WOMEN WITH INTENT TO OUTRAGE HER MODESTY

SUBSEQUENT TO NIRBHAYA CASE, CRIMINAL LAW AMENDMENT ACT HAS MADE FURTHER PROVISIONS UNDER THIS SECTION

SECTION 509: WORD, GESTURE OR ACT INTENDED TO INSULT THE MODESTY OF A WOMAN

CONSTITUTIONAL & OTHER ENACTMENTS FOR ENSURING HUMAN RIGHTS FOR WOMEN

ARTICLE

- 14: EQUALITY BEFORE LAW
- 15(1): NON-DISCRIMINATION ON THE GROUNDS OF RELIGION, CASTE, SEX, PLACE OF BIRTH.
- ARTICLE 15(3): STATE MAY MAKE ANY SPECIAL PROVISION IN FAVOR OF WOMEN & CHILDREN
- 16: EQUALITY OF OPPORTUNITY FOR ALL CITIZENS IN MATTERS RELATING TO EMPLOYMENT
- 39(A): EQUAL RIGHTS FOR MEN & WOMEN TO ADEQUATE MEANS OF LIVELIHOOD

- THE FACTORIES ACT, 1948
- THE EMPLOYEES STATE INSURANCE ACT, 1948
- THE MEDICAL TERMINATION OF PREGNANCY ACT, 1971
- THE EQUAL REMUNERATION ACT, 1976
- THE CHILD MARRIAGE RESTRAINT ACT, 1976
- THE INDECENT REPRESENTATION OF WOMEN (PROHIBITION) ACT, 1986
- THE COMMISSION OF SATI (PREVENTION) ACT, 1987
- THE NATIONAL COMMISSION FOR WOMEN ACT, 1992
- THE PRENATAL DIAGNOSTIC TECHNIQUE ACT, 1994

QUOTES – GENDER EQUALITY

“Freedom cannot be achieved unless women have been emancipated from all kinds of oppression.”

NELSON MANDELA



“How important it is for us to recognize and celebrate our heroes and she-roes!”

MAYA ANGELOU



“Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.”

KOFI ANNAN



“No country can ever truly flourish if it stifles the potential of its women and deprives itself of the contribution of half its citizens.”

MICHELLE OBAMA



*Thank
you*

