

MODULE 1

WHAT IS GENDER DATA AND HOW TO USE IT FOR SDG MONITORING

Annex

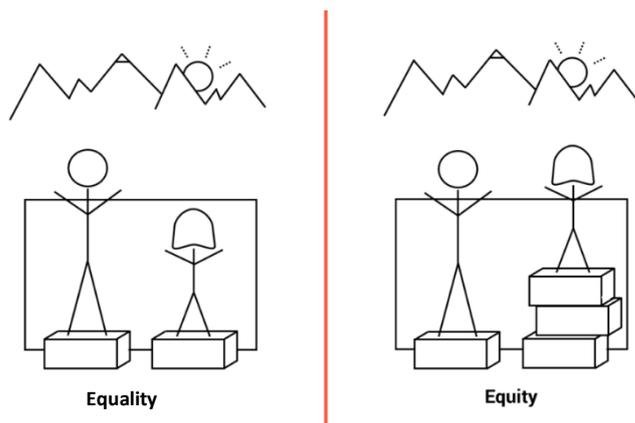
Curriculum on Gender Statistics Training

This product was developed under the guidance of the Subgroup on Gender Statistics Training, within the Asia-Pacific Network of Statistical Training Institutes.

1. Understanding Gender Equality and Gender Equity

Gender equality and gender equity, though often used interchangeably, are distinct but interconnected concepts. Gender equality aims for equal treatment and opportunities for women and men in all their diversities, ensuring unbiased access to resources, rights, and opportunities¹. In contrast, gender equity focuses on fairness and justice, addressing the historical and structural disadvantages faced by marginalized genders. It understands that to achieve true equality, different individuals might need varied levels of support².

Figure 1: Gender Equality, Gender Equity and Justice³



To illustrate this further, let us consider an example. In a classroom setting, gender equality would mean that all children, regardless of their gender, have equal access to education, resources, and opportunities. However, gender equity would go a step further, acknowledging that certain children may face additional gender-based barriers. To achieve gender equity in this scenario, targeted interventions may be needed to bridge the gap and ensure that all children have an equitable chance at educational success⁴.

2. Gender Equity's Role in Achieving Gender Equality

Gender equity is foundational to achieving gender equality. It recognizes and addresses power imbalances, enabling women, in all their diversity, to have more control over their lives. For instance, in the workplace, gender equality aims to eliminate biases and discriminatory practices, whereas gender equity delves deeper, focusing on barriers like systemic sexism and gender-based discrimination. Implementing inclusive policies such as parental leave and flexible work arrangements are examples of steps that can be taken towards gender equity in the workplace⁵.

¹ UN Women (2001). Concepts and definitions.

<https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

² Canadian Encyclopedia (2020). Gender Equity. <https://www.thecanadianencyclopedia.ca/en/article/gender-equity>

³ DECD. Gender equality vs equity. <https://www.enterprise-development.org/weegateway/gender-equality-vs-equity/>

⁴ OECD (2012). Equity and Quality in Education: Supporting Disadvantaged Students and Schools.

<http://dx.doi.org/10.1787/9789264130852-en>

⁵ EIGE (2019). Gender Equality Index 2019 in brief: Still far from the finish line.

3. The Intersectional Approach to Gender Issues

Achieving both gender equality and equity needs an intersectional approach, considering the intertwined nature of privilege and oppression across gender, race, ethnicity, and other identities⁶. This holistic view recognizes that gender disparities are multifaceted, requiring comprehensive solutions that address the diverse experiences and challenges individuals face.

4. The Multifaceted Benefits of Gender Equality for Men

Gender equality, often viewed through the lens of women's rights, also brings manifold benefits for men, from enhanced mental health to economic wellbeing. Furthermore, according to the World Economic Forum, when women thrive, economies prosper, leading to a ripple effect that benefits all members of society, including men⁷. Evidence suggests that gender equality in the labor market could lead to a significant increase in GDP⁸. The International Labour Organization (ILO) underscores that workplaces valuing gender equality tend to foster better collaboration, creativity, and innovation, factors that enhance professional opportunities and satisfaction for men.

In conclusion, gender equality is not solely a concern for women; it is a crucial issue that offers numerous advantages to men and society as a whole. Therefore, it is essential for individuals, organizations, and communities to actively work towards achieving gender equality to create a fair and equitable world for everyone.

<https://eige.europa.eu/publications-resources/publications/gender-equality-index-2019-brief-still-far-finish-line>

⁶ OHCHR (2022). Guidance Note on Intersectionality, Racial Discrimination & Protection of Minorities. <https://www.ohchr.org/sites/default/files/documents/issues/minorities/30th-anniversary/2022-09-22/GuidanceNoteonIntersectionality.pdf>

⁷ World Economic Forum. Here's how 3 Young Global Leaders are investing in women's empowerment. <https://www.weforum.org/agenda/2024/03/young-global-leaders-investing-women-empowerment/>

⁸ World Bank (2023). Accelerate Gender Equality for a Sustainable, Resilient, and Inclusive Future. <https://documents1.worldbank.org/curated/en/099013107142345483/pdf/SECBO504cf7b650208a5e08b784c0db6a4.pdf>