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ZILONY
WSiZ

5 GENDER
EQUALITY



ISSUE TOPIC:

GENDER EQUALITY

Sustainable Development Goal 5: Achieve gender equality and empower women and girls

Gender equality is a fundamental human right that should be upheld universally. It is also a critical component towards building a sustainable world where individuals can live peacefully and prosperously. By ensuring that women and girls have equal access to education, healthcare, and decent employment opportunities, as well as the ability to participate in political and economic decision-making, we can strengthen economies and benefit societies and humanity as a whole*.

* <https://sdgs.un.org/goals/goal5>

THROUGH THE EYES OF SPECIALISTS

Ewa Nowak-Koprowicz, Joanna Sowińska, EUROPE DIRECT Rzeszów

5 GENDER
EQUALITY

Do we need an International Women's Day?

Experts from the World Economic Forum predict that gender parity will not be achieved for the next hundred years¹.

60. Poland ranked 60th out of 146 countries in last year's Global Gender Gap Index, indicating that there is still much work to be done towards gender equality.

So let's go back to genesis

The observance of Women's Day and its inclusion of gender equality issues can be traced back to labor movements that emerged in North America and Europe at the turn of the 20th century.

The initial celebration of National Women's Day occurred on February 28, 1909, in the United States, and was accompanied by a protest against unfavorable working conditions.

TABLE 1.1 The Global Gender Gap Index 2023 rankings

Rank	Country	Score		Score change	Rank change
		0-1	2022	2022	2022
1	Iceland	0.912		+0.004	-
2	Norway	0.879		+0.034	+1
3	Finland	0.863		+0.003	-1
4	New Zealand	0.856		+0.014	-
5	Sweden	0.815		-0.007	-
6	Germany	0.815		+0.014	+4
7	Nicaragua	0.811		+0.001	-
8	Namibia	0.802		-0.005	-
9	Lithuania	0.800		+0.001	+2
10	Belgium	0.796		+0.003	+4
...					
56	Bolivia (Plurinational State of)	0.730		-0.004	-5
57	Brazil	0.726		+0.030	+37
58	Panama	0.724		-0.019	-18
59	Bangladesh	0.722		+0.008	+12
60	Poland	0.722		+0.012	+17
61	Armenia	0.721		+0.023	+28
62	Kazakhstan	0.721		+0.003	+3
63	Slovakia	0.720		+0.003	+4
64	Botswana	0.719		-	+2

The Global Gender Gap Index 2023

Source: <https://internationalwomensday.s3.us-west-2.amazonaws.com/resources/IWD-WorldEconomicForum-GlobalGenderGap-Report-2023.pdf> (access: 05.03.2024).

¹ <https://internationalwomensday.s3.us-west-2.amazonaws.com/resources/IWD-WorldEconomicForum-GlobalGenderGap-Report-2023.pdf> (access: 05.03.2024).

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The gender pay gap is the difference in the average earnings of women and men

- In the European Union, women are paid almost **12.7% less** per hour than men, on average. However, this percentage varies greatly across Member States. For instance, Estonia has the largest pay gap between women and men (20.5%), while Romania has the smallest gap (3.6%). Luxembourg has successfully closed the gender pay gap, whereas Poland's gap is 4.5%².
- Despite the fact that more women in the EU pursue higher education than men³, they are less present in the labor market. As per 2022 data, **28%** of women in the EU work part-time, which is higher than the 8% of men who work part-time. Women are more likely than men to take time off work to care for children or other family members.
- Another vital reason for the pay gap is that women tend to work in lower-paid jobs when compared to men. Women also hold fewer leadership positions than men, with only **34.7%** of leadership positions held by women in the EU in 2021⁴.
- The gender pay gap also has repercussions for women's financial security in old age. In the year 2020, women aged over 65 in the EU received on average **28.3% lower** pensions than men. The gender pension gap varies significantly between Member States, ranging from a 41.5% gap in Malta to a mere 0.1% gap in Estonia.

EU action to tackle the gender pay gap

In May 2023, the European Parliament adopted a directive ensuring pay transparency⁵. Member States have until **June 7, 2026** to implement it.

² https://www.europarl.europa.eu/resources/library/images/20230403PHT79010/20230403PHT79010_original.png (access: 05.03.2024)

³ <https://ec.europa.eu/eurostat/cache/infographs/womenmen/bloc-2a.html?lang=en> (access: 05.03.2024)

⁴ <https://ec.europa.eu/eurostat/cache/infographs/womenmen/bloc-2c.html?lang=en> (access: 05.03.2024)

⁵ <https://www.europarl.europa.eu/news/pl/press-room/20230327IPR78545/koniec-luki-placowej-miedzy-kobietami-a-mezczyznami-i-informacja-o-wynagrodzeniu> (access: 05.03.2024)

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There is a need to engage various stakeholders, including men and boys. The continued lack of prioritization of Goal 5 will put the entire 2030 Agenda for Sustainable Development at risk.

Based on data from

120 COUNTRIES AND AREAS

28 COUNTRIES

still do not have laws giving women equal rights to marry and divorce.



67 COUNTRIES

have no laws prohibiting direct and indirect discrimination against women.



53 COUNTRIES

have laws that do not provide for equal pay for work of equal value.



According to estimates

AROUND \$6.4 TRILLION

is required annually to attain gender equality for 70% of the population of 48 developing countries in crucial areas such as poverty and hunger.



However, if current government spending persists, there will be a yearly deficit of **\$360 billion**.

According to the latest data

54% COUNTRIES AND AREAS

lack appropriate regulations covering any of the areas addressed by the Sustainable Development Goals indicator 5.1.1 with regard to legal frameworks. Even when regulations exist, enforcing them can prove challenging.



Harvard University's Prof. **Claudia Goldin** was awarded the Nobel Prize in Economic Sciences for her groundbreaking research on women's labor market status. She is the third woman to be recognized in this field.

*„Goldin was the first to comprehensively examine women's earnings and labor market outcomes over the centuries. It also showed what are the most important reasons for the existence of the wage gap”**

* <https://www.prawo.pl/kadry/nobel-z-ekonomii-kto-i-za-co-do-stal-nobla-z-ekonomii-w-2023-r,523444.html> (access: 01.03.2024)

In terms of power and leadership in the world, women have:

26.7%



of parliamentary seats

35.5%



of local government seats

28.2%



of managerial positions in workplaces

30%

At the current rate of change, the share of women in managerial positions in workplaces will reach only 30% by **2050**.

5 GENDER EQUALITY

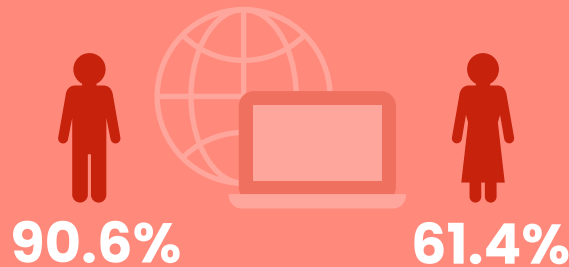
Interrupted careers, caring responsibilities and wage discrimination mean that women earn only **one third** of labor income worldwide.



In 2019, for every **DOLLAR** a man earned, a woman earned only **51 CENTS**



In 2022, less than two-thirds (**61.4%**) of women of working age (25-54) were in the global labor market, compared to **90.6%** of men.



At the current rate of progress, the next generation of women will spend an average of

2.3h MORE PER DAY

on unpaid care and housework than men.



Task 5C under Goal 5 included in the 2030 Agenda for Sustainable Development

Adopt and strengthen policies and effective legislation that promote gender equality and empower women and girls at all levels.

IMAGE ISSUE NR.

The work of second-year graphic design student Monika Stopyra was recognized during the exhibition "Everyone has equal rights regardless of gender" accompanying the student debate "Every Gender is Equal" on the occasion of Human Rights Day, which took place on December 12, 2023.



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