

Equal opportunities and gender equality

Equal opportunities: the right to have **equal access** to the same living conditions irrespective of our origin, religion, colour, age or sexual orientation.

Gender should not be a ground for discrimination either. Therefore, **gender equality is necessary in order to have equal opportunities.**

Different? Yes Unequal? No

Men and women are biologically **different** and as we grow, we become individuals with our own unique characteristics.

However, there are differences which are **created by cultures**. These are ideas that determine what a man and a woman "should be" in our societies.



They are the so-called **gender roles**, and often we find inequality and discrimination behind them.

To prioritize one gender over the other is to create specific power relationships.

Discrimination exists when women are denied rights, freedoms or social benefits for the simple fact of being women.



- Women represent 70% of **poor people** of the world and own just 1% of the world's wealth.

- Two thirds of **illiterate** people of the world are women.

- On average, a woman **earns 25% less** than a man earns in the same

position.

- Women represent 50% of **AIDS** cases in the world. This percentage goes up to 58% in Africa. The probability of a woman being infected by a man is 4 times higher than a man being infected by a woman.

- Women and girls are the main victims of physical and sexual **violence**. Women are also the main victims of moral and sexual harassment in the workplace.

- Domestic chores continue to be a woman's responsibility even though they are now part of the **labor market**. This doubles the amount of work for women and affects their ability to access remunerated jobs.

- Men have better professional development opportunities. However, their **social role** forces them to work longer hours, do double shifts or have several jobs to earn more money.

- Men, due to their gender role, are hired for more dangerous jobs thus representing a higher percentage of victims of **industrial accidents** compared to women.

What we need to change



Introducing a gender perspective in our society requires a more critical look at ourselves and the rules that we abide by. It is a process that will require efforts and work from all actors involved.

Our goals

- To **intensify** training and raise awareness about women's rights.

- To **create** groups of women leaders who are capable of implementing "organizing strategies" and mainstreaming a gender perspective in their workplace.

- To **strengthen** existing women networks and increase their numbers using relevant communication technologies.

- To **organize** and empower more men and women, and strengthen their bargaining positions with their employers.

- To **mainstream gender equality** policies and integrate a gender perspective through a cross-cutting approach.