



# WOMEN AND THE WORLD

Top issues affecting women globally, and a path to solutions



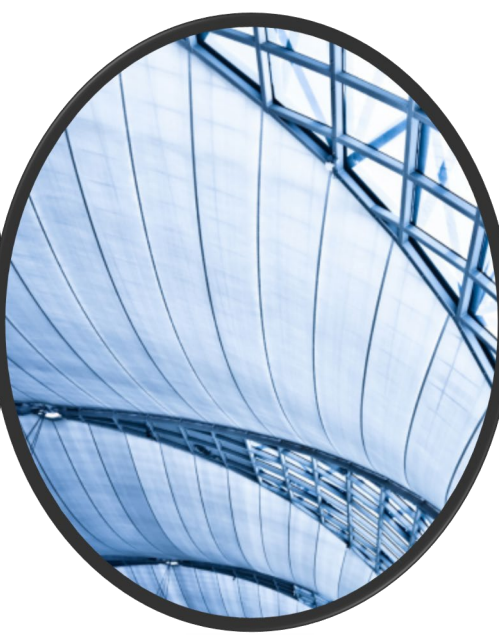


Gender equality is unequivocally designated as the single most effective route to socio-economic prosperity. Yet, as the United Nations stated in 2018, **no country in the world has successfully eliminated discrimination against women or has achieved full equality.**

Demography



Leadership



Food Security/Agriculture



Conflict



Sustainability/Resource Constraints



## Why?

Social Motivation

Women make up 50% of world's population and 70% of world's poor

Economic Motivation

Gender Equality boosts economic growth  
Gender issues have high cost

Cost of Sexual Harassment to Businesses

*71% of women experience workplace sexual harassment depending on industry\**

Legal and liability costs  
Increased Insurance premium  
Loss of talent  
Productivity lost  
Reputation/Loss of business

*>6 million USD/Fortune 500 company/year*

Cost of Sexual Harassment to Nations

Loss of workforce  
Migration – Loss of population  
+Assimilation

Cost of Sexual Harassment to Households

- Globally, women account for only 38% of human capital wealth versus 62% for men. In low- and lower-middle income countries, women account for a third or less of human capital wealth.
- On a per capita basis, gender inequality in earnings could lead to losses in wealth of \$23,620 per person globally.
- Globally (141 countries included in analysis), the loss in human capital wealth due to gender inequality is estimated at \$160.2 trillion if we simply assume that women would earn as much as men (twice the value of GDP Globally).
- Human capital wealth would increase by 21.7 percent globally, and total wealth by 14.0 percent with gender equality in earnings.



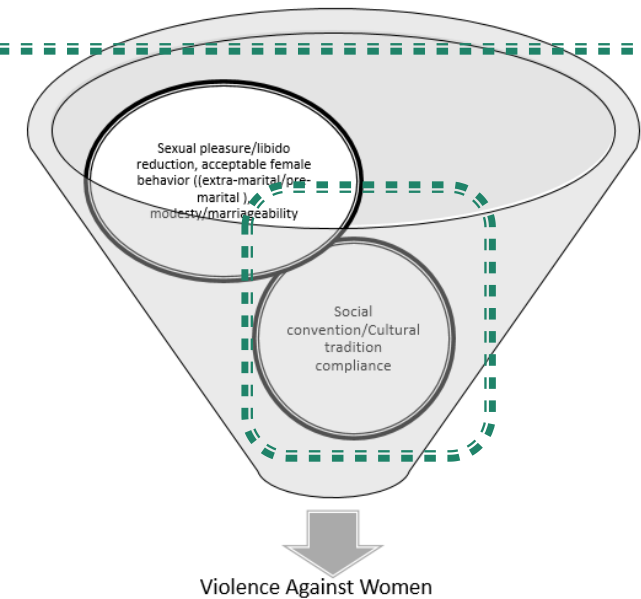
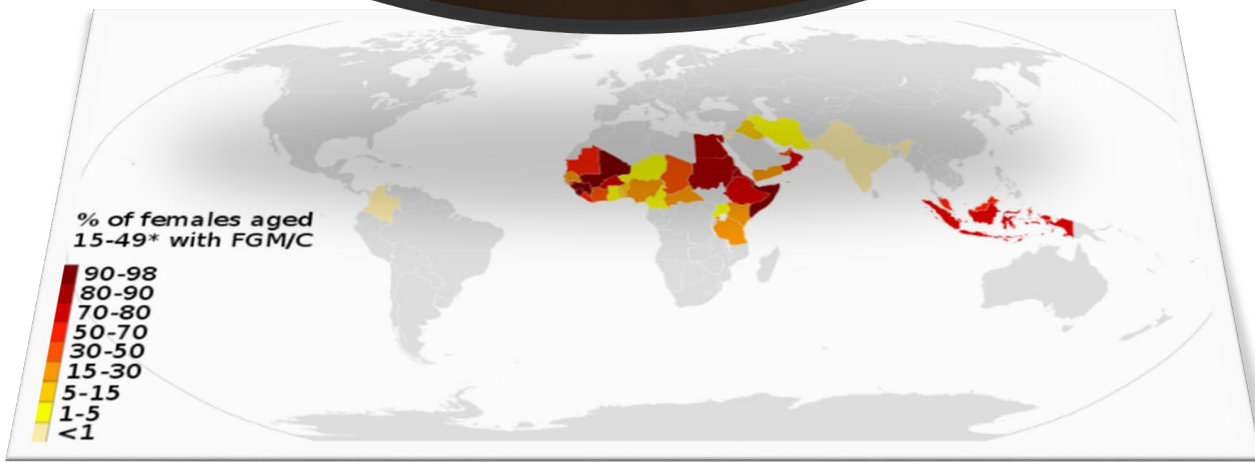


# Deep dive: Female Genital Mutilation (FGM)

Procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons



- Practiced in 30 countries in western, eastern, and north-eastern Africa, Middle East and Asia and within some communities in Europe, North America and Australia
- Mostly carried out on young girls between infancy and age 15
- Has no health benefits. Effects include severe bleeding, problems urinating, later cysts, infections, as well as complications in childbirth and increased risk of newborn deaths
- GBV and human rights violation



Solution is possible: Awareness (trained leaders: community outreach, 1 on 1 engagement by social workers), Legislative Actions/policies



# Deep Dive: Acid Attack

A form of violent assault defined as the act of throwing acid or a similarly corrosive substance onto the body of another with the intention to disfigure, maim, torture, or kill

- Acid attacks happen - 1500 attacks happening worldwide per year (Acid Survivors Trust International estimates). 65% of victims are women\* (excluding UK and Africa)
  - The UK has one of the highest rates of acid attacks per capita in the world (ASTI), 4 out of 5 victims male

Bangladesh

India

Pakistan

China/Cambodia /Vietnam

Israel/Iran/Afghanistan

Columbia

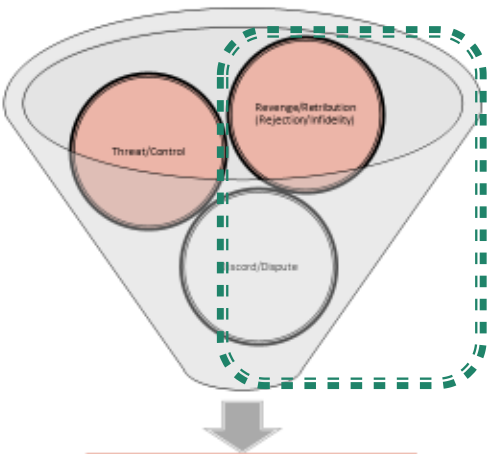
UK

Most common types of acid used in these attacks are sulfuric and nitric. Hydrochloric used too (much less damaging). Aqueous solutions of strongly alkaline materials, such as caustic soda (sodium hydroxide), are used in areas where strong acids are controlled substances

- Acid Attack victims are maimed for life, socially isolated and ostracized and have to incur average of 15 surgeries for reconstruction.

Extend of damage (from burns to dissolution of bones and features) depends on

- Concentration of acid used
- Time before acid is neutralized/washed off



Ratio of male to female victims vary by Nations/Geo, but Gender Based Violence (GBV) in several parts of the world

**SCARRED FOR LIFE**  
 BETTER MECHANISMS IN PLACE FOR RECORDING THE CRIME, SAY CAMPAIGNERS FOR SURVIVORS  
 Almost 250 more acid attack cases reported in the country

**States and Union Territories with the most number of cases**

| Year | Cases |
|------|-------|
| 2014 | 309   |
| 2013 | 66    |
| 2012 | 85    |
| 2011 | 83    |

**COMMON CAUSES**

- Unrequited love | Rejection of marriage proposal | Spouse's insistence on divorce | Wife's refusal to undergo sex-determination test | Professional rivalry | Disputes with in-laws | Family | Intentional injury at the scene of attack

**PERMANENTLY ABSENT**

| Year | Permanently Absent |
|------|--------------------|
| 2013 | 208                |
| 2011 | 82                 |
| 2012 | 132                |

Of the attacks in India registered between 2010-2014 (most prior to 2013 went into grievous assault bucket in India) only 60% resulted in filing of charge sheets - 81% of the perpetrators were able to obtain bail, 49% are absconding.

**Gender profile (Perpetrators)**

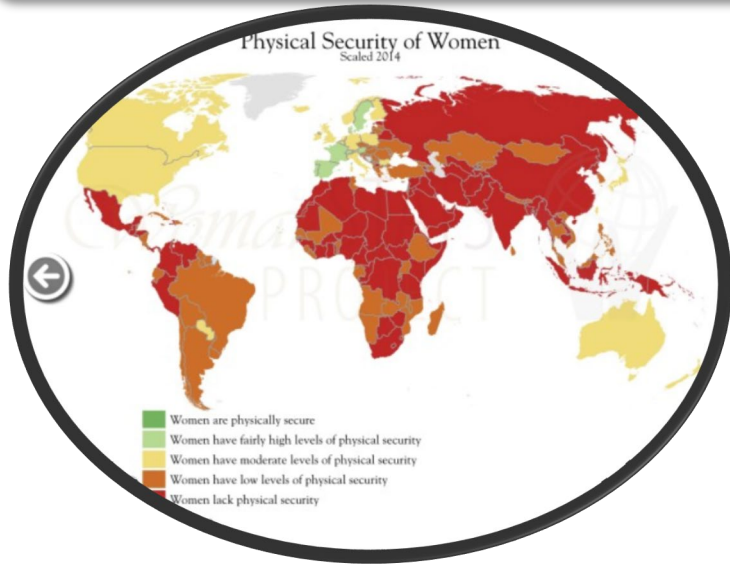
| Gender | Percentage |
|--------|------------|
| Male   | 13%        |
| Female | 87%        |

[https://www.huffingtonpost.com/tanushree-ghosh/acid-attack-in-india-when\\_b\\_9559790.html](https://www.huffingtonpost.com/tanushree-ghosh/acid-attack-in-india-when_b_9559790.html)

Solution is possible: Awareness, Legislative Actions (Control of Sales, Stricter prosecution and punishment), High need of non-profit action for rehabilitation globally

# Deep dive: Workplace Sexual Harassment

Unwelcome verbal, visual, non-verbal or physical conduct of a sexual nature or based on someone's sex that is severe or pervasive and affects working conditions or creates a hostile work environment



75 percent of the world's [2.7 billion women](#) aged 18 years and older, or at least 2 billion women, have been sexually harassed

- The #MeToo Time Lag
- What happens
- What options the victims have
- What can happen to the perpetrators

*To meet the legal definition of "harassment," the conduct in question must either be severe or pervasive. It does not have to be both.*

*The law generally doesn't prohibit simple teasing, isolated offhand comments, or incidents that happen only once and are not serious. So, generally speaking, a single unwanted request for a date or one sexually suggestive comment that offends you and/or was inappropriate may not be "severe" or "pervasive." However, a single incident of very serious conduct, like rape or attempted rape, would probably meet this part of the definition of sexual harassment. (Such conduct may also violate other laws and/or constitute criminal behavior.)*

*Harassment that is less severe but happens frequently or persists over time may be "pervasive," and therefore also meet this part of the definition. So, a number of relatively minor separate incidents may add up to sexual harassment if the incidents negatively affect your work environment. To determine whether the harassing conduct is "pervasive," you can ask yourself: How many times did the incidents occur? How long has the conduct been going on? Have other people (of my same sex or gender) also been treated this way?*

## Deep dive: lack of opportunity /advancement

Flexible Work Arrangements—Working flexibly is an issue for many women

Equal Pay—It's 2017, and women still make less than men

Race and Gender Bias—Women of color continue to deal with some of the workplace's most entrenched hurdles

LGBT Protection—Many LGBT women feel like “outsiders” in the workplace

Role Models—There are few powerful examples of women role models in workplaces

Double-Bind—Women's ability to lead is often undermined by gender stereotypes

Non-Inclusive Workplaces—Women often feel dismissed or ignored

Sexual Harassment—Women at all levels of employment and all levels of workplace are affected

Sponsorship—Not enough leaders are sponsoring highly qualified women by speaking up on their behalf

Access to Hot Jobs—Why don't women have the same access to career-making roles as men

A Global Anti-Discrimination policy is not possible in employment. Neither might it be needed if there is representation (meaningful) – Build up the numbers, create awareness and create awareness to build up the numbers



## What?

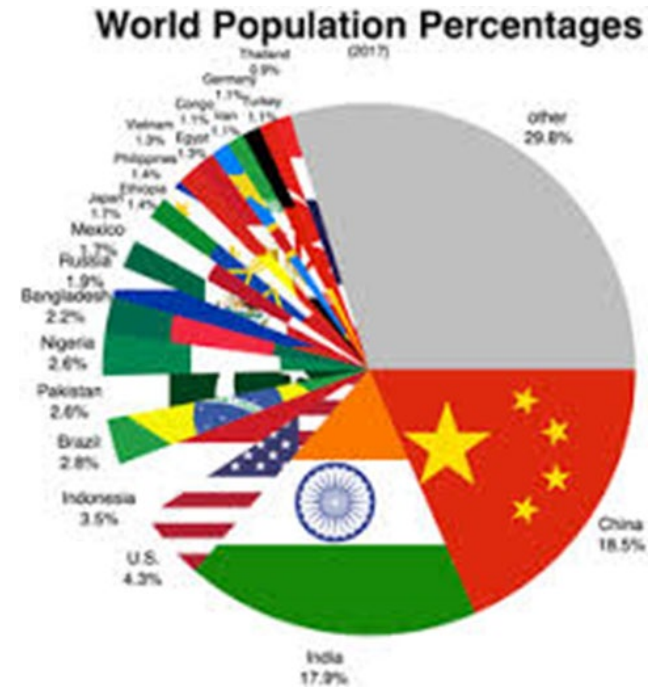
*Injustice anywhere is injustice everywhere,” MLK Jr.*



1. Reproductive rights
2. Equal pay/leadership role models/equal opportunities
3. Sexual harassment at work
4. Domestic violence
5. Women's health\*



1. Access to education
2. Child marriage
3. Trafficking
4. GBV (acid attack, genital mutilation (FGM))
5. Sexual assault\*



(Meaningful) Representation

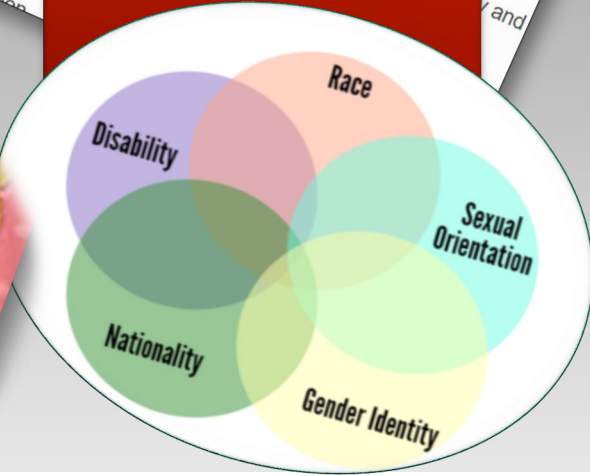
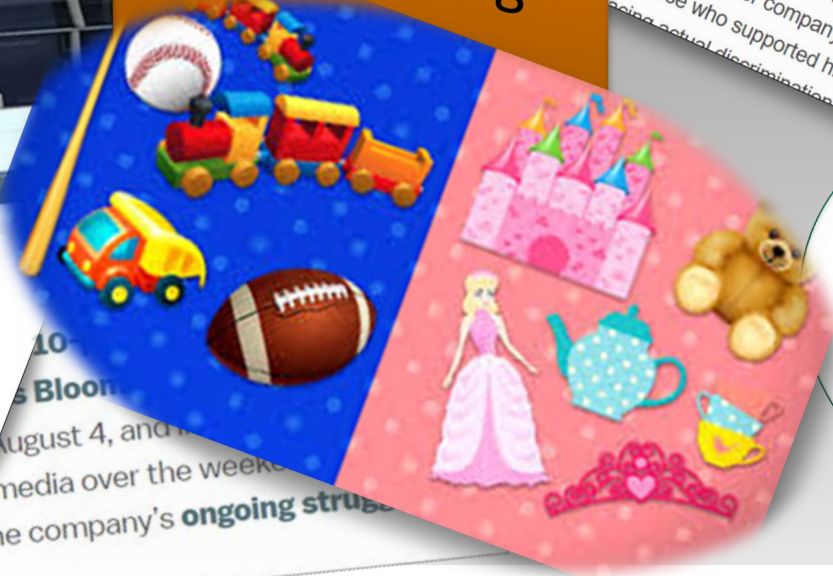
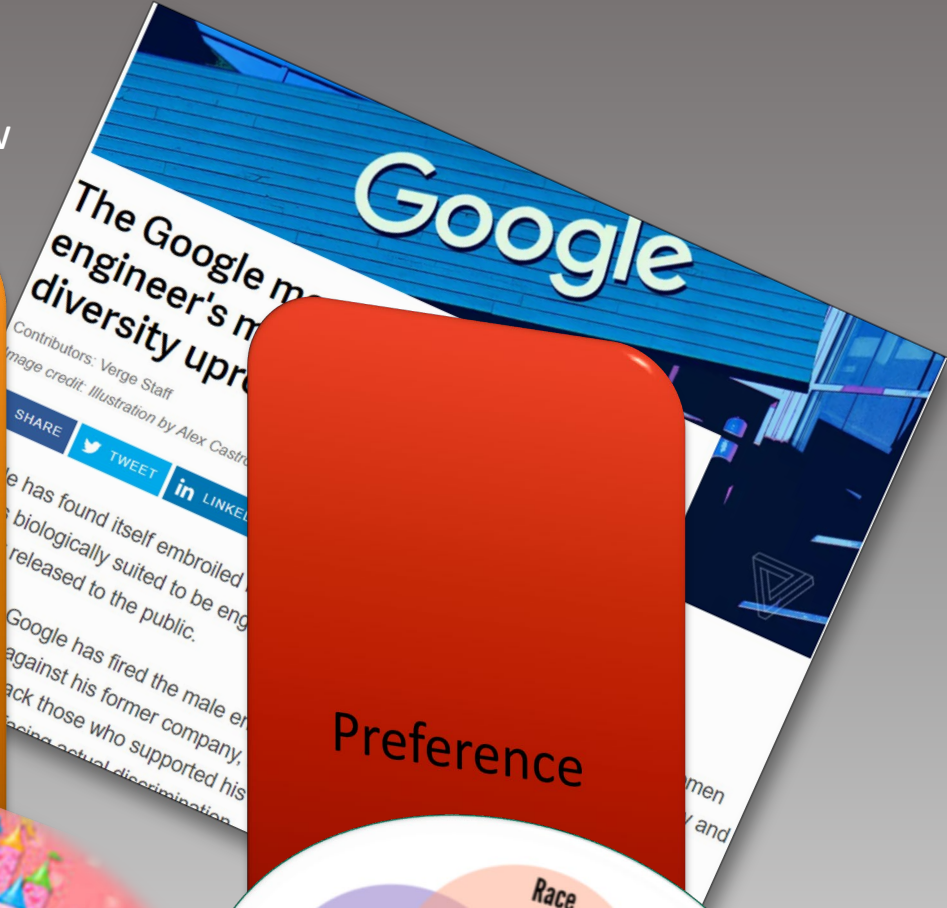


- Power imbalance
- Retention
- Awareness and knowhow

Capability

Conditioning

Preference



Psychological Association PUBLICATIONS & DATABASES PSYCHOLOGY HELP CENTER NEWS & EVENTS

Men and Women: No Big Difference

The Truth about Gender "Differences"

Justin Hyde

Google has less emphasis was first posted to a viral among Google employ off a firestorm of outrage and debate meaningfully diversify its workforce.

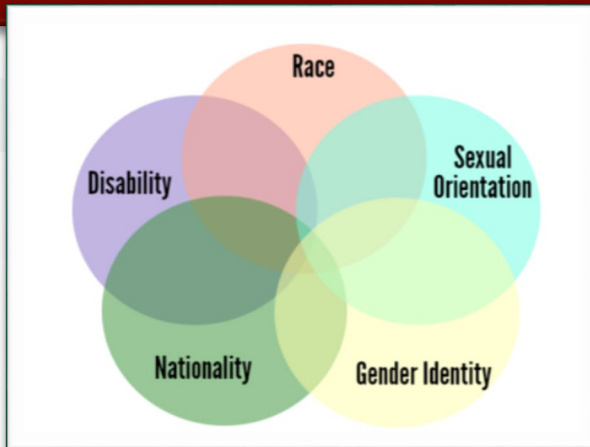


# Global parity and equality for women is not a single problem statement

- 1. Reproductive rights
- 2. Equal pay/leadership role models/equal opportunities
- 3. Sexual harassment at work
- 4. Domestic violence
- 5. Women's health\*

- 1. Access to education
- 2. Child marriage
- 3. Trafficking
- 4. GBV (acid attack, FGM...)
- 5. Sexual assault\*

And there's more to the story



Representation \* (fixing the power imbalance)

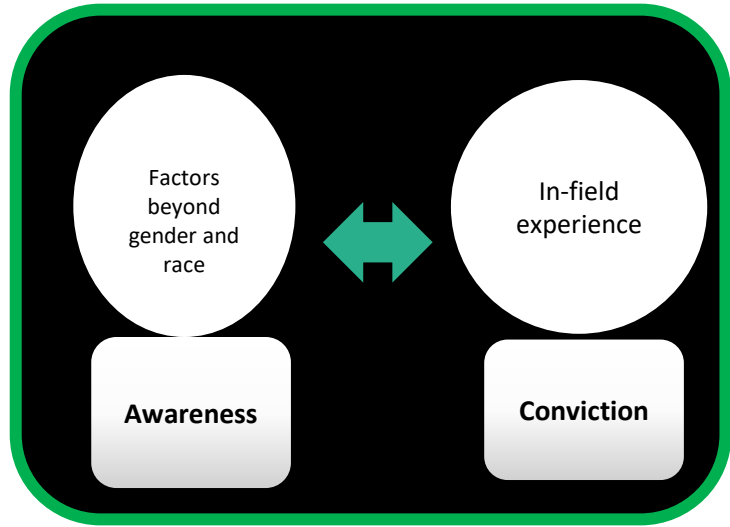
Capability building:  
*Education, training, mentorship*

Opportunity creation:  
Sponsorship, goals..

Recruitment/  
Promotion

'Prosperous' Retention aka 'Meaningful' Representation

- AVOID LANGUAGE THAT ASSUMES ONE EXPERIENCE AS THE BASELINE
- TRAIN TO EXPECT AND ACCEPT DIFFERENCES



Current Leadership (men/boys as part of the solution)



Largest demographic



High Impact Areas

Effective Leadership, Sponsors, and Programs

CHANGE

# Call to Action Challenge

- Ideas
- Volunteers



*Nonprofit committed to ending gender violence and facilitating social justice*

[twitter.com/herrightsglobal](https://twitter.com/herrightsglobal)

[facebook.com/herrightsglobal](https://facebook.com/herrightsglobal)

[instagram.com/herrightsglobal](https://instagram.com/herrightsglobal)

[linkedin.com/company/herrightsglobal](https://linkedin.com/company/herrightsglobal)

[youtube.com/channel/UC8qntCMxTOzSogxQJvIHfRw](https://youtube.com/channel/UC8qntCMxTOzSogxQJvIHfRw)