

# SDG 5: Gender Equality



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**GOAL :**

**Achieve gender equality and empower all women and girls**

Our world is **NOT** on track to achieve gender equality by the year 2030...



Let's learn about the current situation and how **WE** can change it!



# Important Vocabulary



**Gender Discrimination** →

**Unequal or unfair treatment based on someone's gender**

**Example:** saying that boys are better at math than girls are

**Making decisions based on gender that result in favoring one gender over the other**

**Example:** only boys can take math classes because they are better at math than girls

← **Gender Bias**

**Gender Wage Gap** →

**The difference between what women are paid for working to what men are paid for working**

**Example:** In 2023, women on average are paid 16% less than men are paid for working the same jobs

# Gender Equality : Targets and Indicators



**5.1** End all forms of discrimination against women and girls everywhere.



**5.4** Recognize and value unpaid domestic work through providing more support in public services and policies, and promoting shared responsibility within the household and the family.



**5.2** Eliminate all forms of violence against all women and girls.

Proportion of women and girls facing sexual violence

**5.3** Eliminate all harmful practices, such as child, early and forced marriage.

Proportion of girls married before 18; Proportion of women and girls who have faced harmful practices

**5.5** Ensure women's full and effective inclusion in leadership positions in political, economic, and public life.

Proportion of seats held by women in governments;  
Proportion of women in managerial positions

**5.6** Ensure universal access to sexual and reproductive health and reproductive rights.

Number of countries with laws that guarantee sexual and reproductive health care and education.

# United Nations Report on Progress Towards Goals

The world is **NOT** on track to achieve gender equality by 2030.

**It will take:**

**286** years to legally protect women and remove discriminatory laws

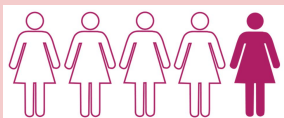
**140** years to achieve equal representation in leadership in the workplace

**47** years to achieve equal representation in governments

**5.1**

In 2022, many countries did not have laws that prohibited discrimination, the pay gap, or child marriage.

**5.3**



**1 IN 5**

**5.5**

2023: National parliaments - **26.5%**. Local parliaments - **35.4%**. Has been increasing.



**STOP  
CHILD MARRIAGE**



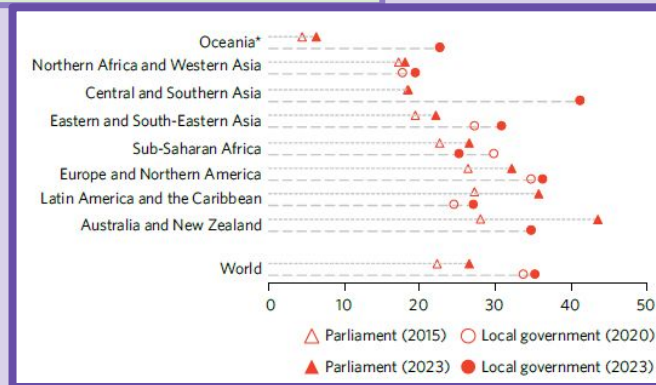
# Sub Topic 1: Women in Management

## Problem

- Women account for 40% of total employment.
- Of the 40%, only 28.2% women held management positions.
- Women's representation in management is still at a low across all regions.

## Current/Possible actions

- Address pay inequalities across the board.
- Provide flexibility
- Provide equal opportunities for growth and development



# Sub Topic 2: Legal Protection of Women's Land

## Problem:

- Many men and women involved in agricultural production lack ownership of their land.
- The share of men owning land is twice as many as women.
- 60% of the 71 reporting countries in this trial stated they had little to no protections for women's land rights.

## Current/Possible Actions:

- 51% of the 41 countries with laws recognizing customary land tenure explicitly protect women's lands rights.
- Provide mandatory quotas to ensure women's representation in land management.

# Local Actions Towards the Goal\*

## Local Organizations and how you can Support:

Eliminate Gender Wage Gap-

Boston Women's Workforce Council (help remove barriers for working women)

YW Boston (help change policies, practices, attitudes, and behaviors with a goal of creating more inclusive environment)

Reach Equality in the # of women-owned Businesses-  
She Geeks Out (empowers women in the workplace and educate, promote, and support diverse and inclusive companies and organizations)

MASSChallenge (get connected with startups, experts, corporations, and communities to grow and transform business and economies.)

## 2019 Boston area rating on progress toward the goal:

### 2019 GREATER BOSTON AREA RATING ON SDG 5



Rating supplied by the 2019 US Cities Sustainable Development Report by SDSN. Greater Boston Area includes: Boston-Cambridge-Newton, MA-NH





# Citizen Actions Towards the Goal\*



## Everyday Actions:

- Encourage any women and girls in your life to join the Massachusetts Women's Political Caucus (MWPC)
- Write to your elected official in support of Gender Equality
- Advocate for Gender Equality
- Go to protests
- Attend speaker sessions



**“Unless we act now, the 2030 Agenda will become an epitaph  
for a world that might have been.”  
- Antonio Guterres, Secretary-General, United Nations.**

**What will YOU do?**

