

# Unit 3: Week 3: Lecture 2 : Gender Equity

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Lets Achieve  
**Gender Equity**



# Gender equality versus gender equity

- Gender equality is the equal allocation of resources, services, and chances to both males and females. This implies equal rights, chances, and opportunities in all areas of the economy for both male and female genders.
- Gender equity concept recognizes that women and men have different needs, power and access to resources, and that these differences should be identified and addressed in a manner that ensures fairness and justice.



## EQUALITY

**Equality means each individual or group of people is given the same resources or opportunities.**



## EQUITY

**Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.**

# Gender equity in health

- Gender equity in health means that women and men, across their life-course, have equally fair conditions and opportunities to realize their full rights and potential to be healthy.

# Gender inequity

- When individuals do not conform to established gender norms, relations or roles, they often face stigma or social exclusion which negatively impact health.
- Income, education, age, ethnicity and place of residence are all important determinants of health. When they intersect with gender inequity, they can compound the experience of discrimination, health risks, and lack of access to the resources needed for health attainment.

# Gender inequity in Health

- Gender inequity limits access to quality health services and contributes to avoidable morbidity and mortality rates in women and men throughout the life-course.

# How does gender influence health of women and men?

- ▶ affects exposure to health risks and vulnerability to physical and mental disorders
- ▶ influences access to resources (including income, power and time) for promoting health
- ▶ influences perception of symptoms and health seeking behaviour
- ▶ impacts on access to care and quality of care received

# Gender bias in healthcare

- Gender bias impacts various aspects of medical care, including diagnosis, treatment, research, and the interaction between healthcare professionals and patients.
- Studies indicate that women's pain is often taken less seriously than men's, leading to longer wait times for treatment and less aggressive pain management. Women are more frequently prescribed sedatives instead of pain medication, perpetuating the notion that women's symptoms are more emotional than physical.

# Suicide in Men

- Compared to women, men are three times more likely to die by suicide in Australia, 3.5 times more likely in the US and more than four times more likely in Russia and Argentina. WHO's data show that nearly 40% of countries have more than 15 suicide deaths per 100,000 men; only 1.5% show a rate that high for women.

# Addressing Gender Inequity

- Achieving gender equity in health often requires specific measures to mitigate barriers.
- Developing gender-responsive health policies requires disaggregating data and conducting gender analysis to identify gender-based differences in health risks before formulating appropriate policies and interventions to be implemented for beneficial health effects for women, men and community.

# **Achieving gender equity in health means:**

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- Eliminating avoidable and unfair differences between women and men in health status & survival**
- Allocating resources & providing access to quality health care according to the special needs of women & men**
- Women and men paying for health care according to their economic capacity, not their need**
- Making justice for women and men in the social distribution of responsibilities, power & rewards for their contribution to health production**

# Gender statistics in Jordan

- **Labor Force Participation:** **Women** 14%, **men** 62.8% (2023, World Bank)
- **Political Representation:** **Women** hold 15.4% of parliamentary seats (Inter-Parliamentary Union).
- **Gender-Based Violence:** 27% of **women** have experienced violence (UN Women).
- **Employment Sectors:** 14% of **women** work in the public sector, compared to 55% of **men**.(2022,UN Jordan –world bank )
- **Life Expectancy:** 76 years for **women**, 73 years for **men** (2021 ,World Health Organization).
- **Gender Pay Gap:** **Women** earn 17% less than **men** (2020 ,International Labour Organization).
- **Child Marriage:** 11% of women aged 20-24 were married before 18 (2020, UNICEF).

# How does gender affect health in Jordan?

In Jordan, gender affects health through several factors and differences, including:

## 1. Healthcare Access Differences

**2. Chronic Diseases and Heart Health:** Jordanian men are at higher risk for heart disease and chronic illnesses such as diabetes and high blood pressure, potentially due to lifestyle factors and some habits, like smoking and unhealthy eating patterns.

# How does gender affect health in Jordan?

**3. Reproductive Health:** Reproductive health plays a crucial role in women's health in Jordan, requiring access to prenatal, maternity care, and family planning guidance.

**4. Mental Health:** Women in Jordan often face psychological pressures from juggling multiple responsibilities, including work and family, increasing their risks for anxiety and depression. Conversely, men may experience pressure not to express mental health concerns, potentially raising their risks for untreated mental health issues and, in severe cases, even suicide.

# How does gender affect education in Jordan?

In Jordan, gender significantly affects education in several ways, including:

- 1. Access to Education:** Girls, especially in rural areas, often face challenges due to social traditions that prioritize boys' education, leading to a gender gap in educational attainment.
- 2. Academic Achievement:** While girls excel in primary and secondary education, they may struggle to enter higher education or fields perceived as masculine, like science and engineering.

# How does gender affect education in Jordan?

- Educated women are more aware of the importance of regular checkups, vaccinations, and disease prevention. Educated women are more aware of their rights to reproductive health, including family planning and the use of contraception.
- Education also increases men's awareness of how to prevent common diseases such as cardiovascular disease, and they follow a healthy lifestyle such as exercising and avoiding smoking.

# How does gender affect income in Jordan?

Gender significantly impacts the economy in Jordan through several key factors:

- 1. Women's Participation in the Labor Market:** Women's participation in the workforce is around 14%, one of the lowest rates in the region, influenced by cultural restrictions and challenges in balancing work and family life (World Bank).

# How does gender affect income in Jordan?

**2. Wage Gaps:** Women experience substantial wage disparities compared to men, negatively affecting their standard of living (UN Women)

- example . Women in Jordan are prevented from advancing to senior positions with high wages, which creates a wage gap.

**3. Societal pressures:** Social expectations that require women to focus on their role at home may negatively affect their ability to work in high-paying jobs.

# The impact of conflict and migration on women's health

Jordan hosts many refugees from neighboring countries such as Syria.

Refugee women face many challenges:

1- **Reproductive health:** Refugee women suffer from limited access to reproductive health services, including maternity care, family planning services, and care related to reproductive health in general.

2- **Psychological health care:** Refugee women are often exposed to psychological trauma due to the conflicts and violence they experienced before and during migration.

3- **Lack of health resources:** Many refugees rely on international organizations to obtain health care, but support may be irregular and limited.

# Empowering girls and women for shared prosperity

Because when..

Girls & women are healthy, educated and empowered, their newborn babies will be healthy

Infants will be breastfed, and they will develop well.

Communities & nations are productive & stable

**The world is a safer, more resilient & stronger place**

Children will have strong bodies & minds, learn better & achieve higher grades in school

Families & communities emerge out of poverty

Young adults are better able to work & earn more

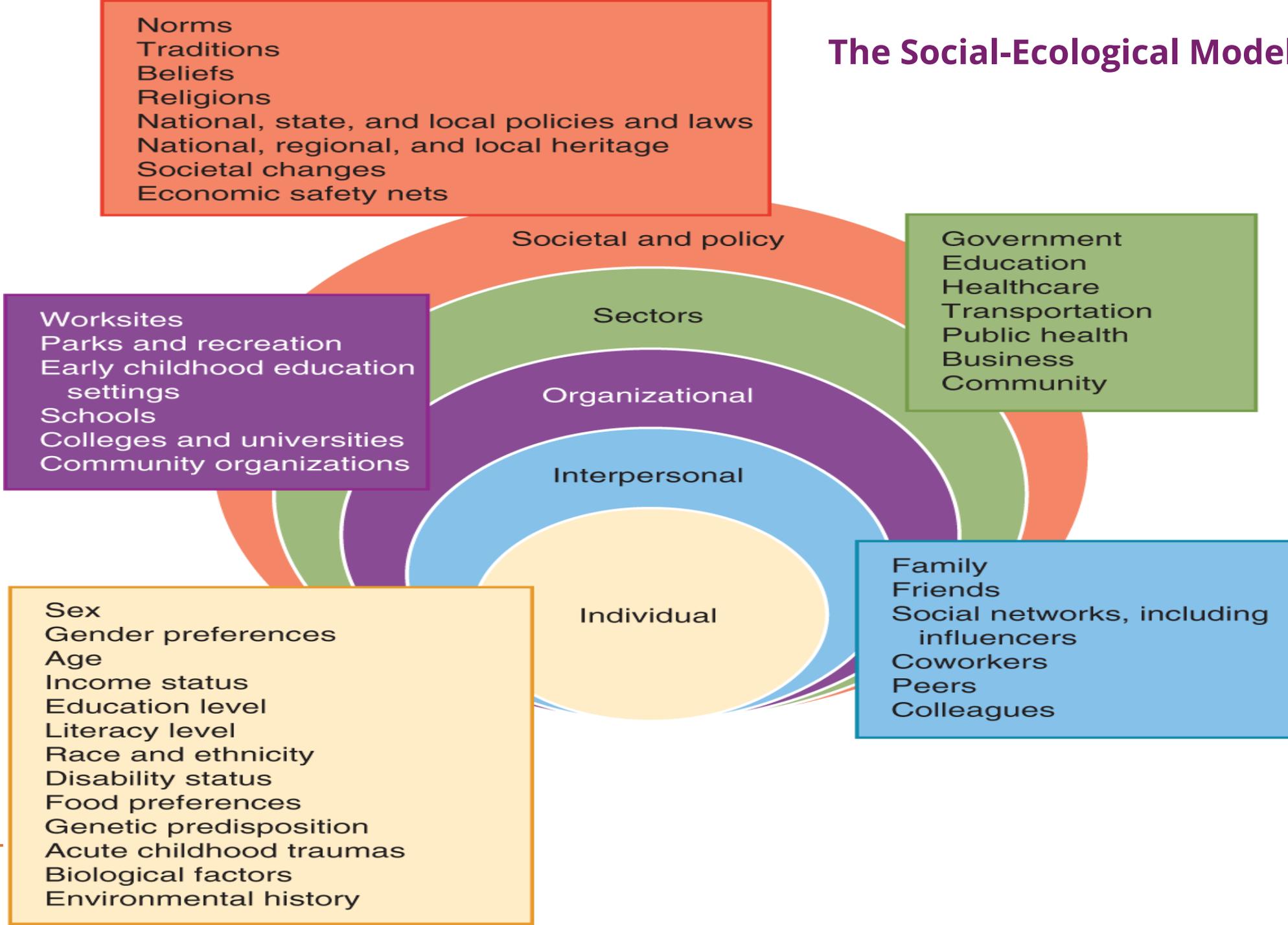
# Approaches to gender equity

**A range of strategies have been used in various countries to address gender inequity.**

1. Multilayer interventions and programs based on The Social-Ecological Model
2. Regulatory approaches including legislations designed to counter discrimination and laws that counter gender inequity.
3. Informational approaches focus on the need for good information, which is central to effective health stewardship. These include the use of gender analysis and gender equity indices.
4. Organizational approaches including gender mainstreaming, gender-related budgeting, gender impact assessments, health-outcome targets and gender tools that facilitate the assessment of evidence related to gender equity.

# The Social-Ecological Model

How to  
improve the  
health of  
the  
community



# Moving forward

- **Sustainable Development Goal 5: Achieve gender equality and empower all women and girls**
- According to UN, there has been progress over the last decades: More girls are going to school, fewer girls are forced into early marriage, more women are serving in parliament and positions of leadership, and laws are being reformed to advance gender equality.

# Moving forward

- The effects of the COVID-19 pandemic exacerbated existing inequalities for women and girls across every domain.
- There is a global commitment to achieving the Sustainable Development Goals. We will not be able to achieve many of the other Goals without addressing gender equality.
- Integrating gender equity strategies within the health system allows us to ensure that no one is left behind.

A close-up photograph of a woman with a warm smile, wearing a vibrant, multi-colored patterned headscarf. She is gently cradling a small, fluffy yellow duckling in her hands. The duckling has a dark beak and a black patch around its eye. The background is softly blurred, showing green foliage and a wooden structure.

**It all started with a duck**

<https://www.youtube.com/watch?v=EwoEFh5gpP4&t=145s>

**Thank you**

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