



## ASSIGNMENTS AND RESOURCES



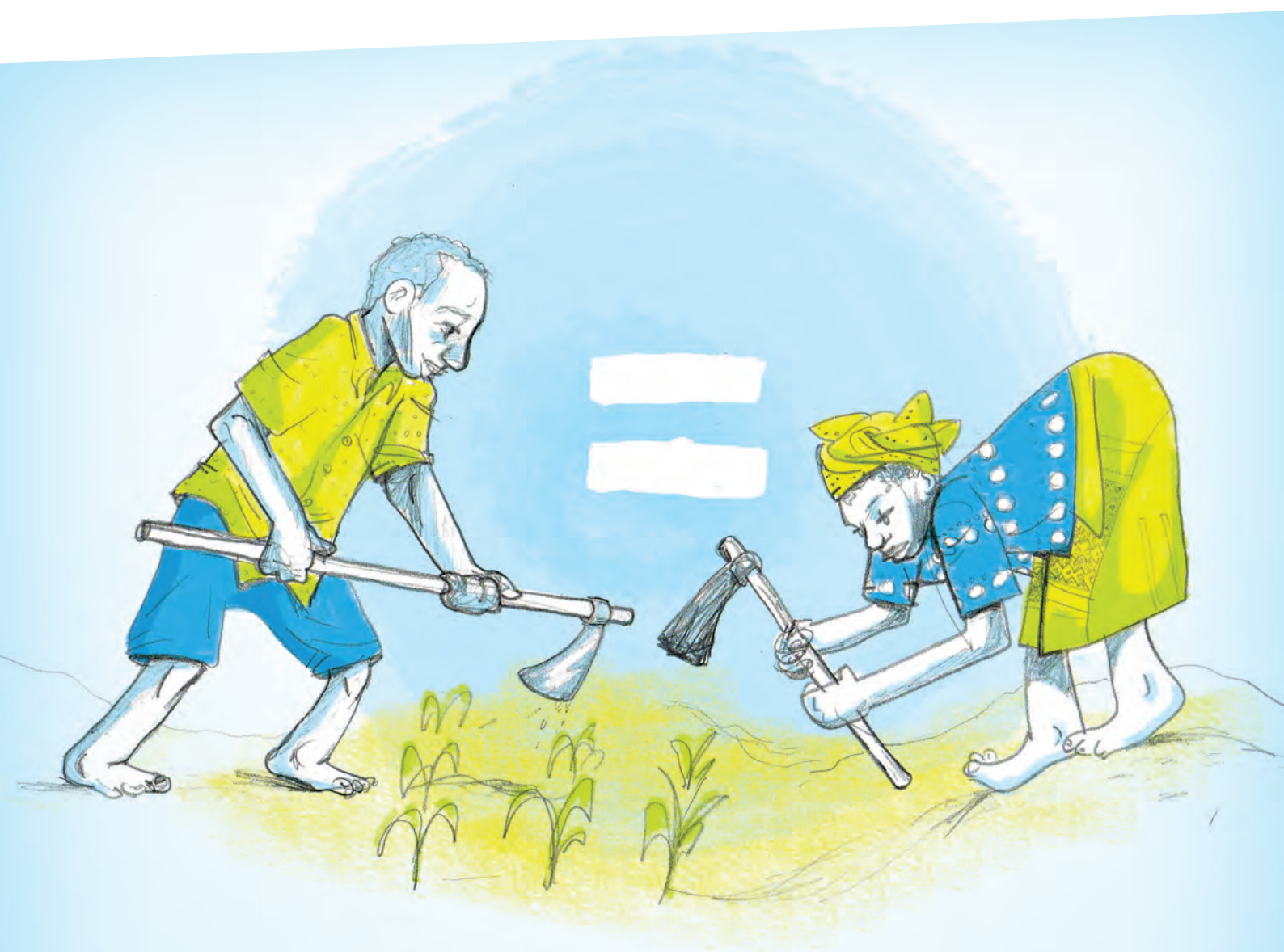
# GENDER EQUALITY

## LEVELLING THE FIELD

*"Equality in the world cannot be achieved when half of the world are held back."* - **Malala Yousafzai**

[selfhelpafrica.org/ie/education](http://selfhelpafrica.org/ie/education)

# GENDER EQUALITY



This activity series has been devised by Self Help Africa, an Irish international development organisation focused on supporting and empowering farming communities across Africa. SHA's vision is an economically thriving and resilient rural Africa, free of poverty.



**Self Help  
Africa**

In sub-Saharan Africa, agriculture is eleven times more effective at reducing poverty than other approaches. More than half of farmers in sub-Saharan Africa are women. In spite of this, African Women receive just a fraction of the support available to men. As a result, their farms can be 20-40% less productive.

Gender inequality is a major obstacle to improved outcomes for local communities. We are working to level that playing field.



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[developmenteducation.ie](http://developmenteducation.ie)  
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## EXERCISE 1

# GENDER STEREOTYPES

Gender refers to cultural meanings attached to being 'man' or 'woman'. Think about the first things that come into your head relating to the following headings in the categories 'Boys' and 'Girls'. Create a document or presentation slide for each category – you can use words, pictures, illustrations, emojis to depict your answers.

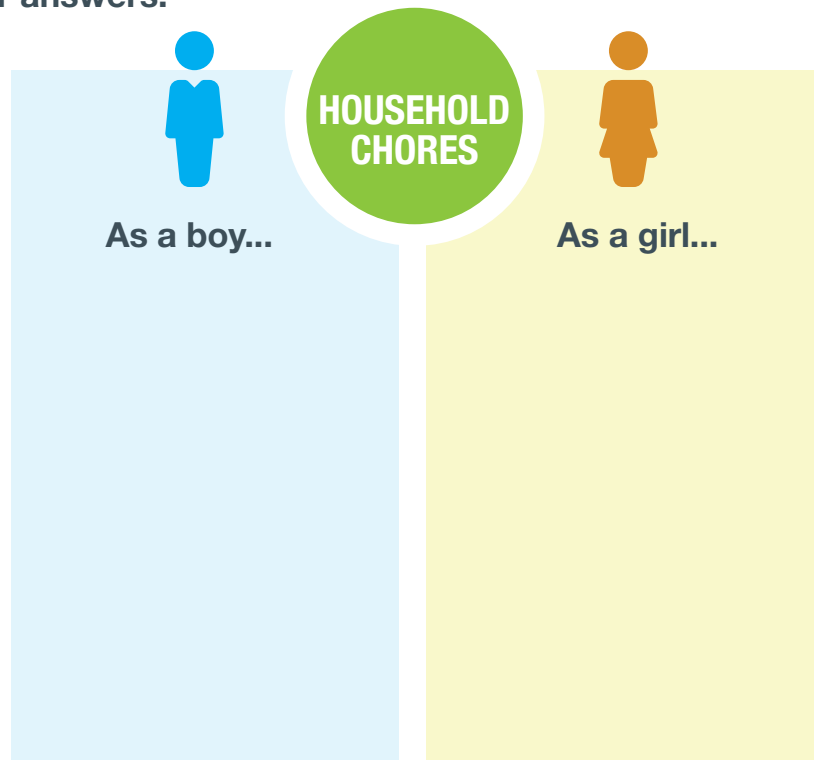
- A) Childhood toys and colours
- B) Hobbies and games
- C) Subjects in school
- D) Household chores
- E) Careers and jobs

When you have finished this exercise, watch this video on Gender Equality. Do you notice any differences on how gender norms hinder opportunities in developing countries, compared with here in Ireland?



The video mentions 'increasing women's voice and agency'. What do you understand this to mean? Watch the video again and pick out a few words or phrases that are new or unfamiliar to you that you can ask your teacher about in a class discussion.

Did you feature a farmer on your slide for "Careers and jobs"? Remember in the introduction we told you that more than half of the farmers in sub-Saharan Africa are female. So where would you include a farmer?



*"My grandfather used to say that once in your life you need a doctor, a lawyer, a policeman and a preacher but every day, three times a day, you need a farmer."*

**Brenda Schloepf**

Still in Ireland, on average, women earn less than men through their working lives, struggle to reach the top jobs of their chosen careers and are more likely to be asked to sacrifice their career path for family commitments.

It is still often the case that family farms pass on to the sons rather than to the daughters.

## WOMEN IN MALAWI

Women produce up to 80% of the food grown on small farms in Africa yet receive just a fraction of the available support. Gender inequality is a major obstacle to improved outcomes. Self Help Africa are working to level that playing field.

Watch the video of a mother and daughter in rural Malawi. Veronica Brown wants her daughter Linda to have more opportunities than she had when she was a teenager. They both talk about their hopes and dreams for the future.



## EXERCISE 2

Make a list of examples of similarities between Linda and Veronica's lives, and examples of differences in their lives. You could consider the following in your responses:

- Health and Well-Being
- Education
- Gender Equality
- Work and employment

## EXERCISE 3

### LINDA'S DAUGHTER

Considering the efforts made by Veronica ensure Linda has a better life than her, what would you hope for the next generation?

Imagine you are Linda's daughter, a 15-year-old girl from Malawi in the year 2040. Write a first-person account of your daily life and hopes for the future including details of the following:

- Where do you live?
- Do you go to school? Do you enjoy it?
- How many siblings do you have? Do your siblings attend school?
- What do you do in your spare time?
- What type of career would you like to have?
- How many children would you like?
- What is your relationship with your mother like? What does she do?



## GENDER PAY GAP

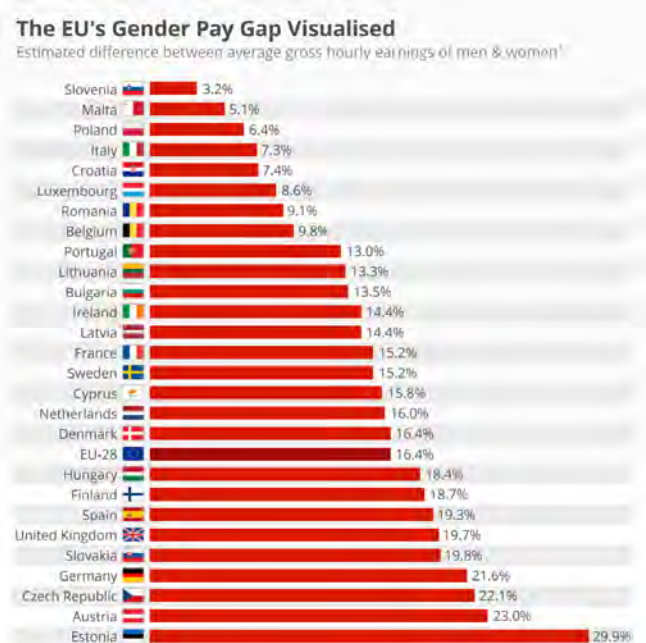
Watch this video of a child social experiment that took place in Norway in honour of International Women's Day to highlight unequal pay in the financial sector. How do the children take control of the situation? How you could take action if you were faced with a similar scenario?

As we learned from the video, in Norway, women working in the financial sector earn on average 20% less than men. Globally women earn 24% less than men. Look at the graph on the next page and find out what % the Gender Pay Gap is in Ireland. Does this surprise you? Are there any other countries on this graph which surprise you? Can you think of top jobs in Ireland women are underrepresented in?



## ACHIEVING GENDER EQUALITY IN IRELAND

In recent years there have been a number of movements in Irish society endeavouring to achieve greater equality and fairness between genders. Some more information on a selection of these below.



**Women for Election** encourages women in Ireland to run for politics in Local, General, European and Seanad elections through training and other supports. In the 2020 General Election they called on parties to have at least 40% women among their candidates (current legislation required each party to have at least 30% women running). GE2020 was the first time that there was at least one woman running in every constituency in the country.

**Show Your Stripes** has been a campaign of **20x20** – an all-inclusive movement to shift Ireland's cultural perception of women's sport by the year 2020. The initiative seeks to change the subliminal bias in the Irish psyche that exists around girls and boys, or women and men, when it comes to sport. The name of the initiative is shorthand for 20% by 2020.



**Waking the Feminists** was a grassroots campaign calling for equality for women across the Irish theatre sector. Women and men spoke out for equality for women in the theatre in Ireland. The movement encouraged and supported individuals to speak up; to interrogate what stories are told, who gets to tell those stories, who makes those decisions, who is represented, and who has the money.



### EXERCISE 4

Write a case study on either **Women for Election**, **Waking the Feminists** or **Show Your Stripes**.

Include in your response why the movement started, their aims and objectives, a selection of key milestones, and main activities and achievements to date.

# SUSTAINABLE DEVELOPMENT GOAL 5 – GENDER EQUALITY

Inequality of pay, opportunity and self determination between men and women is seen as such an obstacle to global development that Gender Equality is one of the 17 United Nations Sustainable Development Goals 2030.

<https://www.youtube.com/watch?v=R51ijgtRqZU>



## EXERCISE 5

### From what you have learned so far, which issues most concern you about gender equality?

Read through the statements below and create a Diamond. You can arrange the statements in the pattern shown, with the one you most strongly agree with at the top, the next two in a row below, then the next three, the next two, and the statement you least agree with at the bottom.

After you have finished, share a picture of your completed Diamond with classmates and see how they compare. Will another student's opinion make you reconsider where you have placed your statements? Can you convince another student to rearrange any of their statements?

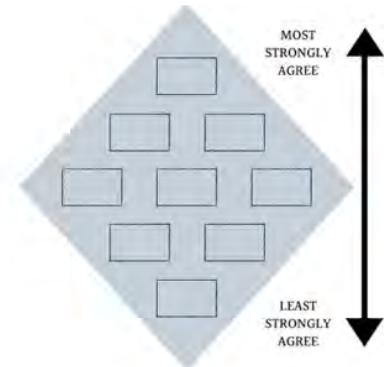
*"It's fine for women (and girls) of any age to be encouraged to participate in beauty pageants"*

*"Single sex schools should be abolished"*

*"There should be quotas for women in high government positions"*

#### Statement Diamond

"There should be quotas for women in high government positions."



*"Employers should be legally obliged to pay half of salaries into spouse's accounts"*

*"Women should retain their birth names when married"*

*"Women have always done more work and that's normal"*

*"Work in the home should be acknowledged (and paid for)"*

*"In Ireland there are still glass ceilings and glass elevators (e. g. men in nursing) in the workplace"*

*"Gender inequality makes poverty worse in Ireland"*

## ACHIEVING GENDER EQUALITY IN AFRICA

African women produce up to 80% of the food on small scale farms yet receive just a fraction of the available support. Gender inequality is a major obstacle to improved outcomes. We are working to level that playing field. Watch this clip explaining some of the challenges African women face, and the key role they play in lifting their families and communities out of poverty.



## OTHER RESOURCES

Facts and Figures from the UN on [Gender Equality](#)

Sustainable Development Goals Explained: [Gender Equality](#)

Gender Pay Gap in Ireland - Irish Times article - [‘Study finds gender pay gap in Ireland is widening’](#)

SHA article: African Women – [The engine for ending poverty](#)

Pew Research Centre – [‘Number of women leaders around the world has grown, but they’re still a small group’](#)

The Activist – [Listen Notes](#) podcast on Gender, Work and Relationships

Science for Development Prize at the Young Scientist – [2020 winners project ‘Period’](#)

Waking the Feminists article Irish Times – [The year women awoke and dared to dream](#)

The story of Malela and Nsunda in northern Zambia – [TwoVillages.org](#)