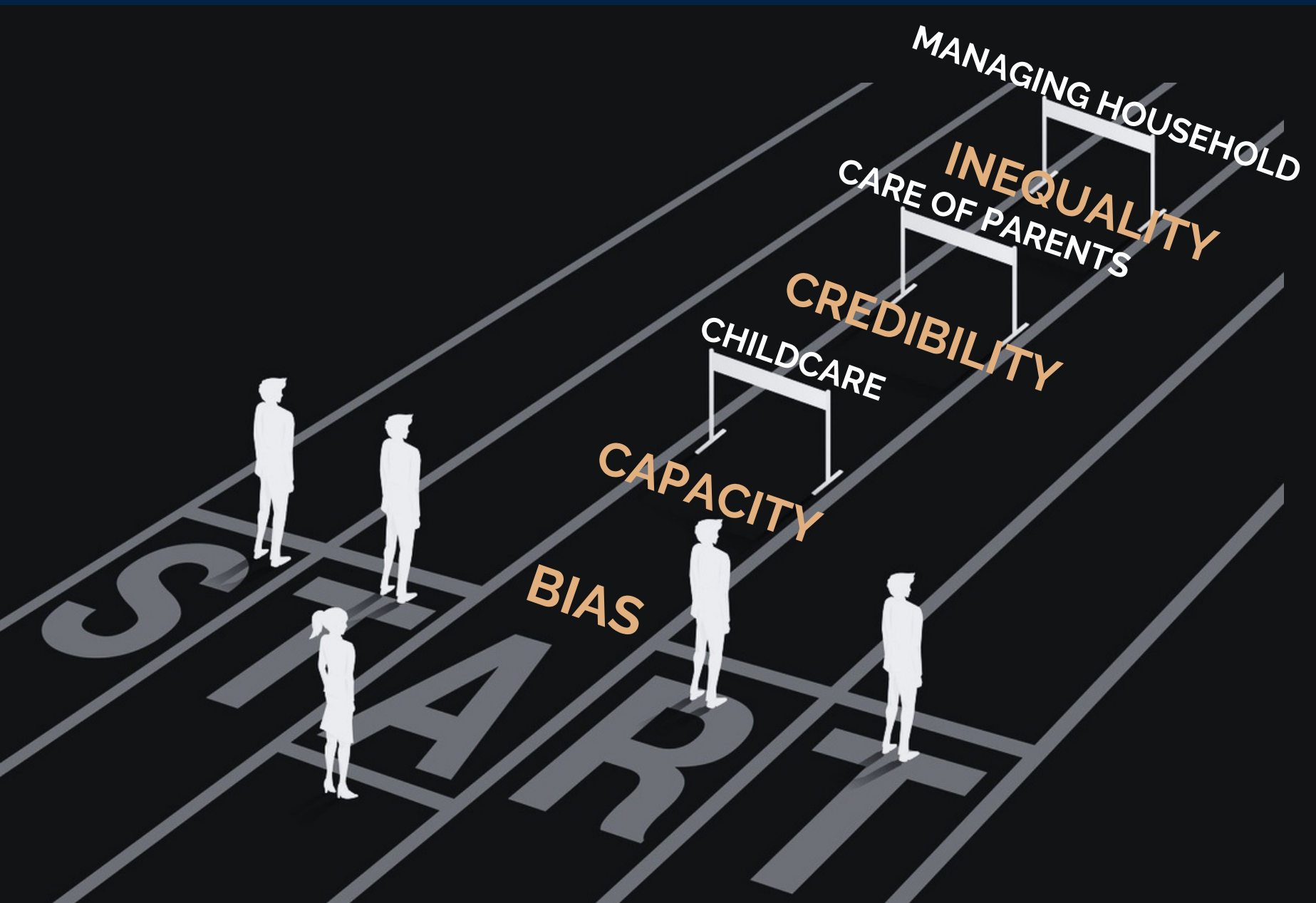


WHAT IS GENDER EQUITY & GENDER EQUALITY?



Fix the system, not the woman

Gender equity is the processes & practices required to create gender equality

It means "fairness of treatment for women and men, according to their respective needs and interests. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities"(1)

Gender equality is the goal

It involves "equal ease of access to resources & opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviours, aspirations and needs".(2) It does not mean that men and women are the same, but that their rights, responsibilities and opportunities do not depend on biological sex.(3) Gender equality is a UN sustainability development goal.(4)

1. International Labour Office. ABC of Women Workers' Rights and Gender Equality, Geneva 2017

2. Policy Commons, www.policycommons.net/topics/gender-equality

3. UNICEF. Gender equality: Glossary of terms and concepts, Nov 2017

4. UN Sustainable Development Goals Report, 2022, www.un.org/sustainabledevelopment/gender-equality/