

SOCIAL VENTURES FOR HUMANITY

Theory of change
Gender inequality



Polish aid

The Social Ventures For Humanity Project is being implemented as part of the *Global Education Project 2024-2026, Regranting for non-governmental organizations*, carried out by the **Education for Democracy Foundation (Fundacja Edukacji Dla Demokracji)**.

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OBJECTIVE FOR THE THEORY OF CHANGE

Global Education brings understanding for people who live all their lives in a single perspective. Deepening the understanding of the complexity of social, economic, and environmental issues in the Global South. Through education, workshops, discussions with international partners, and mentors from Poland, participants will gain knowledge about challenges such as: - gender inequality, - climate change (e.g., how to effectively protect biodiversity and ecosystems), - lack of access to education. This will enable participants to develop comprehensive social solutions.

Research shows that 3.6 billion people already live in areas highly susceptible to climate change. Between 2030 and 2050, climate change is expected to cause approximately 250 000 additional deaths per year, from undernutrition, malaria, diarrhoea and heat stress alone. Around 2.4 billion women of working age are not afforded equal economic opportunity and 178 countries maintain legal barriers that prevent their full economic participation, according to the World Bank's Women, Business and the Law 2022 report. Moreover, about 700 million people live in extreme poverty that means living on less than \$1.90 per day. 783 Million People Face Hunger Globally According to FAO Report. In 2021, the World Health Organization (WHO) and the United Nations Children's Fund (UNICEF) estimated that 2 billion people worldwide lack access to clean water.

The objective for Theory of Change is to present two mayor challenges across six selected countries. Each Theory of Change consists of mapping causes and effects from human, social, environment, policy, geopolitics point of view.

Sources [WHO](#) [RISE AGAINST HUNGER](#) [VOX](#)



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Utwór Teoria Zmiany - Brak równości szans kobiet i mężczyzn

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The Theory of Change - Lack of equal opportunities for women and men

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Wyniki prac Teorii Zmian - Brak równości szans kobiet i mężczyzn

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Osoby, które współtworzyły Teorie Zmian - Brak równości szans kobiet i mężczyzn

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SOCIAL VENTURES FOR HUMANITY

THEORY OF CHANGE

Gender inequality

PERSPECTIVE OF SIX COUNTRIES



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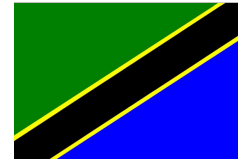
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PERU

SOCIAL VENTURES
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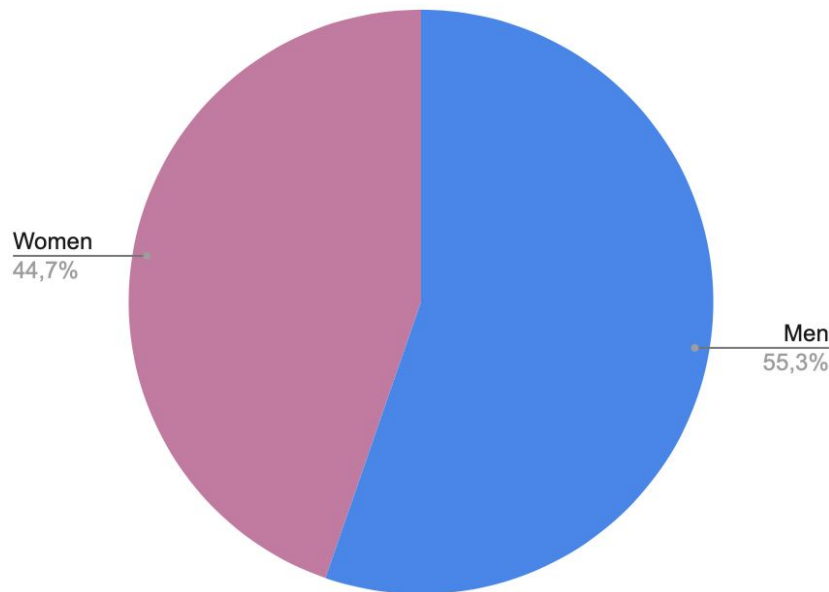
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GENDER INEQUALITY - CORE PROBLEM DEFINITION

Women's limited access to education, labor market and protection from violence in Peru.

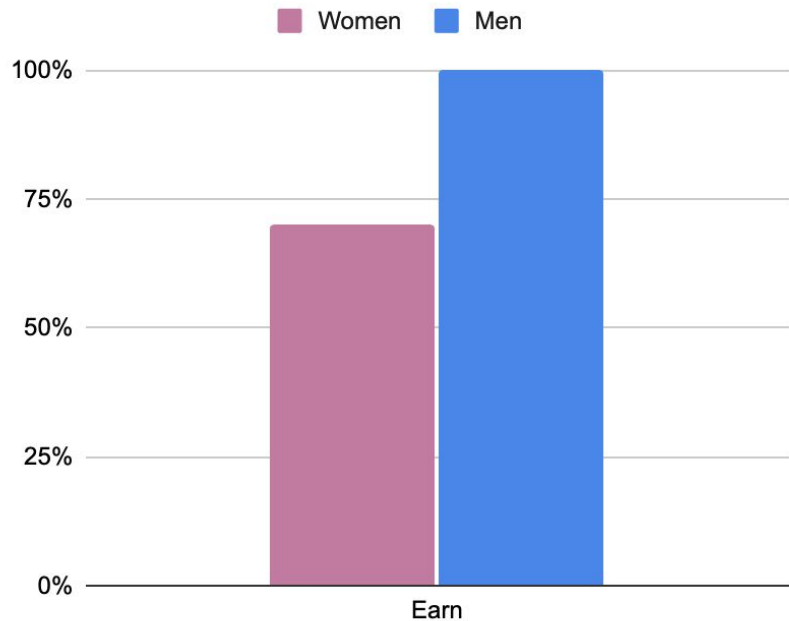
There is a high level of gender inequality in Peru, which affects access to education, the labor market and protection from violence. Women make up only 44.7% of the workforce, and 65% of them experience violence.

Gender Distribution in the Peruvian Workforce



GENDER INEQUALITY - NUMBERS

Women earn on average 30% less than men. Only 27% of management positions in the public and private sectors are held by women.”



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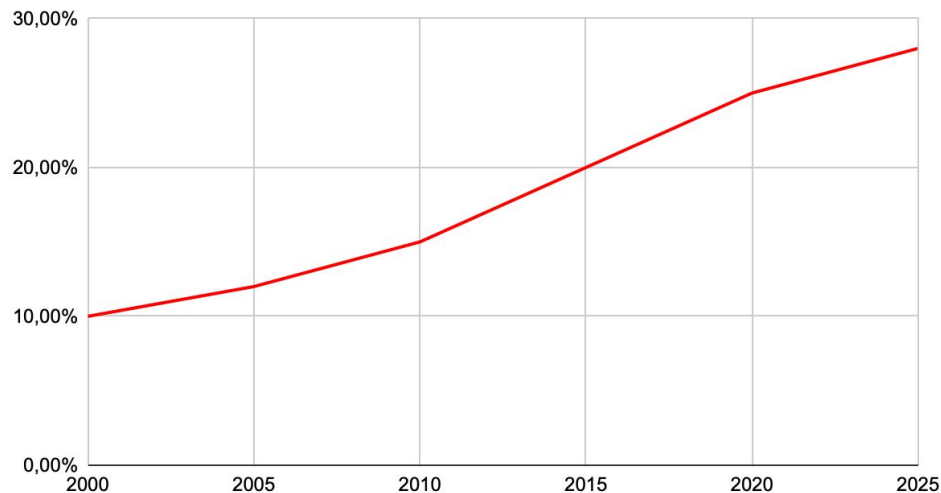
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GENDER INEQUALITY - PROBLEM EFFECTS

The effects of gender inequality include:

- **Economic:** Women's low productivity hinders Peru's economic growth.
- **Social:** High rates of domestic violence affect women's quality of life and health.
- **Political:** Women's low representation in decision-making processes limits their influence on policy.

Women's Political Representation



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GENDER INEQUALITY - PROBLEM CAUSES

The main causes of gender inequality in Peru are:

- **Social:** Traditional gender roles limit women's professional opportunities, especially in rural communities.
- **Economic:** Lack of access to finance for women inhibits their professional development.
- **Political:** Ineffective legal protection against violence against women.”



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GENDER INEQUALITY - CORE PROBLEM DEFINITION

Cultural: Traditional patriarchal values still dominate, especially in rural areas, limiting women's roles in the family and society. These societal norms often restrict their access to education, employment, and decision-making.

Economic: Women face unequal access to economic resources and opportunities. For example, women own less agricultural land than men and often work at a subsistence level, leading to greater economic vulnerability. Women are also more likely to face wage discrimination, earning 30% less than men for similar work.

Political: Women are underrepresented in leadership roles. Despite some progress, they hold only 27% of leadership positions in both public and private sectors, and there is a lack of female representation in high-ranking political positions, including Congress.

Environmental: Women, particularly in rural areas, are more vulnerable to environmental changes such as climate change. They have less access to resources like land, agricultural tools, and technology, exacerbating their dependence on traditional agricultural methods, which are increasingly threatened by changing weather patterns.

GENDER INEQUALITY - NUMBERS

Labor Force:

- 44.7% of women are in the labor force, compared to 78.6% of men.
- Women earn 30% less than men.

Violence:

- 65% of women experience gender-based violence.

Leadership:

- Women hold 27% of leadership roles in both public and private sectors.
- 39% female representation in Congress.

Education:

- Fewer women graduate from higher education, especially in rural areas.

GENDER INEQUALITY - PROBLEM EFFECTS

Cultural Effects: Traditional gender roles, especially in rural areas, limit women's participation in public life and decision-making. Patriarchal norms restrict their autonomy.

Economic Effects: Only 44.7% of women work, earning 30% less than men. Women have less access to land, capital, and income-generating opportunities, particularly in rural areas.

Political Effects: Women hold 27% of leadership positions and 39% of parliamentary seats, with limited representation in decision-making processes.

Environmental Effects: Women in rural areas face challenges in agriculture due to limited access to land and technology, making them more vulnerable to climate change.

Social Effects: High rates of gender-based violence, with 65% of women reporting abuse, reflect the persistence of harmful societal norms and weak law enforcement.



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GENDER INEQUALITY - PROBLEM CAUSES

Cultural Causes:

- Deeply rooted **patriarchal norms** continue to define gender roles, limiting women's autonomy and access to opportunities, especially in rural areas. In many communities, women are expected to perform traditional roles within the family, and their participation in social and political spheres is restricted.

Economic Causes:

- **Limited access to resources** such as land and capital hampers women's economic independence, particularly in agriculture. In rural areas, women are often excluded from key economic activities and have less access to formal labor markets. This results in lower income and greater vulnerability to poverty.
- Women earn, on average, **30% less** than men for similar work, and their participation in the labor force is significantly lower.

Political Causes:

- **Underrepresentation** in leadership roles and decision-making positions limits women's influence on policies that affect their lives. While women make up 39% of the national legislature, their influence remains minimal compared to men.

Environmental Causes:

- Women, especially in rural areas, face **increased vulnerability** to climate change due to their dependence on agriculture and natural resources. Limited access to technology and agricultural inputs exacerbates their struggle, reinforcing gender disparities in economic activities.

Legal and Institutional Causes:

- Despite laws promoting gender equality, the **weak implementation** of these policies, especially in rural regions, perpetuates gender-based disparities. Limited resources for enforcement and education prevent significant progress.

GENDER INEQUALITY - ADDITIONAL INFORMATION ABOUT CAUSES OF THE PROBLEM

- **Patriarchal Social Structure:**
 - Traditional gender norms in Peru strongly influence how women's and men's roles are perceived, especially in rural areas, where women are often restricted to domestic roles and do not have full access to equality in social, economic, and political decision-making.
- **Education and Access to Opportunities:**
 - There is a lack of equal opportunities in education, particularly in rural areas where girls may be discouraged from continuing their studies. Inequalities in access to vocational and higher education deepen the wage gap between genders.
- **Challenges in Implementing Gender Equality Policies:**
 - Although there are legal provisions for gender equality in Peru, their enforcement remains weak, especially in remote and rural areas of the country. The policies often do not reach those who need them the most, including women living in poverty.
- **Cultural Stereotypes:**
 - In many regions of Peru, particularly in traditional communities, there is a belief that women should primarily take care of the home and family, which limits their ability to participate in political and professional life.

SOURCES

- **World Bank Reports on Gender Equality**
- **National Institute of Statistics and Informatics (INEI), Peru**
- **UN Women**
- **Peruvian Ministry of Development and Social Inclusion (MIDIS)**





NIGERIA

GENDER INEQUALITY - CORE PROBLEM DEFINITION

EFFECTS: No chance of getting a valuable job, lack of sense of security, marriage at a young age, domination of stereotypes about the place of women in society.

CORE PROBLEM: *Gender inequality in aspects of culture, religion, labor market and politics.*

CAUSES:

- Patriarchy
- Lack of women's section in politics
- Lack of women's education
- Belief in the reduced value of women



GENDER INEQUALITY -NUMBERS

- *60-70% of women in Nigeria have no access to education.*
- *Women hold about 4% of positions in state legislatures.*
- *About 40% of women in Nigeria are illiterate, while male illiteracy is about 28%.*
- *Almost 50% of girls are forced to marry at a ridiculously young age.*
- *1 in 3 women in Nigeria experience domestic violence.*
- *Women earn on average 30% less than men in the same positions.*

GENDER INEQUALITY -PROBLEM CAUSES

Cultural:

- Patriarchy
- Traditional gender roles
- The influence of multiple religions and social norms

Political:

- Lack of women's representation in politics
- Poor law enforcement
- Political violence and instability

Economic:

- Inequality of access to resources
- Limited access to education and vocational training
- Low wages and occupational segregation

GENDER INEQUALITY -PROBLEM EFFECTS

Economic:

Limited access of women to financial resources,
unemployment

Social:

Inequality in education
Gender discrimination in almost all aspects of life

Political:

Political marginalization of women
Lack of safety (Women are exposed to violence and threats aimed at discouraging them from pursuing a political career)

In system:

Niedostateczny system edukacji
Niewydolny system opieki zdrowotnej

GENDER INEQUALITY - ADDITIONAL INFORMATION ABOUT CAUSES OF THE PROBLEM

Preference for Male Children

Many Nigerian communities prioritize male children for inheritance, education, and leadership roles, reinforcing the perception that boys are more valuable than girls.

Unpaid Labor

Nigerian women often carry the burden of unpaid household labor, which restricts their time and energy for formal employment, further entrenching economic inequality.

Harmful Practices

Practices like female genital mutilation (FGM) are still prevalent in some regions of Nigeria, reflecting a lack of bodily autonomy and reinforcing the perception that women's rights and health are less important than cultural norms.

Legacy of Historical Exclusion

Historically, women have been marginalized in Nigerian society, and this exclusion has carried over into contemporary times.

Core problem

A greater number of boys than girls attend school (education gap).



STATISTICS

(2021)

- primary schools: attended by 68% of boys and only 58% of girls (10% difference)
- secondary schools 60% boys and only about 44% of girls
- higher education: only 40% of all college students are female

mostly in poor regions in the north

Causes of the education gap

01

limited government founding for education

02

generational poverty cycles (about 40% of people live for below 2\$ a day)

03

families prioritise sending their sons to schools

04

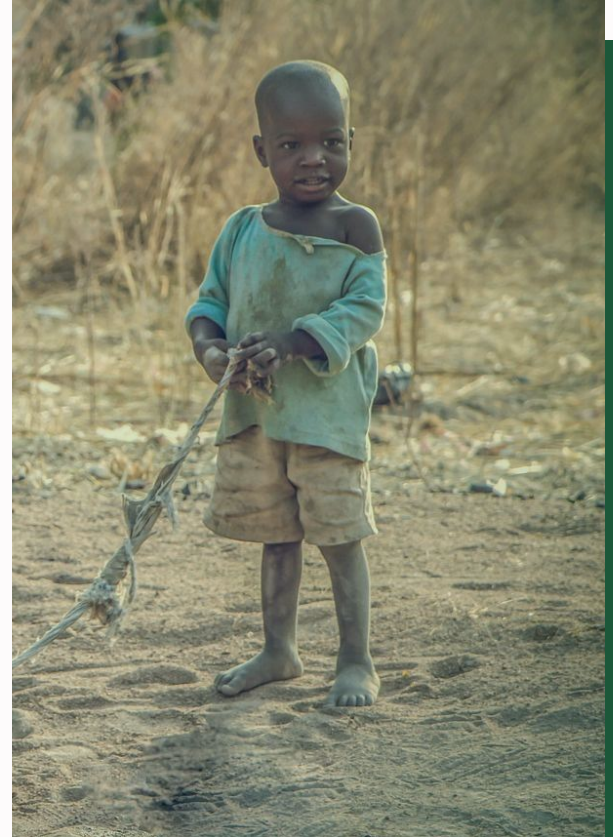
adolescent girls get married off by their families for money

05

traditional gender roles

06

health issues and lack of access to menstrual hygiene



EFFECTS OF EDUCATION GAP

social

lack of female role models and support, very early marriages (for money), reinforcement of traditional gender roles

fewer job opportunities for women, poverty with no escape, financial dependance on male family members

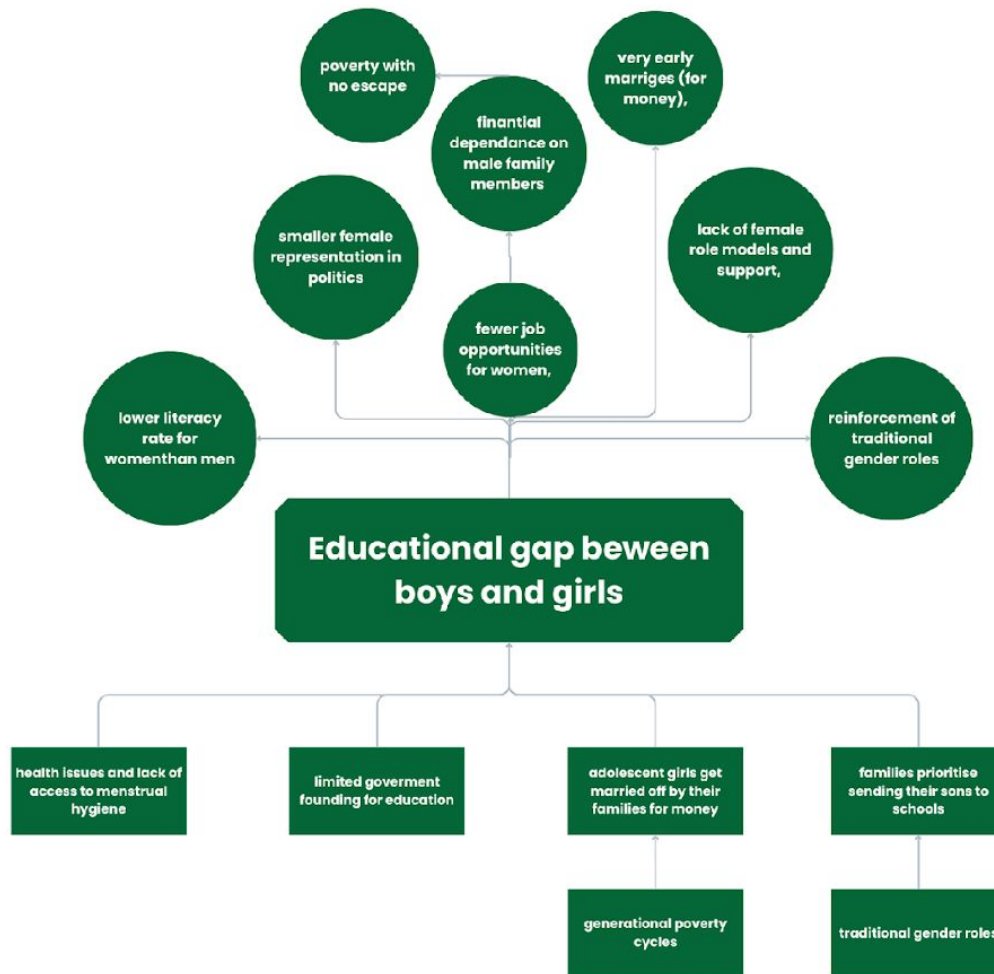
economic

political

as less girls are educated there is naturally smaller female representation in politics

low literacy rate (72% for boys and only 59% for girls)

educational





RESOURCES

<https://www.unocha.org>

<https://www.economist.com>

<https://weatherspark.com>

<https://www.gavi.org>

<https://pixabay.com/pl/>

<https://unicef.pl>



DEMOCRATIC
REPUBLIC
OF CONGO

SOCIAL VENTURES
FOR HUMANITY



GENDER INEQUALITY - CORE PROBLEM DEFINITION

Women don't have access to education and workplaces. Society requires them to give birth to at least few children and do physical labor at home.



GENDER INEQUALITY - PROBLEM CAUSES

- Women in society are seen as objects of pleasure and labor, so they are expected to get married at a very young age and have children. Society doesn't think it's needed for women to be educated or work on higher positions, because educated girls tend to be more aware in matter of having children.
- Families don't want to spend money sending girls to school, because they know they won't get a well paid job. Women are seen as weak, so any job that requires physical or mental strength isn't given to them.
- Absence of nearby schools makes children travel a long way, which is often dangerous. Families don't want to risk a girl get kidnapped or raped, as it makes it difficult for them to get married.
- In villages it's socially acceptable for a man to have 3 or 4 wives even if he is not able to cover their basic needs. This responsibility falls on women.
- Women are expected to have many children because of high mortality of newborns and children under 5 and need for workforce in the family.



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SOCIAL VENTURES
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GENDER INEQUALITY - PROBLEM EFFECTS

- Because there are very few women working in public institutions compared to men, it's very difficult for them to fight for their rights and make any difference in received treatment.
- Objectified perception of women results in high sexual assault and physical violence statistics in marriages and outside of them.
- Due to gender-based stereotypes and discrimination to get a well-paid job or sometimes any job, women often have to get into a romantic relationship with someone.
- To provide a decent life for their family, women must work in the fields aside from house work and even that is usually not enough.

GENDER INEQUALITY - NUMBERS

- Half of women report having experienced physical violence, and almost a third have experienced sexual violence
- 20% of women in urban areas and 31% in rural areas gave birth to a child before the age of 18.
- UNICEF confirmed that in 2022 under-five mortality rate per 1,000 live births was 75,6.
- Fertility rate for girls with no education is 7,4 children, when for girl with secondary education it's 2,9.
- In February 2024, only 12.8% of seats in parliament were held by women.

Education completion statistics			
Year	Education level	Boys	Girls
2021	primary	86%	79%
2021	secondary	63,5%	51,4%
2020	tertiary	8%	5%

Women in senior positions in national institutions in year 2006-2010			
Category	Total staff	Woman	Percentage
Government	67	13	19,4%
Parliament	500	64	12,8%
Senate	108	23	21,2%
Total	675	100	53,4%

GENDER INEQUALITY - ADDITIONAL INFORMATION ABOUT CAUSES OF THE PROBLEM

Gender inequality in DRC is deeply rooted in history, cultural beliefs, and religious influences. Historically, Congolese society has been shaped by patriarchal structures that assign women subordinate roles, often limiting their access to education, healthcare, and economic opportunities. This systemic inequality is further exacerbated by pervasive gender-based stereotypes that dictate the image of women in society.

Cultural beliefs played a significant role in shaping perceptions of women by men. Traditionally women were seen primarily as caregivers and homemakers, reinforcing moral values that prioritize male authority. These attitudes are not just cultural; they are intertwined with religious beliefs that have historically marginalized women's roles within both family and community settings. Christianity heavily influenced Congolese society. It has provided a moral guidance, but it has also perpetuated certain gender norms that restrict women's rights and freedoms.



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GENDER INEQUALITY - CORE PROBLEM DEFINITION

Definition: Gender inequality in the DRC stems from deep-rooted cultural traditions and economic factors that limit women's autonomy and access to opportunities.

Problem: Women face systemic barriers in areas such as education, employment, and family roles. In rural areas, girls are often kept out of school to help with domestic tasks and farming. Cultural norms view women primarily as caretakers, limiting their professional opportunities. In the workforce, women encounter discrimination, with limited access to leadership roles and significant barriers to economic independence. Additionally, women often have less control over land and property, restricting their economic power and decision-making ability.

This inequality is compounded by inadequate legal protections, and many women are subjected to violence or exploitation, further hindering their social mobility and participation in society.

GENDER INEQUALITY - NUMBERS

Political Participation:

- **Decision-Making Roles:**
Women hold less than **20%** of decision-making roles in rural areas.
- **Parliamentary Representation:**
Women occupy **9%** of seats in the national parliament.
- **Local Government Representation:**
Women hold only **12%** of local government positions.

Economic Participation:

- **Financial Inclusion:**
Only **19%** of women have access to financial services.
- **Income Disparity:**
Women in agriculture earn **40% less** than men.
- **Poverty Impact:**
Families without women's economic independence are **30%** more likely to face extreme poverty.

GENDER INEQUALITY - PROBLEM EFFECTS

Political Participation:

- **Decision-Making Roles:**
Women hold less than 15% of decision-making roles in rural communities, limiting their influence on policies.
- **Parliamentary Representation:**
Women occupy only 16% of seats in the National Assembly.
- **Local Government:**
Only 8% of district chairs are women, reflecting a significant gender disparity.

Economic Participation:

- **Financial Inclusion:**
Only 21% of women have access to financial services, restricting their ability to invest.
- **Income Disparity:**
Women in agriculture earn 35% less than men, despite comprising 60% of the workforce .
- **Poverty Impact:**
Households without women's economic independence are 50% more likely to experience extreme poverty.

Social Impacts:

- **Maternal Mortality:**
High maternal mortality rates of 693 per 100,000 live births.
- **Education:**
Only 30% of girls in rural areas attend secondary school .

GENDER INEQUALITY - PROBLEM EFFECTS

Cultural, Political, Economic, and Environmental Effects:

- **Cultural:**
Traditional views limit women's roles to caregiving, restricting their opportunities.
- **Political:**
Low representation in leadership hinders focus on women-specific issues like health and violence.
- **Economic:**
Limited access to land, finance, and business opportunities reinforces gender-based economic disparity.
- **Environmental:**
Women's dependency on natural resources is compounded by lack of authority in resource management, exacerbating environmental degradation.

GENDER INEQUALITY - PROBLEM CAUSES

Cultural and Societal Norms:

- Women are often confined to caregiving roles due to deeply ingrained cultural beliefs, limiting their participation in politics and decision-making.
- Leadership roles are culturally reserved for men, deterring women from pursuing political offices.

Economic Barriers:

- Women face significant economic obstacles, such as limited access to financial resources, especially in rural areas, making it hard to engage in political campaigns or businesses
- Income inequality, with women earning less and facing fewer economic opportunities, restricts their political and social mobility

Political Disparity:

- Women's representation in leadership roles is low, resulting in policies that often overlook issues critical to women.

Environmental Issues:

- Women in rural areas are highly dependent on natural resources, yet lack control over them, exacerbating their economic vulnerability.

GENDER INEQUALITY - ADDITIONAL INFORMATION ABOUT CAUSES OF THE PROBLEM

Cultural and Societal Norms:

- **Patriarchal Values:** Deeply ingrained traditions place men in dominant roles, limiting women's participation in leadership and decision-making.
- **Early Marriage:** Early marriage, often as young as 14, restricts girls' education and economic independence .

Economic Factors:

- **Limited Access to Resources:** Women face barriers to land ownership, credit access, and financial independence, hindering their entrepreneurial and workforce participation .
- **Discrimination in Employment:** Gender-based discrimination leads to lower-paying jobs for women, even in agriculture, despite their significant contribution .

Political and Legal Barriers:

- **Weak Legal Protections:** Although laws for gender equality exist, they are poorly enforced due to corruption and lack of political will.
- **Political Underrepresentation:** Women hold less than 20% of decision-making roles in rural areas, with limited political office representation at the national level.

Environmental Factors:

- **Dependency on Natural Resources:** Women's dependence on natural resources for farming and fuel is hindered by limited land rights and lack of roles in environmental governance, contributing to resource degradation.

Educational Barriers:

- **Limited Access to Education:** Families prioritize boys' education, and insecurity deters girls from attending school, limiting their opportunities.
- **Lack of Gender-Sensitive Education:** Educational systems fail to address the specific challenges girls face, perpetuating inequality.

SOURCES

UN Women Data Hub

Women for Women International

World Bank

UNICEF

FAO (Food and Agriculture Organization)

DRC National Gender Strategy (2021)



UGANDA

GENDER INEQUALITY - CORE PROBLEM DEFINITION

Gender Inequality in Uganda: Political Participation

Definition: Gender inequality limits women's access to resources, decision-making power, and leadership roles.

Problem: Women face barriers in land ownership, access to credit, and political representation. Despite making up nearly half of Uganda's population, women hold less than **30%** of political seats, limiting their influence in policy-making and economic development.



GENDER INEQUALITY - NUMBERS

Political Participation:

- **Decision-Making Roles:**
 - Less than **20%** of decision-making roles in rural communities are held by women, limiting their influence on policies related to family welfare and resource allocation.
- **Parliamentary Representation:**
 - Women occupy **34%** of the seats in Uganda's Parliament, showcasing progress due to gender quotas
- **Local Government Representation**
 - Women hold only **13.7%** of district speaker positions, and 26.5% of district vice-chairpersons are women. However, 97.4% of district chairpersons are men, indicating significant gender disparity in local leadership roles

Economic Participation:

- **Limited Financial Inclusion:**
 - Only **32%** of women have access to financial services, which hinders their ability to invest in income-generating activities.
- **Income Disparity:**
 - Women in agriculture earn **30%** less than men, despite making up **70%** of the agricultural workforce.
- **Poverty Impact:**
 - Families where women lack economic independence are **40%** more likely to experience extreme poverty.



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GENDER INEQUALITY - PROBLEM EFFECTS

Economic Effects

- **Reduced Household Income:**
 - Limited access to economic opportunities for women lowers household earnings and deepens poverty.
- **Lower Economic Growth:**
 - Gender inequality in the workforce reduces overall productivity and economic potential, hindering national growth

Social Effects

- **Entrenched Poverty Cycles:**
 - When women lack economic independence, families experience deeper poverty and lower resilience to challenges.
- **Reduced Community Development:**
 - Exclusion of women from decision-making slows progress on initiatives that could benefit entire communities, such as healthcare, education, and agricultural support.

Political Effects

- **Limited Advocacy for Women's Needs:**
 - Low representation of women in leadership leads to less focus on issues impacting women, such as healthcare, sanitation, and child welfare.
- **Weak Policy Implementation:**
 - Insufficient female political participation leads to ineffective laws on women's rights and needs.

GENDER INEQUALITY - PROBLEM CAUSES

Cultural and Societal Norms

- **Traditional Gender Roles:**
 - Deep-rooted societal beliefs often place women in domestic and caregiving roles, limiting their involvement in political life and decision-making.
- **Leadership Bias:**
 - Cultural perceptions often view men as more suitable for leadership roles, which can discourage women from seeking political office.

Economic Disadvantages

- **Limited Financial Resources:**
 - Women face economic barriers that prevent them from running for office or engaging in political campaigns, particularly in rural areas where access to financial services is limited.
- **Income Inequality:**
 - Women's limited access to income-generating activities and financial independence further restricts their ability to participate in politics.

GENDER INEQUALITY - ADDITIONAL INFORMATION ABOUT CAUSES OF THE PROBLEM

Political Environment

- **Commercialization of Politics:**
 - The political system is heavily commercialized, with high costs associated with running for office, which disproportionately affects women due to limited resources.
- **Harassment and Violence:**
 - Women often face harassment, intimidation, and political violence, discouraging them from pursuing political careers

Educational Barriers

- **Gender-Sensitive Programs:**
 - Gender-sensitive programs are often lacking in schools, which results in educational content that may not fully address the needs and challenges that girls face. This can discourage girls from pursuing higher education or entering certain fields.
- **Dropout Rates:**
 - High dropout rates among girls, especially during puberty, are linked to early pregnancies and child marriage, exacerbating gender inequality in education. In many rural areas, girls are also expected to take on domestic duties, which often results in them missing school.

SOURCES

ubos.org

monitor.co.ug

www.iri.org

africa.unwomen.org

globalforestwatch.org

oasis.col.org



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GENDER INEQUALITY - CORE PROBLEM DEFINITION

Gender Stereotypes

Gender Stereotypes are generalized beliefs about how men and women should behave, think, or look, often based on traditional roles and not individual traits.



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SOCIAL VENTURES
FOR HUMANITY

GENDER INEQUALITY - NUMBERS

Women form the majority of Uganda's agricultural workforce, with nearly 76% of women working in agriculture compared to 62% of men.

Approximately 42% of girls between the ages of 6 and 12 do not complete primary school.

Men are more likely to occupy leadership positions, while women remain underrepresented in senior roles. Among the top 10% of wage earners, men are overrepresented.



GENDER INEQUALITY - PROBLEM EFFECTS

- **Poor educational outcomes for girls**
- **Limited political and decision-making power**
- **Economic disempowerment of women**
- **Stunted national development**
- **An endless cycle of poverty**
- **Gender inequality is becoming more rooted in the culture**

GENDER INEQUALITY - PROBLEM CAUSES

- Weak enforcement of laws protecting women's rights
- Limited support for women's rights activism
- Early marriage and teenage pregnancy
- Limited access to land and property
- Patriarchal systems and gender roles
- Cultural preference for boys' education
- Wage gap and discrimination in the workforce
- Fear of sending girls to school on unsafe routes



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SOCIAL VENTURES
FOR HUMANITY

GENDER INEQUALITY - ADDITIONAL INFORMATION ABOUT CAUSES OF THE PROBLEM

- **Negligible attempts by women to fight for their rights**
- **In Uganda, women over the age of 30 are considered unattractive to men**
- **Women are considered less productive in more serious professions**
- **women remain underrepresented in many key leadership positions**



TANZANIA

GENDER INEQUALITY - CORE PROBLEM DEFINITION

Definition: Gender inequality in Tanzania stems from cultural, economic, political, and environmental factors that limit women's access to opportunities and resources. Patriarchal norms restrict women's participation in decision-making, education, employment, and political life. Despite legal frameworks, gender disparities persist in both public and private sectors.

Key Causes:

- **Cultural:** Patriarchal practices restrict women's roles in family and society.
- **Economic:** Women have less access to land, resources, and income-generating activities.
- **Political:** Low representation of women in leadership and decision-making roles.
- **Environmental:** Women are more vulnerable to climate change, with limited access to agricultural resources and technology.

GENDER INEQUALITY - NUMBERS

Education:

- **44%** of girls finish secondary school compared to **56%** of boys.
- Men are more likely to enroll in technical and vocational education than women.

Economic Participation:

- **18%** of women compared to **31%** of men work in the formal sector.
- The gender pay gap is approximately **30%**.

Political Representation:

- Women hold **36%** of seats in parliament, mostly through special seats (Parliament of Tanzania).
- Only **18%** of leadership positions at the local level are held by women.

Violence:

- **41%** of women experience physical or sexual violence from intimate partners.
- **12%** of women in Tanzania undergo female genital mutilation.

Access to Resources:

- Women own less than 20% of agricultural land, despite making up about 80% of the agricultural workforce.
- Only **14%** of women in Tanzania have access to agricultural technologies and tools.



GENDER INEQUALITY - PROBLEM EFFECTS

Cultural Effects: Patriarchal norms limit women's roles, affecting their mobility and career opportunities in both family and societal contexts.

Economic Effects: Women face limited access to education, land, and resources, leading to lower participation in the workforce. This results in increased poverty, especially in rural areas, as many women are confined to low-income, informal work.

Political Effects: Women's representation in leadership remains low, with only **36%** of parliamentary seats held by women through special representation, and a lack of involvement in major decision-making roles.

Environmental Effects: Due to patriarchal constraints and limited resources, women are more vulnerable to climate change, particularly in agricultural work, as they have less access to technological resources.

Health & Violence: Gender-based violence remains widespread, with high rates of domestic abuse, female genital mutilation (12% prevalence), and challenges in accessing healthcare, contributing to poor maternal health and higher mortality rates.

Long-Term Societal Impact: Gender inequality perpetuates cycles of poverty, especially in women-headed households, contributing to persistent disparities across generations.



GENDER INEQUALITY - PROBLEM CAUSES

Cultural: Patriarchal norms limit women's roles in society, with practices like early marriage and female genital mutilation (FGM) hindering women's access to education and leadership.

Economic: Women have less access to land, resources, and economic opportunities, earning less than men and often working in lower-paying, informal jobs.

Political: Women are underrepresented in leadership roles, limiting their influence in decision-making processes despite existing legal frameworks for gender equality.

Environmental: Women, especially in rural areas, are more vulnerable to climate change, as they are responsible for tasks like collecting water and food, which become harder due to environmental changes.

Legal/Institutional: Weak enforcement of gender equality laws and lack of political will prevent meaningful progress toward equality.

GENDER INEQUALITY - ADDITIONAL INFORMATION ABOUT CAUSES OF THE PROBLEM

Cultural Norms: Patriarchal practices restrict women's roles, limiting decision-making power in families and society. Harmful practices like Female Genital Mutilation (FGM) and child marriage are prevalent in some communities.

Economic Barriers: Women have limited access to land, resources, and credit. They dominate low-income sectors like subsistence farming, face a gender pay gap, and struggle to access financial services, hindering economic independence.

Political Underrepresentation: Women are underrepresented in political leadership and decision-making roles, facing societal and structural barriers to participation.

Environmental Vulnerability: Women, especially in rural areas, are more affected by climate change due to reliance on rain-fed agriculture and limited access to resources and technology.

Legal and Social Gaps: While laws protect women's rights, weak enforcement and societal stereotypes perpetuate inequality, especially in education and employment. Gender-based violence and child marriage remain significant challenges.



GENDER INEQ

- **Mentor presentation by: Edward Lalika**
- **National Bureau of Statistics (NBS) Tanzania**
- **United Nations (UN) Reports**
- **World Health Organization (WHO)**
- **Food and Agriculture Organization (FAO)**
- **World Bank Data**
- **Tanzania Gender Networking Programme (TGNP)**
- **Reports by Non-Governmental Organizations (NGOs)**



BANGLADESH



Problem Statements

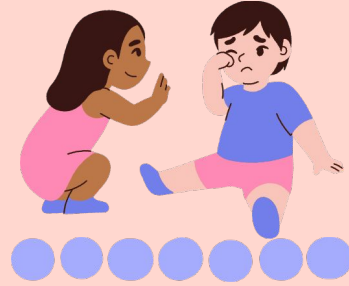
Lack of Gender Equality in Bangladesh
Despite progress in promoting equality, women in Bangladesh still face limited access to education. Cultural and social barriers continue to contribute to the discrimination against women.



Characteristics and Numbers

2. Lack of Gender Equality

- Only 55% of girls complete secondary education.
- Millions of women face limited opportunities for education, employment, and decision-making about their own lives, and are often obligated to follow strict family rules and demands.





Identification of Problem Sources

Lack of Gender Equality

- Cultural Sources: Traditional social norms that promote gender role divisions.
- Political Sources: Insufficient regulations supporting gender equality in practice (e.g., in education, labor law).





Recap of the problems

- Social inequality, primarily affecting women.

Causes and Reasons Behind These Causes

- Lack of global resources that could help in some way.
- Lack of support programs.
- Poor education level and lack of investment.



Thank you for your attention

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