IDS-400 Diversity

Nicole Obeni

09/25/2019

Gender Equality

           The issue of gender inequality is considered the greatest challenge women experience in their lives (Razavi, 2012). Gender inequality emerged during the times of our ancestors. During these times, men and women were viewed as two different individuals. The roles of men included leadership, working in industries or firms, and other heavy tasks (Razavi, 2012). On the other hand, women undertook roles such as childbearing and doing house chores such as cooking, washing, and sewing (Young, 2016). The aspect of gender inequality demeaned women. Gender inequality affected people socially (Young, 2016). For instance, women were not supposed to acquire an education. Also, they were prohibited from occupying top positions in the workplace. Men were the leaders and made every decision.

           Furthermore, history lens has been assisting people in understanding social issues, including gender inequality (Razavi, 2012). Various organizations, such as ECOSOC have implemented programs aimed at empowering women (Razavi, 2012). This is one of the effective methods of eliminating gender inequality in society. These organizations try to pass the message that both men and women are equal; hence, they deserve equal opportunities in areas including education, leadership, workplace, healthcare, and so forth (Sun, 2019). Besides, I can relate this representation with my personal as well as professional life. As a woman, I have experienced the issue of gender inequality both at work and in my society.An excellent example is my recent experience, whereby within our department, one of us was to be promoted. Despite having enough qualifications and experience more than my fellow men colleagues, I missed the promotion. This is because I am a woman and the society believes that women should not occupy top positions in organizations (Sun, 2019). This is an issue that requires necessary actions. We have seen a lot of women perform great things while in leadership more than men usually do (Sun, 2019). It’s time for society to understand that women can do great things.

           The aspect of gender equality can be related to the lens of history by studying the history of different people who contributed to modern situations (Young, 2016). Unlike in the past, today, women undertake the same roles as men. Women can now participate in leadership, acquire education, and make a decision that shapes society and the entire world (Young, 2016). People should understand history to identify probable solutions for gender inequality. Many historical individuals made significant contributions to the existence of gender inequality (Sun, 2019). By doing this, people understand the fact about the way gender inequality was in the past, the way it has transformed, and its future trends.

           Moreover, we can relate the aspect of gender equality with the lens of humanities (Razavi, 2012). Learning institutions are working hard to eradicate gender inequality. Also, different culture from different parts of the world has created specific justifications to support gender equality. A few decades ago, the school curriculum somehow promoted gender inequality (Razavi, 2012). This is because some subjects were explicitly designed for male and others for women. However, nowadays, things have considerably changed (Sun, 2019). All subjects are designed for both males and females. This is one way of promoting gender equality. Learning institutions have adopted a curriculum that helps people to understand the two genders as per cultural viewpoint and gender diversity (Sun, 2019). Scholars can now understand the value of gender equality in society. This has assisted in eradicating factors that cause gender inequality.

References

Razavi, S. (2012). World development report 2012: Gender equality and development—A commentary. Development and Change, 43(1), 423-437.

Sun, D. (2019). Gender Equality and Sustainable Development.

Young, Z. P. (2016). Gender and development. In Handbook on Gender in World Politics. Edward Elgar Publishing.