**Fact Sheet: Gender Discrimination**

**Key Points**

1. Definition:

Gender discrimination refers to the unequal or unfair treatment of a person based on their sex or gender identity. It primarily affects women but also impacts men and non-binary individuals.

2. Areas Affected:

- Workplace: Gender pay gap, glass ceiling, sexual harassment.

- Education: Limited access to education in some countries, gender stereotypes.

- Politics: Underrepresentation of women in positions of power.

- Health: Unequal access to healthcare, stigma around gender-specific health issues.

3. Causes:

- Gender stereotypes.

- Cultural and social norms.

- Discriminatory laws and policies.

4. Consequences:

- Limited economic and social opportunities.

- Perpetuation of inequalities.

- Negative impact on mental and physical health.

5. Solutions:

- Anti-discrimination legislation (e.g., equal pay laws).

- Awareness campaigns.

- Education and training to challenge stereotypes.

**Important Vocabulary**

| English | French |
| --- | --- |
| Gender discrimination | Discrimination de genre |
| Gender equality | Egalité des genres |
| Gender pay gap | Ecart salarial entre les sexes |
| Glass ceiling | Plafond de verre |
| Sexual harassment | Harcèlement sexuel |
| Stereotypes | Stéréotypes |
| Empowerment | Autonomisation |
| Underrepresentation | Sous-représentation |
| Maternity leave | Congé maternité |
| Paternity leave | Congé paternité |
| Gender roles | Rôle des genres |
| Equal opportunities | Egalité des chances |
| Bias | Préjugés |
| Quota system | Système de quotas |

**Key Statistics and Data**

1. Gender Pay Gap:

- In the EU, women earn on average 13% less than men for the same work (Eurostat, 2023).

- Globally, the gender pay gap is estimated at 20% (ILO, 2023).

2. Representation in Politics:

- Only 26.7% of parliamentary seats worldwide are held by women (UN Women, 2023).

- In 2023, 11 countries had a female head of state or government.

3. Education:

- Over 130 million girls worldwide are out of school (UNESCO, 2023).

- In sub-Saharan Africa, only 40% of girls complete lower secondary school.

4. Workplace Discrimination:

- 1 in 3 women has experienced sexual harassment at work (ILO, 2023).

- Women hold only 29% of senior management roles globally (Grant Thornton, 2023).

5. Health:

- Women are 24% less likely to receive adequate healthcare in some regions (WHO, 2023).

- Maternal mortality remains high, with 211 deaths per 100,000 live births globally (UN, 2023).

**Examples of Gender Discrimination**

1. In the Workplace:

- A woman being paid less than a male colleague for the same job.

- A man being denied paternity leave due to societal expectations.

2. In Education:

- Girls in certain countries being discouraged from studying STEM subjects.

- Boys facing stigma for pursuing traditionally "feminine" careers like nursing.

3. In Politics:

- Women being excluded from decision-making roles in government.

- Gender-based violence against female politicians.

**Conclusion**

Gender discrimination remains a significant global issue, affecting individuals in various aspects of life. Addressing it requires collective efforts, including policy changes, education, and cultural shifts. Promoting gender equality benefits not only individuals but also societies and economies as a whole.