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13 February 2020

Online at <https://mpra.ub.uni-muenchen.de/106945/>
MPRA Paper No. 106945, posted 03 Apr 2021 07:42 UTC

GLOBAL PERSPECTIVES ON GENDER SENSITIVITY AND ECONOMIC BENEFITS

GENDER EQUALITY: ENCYCLOPEDIA OF THE UN SUSTAINABLE DEVELOPMENT GOALS

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Link to Publisher's Version

https://link.springer.com/referenceworkentry/10.1007/978-3-319-70060-1_61-1

Synonyms

1. Gender Equality
2. Gender Equity
3. Women's Empowerment
4. Gender Mainstreaming
5. Gender Sensitisation

Definitions

According to Sharma (2014), the word gender sensitivity, also synonymous with gender sensitisation is the modification of behaviour through awareness of gender equality concerns. Such an approach seems to have made topical headline in the global community, which is said to be achieved through various sensitisation endeavours like campaigns, training and workshops led by both national and international institutions across the world.

Kutateladze (2015) provided a linguistic approach to the concept to mean the examination of the language and selection of forms, which are unbiased and neutral. This has thrown a more sensitive approach to the political correctness of the word, particularly in the public domain, where the presence of left-wingers / heterodox thinkers like feminists have sought to make their presence in ensuring empowerment towards gender equality is made a global concern.

Reeves and Baden (2000: pp. 2 and 10) on the other hand, provided a dichotomy between the two synonymously used words "*Gender Equity and Gender Equality*"; in their definitions, '*gender equity*' signify the equivalence in life outcomes for women and men, recognizing their different needs and interests, and requiring a redistribution of power and resources. While on the other hand, "*gender equality*" mean women availing equal opportunities in life as men, including the ability to participate in public fora. In these definitions, a dichotomy seems to have been drawn between the two concepts, thereby reflecting differing contemplation of gender issues, which thereby makes it possible for the addressing appropriate strategies as a way of addressing issues associated with SDG16.

Introduction

The use of the term gender sensitivity and its synonyms [as outlined at the start of this chapter] have taken a positive trajectory for the good of people in general, particularly women living in predominantly patriarchal society that sees no harm in male hegemony. Given the resilience of those of its supporters / proponents, it could be seen as a way of building community cohesiveness, with the ultimate goal of positively impacting on development and growth (Jackson 1996; Kabeer 2008; Pearson 2005). Gender economists like Kabeer and Natail (2003) have demonstrated in their research the asymmetric state of gender inequality around the world; empirical research shows that gender inclusivity contribute immensely to economic growth in areas pertaining to education and employability.

Gender sensitivity is a common language at use in all areas of working life, and this has come clear through caution placed in the semantic usage of words, in relation to *political correctness*. The rise of feminist movements across the world have changed the landscape of patriarchal dominance. This has now given rise to a situation where women are now taking centre stage by rising up to the hierarchy in areas pertaining to entrepreneurship in businesses, education and even politics at both national and global level. A call by the then UN Secretary General, Ban Ki-Moon in support of gender equality (see quotation below) attested strongly to the need for ensuring gender equality is placed at the centre of world politics, particularly in regions across the world (for examples some parts of Africa and Asia) where the dominance of repressed political systems seem not to be in consonance with the call for gender equality.

"Investing in women is not only the right thing to do. It is the smart thing to do. I am deeply convinced that, in women, the world has at its disposal the most significant and yet largely untapped potential for development and peace. Gender equality is not only a goal in itself, but a prerequisite for reaching all the other international development goals, including the Millennium Development Goals." (SEVEN WOMEN, July 8, 2018; Kabeer and Natali, 2013: 6).

The rise of (feminist) movements have brought about some positive outcomes in addressing concerns around female marginalisation. The issue of gender inequality has taken centre stage in the politics of life – while the effort is skewed more towards women's empowerment, the silent state of the opposite gender sect seem to have gone unnoticed given the perception of what has been the norm of the male gender being the oppressors. Research on gender sensitivity / equality would need to be exhaustively explored through the use of varied methodological inquiries (such as ethnography and participant observation) to unearth the silence of inequality and abuse inflicted likewise on the male gender, even in developed economies. In view of this discourse, a critical thinking individual would be poised to act as a devil's advocate by asking the following question: *"Does it mean that the efforts of feminism should be revisited to incorporate all forms of gender sensitivity issues faced by both male and female so as to make the SDGs meaningful in the 21st century and beyond?"*. Indeed, gender sensitivity is still a grey area that require pursued efforts to eradicate inequality in gender participation. Obviously, the efforts of gender sensitivity / equality issues have made it possible to explore decades of silence suffered by women across the world. Credence should be given to the rise of feminism and other forms movements as pursued by the "Lesbian, gay, bisexual, and transgender (LGBT)" community for example.

The recognition of gender inequalities in the world have helped communities gain economic benefits for both male and female gender groups. The pedagogy of gender sensitivity is linked with restricted access to education on grounds of religious cultism that many still face in the 21st century. UNESCO (2016) shows that over two million children and youths are still unable to access education globally. An example of such restricted access to education is that which was typically faced by a young female activist by the name of '*Malala Yousafzai*', shot on a school bus, in her home country of Pakistan by Taliban activists in her protest "for the right of all children to be educated" (Yousafzai, 2014). The story of what happened to Yousafzai became a global phenomenon that then

sensitized the call for women's increased access to education in marginalised communities, which is seen as the basis for the enhancement of basic human rights.

The rise of gender sensitivity is now making it possible for women to gain prominence through their capacity to out-number men in gaining access to higher education; in a country like Malaysia, women's access to higher education was shown to be in excess of 60% of the total enrolment figures, while in a country like Jordan, the revealing statistics is in the ratio of 2-to-1 (Bilton, 2018). Despite this alarming statistic of the move towards women's empowerment in education, they are still largely under-represented in the workforce and are less likely to be seen in top-level positions. Based on research carried out by Catalyst (2019), only 17.6% of women are seen to be occupying executive positions, while that of a climb towards CEO level is only 6.9%. However, this is seen as a big achievement in comparison to a decade ago when women were ranked even lower in both education and work, but in reality, this revealing statistic is an attestation for the need to continue moving deeper into an equal ratio of gender empowerment.

(Critical) Global Discourses Surrounding Gender Sensitivity

Discourses around gender sensitivity / equality research have taken varied dimensions when the focus is pursued empirically to address dichotomy surrounding the linguistic usage of words like "*Sex and Gender*". To digress further, the word '*Gender*' is construed as a form of sociocultural attribute and related exposition, normally associated with being a man or a woman, and it is thought that such personality attributes have helped define socially construed roles in society as modelled in the labour market (Ritz et al, 2014; Jahn, et al, 2017: 2). The linguistic form of gender sensitivity as explained here can also be extended to other forms of inequality, for example transgender and hermaphroditism, an area needing extended consideration for inclusion in the SDG profiling.

The need for further advocacy in support of gender equality or sensitivity is resounding itself across the globe, with efforts well accomplished in the developed economies (Sharma, 2014). In the U.K for example, the rise of feminism, purportedly fighting for equality in all walks of life, also saw men in their own rights, pursuing efforts around age equality, which is now filtered through (welfare) provisions like free access to '*Health Care and Public Transportation services*' for men at the age of 60years. Such services were only available to women at aged-60, while that of men was only made available at the age of 65years (AgeUK, 2016). In effect, one would consider this as empowering, given the power of (male) democratic voices to express concerns around equity / equality in service provision to all in society, irrespective of gender identity.

With reference to Africa, there is an on-going effort made by the African Union (AU) in ensuring that Article 2 and 6 on the dignity of human rights is championed very well to address gender equality and their empowerment in society (Blackden et al, 2006; African Union, n/d: 1 and 8). Critical to this and in particular Article 6 that touched on specific legislation pertaining to the eradication of forced marriages, is very welcoming in alleviating the denigrated state of women in the world. This is an area of concern in many rural communities around Africa and other parts of the developing world. The hegemony of male dominance is something that needs to be addressed collaboratively in the

developing world and such efforts can be promoted through genuine political-will of those in governance, by making sure practices that inhibit the female gender from being active and productive citizens are banned, despite centuries of cultures / traditions, which may have dictated things in the direction of women's subdued marginalisation.

Linkage with the United Nations Sustainable Development Goals (SDGs)

Gender sensitivity / equality is an essential part of the UN SDG5 agenda, and concerted effort made by individual economies to implement the agenda in all walks of life. Despite contentions surrounding use of the term gender sensitivity / equality, globalisation has made it such that no economy can operate in isolation without being somehow dependent on another economies for exchange of something. In this vein, the effort to make SDG5 a reality can be thought of as moving in the right direction given the acknowledgement of the key word '*equality*'. This is intended to address all aspects of what constitute exclusion or marginalisation of one group over the other.

The ambition to bring SDG5 into fruition would desperately require consideration given to SDG4, which addresses empowerment through education. This in reality should also embrace education for all gender groups (that is male and female) to make sure the basics of what constitute inequality is brought to the fore as part of the ontological journey of knowledge exploration (Jackson, 2016a and 2016b). In this situation, it is possible that the target of ensuring women are equally empowered is achieved. The question here is, does it mean women are truly empowered as perceived through the lenses of SDG5 agenda, with little or no sensitisation?

The need to address gender sensitivity / equality is essential if the effort is to bridge inequality, which favours women with the ultimate outcome of alleviating their state of poverty (associated with SDG1), while also enhancing the opportunity for every individual to be an actively productive citizen in the global community, with an opportunity of being productively engaged in decent work (associated with SDG8). Championing such effort will contrast very much with the unpaid domestic service women in many parts of the world face (Jackson et al, forthcoming; Naldini, 2011). As addressed by Jackson and Jabbie (2019), institutionalising core legal aspects of SDG16 will limit the scope for market failure, where stakeholders are seen to be working collaboratively in addressing issues that may impinge on the marginalisation of a particular gender group from societal gains. Equally, as addressed by Jabbie et al (forthcoming), gender sensitivity / equality issue can be dealt with easily in a collaborative, where women are seen as equals in the world of creativity.

In a likewise manner, promoting the gender sensitivity / equality agenda should be treated cautiously, even though plethora of evidences are pointing to the fact that women are highly marginalised in all sectors of societal endeavours (Kabeer, 2008; Klasen, 2002). Likewise, contention surrounding the notion of gender sensitivity / equality is a far-reaching conclusion as explored by Liswood (11th February, 2015) at a conference hosted by the World Economic Forum. Such contentious discourse is considered a necessary evil to help address concerns emanating from both male and female gender groups. As currently promoted in the area of Science, Technology, Engineering and Mathematics (STEM) education, there is certainly the need to make sure girls / women

are also seen to be taking advantage of opportunities available to explore their talents (TechWomen, 19th March, 2019; Jamme, 2015).

Economic Case for Gender Sensitivity

Amidst contention that surround the topical issue of gender sensitivity / equality, there is an opportunity cost attached to sacrifices made for promoting a just cause for the benefit of present and future generations. While contention is raised about concerns around biases towards one gender group over the other (Liswood, 2015), the exploration of research endeavours have helped greatly in allaying fears that surround possible marginalisation. The benefits from gender sensitivity is resounding itself through women's presence in entrepreneurial role, for example the like of Deborah Meaden and Jenny Campbell, as featured in popular TV series like the UK Dragons' Den (Baumann and Rohn, 2016). Equally in the domain of world economic management, the challenge is also seen to be skewing towards women taking centre stage in highly acclaimed institutions like the International Monetary Funds – the two recent case examples are Christine Odette Lagarde as the IMF Managing Director during the period 2011 – 2019 and immediately thereafter, Kristina Georgieva from November, 2019.

Women in developing economies are also making headway in their strides to become gender empowered through efforts to challenge the norm of marginalisation. This is attested in a country like South Africa where for example, 34yrs old Matsi Modise, denied the odds by rising up to entrepreneurial role as the founder and CEO of '*Furaha Afrika Holdings*' (African Business Magazine, 2019). Her knowledge in skills development and HR technology were the key to the company's listing on the Johannesburg Stock Exchange. In view of her denial to face the challenge of being a woman, also disadvantaged by her black racial background, is a real test for women around the world to say no to patriarchal hegemony.

There are also gains from gender sensitisation / equality now realised in areas pertaining to family dynamics, with women now being seen to share almost equal part in household responsibilities. Such situation is very prominent in developed economies around Europe, the Northern continent of America, the pacific economies of Australia and New Zealand and also in emerging economies around Asia and some parts of Africa and Latin America. In the UK for example, a woman is considered as a key player in household dynamics when it comes to managing the home. Where there is cohabitation (either by marriage or cohabitation on account of common law arrangement), a woman will always be seen to be a contributor in managing household affairs and hence diffusing tension in the management of family dynamics (Paul, 1999). Such arrangement in most cases will include equal sharing of expenditures pertaining to Mortgage payment, child caring (in a situation where both parties are working) and many more. The existence of a sound legal framework as enshrined in SDG17 is such that women's voices have been heard loudly when it comes to their equal status in the home This also include ways of combatting domestic violence on the vulnerable female gender (Saxena, 2015). On a more practical note, this can be viewed as a real test for economic sustainability as far as management of the home is concerned. This is so much in contrast with the dominance of patriarchal household system that is prevalent in under-privileged communities around Africa and many of the affluent Arab economies for example.

There is certainly scope for women across the globe to become economically active citizens. In the remote areas or under-privileged communities around Africa, and some parts of Asia and Latin America, there is a dire call for women to become active producers of economic ventures that allure their independence (UN Women, n/a; Gupta and Vegelin, 2016). The need to ensure STEM education is effectively marketed across gender spectrum is in itself laudable given the intense competitiveness and seriousness it brings to the project. Such a venture is making it possible for those in the marginalised categories (women / girls) to see themselves as valuable entities, who need to explore the opportunities that society brings to them. In this vein, there is scope to improve quality in output, not only for the targeted female gender community, but also for the good of society at large.

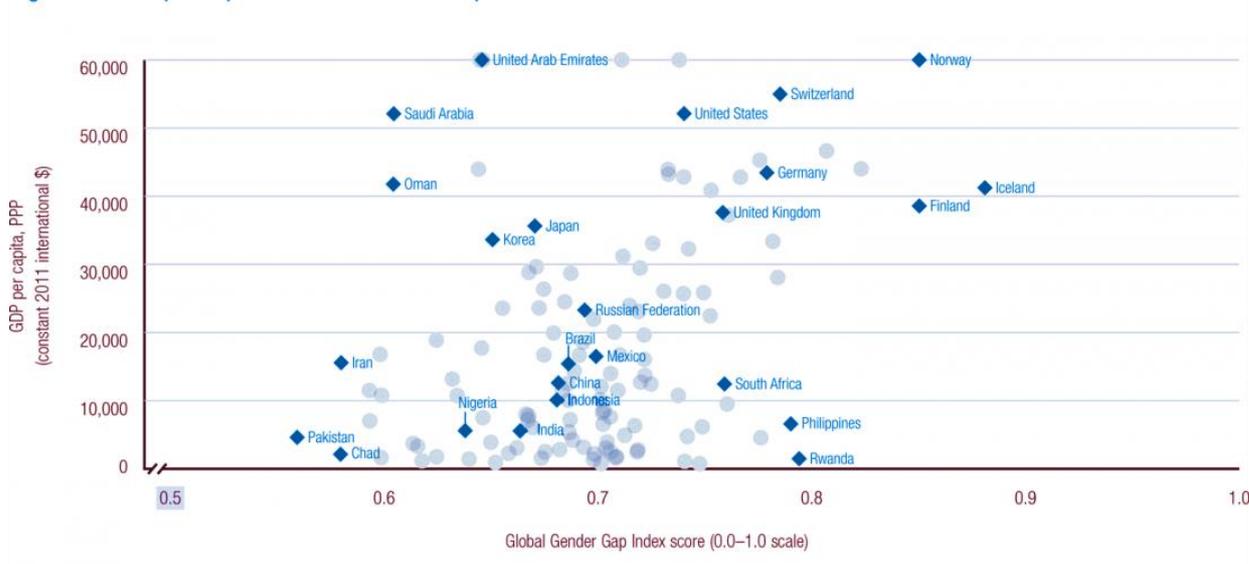
There are plethora of gains expected to come out of the call for promoting gender sensitivity / equality, which is not only restricted to employability, GDP growth, but also the peace of mind in reducing domestic violence (WHO, 2009). (Feminist) Economists' efforts have demonstrated that such outcome have the scope of impacting positively on high level of employment for women (Kabeer and Natali, 2013; Caselli et al, 1996). Econometric studies pursued have also highlighted the marked improvement in GDP per capita for most nations that have embraced women's participation in global economic pursuits (Elborgh-Woytek et al, 2013; Kabeer and Natali, 2013; Klasen, 1999 and 2002; Dollar and Gatti, 1999; Hill and King, 1995). This is considered good for societal development, given the fact that a predominantly male burdened society is said to be a major source of corruption in many of the global south economies (Bukuluki, 2013; Jean, 2002).

In the current age of postmodernism, where the independence of humanity is being resounded in all walks of life, it is most certain that women too would want to be economically active citizens. This indicates that, their thirst for active participation in economic and developmental ventures should not be suppressed. In this vein, structures must be set up such that women are availed sufficient opportunities to engage themselves in early career development activities to become (independent) corporate producers of goods and services (Jackson et al, forthcoming). This in effect, can translate itself into improved productivity, which also create employment opportunities for women across the spectrum of career ventures.

As excerpted in Figures 1 and 2 below, the reality of gender sensitivity / equality is seen to unearth itself through its contribution towards human development and GDP per capita indexes. With reference to Figure 1 below, the correlation between GDP per capita and Gender Gap in 2015 is seen to be consistent with theory, even though there is insufficient evidence to prove causality in the relationships. Countries in the Scandinavian bloc, for example Norway, Finland and Iceland seem to have produced the highest level of gender contribution to GDP per capita, which in reality is indicative of transparent policies authorities might have instituted in all walks of life to narrow gap in gender issues.

Figure 1: GDP per capita vs Global Gender Gap Index 2015

Figure 31: GDP per capita vs Global Gender Gap Index 2015

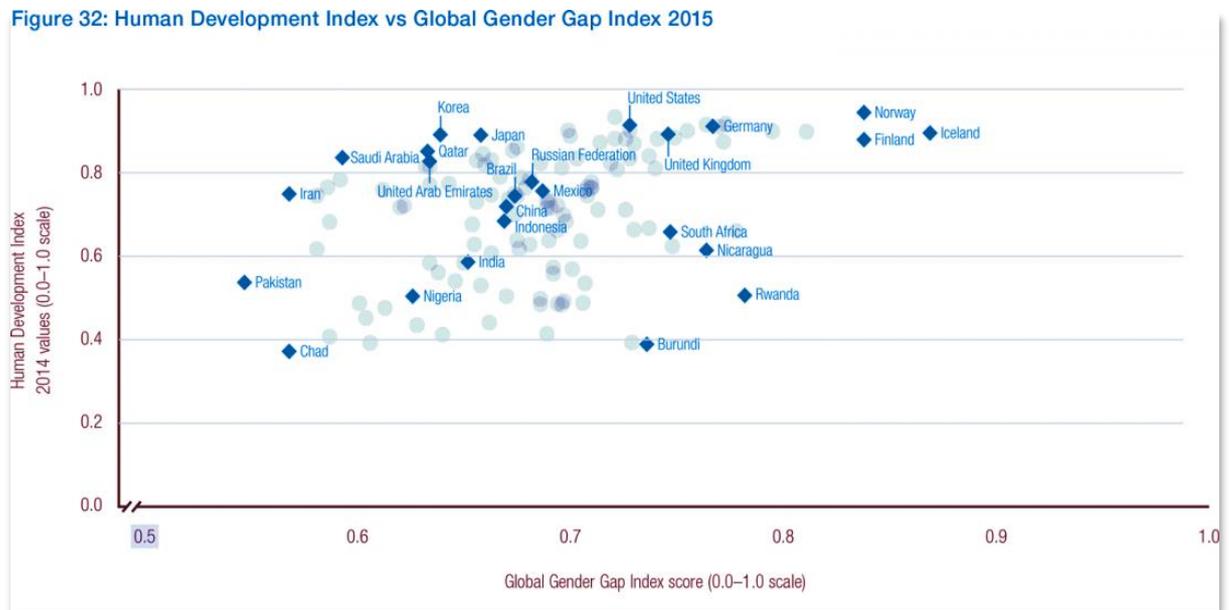


Source: World Economic Forum

On a more contentious note, countries like Saudi Arabia and United Arab Emirates, which seem to have recorded high GDP per capita are not very well represented in terms of their gender participation rate. This is indicative of the submissive culture in such economies, which dictate women's efforts to being house wives as opposed to being producers of economic activities. In view of critical discourse analysis, the fact would have proved itself clearly to assert an explanation around causality associated with natural endowment of Crude Oil deposits in most of the aforementioned Arab states. In economies like the UK and the USA where GDP per capita is equally high, there seems to be some gaps when compared to their counterparts in the Scandinavian bloc. This also speaks to how policies are filtered through from theory revolving around the 17 SDGs (more specifically SDG16) into practical reality.

Critically, the truth or reality of the above representation in Figure 1 can only be proved emphatically where varied methodologies are contested to ascertain the reality about women's marginalisation. The global ranking report from the World Economic Forum (2017: 10-13) pertaining to indicators like economic participation and opportunity, educational attainment, health and survival and political empowerment have seen the majority of economies found in Africa, Asia and Latin America ranked at the lower end when it comes to providing access for women. The scope for making gender sensitivity a reality for many of these economies requires high level of international support to empower people regardless of gender attribute.

Figure 2: Human Development Index vs Global Gender Gap Index 2015



Source: World Economic Forum (n/d)

Figure 2 above also provide a case for (critical) discourse pertaining to Human Development Index and Global Gender Gap in the year 2015. In general, developed economies like Norway, Finland, USA and UK seem to have featured high up in the list. Even though countries like South Africa and Burundi for example, are not high up in the human development index when compared to some developed economies like the UK and USA, their efforts to narrowing the gender gap is quite amazing. Critical methodological explorations about the causality of high gender participation rates in the human development index for economies like South Africa, Burundi and even China would help address the way forward, as opposed to being too prescriptive about the notion of gender sensitivity / equality as portrayed by some feminist scholars (Blumberg, 2005; Barro and Sala-i-Martin, 1995).

There is contention for critical discourse when one takes a look at both Figures 1 and 2. It may seem clear that GDP per capita and human Development Indexes are high for many of the developed economies like the UK and USA, when in fact their efforts to changing the goal-post for narrowing the gap in gender equality is a far reaching conclusion. Despite the low level of GDP per capita and human development index produced for many of the under-developed / developing economies in the above figures, there seem to be positive efforts made, which indicate their determination to translate theory into reality. This can be achieved by incorporating equal gender participation in all walks of life.

Therefore, it seems very much clear here that the willingness to relinquish what is purportedly meant to be a form of male hegemony is yet to be an area that require a critical eye. In short, the critical point at issue is to address and make sure theories associated with concepts around gender sensitivity / equality is no longer perpetrated as a form of lip-service exercise. Efforts should be made to translate theories revolving around gender sensitivity into practice for the good of those in marginalised communities, where patriarchal dominance is still perceived as the norm.

Way forward for raising Global Awareness

In a bid to make sure gender sensitivity / equality is addressed very well, the following points, though not fully exhaustive, are considered very worthwhile for global attention:

- **Gender sensitive education programs:** In view of ensuring the need for gender sensitivity / equality is promoted far and wide, it is very important for international institutions like the United Nations to seek to promote sensitisation programs for economies across the world to embrace gender empowerment. On a more critical note, gender sensitivity / equality is not only proving to be a problem in developing economies around the world (typically in Africa and Latin America), but its severity is also resounding itself in developed economies likewise (The Guardian, 2016). In developed economies like the UK and the USA, complaints of gender harassment are still a concern (British Council, n/d: YouGov, 2015). In this regard, it is very important that sensitisation programs are set up across national borders to make sure people are educated about the importance of embracing gender empowerment, given its economic and welfare gains to both present and future generations. Therefore, education curriculum from as early as in the kindergarten stage must seek to introduce curriculum akin to sensitizing people around gender inclusivity. This will minimise insults connected with discrimination such as the blatant discriminatory utterances of President Donald Trump's "**Go back**" speech for example, which was targeted mainly at four aspiring congresswomen candidates (BBC News, July 2019). This is a real attestation of the need to pursue the gender sensitisation subject to both developed and developing economies.
- **Positive gender collaboration:** This should involve cross-working partnership between female gender pressure groups, for example 'feminist moments' and their male counterparts. As captured in a research undertaken by Connell (2003), there is a call to ensure both boys and girls are incorporated in the journey to achieve gender equality. International institutions like the UN must endeavour to promote such ventures, in a bid to raising awareness about discriminatory utterances, as witnessed on Monday 15th July 2019 by the US President. In this vein, a new model for positive gender collaboration should encourage alternative or Shadow leadership positions meant for the opposite gender in all walks of life ('**male and female and vice versa**').
- **Vocational exploration for women** [e.g., STEM approach]: The adoption of the STEM project, which is now a global embracement should be utilised as a way of fostering progress in the direction of narrowing gap in gender equality. To achieve this successfully, it will need the support of national intervention, with substantial investment in education projects across national borders, where young girls / women are given the necessary support to enable them to compete openly with their male

counterpart. The focus of such an intervention is not to discount progress already made by the male gender in pursuit of their thirsts for Science and Technology, but also as a means of empowering women / females into creative and scientific adventures. Cooperation is considered the key to a successful gender sensitive society. This will provide the enabling opportunity for women to ventures connected with business entrepreneurship and also vocational training. In this situation, SDG16, which is aimed at *“promoting peaceful and inclusive societies for sustainable development, and the provision of access to justice for all through the machinery of building effective, accountable institutions at all levels”*, must be given high priority. To ensure this is made an important agenda for women’s inclusivity in society, international organisations such as the United Nations and the International Labour Organisation must seek to support national governments to achieve the SDG target of 2030. Given the historical connotation of women’s marginalisation experienced in developing economies around Africa, Asia and also the Arab bloc, the process of addressing women’s empowerment must be treated with caution. In such a case, very strong dialogue that makes it possible to cajole men to see the need for women to be part of an economically active society should need to be promoted. In the situation with naturally resource-endowed nations around the Arab bloc and other parts of the world that sees no need for women to engaged in economically active professions, justified slogans like **‘Oil is not for ever’**, should be placarded in or around public venues so as to sell a story about the imminent need for women’s inclusivity in all areas connected with economic activities, geared towards benefiting households’ well-being. There are a plethora of gains that can come out of the push for gender sensitivity – this for example include reduced burden on one person’s income in a family and higher scope for government to generate revenues in addressing fiscal expenditure requirements. The success of such ventures through support for women’s access into STEM projects and the world of business entrepreneurship for example, should be made a mandatory part of international efforts, encapsulated within the SDG agenda. Efforts should regularly be made to explore different methodological tools in facilitating progress. Progress seems to be moving in the right direction to address SDG16, with 39% of the global economy already in compliant with the internationally agreed standard from research produced in 2018 (UN SDG, 2019).

- **Pursued methodological mixed Inquiry:** This could involve empirical approaches like Time Series Panel data analysis that compares gender sensitivity participation (as the core variable) across regions or countries pertaining to education, formal training and business entrepreneurship. There is also the need to ensure gender sensitization awareness is raised at building cohesiveness amongst gender groups (male and female) in family dynamics and community at large. Equally, efforts should also be extended to the use of non-empirical approaches like cross-country ethnographic studies, qualitative investigation of various types that helps address contemporary issues around gender sensitivity / equality. The need to embark on such a study requires resources, for example human capacity and financial. Both formal and informal activities must be given premium, with resources invested in productive ventures like gender sensitivity studies at higher education level, STEM and also, the enhancement of women’s entrepreneurship.

Conclusion

This chapter has focused attention on critical discourse analysis pertaining to the subject matter of gender sensitivity / equality - an important part of the UN SDG5 agenda. The process of working towards equality or empowering the female gender has brought with it pertinent issues concerning the ontological exploration of knowledge that is geared towards creating better opportunities for the female gender. In pursuit of engineering opportunities for the female gender group, efforts have also been reached to accord equality status to the male gender (e.g., free health and transportation access at aged 60) as witnessed during the last decade in the United Kingdom.

The dominance of the male gender in the home, professional and economic activities is proving contentious in the current era of postmodernity, with the female gender group also rising to the challenge of equal opportunity status in economic ventures. Indeed, as seen in some areas, tremendous efforts have been made, as seen through female gender participation in STEM projects. Political leaders around the world should continue to embrace key aspects of the UN SDG agenda, for example SDGs 4, 8 and 16 (inclusive and equitable opportunities to educating, sustained inclusive and economic growth and accessible justice for all respectively), considered essential in the attainment of SDG5 (UN, n/d). While major emphasis for the study has focused around raising awareness on employability and its ultimate gains on GDP growth, institutions and political leaders must ensure women's concerns on domestic violence is emphasised in the SDG5 and 16 charter.

In conclusion, there is a need to promote SDG5, which is supportive of gender sensitisation that create opportunities and decent health and well-being for women to become equal players in the affairs of world management as enshrined in SDG16. As addressed in some of the examples identified, women's successes in (formal and informal) entrepreneurship activities and also economic management in (national and international) public institutions like government ministries and the IMF for example, needs to be promoted strongly. It is important that emphasis is laid on both SDG16 and SDG17. Hence, a sound legal framework connected with SDG16 is needed to protect women's (physiological) vulnerability, while also ensuring partnership as enshrined in SDG17 is firm-up to make SDG5 a worthwhile venture. Economies that are lagging behind in their efforts to become fully gender sensitive should be bolstered, while at the same time emphasising practical gains that can be availed to society in general, on account of their willingness to embrace issues.

Cross References

Access to Education
Economic Empowerment
Gender Identity
Feminist Movement
Equal Opportunities / Inequality
Inclusive Growth

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