



Gender equality in the United States

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EUSKO JAURLARITZA



GOBIERNO VASCO

LEHENDAKARITZA

Europar Batasuneko eta Kanpo
Harremanetako Idazkaritza Nagusia
Kanpoan den Euskal
Komunitatearentzako zuzendaritza

PRESIDENCIA

Secretaría General de Unión Europea
y Acción Exterior
Dirección para la Comunidad Vasca en el
Exterior

EUSKADI
BASQUE COUNTRY

Euskal
BERDINTASUNERAKO
Etxeak
berdintasunerako eskola



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History

I. Landmarks in the history of gender equality in the United States



**Abigail Adams
(1776)**



**Seneca Falls
Convention of 1848**



**The 19th
Amendment to the
Constitution (1920)**



**President Roosevelt
signs the Fair Labor
Standards Act
(FLSA) (1930)**



**First government-
funded day-care
centers and
nurseries are
created (1940)**



**Rosa Park
Montgomery bus
boycott (1955)**

History

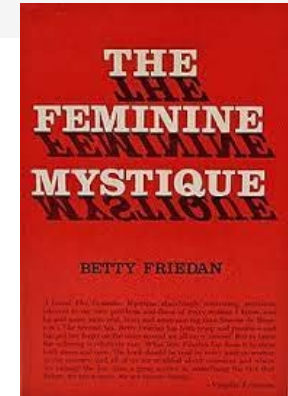
II. Landmarks in the history of gender equality in the United States



John Kennedy establishes the President's Commission on the Status of Women (1961)



Congress passes the Equal Pay Act (1963)



The Feminine Mystique
Betty Friedan (1963)



Roe v. Wade (1973)



Sexual harassment defined by the Equal Employment Opportunity Commission (1980)



Geraldine Ferraro: Nomination as the first woman vice presidential candidate (1984)

History

III. Landmarks in the history of gender equality in the United States, Australia, Canada, and UK



Family and Medical Leave Act (FMLA) (1993)

Lilly Ledbetter Fair Pay Act (2009)



President Obama: White House Council on Women and Girls (2009)



Kamala Harris: first woman to serve as Vice President of the United States (2021)



United Kingdom

<https://www.citywomen.co.uk/wp-content/uploads/2014/04/gender-equality-timeline.pdf>



Australia

<https://www.vwt.org.au/gender-equality-timeline-australia/>



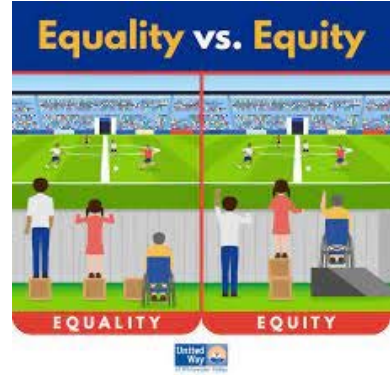
Canada

<https://women-gender-equality.canada.ca/en/commemorations-celebrations/gender-equality-week/gender-equality-timeline.html>

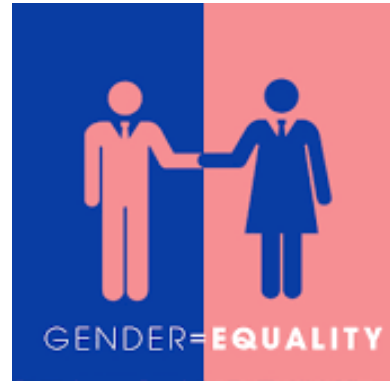


NATIONAL STRATEGY ON GENDER EQUITY AND EQUALITY

National Strategy on Gender Equity and Equality



Equality vs. Equity



Ten interconnected priorities: 1) economic security; 2) gender-based violence; 3) health; 4) education; 5) justice and immigration



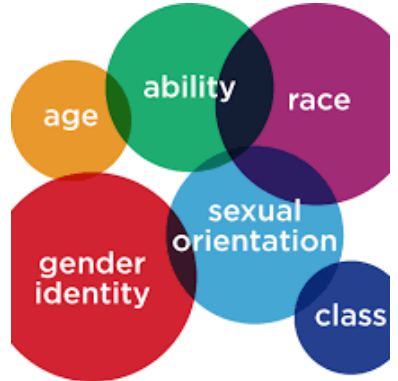
Ensuring that all people, regardless of gender, have the opportunity to realize their full potential is both a moral and strategic imperative.



Pandemic crisis and attacks on women



6) human rights and equality under the law; 7) security and humanitarian relief; 8) climate change; 9) science and technology; and 10) democracy, participation, and leadership.



Intersectional approach that considers the barriers and challenges faced by those who experience forms of discrimination and bias related to gender, race, and other factors, including sexual orientation, ethnicity, religion, disability, age, and socioeconomic status



Examples of gender inequality

• *Examples of Gender inequality*



1. The fact that women work longer hours than men, especially in the home.
2. Women earn less for the same type of work.
3. Women are also underrepresented in many leadership positions in both the public and private sectors.
4. Throughout the world education inequality is directed at women and girls.
5. Women face challenges in areas such as healthcare, where they may have limited access to certain services or face higher costs than men for similar treatments.
6. Women also experience higher rates of sexual assault and domestic violence than men.
7. Bias (often unconscious) in all areas.



Gender inequality in the USA

1. In 2020, the percent of **American women working** fell to its lowest levels since 1988. United States last out of 20 industrialized countries in an index that measured such programs as family leave, alternative work arrangements, part-time employment, and other means to make workplaces more flexible and family-friendly. The United States is the only industrialized nation that does not have a paid parental leave policy mandated by law.
2. US women spend over twice as much time on **housework** as men, averaging an extra 65 minutes per day (7.6 hours per week). If the women are employed, or highly-paid, they don't do less housework.
3. **Gender pay gap:** On average, women working full time are paid 83.7% of what men are paid. This inequity is even greater for Black and Hispanic women.
4. Research has shown that top **universities** average only 34 percent female in full-time faculty. Within top universities, the only category in which female faculty hold the higher proportion is "Non-Eligible for Tenure." In universities overall, men continue to make up a disproportionate ratio of full professors, while women make up a majority of assistant professors, instructors, and lecturers.
5. **Health care:** in cases of women seeking emergency room care for serious conditions such as stroke and heart attacks they are 33% more likely to receive a misdiagnosis in comparison to men.

Resistances to gender equality



- Resistance is a response to actual or perceived challenges to existing hierarchies of power. It is a reaction against progressive social change that seeks to prevent further change from happening and reverse those changes already achieved. A typical feature of backlash is the desire by some proponents to return to aspects of an idealized past in which structural inequality was normalized.
- Resistance is an inevitable, although undesirable, response to efforts at progressive social change. Backlash and resistance to gender equality take common forms including denial of the problem, disavowal of responsibility, inaction, appeasement, co-option, and repression. Resistance may be individual or collective, formal, or informal (Michael Flood, Molly Dragiewicz and Bob Pease, 2020).
- Current types of resistances: far-right political discourse, appropriation of feminism by opportunistic media discourses.

WHY is it IMPORTANT?



- ☐ Companies with a female board representation outperform those who has no women on their board.
- ☐ Businesses who include females in leadership do better than those who do not.
- ☐ Organizations with gender diversity practices, attract and retain the best talent.

Is gender equality important?

• *Gender inequalities:*

1. Reduce program effectiveness and waste resources.
2. Inhibit country's growth and development.
3. Limit opportunities and potential.
4. Loss of GDP in US: Gender discrimination: 3%.
5. Gender inequality and discrimination impact society as a whole.

Eskerrik asko!



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