

Campaign for Gender Equality

Cinderella's Tale Is Over Gender Equality Begins

How Women are Discriminated and Why We Need to Balance the Balance Towards Gender Equality

According to the United Nations, women are the most segregated due to climate change and throughout the world the hiring and salary gaps exceed an average of 30 to 40%, despite the fact that UN Women studies show that the hiring of women improves the economy of a country, in leadership positions women improve the performance of organizations, many other social and family benefits are generated when it is the woman who contributes to the household income and it is she who manages it. The gap is caused by the lack of access to education for girls, the few employment opportunities and wage discrimination against women, they do not receive the same pay as men in most countries, despite the fact that they occupy the same jobs. charges and with equal or greater performance.

The majority of women from girls or adolescents are relegated to unpaid domestic work and in their adulthood it is their main occupation, since they do not have the right to demand payment for it or manage household income, it has repercussions in the deterioration of health, education and level of happiness of the children. In other words, they are the slaves of the 21st century. Even in Europe there were also conditions in which they cannot work because they have nowhere to leave their children. Although, in many countries in Europe, Japan and Australia, they are given a payment for each child conceived or adopted, they are given a bonus for the expenses of the birth, leaves of absence from work for a reasonable time and they are given a payment weekly or monthly, equivalent to 70% of a salary, or an amount determined for each child. The work of managing a home, known as a housewife, is a very demanding job, not everyone is suitable for it, it generally exceeds the normal working hours of any job, although both heads of the family work, the woman is the one who dedicates more hours at home and not to mention single mothers who carry the entire burden of the home and in turn work with jobs that do not require high academic rates, because they did not have access to the right to education and earn less because they are women, in many cases they have two or three jobs, even in the informal economy without employment benefits, according to statistical data 50% of mothers are single or divorced and if they are married 35% suffer from domestic violence. Femicides and abuses of women in different countries vary, but the figures in all of them are alarming, a day 137 women are killed by members of their family.

This situation against women shows a marked discrimination, without us women there is no humanity, therefore, we must work so that the rights of women are respected in gender equality, this is not only the task of UN Women, Everyone from the home to the instances of all public and private institutions must take responsibility, they all have mothers, or some

woman in their family bond, the common citizen must begin to respect their rights, for this the schools must educate human rights without discrimination with gender equality, in most democratic countries primary and secondary education is guaranteed to all infants regardless of their gender, as well as religions, should begin to guide in this regard, some have somehow distorted the treatment of women towards the oppression of their rights, when in reality their messiahs have advocated rather for the rights of women, as is the case of the Muslim religion, his messiah, in his time he created a lot of controversy for defending the rights of women because in the region the mistreatment of women was used in an overwhelming way in which all their rights were denied, his messiah made the right to inheritance was recognized for women among others, which created a great stir; for this reason, it is inconceivable that Muslim nations are where there is greater gender inequality. Just as it is unacceptable that in other nations as developed as the United States, which proclaims itself a human rights defender, denigrates and discriminates against women with unequal working conditions and that, in most Latin American nations, where they are victimized by being Oppressed by the world, they oppress women so much that we have high rates of unpunished femicides. So, it is not a matter of religion or culture of the regions, it is a matter of the bad habit of oppression, so that bad habit we will defeat is with equal rights beginning to balance the equity gender balance.



How to Balance the Balance Towards Gender Equity?

At least, emphasis should be placed on guaranteeing women's access to the following human rights:

- **Right to Education:** the right to education without distinction of gender must be guaranteed in all countries of the world, including in education respect for human and environmental rights without any discrimination, whether based on race, creed, gender, nationality or sexual orientation, as established by the Universal Declaration of Human Rights, encouraging respect for our differences, the appreciation of our similarities and the recognition of our identity, that we are all human beings and that we have the same inalienable rights. In democratic nations, civil society can pressure the leaders who must be at the service of the citizenry, to approve and guarantee it, continental organizations such as the

Organization of American States (OAS) and the European Union (EU) can demand it from its member countries and the UN through the proposal of the NGO Arca Tierra of a point system called "[Gradient Scale between Survival and Succumbing of Humanity](#)" can boost their respect, since it will add or subtract points from the nations and will determine its position in the world ranking which will give or take away privileges in the UN, as well as provide financing for the provision of schools and didactic materials for the education of human and environmental rights, highlighting that they must be respected with gender equality, give workshops to the communities and neighborhood associations in this regard.

Likewise, countries must guarantee education to women who were segregated in the past and who today lack training in their adulthood to seek employment or carry out entrepreneurship, they must be offered training in different economic activities, both in administrative areas as operational, offer advice and financing to carry out undertakings. Many democratic countries do it today, such as Chile, where the Ministry of Women and Gender Equality exists, among many of its tasks they are dedicated to supporting the economic autonomy of women, through training for perform certain tasks and for the creation of enterprises, for this the women receive financing and advice.

- Right to Work: every woman must have the right to work and be able to choose whether to dedicate herself to domestic work in her home as a housewife or to have another job, in both cases, the woman must receive salary remuneration with gender equality. In public and private hiring of personnel, labor standards are established to be respected, in which clauses of hiring with gender equality must be included, this can be promoted with labor laws and through financing mechanisms that require gender equality in the workplace. personal, that is, offer greater benefits to the business sector that respects gender equality and apply taxes in case of violation. By gender equality in the workplace we mean equal wages and equal opportunities to hold positions at all hierarchical levels of the organization, since many companies would choose to hire women only to do cleaning or receptionist and secretaries, which are decent jobs, but a woman deserves equal opportunities at all hierarchical levels, in fact, according to UN Women we have shown that we are more efficient than men and yet we are relegated, due to the bad habit of oppression towards women, so including women in management positions would increase the level of competition, since men would push themselves to the maximum to reach the level of meritocracy of women. Likewise, places should be considered for the care of the children of the employees of the public and private sector, for the hours they are not in their schools and for the care of babies and infants who are not old enough to go to school, this is not a concession to women, because children are not only the children of their mothers, they are a shared responsibility among their representatives. Companies and institutions can consider having these premises in their establishments, or pay to be received in other establishments close to the workplace, suitable for this activity, large companies could afford this without problem, however, medium and small companies They would find it difficult to pay for this, so the State should provide support to SMEs so that they can comply with this requirement, with funds obtained from taxes applied to the private sector.

With regard to the payment of housework, housework can be carried out by all members of the family, in the case of households with children under 10 years of age, this responsibility falls on both representatives, it is in citizenship education and in the woman demand that both take responsibility, the laws must allow women to establish demands so that her rights are respected in the home with equity, that is, to respect mutual cooperation for the raising of children and the realization of the domestic activities. The woman with greater opportunities for education, to create her company or to be hired in a job with gender equality, with the aforementioned measures, may choose to decide whether to dedicate herself full time to raising her children, a very important task for society, or to create your business or to access a job, in the event that you decide to be a housewife or are in the education stage or still waiting for a job and while doing it you decide to dedicate yourself to housework and raise your children, you must receive a salary for this, if you have children under 18 years of age in your home, you would receive a salary not less than the minimum salary and this could be increased according to the number of children in your care, whether their own or adopted, contributed by the state, since the state would save on paying for childcare centers, while the other representative works, although this would also apply for the benefit of single mothers. Likewise, they would be guaranteed all labor rights, they would enter the pension and health insurance systems, because in some cases we see elderly women who dedicated a lifetime to raising their children and ended up in poverty or in homes for children. public care. The workday of a housewife will be equal to that of a normal job, we will delete the housewife from the slavery list, the other representative when arriving home from work, he will not wait for his wife to serve him, a woman would be able to decide whether she want to serve the man or not, because once her working day is complete, both will have the duty of taking care of housework, serving the table, washing dishes, taking out the garbage.... If they wish, they can involve children in the household duties without distinction of gender to carry out these tasks. I write this in such detail, because I have seen in many homes in Latin America this scene, in which the woman runs out to serve her husband when he comes home from work before he shouts at her and even in the boys it is instilled that girls should serve the men, even the mothers, while the boys watch television, the girls are put to do chores, to pick up the toys that the boys left lying around, attention, the Cinderella story is over, the END of cinderella has arrived . Respect for the rights of women, education and labor rights would put an end to it, but citizen education about respect for human rights without discrimination with gender equality, the right that guarantees women to sue for failure to comply with the household chores to their spouse, the economic autonomy of the woman and of course the justice in the face of femicides and intrafamily violence, would grant women their full right to gender equality at home and in society.

Another thing that is worth clarifying, because when it comes to a woman's right, it must be emphasized that we are human and that we have the same rights as men, men have the right to unemployment insurance, which is an economic protection in case of unemployment, to which all workers governed by the Labor Code are entitled, the woman if she is looking for a job outside the home, complying with the requirements of course she would also be entitled to unemployment insurance, if not she is receiving a salary for raising their children.

If in a family, due to her high economic level, the woman decides to dedicate herself to raising her children and due to her economic level she cannot access the salary program for housewives, she may choose to have the law support her so that her spouse who works, pays him a salary for a working day equal to those he works, in the same way, outside those hours, both will have the obligation to share the housework. The salary that she will receive will be in proportion to the salary of her spouse and both will have the obligation to share the expenses of the home and of raising their children.

In developed countries, it will be easier for them to give tax contributions for the salaries of housewives, in developing countries they will be able to use taxes applied to companies that violate gender equality.

Respecting these rights of women does not violate a belief or a culture, because let us clarify once and for all that discrimination is a crime and discrimination should not be respected as a belief or as a cultural value, it is simply a violation of rights. Humans. If we talk about culture, in an ethnic group, where roles are distributed according to gender, women must have the right to choose if she wants to assume the assigned role and the state must ensure equal opportunities in education and work so that women can choose. For example, in the wayuu culture and in some other ethnic groups in the world, in addition to the duties of the home without remuneration, it is designated the duty to fetch water from miles away due to desertification and the consequences of global warming, if the woman wants to continue with the role as a housewife it is her right to choose, in fact, in a home, both the man and the woman may decide whether to dedicate themselves to raising their children or to go to work outside the home, Continuing with the example, if the Wayuu woman wants to continue with the role of administrator of the home and the upbringing of her children, she will have the right to receive a salary like the one mentioned above or if she wishes to dedicate herself to fetching water, to be trained and to work as administrator or operator of a desalination plant in the Guajira region, or you are given the opportunity to start a water treatment plant through the different technologies available today, The NGO Arca Tierra has proposed a [program to solve the water shortage in the La Guajira region](#), which includes training and contracting for its execution, hiring more women, in order to balance the gender equity balance.

With these solutions to equalize women's access opportunities to education and work rights, a large part of the problem of gender equality and domestic violence would be solved, because the woman would have economic autonomy to decide to divorce an abuser, she would not be afraid to report domestic violence so that the accused receives justice, however, there remains an unanswered fear, and that is that many women do not report abuse and violence or do not divorce, it is because of fear of losing their children, not have a safe place to live, since by losing the second income of the home she could not cover the expenses of a rent, much less buy a home.

- Right to Housing for Single Mothers: There are foundations that offer temporary homes to single mothers, especially those who are victims of violence, of course, the lists to

access these homes are crowded, they would have to wait months or years to access a home, if she has not been murdered yet, she will be able to access the temporary home.

This must be resolved, if a country is against violence against women and against femicides, or for the simple fact of respecting human rights as it is democratic, it should consider the provision of homes with accessible rents for single mothers near your workplace, to reduce CO2 emissions, as many states have given rent subsidies for the COVID19 emergency, I believe that the emergency of Femicides and Violence against Women is as serious as a pandemic, because yes, it is worth clarifying that women have the human right to life, they should access these subsidies single mothers who have suffered violence intrafamily or by the simple fact of being a single mother. Because, if the woman cannot provide a home for her child through a minimum salary, it is a sign that further progress is required towards sustainable development, as such progress is achieved, they should be able to access a subsidy plan leasing and a financing plan through soft loans or grants if possible to acquire a sustainable home that generates renewable energy and has rainwater collection systems and wastewater treatment for domestic use, thus a single income can be used to support her family. The NGO Arca Tierra carried out in detail a [Program for Sustainable Development of the La Florida Commune of Santiago de Chile](#), which improves the purchasing power and living standards of citizens. The single mother can send her child to university by enrolling him in scholarship programs, or a joint fund for University Education for Children of Single Mothers can be created, in which single mothers invest with small monthly payments for several years, at minus 10, so that their children can also access the right to a university education.

In this way, gender equity would be achieved, guaranteeing the rights to education, work, housing and family well-being, that is, providing the opportunity to access these fundamental rights with economic autonomy.

The rights so that they can be enjoyed, must also be considered as duties, if I have the right to education, I have the duty to study, to obtain the best academic performance and to learn daily for the benefit of myself and the family, to obtain better opportunities for employment and to educate children with ethical values that will make for a better tomorrow, if I have the right to work, I must comply with schedules and be competent to climb hierarchical levels that represent higher levels of responsibility and therefore greater economic benefits, if I have Right to housing, I have the duty to keep the house in good condition and make it a home, if I have the right to family and children, I have the duty to take care of them, in addition to giving them a roof, love and opportunity that they increasingly live in better conditions, that they enjoy rights and duties. The vast majority of women know these rules and that is why today we have humanity, now women with the opportunity to exercise human rights with equity, imagine what humanity will be like from now on.



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This article is based on our [course # 5 Organization and Models of Cities for Sustainable Development](#), Available Now

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