

Forum : Forum sur l'égalité de genre

Thématique : Face au regain des tensions et des enjeux autour du genre, comment atteindre l'ODD n°5?

Nom du/de la Citoyen.ne :

Situation familiale <ul style="list-style-type: none">• Marié/en couple○ Célibataire• Avec enfants, si oui combien : 2	Niveau d'étude <ul style="list-style-type: none">○ Primaire○ Secondaire• Universitaire
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1. De quelle manière êtes-vous concerné.e par le sujet ?

As a consultant specializing in diversity and inclusion, I recognize that achieving gender equality and empowering all women and girls is a central part of my work. As a European citizen living in Spain, I have the privilege of viewing these issues from an advantaged perspective, even though significant gender disparities persist in professional, educational, social, political, and legal sectors, with over 30% of the global gender gap still remaining. Contrary to popular belief, no country has achieved full gender parity, meaning men continue to hold advantages in many areas of life worldwide. My role involves educating and advising organizations on how to build fair and inclusive workplaces, as well as supporting companies in improving representation across genders, but also ethnicities, abilities, and backgrounds. Above all, as a woman, I am determined to shine a light on long-overdue issues and actively promote gender equality on a global scale.

In the EU, the average gender pay gap in 2023 still remained around 12%, according to the European Commission's Gender Equality Strategy. Women who demonstrate assertive leadership are often labelled "difficult" or "aggressive," while the same traits in men are celebrated as strong leadership. Assumptions about women's commitment after having children continue to limit career advancement. As a mother to two young children, I've experienced the recognizable disadvantage and prominent segregation in my workspace with my colleagues once returning to my daily occupation. Instead of encouraging and empowering women to bring new life to Earth and praise them, women experience an obvious drawback in their line of work.

Is this truly the world we want to live in? The consequences go far beyond fairness. These inequities impact women's mental health and stifle innovation and growth. Diverse perspectives are the driving force behind successful organizations, and when women are excluded from decision-making, research, and leadership, progress doesn't just slow—it stagnates, and in some cases, even declines.

The issue we face is that certain ideologies are deeply embedded in society due to religion. The Catholic Church, for instance, defends that women's inability to follow the carrier of a priest is due to the fact that a priest represents Jesus, who was male, and by pointing to a tradition of male clergy spanning over two millennia. Moreover, religious texts have mostly been interpreted by men which once again nurtures these discriminatory societal gender norms. As a Christian myself, I have grown up respecting the culture and traditions of my faith, but it is imperative that we modernize these practices to uphold equality, inclusion, and the dignity of all believers.

Lastly, a very sensitive subject that should urgently be voiced, especially in the country of Spain, is the alarming theme of gender violence. Ironically, within the society, this persistent phenomenon is rather called domestic violence, as people state that such abuse can also occur to men. Although that is essentially a correct statement, the vulnerability that women endure cannot possibly be compared to the circumstances men face. Awareness has to be brought urgently to this subject. Everyday, the lives of precious women in our community are cut short. This situation must be brought to an immediate close.

2. Que proposez-vous à votre échelle ?

The ultimate question is: how can we eliminate gender inequality? We know that the stereotype of men being superior in hierarchical structures is deeply ingrained in society. Changing these perspectives will take time, effort, and persistence—but that is precisely why individuals like myself dedicate our careers to driving this change. Small, deliberate steps are essential, as they lay the foundation for larger, more impactful initiatives that can transform organizations and society as a whole. It just needs patience and time. The key is to speak up and challenge patriarchal practices. Most importantly, we have to take the time to ponder upon initiatives that we can begin to apply in our immediate environment.

Firstly, organizations must foster transparent communication so employees can raise concerns, ensure pay transparency through regular salary reviews, and eliminate disparities in promotions. Sensitivity training and team-building exercises help create a culture where everyone feels heard. The true measure for promotion should be competency and commitment, not gender, ethnicity, or cultural background. Notably, hiring individuals committed to inclusivity is essential. When every team member is respected equally, organizations thrive; when they are not, problems are inevitable.

Above all, we must comprehend how urgent the need for change is and realize at once that collective effort is of utmost importance.