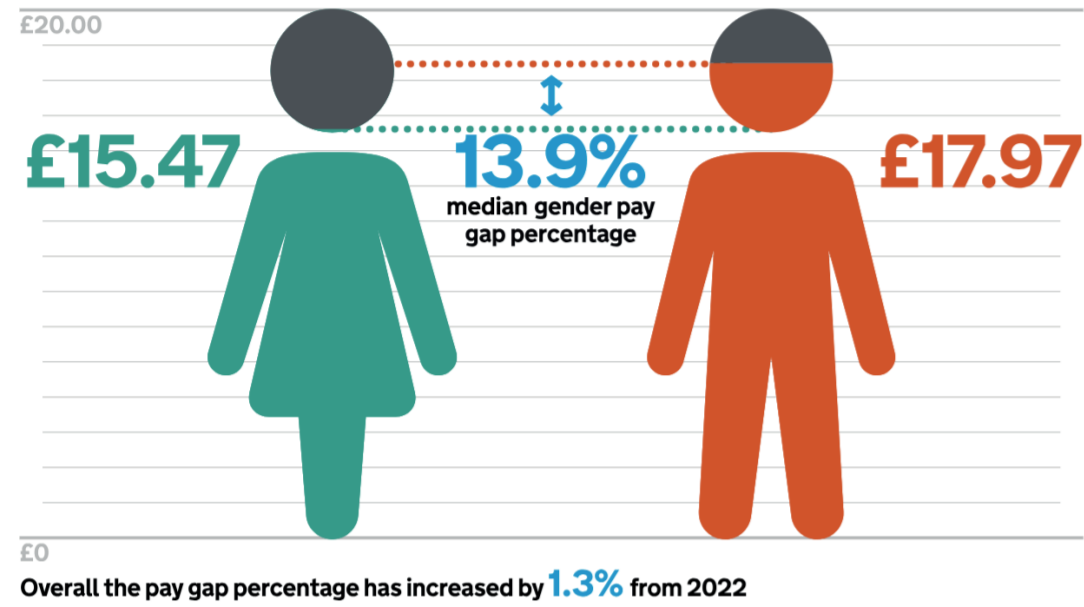


## 1. Economic inequality

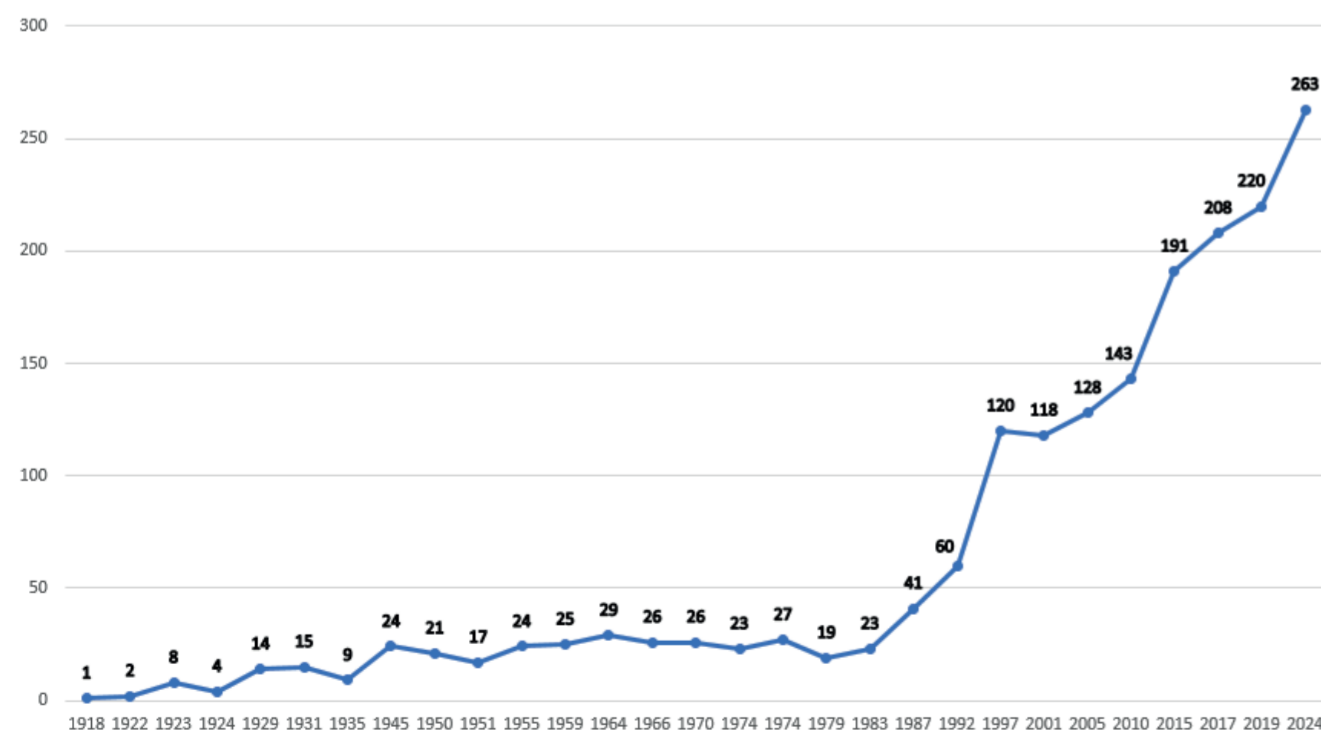
Average hourly rates and pay gap percentage



How did the people on your table react to this image?

## 4. Women Leading political change

Number of female Members of Parliament in the UK (1918-2024)



On Thursday, 4 July 2024, 263 women were elected to the UK Parliament, meaning that 41% of MPs are now female.

## 2. Women in sport

In 2022 the average annual pay of a male Premier League footballer was £2,800,000. For women in the UK's highest league, the Women's Super League, the average was £47,000.

Why do you think male and female sportspeople get paid different amounts for playing the same sport?

What do you think should be done about this?

## 3. Media and the arts



Indhu Rubasingham will be the first woman to be Artistic Director of the National Theatre in London in 2025.

Born in Sheffield to Tamil parents from Sri Lanka, she was previously artistic director of the Kiln Theatre.

This appointment is great news, but according to a 2021 survey of the UK population, only 34% of managers and directors in the media and the arts in the UK are women.

Does this surprise you? Why/why not?

As well as becoming leaders in Parliament and different organisations, another thing that women have done to change pay and conditions is going on strike and refusing to work.



In 1968, female workers at the Ford car plant in Dagenham, UK went on strike for three weeks to demand equal pay. Eventually, Ford paid the female workers more, which is seen as a key step towards the introduction of a national law to guarantee women the same pay as men (the Equal Pay Act 1970).

Progress towards gender equality is being made, but there are still serious issues around pay and representation in leadership.

How can you make a difference in these areas?

**Bonus:** Can you name the UK's three female Prime Ministers?

Answers on the other side

## 1. Economic Inequality

According to UN Women, “worldwide, women are paid only \$0.77 for every \$1 men are paid”. Why?

- Women tend to work in certain types of jobs – these jobs are usually lower paid jobs.
- Society values ‘women’s work’ less, and women are paid less for their work.
- 3 types of women are the paid the least: “women of colour, immigrant women and mothers”. For mothers this is called the “motherhood penalty” – society still expects mothers to care for children which pushes them to do jobs which are less secure and pay less, including part-time work.
- As a result, when women retire, more elderly women live in poverty than elderly men.

Did you know that...?

**How do these stats make you feel? Do you want to find out more, want to take action?**

Join the #StopTheRobbery campaign by UN Women to raise awareness of the gender pay gap. Globally, women only make 77 cents for every dollar earned by men, effectively being “robbed”.

## 3. Women in Arts and Media

Women and men have been portrayed differently in the media for very similar things – can you spot the difference in these headlines from The Sun, one of Britain’s most-read daily newspapers:

MEN

### HEY DUDE!

Boris Johnson to take over as PM today after vowing to be the ‘dude’ to deliver Brexit and energise Britain  
THE SUN, 23RD JULY 2019

WOMEN

### HEEL, BOYS

New PM Theresa May can reunite Tories as she vows ‘Brexit means Brexit’ before starting new job tomorrow  
THE SUN, 12TH JULY 2016

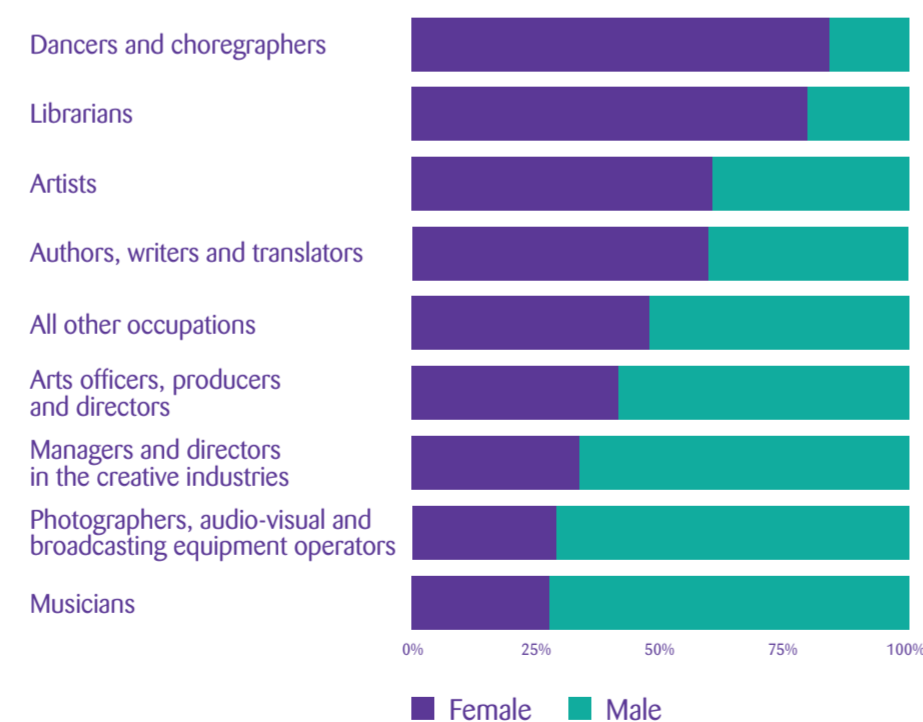
Things are improving for women in the media...

- The gender pay gap in UK media is now **11%**, down from **12%** last year.
- The number of women in top jobs is rising; **76%** of the **34** largest media companies increased female representation in leadership roles.
- STV Television (Scottish TV) and Newsquest Community Media (local newspapers across England) both have **50%** men and women in top positions.

However, gender equality remains a challenge.

- At The Sun and Daily Mirror, fewer than **30%** of top jobs are held by women.
- Men received more bonuses than women at nearly **65%** of media companies.
- Newsquest is the only company paying women more than men, at **68%** higher on average.

### Percentages of men and women in selected arts, culture and heritage occupations in England and Wales



<https://pec.ac.uk/wp-content/uploads/2024/05/Arts-Culture-and-Heritage-Audiences-and-Workforce-Creative-PEC-State-of-the-Nation-report-May-2024.pdf>

## 2. Women in Sport

Wimbledon, the UK’s most famous tennis competition, enforced a strict all-white rule for tennis players’ clothing. This made many female tennis players worry about playing matches during their periods.

Many female players had to rely on their support teams, who would watch the player on the court and signal that they could see menstrual blood through their players’ white clothing.

Other players decided to take the contraceptive pill to stop them from having a period during the 2-week competition, even though they did not want to.

In 2022 tennis fans protested in a campaign called ‘Address the Dress Code’ at Wimbledon about the all-white rule for women tennis players, pressuring Wimbledon to change the rules. You can see some of the protesters in the photograph on the right. They won! Wimbledon changed their all-white clothing rules, now allowing female players to wear “solid, mid/dark-coloured undershorts” beneath their outfits.



**What other examples of inequality in sports have you noticed?**

**What should fans do about these other examples of inequality in sports?**

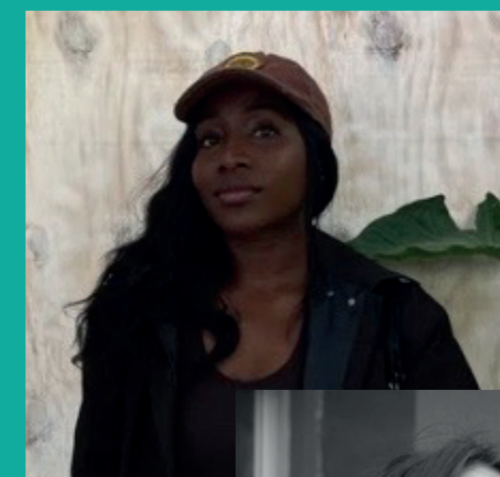
## 4. Women Leading Political Change

In 2024, for the first time, the UK Cabinet and House of Commons are almost gender-equal. The Labour Party won, and Keir Starmer became Prime Minister. He appointed 12 out of 25 women to top Cabinet roles – 48%, the highest ever! Rachel Reeves (see right) made history as the first female Chancellor of the Exchequer since the role began in 1221. However, only 3 out of 58 Prime Ministers have been women since 1721, averaging just one every 100 years!

- **Margaret Thatcher, UK PM (1979-1990)** who did not promote any female MPs into her UK Cabinet. She promoted one female member of the House of Lords.
- **Theresa May, UK PM (2016-2019)** who worked hard to bring more women into politics, and introduced a law to force large companies to measure and report on equal pay and gender equality.
- **Liz Truss, UK PM (2022)**



**What impact do you think this (almost) gender equal UK Cabinet and House of Commons will have on UK politics?**



Politics isn’t just about politicians; it’s also about ordinary citizens who drive positive change.

- Have you heard of campaigners like Alvena Appleton? She founded Flow Happy in 2023, providing free period products to women in need across 13 areas in London, along with wellbeing classes and workshops. Since its launch, Flow Happy has given away over 200,000 products.
- Gabby Jahanshahi-Edlin started Bloody Good Period in 2016 after discovering that few food banks provided period products for asylum seekers. Her Facebook campaign inspired a UK-wide charity.
- Both organisations advocate for free period products in schools, contributing to the UK government’s initiative to provide them in primary and secondary schools in England since 2020.

Did you know that...?

## 1. Girls' education

"No country can ever truly flourish if it stifles the potential of its women and deprives itself of the contributions of half its citizens."

Michelle Obama (2014)

Across the world, girls are less likely to go to school, complete secondary education and get a degree than boys.

Why is it important for girls to be educated?



Compared to 2015, there are 5 million more girls completing each level of education.

But 86 million girls of secondary school age do not go to school.

Why do you think so many teenage girls around the world are not able to complete their education?

## 2. Investing in women

Women often face extra problems when starting their own businesses or getting into work.

One way of supporting people is microfinance, which involves giving small loans and financial support that help them run their businesses and make money. This is especially helpful for people who cannot get support otherwise.

Roughly two thirds of microfinance clients are women.

Why do you think this is?



**TRUE! 11 notable Banks in Nigeria have Female MDs/CEOs**

March 30, 2024



**Work Shift: Women CEOs (Finally) Outnumber Those Named John**

April 25, 2023

Around the world, women are increasingly likely to be CEOs.

What more do you think could be done to help women succeed in business and banking?

## 3. Women as global leaders

Do you know these female leaders? What challenges do you think they might have faced?



Michelle Obama (former First Lady of the United States; activist and campaigner)



Jacinda Ardern (former Prime Minister of New Zealand)



Malala Yousafzai (Pakistani education activist)

All of these women have led successful change. Now it's your turn to think about the difference you can make.

What change would you like to make in the world?

How can you lead this change?

## 1. Girls' Education

The UN has set itself and its member countries some goals about education, including girls' education. These are the 2030 Sustainable Development Goals.

The UN believes that in order to achieve its goal of Gender Equality, education is key, saying "Education helps to reduce inequalities and to reach gender equality".

They want governments to make education free and compulsory for all and to increase the funding and resources available to schools.

If Sustainable Goal 4 is achieved for girls' education specifically, how will the world be different in 2060? Why is that?



One of the factors that can impact girls' time in education is menstruation (periods). The UN has only just started researching this, but it has a BIG impact globally.

- Menstrual products are not always available in schools and many students cannot afford to buy them.
- Only 31% of schools globally have bins for menstrual waste in girls' toilets and in many countries, adolescent schoolgirls do not have access to a clean toilet or other dedicated private space to change menstrual products in school.
- Unequal access to water and soap is an additional issue for millions of adolescent schoolgirls, especially outside of cities.
- Studies show that stigma related to menstruation is still common. Girls often feel ashamed, which can affect their mental health and school attendance.

What impact do you think not spending enough money on menstrual support can have?

What can we, as a community of women and girls, do to support girls who may be struggling with these issues?



## 2. Investing in women

Microfinance is a way to save small amounts of money and get a small loan when you need it. Microfinance loans help 20 million people around the world who are living in poverty, lending them money when they need it.

For example, the women on the right may have taken out a small loan to help them start their jewellery business, buying tables and chairs for a market stall.

Microfinance also helps people save small amounts of money safely and securely – these women may have saved money to help start their business.

Microfinance helps women and their families more than traditional banking. Women tend to use microfinance money to change the lives of their children as well as their own, i.e. paying for their healthcare or education. They also tend to help others in the community with their money. This can lead to them having more of a say in how things are run.



The Grameen Bank is the world's largest microfinance organisation. It was started in a small village in Bangladesh in 1976 to support local people to help themselves to rise out of poverty.

- Today it has 11 billion customers, 23,000 employees, and 3,000 branches globally.
- More than 90% of loan clients are women! (One reason that the bank has become so successful is that women tend to be more reliable when paying their loan repayment than men).

Investing is the "most powerful wealth-building tool in the world".

Investing includes activities like buying shares in a company or buying foreign currency on the stock market. The value of the shares/currency increases over time. When you sell, you can make a profit.

Men are often trained better in money management than women, and men invest more than women. So, men often have more money than women from their investments.



## 3. Women as Global Leaders



### Michelle Obama

Writer, lawyer, campaigner and activist.

First African-American First Lady (wife of the President) of the USA.

Born on the South side of Chicago, a traditionally working-class area.

Went to government schools in Chicago and studied at Princeton and Harvard, two of the most elite universities in America.

Worked in several areas including law, local government, charity management and working for the University of Chicago.

She led multiple campaigns as First Lady, including one focused on education for teenage girls around the world.

She now runs the Obama Foundation, a charity that supports young people to become successful in their lives and leaders in their communities.



### Jacinda Ardern

Youngest Prime Minister of New Zealand in 150 years and first leader of a country in nearly 30 years to give birth while in office.

Grew up in a strict Christian household in a small, rural town in New Zealand. She left the Mormon religion as a result of their beliefs about homosexuality and gay marriage.

Ardern's hometown had high rates of poverty amongst Maori families (Indigenous New Zealanders) and she later campaigned for better support for minorities in New Zealand.

Became Prime Minister in 2017 and was very popular with young people and women. However, as her time in office went on, protests and threats against her increased, especially after tough lockdowns during the pandemic.

Resigned in January 2023, saying that "I no longer have enough in the tank to do [the job] justice".

Since then, Jacinda has joined Harvard University as a fellow (lecturer and researcher) in public leadership.



### Malala Yousafzai

Campaigner for girls' education and youngest ever Nobel Peace Prize winner.

Born in Pakistan in 1997 and went to the girls' school in her village where her father taught.

The Taliban, a group of extremists, took control of the area, banned girls from going to school and stopped women from doing lots of things in daily life.

Malala started going to school in secret aged 11 and began to raise awareness about girls' education and campaign for girls' rights.

In October 2012, a Taliban gunman shot Malala in the head on her way home from school. She was brought to the UK to have surgery to save her life.

In 2014, Malala and her father started a charity, called the Malala Fund, to support girls' education around the world and to make sure every girl gets 12 years of free, high quality education.

In 2020, she graduated from Oxford University while working on the charity.