Question 1
CEDAW: The Convention on the Elimination of All Forms of Discrimination against Women
By April 2019, 189 countries have ratified CEDAW. A signature does not establish the consent to be bound. However, it is a means of authentication and expresses the willingness of the signatory state to continue the treaty-making process. The signature qualifies the signatory state to proceed to ratification, acceptance or approval. It also creates an obligation to refrain, in good faith, from acts that would defeat the object and the purpose of the treaty.

Question 2
Equity and Equality
Equity, everyone gets the support they need, leading to equality
Equality, the cause(s) or barriers have been removed

Question 3
a. Women give birth to babies – biological difference
b. Natural hazards tend to lower women’s life expectancy more than men’s - gender roles
c. Boys voices tend to break at puberty, girls do not – biological difference
d. Women & girls are in charge of water collection in 80% of households without access to water on premises – gender roles
e. The global wage gap is 23% - gender roles

Question 4
Gender stereotypes: Simplistic generalizations about the gender attributes, differences and roles of women and men. Stereotypes are often used to justify gender discrimination. They can be reflected and reinforced by traditional and modern laws and institutional practices. Messages reinforcing gender stereotypes come in a variety of “packages” – from songs and advertising to traditional proverbs. For example supposed ‘masculine’ toys have been found in some studies to encourage problem solving and mathematics. ‘Feminine’ toys, typically elicit creativity, sensitivity and caring behaviour amongst children (Zammuner, 1993)

Question 5
Could depict Equity

Question 6
Gender mainstreaming is a strategy. Gender equality is the goal, gender mainstreaming is the strategy.

Question 7
When discussing gender mainstreaming, a dual approach’ or a ‘twin-track approach’ highlights that the principle behind mainstreaming a gender perspective states that (very importantly) it does not replace the need for targeted, women specific policies and programs or positive legislation ...even though with mainstreaming the focus is on all planned actions, in all areas and at all levels..

Question 8
Empowerment implies a bottom-up process of transforming gender power relations.

**Question 9**
A GFP is a short for a Gender Focal Person. It is a person within a unit or an organization who is identified as being a reference point for issues concerning gender.

**Question 10**
The term “glass ceiling” is often used to describe invisible barriers (“glass”) through which women can see better jobs, for example in government or the private sector, but cannot reach them (coming up against the invisible “ceiling”). These barriers prevent large numbers of women & ethnic minorities from obtaining the most powerful & highest-paying jobs.

**Question 11**
The Gender Inequality Index (GII) is an index for measurement of gender disparity used by the Human Development Report. This index is a composite measure which shows the loss in human development due to inequality between female and male achievements in three dimensions:

1. **Reproductive health**
   - measured by maternal mortality ratio and adolescent birth rates
2. **Empowerment**
   - measured by proportion of parliamentary seats occupied by females and proportion of adult females and males aged 25 years and older with at least some secondary education;
3. **Economic status**
   - expressed as labour market participation and measured by labour force participation rate of female and male populations aged 15 years and older.

The index ranges from zero, which indicates that women and men fare equally, to one, which indicates that women fare as poorly as possible in all measured dimensions. The new index was introduced in the 2010 Human Development Report as an experimental measure to remedy the shortcomings of the previous, and no longer used, indicators, the Gender Development Index (GDI) and the Gender Empowerment Measure (GEM), both of which were introduced in the 1995 Human Development Report. According to the index, there is no country in the world where women are equal to their men. In other words, gender equality remains a distant reality still.

**Question 12**
The 2019 UNDP Human Development Report will focus on inequality.