**Gender Inequality: Perspectives activity**

1. In this activity, you are given three simplified versions of perspectives and three views on gender inequality. For each view, identify which perspective it is shaped by.

Here is a structure you can use for your responses:

**View:** What does this person/organisation believe about this issue?

**Values:** Why does the person/organisation hold this view? What is important to them?

**Perspectives:** What has shaped this person/organisation’s view? What lens are they seeing this issue through?

**Values** you may like to consider include: justice, compassion, equality, economic wellbeing, fairness.

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**Social justice perspective:** People approaching a social issue from a social justice perspective tend to emphasise human rights, equity for all, and social action focus.

**Feminist perspective:** A person approaching a social issue from a feminist perspective is likely to emphasise gender rights, equality, and the impact of societal views and values related to women. Many feminists take an “intersectional approach” that recognises that race and class are also key considerations when it comes to addressing gender issues.

**Economic perspective:** Responding to a social issue from an economic perspective often involves exploring the broader economic factors that contribute to the issue and the ways that the issue impacts on the economic wellbeing of individuals, groups, and the labour force.

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**View A:**

“[Gender inequality] is not purely a female issue – society as a whole needs to take this issue seriously. Fair and equitable pay rates means more females are able to enter and contribute to the workforce creating a valuable labour pool, a higher overall income is achieved benefiting the family, the economy and society as a whole.” (Susan Doughty, chairperson of the YWCA Board).

**View B:**

NCWNZ believes the reasons for gender inequality are entrenched in our culture. We need to drive cultural change and hold New Zealand accountable for its progress to achieve equality. We need to tackle this problem at its root cause and take a long, hard look at our language and attitudes towards gender. We need to stop it at the start.

(Blog post on the National Council of Women in New Zealand website)
View C:

Campaigning for gender equality is an important part of Oxfam's work. Putting an end to discrimination and unfair treatment is key to eliminating global poverty and injustice.

Here's why:

- Women make up 75% of the world's work force
- Women work two-thirds of the world's working hours
- Women produce the majority of the world’s food
- Women earn only 10% of the world’s income
- Women own less than 1% of the world’s property

Oxfam works with women across the Pacific and Southeast Asia who are speaking out against the discrimination they face while attempting to bring about positive change to secure their basic human rights.

2. Investigate what actions the organisations in the activity are taking in response to gender inequality. How do the organisations values and perspectives influence the responses they are taking?

3. Investigate other ways that people or organisations are tackling issues related to gender inequality. Work in pairs or in a group to identify which perspectives may have shaped the person or organisations views on gender equality and their responses towards it.