THE GLOBAL ISSUE OF GENDER EQUALITY AND ITS IMPACTS ON THE DEVELOPMENT OF DEVELOPING COUNTRIES

(VẤN ĐỀ TOÀN CẦU CỦA BÌNH ĐẮNG GIỚI VÀ TÁC ĐỘNG CỦA NÓ ĐỐI VỚI CÁC QUỐC GIA ĐANG PHÁT TRIỂN)

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ừ năm học 2002-2003, trường Đại học Ngoại ngữ đào tạo các chuyên ngành mới: Quốc tế học, Quản trị kinh doanh, Du lịch (gần đây có thêm chuyên ngành Khoa học máy tính). Các chương trình chuyên ngành mới này đều được đào tạo bằng tiếng Anh, với mục tiêu bảo đảm cho sinh viên kỹ năng sử dụng ngôn ngữ tốt bên cạnh kiến thức chuyên ngành, cũng như mở rộng khả năng của sinh viên tiếp cận các nguồn tài liệu có giá trị trên thế giới. Tạp chí Khoa học Ngoại ngữ xin giới thiệu với độc giả những nghiên cứu của tập thể giáo viên các khoa mới về các vấn đề cụ thể trong chuyên ngành của mình.

tế Quốc trình hoc Chuong (International Studies) mang mục tiêu giúp cho sinh viên xây dựng được nền tảng kiến thức cũng như cách tiếp cận, nắm bắt các vấn đề quan trọng trong đời sống quốc tế, của các khu vực và trong sự phát triển của Việt Nam. Trong các lĩnh vực của chương trình Quốc tế học nghiên cứu về phát triển (Development Studies) là một nhánh quan trọng. Bài viết "Vấn đề toàn cầu của bình đẳng giới và tác động của nó đổi với các quốc gia đang phát triển" của tác giả Thân Phương Nga, Khoa Quốc tế học, bàn về vấn đề giới, một trong những vấn đề nổi bật của nghiên cứu về phát triển hiện nay.

Tụt hậu nhiều thập kỷ so với các nước công nghiệp tiên tiến, các quốc gia đang phát triển đang phải đối mặt với rất nhiều thách thức. Trong đó, bất bình đẳng giới cũng là một thách thức tiềm ẩn những tác đông to lớn đến quá trình phát triển của các quốc gia này. Do nhiều lý do lịch sử, kinh tế-xã hội, bất bình đẳng giới đã tồn tai như một hiện tương của xã hội loài người từ rất xa xưa, từ khi chế độ phụ hệ xuất hiện và sản xuất xã hội dựa trên lao đông thô sơ. Ngày nay, những điều kiên kinh tế-xã hội là nền tảng cho sự tồn tại của bất bình đẳng giới đang thay đổi. Bất bình đẳng giới tồn tại trong vấn đề chăm sóc sức khỏe, giáo dục, việc làm và rất nhiều lĩnh vực khác đang là cản trở đối với một lực lượng xã hội to lớn là phụ nữ. Bất bình đẳng giới bắt nguồn từ nhiều nguyên nhân, trong đó cần phải đặc biệt chú ý tới nguyên nhân kinh tế và văn hoá. Nguyên nhân kinh tế là nguyên nhân sâu xa, cơ bản, thuộc về cơ sở hạ tầng của xã hội loài người. Nguyên nhân văn hoá, mặt khác, lại là một nguyên nhân to lớn thuộc về kiến trúc thượng tầng, có tác động rất sâu rộng và lâu dài, chậm thay đổi kể cả

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khi cơ sở hạ tầng kinh tế đã thay đổi. Công đồng quốc tế đang ngày càng quan tâm hơn tới tình trạng bất bình đẳng này và tác động của nó tới xã hội văn minh của loài người. Đấu tranh cho bình đẳng giới tạo điều kiện và cơ hội cho tất cả loài người, nam cũng như nữ, có cơ hôi phát triển toàn diện cá nhân và cộng đồng, đóng góp vào quá trình phát triển và hưởng thụ thành quả của quá trình ấy một cách bình đẳng. Đấu tranh cho bình đẳng giới còn có ý nghĩa tạo điều kiện cho các quốc gia, nhất là các quốc gia đang phát triển, gạt bỏ những rào cản trên con đường phát triển. Mức độ bình đẳng giới mà một xã hội đạt được là tiêu chí thể hiện khả năng của xã hội đó tiến tới một xã hội văn minh, lành manh và phát triển bền vững.

Some decades lagged behind in the development process, developing countries are now facing a lot of challenges. Poverty, population burden, living gaps, social problems, economic strategy crisis and political crisis, all are confronting their progress. Among the greatest obstacles in their development is the issue of gender equality, which is both a development problem itself, and a great cause to other development problems. For many reasons, gender inequality has for thousands of years in history accompaniment to human development. In this modern time, it in fact still exists in EVERY part of the world, and is largely popular in many places on earth. Where it is most popular, developing countries, it is exercising great impacts on the development of the society in various

ways. Gender disparity is a huge roadblock to a developed and healthy society.

I. What is Gender Equality?

So, how is Gender Equality defined? Gender equality, in the definition by OECD, "implies a society in which women and men enjoy the same opportunities, outcomes, rights and obligations in all spheres of life. Equality between men and women exists when both sexes are able to share equally in the distribution of influence; power and have opportunities for financial independence through work or through setting equal businesses; enjoy access education and the opportunity to develop personal ambitions"¹. Another definition by the Council of Europe is "Gender equality means an equal visibility, empowerment and participation of both sexes in all spheres of public and private life"2. As CIDA Canadian International Development Agency put it, "addressing gender equality as a cross-cutting goal requires that women's views, interests and needs shape community decisions as much as men's"3. On the contrary, gender inequality is defined to be "the differential access to opportunity and security for women and girls"4

It is noted, however, that "achieving equality does not mean that men and women are the same, it means that one's rights or opportunities do not depend on being female or male"⁵. Gender equality, as the Council of Europe's explanation, is

the opposite of *gender inequality*, not of *gender difference*.

Gender inequality exists in many forms and aspects of life. For many reasons lying in the history of human beings, the victims of gender inequality, which originates from the discrimination between the two sexes, are mostly women. The discrimination against women can easily be seen, from unequal treatment in daily lives, in family, to differences in their occupational, political and economic status. Women are in fact facing inequality in marriage, in education and at work. In many places, they even suffer from bias ever since they are born, as many societies prefer boy babies to girl babies. In the long process of human development. surprisingly enough. noticeable progresses in struggling for equality between the two sexes have only been gained recently. Such basic rights like the rights for women to vote were not something "reasonable" until the early 20th century, for example. However, since the 1970s till now, people have grown a deeper and deeper awareness of how important gender equality is and have seriously considered it as a major development issue.

II. How Does Gender Inequality Affect Development?

Gender inequality is morally wrong, but it is not only a moral issue. Gender analysis can be a lens through which to understand the development level of a country. Gender issues, underlying all

aspects of development, in fact profoundly affects the development process in many ways.

First to mention is health and access healthcare service, a basic factor to evaluate how the citizens of a country share benefits. With their biological traits. women are the ones who are more sensitive in health aspects, especially reproduction health. Still in many developing countries, women do not have the essential right of deciding when to have children and how many children they wish to have, and this can affect their whole life personal development. This is major obstruction to the woman's fully participation in the social process, as it is obvious that "when a woman can plan her family, she can plan the rest of her life; when she is healthy, she can be more productive"⁶. At the same time, this strongly affects the development of the whole society. First of all, women, a lively source of workforce, can not participate actively in social production if they are tied in the circle of giving birth to and raising children. This is one way in which development is restricted. Secondly, the society bears the burden of the expenses for a heavy population and other medical expenses accompanying uncontrolled births. Thirdly, because of heavy population, the living quality and development opportunities of the new generations can not be ensured or increased. That is why ensuring women's right to "plan her family" is essential in paving the way for third world countries' development. Even worse, in some places in the developing world, women suffer

from violence during pregnancy, discrimination for giving birth to girls, or lack of proper medical care when giving birth. Deaths at giving birth therefore become a greater risk for them. These are adding to gender inequality in many countries.

To develop, a country cannot ignore the significance of education. Experiences show that only when a country invests appropriately in education can it pursue sustainable development. Sadly, education is one of the areas where gender inequality is apparent. About two thirds of the illiterate adults in the world are female. Restrictions on women's education can enormously impede the development process. Restrictions on women's education mean restrictions on women's access to various opportunities in life, including finding better jobs, earning more money, gaining more respect in the family and society, getting their voices heard in political institutions, and pursuing personal fulfillment. What is more, the effects of education can be more than that on the woman herself. Education can have indirect effects on her family, and that effect can go as far as across generations. It is much more likely for a higher-educated woman to give her children the best physical and spiritual care. As better informed mothers, women can ensure their children better education opportunities. This in turns will enhance their economic opportunities and their living quality. Also, if the mother in the family enjoy opportunities for education, it is more likely that her daughters can have

the same or better opportunities. Actually, in many developing countries, boys enjoy priority in education. When a family is in difficulties, it is often girls who quit school to support the family. Many parents expect their daughters to stop schooling earlier than boys to become a wife and a mother, and think it is no use for girls to study much. This is in fact a hinder to the development of the society. Investing in girls' education has been viewed as one of the most effective ways to reduce poverty. Besides, higher-educated women are more likely to have lower fertility, which contributes considerably to lifting one of the heaviest burdens for developing countries - the population burden. To sum, education will "promote social change, enable girls to achieve their full potential, and contribute to the creation of a just and democratic society"7.

Apart from healthcare and education, work, including paid and unpaid, is one where major area women suffer inequality. It is very common in developing countries that women are the main or only ones who are responsible for taking care of children, household chores and many unnamed work. These tasks make women much more labourous than men, and prevent them from other opportunities in life. What is worse, these kinds of work do not make money, thus women's effort and contribution are not recognised, let alone treasured. About farm work in rural areas, men only take the heaviest task of farm work, while the rest belong to women. "The rest" contains of many different types of farm-related work, which are often thought to be easier than the men's task, but which in fact are much more time and labour consuming. All in all, women in developing countries work longer hours, earn less money, while their work is less recognised and less appreciated than men. They certainly enjoy less rest time and less leisure opportunities. In terms of paid work in offices, women still have less opportunities to get good jobs, managerial positions, high salaries and promotion, because they have responsibility for their families, and because they are provided with less education. Women also face with "glass ceiling"8, as the employers prefer men to women, as women face various constraints in their life. That is not to mention problems at the workplace such sexual harassment, which can sometimes be a great obstacle to women's participation in job market. In short, women are still largely denied access to and equal opportunities in the formal labour market.

To view the problem in a broader scale, women's participation and contribution to the economy is obviously not comparable their socio-economic to status. Development experts have notice the existence of invisible work, most of which done by women, that is not counted in national accounts. They feel a need to include women's experiences in the study of finance and development. Because of women's role in the economy and in the society, their lively participation is crucial for any economy and any society to develop. Women's role in the economy of developing countries can not be denied. In

Africa, "the future prosperity of most countries in sub -Saharan Africa depends on the fate of thousands of tiny businesses many of them (perhaps the majority) run by women"9. In many other countries, women are playing active role in the production of export goods, which is essential for the development of these countries. A country's strength depends greatly on how its human resource can be fully developed and utilised. Thus, if its huge human resource - women - is restraint in many ways, how can it aim at sustainable development? This is why the development of a country is closely related to the degree to which women can exercise their mind and her talents in the same way as men to contribute to the society, the degree to which the country support women to be skilled labours and integrates them into the labour force from which they gain equal political, economic and social benefits.

III. What are The Roots of Gender Inequality and the Solutions for Tackling the Problems?

Different solutions, whether they are political, legal, economic, social or cultural ways, have largely been applied in developing countries to bring about equality. gender Many developing countries are now aware of importance of the issue, and have made considerable legal and political changes in the direction of empowering women. Other methods are also implemented in social and economic aspects. However, there is always an apparent gap between women's rights and conditions in law and what happens in reality.

This is because gender inequality has originated long in the history, and its causes are various and deep-rooted. Therefore it is not at all an easy and quick to solve challenge. Causes to gender inequality relates to many fields of life. They can be divided into some categories, among which the hardest for developing countries to deal with are the economic and cultural ones.

Economic Aspect

Looking back into human history, the emergence of the family and characteristics of past human production which was heavily dependant on manual labour – effectuated patriarchy and gained men a superior position in the family and society. Other social, religious and cultural factors consolidated this, leading to the subordination of women becoming popular in many fields of life. However, changes in the social production method and human economic conditions have great brought changes since nineteenth century and early twentieth century. In the more developed countries, people, women, then men, started to be more and more aware of the inequality related to gender issues, and started to act for a change. Active struggling and improved living conditions have brought about huge progress. Now in the modern industrialised countries, women enjoying much equal rights and conditions as men. They have changed the

traditional views of women's role, proved their ability and their contributions to the society.

Nevertheless, the situation in less developed countries is still far from that, and one of the major reasons is the economic situation and the living standard of those countries. Even in many cases, women dare not to think they are in unjust situation, and are tied in backward social views that it is their destiny and their duty to live that way, because they are economically independent. In other cases, women and even men notice the inequality, but it is not easy for them to change the situation, because the first thing they should build up is women's economic strength to be independent in making any decision in their lives.

To see the society as a whole, low living conditions are visibly in tight correlation with people's view on gender issue. Following is an example. In many societies, every couple is expected to have at least one son, because the son will support his parents economically throughout their life, especially when they old. Meanwhile, daughters considered "other people's children", as they are supposed to live with the husband's family. The woman then contributes economically to the husband's family and, due to limited economic ability, can hardly contribute to her own family after marriage. Therefore, having a girl in many cases are seen as "making a lost". These kinds of view therefore may change when the living standard is higher, when daughters can still take much care of their parents materially and spiritually. Or the young couple can leave the big family to live on their own and therefore be more independent of the husband's family. In the trend of modernisation, many old people choose to live on their own or they can live with their daughter, which is made possible largely by enhanced economic conditions.

In developing countries in their modernisation industrialisation and process, a greater and greater number of women are participating in the labour force. As women "go out to the world", take important job, make notable achievement and earn considerable amount of money, their minds are open up. Apart from being more knowledgeable and more experienced, women are less and less economically dependent and therefore be more able to pursue better personal development. Economic change provide women in developing countries with both the freedom in their thinking and freedom in their action. The social structure created by the trend brings about big change in the society, which surely leads to a change in the status and social relations of women.

In the future, when women are more and more independent, they will have more confidence and power to make their own decision regardless of discrimination. With advancement in economic development, the role of women in developing countries will be more and more like that of women in developed countries nowadays. There is an objection from traditional views on

gender issue which argue that the improvement of women's status something of Westernisation. However, though there are considerable amount of Western culture in Western's country's struggling for women's rights, this trend of women status change should in fact be regarded more of Modernisation than Westernisation. Just look at the situation in Western countries some decades to more than a hundred years ago. At that time the developed countries in the West was just as backward in social bias on women. However, together with their rapid and dynamic economic development, changes in the socio-economic strength of women have brought them a equitable status. This will also be the future of developing countries in other parts of the world, of course with regard to many other influencing factors in their own society (Asian, African and other developing societies have their own problems and characteristics, unlike those of the West, and their road to gender equality will be somewhat different). Human beings have undergone different stages development. In the future when women participate more and more in the society, produce more recognised economic values, then there will be dramatic change in the society regarding how the role of men and women are evaluated and how men and women interact.

To sum, it is evident that low economic conditions is one primary cause of gender inequality. On the other hand, it is worth noticing that the speed of enhancement in gender equality is not in association with the speed of economic development. In

many cases, improved living conditions do not bring betterment of gender equality. People often take Saudi Arabia as a characteristic illustration. The status of women in this country is still restricted notwithstanding its relatively high income per capita. In many other countries, it takes a long time for changes in people's awareness of gender equality to take place even though considerable economic achievements have been made.

This is because the causes of gender disparity do not lie only in the "foundation layer" of human society such as economic base. It has also been solidified by such "upper layer" factors as cultural factors, which are much more sophisticated and sensitive. They are a vigorous force in shaping people's viewpoint and direct their action in gender-related issues. Together with other reasons, the cultural aspect helps explain why better living condition do not always bring comparably better enhancement on women's status, why there is a gap between formal policy on gender equality and the reality of menwomen relations in the society and why it takes so slow to change the unreasonably unfair treatment on women.

Cultural Aspect

Culture is "the whole complex of distinctive spiritual, material, intellectual and emotional features that characterize a society or social group. It includes not only the arts and letters, but also modes of life, the fundamental rights of the human being, value systems, traditions and

beliefs."¹⁰ Traditional culture has enormous influence on guiding people's thinking and action. Traditional culture is the soul of every group of people, building up the strength for them in their development.

However, traditional culture can also contain elements that are backward and restricted. It is because culture is a factor that changes the slowliest while other factors in the society have changed. In the process of development in developing countries, while it is crucial to preserve the positive aspects of traditional culture, many elements in the culture should be adjusted to keep up with the progress of human society.

Regarding gender issues, in the cultures of many countries exist considerable social bias on the position and role of women in the society. These concept originated in the past patriarchal society when the social conditions were substantially different from the present's. Changes of human society to a highly developed and dynamic community have posed the need for culture to upgrade itself and include in it new values that the human race have created in its development.

One of the great trend of the modern time is human's effort to better and better respond to people's need to pursue full personal and community development. The World Conference on Cultural Policies wrote: "Steadily increasing numbers of men and women are seeking

a better world. They do not only seek the satisfaction of basic needs but also the development of human beings, their wellbeing and their possibilities of living together in fellowship with all peoples"11. "The full realization of their potential, both individual and collective" is the ultimate goal which in turn will boost the whole society. development of the Obviously in this process, women should have the same opportunities as well as responsible for men. Therefore promoting the full participation of women, as well as men in society is what every society should aim at.

Cultural restrictions on this aspect therefore should be removed. On contrary many traditions' view that happiness of a woman lies at home when she sacrifices for her husband and children, women have the right to work outside the house, building up a social position and gain valuable experiences. They have the right to devote their effort to their work, not only because of earning money, but also for the own sake of doing something meaningful and proving their ability itself. Today, even the very notions of femininity and masculinity "as mutually exclusive, biologically determined categories"12 are being challenged in the direction of strengthening the opportunities for both women and men to achieve full realization of their potential. In another illustration, many cultures' attitude on men's superiority over women lead to their thinking that domestic violence on women is literally a domestic one - a private business that is to be solved between the

husband and wife (in which of course the battered woman is always the weaker). More seriously, traditional social opinion tends to be that domestic violence is something normal in life. The violent husband is often not condemned, or not condemned strongly enough to make him stop torturing his wife. Also, in many developing countries, people often consider men's adultery as de facto acceptable - as part of a man's rights. Even in this modern time, many societies are still quite tolerant on men when he cheats his wife and disregards his family's happiness, while being so strict on women doing less serious things. In many places in the developing world, women are not supposed to inherit property. The family's property or business often belongs to the sons, and women will be economically dependent on their husband's family. Evidently, the ones who suffer from these kinds of traditional cultural judgment are women.

In many developing countries, laws are issued to tackle with unfair treatment such as domestic violence. Such women's basic rights to work are also what the laws have recognised. However, how these laws effect in real life is the matter. Can they guarantee the rights of women and open up opportunities for them when traditional cultures are against those changes? Women, as men, are regulated by law, but they are much more strongly regulated by traditions and culture. Culture and tradition are what really have the great and persisting influence on people's behaviour. Especially in such a

sensitive issue like gender, which crosscut all aspects of social life, backward social opinion is such a great challenge to changes in the direction of empowering women. In this case, it is some traditions, "however rooted in great histories and cultures" that "are now trapping countries in poverty"¹³.

"Tradition is a guide and not a jailer" 14. Traditional cultural values should be the source of strength for countries to grow, rather than posing barriers in their development process. Investigating the dimension of development. Mexico City Declaration on Cultural Policies¹⁵ consented that "Man [women and men] is the origin and the goal of development. Any cultural policy should restore to development its profound. human significance." It is also agreed that equality rights are human rights. Thus, empowering women and removing unfair treatment to them are surely an essential part of achieving equal rights and make human's well-being the goal of any development process. Lifting the burden of retarded cultural forces on the development of women in particularly and human beings in general is accordingly paving the way for new progressive achievements in human society to be reached.

Together with changing the drawback cultural and traditional gender notions that are hindering development, it is of great importance that the cultural identity of each nation is prudently conserved. "Every culture represents a unique and irreplaceable body of values since each

traditions people's and forms of expression are its most effective means of demonstrating its presence in the world. The international community considers it its duty to ensure that the cultural identity each people is preserved protected"16. Each people, each group of people and each individual receive different social influence in terms of age, race, education, family and community personal circumstances. traditions. sequencing in diversed perspectives and opinions. "We must recognize and respect the different interests, different agendas and different aspirations that exist"17. Imposing one people's principles and values of gender issues on another is to be avoided. On the other hand, peoples should learn from other cultures the progressive gender values that promote development. While constructing gender policy, it should also be perceived that everything exist in its diversity and flexibility. Both women and men are different individuals. "Women in every country experience both power and differently. oppression Every policy, program or project affects men and women differently"18.

In conclusion, different methods and solutions have been carried out to promote gender equality. It is important that legal, political, economic ways are used together with social and cultural ways. While it is less difficult to issue legal regulations or build up economic programs in support of women empowerment, it may take comprehensive

long-term efforts to deal with the cultural aspect of gender issues.

The best way to attain the goal of making positive changes, especially in cultural and social opinions, in gender issues is to be committed with gender mainstreaming. mainstreaming Gender is "the (re)organisation, improvement, development and evaluation of policy processes"19. Its objectives are that "a gender equality perspective incorporated in all policies at all levels and at all stages" and that "gender equality becomes a full part of common policies". Education is also one important direction of gender mainstreaming. From children's early days at school, they should be familiar with the concept of gender equality (introduced in various appropriate ways). This is the most effective way to remove the old cultural viewpoint and build up modern positive set of social values about gender. Besides "traditional" policies designed to deal with specific problems related to gender inequality, gender mainstreaming ensure that gender equality is a primary goal in all areas of social and economic development. It transforms "unequal social and institutional structures into equal and just structures for both men and women"20.

IV. Conclusions

Gender equality is a development goal in its own right and - as has been shown through evidence and arguments - has great implications for the development of countries.

In other words, a two-way conclusion can be drawn here. On one hand, gender inequality can be an obstruction to the development of the whole society. On the other hand, as the society is aiming at facilitating every individual community's access to full development, the development process will surely be considered as being failed if its benefits are not distributed fairly between women and men. For the case of developing countries, it is of extreme importance that the constrains posed by gender inequality are uprooted as to create the base for a healthy and progressive society.

The international community has become more and more concerned about gender equality recent decades. Many international agreements²¹ and national legal regulations have been reached to affirm women's equal rights and opportunities. Nevertheless, women still have less chance to influence, participate in, and benefit from development process, less chance to be full human beings. Therefore, gender equality must be constantly fought for and protected. The of gender equality promotion empowerment of women is among the eight Millennium Development Goals²² of the human community. Thus, attention to gender issues should be brought to the whole society. Women's empowerment as well as human development should be put at the heart of policy-making. Moreover, it is everybody task to be aware and act to remove the imbalances in men and gender issues. Everyone, women, shares "personal or political

responsibility"²³ to address the issue. Surely, when such efforts have been made, social advance will be attained, and people, men and women, will be living in a better life. For developing countries which

are seeking their way to progress, investment in gender equality issues will not be a waste but will bring long-term benefit of sustainable development.

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www.ilo.org/public/english/ bureau/gender.

International and Regional Agreements and Conventions: Beijing 4th World

Conference on Women, International Conference on Population and Development 1994, Convention on the Elimination of All Forms of Discrimination Against Women 1981, World Summit for Social Development 1995, Agenda 21 and Other Agreements from the United Nations Conference on Environment and Development 1992, etc; other international instruments relevant to gender issues: Convention Against Transnational Organized Crime, Violence Against Women Migrant Workers, General Assembly Resolution, etc.; and many regional agreements and conventions: Declaration on Gender Equality in Africa, Economic and Social Commission for Asia and the Pacific-10 year Review of the Beijing Platform for Action, etc.

- The Eight Millenium Development Goal of the Third Millenium (UN MDGs) are:

 1.Eradicate extreme poverty and hunger, 2.Achieve universal primary education,
 3.Promote gender equality and empower women, 4.Reduce child mortality, 5. Improve maternal health, 6.Combat HIV/AIDS, malaria, and other diseases, 7.Ensure environmental sustainability, 8.Develop a global partnership for development. (www.un.org).
 - At least six goals out of them (from Goal 1 to Goal 6) have to do with gender equality.
- Deborah L. Rhode (1999), *Speaking of Sex : The Denial of Gender Inequality*, Havard University press.