

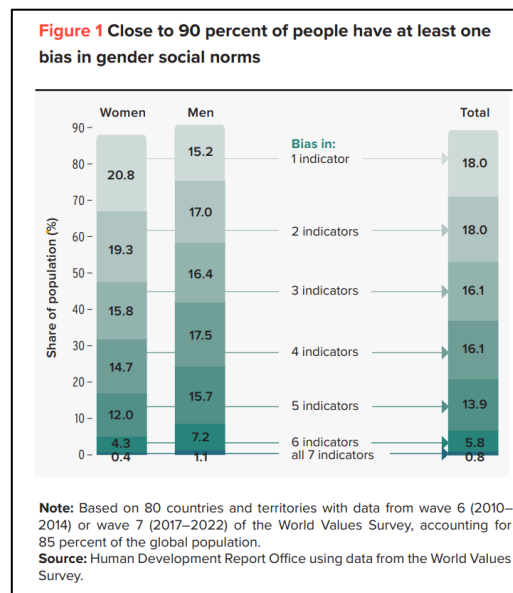
## Gender Social Norms Index 2023

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### Introduction:

**Gender bias is alive and well in the 21st century, and it casts a shadow over our beliefs and how we act on them.” -UNDP**

Notwithstanding the rise of numerous social movements advocating for gender empowerment and representation and the proliferation of women’s rights groups, it is noted that nearly 90% or almost 9 out of 10 men and women worldwide hold significantly biased beliefs against women. In its latest Gender Social Norms Index report for 2023, UNDP revealed that biases remain persistent and reported a shocking stagnation in the GSNI score over the past decade.

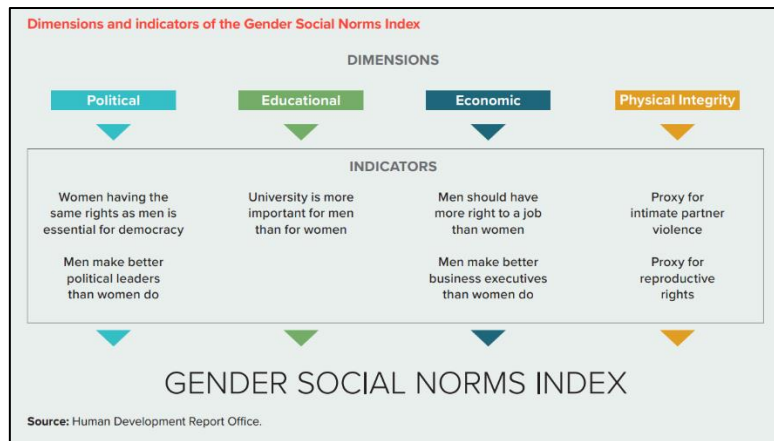


**Figure 1** Virtually 90% of people have at least one fundamental bias in gender social norms

### Key Findings:

#### About GSNI 2023:

Drawing data from the World Values Survey collected between 2010-2014 and 2017-2022 from 80 countries and territories, covering at least 85% of the global population, the report tracked people’s attitudes towards women that is quantified under four key dimensions – political, educational, economic, and physical integrity. This report is a follow-up of the GSNI since it was first calculated in 2019. It is constructed based on responses to seven indicators under these dimensions that attempt to comprehend the systematic disadvantages and sexism faced by women and girls worldwide.



**Figure 2 Four Dimensions and seven indicators of GSNi**

### Key highlights of the index

- **Political Participation and Representation:** Close to half of the world's population believe men make better political leaders, while over 40% believe men make better business executives than women.
  - The report further accounts that less than a third think women having the same rights as men is essential for a democracy.
  - On average, the share of women as heads of state and heads of government in the world has remained stagnant at around 10% since 1995 and they hold only a quarter of the parliament seats globally. It is an even more uphill battle for women with disabilities, indigenous and migrant women to hold political offices despite the removal of many formal barriers to political participation.
- **Gaps in economic empowerment:** Women are better educated than ever before but a broken link has been observed between progress in education and economic empowerment as it has not been able to close the gender income gap.
  - For instance, in 59 countries where adult women are more educated than men, the average pay gap remains a staggering 39% in favour of men.
  - Women also hold only 28% of the managerial positions in the labour market.
  - Moreover, roughly 28 believe university is more important for men.
- **Domestic workload and care work:** The report also sheds light on the significant disparity in domestic chores and care work.
  - Women in countries with higher bias in gender social norms spend nearly sixes times more time on domestic chores compared to their male counterparts. Such skewed social expectations limit their opportunities. Recent studies highlight that women's incomes are impacted by a 'child penalty' arising from such societal expectations.
  - What is disquieting is that an astonishing quarter of the population believes that a man beating his wife is justifiable and alarmingly a similar share (26%) of women over age 15 have been victims of intimate partner violence.

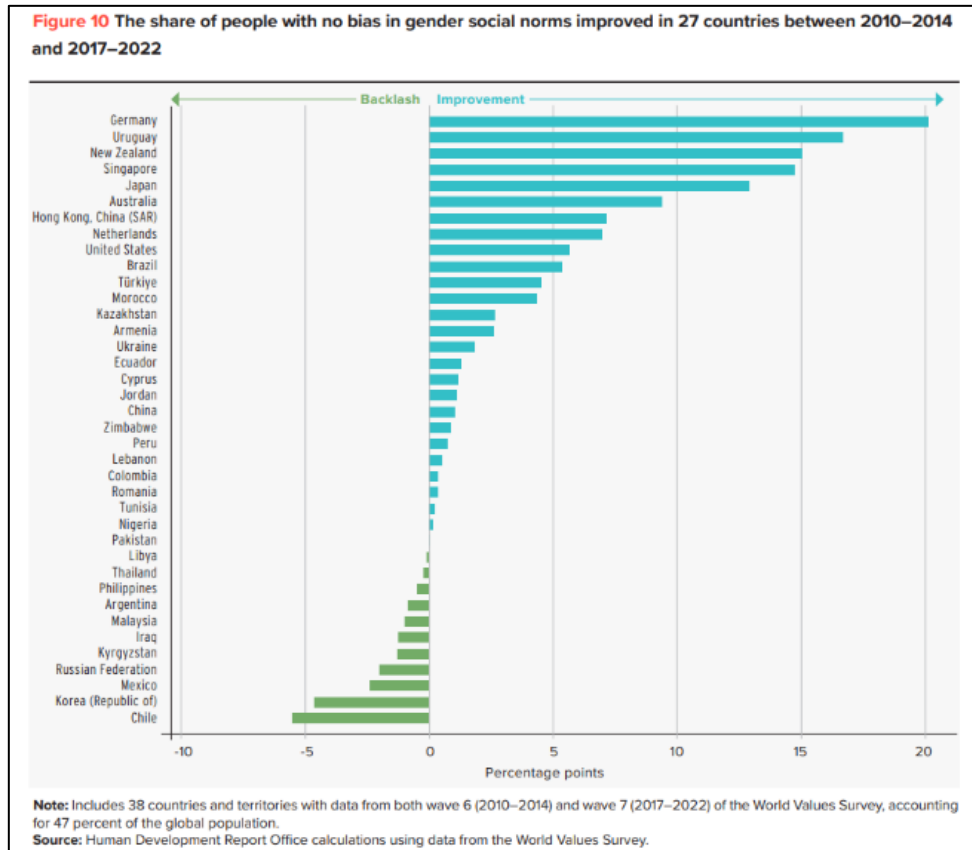
### Prospects are looking bleak for India

- India ranks 122 out of 191 countries in the Gender Inequality Index which reflects deep-rooted stereotypical biases against women.
- According to the UNDP report, in India over 99.22% of people hold at least one bias against women, and nearly 86% hold at least two biases.
- In terms of physical integrity, 92.39% of people justify intimate partner violence and regard that women should not have reproductive rights.
- Considering the labour market, around three-quarters hold an economic bias against women's right to work and their workplace hierarchy.

- On top of that, 38.50% of people opine that university education is more important for men than for women.

### Impact of these biases

- Recent UN estimates reveal that if no progress is made in balancing the scales, gender equality will not be achieved in another 300 years.
- Drive impediments dismantling women’s rights, retrograde progress made thus far and increase human rights violations.
- Movements against gender equality are gaining traction around the world.
- Acute underrepresentation of women in leadership results in a lack of agency for them.



**Figure 3** Hopeful signs and breakthroughs

### Measures to be taken

- Public policies should incorporate necessary shifts in gender social norms with labour market reforms.
- Expanding human development through –
  - **Investment** in policy measures and legislations promoting women’s equality in political participation.
  - **Insurance** by strengthening social protection and care systems.
  - **Innovation** by tackling hate speech and gender disinformation can help in making biases conscious and shift pervasive gender social norms towards wide acceptance and balancing the scale.
- Directly addressing these prejudices through education.
- “An important place to start is recognizing the economic value of unpaid care work,” pipes Raquel Lagunas, Director of UNDP’s Gender Team.

### Conclusion

“Gender discrimination doesn’t just harm women. Societies, where women have greater rights and opportunities, are freer and more prosperous. We must shape a new and richer culture through education, recognition, and representation in every sphere of society—one that fully recognizes that half the world’s population is equal to the other.” – UNDP

Read More at: <https://hdr.undp.org/content/2023-gender-social-norms-index-gsni#/indicies/GSNI>

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