

# THE FIGHT FOR GENDER EQUALITY

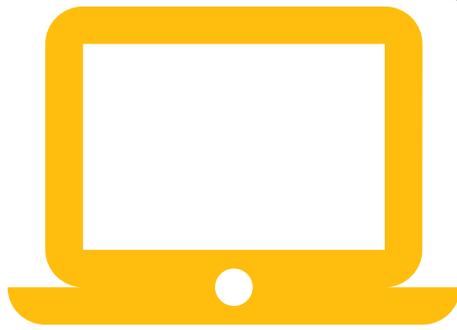
The fight for gender equality continues, even in the 21st century. Some thought we would have flying cars by now. Emmeline Pankhurst might have thought we would have gender equality. Yet we have neither... unless you count planes as flying cars!

Gender equality is so important in society. Through equality, we are able to encourage wellbeing and life satisfaction, but also a more productive and creative workplace. There are many benefits to a diverse environment, especially in the workplace. It offers different perspectives, diversity and allows the development of new knowledge and understanding. Nevertheless, there is still a disparity between genders in the United Kingdom.

That is why partners in **6 European countries** have joined together to work on a new project called **FENCE** as part of Erasmus+. So far, we have worked together to analyse the situation in Italy, Greece, Cyprus, Spain, Romania and the UK, around various aspects of gender inequality and awareness in institutions and in the workplace.

## What are some of the findings in the UK?

- There is a lack of effort from authorities to encourage courses with positive sustainable impacts on gender equality.
- Independent training organisations tend to carry out training. This is often at a high cost and therefore inaccessible to smaller businesses.
- The training for gender awareness is often carried out to merely 'tick a box'.
- The gender pay gap is present in our society; women still earn 15% less than men per hour (Gov UK, 2019).
- Participation in adult education is more popular with women than men (Egglestone et al, 2018). This raises issues for gender equality training.



The next steps in the project will include the development of the FENCE project website. Here you will be able to find information on the project and materials and reports to support gender equality on a European scale.

The website is coming soon! We are also starting to work on the development of training materials to help support NGOs, local authorities, social services and other sectors, in tackling gender inequality.

If you would like to read more on gender equality, check out these resources below:

- **Gender Pay Gap report 2019 :** <http://downloads.bbc.co.uk/aboutthebbc/reports/reports/gender-pay-gap-2019.pdf>
- **Five things to promote gender equality at work:** <https://www.theguardian.com/women-in-leadership/2016/apr/20/five-things-to-promote-gender-equality-at-work>
- **Gender equality resource:** <https://www.ethicaltrade.org/issuesgender-equity/gender-equality-resources>
- **Gender equality resource:** <https://www.theguardian.com/global-development/2010/sep/14/gender-equality-resources>

**For more information about the FENCE project, please visit our [Facebook page](#) or get in touch with Inova at [support@inovaconsult.com](mailto:support@inovaconsult.com)**



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