

Alexis, M.

York College

The City University of New York (CUNY)

CLDV 100 Section Web (45831)

Introduction to Multicultural Studies in the 21st Century (WI)

Prof. Oluremi Alapo

Spring 2021 Term

Final Exam

Gender inequality and Sexual discrimination.

May 20, 2021.



Content

Introduction

Socialization

Cross-Cultural Experiences: My Haitian Culture and My Cross-Cultural Experiences in America.

Overview and conceptual approach.

My Haitian culture.

My cross-cultural experiences in America

Research paper: Gender Inequality and Sexual Discrimination

Introduction

Overview and conceptual approach.

The Haitian Society

The American Society.

My cross-cultural experiences in America

Recommendations / Suggestions: Importance of Countercultures Movements Such as Gender Equality, Feminism.

Conclusion

References

Introduction

This research paper is written as Final exam for our CLDV 100 class (Introduction to Multicultural Studies in the 21st Century). The main parts of this paper are presented as followed: The introduction which is a presentation of the steps and sous-steps regarding the theme of each section. The first section is about socialization, from the conceptualization to the characteristics and factor participating in the process such as the institutions. The agents of socialization, the importance of the sociological context related to factors such as the individual, culture, and society. Finally, how family, language and beliefs are fundamental in the socialization process.

The second section of the paper is a presentation of Haitian culture and cross-cultural experiences in America, in regard of the values, individual freedom and the countercultures. From a theoretical and empirical presentation related to themes such as cultural differences, and personal experience. The analysis of familial interactions each culture. How powerful the countercultures Movements such as Gender Equality, Feminism and LGBTQ equality movement are in the American society. Presenting facts related to both cultures and how was our cross-cultural experiences in America, and finally, contrast them.

The third section is the research paper which is about Gender inequality and sex-based discrimination and mainly focuses on social issues directly related to situation of women in society. A conceptual presentation which consisted of explaining the concepts, the interconnections between gender inequality and sex-based discrimination and conceptual difference between sex and gender. The empirical presentation consisted of putting emphasis on the social issues directly related to situation of women and the imbalance between men and women in society, primarily the Haitian and the American Societies.

In Recommendations and Suggestions section, the factors that led to positive results such as the Countercultures Movements are analyzed. It also consisted of presenting few ideas that should contribute to the fight against Gender Inequality and Sexual Discrimination.

Conclusion which is a short summary of points presented and the References that were used toward a better understanding of the concepts.

Socialization

The meaning of human existence is shaped by the relations and interactions that we undertake daily with the people around us. Hence the way of acting, speaking, dressing, eating, greeting, as well as the language we speak are all linked to the social environment in which we operate. This prompts us to say that socialization is the basis of human existence. This process of assimilation and integration between individuals takes place through existing social institutions such as family, church, school, peers, media, government, and organizations (OpenStax,2021). These latter shape our values and introduce us to the norms of society.

The family is seen as one of the most important institutions because it participates in the primary socialization that occurs from birth through adolescence. It introduces individuals at their youngest age to basic notions of socialization such as language, beliefs, gender socialization and even race (Cole,2021). For instance, the way we see ourselves as boy or girl, the way we perceive others based on their ethnicity or literally on their skin color is something learned at home. We can also add to the list, the values such as the dos and don'ts, kindness, honesty, and hard work. Consequently, children when growing up tend to resemble their parents biologically but also sociologically, by their normal way to talk, act and react in society.

Each of the other institutions noted above plays important roles in socializing individuals at all ages. The height-stage theory of Development by the German psychologist Erik Erikson shows that values are transmitted in Society through institutions from infancy/ childhood to old age. In this sense of order, we tend to gain our autonomy before trying to develop intimate relationship with others. These institutions also participate in socializing us in a more concrete or useful manner to society (Socialization and Social Interactions, 2020). For instance, schools will introduce the kids to bureaucracy, the sets of rules, the educational values, and the norms while the government will encourage individuals to be socially active by becoming good citizen in society, by giving back to community and helping people in need. Government also empowers the people to be politically active by voting and choosing their representatives, by speaking up about social issues and injustice in society.

Furthermore, functionalism which was developed as a response to structuralism, allows us to understand that the people participate in society by playing respectively their roles, this called social order. However, possible breaks down can occur when roles are not fulfilled. So, the importance of harmonious interaction to avoid issues such as role conflict and crisis at any time. There is an endless debate between nature and nurture, but philosophers and thinkers agree that the urge to eat is natural while the way of eating or the meals we disgust are cultural. Another example can be the fact of covering his body to protect himself against the sun or the cold is natural but the dress which one wears is only cultural. Therefore, we understand that our actions and values reflect our socialization. This also mean, the social process in which we interact with others, then we develop our personality, our potentials while assimilating values and learning from the culture of our society. Socialization teaches people what is expected of them in a particular group or

situation; it is a form of social control. (Cole,2021). In my view, all the ideas presented above, show the sociological context to socialization because institutions in society function with the values and set of rules that are directly related to the needs, as well as the reality of the social environment in question. So, this is direct and intimate relation between individuals, culture, and the society they live in.

Socialization allows the proper functioning of society and the harmonious existence of individuals in the same space. However, when this social process does not favor the respect of personal values, the freedom of individuals and the tolerance of differences between individuals of the same society or different societies, it develops forms of inhuman categorization which often tends to marginalize, stereotype or to discriminate against specific groups based on gender ethnicity or race. For example, the kind of talk parents have at home about people's color can shape someone's perception and lead them to be racist towards a person or an entire race.

If socialization is so important to society, why does racism, discrimination and stereotype are among the most common social issues, and why they are still affecting specific groups in communities? Does socialization intentionally play a role in exclusion and marginalization of groups? A look at what does not really work in this social process to understand and identify the reason of its persistency.

My Haitian Culture and My Cross-Cultural Experiences in America

Overview and conceptual approach

Human have transformed themselves and their space over the years, this dynamic was function of their need and was always directly related to their environment. Thinkers have tried to historically and socially categorize groups of human/society based on level of production of society. If there is difference in their way to people organize themselves over the years, there is that one common thing between them. They all are groups of people who live in a definable space and share the same values (Introduction to Society and Social Interaction,2021). In order words, society is based on the social construction of reality. So, there was always this necessity between human to build community which mainly refers to common space and values, norms toward socialization and interaction with each other. After, all, the social world is structured by practices, and performing what the practices require of us is just what we do, it becomes who we are (Sally, 2017).

These social products all together form the culture, which is evolutive and distinct to each country. Culture represents the material and non-material knowledge, it is the sum of language, values, customs, and physical objects. The culture must be passed along generations by a process called cultural transmission, which is passing of culture by one generation to the next. It is done though ways such as language and symbols, and along across time within a society.

My Haitian culture

I was born and raised in Haiti, a bilingual country where creole is mostly spoken at home between close friends and family members while French is mainly used in the institution such as

offices or schools. My parents were both Haitian, I have two siblings, one brother and one sister and I am the oldest one. I point this out because in my culture the oldest kid has a lot of responsibilities, he is in control of everything when the parents are not present and must keep eyes on its siblings. Family is a very important institution in my culture. Broadly speaking, most families in our society are religious and very conservative. Haiti is a country with a proud history, our culture values family, marriage, respect of our ancestors and their heritage. Among the social norms let us note; respect and priority to kids, pregnant people, and senior at any time, get parents or mentors approval and advice to make wise decisions, always be respectful and properly dressed in public. My culture value marriage and specifically of union of people of different sex. Vodou is part of our culture and over the last fifteen years the followers have fought to raise it to the rank of official religion.

However, homosexuality and transgender people are not tolerated. Feminism is among the movement badly perceived in the society too. Colors such as red and yellow should not be wore when going to funeral, it is a lack of respect and sympathy toward the bereaved. Even in a hurry it is not recommended to left dinner table without making sure everyone is done. Also, you must avoid friends from family with bad history as the parents always say, “you tell who your friends are, and they will know who you are or who you want to be”.

My cross-cultural experiences in America

My presentation is not a cultural relativism, which is the way in which individual's beliefs and activities is understood only in terms of his or her own culture (Ethnocentrism and Cultural Relativism, 2021). I avoid being judgmental, because the differences between cultures are often misunderstood and misinterpreted when individuals tend to perceive others based on their own

backgrounds without trying to understand their cultural, education religions differences, what shapes everyone 's life. In this order, I think understanding the dynamic and idea behind the values and lifestyle in the cultures as the results of their evolution in the socio-historical context.

After spending my first 20 years in Haiti, me and my family left the country to America. At first sight I realized that language was my biggest barrier, it was hard for people to understand my accent. When it comes to my cross-cultural experiences, there were similarities between the cultures and differences in term of values, social interaction, taboo, general socialization. Main similarity between my culture and others was the fact "Family" is the basis of the social structure and contributes to the transmission of religious, moral values, in other words cultural values. Family known for playing important role in child's socialization because it introduces us to basic notions of socialization such as language, beliefs, gender socialization and even race. Then, societies mainly patriarchal which often tend to bureaucratize gender inequalities and discrimination against women. However, with major social movements in the American Society such as Gender Equality movement are fighting against the system and help women get more opportunities and get more credit to their contribution in society. After all, the notion of someone's qualification must be based on its capacity and not its gender.

Most of the dos and don'ts from my classmate's cultures are strongly related to each other because they mainly put emphasis on the daily interactions between individuals, family members and friends in their social roles respective. Similarly, to my culture, it is seen as disrespectful to turn back on parents or to cut them off when they are talking. Dress code matters because we must be properly dressed in public. Finally, our cultures also have at some level certain forms of

inhuman categorization which often tends to marginalize, stereotype or to discriminate against specific groups based on gender ethnicity, race, or reduced mobility of people.

The family is surely an important institution but in America it has less power over the kids and the choices they want to make. This results to the fact that Government provides an escape for kids who feel abused to leave their parents. On the opposite, the families in my culture have more power and consequently are more impactful. They have stricter rules and the exchanges between parents and kids are normally more respectful and submissive. Movements such as Gender Equality, Feminism and LGBTQ equality movement are powerful American society, gay marriage is also legal. Contrary to my country which is very conservative, the people remain very resistant and resilient to these countercultures. The male figure symbolizes power and authority in the social and familial structures. In my culture, the bad side of Feminism is the fact it has long criticized the institution of marriage and has even openly stated that marriage has been a fundamental site of women's oppression. LGBTQ movement is badly seen because it shakes the basis of traditional marriage and the union of people of opposite sex.

The type of clothes we wear is cultural and it is function of environment and climate. There is less restriction in American culture and people feel more comfortable in their casual outfit to expose certain parts of the body. Differently to my culture, nudity or wearing certain casual outfit in public give bad impression. Furthermore, In America, domestication of animals is common practice. Additionally, I was excited to see how animals such as dogs are treated in this country. They are adopted and live comfortably if their owners are wealthy. Contrary to my culture, domestication of animals is not valued. Let us note that sex is controversial topic in my culture

just like racism is the to the American culture. Finally, where I am from man kissing man is not well perceived while European's men are so comfortable to kiss each other in public, for them it is just another sign of deep respect and admiration.

The best explanation to all these differences is the fact that American society is more developed so consequently socially more emancipated. The people are exposed to new ideas and society value more personal freedom and self-identity. This should lead to a culture more opened where the people can be more expressive. These situations also helped me to confidently work on myself while embracing the differences. The cultures are founded upon social interactions and they bond people together toward a certain form way of life while maintaining social equilibrium. So, there is a direct relation between individuals and the environment they live in. People in society play their roles respective which also contribute to the social equilibrium. We understand that the set of behaviors, of standards, of beliefs shared by people in groups or society are social, contextual, dynamic, and relative to each environment or country. Finally, I think the institutions should serve as catalyst for social and cultural change towards tolerance and better perception of other's differences.

Gender Inequality and Sexual Discrimination

Introduction

The world had known many types of societies in the course of history due to evolution of human's needs and the development of technology. The very first society was the hunter-gatherer, mainly consisted to hunting wild animals and foraged for uncultivated plants for food, there was more or less natural selection of work and distribution of tasks, the man hunted while the woman took care of the fruit picking and fishing (Maasai Association, 2012). The postindustrial society characterized by the production of information and services, in which economic classes became more and more divided, there are more disparities, and more importantly the difference in social standing and in relationship between men and women increased. (Kjeilen,2012).

That explain that fact that people assemble themselves in a definable community, share the same culture and proceed to distribution of tasks and activities towards the production of resources and goods necessary for their survival and co-existence. This repartition of tasks and activities gave birth to notions such as function and role of individuals in society. Later, it took the shape of "gender role" through evolution of the civilizations and the development of technology of production. Phenome that led to serious social imbalance between men and women in society.

During these two last decades, many organizations have been working on finding effective ways to fight against inequality and discrimination between human based on sex and gender at the workplace or broadly in society. It is certain that Gender inequality and sex-based discrimination affect women in every aspect of life (social, economic, and cultural). Historically, Gender inequality is relative to each society, directly related to their culture, their development, use of technology and the way that labor is organized.

Overview and conceptual approach

The word Gender was used for the first time in 1955 by the sexologist called John Money, to describe in his works the human characteristics. (Terry, 2014). Gender is vast and difficult concept to define because it can be used in many ways, based on the society and the current of idea that is preconized. In some cases, gender and sex can be both interchange in the same sentence but on a deeper level, they embody different aspects of human. It is a more biological or natural aspect when using the word sex, in regard of the two distinct sexes scientifically known and proved, the male and the female sexes. In contrast, the term Gender implies a more social and constructed reality. Sociologists studied how gender socialization occurs and have found that people often face strong social pressures to follow societal gender norms. (Nicki, 2021). In this order, People are socialized to perform the gender that corresponds with their biological sex. In practice, many people, regardless of sex or gender identity, exude a combination of social characteristics that we consider both masculine and feminine.

Gender can also be used to express the individual' self-perception in society, also called gender identity. It is when individuals tend to refer themselves as transgender, non-binary, or gender nonconforming and others. In order words, individuals are born female or male, through the socialization or social interactions shaped by the values and the culture in society, they grow into women and men. Gender is more than role and characteristic differences attributed to biological sex; it is a structural experience of relational power reproduced through ideology, in other words, the Gender-based power differences, the male power over females. (Leslie,1989). Discrimination is not only all beliefs generally negative toward a particular group of people in society, but it is also the fact to take concrete action that exclude or make vulnerable this targeted group.

Gender inequality is the presence of discrimination based on the person's sex in opportunities, in direct access to services and resources available. Sexual discrimination or sex-based discrimination constitute some important aspect of Gender inequality. They are all interconnected and refer to the unequal treatment of someone based on its sex (Lahle, 2020). Even though they can all refer to the same situation, it is important to say most articles use the term sex-based discrimination or sexual discrimination when expressing concerns related to the workplace while Gender inequality is broadly used to denote the socio-structural problem face by women in society. This help to understand that sex discrimination may be eliminated in the workforce, but gender inequality can still cry out for response. (Leslie, 1989). So, sex discrimination is one aspect of gender inequality in society. This paper mainly tries to understand the characteristics or the social and cultural construction of women in society. It tends to identify and analyze inequalities that arise from the different roles that women play in society compared to men, and finally, the consequences of these unequal relations on women.

The Haitian Society

Through the rules, the norms and culture, most of the patriarchal societies around the world, tend to impose measure on women's gender role expectations and choices in society. Masculine males are expected to be independent and display assertiveness. In contrast, qualities of femininity include nurturing and sympathy. This dimension also describes the difference between genders as well as the characteristics of one gender prevailing over the other (Remi, 2017).

In Haiti, the constitution of 1950 grants the right to vote and to be elected to Haitian women. From 2008 to 2009, Michèle Pierre-Louis second woman Prime Minister had signed several laws in the fight against inequalities and violence against women. Furthermore, the Constitution of 1987 conferred on women rights equal to those of men, in a rather complicated political, social, and

cultural context. These rights advocated the principle according to which women and men should receive equal treatment. Ten years later, an amendment of the constitution imposed a quota of 30% of women in all assemblies and government positions. Sociologists have shown that Haitian women are less socially discriminated against than those in Western societies. This is directly related to the voodoo religion and the Afro-descendant matriarchal system. In the Haitian voodoo religion, women play the same role as men. Just like men, women could be religious leaders. Hence their involvement in agriculture, trade.

Haitian women stand at the heart of the Haitian economy and society but, most women in Haiti work in the informal sector includes makeshift marketplaces and low-income jobs. Reports from local organization showed they face primarily the gender-based violence. For instances, sexual abuse is reported from girls ages 13 to 17 at school, the second most common location. Also, the lifetime Physical and/or Sexual Intimate Partner Violence represents 26 % in a report of UN women in 2016. It persists due to the feeble judicial system in Haiti, there are no penalties for criminals who commit these atrocious which make women by far less legally protected than men, furthering gender inequality in Haiti and the social imbalance between man and woman in the society. To this date, Haitian women have a 30 percent higher chance to be unemployed than men and many employers discriminate when it comes to sex. Men are favored over women for employment and for the high-profile positions.

The main aspects of gender inequality in the Haitian Society take the shape of a gender-based violence, the huge economic gap existing between men and women, and the institutionalized of discrimination against women at the workplace.

The American Society

America have come a long way too and still have a lot to do. For instance, after being free in 1776, the leaders waited until 1920 to give woman the access to vote. This led to elaboration of many other major laws focusing on the protection of women against any form of discrimination or abuse in the society, while promoting their implications in the socio-political life. However, women make up nearly 51 percent of the U.S. population, but only 27 percent of Congress is comprised of women.

A data from the US Department of Labor showed that in 2010, approximately 65 million women in the labor force and 55 percent of these women were mainly concentrated education, health services, transportation, and local government. Clearly, they are underrepresented in many, fields, especially the high-profile ones. For instances, women represented less than 40 percent of the professional, scientific, and technical services sector and 8.9 percent of the construction sector. Furthermore, the situation of women is harmful at the workplace when it comes to gender inequalities because it affects them from the hiring process, the training, the pay, and their promotion. It is to say that institutional practices develop and reinforce gender inequalities in broader organizational structures and processes. The self-reinforcing system tend to perpetuate discrimination in the institutions (Cailin & al, 2015).

Another report from the US Department of Labor showed that women constituted 60 percent of the low-wage workforce. Furthermore, the less-educated women were two times more likely to work part-time than less-educated men. Finally, in terms of women in leadership positions, in 2009 a report showed only 24 percent of CEOs in the US were women and they earned

74.5 percent as much as male CEOs. Additionally, women make up less than 5 percent of CEOs and less than 10 percent of women are top earners in the S&P 500. Furthermore, women of color are even worse off, as they are nearly invisible on S&P 500 boards.

These realities lead to us the fact that women might be socially equal to men but must face crucial economic gap and systemic inequality daily in society. These facts also help to understand that gender inequality in the American Society is mainly characterized by the economic gap existing between men and women, and the Sex-based discrimination against women at the workplace. The Gender difference does not cause gender inequality, but gender inequality is the gender difference translated into hierarchical power relations in which one gender male is privileged (Leslie, 1989).

Recommendations / Suggestions

Importance of Countercultures Movements Such as Gender Equality, Feminism.

One of the most effective ways to approach the issues of gender inequality and sex discrimination in Societies is through the counterculture movements. They can be seen as a culture with values, a way of life and set of attitudes that run counter to those of established society, opposes to or at variance with the prevailing social norm. These groups have values and norms deviate from or are at odds with those of dominant culture. Feminism is effort to make sure every woman and every individual has rights equal to that of a cis white man, no matter their race, religion, gender identification, sexual preference, or anything else (Megan & al, 2021). This liberal-humanist approach preconizes the idea that women can do anything men can do and can do it, so a at least a fair opportunity and equal access to positions must be given

The United Nations for Gender equality and the Empowerment of Women states that Gender equality is a human right that promotes equal power, rights, responsibilities and opportunities for men and women in society. A precondition for, and indicator of, sustainable people-centered development. United Nations Economic and Social Council (ECOSOC) defines Gender equality as fairness and justice in the distribution of benefits and responsibilities between women and men. The organization also recognizes that women and men have different needs and power, and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

Feminism and Gender Equality are both hard work that both men and women must do to level the playing field. Progress in the American Society done from these countercultures showed there is an increase in men's participation in household and care work, there is governmental provision of childcare and adoption by employers of policies that reduce gender discrimination (Paula & al, 2020). These measures help women and men to combine jobs with family care responsibilities. Women's attainment of college and advanced degrees has increased absolutely and relative to men. Women have now surpassed men in amount of education attained, which not only starts slowing down the existing "Segregation of Fields of Study" but also put high qualified women on the market ready for high position jobs.

Even though the implicit male norm of existing legal institutions prevails in society, these movements served as catalyst and led to major social and cultural changes towards the non-discrimination against women, while promoting their emancipation. It is to note that these countercultures fail to gain the support of the mainstream in very conservative place such as the Haitian society by the fact that they jeopardize certain norms and moral values directly linked to the institution of marriage. If considering the institutions that exist to add in women's gender

culture, we also accept the system with its implicit gendered male norms and values, leaving women's gender as the exception (Leslie, 1989). Hence, without deliberate efforts to promote more substantial institutional and cultural change in society progress toward gender equality could never reach the level of eradicating the male norm of existing legal institutions.

Conclusion

The research paper is about Gender inequality and sex-based discrimination, with emphasis precisely on the social issues directly related to situation of women in society, imbalance between men and women in society. At an early age, I felt concerned about issues related to children and women. The social structure from countries all over the world does not have policies that empower women or create space for their complete emancipation in society. Furthermore, the economic gap and disparities between men and women are crucial. Lately a lot have been done socially when it comes to imbalance between men and women. However, gender inequality in both societies, eventually different trajectories, is mainly characterized by the economic gap existing between men and women, by the Sex-based discrimination against women at the workplace.

The countercultures through the institutions should serve as catalyst for social and cultural change towards tolerance and better perception of women regarding gender roles. Sexual discrimination may be eliminated in the workforce, but gender inequality can still be in need for response. We can begin to achieve true gender equality from a social restructuring for gender equality, which implies to reconstruct the legal institutions based on gender equality-empowering both genders and eliminating the privilege/power of one gender over another. It requires a deep examination of the values and their underlying assumptions. It also implies formulating legitimate productive and healthy expectations for men and women in society.

The culture founded upon social interactions, these set of behaviors, of standards, of beliefs and values shared by people in society are social, contextual, dynamic, and relative to each environment or country. The American society compared to the Haitian society is more developed so consequently socially more emancipated. The people are exposed to new ideas and society value more personal freedom and self-identity. This should lead to a more opened culture and society where the people can be not only more expressive but enjoy the rights and freedom at the highest level.

References

Cailin S. S, Leanne S., and Son H. (2015). Gender inequalities in the workplace: the effects of organizational structures, processes, practices, and decision makers' sexism. Department of Psychology, University of Guelph, Guelph, ON, Canada.
<https://doi.org/10.3389/fpsyg.2015.01400>

Cole, N. L. (2021). Understanding Socialization in Sociology.
<https://www.thoughtco.com/socialization-in-sociology-4104466>.

Cole, N. Lisa, Ph.D. "Understanding Socialization in Sociology." ThoughtCo, Feb. 16, 2021, [thoughtco.com/socialization-in-sociology-4104466](https://www.thoughtco.com/socialization-in-sociology-4104466).

D. A. Cotter, J. M. Hermsen, R. V. (2004). Gender Inequality at Work (Russell Sage Foundation, New York, NY.

[https:// www.nytimes.com/2008/08/14/washington/14census.html](https://www.nytimes.com/2008/08/14/washington/14census.html)

Lahle W. (2020). Gender and Sex Discrimination in the Workplace. Northern Virginia Community College.

<https://www.thebalancecareers.com/gender-sex-discrimination-examples-3515723>.

Leslie B. (1989). Sex Discrimination or Gender Inequality? 57 Fordham L. Rev. 94.
<https://ir.lawnet.fordham.edu/flr/vol57/iss6/3>.

Maasai Association. (2012) "Facing the Lion." Introduction to Society and Social Interaction.
<http://www.maasai-association.org/lion.html>.

Megan F., Jenny H. (2021). 23 Ways Women Still Aren't Equal to Men.

OpenStax. (2013). What Is Culture? "Cultural Relativism". OpenStax CNX.

Paula E., Andrew L., Emma M. (2020). Progress toward gender equality in the United States has slowed or stalled. *Proceedings of the National Academy of Sciences*, 117 (13) 6990-6997; DOI: 10.1073/pnas.1918891117

Remi A. (2017). *Cultural and Religious Studies, Culture and Leadership in the 21st Century*. University of Phoenix, Arizona, USA. Vol. 5, No. 4, 179-189
doi: 10.17265/2328-2177/2017.04.001

Sam R. (2008). In a Generation, Minorities May Be the U.S. Majority.
Socialization. (2021). <https://socialsci.libretexts.org/@go/page/1016>.

William M. (2020). 10 Facts About Gender Inequality in Haiti.
<https://Borgenproject.Org/10-Facts-About-Gender-Inequality-In-Haiti/>

The Gender Inequality Index is a composite measure reflecting inequality between women and men in three different dimensions: reproductive health (maternal mortality ratio and adolescent

birth rate), empowerment (share of parliamentary seats held by women and share of population with at least some secondary education), and labor market participation (labor force participation rate). Source: United Nations Development Program, Human Development Report 2016.

<https://evaw-global-database.unwomen.org/en/countries/americas/haiti>