

# Invisible Women: Addressing Gender Data Gaps

**Exploring Chapters 6 & 10:  
Economic and Healthcare  
Inequities**



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# Main Themes

## Undervaluation of Women

### 6

Women are not seen as full people in the workplace when it comes to complaints of harassment. “One survey of senior level women working in Silicon Valley found that 90% of women had witnessed sexist behaviour; 87% had been on the receiving end of demeaning comments by male colleagues; and 60% had received unwanted sexual advances”(125). Man dominated fields seem to get the most complaints, this does not account for the millions of women who are too scared to file a complaint.

Women’s pregnancy leave has also been a problem in the workplace. It originates from the gender pay gap, and leads to women’s hours being cut down or cut off altogether. For example, “Holly, a research associate at a UK university, ended up dropping two pay grades after giving birth”(122). This happens to many women around the world.

# Main Themes

## The Unpaid Work of Women

6

Women are seen as disposable and only thought of as mothers even if they, "... do the vast majority of the world's unpaid care work..."(123). The formal childcare provided for women are usually only available during 8-6 and must be paid for or booked well in advance. Just the lack of discussion on the help of single women shows how a woman cannot be a mother and a worker, making their lives near impossible.

The lack of data on women's unpaid contributions perpetuates gender bias in economic policy making "whether its designers didn't know or didn't care about the data on women's unpaid caring responsibilities, the software has clearly been designed without reference to them"(124) The flexibility of women's work infringes on their rights and their capabilities.

# Main Themes

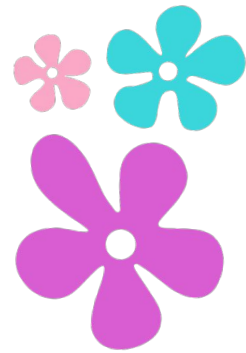
## Economic Disparity and Inequality

### 6

When discussing pregnancy leave in the workplace, women are given unequal situations, causing economic problems for specifically mothers. If a woman is an actual 'employee' at a workplace, they are allowed maternity leave. This maternity leave may come with its cut hours, as discussed earlier, but often times a women can only be referred to as a 'worker,' meaning their maternity leave is not a given. "If she's a 'worker', that is, someone on a short-term or zero-hours contract, she isn't entitled to any leave at all, meaning she would have to quit her job and reapply after she's given birth"(122).

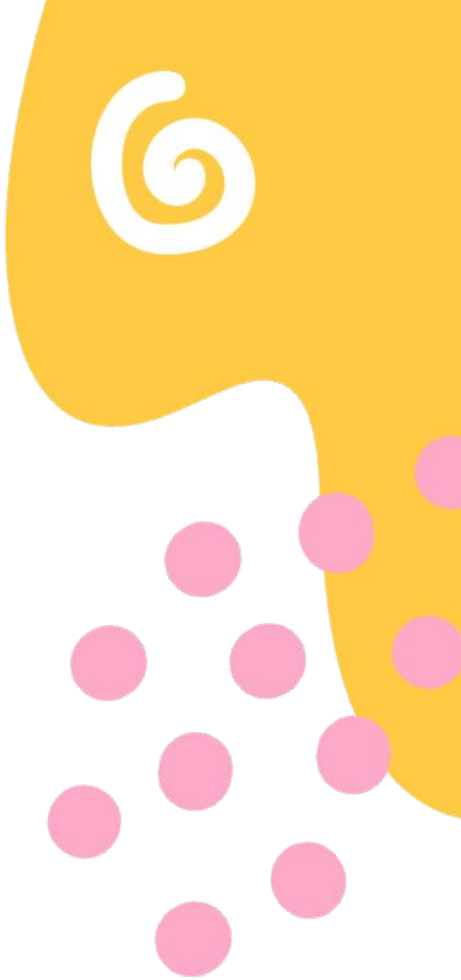
Women are disproportionately affected by financial insecurity and poverty. "...women are now more likely than men to be employed in an alternative work arrangement"(122). These work arrangements are due to the increase in women's employment as part-time or other types of work. This creates a clear relationship between the amount of money that can be made by women versus the rights and time frame they are given as mothers.

# Arguments Presented



How the workplace is designed around men and how this design is no longer fit for purpose

Uncovering how the gender data gap silences women in all aspects of life








# Key Figures and Events



## Chapter 6

- Unpaid labor or unpaid work
  - Undervaluation of “feminized”  
jobs
  - Impact on financial  
independence
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# Current Issues in WE

## Economic Inequality

As shown in chapter 6, there is a defined line on the importance of men vs women in the workforce

## Discrimination

Discrimination can happen to anyone, women in particular have to face being discriminated against their sexual identity. Women can be seen as less than a man.

## Neglect


Women's duties are often overlooked, especially when it comes to housework and non-paid work ethics.

**“Women perform 66% of the world's work and produce 50% of the food but earn only 10% of the income and own just 1% of the property.”**

<https://una.org.uk/magazine/2-2011/10-reasons-why-its-hard-be-woman#:~:text=1.earnings%2C%20benefits%20and%20working%20conditions>

# Personal Reflections

## One



As a child with a stay at home mom, I see that most of the hard work my mother puts into our home and into us, sometimes seems to go unnoticed.

## Two

As a woman in today's society, I find it very appalling that we still are lacking basic rights.

## Three

For many years, we have fought and fought for equal rights. We are still in the process but I see a bright future ahead.





# Main Themes

10

## **The Lack of Sex-Specific Data in Healthcare**

Medical treatments, dosages,  
and diagnostics are not  
tailored to the biological  
differences between men and  
women.

## **Gender Bias in Medical Research**

Women are  
underrepresented in clinical  
trials, leading to unsafe or  
ineffective treatments.

## **The Consequences for Women's Health**

This can lead to poorer health  
outcomes, higher mortality rates,  
and a diminished life for women  
who rely on medications.

# Arguments Presented

## Good

**Potential for improvement in healthcare outcomes through more inclusive research practices. Perez emphasis that by addressing the gender data gap in medical research, we can develop more effective treatments that can help women.**

## Bad



**Lack of gender-specific data in medical research sustains a health care system that is biased towards men, ultimately putting women's health at risk**



# Key Figures and Events



## Chapter 10

- Lack of female representation  
in clinical trials
  - Sex specific reactions to drugs
    - Health risk for women
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# Current Issues

unequal pay

lack of access to  
education

Inadequate  
healthcare

# Q&A

**What did you enjoy most about our presentation?**

**Did you learn anything new?**

**What can we do different to improve on this presentation?**

