

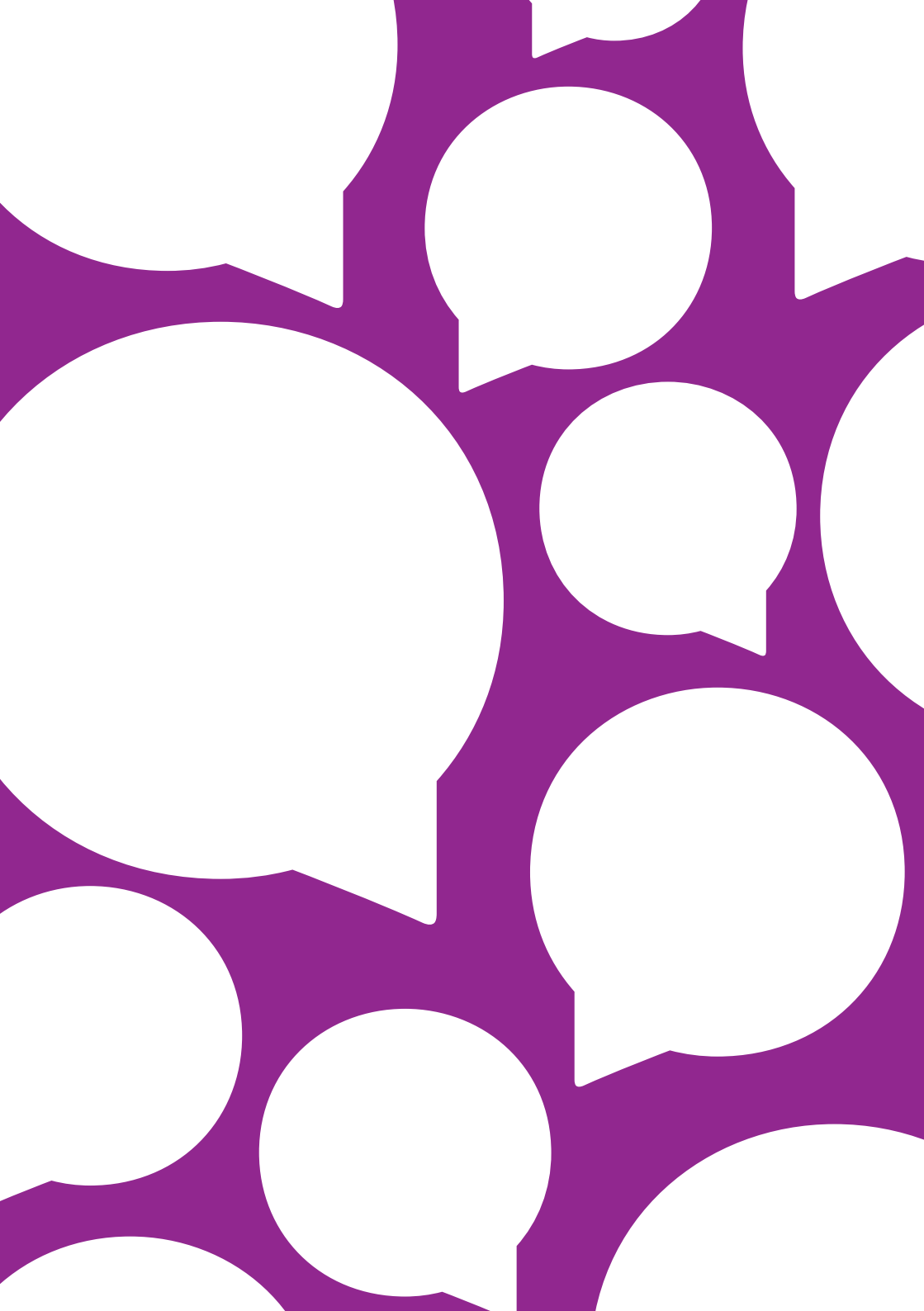
THE LITTLE BOOK OF BIG DEBATE STARTERS

**YOUR ESSENTIAL GUIDE TO GETTING
INTELLECTUAL ABOUT INEQUALITY**

EQUALS?

JOIN THE BIG INEQUALITY DEBATE

WeAreEQUALS.org



IS BEING A WOMAN IN A WAR ZONE MORE RISKY THAN BEING A SOLDIER?

ARE BOYS REALLY BETTER EDUCATED THAN GIRLS?

WHY ARE WOMEN STILL DYING HAVING BABIES?


They're not the easiest of questions to tackle over an al fresco lunch are they? They can feel in-your-face, complicated, confusing – irrelevant even. Just asking them can sometimes turn you into a joke – cue snappy gag about hairy armpits and comfy shoes. They are the tricky, uncomfortable questions that for so many reasons, can get sidelined or ignored.

Let's not rain on the female parade here – there's been big, beautiful advancements made in the last 100 years. Thanks to the slog and sacrifice of those who have strived before us, there's much to be proud of. But there's much that still needs sorting out too. Like why is it that one in three women experience violence at some point in their lives? Why do women hold only 19% of the world's parliamentary seats? Why in 2011, are women performing 66% of the world's work, producing 50% of the world's food, earning 10% of the world's income and yet only own 1% of the world's property?

To celebrate the 100th anniversary of International Women's Day, a day created to demand greater equality between men and women, we want the nation to get stuck in and debate inequality. We want 2011 to be a turning point.

This then, is your debate starter booklet, a small trusty tome to get you thinking, debating and doing something about the inequalities that women around the world face today.

On your marks, get set, debate.



IS BEING A WOMAN IN A WAR ZONE MORE RISKY THAN BEING A SOLDIER?

**CIVILIANS NOW ACCOUNT FOR MORE THAN 70% OF CASUALTIES
IN CONFLICTS – MOST OF THEM WOMEN AND CHILDREN.**

**“It is now more dangerous to be a woman
than to be a soldier in modern conflict.”**

Major General Patrick Cammaert, 2008
former UN Peacekeeping Operation commander in Democratic Republic of Congo

It's worth listening to the Major General. In the last half-century, war has changed. Civilians now account for more than 70% of casualties, and most of these are women and children. This isn't just an unhappy accident either – women are being targeted. Some 40 million people – 80% of them women and children – are forced to leave their homes because of armed conflict, left struggling to survive without food, shelter or health care.

Sounds a bit paranoid – why exactly are women being singled out?

It's true to say that in times of conflict, violence against women comes in all manner of gruesome forms – physical, sexual and psychological. As a weapon of war, rape in particular is horribly effective, used to conquer and control women and their communities, as we've seen in Bosnia, Rwanda and the Democratic Republic of Congo.

And why? Because often, women are still seen as the property of men – rape the women and you humiliate the men. These women might be deliberately infected with HIV or made pregnant, and in some instances, might be forced into sexual and domestic slavery. As for the women themselves, words can't do justice to the burden it forces them to carry. Rape can make them social outcasts, often living in shame and fear, never seeing their attacker brought to justice. It's a nasty tactic with nasty results.

Come on, don't men suffer too?

Let's face it – no one gets off lightly in war-torn countries. We know that male fighters lose their lives fighting in appalling conditions, often for reasons they don't believe in or understand. But there's no denying the particular horrors that rain down on women. It robs them of their human rights, it strips them of their dignity.

Women can be part of the solution to the human rights consequences of conflict, yet often, their voices aren't heard. Over the past 25 years, only one in 40 of the folks signing peace agreements have been women. But hear them we must – if you want to build a peaceful country, you need to involve those who represent half of the population: women.



DO SOME WOMEN REALLY GET SACKED BECAUSE THEY'RE PREGNANT?

**30,000 WOMEN IN THE UK LOSE THEIR JOBS EACH YEAR
BECAUSE OF PREGNANCY DISCRIMINATION.**

There's nothing quite like hearing that there's a new baby on the way. Especially for some employers – it would appear that it's the very news they dread. Because of the half a million or so working women who fall pregnant each year in Great Britain, almost half are likely to experience some form of discrimination. Before the recent economic crisis, it was thought that almost 30,000 women were forced out of their jobs every year – just because they became pregnant.

A woman is bound to feel vulnerable - what really happens?

The way that pregnant women describe discrimination at work isn't like some big shouty showdown. It's more subtle than that, just one small thing after another.

They might find a long expected promotion passes them by, they get 'missed out' when pay rises and bonuses are passed around. Or that the kinds of things they are usually trusted to manage seem to mysteriously go to other members of the team. Worst-case scenario, women who fall pregnant can find themselves out of a job.

But it's illegal, how are pregnant women actually forced out?

We've got two words for you: constructive dismissal. This means a change in an employer's behaviour that makes a woman's job so unbearable they are forced to quit. Women who have previously felt valued and respected say they feel worthless once they announce their pregnancy. They experience a loss of dignity, prospects and opportunity – all of which can shake their confidence and trust to the core.

Hang on. Don't dads want to look after their kids too?

That's right, they do. After all it's not just new mums getting a rubbish deal, new dads aren't faring too well either. As most modern-thinking men will tell you, two weeks doesn't quite cut it when you're bonding with your newborn child. And really, doesn't that arrangement have a touch of the 1950s about it anyway? In this day and age shouldn't men and women both be holding the baby?

To make fairer parenting a reality, we need to see real governmental changes to support both parents as carers. And it's possible. We could raise the childcare bar by creating better-protected rights for pregnant women, better financial support for new mums, and a more progressive approach to dads being part of the picture too. It's not just about mums and dads being better off, it's about families being better families.



WHY ARE WOMEN STILL THE POORER SEX?

**WOMEN PERFORM 66% OF THE WORLD'S WORK,
PRODUCE 50% OF THE FOOD, EARN 10% OF THE INCOME
AND OWN 1% OF THE PROPERTY.**

Women and girls still make up the majority of the world's poor. Why? Because money is power and historically women haven't been allowed to control much of either. At the simplest level, it seems you still can't make a serious go of it in business if you're not one of the boys.

But women are more than able to make their own way, aren't they?

Take an example at one extreme: Oprah Winfrey. The show, the book club, the web phenomenon. Damn, she's good. But she's not THAT good. Because whilst she and other fine females are riding high on The Forbes Most Powerful Women List, she's way down the Forbes Rich List. In fact no woman, not even Oprah, is in their top 10.

Take an example from another extreme entirely: a widow in a developing country. She never went to school (but her brothers did). She was married off for a bride price (so her husband's family felt they owned her). While he lived, he owned all the money and land – but when he died it was a different story. The bride becomes the widow and is suddenly surplus to requirements. She earns nothing, owns nothing and is without a voice.

So do women just need to graft harder?

Women are working alright, from London to Liberia they're working very hard, they just don't always get to keep the fruits of their labour. Like the Kenyan women who provide 70% of agricultural labour – only 1% of them own the land they farm. In many countries, women aren't even legally allowed to own land. Their fathers pass it on to sons, and when their husbands pass away, male relatives often inherit it. It happens in the UK too, farmers still pass land on to their sons.

How can women be poorer?

Much of this poverty is caused by 'dominant forms of behaviour' – academic speak for the accepted way that women are treated all over the world. There are so many rules that girls are born into: rules about whether or not you're allowed to be somewhere, rules about how to dress or speak, rules about what you are or aren't entitled to just because you're not a man. All of it limits the scope of where a woman can be and how she can act. All over the world, decisions, policies and industries are still mainly controlled by men. Now's the time to speak up and do something about it.



ARE THE WORLD'S TOP-DOGS REALLY ALL MEN?

**OF THE WORLD'S 188 DIRECTLY ELECTED LEADERS,
JUST SIXTEEN ARE WOMEN.**

Men have spent an awfully long time being in charge of the world. The whole history of it, in fact. You name it and men have always been leading it – politics, religion, trade unions, the film industry, the art world. You get the idea. There is a long way to go before we see a world with an equal balance of male and female leaders and decision makers.

Seems a bit harsh, looks like women are doing great.

Just think of all those sober-suited photo calls splashed in our papers – the government, the UN, the financial industry – row upon row of men. Of the world's 188 directly elected leaders, only 16 are women. If you think that the UK paints a different picture of power, you're very sadly mistaken. Rwanda, Angola, East Timor and Macedonia have a more representative parliament than the UK.

What's stopping a woman from smashing that glass ceiling?

A woman's success is limited in a number of ways. They end up missing out on promotion, training and benefits not only because of gender discrimination at work but because they have to shoulder the majority of family commitments to boot. Talented, hardworking women end up having to work part-time or interrupt and limit their careers to fit everything and everyone in. This is less about 'wanting it all' than being forced into 'having to do it all'. Ouch. That glass ceiling hurts.

Recent research found that after becoming a mum, almost half of women managers of shops, salons and restaurants gave up their managerial responsibilities to work as sales assistants, hairdressers or in other low-paid roles when they had to find part-time work.

So what's the balance of power like in poorer countries?

While some developing countries like Rwanda are storming ahead on the female MP count, in many others women hold a tiny percentage of the power. In countless villages around the world, men look after local politics and businesses while women look after the home and children. Challenging this status quo tends not to go down well at all.

But when women are encouraged to have a proper say in how communities are run, amazing things start happening. In India, councils that are female-led have 62% more drinking water projects than male-led councils. And women often invest more heavily in areas that impact on health and education too. The brilliant benefits of more women at the top is clear – more women in charge leads to a healthier, cleverer generation, stronger to break the cycle of poverty.



WHY DO GIRLS GET FORCED INTO HAVING SEX?

A UK SURVEY FOUND THAT 40% OF YOUNG PEOPLE KNOW GIRLS WHO HAVE BEEN COERCED OR PRESSURISED INTO SEX BY THEIR BOYFRIENDS, AND 42% OF YOUNG PEOPLE KNOW GIRLS WHOSE BOYFRIENDS HAVE HIT THEM.

Imagine if you will (or indeed cast your mind back to) your first relationship. Hopefully you were head over heels with that person you madly fancied. Hopefully you enjoyed your first foray into the world of birds and bees. In much of the world such a wonderful notion is way out of reach – millions of girls' first sexual experience will be one of rape. And chances are it won't be their last. It continues to be a problem here too. The statistics show three million women across the UK experience rape, domestic violence or other violence each year.

How can this be so out of control?

Rape, by definition, involves forcibly taking away a girl or woman's ability to make a choice about whether to have sex. In countries where girls and women are poor and don't know their rights, they find these choices about who uses their bodies for sex and when, tragically being taken away more often.

In Malawi and Ghana, a third of women reported they were 'not willing at all' during their first experience of sex. Indeed misplaced beliefs that sex with a virgin will cure you of HIV/AIDS leads to the double whammy of rape and infection. Conflict makes a bad situation worse. In countries like Haiti, suffering disaster upon conflict upon disaster, 80% of girls and women have experienced rape. In the 1994 genocide in Rwanda, 250,000-500,000 women and girls were raped. And the number of convictions by the International Criminal Tribunal for such crimes? Eight.

Girls here are better able to handle themselves aren't they?

It doesn't matter how old you are, who knows how to react when you're put in a dangerous situation by someone you're intimate with? A survey by the NSPCC and Bristol University found that of the girls interviewed, one in six said that they had been pressured into having sex. One in 16 said they had been raped. Just like in developing world countries, rape here is also accompanied by other sorts of violence. 75% of teenage girls reported that they had experienced some form of emotional violence from partners, and 25% reported experiencing physical violence.

How do we stop such a huge problem?

Over one in four people interviewed for another UK survey said that they thought a woman was partially or totally responsible for being raped if she was wearing sexy clothing. We need to help men and women alike understand that there are no conditions under which rape is right – not war, not superstition, not anger, not a low-cut top. All of us need to teach our kids about loving, safe, respectful relationships.



DO MEN STILL GET A BETTER PAY DEAL THAN WOMEN?

**96% OF EXECUTIVE DIRECTORS OF
THE UK'S TOP 100 COMPANIES ARE MEN.**

Whether you live in London or Lahore, women everywhere earn less than men. Getting paid properly isn't just a problem for women in far-flung regions, it's happening right on our doorstep. Here in the UK, the pay gap between men and women is the largest in Europe, in other countries like China, the pay gap rises to a staggering 33%.

When you say pay gap, what are we talking about here?

On our shores, the full-time gender wage gap is 15.5%, which is the equivalent to men being paid for a full year while women effectively work for free after 2 November. And the interesting thing is, that the higher up the tree you go, the greater the gender pay gap becomes – women in the city get paid a third less than men. Eh? That can't be right. How is it that the bloke that climbed up the ladder neck and neck with his uni mate, gets paid so much more than she does a few years later?

To make life even tougher, not only are women paid less but they often have to work harder as well. Women can end up working a 'triple-shift', often juggling childcare with housework and a job (sometimes, in harder circumstances, even two).

Meanwhile, as ever, for women in the developing world life is even tougher. Just getting down to the business of moneymaking can be an issue. There are an awful lot of elements against them. Incredible amounts of energy goes into hard but essential chores like collecting firewood and drawing water instead of pursuing paid work.

Why should we care?

We should care a lot. Because everyone – male and female, young and old – would benefit. The more a woman earns, the more powerful she becomes. Higher female earnings and bargaining power translate into greater investment in children's education, health and nutrition, which in turn leads to economic growth in the long-term. What's good for a woman is good for her country.

Don't women need to step it up a bit and fight for their rights?

They do and they are – there are currently 45,000 women in the UK taking equal pay claims to court. But it's not enough. Even the brave strikes of the Dagenham factory workers that pushed for the 1970 Equal Pay Act wasn't enough – because equal pay for equal work is still not a reality. We need to see tougher policies and procedures being put into place, a clear message needs to be sent out that women should get the same pay as men – because really, give us one good reason as to why not?



WHY ARE WOMEN STILL DYING HAVING BABIES?

**ONE WOMAN DIES EVERY 90 SECONDS
IN PREGNANCY OR CHILDBIRTH.**

A pregnant woman has one foot in the grave.

African proverb

This is an old saying with a scary reality – every day 1,000 women die needlessly from giving birth. This is the biggest health inequality that the world doesn't know enough about – a whopping 99% of these women are from the developing world. Tragically, most of these deaths are preventable.

Why is dying in childbirth a gender inequality?

At the dirty roots of this problem is the low status of women. What's lacking is not the know-how, but political will and investment in women's health services. To save red faces, world leaders might want to look away now. Of their eight Millennium Goals (goals set by world leaders in 2000 to help tackle poverty) reducing the number of women who die every year in childbirth by three quarters, is the goal that they're most behind on.

But why do these women die?

Often women just can't get the help they need – there's no midwife or nurse where they live, the clinic is too far or expensive, the hospital has no medicine – or their husband won't let them go there. So half the women in Africa still give birth alone or rely on the help of a relative or neighbour.

And the result: 1,000 women die giving birth every day – from heavy bleeding, or high blood pressure, or infection, or because the baby got stuck and they ran out of strength. Often, the baby dies too. And the scandal is that almost all of these deaths are preventable.

It's a sad fact that people die every day – why the focus on mothers?

Let's do a bit of trumpet blowing on behalf of mums – the homemakers, the educators, sometimes the only breadwinners. Dads might have stepped up their game here but in countries worldwide, mothers are still the lynchpin of family life. When women die in childbirth the hard loss of mothers, wives, daughters, sisters and friends is devastating.

How do we solve such a massive problem?

We already know how to stop women dying in childbirth – we do it all the time in richer countries, right? We must train and employ millions more health workers so women don't face childbirth alone. Women, mums especially, lie at the heart of development. If we want a peaceful, prosperous, sustainable world, we must make a fuss about this huge injustice and demand that governments invest in the health of mums. Let's make mums matter.



WHY ARE MORE WOMEN THAN MEN AT RISK OF HIV?

IN DEVELOPING COUNTRIES FIFTEEN TO TWENTY-FOUR-YEAR-OLD WOMEN ARE UP TO SIX TIMES MORE LIKELY TO BE INFECTED WITH HIV AND AIDS THAN MEN THEIR AGE.

HIV is a brazen disease. It doesn't give a damn about who catches it. But because men and women are made differently, heterosexual sex makes women more vulnerable to infection than men. Male-to-female HIV transmission is thought to be two to four times greater than female-to-male. Today "the face of HIV/AIDS is a woman's face".

So it's the man's fault is it?

Safe sex relies on a man being willing to wear a condom or a woman feeling confident to insist if he doesn't offer. Sounds so simple, doesn't it? Yet the truth is that – for a whole bunch of reasons – many women feel uncomfortable asking. The woman could be seen as putting a dampener on a spontaneous moment, or seeming like she thinks her man has been unfaithful or that she has been unfaithful herself.

Sounds like an Africa problem...

It's a problem the world over, but in developing countries there are some extra pressures. Women being seen as men's property, poverty, lack of education and a lack of sexual health services fuel the epidemic. So much so that in developing countries 15- to 24-year-old women are up to six times more likely to be infected with HIV and AIDS than men their age.

There are lots of reasons why women are so vulnerable to HIV in developing countries. Human Rights Watch has found that bride price (the property or wealth paid by a groom to his prospective in-laws) lets men believe that they own their wives. Being desperately poor can also force some women to engage in 'survival sex', often without condoms. And because women are less likely to have gone to school, they're less likely to have heard about HIV and AIDS campaigns.

In many cultures and communities, it's unacceptable for a married woman to ask her husband to use a condom or to even talk about sex. When women do raise the subject, violence often ensues.

But we've got a grip on it in the UK, right?

In 2008, nearly 7,300 people were diagnosed with HIV – almost 60% of them had got HIV through heterosexual sex. A 2010 report in The Guardian newspaper, found the top three reasons for women not using condoms were, 'trusting their partner is not HIV-positive' (35%), using another form of birth control (35%), or simply denial over the risk of infection (27%).



WHOSE FAULT IS IT THAT WOMEN HATE THEIR OWN BODIES?

A SURVEY OF OVER THREE THOUSAND WOMEN AND GIRLS IN TEN DIFFERENT COUNTRIES FOUND THAT 90% WANTED TO CHANGE SOME ASPECT OF THEMSELVES, BODY WEIGHT AND SHAPE BEING THE MAIN CONCERNS.

There's no denying the fabulousness of the female – but do the lyrics of 'Baby Got Back' show respect for a woman's natural form? Do the lads' mags shelves pay homage to a woman's wit? Bombarded with sexed-up unrealistic versions of the female form, it's little wonder that they end up hating their bodies for the way they do or don't look.

Isn't it my girlfriend's choice if she wants to take pole-dancing lessons?

Indeed she can teach herself at home. Amazon has a pole-dancing kit complete with paper money. And that's the problem really, every which way a woman or girl turns she's served up with a new way to make herself more sexy. Schoolgirls can pick themselves up a pink Playboy pencil case. Mums and dads can dress their baby girls in a 'Does my bum look big in this?' t-shirt.

And it's a massive problem. One research study found that 63% of teenage girls want to be glamour models and 25% see lap-dancing as their ideal profession. Funny, considering that the sex industry is so glamourised when in fact the reality of it is pretty grim. The ever-pervading pressure to become sexualised saps confidence and ruins self-esteem. Teenage girls across our society report mental disorders at a rate of 44%; currently, our vibrant girls are the most depressed section of the population.

Blokes aren't stupid, they know that this isn't what women are all about.

Correct. But they have a tough time trying to work past all the plasticky, fake-boobed versions. Just think about the impact that this culture has on boys and men. They are openly encouraged to view and treat women as objects. From where they're sitting it wouldn't be unrealistic to expect a lap dance on a first date. Between magazines, adverts, the telly, there's a pervading sense of pornification that says it's OK for women to be viewed like this. Harmless it ain't. Scarily it's creating what policy types call a 'conductive context' for violence against women.

Like what exactly?

The folks who are calling for these issues to be addressed aren't being prudes. The links between pornification, discrimination and violence against women have been proven. So much so that there's a legally binding United Nations convention to Eliminate Discrimination Against Women (CEDAW), which has called on states to take action against the objectification of women. It's not just down to them though, all of us can speak out against the industries which often reduce a woman to the sum of her body parts.



ARE BOYS GETTING A BETTER EDUCATION THAN GIRLS?

TWO-THIRDS OF THE CHILDREN DENIED SCHOOL ARE GIRLS.

Unless you were one of those weird sitting-at-the-front-of-the-class kids, nearly all of us can remember being kicked out of our beds on a school day. Right now, 69 million children would jump at the chance to hotfoot it into school everyday. And the majority of those are girls.

Surely we live in an age where there's education for all?

It would appear not. There are lots of reasons why girls don't get an education in developing countries: make your entrance please, poverty. A poor family will ask themselves, 'I can only afford for one of my children to go to school – will it be my son, who society says will be the sole earner in our family? Or my daughter, who society says will be a non-earning wife and mum?' Tough questions, when you and your family are struggling to survive.

Cultural attitudes also play a role – in many places it's the norm for girls to get married at an early age. A girl growing up in Chad today has about the same chance of dying in childbirth as she has of going to secondary school. For those that survive pregnancy at such an early age, where's the time or need for algebra when you're taking care of your husband and house?

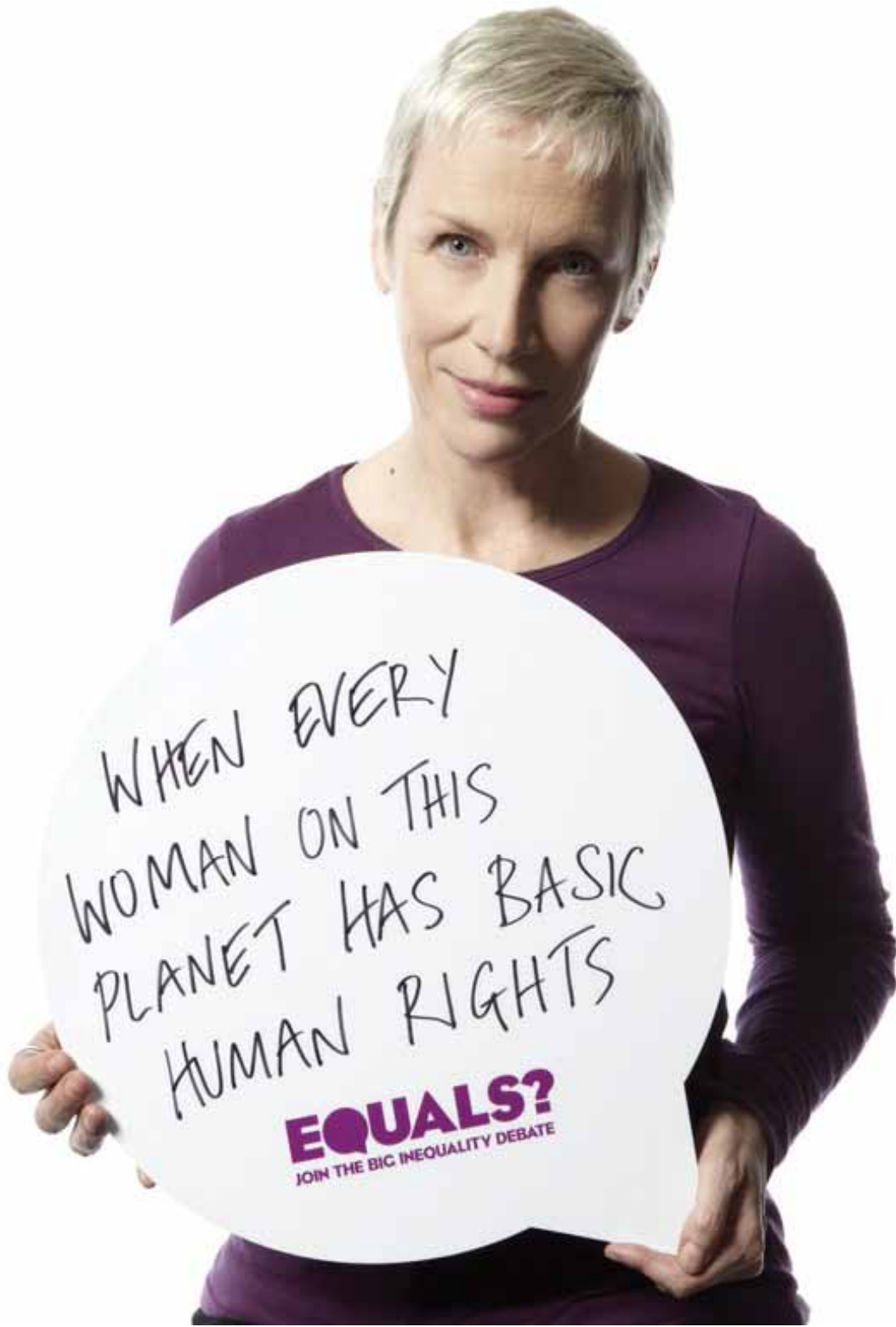
If a girl is lucky enough to get to school there are often other issues to deal with. Many school toilets are simple pits dug in the ground, which boys and girls have to share with no privacy – imagine how that would have gone down at your school. And whilst most teachers are supportive and trustworthy, it's common for girls to be asked to trade sexual favours for good grades.

But in the UK girls are doing better in school than boys aren't they?

In some countries we have indeed seen a culture of girls finding their feet in the classroom. We've seen them not only attend school, but blossom academically too. But we must remember that there are still nine million more girls than boys not getting an education around the world.

So we make sure girls get an education and everything's suddenly ok?

There's nothing that will make us equal overnight. But we do know this: that educated girls are healthier, earn more and are better able to protect themselves – and eventually their children – from exploitation, violence and poverty. They are more able to contribute to their family, community and country. And fulfil some of that incredible potential.



WHEN EVERY
WOMAN ON THIS
PLANET HAS BASIC
HUMAN RIGHTS

EQUALS?
JOIN THE BIG INEQUALITY DEBATE

AS THE CENTENARY OF INTERNATIONAL WOMEN'S DAY APPROACHES, I IMPLORE YOU TO STOP AND THINK.

It shocks, disappoints and angers me that in a world where man has travelled to the moon and where we can connect to people almost anywhere on earth instantly online, men and women are still not equal.

The statistics are sobering. Across the globe, gender-based violence causes more deaths and disabilities among women of childbearing age than cancer, malaria, traffic accidents and war combined. And until recently, in our British parliament, there were more men called David than female MPs.

Working with some incredible organisations and inspiring women last year on International Women's Day, I became convinced that collectively we could make a loud noise. And so the EQUALS coalition was formed: a group of 30 leading charities and arts organisations. Together, we aim to re-open the debate about equality and make this year's centenary celebrations a catalyst for positive change.

Despite the fact that half of the world's population is female, women's rights have become marginalised as a 'minority issue'. Sullied by stereotypes of angry man-haters, the concept of feminism and its principles of equality and anti-sexism need to be refreshed and reclaimed. Feminism shouldn't be an F word. We should embrace it.

From Malawi to Manchester, women are being short-changed on life chances. From India to Illinois, women face violence just for being female. The impact of inequality is felt by every woman worldwide – your friends, your family, your colleagues, your neighbours, the people you emailed today, the woman in the car next to you, the faces you saw on television and the voices you heard on the radio. How many have been abused or faced discrimination today? Whether you're a woman or a man, this affects you. And you are part of the solution.

The one hundredth anniversary of International Women's Day is a moment in time. Let's make it a moment that counts. Let's make it a moment that lasts.

Annie Lennox

Annie Lennox

CONGRATS. YOU ARE NOW AN OFFICIAL EQUALS DEBATER

Thank you for getting stuck into the EQUALS debate booklet. For those of you who can confidently chat about 'dominant forms of behaviour', we hope we've given you a couple of fresh stats and angles on inequality. Maybe you could pass it on to someone that you're especially keen on striking up a debate with yourself.

And for those of you who are just getting their heads around gender discrimination and the like, hopefully it's whetted your appetite. Hopefully you want to find out more. Because this is of course, just a taster for some very complicated arguments around the topsy-turvy world of inequality. Let raising the debate in your office or at your kitchen table be your first important steps in making the world a better, fairer place for women everywhere. Remember that some are desperately relying on it.

Flex your debating skills online in support of International Women's Day by going to:

www.WeAreEQUALS.org

or search [WeAreEQUALS](#) on Facebook | Twitter | YouTube | Flickr

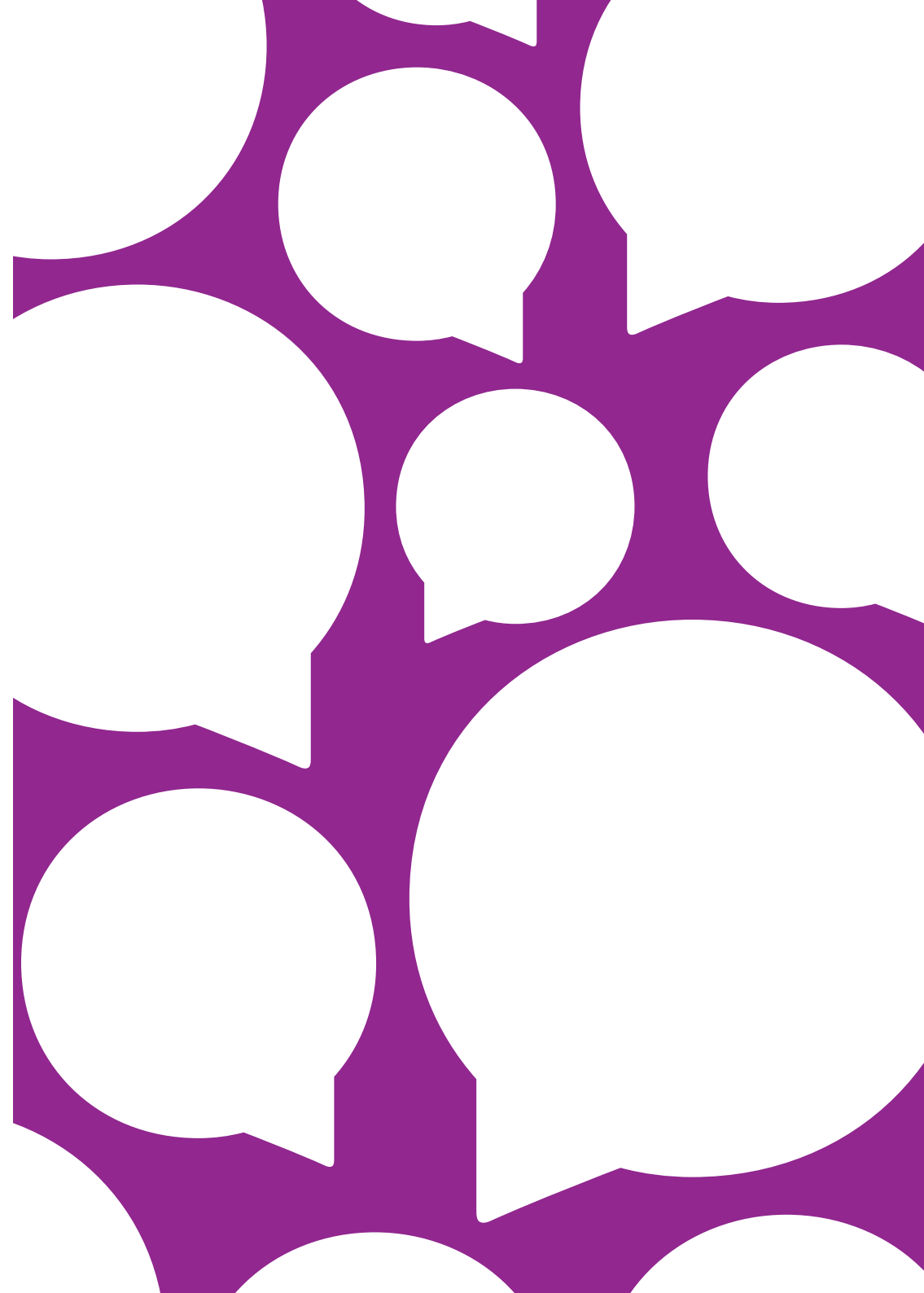
EQUALS is a partnership of leading charities, membership and arts organisations brought together by Annie Lennox to celebrate the centenary of International Women's Day. Together we're stepping up the call for a more equal world.

The EQUALS partnership includes ActionAid, Amnesty International, CARE International UK, the Fawcett Society, Oxfam, Plan UK, Save the Children, The White Ribbon Alliance, Women's Aid, Women for Women International, ICoal, Bond, Dance4Life, Every Mother Counts, The GREAT Initiative, Merlin, Mumsnet, National Union of Students, OBJECT, One World Action, Platform51, the Royal Commonwealth Society, UKFeminista, VSO, WomanKind, Women for Refugee Women, staff from The Elders and is supported by Brightwide, Birds Eye View, Cood Screenings, FILMCLUB, Funny Women, SouthBank Centre, Sphinx Theatre.

The sources for the facts in this booklet can be found at www.WeAreEQUALS.org.

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To find out more about EQUALS, email hello@WeAreEQUALS.org



CALLING ALL DEBATERS

For this year's International Women's Day 100th year celebration, we want you to join our big debate, we want you to immerse yourself in the often outrageous inequalities between men and women everywhere.

If you're new to this, we know that debating in itself can be complicated. Indeed from beginning to end, The Oxford Union Rules of Debating stands at 149 pages long. Don't worry though, we've whittled them down to the following essentials:

KNOW YOUR STUFF

And you can know your stuff by reading this handy book.

NO SHOUTING

Shouting is ugly. Cleverly-put argument is much more persuasive.

BE PASSIONATE

Which sometimes looks like shouting but is much more heartfelt. The inequalities that you'll read about in this book are some of the biggest tragedies of our time. If they move and inspire you, you can bet that they will move and inspire others.

Let the debating begin.

WeAreEQUALS.org