



# The Fight to Equal Representation between Men and Women in Leadership Roles

*An Article by  
Valerie Rasolojaona, Javier Racero and Jessica Wakim*

Throughout history, women always had to fight to achieve basic rights, such as the right to education, to vote, to work etc. The world in modern history has witnessed the rise of protests led by men and women activists asking for more equality and legislations of laws. And even though the historical progress and evolution made a huge step to reach equality, it is still an issue we face in our modern days.

In the following, we will introduce a comparative study regarding the legal aspect, the work field and the political representation between Lebanon, France and Spain showing that the issue of inequality is still common all around the world.

## *Legal perspective*

In Lebanon, the legal system is very deficient regarding drafting laws towards equality. Women cannot even give their Lebanese identity to their kids, and that is enough to show that a lot of work needs to be done by the parliament.



In France, the work towards equality in laws started since 1907 with the first law being drafted allowing married women to use their salary for personal usage, and it has been going up until today. But the work is nowhere near done and is considered to be slow since the last drafted law was in 2014, and a lot of laws still need to be drafted to reach more equality.

As for Spain, after the end of the dictatorship, articles were introduced to the constitution in 1978 forbidding the discrimination between sexes. Between the three countries introduced, Spain seems to be the most involved in achieving equality.

#### *The Work Field*

This field presents a common issue that all three countries face, even with the presence of laws, the practical field shows the discrimination between sexes having the same job position but women getting a lower remuneration as well as the issue of the “glass ceiling” that limits the evolution of women in their work domains. Therefore, it is necessary to break this wall in order to insure equality at work.

#### *Political Representation*

In Lebanon, inequality is very present and although today women represent 30% of the government, the parliament is nowhere near this number and a lot of associations ask for the application of the “Quota” that will lead to a 50/50 representation between men and women.

In France and Spain, the conditions seem to be better. As for France, 48.6% of women are present in the government and since 2000, many laws insure parity in representation in political parties.



As for Spain, 52.4% of the government are women and there is a law that forces the parliament and the senate to reach parity and there is a ministry that works to insure equality between genders.

Since the Universities are the mirror of society, and students are the future of the community, we should aim to start achieving equality in the frame of student representations and educate the youth to the idea that both men and women can be leaders, socially, economically and politically involved and have the right to be under the law as well.

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CONTACTS  
info@steer-leb.eu  
www.steer-leb.eu