



Council of Europe
Conseil de l'Europe

Working to Transform : Training Course on Gender Equality and Gender Mainstreaming

Strasbourg, December 11-12, 2019

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MODULE ONE: What is GENDER EQUALITY about?

An interactive review of key
Concepts in Gender Mainstreaming

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Objective of this Module

- Clarify/enhance knowledge of key gender equality concepts and recommendations
- Added value of these concepts for your work as GERs.
- Participants are invited to share their experiences in working with these concepts (successes & obstacles)



Concepts & terminology

How to do the first dynamic exercise: in pairs , they choose one concept from this list and discuss its meaning and think of examples in daily life (5 min.) They present their definitions to Plenary and then I show one slide per concept...

1. Gender / Sex
2. Gender Norms & Gender Stereotypes
3. Equal opportunities
4. Reproductive Rights
5. Gender mainstreaming
6. Intersectionality = multiple (grounds of) discrimination
7. Gender roles



1.

Sex

**Biological differences
(man/women)**

**Chromosomal and physiological
characteristics of men and women do
not vary much among different
cultures**

**No much difference in time and
place**

**Past: rather static. Nowadays:
sex-changes are possible**

Gender

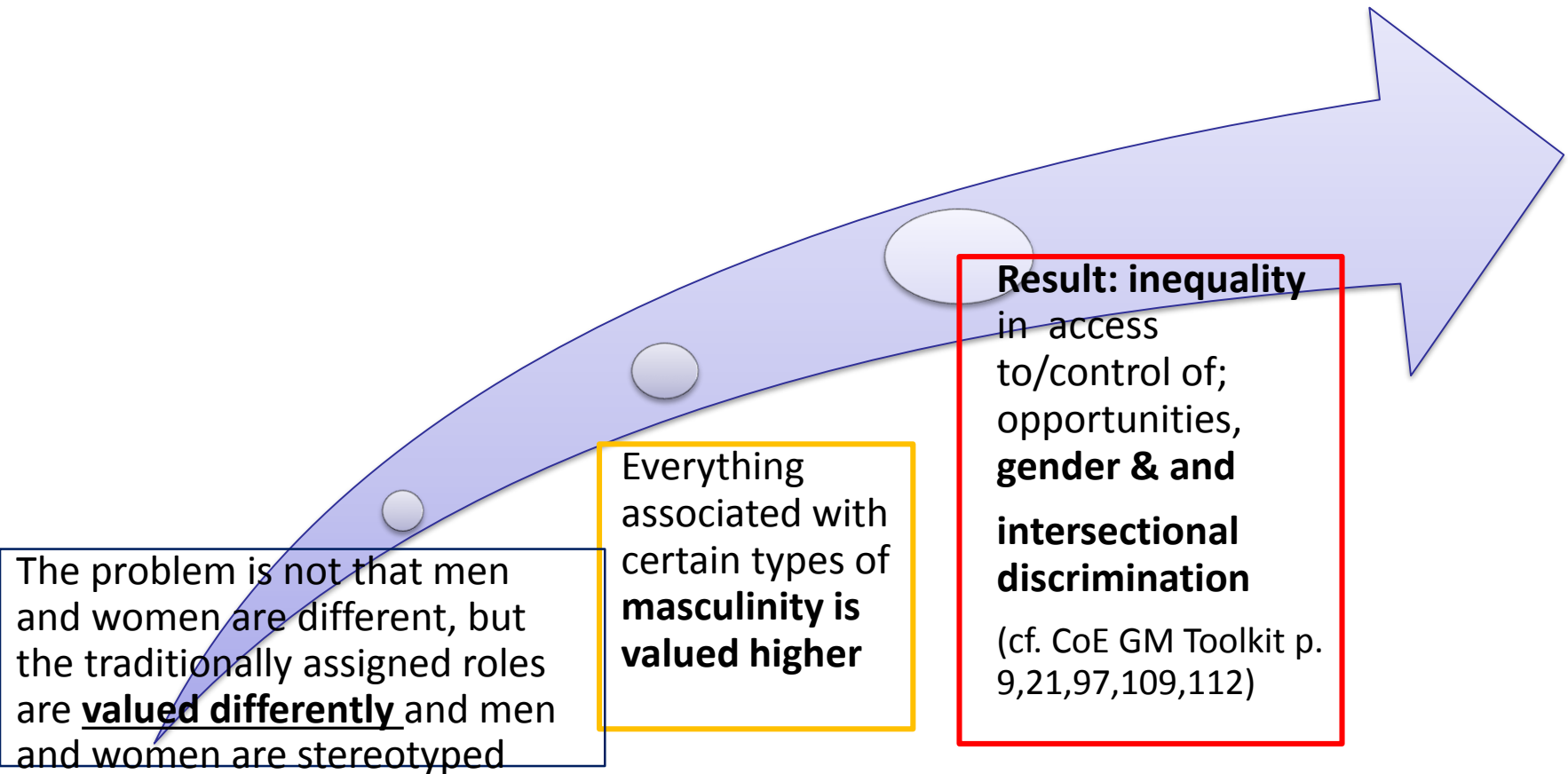
**Socially constructed differences
(masculinity/femininity)**

**Social, political, and economic
roles may vary much among
different cultures and contexts**

Dynamic, shifting



2. Socio-cultural factors (re)produce gender norms and stereotypes





2.1. Gender stereotypes can disempower women and men in very different ways

- Historically, unequal power relations between women and men have led to **domination over, and discrimination against, women by men, and to the prevention of the full advancement of women.** However, both women and men are victims of stereotypes restricting their full capabilities.

Source: CoE Gender Equality Strategy, p. 6.

- **HOW? Examples: let us see**



2.2. Impact of gender norms in the public/private sphere : binary gender roles



Women : home-keepers, care-givers, providers of unpaid work or work of lesser value, more emotional (ex. STEM)

Impact: (un)conscious bias in policies and practices:

Example : low implementation of policies aiming at reconciling work and family responsibilities

Men: “breadwinners”, productive agents, rational/more credible decision-makers.

2.3. Gender stereotypes through the life course: ageing

Gender stereotypes also affect older women in significant ways:

- **Lack of recognition of their rights (ex. “Carvalho vs. Portugal”)**
- **lower ability to accumulate social security entitlements for their pension age.**
- **Source: UNECE “Gender Equality, work and old age”.**

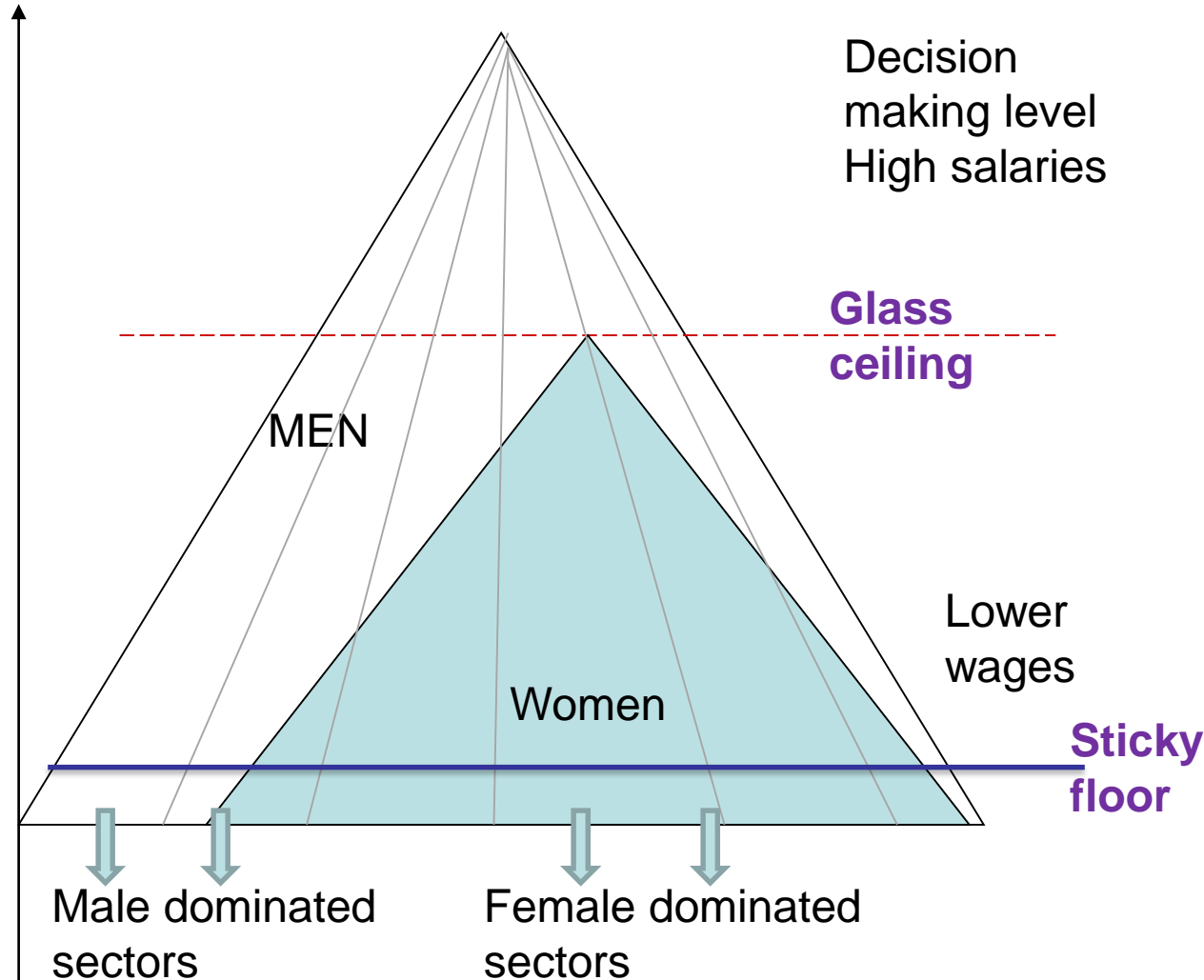


**More associated to the home-space:
“Grandma’s recipes”**

2.4. Impact of gender norms in labour markets:

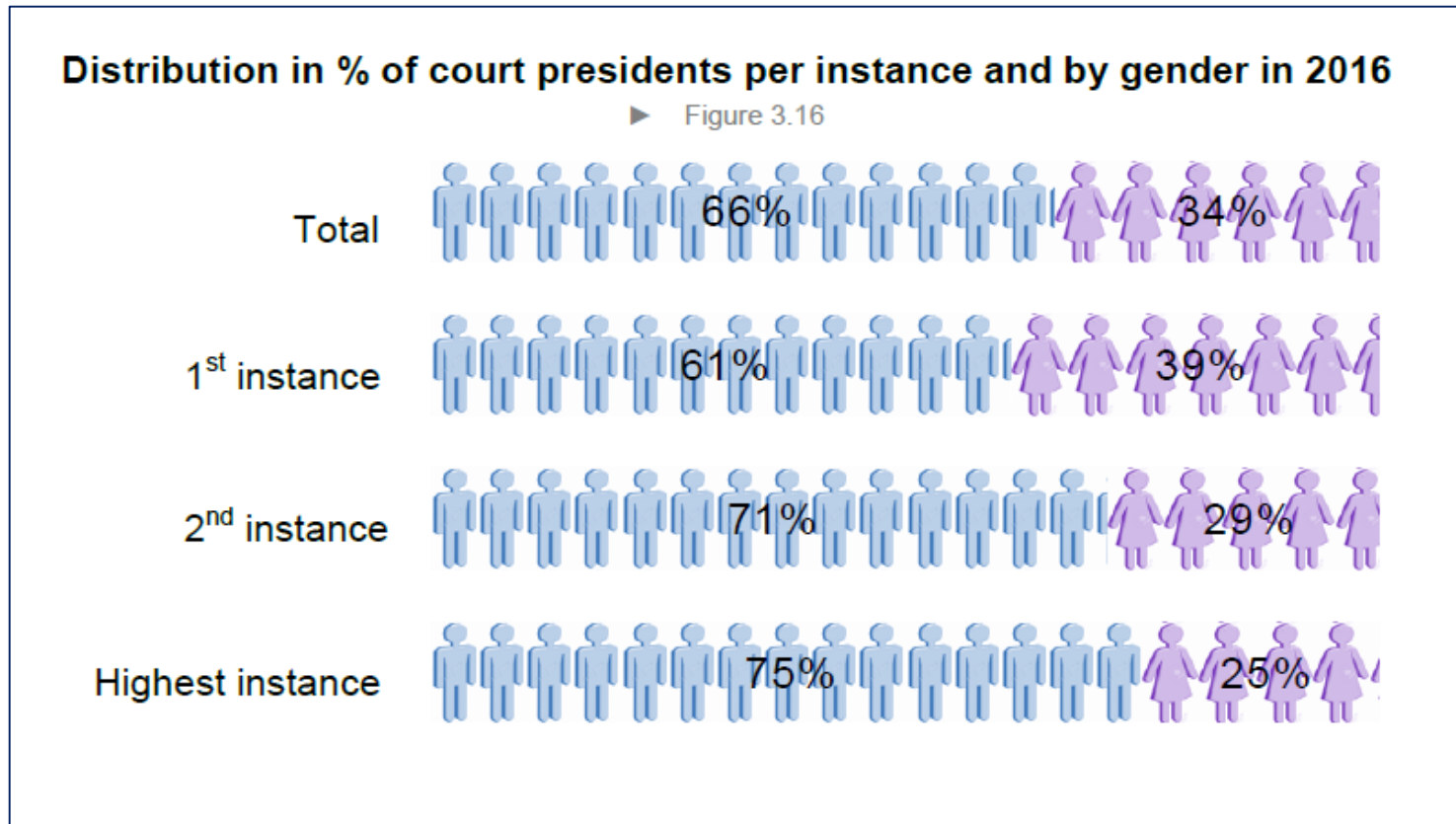
Prevalence of unequal treatment:

- Salaries higher in male dominated sectors (horizontal segregation).
- Men over-represented in decision making jobs (vertical segregation)
- Women facing multiple barriers (executive women = glass-ceiling migrant women= sticky floor).





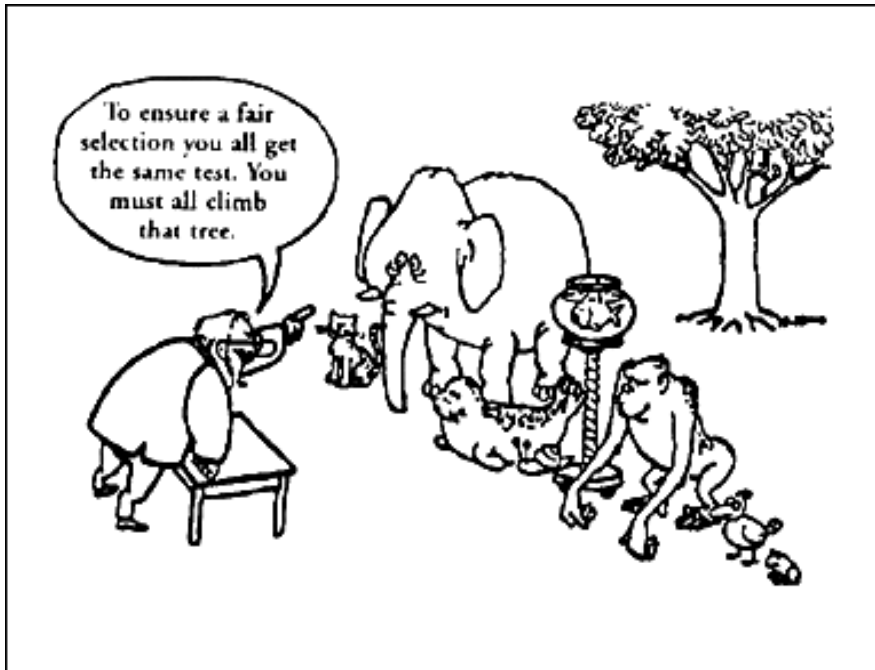
2.5. Impact on our justice systems:



Source: European judicial systems: Efficiency and quality of justice, CEPEJ STUDIES No. 26.



3. Equal opportunities



Credit picture: CoE Gender Equality Unit

Formal legal provision guaranteeing that no discrimination on the basis of sex or other factors (ethnicity, religion, disability, sexual orientation, etc.) will prevent the enjoyment of civil or human rights.

TIP: Create equal starting conditions; e.g. facilities to reconcile work life with family responsibilities

(cf. recommendation from CoE Gender Equality Strategy 2018-2023 pp. 12, 13, 49)



3.1. There has been progress! Reconciliation of work and family life Good practice ICELAND

Nordic countries in general:

PROGRESS: among the highest in terms of equality in parental leave and generous allowances.

CHALLENGE: take-up rates remain low among fathers.

UNDERLYING CAUSES: social norms and gender roles passed on as we grow up: Men = breadwinners/ Women: associated to domestic, family-care (or unpaid) work.

GOOD PRACTICE: ICELAND, the TRIPARTITE PARENTAL LEAVE (2000)

IMPACT:

- **Before the reform: less than 1% of men went on parental leave;**
- **After the reform: 87% of men did.**
- **<https://norden.diva-portal.org/smash/get/diva2:1240186/FULLTEXT01.pdf>**



4. Reproductive rights

(cf. Beijing PFA Recommendations):

The right to:

- decide freely and responsibly the number, spacing and timing of their children (**contraceptive rights**);
- decide on the moment to marry and the person to marry (**no early or forced marriage**);
- access to the information and means to do so;
- attain the highest standard of sexual and reproductive health.
- The right to care for children (custody rights, for ex.).

Gender Biases: Ex. in some countries some men are denied their rights due to the belief that they are not reliable carers.....



5. What is Gender Mainstreaming?

- “assessing **the implications** for women and men of any planned action, including legislation, policies or programmes..... It is a way to make women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies/ programmes in all political, economic and societal spheres **so that inequality is not perpetuated**. The ultimate goal is to achieve gender equality (UN ECOSOC 1995).
- Source: CoE Gender Glossary p, 22:
- **How to apply it? See next slide**

5. Gender Mainstreaming in practice

Gender Issues:

1. programmes for facial recognition work better on men than on women and on white people than on black people.
2. Studies on language systems associate women's names with family tasks/ men's names with professional activities.
3. In 2016: 12 % des chercheurs en IA dans le monde étaient des femmes (14,8 % in France)

WHY IS THAT?????

How to correct this inequality? Mainstream gender equality in AI:

- Education in non-conventional disciplines (women in STEM)
- Promote women's leadership in AI projects (incl. deep learning)
- Promote AI events among minority and marginalized groups of youth (intersectional gender dimension)

6. What is intersectional or multiple discrimination?

Certain groups of women, due to the combination of their sex with other factors, such as their race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.... **are often subjected simultaneously to one or several other types of discrimination**".

Sources: CoE Glossary p. 14; CoE, Gender Equality Strategy, p.11, fn. 9.

In France, an experiment showed that women with a Senegalese sounding name had 8.4 % chance of being called for an interview when applying for a job, compared with 13.9 % for men with a Senegalese sounding name and 22.6 % for women with a French-sounding name.

UNHRC 2017, *"Impact of multiple and intersecting forms of discrimination and violence"*

Key to remember : gender inequality often intersects with other grounds of discrimination Ex. Poor Roma women and men (discrimination based on sex, ethnicity, class).



6. Added value of intersectional thinking/acting: others grounds of dimensions of inequality/discrimination become visible



FACT: By 2020, 20% of the EU population is expected to have some form of disability.

The CoE is committed to improving social and economic situation of persons with disabilities, building on the Charter of Fundamental Rights of the EU.

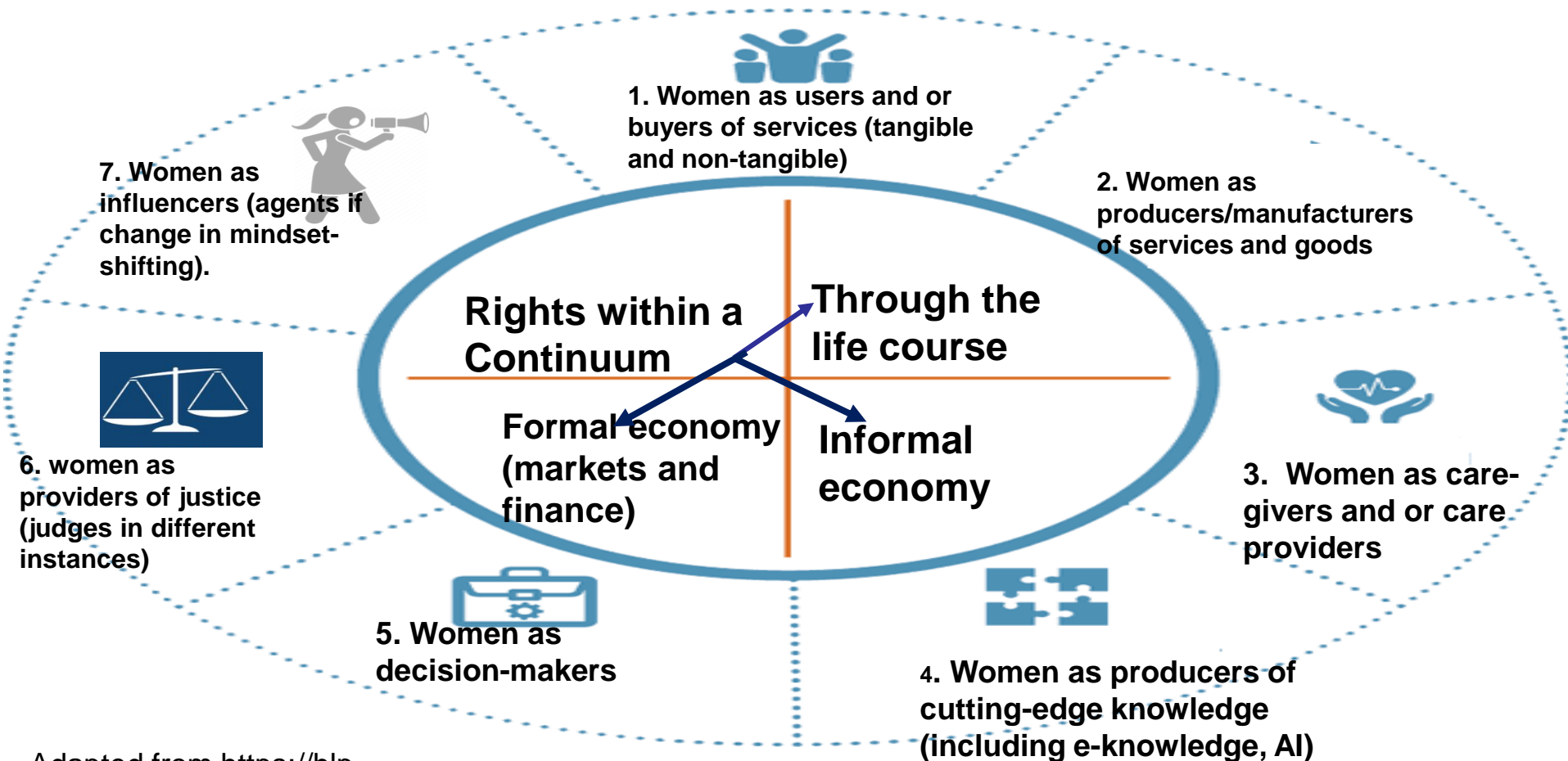
CoE Disability Strategy 2017-2023.

Question to think about:

How to ensure they will be included on equal terms with other women and men?

Any experience to share?

7. The many roles women play in social, economic and political life – the holistic approach (deconstructing unfair gender roles)



Adapted from <https://hlp-wee.unwomen.org/en/about/seven-drivers>



Thank you!

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