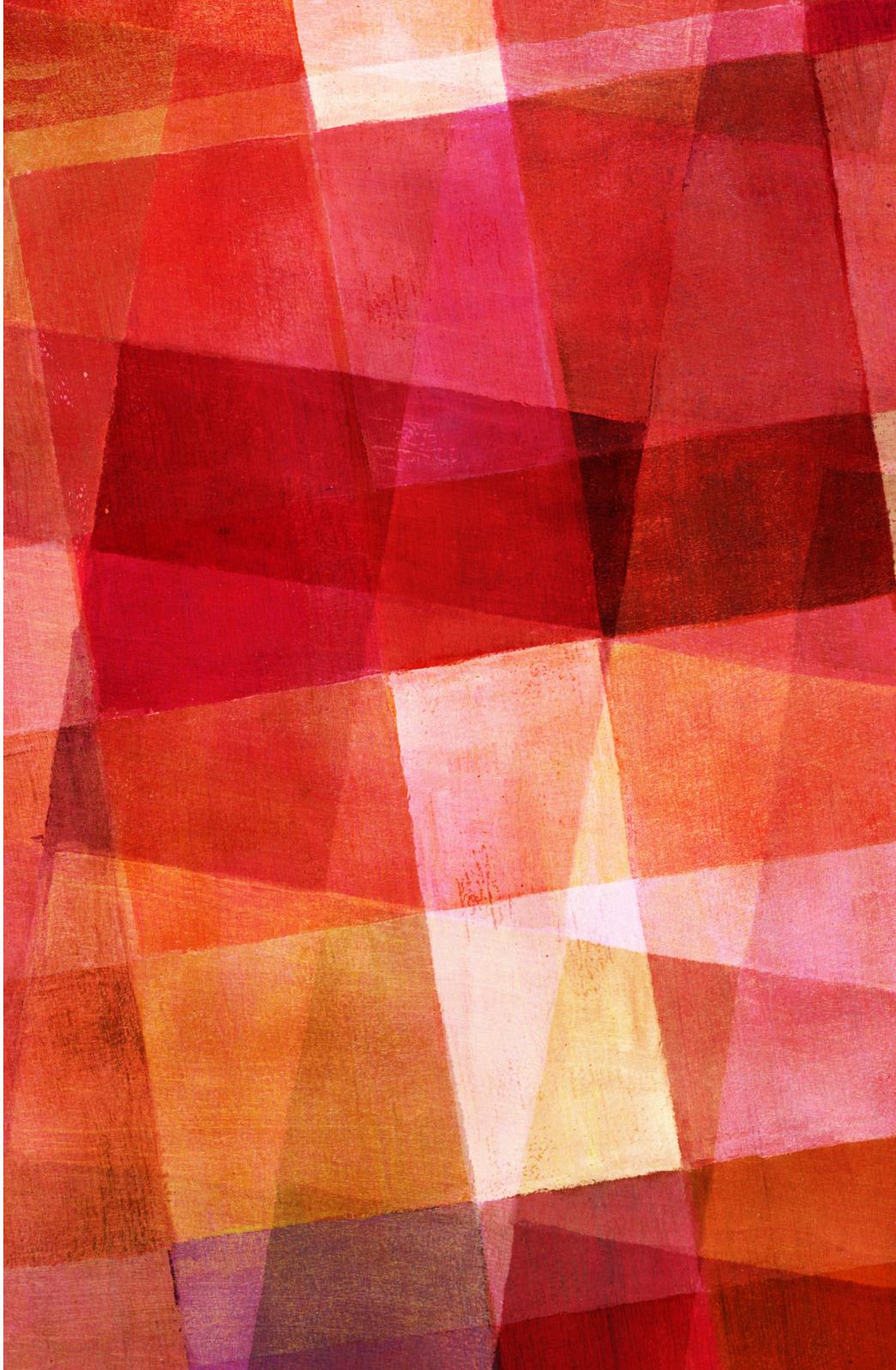


WHAT IS

GENDER EQUALITY?

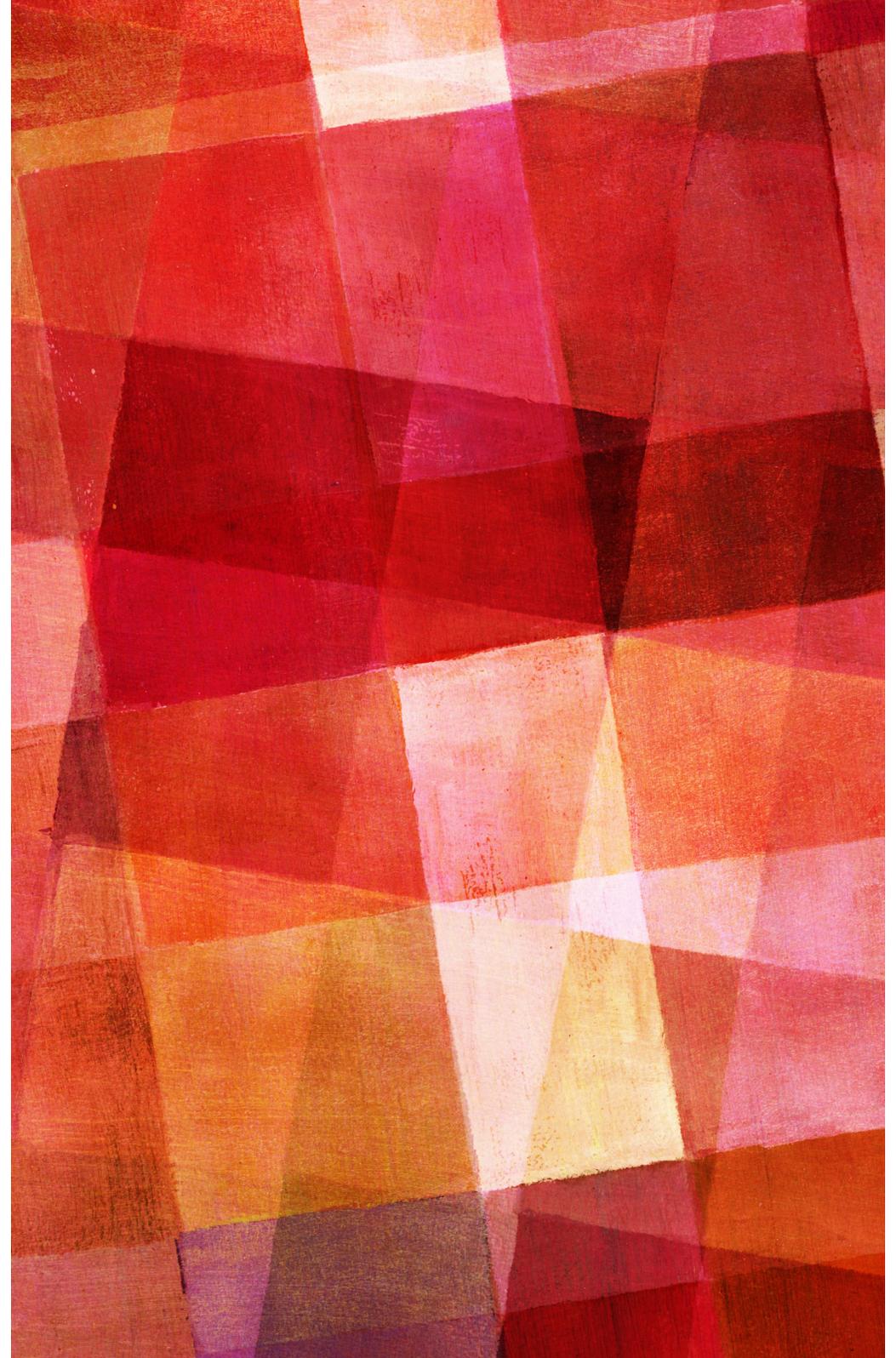
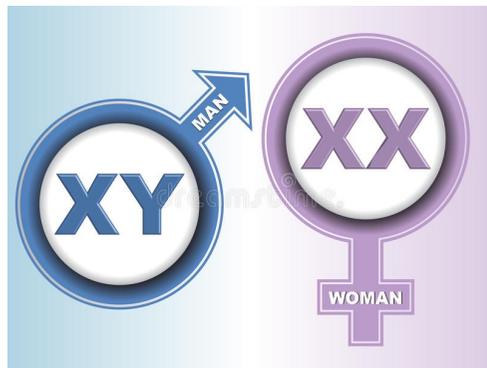
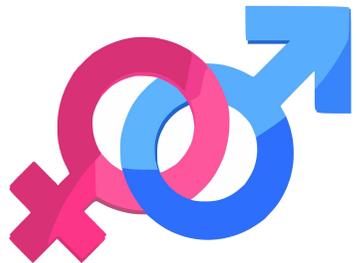


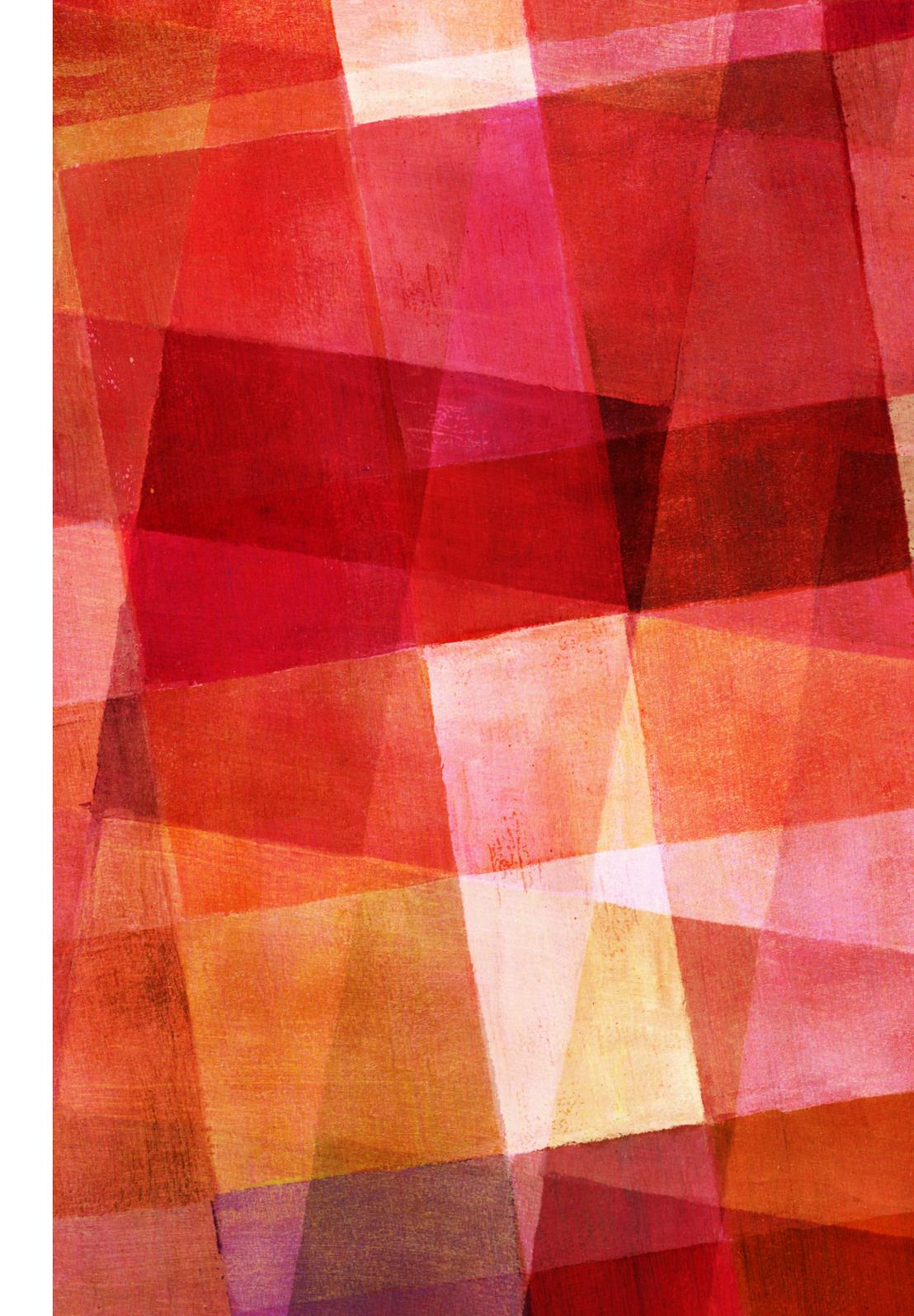
GENDER

-
- Refers to the social attributes and opportunities associated with being male and female, and the relationships between women and men and girls and boys, as well as the relations between women and those between men.
 - These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable.
 - Gender determines what is expected, allowed and valued in a women or a man in a given context.
 - In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities.

SEX

- Sex refers to the biological characteristics which define humans as female or male.
- Female individuals have the chromosome-pair XX.
- Male individuals have the chromosome-pair XY.

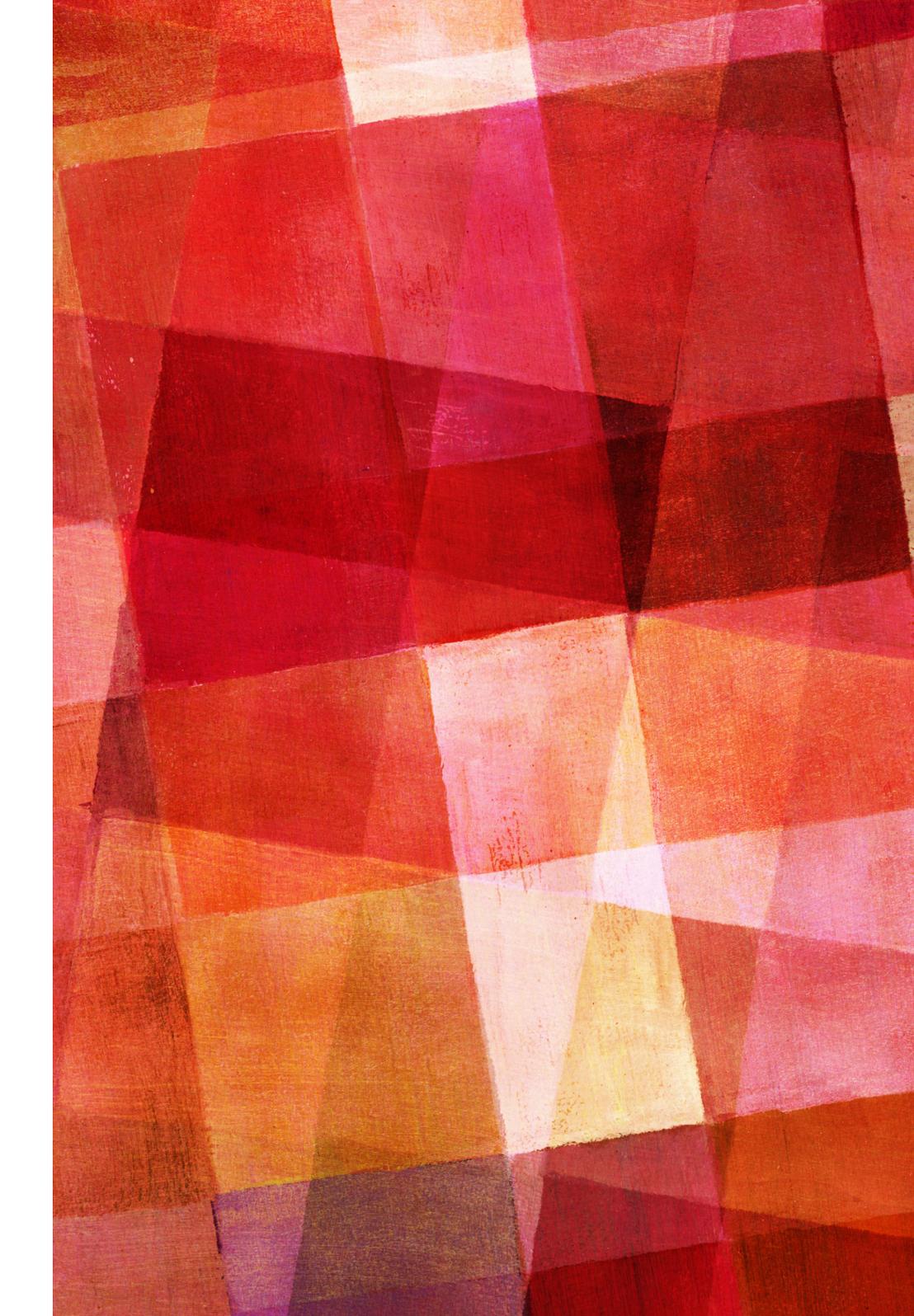




EQUALITY

Equality and Human Rights Commission

- Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents.
- It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.
- Equality recognises that historically certain groups of people with protected characteristics such as race, disability, sex and sexual orientation have experienced discrimination.



EQUALITY

National Youth Council of Ireland

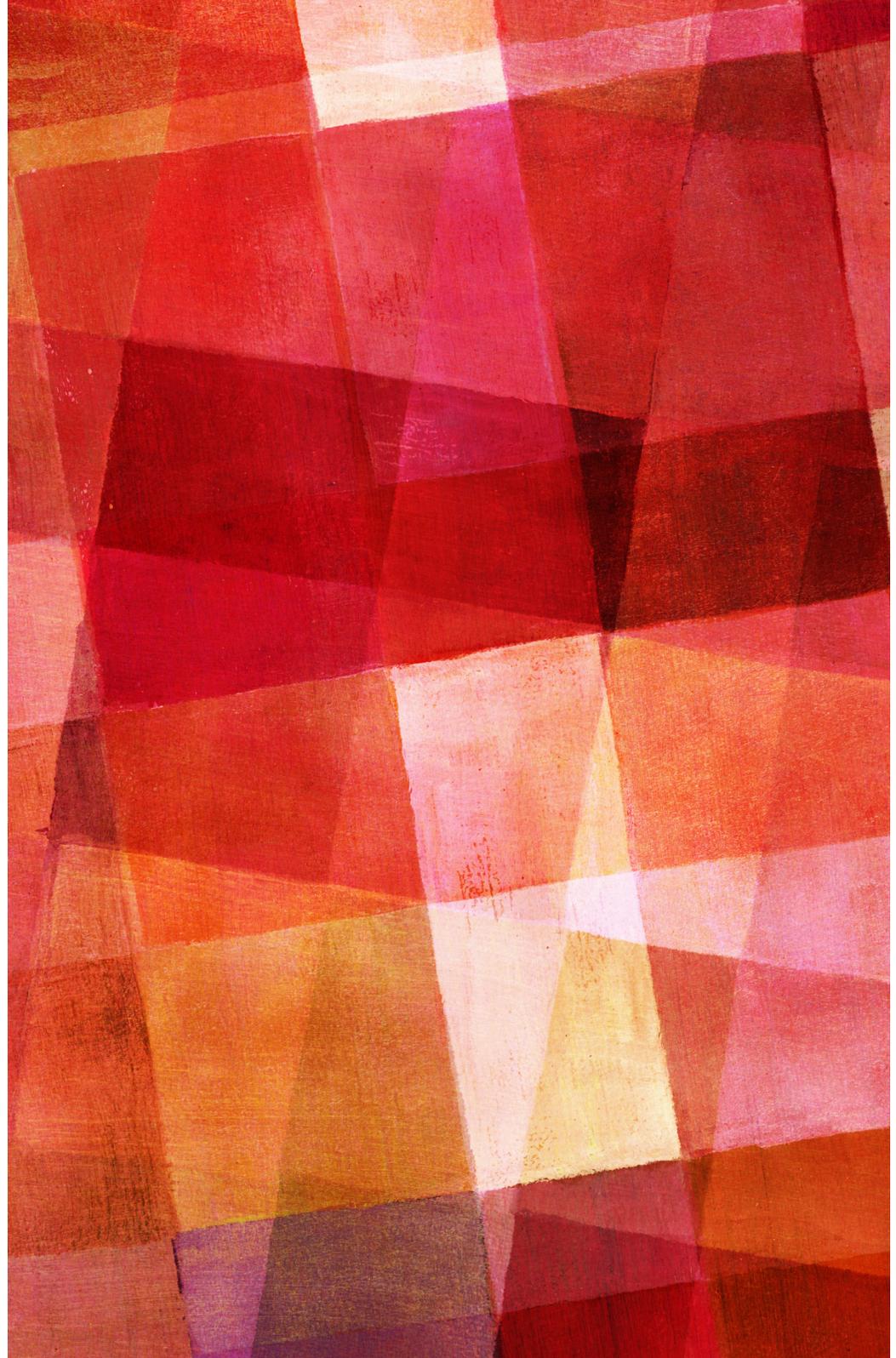
- ▶ Equality is not always about treating everyone the same – it is about treating people in such a way that the outcome for each person can be National Youth Council of Ireland the same. This means putting things in place to support people to achieve similar outcomes. For a person who is blind it may involve having screen readers on your computers and removing obstacles in your building. For someone from a minority background it may involve having affirming messages in your youth space so that young people know that diversity and difference is valued. Messages can be communicated in different ways such as having staff with open and welcoming attitudes, displaying relevant posters and information, celebrating special days such as Traveller and LGBT Pride weeks, or special festivals such as Divali, Eid etc. By not putting supports in place exclusion is usually an inadvertent result.
- ▶ Equality of outcome can be achieved by making sure that everyone is supported to have access to resources and decision making and to be recognised, valued and respected. When supports are not put in place it usually results in exclusion even if this is not intended because people from marginalised situations do not feel or know that they can attend a group, even if the mission statement says it is open to all. By following the checklists in Access All Areas you will discover a range of supports that can be put in place to offer a service based on the principal of equality of outcome.

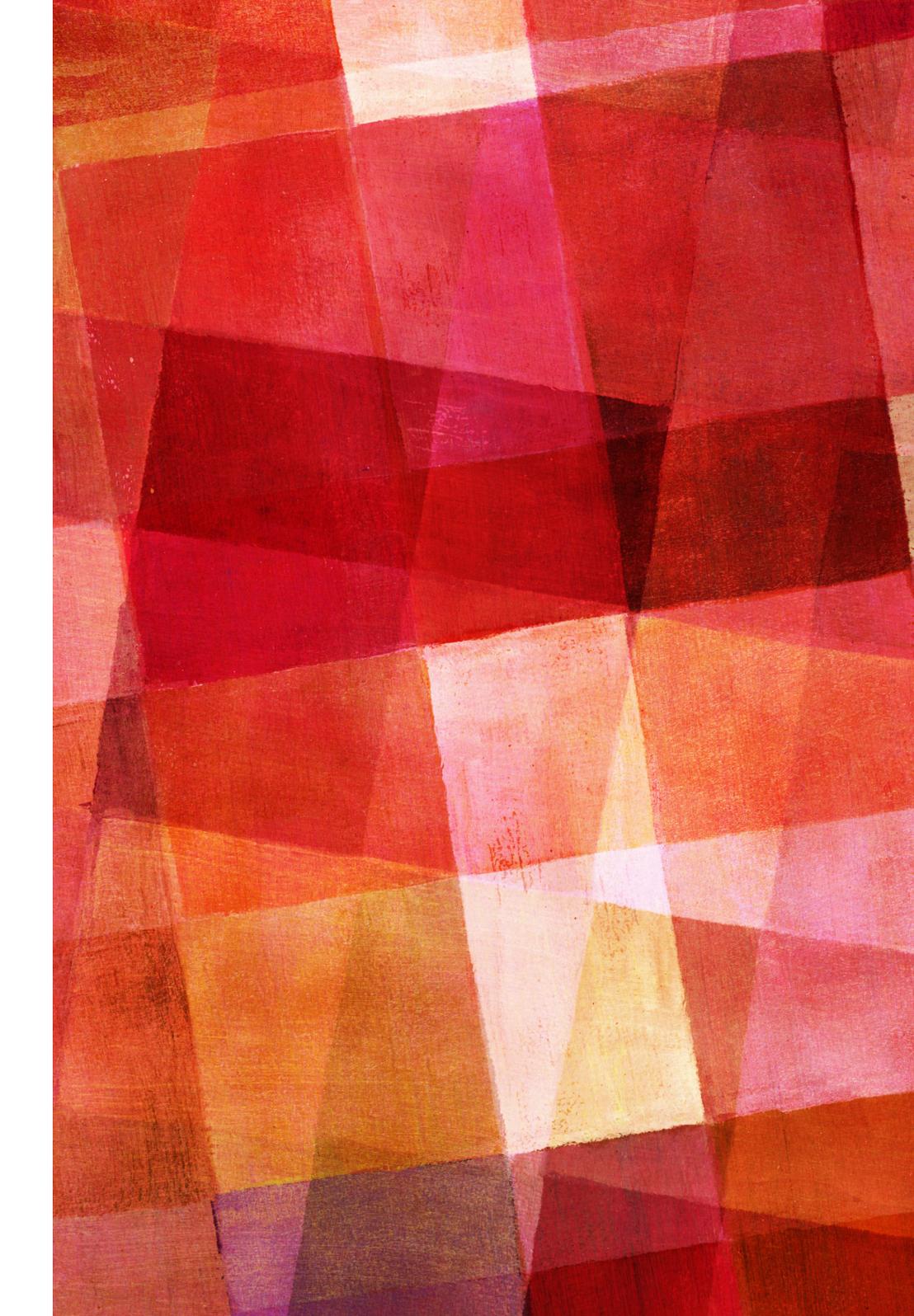
SEXUAL ORIENTATION



GENDER EQUALITY

- This refers to the equal rights, responsibilities and opportunities of women and men and girls and boys.
- Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.
- Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men.
- Gender equality is not a women's issue but should concern and fully engage men as well as women.



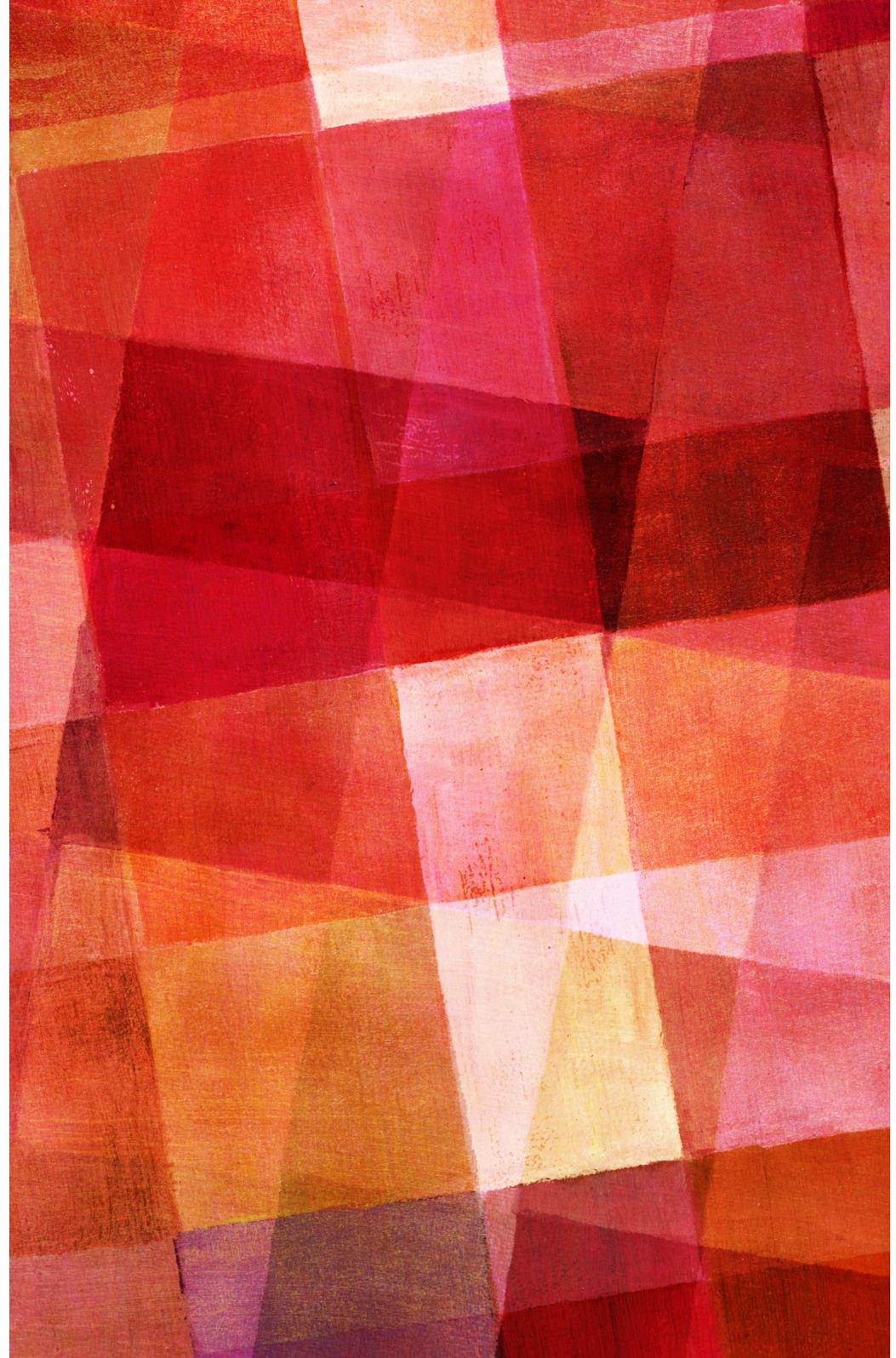


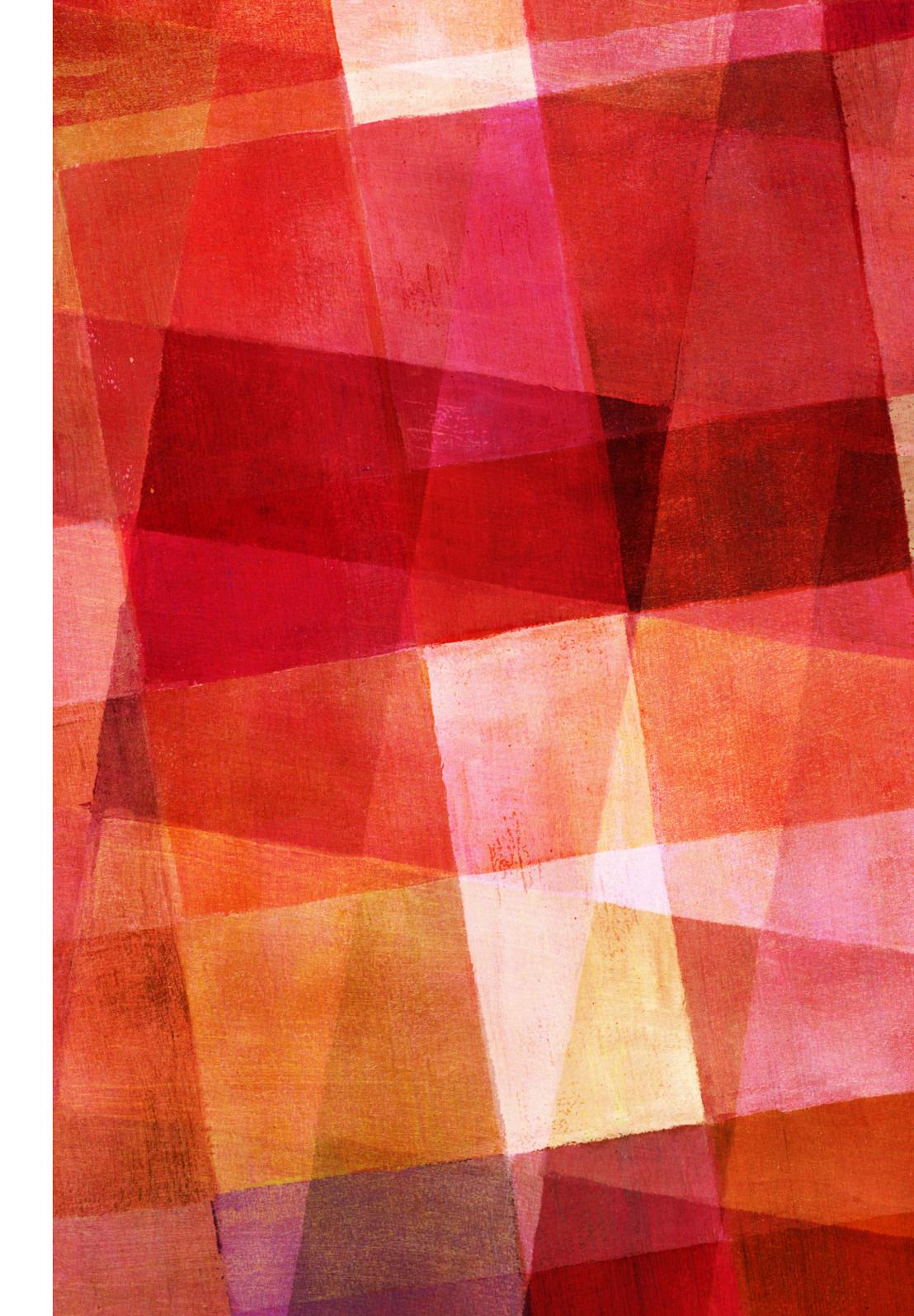
GENDER INEQUALITY

- Unequal access to and control over the various material and non-material resources and assets of the society.
- In all societies the woman's role is the inferior one in the relationship.
- There is still no country in the world where women have equal access to power and decision-making, and to decent and well paid jobs.

GENDER ROLES

- A set of prescriptions for action and behaviour allocated to women and men respectively.
- Gender roles refer to social and behavioral norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls.
- Gender-specific roles are often conditioned by household structure, access to resources, specific impacts of the global economy, occurrence of conflict or disaster, and other locally relevant factors such as ecological conditions.
- Like gender itself, **gender roles can evolve over time**, in particular through the empowerment of women and transformation of masculinities.





GENDER STEREOTYPES

- Are preconceived ideas whereby males and females are arbitrarily assigned characteristics and roles determined and limited by their sex.
- Sex stereotyping can limit the development of the natural talents and abilities of boys and girls, women and men, their educational and professional experiences as well as life opportunities in general.
- Stereotypes about women both result from and are the cause of deeply engrained attitudes, values, norms and prejudices against women. They are used to justify and maintain the historical relations of power of men over women as well as sexist attitudes which are holding back the advancement of women”.

“

Gender equality is achieved when women, men and persons of any other gender enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviours, aspirations and needs of women and men are equally valued and favoured.

<http://genderequality.ie/en/GE/Pages/WhatisGE>

A MAN'S PERSPECTIVE



“

“We've begun to raise daughters more like sons... but few have the courage to raise our sons more like our daughters.”

- *Gloria Steinem*

GENDER EQUALITY

Our understanding

- <http://eige.europa.eu/gender-mainstreaming/concepts-and-definitions> (glossary)
- <http://genderequality.ie/en/GE/Pages/WhatisGE>
- Read more: http://ec.europa.eu/eurostat/cache/infographs/womenmen/uk_en/
- Take the quiz: http://ec.europa.eu/eurostat/cache/infographs/womenmen/uk_en/vis/quiz/index.html?lang=en
- <http://www.intercultural.ie/content/what-equality>
- <https://www.equalityhumanrights.com/en/secondary-education-resources/useful-information/understanding-equality>