

GENDER EQUALITY

INTERNATIONAL WORKSHOP IN ESBJERG, DK
JANUARY 19-23, 2025



Equal Futures

2023-3-DK01-KA210-YOU-000174979

Co-funded by the
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of the European Union



WELCOME & INTRODUCTION



WORKSHOP'S OBJECTIVES

1. Promote Understanding of gender equality, feminist theory, and intersectionality
2. Develop Advocacy Skills
3. Women Empowerment
4. Explore online activism tools and tactics
5. Understand the power of research in promoting gender equality and policies

GROUND RULES – *Let's set some ground rules: How to have respected and inclusive talks*



LET'S MEET! ICEBREAKER!!

You have 1 minute to:

1. Introduce yourself and your work
2. Name 1 area where you see gender inequality
3. Why it matters to you.

KEY CONCEPTS IN GENDER EQUALITY

OBJECTIVES

- Define and differentiate key terms related to gender equality.
- Mapping Gender Equality in our countries
- Explore gender inequality in context
- Mapping Gender Stereotypes



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EQUALITY BETWEEN WOMEN AND MEN (GENDER EQUALITY)

WOMEN AND MEN, GIRLS AND BOYS HAVE:

- equal rights, responsibilities and opportunities in all areas:

family, education, work, and leadership etc.

Their interests, needs and priorities **must be** equally considered.

Gender equality is not a 'women's issue'

Gender equality is a human rights issue

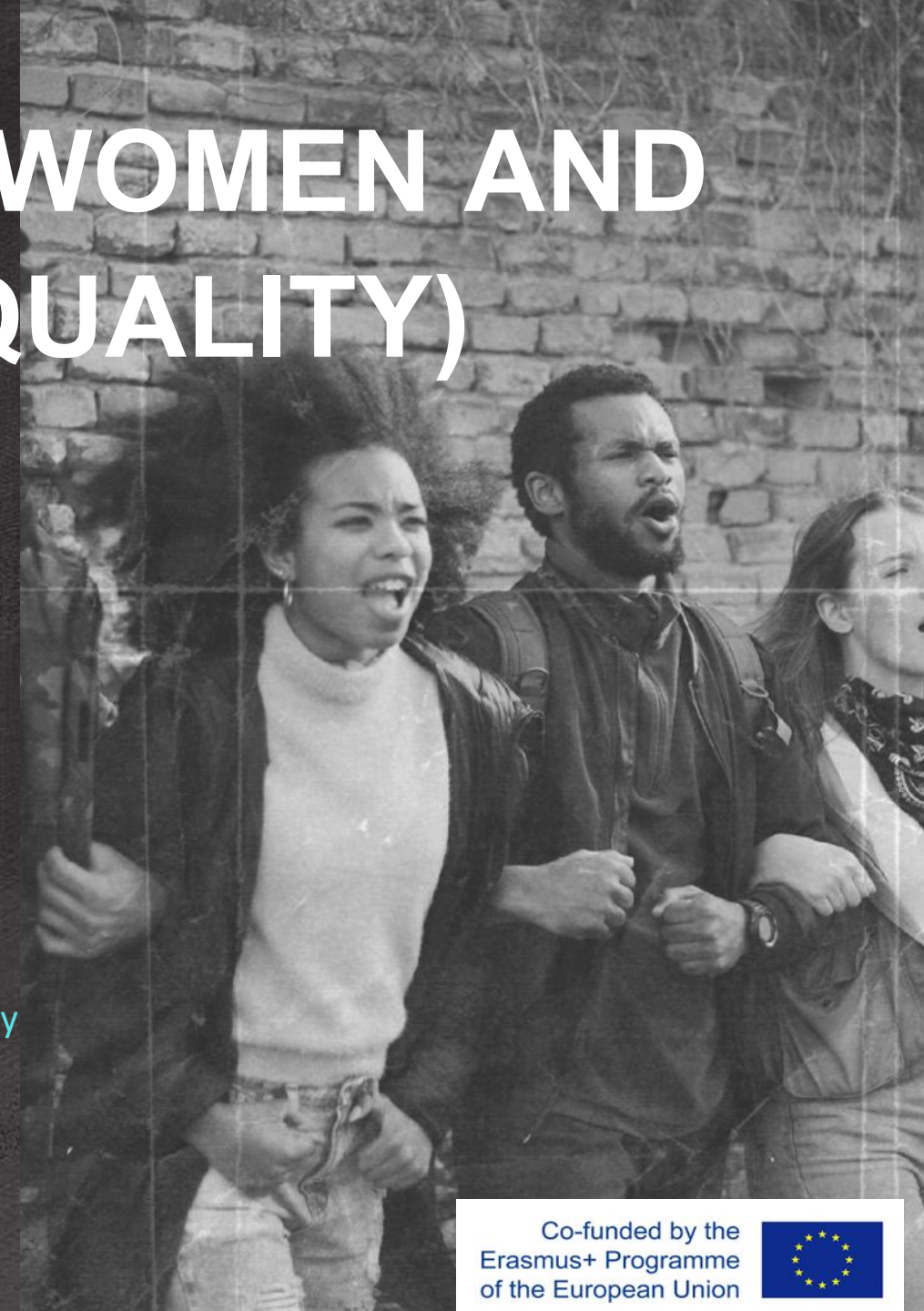
GENDER ROLES: The roles that men and women play in society are not **biologically** determined. **They are socially determined**

Part of a system where men hold primary power in roles of leadership, property ownership.



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UN SDG no 5 Targets:

5.1 **End** all forms of **discrimination** against all women and girls

5.2 **Eliminate** all forms of **violence** against all women and girls in the public and private spheres, including **trafficking** and **sexual** and other types of **exploitation**

5.3 **Eliminate** all harmful practices: **child, early and forced marriage** and **female genital mutilation**

5.4 **Recognize and value unpaid care and domestic work.**

Promote **shared responsibility within the household and the family** as nationally appropriate

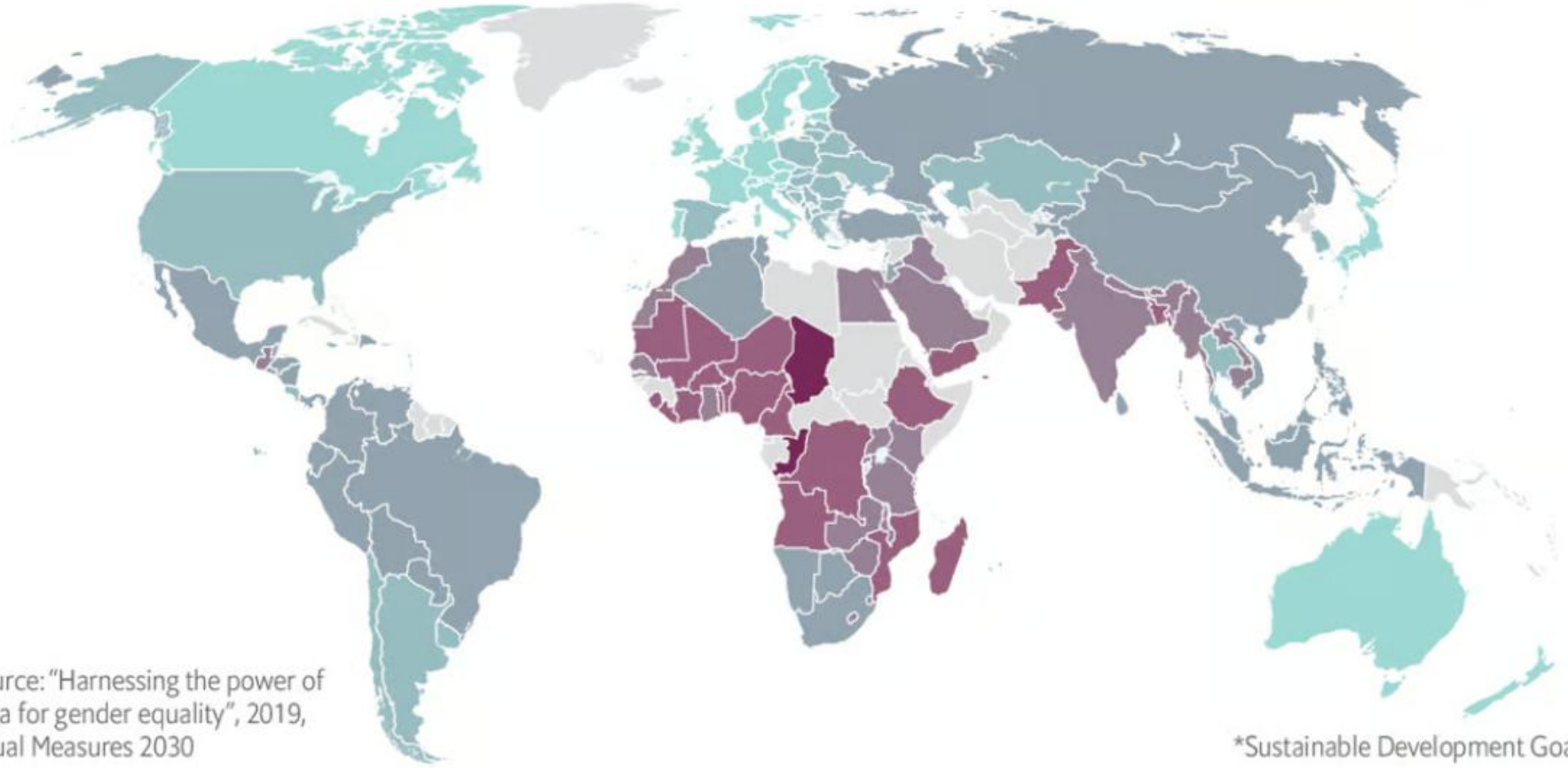
5.5 Ensure women's full and effective participation and equal opportunities for **leadership** at **all levels of decision-making** in political, economic and public life

5.6 **Access to sexual and reproductive health and reproductive rights.**

G.E. Index

Worlds apart

SDG* gender index score, 2019, 100=best



Source: "Harnessing the power of data for gender equality", 2019, Equal Measures 2030

The Economist

*Sustainable Development Goals

Jun 5th 2019

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Global Gender STATISTICS

EDUCATION::

129 million girls are out of school globally

(UNESCO,)

ECONOMIC PARTICIPATION:

Women earn 77 cents for every dollar earned by men (ILO, 2022)

PHYSICAL AND/OR SEXUAL VIOLENCE

1 in 3 women over 15
*This figure does not include sexual harassment (UN WOMEN).

LEADERSHIP:

Only 28% of managerial roles are held by women
(World Economic Forum, 2023).

SAFETY

1 in 3 women experience physical or sexual violence (WHO, 2021).-

HOMICIDE

140 women & girls are killed every day by family.
60% of all female homicides are committed by family members
Only 12% of all male homicides by family (UN WOMEN).

Discussion Prompt:

Which of these statistics surprised you most?

WHY?

The FUTURE OF GENDER EQUALITY



According to UN evaluation, at the current rate of progress, **it may take 300 years** to achieve full gender equality. Gender Equality Accelerators offer solutions to drive focused, collective action to speed and scale up results for women and girls

GEA 1 Women's Equal Participation in Political Decision-Making and Institutions		Addressing the systemic barriers to women's political participation through evidence-based programming advocacy and greater system-wide accountability to accelerate progress towards achieving gender balance in political decision making and institutions.
GEA 2 Gender-Responsive Planning and Budgeting		Sharing evidence, capacities, and skills to embed gender equality in government planning and budgeting.
GEA 3 Transforming Care Systems		Comprehensive "5R" policies: to recognize, reduce, redistribute, represent, and reward paid and unpaid care and domestic work, by boosting public investments in social care infrastructure and sparking the creation of millions of decent jobs for women.
GEA 4 Women in the World of Work		Leveraging social protection and gender-responsive procurement for women in business, promoting decent work, and ensuring income security.
GEA 5 Gender Responsive Climate Action and Women in the Blue/Green Economies		Promoting gender equality and women's rights while transitioning to sustainable economies with a focus on resilience, leadership, and livelihoods.
GEA 6 Ending Violence Against Women and Girls		Preventing and responding to all forms of violence against women and girls, in all their diversity. This includes addressing the multiple root causes fueling this violence and strengthening coordination and delivery of quality, essential services across different sectors and settings, such as through the Spotlight Initiative.
GEA 7 Women, Peace and Security		Increasing global peace and security through women's leadership and inclusion in prevention, peacemaking, peace-building, gender-responsive justice, and protection.
GEA 8 Women's Leadership, Access, Empowerment, and Protection (LEAP) in Humanitarian Coordination and Response		Promoting women's leadership, safety, education, and livelihoods during humanitarian emergencies and protracted crises through partnerships with local women's organizations, national governments, and UN agencies.
GEA 9 Women's Resilience to Disasters		Empowering women to lead in disaster and climate risk reduction and resilience efforts. Ensuring decision-making and governance systems are gender-responsive, and implementing measures to boost the resilience of women and girls against current and future disasters and threats.
GEA 10 Making Every Woman and Girl Count		Supporting countries to improve the production and use of gender-disaggregated data to monitor progress on the SDGs and scale up data-driven policy action for women and girls globally.



THE ROLE OF MEN IN THE FIGHT FOR GENDER EQUALITY

1. Understanding the Impact of Patriarchy on Men

- **Patriarchy Affects Everyone:** Men also face harmful stereotypes (e.g., "men don't cry," "men must be providers").
- **Breaking Free from Gender Norms:** Advocating for equality allows men to reject rigid gender roles, leading to healthier and more fulfilling lives

2. Becoming Allies

- **Listen and Learn:** Understand the lived experiences of women without defensiveness.
- **Challenge Harmful Behaviors:** Speak out against sexist jokes, harassment, and discriminatory practices.
- **Share the Platform:** #HEFORSHE

3. Engaging in Advocacy

- **Support Women:** Join campaigns, sign petitions, promote gender equality.
- **Mentorship and Sponsorship:** Advocate for women's representation and leadership opportunities in workplaces and communities.
- **Policy Advocacy:** Use influence to promote equitable policies at organizational and governmental levels.

4. Redefining Masculinity

- **Promote Healthy Masculinity:** Encourage vulnerability, empathy, and emotional intelligence.
- **Reject Toxic Masculinity:** Actively resist behaviors that perpetuate dominance or violence.

5. Raising Awareness Among Other Men

- **Peer-to-Peer Education:** Educate & influence other men on the importance of equality.
- **Engage Fathers and Male Guardians:** Advocate for gender-equal parenting practices, such as shared caregiving.

6. Examples of Male Allies in Action

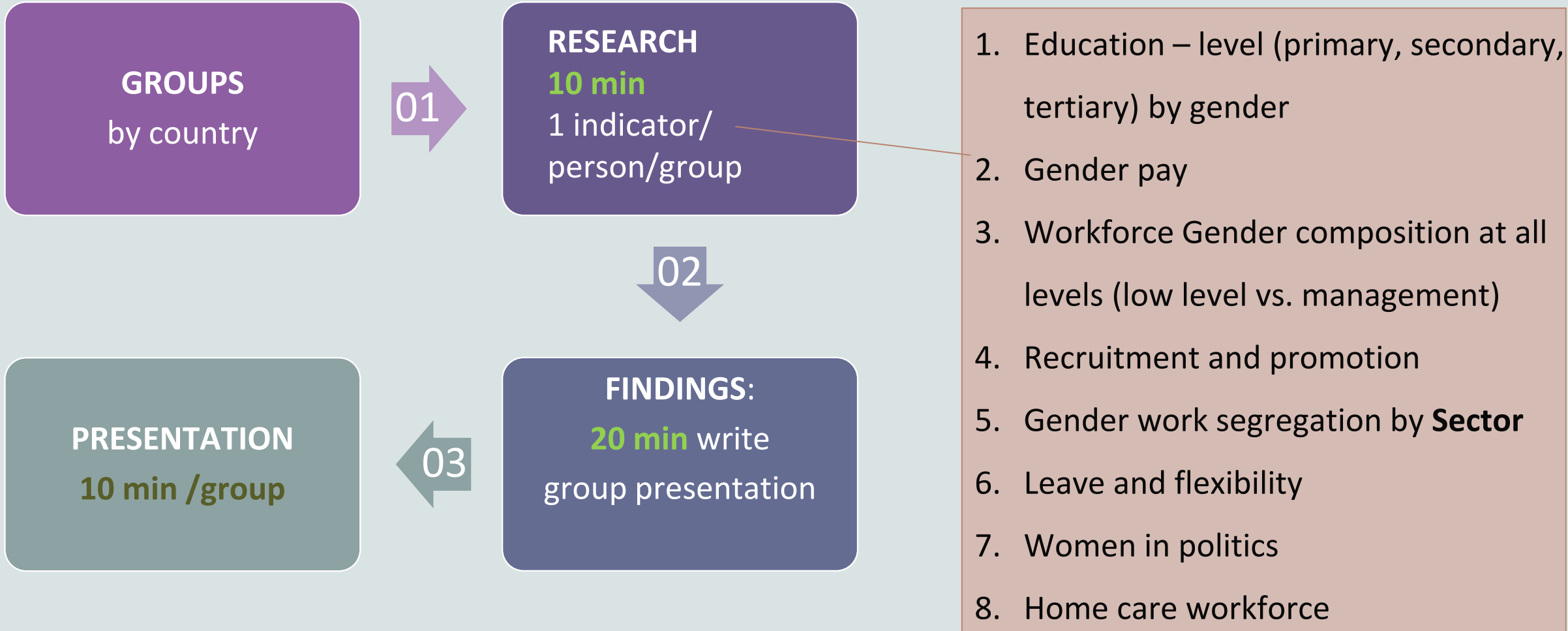
- **Campaigns:** Men **HeForShe** (UN Women initiative) engages men as allies for equality.
- **Individual Actions:** Famous figures and everyday men can act as role models by publicly supporting equality initiatives: Barack Obama, Justin Trudeau, Prince Harry, Bill Gates, George Clooney, Mark Zuckerberg, Benedict Cumberbatch



10 MINUTES BREAK



Hands-on Activity: Mapping Gender Equality in your country



LUNCH BREAK – 1 HOUR



G.E. IN CONTEXT – discuss the results from Mapping GE

GENDER WORK SEGREGATION BY SECTOR

Discuss the data from group presentations **per each country - 3 min/indicator/country**

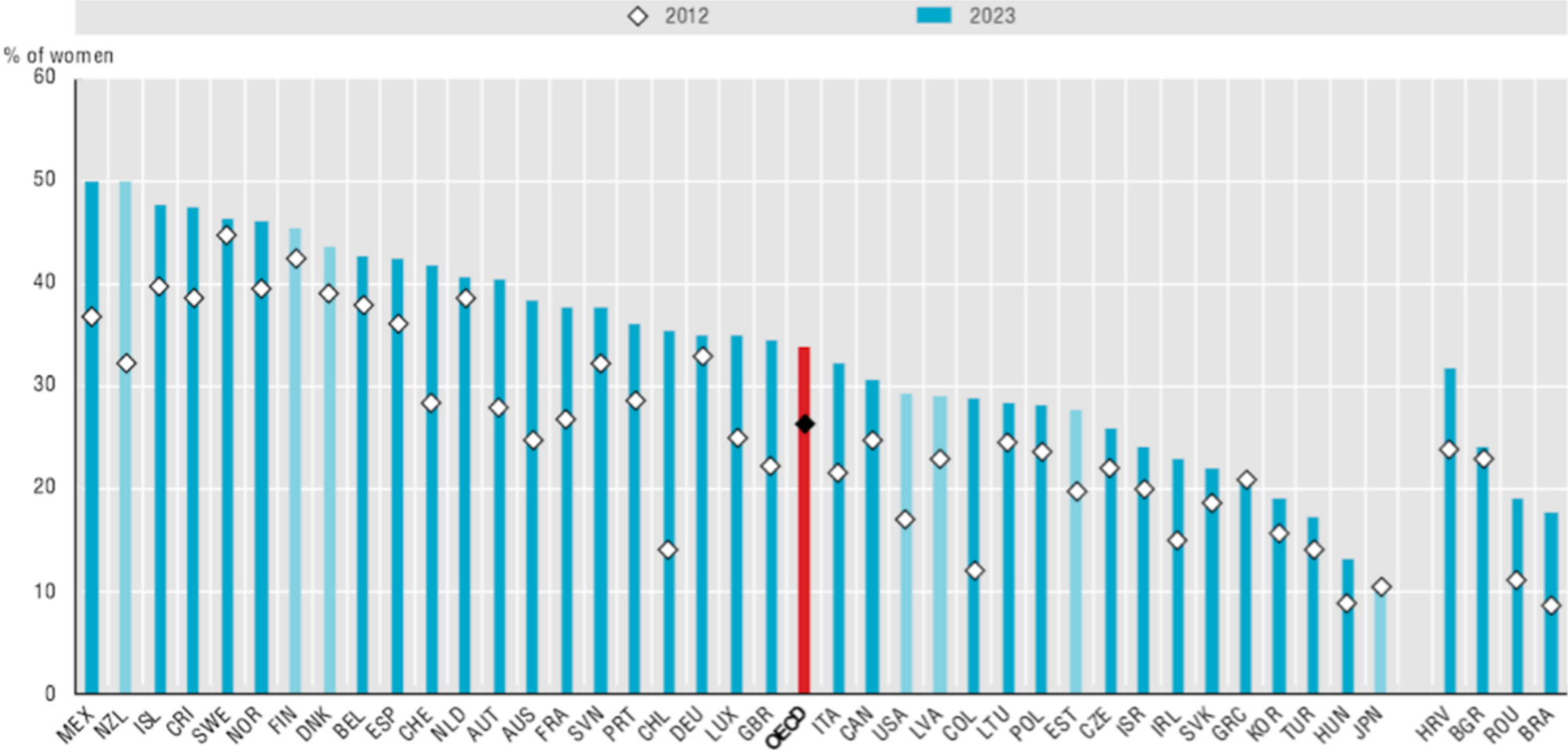
HOME CARE

1. **Identify** causes and underlying factors

2. **Solutions suggestions:** individual level, community level, policies

WOMEN IN POLITICS

12.5. Gender equality in parliament and electoral gender quotas, 2012 and 2023



Source: Inter-Parliamentary Union (IPU), PARLINE (database).

Hands on Activity: MAPPING GENDER STEREOTYPES



FORM GROUPS (4 persons/group)

Each group gets a theme: gender stereotypes in:

1. education
2. media
3. workplace
4. family

IN GROUP DISCUSSIONS – 20 MIN

(5-7 min/question)

Group Prompts:

1. *What stereotypes exist in your assigned domain?*
2. *How do these stereotypes perpetuate inequality?*
3. *Specific examples (personal experiences, local issues, or media portrayals)*
4. *How could policies address these stereotypes (e.g., gender-neutral parental leave, education reforms)?*

Presentation: 5 min/team

Each group present its findings

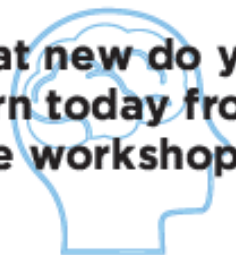
GENDER EQUALITY



CLOSING REFLECTION – 5 min.

HEAD

What new do you
learn today from
the workshop?



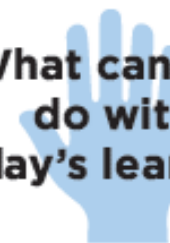
HEART

How are you
feeling (related to
the workshop)?



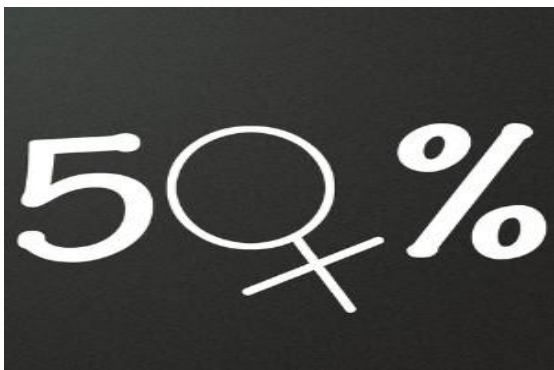
HAND

What can you
do with
today's learning?



SHARE YOUR REFLECTIONS

HEADS-up ON TOMORROW



Resources:

[European Gender Equality Institute](#)

UN Women - [Resources](#): Over 2,600 learning and research materials

[UN Population Fund: Gender equality](#)

UN Women Training Centre: [ONLINE COURSES](#)


[Convention on the Elimination of All Forms of Discrimination against Women \(CEDAW\) and the optional protocol.](#)

[Gender equality toolkit, UNHCR](#)

[Global Gender Gap Report 2024](#)

Thank you

Project website:

 <https://equalfutures.eu/>

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