

Gender Equality and Social Dialogue: The cause for action

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Gender equality

- Gender equality requires equal enjoyment by women and men of socially-valued goods, opportunities, resources and rewards.
- Where gender inequality exists, it is generally women who are excluded or disadvantaged in relation to decision-making and access to economic and social resources.
- Poverty and economic reliance on men mainly subject rural and urban women to abuse, and in some circumstances, to GBV, transactional sex and HIV and AIDS.
- In fact, Gender-Based Violence (GBV) is often a main outcome of gender-based inequalities and poverty; while spousal abuse is common and goes unpunished.

What is gender dialogue?

- This dialogue process is both a place where girls and boys can learn from each other's perspectives, and a strategy to transform unequal power relations.
- Before they come to this dialogue, the boys and the girls will have spent a lot of time talking about what gender roles are, and how these create gender inequality.



What are the four pillars of gender equality?

- The four priorities have been structured around four pillars:
- (1) promoting women's security and combating gender-based violence;
- (2) women's political participation and influence;
- (3) women's economic empowerment and working conditions; and,
- (4) national accountability on gender equality and women's empowerment.

Gender mainstreaming

- Gender mainstreaming is a process that ensures that women and men have equal access to opportunities, rewards, and society's valued resources.
- Nigeria signed and ratified, without reservations, practically all international and regional instruments designed to guarantee the human rights of every citizen.

The five principles of gender mainstreaming

- The following five principles hold true for all gender mainstreaming activities and implementation measures.
- 1. Gender-sensitive language
- Texts referring to or addressing both women and men must make women and men equally visible. This applies to, amongst others, forms, documents, telephone directories, texts on the intranet and the internet, advertising for events, folders, posters and films.
- Attention must also be paid to a gender-sensitive choice of images when preparing public relations material.

2. Gender-specific data collection and analysis

- Data must be collected, analysed and presented by gender. Social dimensions, such as age, ethnicity, income and level of education should also be reflected where possible.
- Gender-specific analysis of the initial situation must provide the basis for all decisions.

3. Equal access to and utilisation of services

- Services and products must be assessed as to their different effects on women and men.
- It is important to identify:
 - Who uses the services (women or men or both)?
 - Who are the clients (women or men or both)?
 - Who are the target groups?
 - Do women and men have different needs?
 - Are the different circumstances of women and men taken into account when planning and designing services?
 - Have all target groups access to the same sources of information?
 - Who benefits most?
 - Which group would suffer most if they could not use the services offered?
 - Are the offices providing the service structurally gendered and barrier free, (i.e. the waiting areas, lighting, access without steps, signage)?

4. Women and men are equally involved in decision making

- There are binding targets for a balanced gender ratio at all levels of decision making.
- Measures and strategies geared towards a balanced gender ratio must be taken at all levels of decision making.
- This is also important when appointing working groups, project teams, commissions and advisory boards, as well as when organising events, e.g. when selecting speakers.
- Workplaces must be structurally gendered and barrier free where possible (e.g. gendered signage, sufficient lighting, avoiding potentially frightening situations as in poorly accessible basement archives, access without steps, social rooms for different occupations).

5. Equal treatment is integrated into steering processes

- Steering instruments include quality management and gender budgeting, amongst others. It is important to note that:
- Paying attention to the different circumstances of women and men enhances
 - the success rate,
 - effectiveness and
 - maximum utilisation of staff and funds.
- All targets related to people are defined in terms of full equality and the targets attained are therefore presented by gender.
- Controlling routine as a matter of course includes gender-specific evaluation of results and a systematic steering of the gender ratio, in other words, the development and implementation of (new and adapted) targets, strategies and measures.

9 ways to promote gender equality in daily life

- *Women usually earn less money than men, do more household labor and suffer more sexual violence.*
- *Learn how to change this....*

EVERYDAY EQUALITY

How to promote gender justice in daily life

Share the household chores

All adults living in the same home should take responsibility for the household chores and children's care.



Offer the bus seat to pregnant women. Advocate for baby-changing facilities in all public bathrooms. Put pressure on governments and companies to offer maternity and paternity leave.

Scold chauvinist and racist attitudes

Do not keep silent when listening to comments that belittle women, black people, indigenous people, LGBTQI people and other groups. And don't ignore public harassment or assault.



Notice signs of violence

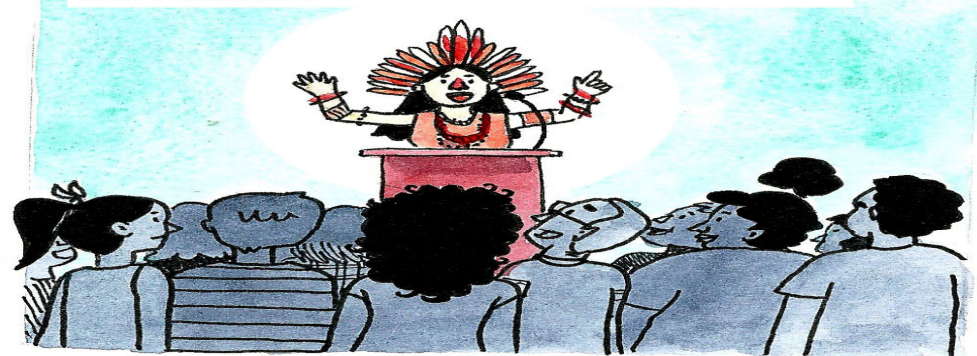
Seek help and support if you or someone you know is suffering in an abusive relationship.



*United Nations: "The World's Women 2015: Trends and Statistics"

Vote for women

Find out who the female candidates are, especially those from underrepresented communities.



Script and illustration:
Helô D'Angelo



**BELIEVE.
EARTH**

Share Household Chores And Childcare Equally

- Household chores and children's care are every adult's responsibility. Ask yourself if there is an equal division of labor in your home. The work of caring for children is still done mainly by women in much of the world.
- Most women from developing countries do over three hours more of daily unpaid work (household chores and childcare) than men, while in developed countries, they do, on average, two hours more.
- The overload of household chores can increase women's chances of mental illnesses, besides depressing their productivity at work, consequently affecting their salaries.

Watch For Signs Of Domestic Violence

- Get some help and support if you know a friend or acquaintance is suffering from domestic violence or other abuse. This type of violence is not restricted to physical aggression.
- Verbal attacks (curses and threats) and psychological abuse (controlling, manipulative and intimidating behavior) also affect women. Often, all these things occur together. If you experience domestic violence, be aware that you are not alone. Report it!
- The same UN report quoted above points out that in most countries with data available, less than 40 percent of women who experience violence seek help of any kind.
- Among those who do, most seek out family and friends, and few use formal institutions and mechanisms, such as police and health services. Less than 10 percent of women went to the police after suffering violence.

Support Mothers And Parents

- Those responsible for children and teens need support in every society.
- Offering the bus seat to a pregnant woman, advocating the installation of children's changing rooms in all bathrooms in shopping centers (not only in the women's facilities) and asking that companies guarantee maternity and paternity leave are all necessary actions.
- The latest [UN data, released in 2015](#), shows that only 53 percent of countries offer at least 14 weeks of maternity leave. Even worse, only 48 percent of countries offer any paternity leave.

Reject Chauvinist And Racist Attitudes

- Do not make comments that ridicule, demean or humiliate women, or disabled. Don't keep quiet if you hear such comments.
- Talk to your colleagues, friends and family frankly and tell them to stop with the chauvinist insults.
- Property, land, and asset grabbing targeting widows

Help Women Gain Power

- Only 17 countries have female heads of state and/or government. The overall average of women in legislative bodies is only 23.4 percent.
- Find out who the female candidates are, especially women from underrepresented communities.
- In addition to politics, consider ways to support the promotion of women in business, academics, arts, sciences, sports, and other fields.

Listen And Reflect

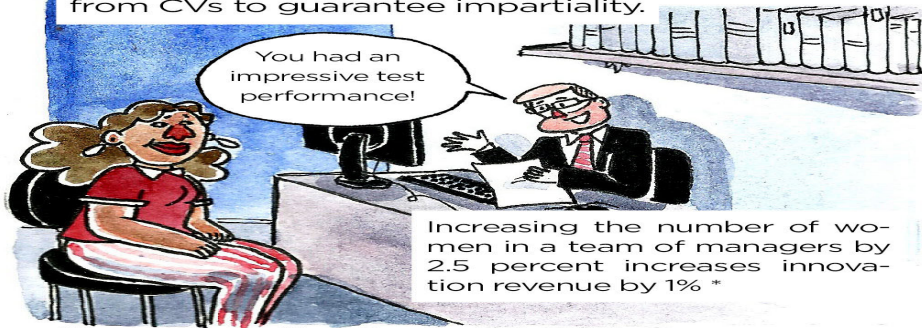
- One of the main obstacles to eliminating prejudice is that people have difficulty recognizing that it really exists.
- The fact is that we all reproduce stereotypes and pre-existing notions on many topics, including gender and race.
- We all have them, based on race, religion, sexual orientation and gender.
- So, try to pay attention to your assumptions and know that none of us is immune to making bigoted comments or holding biased attitudes.
- When someone points out something problematic in your speech, listen and reflect on it.

GENDER JUSTICE AT WORK

How to promote equality for women in business

Be fair

Value, encourage and hire different types of teams. In the initial phase of an employee recruitment process, eliminate the name, photo and address from CVs to guarantee impartiality.



*Boston Consulting Group study, 2018

Provide (or fight for) equal wages

Support initiatives within your company that promote equal pay for employees with equivalent positions.



**United Nations, "The World's Women 2015: Trends and Statistics"

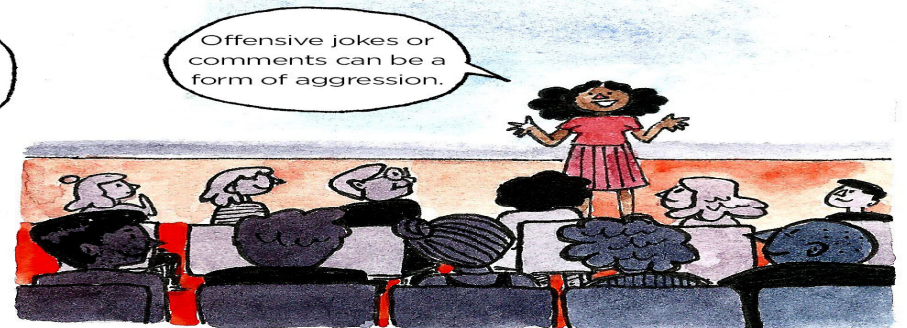
Support Women

Encourage a safe environment for reporting discrimination, sexual harassment and racism. Assist in the creation of committees empowered to investigate such complaints.



Provide comprehensive training

Promote diversity and anti-bias courses for all employees.



DAO

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**BELIEVE.
EARTH**

Pay (And Demand) The Same Salary For Equal Work

- It is important to observe and support companies that pay the same salary, benefits and bonuses to employees with equivalent positions.
- If this is not happening in your workplace, mobilize resources and contacts to request the publication of the employees' salaries, or ask for an equal pay audit.

Sexual Harassment And Racism: Zero Tolerance

- Employees must have a safe channel to report bullying, sexual harassment and racism without being exposed or dismissed. Proven cases should be punished.
- In addition, it is important to note how people who are most vulnerable are represented on the committee that investigates the allegations.

Provide (Or Request) Anti-bias Training

- Racism and prejudice at work often affect people from historically marginalized groups in the form of “microaggressions.” This means, jokes and offensive comments made without harmful intent, but that hurt people, and generate stress.
- One way to stop microaggressions is to offer training on diversity and implicit prejudice. Such trainings should include everyone.
- When we talk about training, it has to start from the top down, not just the CEO or the board saying ‘okay we are going to pay for that,’ but they need to be in attendance as well.

Thank You!

Other relevant materials are
found on

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