

## Step 2 Part 2: What are the Different Perspectives?

*Students will analyse and make inferences about how different people deal with and experience gender (in)equality. This will help them draw conclusions about their perspectives on fighting against it. It will increase their understanding of the different ways in which gender (in)equality is viewed, and deepen their knowledge on the variety of options for dealing with the issue.*

### **Introduction**

*This part has the objective of learning students to understand the different perspectives on the topic of gender (in)equality. Through analysing different experiences of and perspectives on gender (in)equality, students will learn to form their own views and conclusions regarding the topic.*

### **Lesson objective**

- Students will be able to recognise different perspectives on the topic and understand that there is no consensus on the issue.
- Students will analyse and make inferences about how different people deal with or have experienced gender (in)equality, in order to draw conclusions about their own perspectives.
- Students will experience that exploring different perspectives, gathering more facts and analysing those, is basic to the development of a well-considered personal view.
- Students will brainstorm to find possible answers to the research question.

### **Preparation**

Make sure to have the grid for students at hand, and form groups for discussion. Feel free to pick and choose or divide the materials between the students.

### **Materials**

#### Student material:

- Grid for students in which they can put their own stance on the issues that are put forward in the Fact Sheets

#### Teacher material:

- Fact Sheets: Perspectives on Gender (in)equality

### **Description of the lesson**

#### Discussion

Students will work in groups and discuss the different perspectives. Each group closes with the question: How do you feel about gender (in)equality? Answer it in connection to the infographic about young people's preference for a future relationship with traditional role models.

### **Teacher Material: Perspectives on Gender (In)Equality**

#### Perspectives on Gender (In)Equality

We have seen examples of how people coped with gender inequality and tried to take measures to end it. Nowadays, most countries maintain judicial gender equality: laws apply to both men and women. However, legal equality does not mean that women and men have equal chances or positions in society.

Inequality that has existed for centuries, cannot easily be undone.

When we look at modern society, we still see more men than women in powerful and influential positions. This is a hurdle for girls and women to overcome in order to reach real social equality. In everyday life, in most European countries, women have less power, less money, and a lesser social status than men. Because of this gap, it is harder for women than for men to develop their careers. Real equality is hindered by a difference in power, and also by stereotypical ideas of what men and women should be like.

Below we give some examples in which girls and women struggle to break through the glass ceiling in different fields of society. We also show some examples of the more recent struggle of members of the LGBTQ+ community to reach an equal social position.

## 14. #MeToo



*Tristane Banon*

In a 2007 television interview, French journalist Tristane Banon announced that she was sexually harassed by Dominique Strauss Kahn in 2002. She did report the incident to the police. She and her lawyer were told to keep quiet. It was a common reaction among the elite: everybody knew about the sexual harassment that was going on, but nobody protested. It was just 'one of those things', you know. It was better not talk about it. Men were covering up for each other.

A year after the foundation of Me Too, Banon was one of the first women in France to expose male misconduct out into the open.

Dominique Strauss Kahn was later prosecuted for the sexual harassment of Nafissatou Diallo, a 33-year-old former housekeeper at a hotel in Manhattan. She says Strauss-Kahn attacked her on 14 May 2011 as she attempted to clean his room. Diallo alleges that Strauss-Kahn ran at her naked, molested her and forced her to have sex. The claims led to a criminal investigation against the IMF boss that same year, and to his house arrest in Manhattan. Both cases are examples of the types of sexual harassment that the #MeToo movement tries to fight.

## 15. A different view on #MeToo



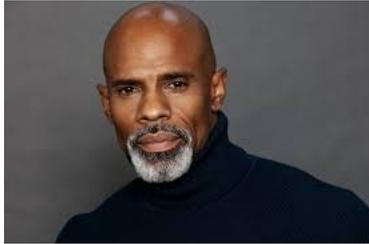
*Catherine Deneuve*

Shortly after Hollywood offered a show of support for the #MeToo movement on the Golden Globes red carpet and stage, a famous actress on the other side of the Atlantic lent her name to a public letter denouncing the movement, as well as its French counterpart, #Balancetonporc, or “Expose Your Pig.” Actress Catherine Deneuve joined more than 100 other French women in entertainment, publishing and academic fields in the pages of the newspaper *Le Monde*. They argued that the two movements, in which women and men have used social media as a forum to describe sexual misconduct, had gone too far by publicly prosecuting private experiences and had created a totalitarian climate. “Rape is a crime. But insistent or clumsy flirting is not a crime, nor is gallantry a chauvinist aggression,” the letter begins.

“As a result of the Weinstein affair, there has been a legitimate realization of the sexual violence women experience, particularly in the workplace, where some men abuse their power. It was necessary. But now this liberation of speech has been turned on its head.” They contend that the #MeToo movement has led to a campaign of public accusations that have placed undeserving people in the same category as sex offenders without giving them a chance to defend themselves. “This expedited justice already has its victims, men prevented from practicing their profession as punishment, forced to resign, etc., while the only thing they did wrong was touching a knee, trying to steal a kiss, or speaking about ‘intimate’ things at a work dinner, or sending messages with sexual connotations to a woman whose feelings were not mutual,” they write.

*(source: The New York Times, January 9, 2018)*

## 16. Men and #MeToo



*Ted Bunch*

1in6 is a Los Angeles-based non-profit group that supports male sex abuse survivors. The group's development and communications director Meredith Alling told the BBC that #MeToo had a rapid, measurable impact on the number of men reaching out to them when the hashtag first went viral. "We saw a 110% increase in web traffic and a 103% increase in the use of our online helpline service between September and October 2017, and the trend has continued," she said. In the US, employers are considering how best to create a positive workplace culture in the wake of #MeToo.

Ted Bunch is the co-founder of A Call To Men: a social activism group that promotes healthy, respectful ways of "being a man". Bunch says the group has noticed an increase in enquiries. "Most notably, we have seen an increase in corporations seeking to understand why sexual harassment in the workplace is so pervasive," he explains. Bunch believes problems can arise because the workplace is a microcosm of society, in which men and boys are sometimes taught to view women as objects, and of less value than men. "Most men are not abusive", he says, "but nearly all men have laughed at a sexist joke or objectified a woman in some way. Once you connect the dots and show men how the jokes they see as harmless actually validate and fuel more harmful behavior, they are quick to change."

## 17. Opinions on Gender Equality

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### Women more likely than men to view gender equality as very important

*% who say it is very important that women have the same rights as men in their country*

	<b>Men</b>	<b>Women</b>	<b>Diff</b>
	%	%	
Slovakia	57	76	<b>+19</b>
Italy	67	81	<b>+14</b>
Bulgaria	66	80	<b>+14</b>
Lithuania	54	68	<b>+14</b>
Russia	47	60	<b>+13</b>
Hungary	80	90	<b>+10</b>
Czech Rep.	65	75	<b>+10</b>
Greece	81	89	<b>+8</b>
France	87	93	<b>+6</b>

Note: Only statistically significant differences shown.

Source: Spring 2019 Global Attitudes Survey. Q55c.

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## 18. Inequality in Healthcare

Until 1990, it was common for health studies to be carried out almost exclusively on men. The result is that doctors and scientists know much less about women's bodies, women's illnesses and women's reactions to drugs than about men's health issues. The reason for the focus on men is that it is difficult to include pregnant women in a trial. Another reason that is often provided is that women have fluctuating hormone levels. "It is much cheaper to study one sex," is a comment given by a male scientist (Angela Saini: *Inferior*, 2017, p. 58). The tendency to focus on males, researchers now realise, may have harmed women's health. Heart attacks for instance, show themselves differently in women than in men. Therefore they are often not easily recognised, and women die or suffer more than men would.

In the Netherlands, Hella de Jonge, a female documentary maker and expert suffering from heart failure herself, started the Female Heart Foundation. Watch the documentary (English subtitled):

<https://helladejonge.nl/oeuvre/the-female-heart-en>

Starting in 2016, the USA and EU implemented laws that require equal inclusion of women in medical research and trials.

## 19. Inequality in Corona Times

“Health professionals, experts and unions say poorly fitting equipment is risking the lives of female workers.”

Some talk of abrasions on their faces caused by having to pull masks too tightly, others talk about having to roll up the sleeves of their fluid-repellent gowns. Some have been left barely able to see, while others have used tape to seal gaps around their jawline. The thing they all have in common? They are trying to save lives – and they are women.

NHS professional bodies, experts and trade unions have warned that female healthcare workers’ lives are being put at risk because personal protective equipment is designed for men. As one frontline NHS worker put it: “PPE is designed for a 6 foot 3 inch bloke built like a rugby player.” Dr. Helen Fidler, the deputy chair of the British Medical Association (BMA) UK consultants committee, says: “Women’s lives are absolutely being put at risk because of ill-fitting PPE. We know that properly fitted PPE works, but masks are designed for a male template, with the irony being that 75% of workers in the NHS are female.”

Caroline Criado-Perez, whose book *Invisible Women* addresses the issue of ill-fitting PPE for women in one of its chapters, said she has been inundated with messages from healthcare workers who could not find protective equipment to fit them. “Respiratory protective equipment is designed for a male face, and if it doesn’t fit, it won’t protect,” she explains.

One intensive care nurse revealed that half of the women in her unit had failed the fit test – a rigorous process which ensures that health workers wear the right size mask, which does not leak – on both of the FFP3 masks available. “The only men I know of that have failed are either very small, or ones that refuse to shave their beards so don’t get a tight fit. Sexism is very much present here,” she says.

(source: The Guardian, 24 April 2020)

## 20. Inequality in Science and Education

One of the reasons why women’s health is less investigated is the predominance of men in science. Only recently it was not considered appropriate for girls to take up studies like engineering, microbiology or maths. And when they did, they were seen as very strange.

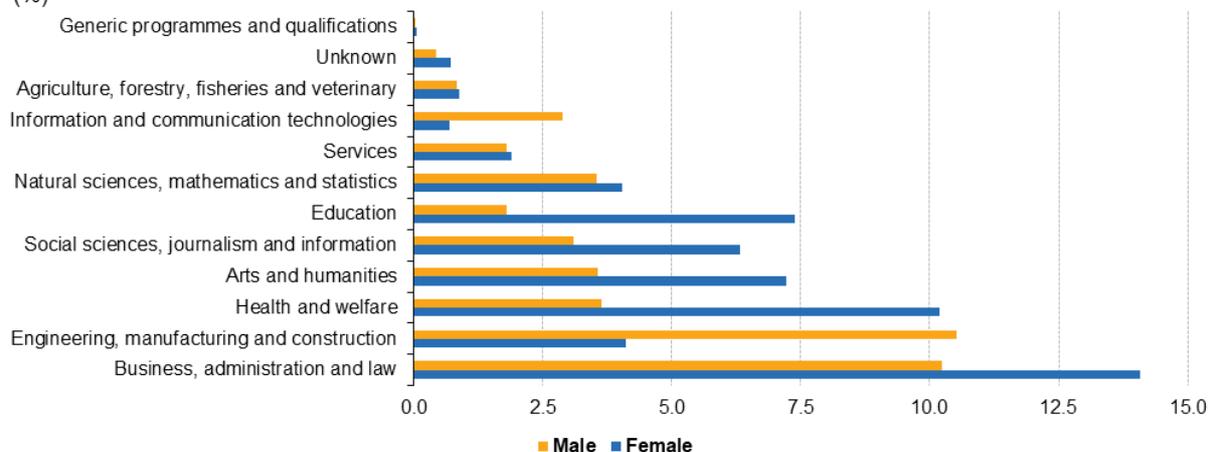
Ass Angela Saini, a well-known English science journalist writes: “If you were the geek growing up, you’ll recognize how lonely it can be. If you were the female geek, you’ll know it’s far lonelier. By time I reached sixth form, I was the only girl in my chemistry class of eight students. I was the only girl in my mathematics class of about a dozen. And when I decided to study engineering a couple of years later, I found myself the only woman in a class of nine at university.” (Saini 2017, p 1-2)

UNESCO estimated that in 2013, just a little more than a quarter of all researchers in the world were women.

Women are underrepresented in modern science because, for most of history, they have been treated as intellectual inferiors. But this is not the only difficulty women have to overcome. There is always the care of children and the household tasks that burden women more than men.

And there is a difference in fields that male and female students choose to study:

**Distribution of tertiary education graduates by broad field and sex, EU-28, 2017**  
(%)



Source: Eurostat (online data code: educ\_uoe\_grad02)

## 21. What Lies Behind Gender Inequality in Education?

While PISA reveals large gender differences in reading, in favour of 15-year-old girls, the gap is narrower when digital reading skills are tested. Indeed, the Survey of Adult Skills suggests that there are no significant gender differences in digital literacy proficiency among 16 to 29-year-olds.

Boys are more likely to underachieve when they attend schools with a large proportion of socio-economically disadvantaged students.

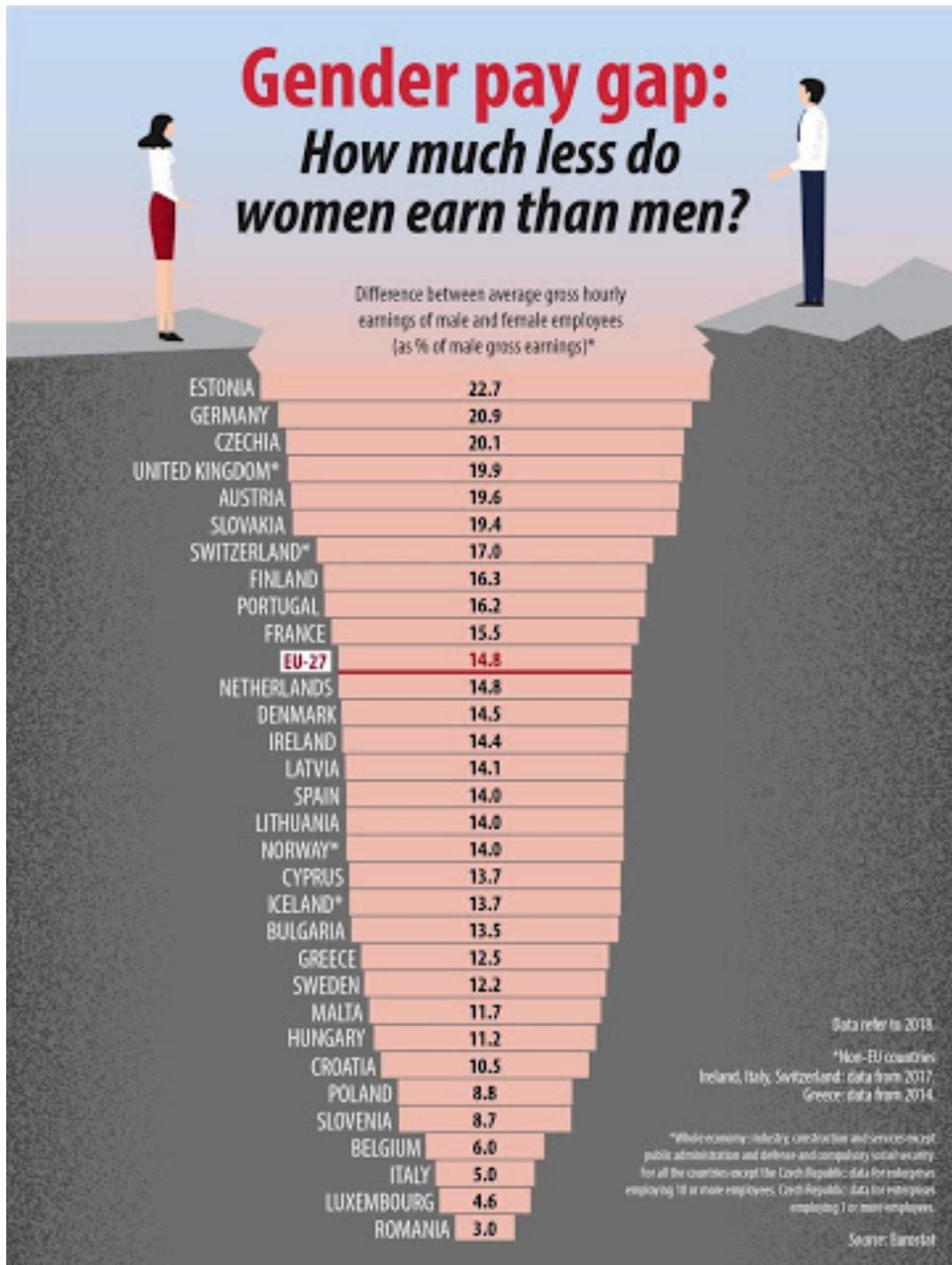
Girls - even high-achieving girls - tend to underachieve compared to boys when they are asked to think like scientists, such as when they are asked to formulate situations mathematically or interpret phenomena scientifically.

Parents are more likely to expect their sons, rather than their daughters to work in a science, technology, engineering or mathematics field - even when their 15-year-old boys and girls perform at the same level in mathematics.

(source: PISA in Focus)

## 22. Inequality in Payment

Recently, women have made a big jump in participating in the professional workforce. But sadly, lots of women still get paid less than men doing the same job.

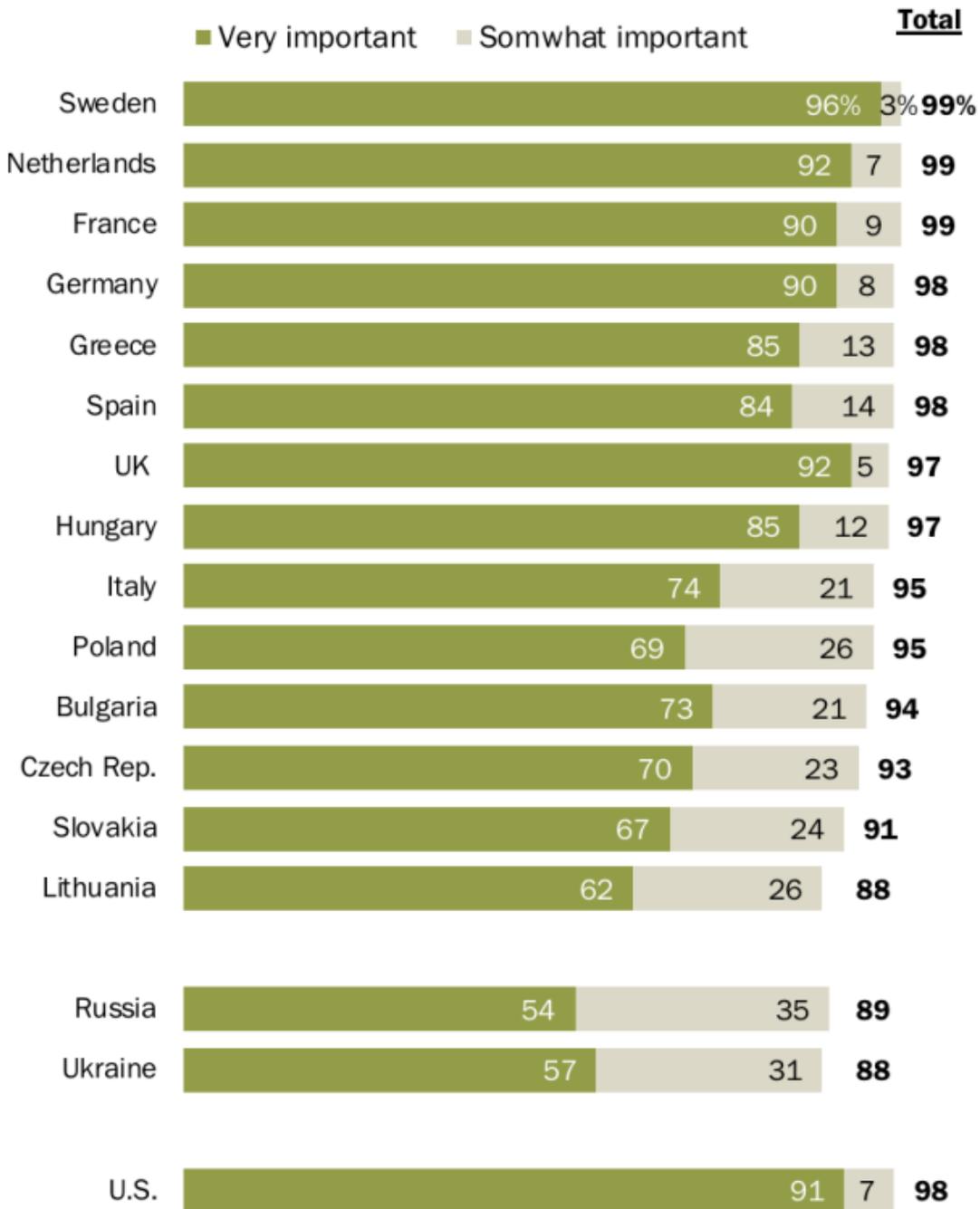


[ec.europa.eu/eurostat](http://ec.europa.eu/eurostat)

**Compare this to:**

**Widespread belief that gender equality is important**

*% who say it is \_\_\_ that women have the same rights as men in their country*

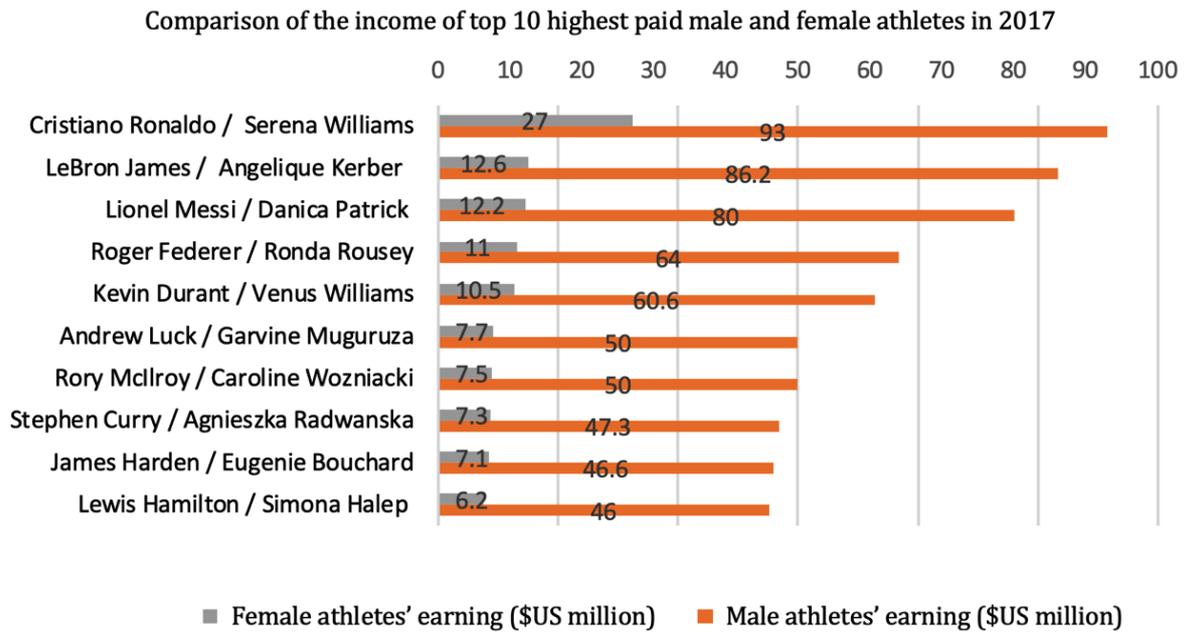


Source: Spring 2019 Global Attitudes Survey. Q55c.

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## 24. Inequality in Sports

Nowadays, women try to fight for equal pay, for instance in sports, where Serena Williams successfully protested against inequality in pay in top tennis. However, a lot of female top athletes are still earning less than their male counterparts:

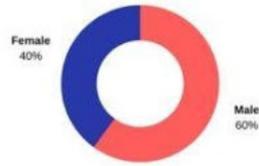
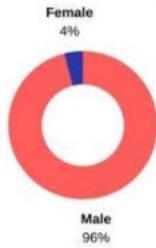


Gender stereotyping is a process in which children's biological sex determines the activities that they do or do not engage in, as well as the manner in which they are treated in these activities. Sports are generally considered a masculine domain, and this stereotype results in boys' perceived greater ability and attaching greater importance to sport than girls. This contributes to the gender differences observed in sport. The following statements are some specific examples of gender stereotyping:

- 1. Females have not been as encouraged by parents to be physically active.**
- 2. Females are less apt to be taught and to engage in fundamental motor skills during sensitive periods.**
- 3. Female athletes are constantly sexualised by the media.**
- 4. Boys who are not physically skilled or good athletes experience ridicule and embarrassment, based on the rigid male stereotypes that include strength, muscularity, athleticism, and lack of empathy for other participants.**

## 25. Why is Media Coverage Important?

40% of all sport participants are female...



...but they only receive 4% of sports media coverage.

Information from the Tucker Center for Research on Girls & Women in Sport

## 26. More Inequality in Sports: LGBTQ+ (Martina Navratilova)

Athletes of all ages report harmful gender stereotypes that are destructive to both females and males in sport. The use of derogatory terms such as tomboy, dyke, and fag indicates that a big part of gender stereotyping is the result of homophobia, which is an irrational fear or intolerance of gay, lesbian, and bisexual people.



Martina Navratilova is a Czechoslovak-born American former professional tennis player and coach. She is considered to be one of the best female tennis players of all time.

In 1981, shortly after becoming a United States citizen, Navratilova gave an interview, coming out as bisexual and revealing that she had a sexual relationship with a woman but asked the journalist not to publish the article until she was ready to come out publicly. However, the New York Daily News published the article on July 30, 1981.

On September 6, 2014, Navratilova proposed to her long time girlfriend Julia Lemigova at the US Open. They got married in New York on December 15, 2014.

In the past, Navratilova has been critical of allowing trans women to compete in women's sports, unless it happened in a "fair" manner. In an April 2019 article for The Washington Post, she opined that the Equality Act, in its current form, "would make it unlawful to differentiate among girls and women in sports on the basis of sex for any purpose."

In June 2019, the BBC broadcasted "The Trans Women Athlete Dispute with Martina Navratilova", where she interviewed people including trans women athletes and sports researchers, presenting evidence on both sides of the debate of whether trans women have any advantage in elite sports. Her closing remarks were: "The way I started this journey, I just wanted to see if there are any big surprises, any misconceptions that I had. And what I think I have come to realize, the biggest thing for me, is just that the level of difficulty that trans people go through cannot be underestimated. The fight for equality and recognition is just huge. That being said, still, for me, the most important thing in sports... And you have to remember, trans rights and elite sports are two different things, although of course they are connected. What's the right way to set rules so that everybody feels like they have a fighting chance? It feels to me that it is impossible to come to any real conclusions or write any meaningful rules until more research is done."

"But for now, I think we need to include as many transgender athletes as possible within elite sports, while keeping it as level a playing field as possible. Look, society has changed so much. Things evolve, things change and maybe I

need to evolve, I need to change. The rules certainly need to evolve. If you don't adapt, you've got problems. And so we'll just keep adapting and try to find a happy way forward."

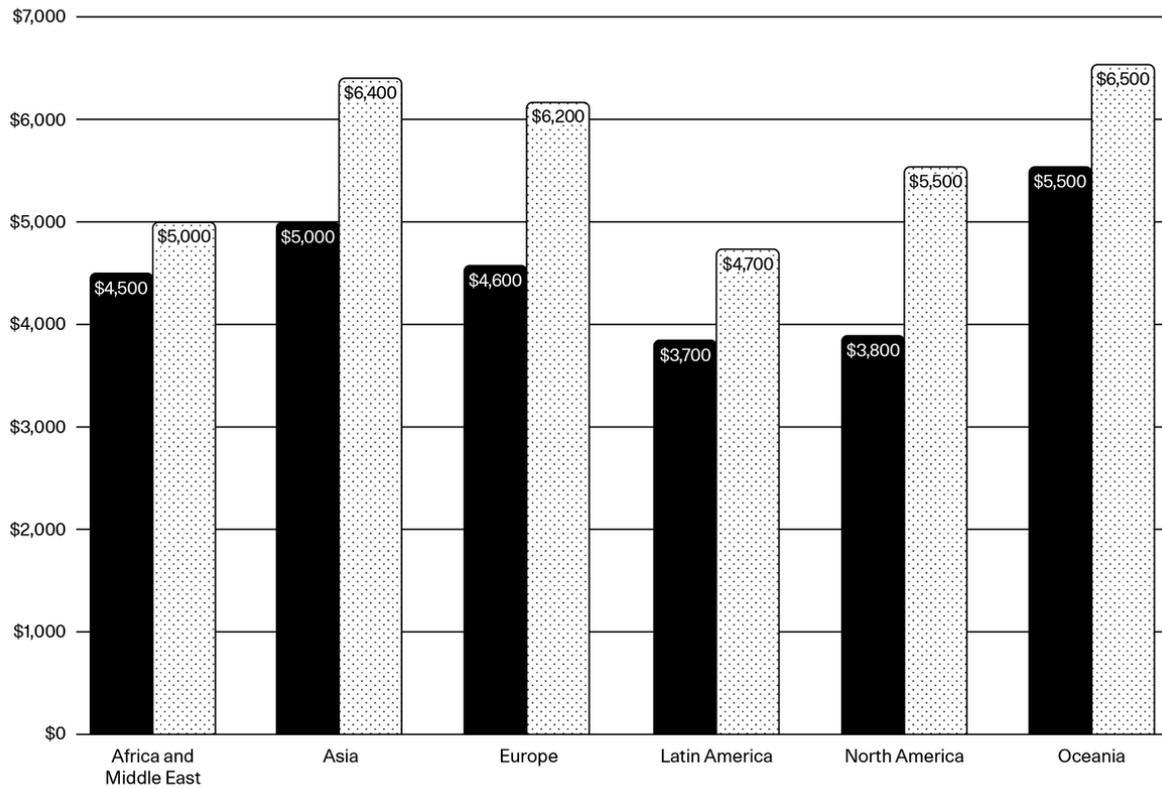
## 26. Inequality in the Arts

Inequality in pay also exists in the art world.

### Median Prices for Female Versus Male Artists' Works

Works created after 1999

■ Female ■ Male



## 27. The Cannes Protest



Dozens of women film stars have held a protest at the Cannes Film Festival 2018 against gender-based discrimination in the industry. Cate Blanchett, Kristen Stewart and Salma Hayek were among those taking part in the red-carpet demonstration.

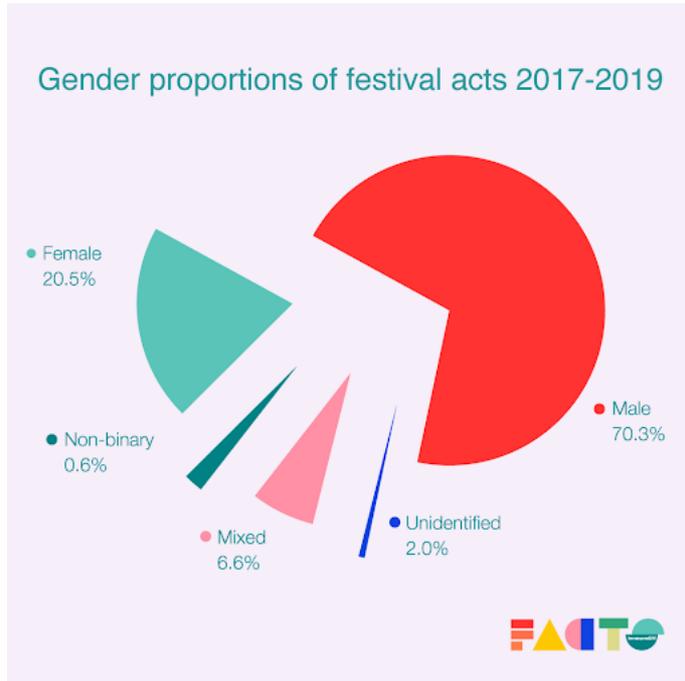
The prestigious Cannes festival has come under criticism for failing to showcase more films by women directors. The protest comes after a period of turmoil in the industry following allegations of sexual harassment. This is the first Cannes festival since allegations of sexual abuse were first made against producer Harvey Weinstein last year. He has always denied engaging in non-consensual sex.

The actresses and filmmakers linked arms to stroll along the red carpet. Cate Blanchett spoke of the film industry's gender inequalities. "We are 82 women, representing the number of female directors who have climbed these stairs since the first edition of the Cannes Film Festival in 1946. In the same period, 1,688 male directors have climbed these very same stairs," the two-time Oscar winner said.

"The prestigious Palme d'Or has been bestowed upon 71 male directors, too numerous to mention by name, but only two female directors," Ms Blanchett remarked.

*(source: BBC News)*

## 28. Gender Proportions on Festivals



## 29. LGBTQ+ Inequality

The Polish community of Niedrzwica Duza pronounced itself an LGBTQ+ free zone. The community council voted for a resolution to stop the terror of homosexuality. Conservatives emphasize that they don't want to forbid homosexuality: "We never discriminate because of a person's sexual orientation", says the lawyer of Ordo Iuris, a religious organisation. As long as homosexuals don't express their feelings or ask to be married, have pride-marches or go to schools to teach about homosexuality. "It is important that children aren't exposed to such parades", the mayor says. Persons with the same sex can't get married. It is as if we would give a driver's license to the blind." He calls the resolution a precaution against the western sexual revolution. "This ideology aggressively knocks on our door, to tell us how to live our lives. Ours is a democratic resolution, voted for by a majority: we do not allow ourselves to impose the values of a minority."

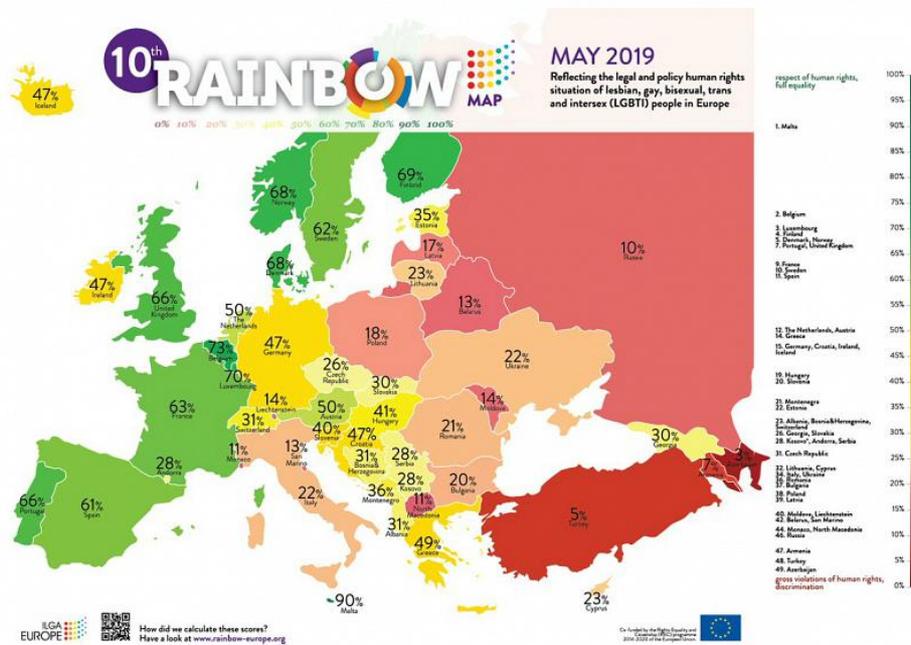
*(source: NRC, April 24, 2020)*

Nikkie de Jager from the Netherlands is currently one of the most popular social media influencers. On her YouTube channel, Nikkietutorials, she talks about lifestyle and make up issues.

In 2019, Nikkie posted a video with a very different subject. Nikkie told her followers she had been blackmailed. Therefore, she decided to come out of the closet. The blackmailer wanted money or otherwise threatened to expose Nikkie as a transgender. Nikkie decided to share her secret in a special video on her channel. Nikkie's coming out video went viral and motivated a lot of transgenders worldwide not to be ashamed anymore.

See: [https://www.youtube.com/watch?v=Q00w2E\\_qAsE](https://www.youtube.com/watch?v=Q00w2E_qAsE)

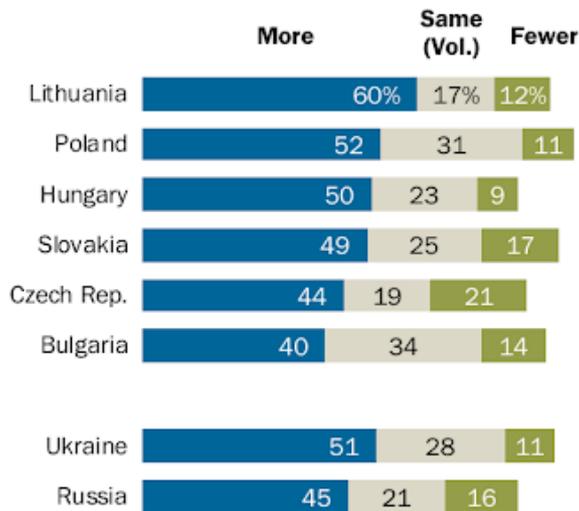
## LGBTQ+ rights in Europe: some countries are “Moving Backwards on Equality for First Time in a Decade”



### 30. Women's rights since the fall of communism

#### Women's rights seen as improved in many countries since fall of communism

*% who say women now have \_\_\_ social and legal rights than they had under communism*



Note: Don't know responses not shown.  
Source: Spring 2019 Global Attitudes Survey, Q63.

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#### Inequality in Soviet Times

From the book review of *The House of Government: A saga of the Russian Revolution* by Yuri Slezkine (2017):

“On a recent research trip to Tbilisi, I stayed with a retired math professor and master storyteller named Tsiala in the communal apartment she’d remade into an elegant B&B for foreigners on the city’s main drag. Evenings over tea, she told me stories about her life in Soviet Georgia. The one I remember best was about her pregnancy with twins in the early 1970s. Certain she’d lose her job at the university if she took maternity leave, she decided to hide the pregnancy. She bought a long fur coat and wore it whenever she left the house. Heavily pregnant by summer, she looked ridiculous in the coat and thought she might die in the 90-degree heat of the outdoor fruit market. Still, in late August, she managed to give birth to two girls and return to work four days later, leaving the infants in the care of a nanny, as though nothing big had happened.”

## How do you feel?

**Close the discussion in each group with the question: How do you feel about gender (in)equality? Answer it in connection to the infographic about young people’s preference for a future relationship with traditional role models (see below).**

### 31. Young adults and family roles

## Younger adults less likely to prefer a marriage with traditional roles

*% who prefer a marriage where the husband provides for the family and the wife takes care of the house and children*

	<b>18-34</b>	<b>35-59</b>	<b>60+</b>	<b>Youngest-oldest gap</b>
	%	%	%	
Czech Rep.	23	33	47	<b>-24</b>
Poland	16	25	40	<b>-24</b>
Italy	16	17	33	<b>-17</b>
Lithuania	22	37	39	<b>-17</b>
Slovakia	23	26	40	<b>-17</b>
Greece	17	20	30	<b>-13</b>
UK	9	21	19	<b>-10</b>
U.S.	15	24	24	<b>-9</b>
Spain	4	5	13	<b>-9</b>
Russia	32	33	19	<b>+13</b>

Note: Only statistically significant differences shown.

Source: Spring 2019 Global Attitudes Survey. Q61.

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## Student Material: Worksheet Perspectives on Gender (In)Equality

<b>Perspectives on gender inequality</b>	
Case:	
What happened?	
Who & who?	
When & where?	
Which perspective(s)?	
What should be done/changed, according to source?	
Group discussion: What should be done, according to you?	