GENDER EQUALITY

STEREOTYPES

Stereotypes continue to reinforce/spread/convey the idea that women are:
- more delicate that men
- weak
- emotional
- better at literature and boys better at math […]

Double standard = means that you apply different sets of principles from one group/ person/gender as for another group. (For example, a woman is expected to care about her appearance and men are expected not to cry)

- Language: some expressions suggest/imply that being a girl is an insult *«to run, throw, fight like a girl»* → What is feminine is associated to sth weak. (sissy= a person who is regarded as effeminate or cowardly)

- Toys and Children's television program. Girls' and boys' toys are different, for example, the girls' aisle is bright pink while boys' toys are more neutral. Also, many early Disney movies end with the female character being saved by a prince → portrays women as dependent on men

- Having **role models** can be a solution to fight back **stereotypes** (recent Disney characters, women that have a successful career) → encourage girls to have higher goals and help them gain confidence.

AT WORK

- The **gender pay gap**: women are still paid 20 % less than men.

Glass ceiling = the invisible discrimination that prevents women from rising to positions of power and responsibility. This discrimination is invisible because it is not explicit (*Ex: fewer women run big companies than men named John*).

- Choices of career: there are more men in STEM studies (80%) which is a high-paying fields → Fewer women because they are not confident in their scientific skills.

- When men and women apply for a part-time work, it is not for the same reasons:
    - Women: to allow them to have more time to take care of their children and to do household chores.
    - Men: more time for hobbies

- Maternity leaves can last quite long so it can be an argument not to hire a woman. It is also believed that women with children are less devoted to their jobs.

LEGISLATION

Feminism = a range of social and political movements to achieve gender equality.

- The Pink tax: for the same products women pay more (1,300 $ / year). →The governor of NY introduced a law to ban gender-based price disparities / discrimination.
  Rule of supply and demand, but in practice = too difficult to find alternatives.

IMPACT OF THE PANDEMIC

- It has allowed housewives to work again without leaving their house nor feeling guilty. For example, the creation of the platform "DoctHERs"

- The pandemic has also worsened existing equalities: during the first lockdown, women did two-thirds of the extra childcare and their mental workload increased.

ABUSES AND ASSAULTS

Rape culture = a general environment where rape is prevalent and normalized by the media and popular culture. It can also consist in blaming the victim (also called «victim blaming») or in trivializing sexual violence. This culture disregards women's rights and safety.

- India is « missing » 63 million girls (2018) because of selective abortions.

- The Me-Too movement = In 2017, the phrase became popularized by actress Alyssa Milano on Twitter in order to raise awareness on the topic of sexual assault, following the allegations against H. Weinstein. It gained popularity around the globe and several high-profile actresses revealed that they were abused and shed light on how widespread sexual harassment is at work. → Encourages other women to report abuse and file a complaint.

- Polanski's case: he was accused of sexual assault on minors. His award for "best director" in 2020 during the Cesar ceremony sparked controversy.

Is it possible to achieve gender equality?
Is gender equality only about women?
How can we promote gender equality?

To reduce the gender pay gap = *Réduire l'écart de rémunération entre les hommes et les femmes*
To take time off = *Prendre un congé*
Parental / maternity leave = *Congé parental / maternité*
STEM subjects = *Sciences, technologie, ingénierie et mathématique*

Role model = *un modèle*
Household chores = *les tâches ménagères*
Widespread = *Très répandu*
Housewife = *Femme au foyer*
Trivialize = *Banaliser*