

Module 4: SUSTAINABLE FINANCE AND SPONSORSHIP

Lesson 3: Gender Equality

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Unit 3	GENDER EQUALITY
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Module: Learning Outcomes

Module 4

Introduction to Module: *Module 4 focuses on aspects related to Sustainable Finance and sponsorship. As the E-Commerce platform is intended for women, a module on Gender Equality has been added.*

Introduction to Lesson 3: Equal rights and opportunities between women and men and the end of violence against women is one of the main objectives of the Council of Europe. This lesson summarizes the main legislation at a European and international level that specifically deals with Gender Equality and some of the resources carried out by the Council of Europe

Knowledge

Different concepts related to Gender Equality, main legislation at European and international level, resources present at European level and knowledge about the history of gender equality

Skills

Analyze any type of information with a gender perspective

Competences

Acquire a critical perspective on the world around us using the gender perspective

Introductory video

(SCRIPT)

Hello, everybody!

Equal rights and opportunities between women and men and the end of violence against women is one of the main objectives of the Council of Europe. This lesson summarizes the main legislation at a European and international level that specifically deals with Gender Equality and some of the resources carried out by the Council of Europe.

Unit 3: Gender Equality

Topic 1: Gender Equality: Conceptualization

- Being treated fairly is a basic right in the European Union. It is illegal to discriminate against a person on the basis of sex, age, disability, racial or ethnic origin, religion, belief, or sexual orientation.
- Equality between women and men is one of the objectives of the European Union. Over the years, legislation, jurisprudence and the modifications of the Treaties have contributed to consolidate this principle, as well as its application in the European Union.
- ***Gender Equality*** (United Nations): “Gender equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development”. “Achieving gender equality and empowering women and girls is the unfinished business of our time, and the greatest human rights challenge in our world”.

Topic 1: Gender Equality. Conceptualization

- According to UN Women, **Gender Equality** “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”. “Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development”.

Read more:

<https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

Topic 2: Brief historical tour

- **INTERNATIONAL LABOUR ORGANIZATION (1919)**-> ***Convention 100 on Equality in Employment and Occupation*** (1951):guaranteeing that women and men receive the same remuneration for equal work, establishing fixed remuneration rates without discrimination based on sex. States must guarantee equal pay between women and men in the public sector and favor it in the private sector.
- **DECLARATION OF HUMAN RIGHTS (1948)**-> ***Article 2*** applies all rights and freedoms equally to men and women and prohibits discrimination on the basis of sex. These freedoms and rights include equal pay for equal work, the right to health and the right to an education for all.

Topic 2: Brief historical tour

- ***Convention on the Elimination of All Forms of Discrimination against Women (CEDAW- 1979)***, It constitutes the international framework for the rights of women and girls. It contains 30 articles where the different types of violence are defined.
- ***Council of Europe`s Istambul Convention on Violence againts Women (2011)***: <https://www.coe.int/en/web/istanbul-convention/home?>
- UN Women “25 years of progress and promises for women´s rights”:
<https://youtu.be/ZC9jdhi6xgA>

Read more: <https://www.un.org/en/global-issues/gender-equality>

Topic 3: Gender equality as a fundamental topic in the European institutions

- Although Europe has advanced legislation on gender equality (CEDAW, Istanbul Convention, national legislation), the truth is that real equality is still a long way off. If we focus on the workplace, the wage gap in Europe is still at 14%, which means that women earn on average 14% less per hour than men.
- Women are overrepresented in relatively low-paying sectors such as care and education; the so-called glass ceiling leads to underrepresentation in management positions.
- In December 2021, the Council of Europe agreed on its position on a draft legislative act on pay transparency that will help fight current pay discrimination at work and eliminate the gender pay gap

Topic 3: Gender equality as a fundamental topic in the European institutions

- **Achievements in gender equality:**
 - equal treatment legislation
 - gender mainstreaming, integration of the gender perspective into all other policies
 - specific measures for the advancement of women
- **Gender Equality Strategy 2020-2025:** Strategy presents policy objectives and actions to make significant progress by 2025 towards a gender-equal Europe
- **Annual report on gender equality**

Read more: https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en#annual-report-on-gender-equality

Topic 4: European Union: resources to achieve gender equality

- **Gender Equality Strategy 2020-2025.** The key principles for this Strategy are:
 - Ending sex-based violence
 - Challenging gender stereotypes
 - Closing the gender gap within the labour market
 - Attain equal participation across different sectors
 - Tackle the gender pay and pension gap
 - Tackle the gender care gap
 - Attain a gender balance in decision making and politics

Read more: <https://humanrights.gov.mt/en/Pages/Gender%20Equality/European%20Affairs/Gender-Equality-Strategy-2020-2025.aspx>

Topic 4. European Union: resources to achieve gender equality

- **European Institute for Gender Equality** works to make gender equality a reality in the EU and beyond. To do this, it offers research, data and good practices while preparing studies and statistics on the subject in the EU <https://eige.europa.eu/about/projects>
- Council of Europe member states have made strong commitments to the effective realisation of gender equality agenda both through the implementation of standards and through measures and activities in six priority areas.

Read more: <https://www.coe.int/en/web/genderequality/themes>

Topic 5: Legislation on equality: CEDAW

It would not be until 1979, with the **Convention on the Elimination of all forms of discrimination against Women (CEDAW)**, that gender equality in all areas was established as a main point for all States and their public policies. **Article 2.a:** “Consecrate, if they have not yet done so, in their national constitutions and in any other appropriate legislation the principle of equality of men and women and ensure by law or other appropriate means the practical realization of that principle. **Article 2.e** “Take all appropriate measures to eliminate discrimination against women practiced by any person, organization or company”.

Read more: <https://www.un.org/womenwatch/daw/cedaw/>

Topic 5. Legislation on equality: CEDAW

- It constitutes the international framework for the rights of women and girls. It contains 30 articles where the different types of violence are defined.
- By accepting the Convention, States commit themselves to undertake a series of measures to end discrimination against women in all forms, including:
 - to incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women
 - to establish tribunals and other public institutions to ensure the effective protection of women against discrimination
 - to ensure elimination of all acts of discrimination against women by persons, organizations or enterprises.

Topic 6: Legislation on equality. Istanbul Convention

- **The Council of Europe Convention on preventing and combating violence against women and sexist violence** is a convention of the Council of Europe that aims to combat violence against women. It was presented in Istanbul in 2011 and has been in force in Europe since August 1, 2014. By 2022, it has been signed by 45 countries and ratified by 37 countries
- It is the first binding instrument at the European level on violence against women and is considered the most comprehensive and far-reaching international treaty on combating violence against women.
- Recognizes violence against women as a violation of human rights and addresses violence against women through measures aimed at preventing violence, protecting victims and prosecuting perpetrators.

Topic 6: Legislation on equality. Istanbul Convention

- The Convention contemplates as a crime all forms of violence against women: physical, psychological and sexual violence, including rape; female genital mutilation, forced marriage, harassment, forced abortion and forced sterilization. This implies that States must introduce these crimes into their legal systems.

Read more: <https://www.coe.int/en/web/istanbul-convention/home?>

Learning Activity 1: Symbolic violence

Educational goal	Type of activity	Content	Additional materials
<p>Management of social networks and digital platforms</p> <p>Critical analysis of the use of symbology (images, words) when related to women</p>	<p>Individual exercise</p>	<p>Collect information about symbolic violence in your country. Take a good look at the language used in the press, television ads, images of women and girls in advertising, popular language, etc. Add all this information in a table and, if possible, include links to articles or videos</p>	<p>Links to videos on YouTube, press articles, advertisements, etc.</p>

Learning Activity 2: Roleplaying

Educational goal	Type of activity	Content	Additional materials
Critical analysis of the use of situations of violence against women using a gender perspective	Simulation	Work in pairs or groups. In three situations of gender violence (partner violence in a restaurant, sexual harassment at work and conversation about sexting), simulate 2 situations: in the first, how do you think people react to these situations and in the second, how would you react now? with everything learned in this unit	List of resources, links, videos that might be useful for the target group.

Learning Activity 3: Gender Equality in my country

Educational goal	Type of activity	Content	Additional materials
Search for information on the Internet Management of social networks and digital platforms	Individual exercise	What measures to promote Gender Equality are carried out in your country? Indicate if there are specific laws or measures, government programs, NGOs that work for equality, etc.	Link a Cedaw y Convenio Estambul

Evaluation

Question 1:

Choose the correct answer between the following:

- a) Violence against women occurs in any country, regardless of its culture and its level of economic and/or social development.
- b) Equality between women and men is not one of the main objectives of the European Union.
- c) Although CEDAW is an international legislative framework, it does not define the different types of violence against women.
- d) The Council of Europe lacks resources to tackle gender inequality.

Correct answer: a) Violence against women occurs in any country, regardless of its culture and its level of economic and/or social development.

Question 2:

What is the stance of the European Union regarding discrimination?

- a) Discrimination is legal in all cases.
- b) Discrimination is illegal based on certain factors.
- c) Discrimination is only illegal based on age and race.
- d) Discrimination is allowed based on personal beliefs.

Correct answer: b) Discrimination is illegal based on certain factors.

Question 3:

Why is gender equality important according to the statement?

- a) It has no impact on societies.
- b) It is only a preference of certain individuals.
- c) It is a fundamental human right and crucial for peaceful societies and development.
- d) It is unrelated to sustainable development.

Correct answer: c) It is a fundamental human right and crucial for peaceful societies and development.

Question 4:

What is the primary focus of the Gender Equality Strategy 2020-2025?

- a) Exclusively addressing economic growth.
- b) Ignoring the concept of gender equality.
- c) Making progress towards a gender-equal Europe by 2025.
- d) Implementing policies that promote discrimination.

Correct answer: c) Making progress towards a gender-equal Europe by 2025.

Question 5:

What does Gender Equality refer to, according to the given statement?

- a) Forcing women and men to become identical in all aspects.
- b) Providing equal opportunities only to girls and boys.
- c) Ensuring that rights, responsibilities, and opportunities are not based on gender.
- d) Encouraging men to have more rights and responsibilities than women.

Correct answer: c) Ensuring that rights, responsibilities, and opportunities are not based on gender.

Question 6:

Choose the correct answer about CEDAW:

- a) Although previous legislation dealt with gender inequality, it was not until the appearance of CEDAW that it became a fundamental issue for European policies.
- b) By accepting the Convention, States commit themselves to undertake a series of measures to end discrimination against women in all forms.
- c) It is the main legislation on which the laws of each state are based to combat gender inequality.
- d) All the answers are correct.

Correct answer: d) All the answers are correct.

Question 7:

Which forms of violence against women does the Istanbul Convention classify as crimes?

- a) Verbal disagreements in relationships
- b) Physical, psychological, and sexual violence, including rape
- c) Sharing differing opinions on gender roles
- d) Criticizing personal choices

Correct answer: b) Physical, psychological, and sexual violence, including rape

Summary

Although Europe has advanced legislation on gender equality, the truth is that real equality is still a long way off.

Being treated fairly is a basic right in the European Union. It is illegal to discriminate against a person on the basis of sex, age, disability, racial or ethnic origin, religion, belief, or sexual orientation.

Equality between women and men is one of the objectives of the European Union. Over the years, legislation, jurisprudence and the modifications of the Treaties have contributed to consolidate this principle, as well as its application in the European Union.

In this lesson, the most important legislation dealing with gender equality has been summarized, as well as some of the main resources launched by the Council of Europe.

References

Examples of APA 7th edition referencing:

For articles:

Surname, A. A. (Year). Title of the work. *Title of the publication in italics, volume in italics*(issue), pages. doi or link

Oliver, K. L., & Lalik, R. (2004). Critical Inquiry on the Body in Girls' Physical Education Classes: A Critical Poststructural Perspective. *Journal of Teaching in Physical Education*, 23(1), 162 -195. <https://doi.org/10.1123/jtpe.23.2.162>

For books:

Surname, A. A. (Year). *Title in italics*. Publisher.

Spiegel, D. (1981). *Reading for pleasure: Guidelines*. International Reading Association.

For book chapters:

Surname, A. A., & Surname, A. A. (Year). Title of the chapter. In A. Surname & A. A. Surname (Eds.), *Title of the book in italics* (pp. xx-xx). Publisher.

Aron, L., Botella, M., & Lubart, T. (2019). Culinary arts: Talent and their development. In R. F. Subotnik, P. Olszewski-Kubilius, & F. C. Worrell (Eds.), *The psychology of high performance: Developing human potential into domain-specific talent* (pp. 345–359). American Psychological Association. <https://doi.org/10.1037/0000120-016>

In-text citations

Examples of APA 7th edition citations:

If there are **1 or 2 authors**, the first and successive times that they are cited, all the authors must be mentioned.

If there are **3 or more authors**, the surname of the first author and "et al." from the first time they are cited (in references ALL AUTHORS ARE CITED).

PARAPHRASING

While improvements in aerobic capacity have been shown after 8 to 12 weeks of training (Eather et al., 2016; Goins, 2014; Heinrich et al., 2014; Murawska-Cialowicz et al., 2015; Smith et al., 2013), only Goins (2014) obtained significant improvements in anaerobic capacity after 6 weeks of the CrossFit programme.

QUOTATIONS

Díaz and Hernández (2010), consider that cooperative learning is "the pedagogical use of a small community, in which students work together to increase their training and that of other members" (p. 87).