

Balancing gender related issues

George Mary and Ki Son

Department of Arts and Humanities Study, Faculty of Arts, University of Hong Kong.

ABSTRACT

This article shows the balancing of gender related issues. Gender equality, also known as sexual equality or equality of the sexes, is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally, regardless of gender. Every day, women and girls around the world face violence and discrimination. 1 in 3 women will experience physical or sexual violence in their lifetime, regardless of age, background or country, and every country in the world has laws that treat women and girls as second-class citizens. Sexual exploitation, violence, harmful

Keywords: Balancing, gender, related, issues.

cultural practices and systemic inequalities violate their human rights and prevent them from reaching their potential. For well-balanced and sustainable social development, men and women must have equal rights, responsibilities and opportunities: gender equality. Sport can make an important contribution to improving the position of women. Basically, there are two ways of stimulating gender equality. Gender mainstreaming aims to achieve equality in all activities of an organisation: policy, structure and culture. Activities specifically aimed at improving the position and participation of women are necessary as well: empowerment.

INTRODUCTION

Often time, we (the society) go into movements geared towards an even distribution amongst genders. This movement often times carry the message that both gender (male and female) shouldn't permit any form of dissemination or discrimination which implies that genders have equal access to all that makes life comfortable [1]. In the course of this movement, they indirectly integrate and as well impose the male gender on the female gender making the female believe that they are of a lower caliber than the male and while doing this, they try to get insights from the bible saying that the lord said that ladies should be below their man and be submissive to them [2].

Gender equality, also known as sexual equality or equality of the sexes, is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing

different behaviors, aspirations and needs equally, regardless of gender [3].

To avoid complication, other genders (besides women and men) will not be treated in this gender equality article. Gender equality is the goal, while gender neutrality and gender equity are practices and ways of thinking that help in achieving the goal. Gender parity, which is used to measure gender balance in a given situation, can aid in achieving gender equality but is not the goal in and of itself. Gender equality is more than equal representation; it is strongly tied to women's rights, and often requires policy changes. As of 2017, the global movement for gender equality has not incorporated the proposition of genders besides women and men, or gender identities outside of the gender binary [4].

UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and

<http://www.inosr.net/inosr-arts-and-humanities/>

George and Ki

INOSR ARTS AND HUMANITIES 4(1): 1-5, 2018.

men, be the same, or that they be treated exactly alike." [5]

On a global scale, achieving gender equality also requires eliminating harmful practices against women and girls, including sex trafficking, femicide, wartime sexual violence, and other oppression tactics. UNFPA stated that, "despite many international agreements affirming their human rights, women are still much more likely than men to be poor and illiterate [6] [7]. They have less access to property ownership, credit, training and employment. They are far less likely than men to be politically active and far more likely to be victims of domestic violence." [8]

According to UNICEF, Girls and boys see gender inequality in their homes and communities every day in textbooks, in the media and among the men and women who provide their care and support. Unequal responsibility for work in the home socializes children into thinking that these duties are women's only roles, thereby curtailing generational change and narrowing girls' ambitions [9].

The term gender refers to the economic, social and cultural attributes and opportunities associated with being male or female. In most societies, being a man or a woman is not simply a matter of different biological and physical characteristics. Men and women face different expectations about how they should dress, behave or work. Relations between men and women, whether in the family, the workplace or the public sphere, also reflect understandings of the talents, characteristics and behaviour appropriate to women and to men. Gender thus differs from sex in that it is social and cultural in nature rather than biological. Gender attributes and characteristics, encompassing, inter alia, the roles that men and women play and the expectations placed upon them, vary widely among societies and change over time [10]. But the fact that gender attributes are socially constructed means that they are also amenable to change in ways that can make a society more just and equitable. As of 2017, gender equality is the fifth of seventeen sustainable

development goals of the United Nations. Gender inequality is measured annually by the United Nations Development Programme's Human Development Reports.

What is gender equality

Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviours, aspirations and needs of women and men are equally valued and favoured.

Why Gender Equality

Every day, women and girls around the world face violence and discrimination. 1 in 3 women will experience physical or sexual violence in their lifetime, regardless of age, background or country, and every country in the world has laws that treat women and girls as second-class citizens. Sexual exploitation, violence, harmful cultural practices and systemic inequalities violate their human rights and prevent them from reaching their potential. This kind of inequality is bad for everyone, not just for women: research shows that where women and girls are treated unfairly, there is more societal conflict and less economic stability [11]. When societies treat women and girls fairly, there is less societal conflict and more economic stability. At Equality Now we use the power of the law to dismantle deep rooted discrimination and inequality and build a just world for women and girls.

Gender related issues

Increase Gender Representation/ Gender Balance: One of the main objectives set by UN Global Union, through its Equal Opportunities Department has been to attain productive development based on gender equality [12]. We regard this principle as essential to achieving sustainable development and true social justice for everyone.

Violence Against Women: The socially and culturally built hierarchy between the genders holds certain power relationships. Any power relationship is asymmetrical by definition, i.e. one of the

<http://www.inosr.net/inosr-arts-and-humanities/>

George and Ki

INOSR ARTS AND HUMANITIES 4(1): 1-5, 2018.

subjects of the relationship has power and the other one does not.

Usually, men are socially regarded as being of higher value. This asymmetrical situation is present in many areas of social life and can lead to violence (physical, verbal, or psychological) [13]. Studies show that more than 1/3 of the women around the world have experienced violence at some point in their lives and it can happen at the workplace.

Sexual Harassment: Sexual harassment is a form of violence that through a show power intimidates, humiliates, and affects another person's dignity. This behavior is sexual in nature (physical contacts, sexual advances, comments and jokes with sexual content, exhibiting pornographic material or making inappropriate comments) and undesired; it is perceived by the victim as a condition to keep the job, or as one that creates a hostile, intimidating, and humiliating work environment [14].

Women's Health: Health is a universal human right. That's why, irrespective of religion, age or where we live, we have a right to the information and the healthcare services that allow us to care for our bodies and our quality of life. It is not just being free of illnesses, but also having access to reasonable standards of living, housing, food, decent work, as well as appropriate level of medical assistance

CONCLUSION

For well-balanced and sustainable social development, men and women must have equal rights, responsibilities and opportunities: gender equality. Sport can make an important contribution to improving the position of women. Basically, there are two ways of stimulating gender equality. Gender mainstreaming aims to achieve equality in all activities of an organisation: policy, structure and culture. Activities specifically aimed at improving the position and participation of women are necessary as well: empowerment. A combination of the two strategies is the most effective. Projects aimed at sports participation by women must be set up with care. There are several obstacles:

so that we can develop our full potential as individuals [15]. To be able to truly achieve gender equality, we need to look at the health and well-being of women. This is a precondition for the promotion of the sustainable growth of our communities.

Work - Life Balance: Globalization of the economy has brought about changes in the labour market structure and labour organization, which had remained stable throughout the 20th century. The traditional model of sexual division of labour had placed productive tasks (supporting and providing for the family) in the hands of men and reproductive ones in the hands of women (caring for children and the elderly, housekeeping chores). Today, women increasingly share the provider role with men [16] [17]. However, there has not been a similar change in the distribution of domestic work. For that reason, women with both roles (productive and reproductive) work more hours than men, get less rest, and are burdened with a heavy workload that puts their health at risk and limits their chances of developing a professional career [18]. We must then reflect upon these issues and devise policies intended to balance work and family life to overcome gender inequalities, so that both men and women may have access to a full family life and a professional career [19].

women may feel unsafe, they may have other obligations and limited time, and may be subject to norms in relation to gender and sexuality. It is extremely important to take these aspects into consideration in the design of programmes and projects. This theme too shows the usefulness of cooperation between sport organisations and development organisations. The gender issue is pre-eminently a theme for development cooperation. Sport organisations do not need to reinvent this particular wheel, but can build on procedures and methods that have been tried and tested in practice. Similarly, development organisations do not need to break their heads over the question of

how to train female sport leaders or how sports activities can be set up so as to be attractive to women. Sports associations already have this particular expertise. It is recommended that the experiences of

predecessors are used as well as the knowledge and expertise of specialists in setting up and implementing sport and development projects.

REFERENCES

1. Alison, Stone (2008). An introduction to feminist philosophy. Polity Press. pp. 209-211.
2. Coulombeau, Sophie (2014). "Why should women change their names on getting married?". BBC News.
3. Evans, Frederick William (2009). Shakers: Compendium of the Origin, History, Principles, Rules and Regulations, Government, and Doctrines of the United Society of Believers in Christ's Second Appearing. New York: D. Appleton & Co. p. 34.
4. Featherstone, Brid; Rivett, Mark; Scourfield, Jonathan (2007). Working with men in health and social care. p. 27.
5. Glendyne R. Wergland, Sisters in the Faith: Shaker Women and Equality of the Sexes (Amherst: University of Massachusetts Press, 2011).
6. Htun, Mala; Weldon, S. Laurel (2007). "When and why do governments promote women's rights? Toward a comparative politics of states and sex equality". Paper prepared for delivery at the American Political Science Association, Annual Meeting, Chicago, 29 August - 2 September 2007.
7. Jordan, Tim (2002). Social Change (Sociology and society). Blackwell. ISBN 978-0-631-23311-4.
8. LeMoyne, Roger (2011). "Promoting Gender Equality: An Equity-based Approach to Programming" (PDF). Operational Guidance Overview in Brief. UNICEF. Retrieved 2011-01-28.
9. Lombardo, Emanuela (2003). "EU Gender Policy: Trapped in the 'Wollstonecraft Dilemma?'. European Journal of Women's Studies. 10 (2): 159-180.
10. Lombardo, Emanuela; Jalušić, Vlasta; Maloutas, Maro Pantelidou; Sauer, Birgit (2007). "III. Taming the Male Sovereign? Framing Gender Inequality in Politics in the European Union and the Member States". In Verloo, Mieke (ed.). Multiple meanings of gender equality : a critical frame analysis of gender policies in Europe. New York: Central European University Press Budapest. pp. 79-108.
11. Mayell, Hillary (2002). "Thousands of Women Killed for Family 'Honor'". National Geographic News. National Geographic Society. Retrieved 14 June 2015.
12. Montoya, Celeste; Rolandsen Agustín, Lise (2013). "The Othering of Domestic Violence: The EU and Cultural Framings of Violence against Women". Soc Polit. 20 (4): 534-557.
13. Riane Eisler (2007). The Real Wealth of Nations: Creating a Caring Economics. p. 72.
14. Schreir, Sally, ed. (2016). Women's movements of the world : an international directory and reference guide. Cartermill International. p. 254. ISBN 9780582009882.
15. Sheila, Jeffreys (2012). Man's dominion : religion and the eclipse of women's rights in world politics. Routledge. p. 94.
16. United Nations Millennium Campaign (2008). "Goal #3 Gender Equity". United Nations Millennium Campaign.
17. Wendy R. Benningfield, Appeal of the Sisterhood: The Shakers and

<http://www.inosr.net/inosr-arts-and-humanities/>

George and Ki

INOSR ARTS AND HUMANITIES 4(1): 1-5, 2018.

the Woman's Rights Movement
(University of Kentucky Lexington
doctoral dissertation, 2004), p. 73.

18. World Bank (September 2006).
"Gender Equality as Smart
Economics: A World Bank Group
Gender Action Plan (Fiscal years
2007-10)".
19. Zainulbhai, Hani (2016). "Strong
global support for gender equality,
especially among women". Pew
Research.