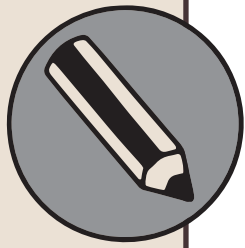


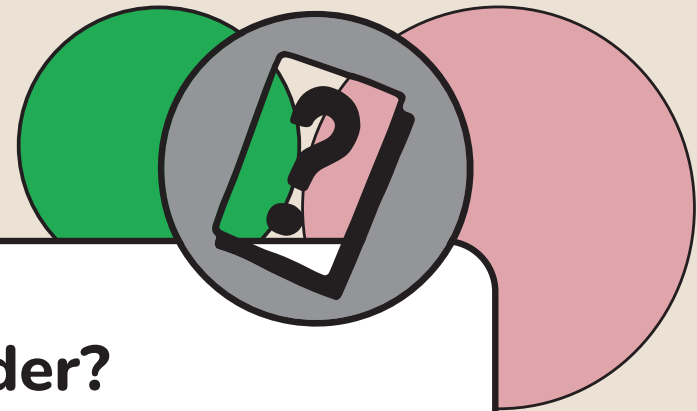


- GENDER TRAINING -



GENDER SOCIALIZATION

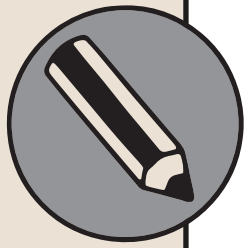




How would you describe your gender?

Why do you think you are?

What does it mean to be that gender identity?

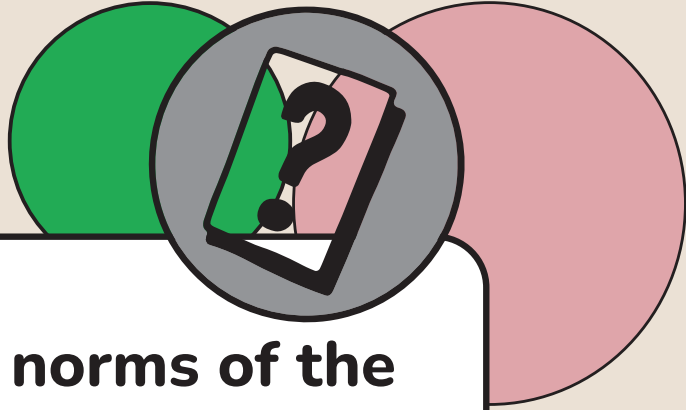


GENDER SOCIALIZATION

GENDER: refers to a social construction related to behaviors and attributes based on labels of masculinity and femininity. It's a social organizational principle.

SEX: refers to the biological aspects of an individual as determined by their anatomy: by their chromosomes, hormones and their interactions.

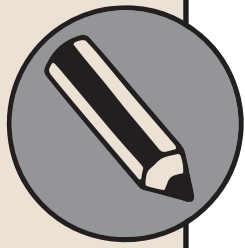
The phrase “sex/gender system,” or “sex/gender/sexuality system” was coined by Gayle Rubin to describe “the set of arrangements by which a society transforms biological sexuality into products of human activity.” Rubin employed this system to articulate that “part of social life which is the locus of the oppression of women”.



How much do you comply with the norms of the sex-gender system?

What might we be missing out because of the rigidity of this system?

Are we sometimes “controllers” of the sex-gender system?

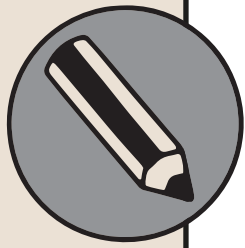


GENDER STEREOTYPES

What is a stereotype?¹ A generalized view or preconception about attributes or characteristics that are or ought to be possessed by members of a particular social group.



¹ OHCHR commissioned report – ‘Gender Stereotyping as a human rights violation’



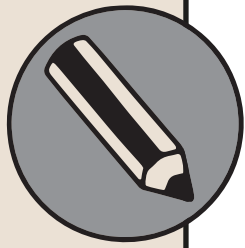
GENDER STEREOTYPES

Gender stereotyping² It is an overgeneralization of characteristics, differences and attributes of a certain group based on their gender.

→ Gender stereotypes create widely accepted biases about certain characteristics or traits and perpetuate the notion that each gender and associated behaviors are **binary**.

→ When individuals don't conform to our gender stereotypes the result can lead to discrimination and unequal or create unequal or unfair treatment.

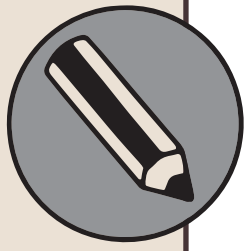
² <https://www.genderequalitylaw.org/gender-stereotyping>



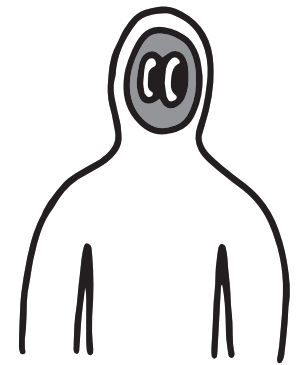
GENDER STEREOTYPES

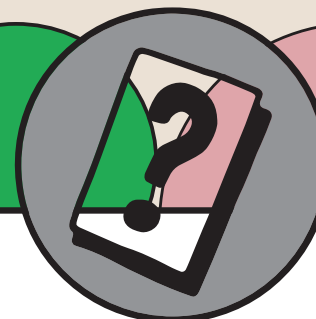
For example:

- Boys should not wear dresses or other clothes typically associated with “girl’s clothes”
- Girls should be well behaved; boys are expected to act out
- Women are natural nurturers; men are natural leaders
- A transgender or gender non-confirming person is profoundly wrong, and needs to “fix it”



GENDER INEQUALITIES

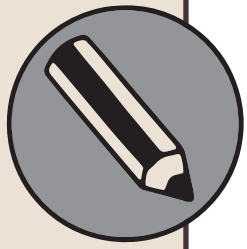




Let's think deeply:

Which gender inequalities do you recognize in the following areas?

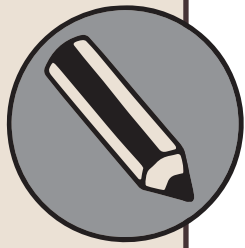
- **Education**
- **Work**
- **Health**
- **Decision-making processes**
- **Laws and rights**



GENDER INEQUALITIES

Gender inequality is the most pervasive form of inequality around the world and a pressing human rights concern³.

³ <https://genderstats.un.org/#/home>

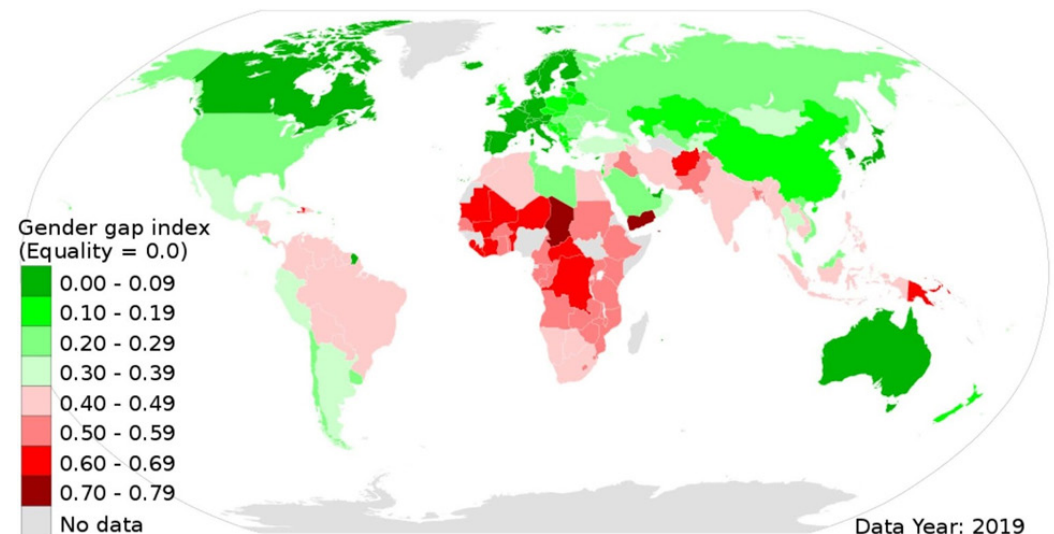


GENDER INEQUALITIES

Gender inequality index

Index for measurement of gender disparity:

- Over 162 countries
- Established by the United Nations in 2010
- Ranges between 0 and 1 > Close to 0 = more equality between men and women



³ <https://genderstats.un.org/#/home>

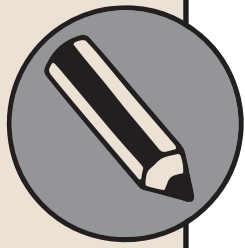


INTERSECTIONALITY

“A prism for seeing the way in which various forms of inequality often operate together and exacerbate each other”

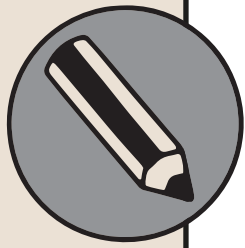
Kimberlé Crenshaw (1989)





INTERSECTIONALITY

- Intersectionality is an analytical framework for understanding how aspects of a person's social and political identities combine to create different modes of discrimination and privilege.
- These intersecting and overlapping social identities may be both empowering and oppressing.
- Discrimination or lack of discrimination is not limited to individual experiences. Instead it is a result of interconnected social systems.

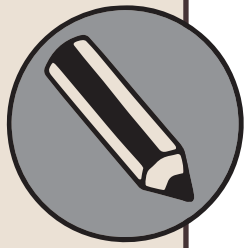


INTERSECTIONALITY

How can we include intersectionality in our everyday life?⁴

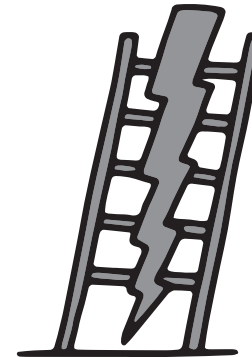
- ↪ Recognize difference.
- ↪ Avoid oversimplified language.
- ↪ Analyze the space you occupy.
- ↪ Seek other points of view.
- ↪ Show up.

⁴ <https://www.ywboston.org/2017/03/what-is-intersectionality-and-what-does-it-have-to-do-with-me/>

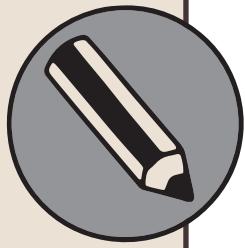


GENDER MAINSTREAMING

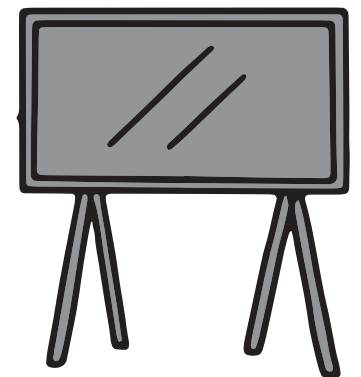
Gender mainstreaming⁵ Is integrating a gender equality perspective at all stages and levels of policies, programmes and projects.

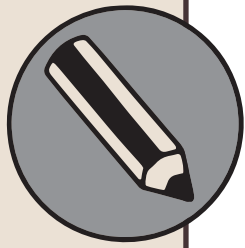


⁵ <https://www.coe.int/en/web/genderequality/what-is-gender-mainstreaming>



ORGANIZATIONAL CHANGE TOWARDS GENDER EQUALITIES





GATE

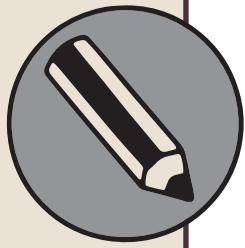
process

3 paths to deepen on different aspects about gender issues in organizations:

PATH 1: ORGANIZATIONAL CHANGE

PATH 2: RECONCILIATION AND CARE WORK

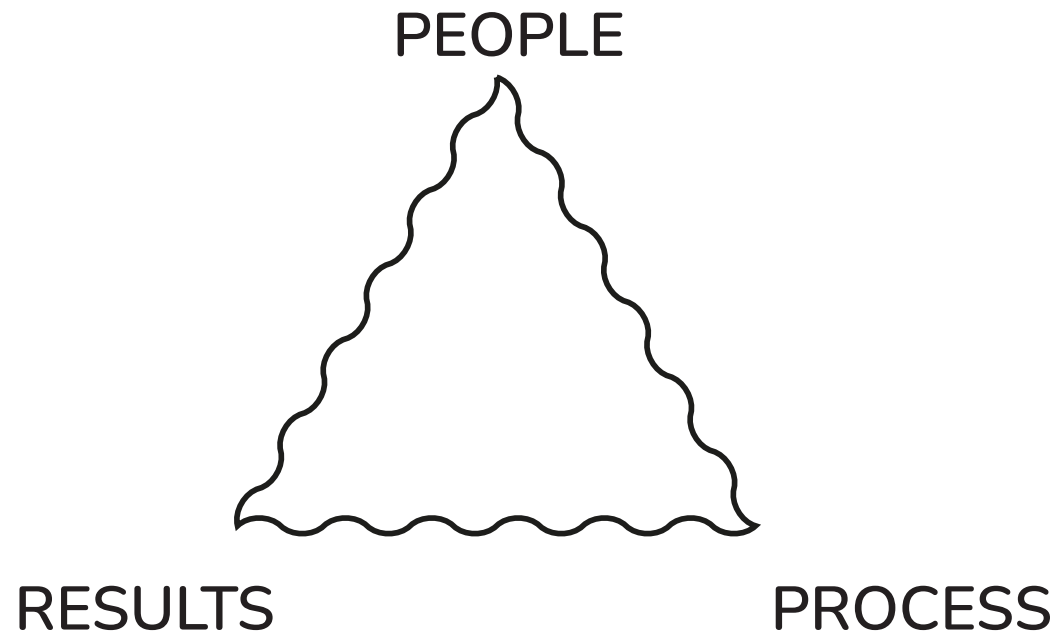
**PATH 3: PREVENTION OF GENDER-BASED
VIOLENCE IN ORGANIZATIONS**

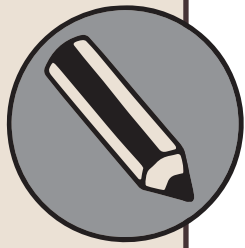


GATE process

PATH 1: ORGANIZATIONAL CHANGE

Pillars in a group:





GATE process

PATH 1: ORGANIZATIONAL CHANGE

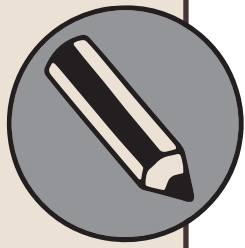
Two levels of structure in a group:

IMPLICIT // INFORMAL

- Processes: Governance and decision-taking process, Team care, emotional management and conflict transformation, Communication.
- Relationships and interactions between people.

EXPLICIT // FORMAL

- Organigram
- Team meetings: do we have meetings for cohesion? celebration? emotional spaces?

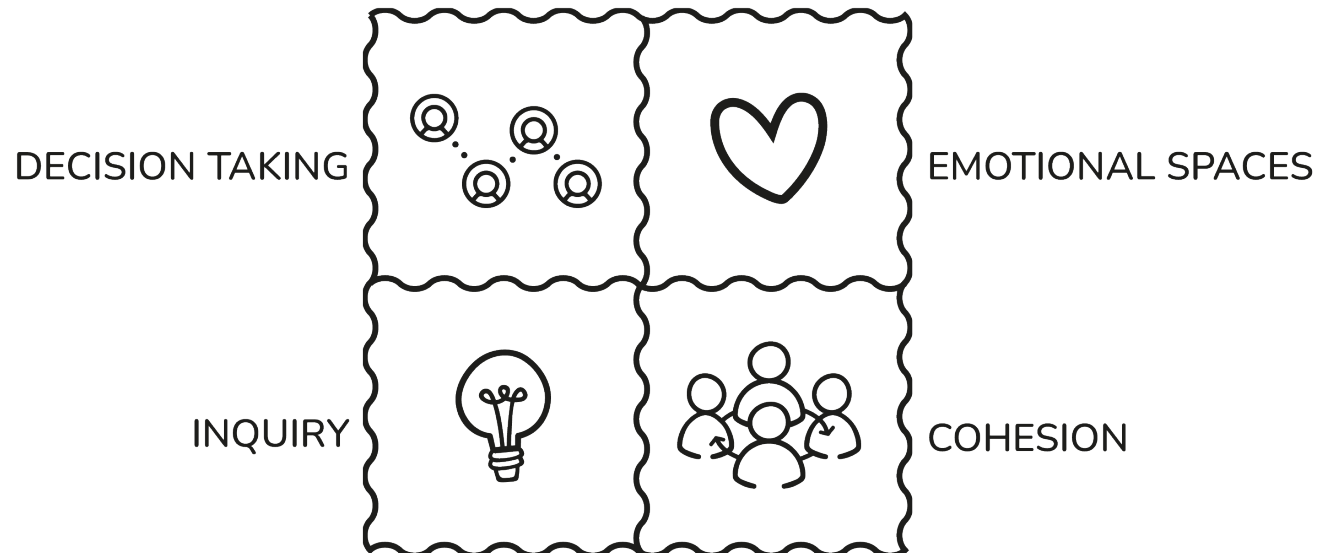


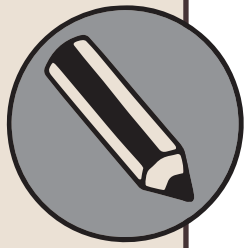
GATE process

PATH 1: ORGANIZATIONAL CHANGE

The four spaces we must look after

We must look at and take care of four fundamental spaces in the life of a group or an organization:





GATE

process

PATH 1: ORGANIZATIONAL CHANGE

Power and rank

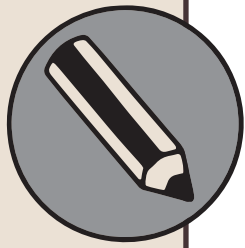
POWER is the position of privilege I have in my group, in the world

- It is dynamic, it changes all the time
- It is in relationship

RANK is the difference in power at a given moment: high - low

IMPORTANT!

Be aware of these privileges,
do NOT use them to ABUSE
but share the power.



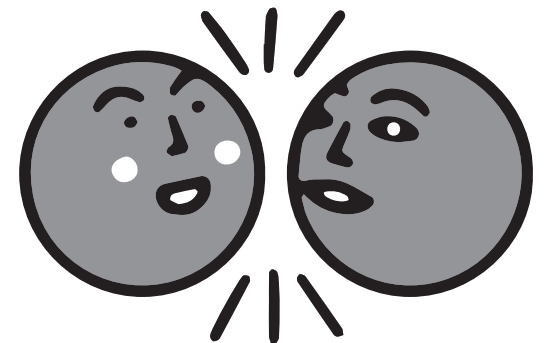
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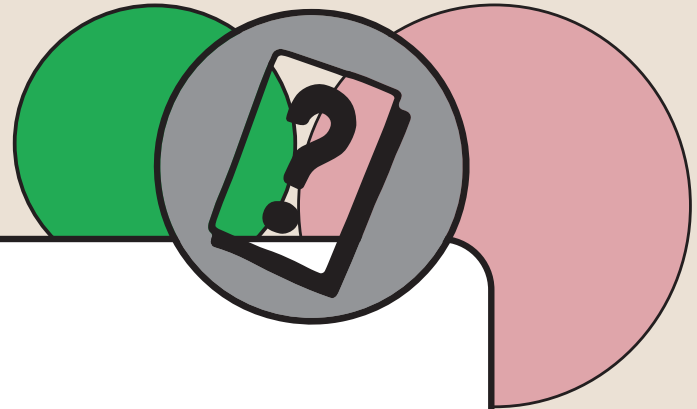
process

PATH 1: ORGANIZATIONAL CHANGE

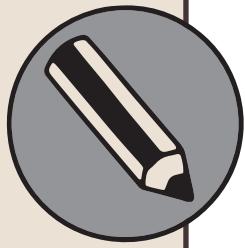
Power dynamics

- Very COMPLEX: simplifying does not helps
- Power is always an important element in conflicts
- These social categories are part of the identity, of the way of being in this world of the people, you take them everywhere.





**What is your experience in the groups
you are part of?**



GATE

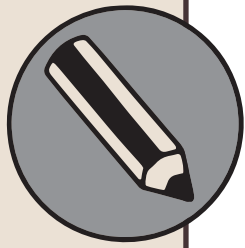
process

PATH 2: RECONCILIATION AND CARE WORK

Care work

CARE is the **invisible base of the economic system**. It is understood that care is the **responsibility of women** and is, for the most part, performed **without monetary compensation**.





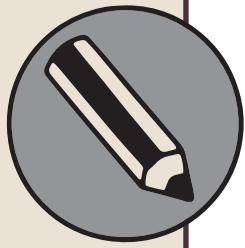
GATE

process

PATH 2: RECONCILIATION AND CARE WORK

Care work

- ↪ Because care work is neither paid nor valued it is not measured; because it is not visible it is not taken into account in policymaking.
- ↪ Time-use surveys are a key tool to end this vicious cycle.
- ↪ Unpaid care work often acts as a cushion that absorbs the costs of readjustments of the economic system.
- ↪ Care's invisibility means that it enters the public debate only when care needs are not being met.



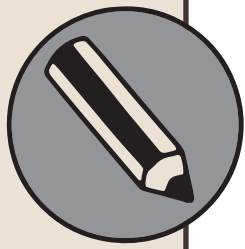
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PATH 2: RECONCILIATION AND CARE WORK

Capitalist patriarchal society

- Work that sustains life is not remunerated in our society, and it never has been.
- Workers can do a better work having someone -mostly women- taking care of them and their home and families (elder people, children, etc) ...> these social (and environmental) costs are not included in the production cost.
- Women cannot access the same job opportunities because of the same reason: they are expected to do these kind of work in their families and environments.



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process

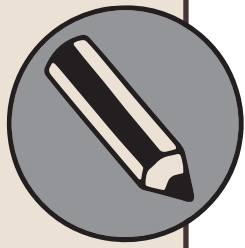
PATH 2: RECONCILIATION AND CARE WORK

Care work in the organization

Tasks such as:

- ↪ maintenance or logistics jobs (tidying up, replenishing breakfasts, calling maintenance technicians, coordination with suppliers).
- ↪ emotional care or team management, such as mediation, accompaniment, conflict resolution, care.
- ↪ invisibilized jobs of representation, links or informal relationships.

It is essential that we develop tools to make these jobs visible, recognize them, name them, name them, remunerate them, rotate them and distribute them.



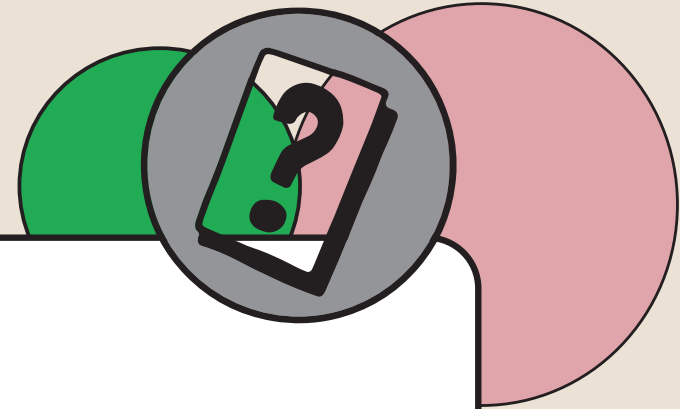
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PATH 2: RECONCILIATION AND CARE WORK

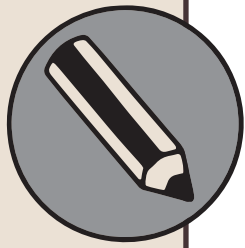
Reconciliation

- The responsibility of organizations and companies to ensure that the care for people are responsible OUTSIDE the entity is possible and compatible with the development of their work.
- One's own self-care, rest, leisure, social life, training must also be reconciled.



In the organizations you are part of:

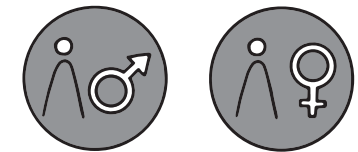
- **Who carries out reproductive and care work?**
- **Is it visible?**
- **Is it valued?**
- **Is it paid and how?**



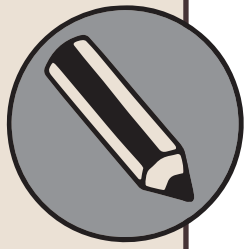
GATE process

PATH 3: PREVENTION OF GENDER-BASED VIOLENCE IN ORGANIZATIONS

What is gender-based violence?



- One of the most notable human rights violations within all societies.
- Gender-based violence is violence directed against a person because of their gender.
- Using the ‘gender-based’ aspect is important as it highlights the fact that many forms of violence against women and other gender diversities are rooted in power inequalities between women, other gender diversities and men.



GATE

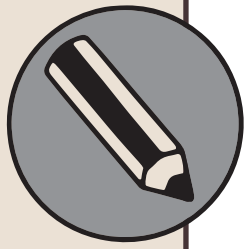
process

PATH 3: PREVENTION OF GENDER-BASED VIOLENCE IN ORGANIZATIONS

What forms of gender-based violence are there?

Acts of gender-based violence are emphasised as resulting in **'physical, sexual, psychological or economic** harm or suffering to women (and other diversities), including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.'

Istanbul Convention



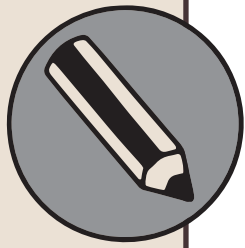
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PATH 3: PREVENTION OF GENDER-BASED VIOLENCE IN ORGANIZATIONS

Microaggressions

- Daily verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.
- Women and other gender diversities encounter microaggressions that made them feel inferior, sexually objectified, and bound to restrictive gender roles.



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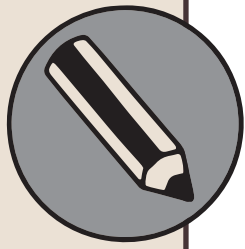
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PATH 3: PREVENTION OF GENDER-BASED VIOLENCE IN ORGANIZATIONS

Microaggressions

Microaggressions can be classified as:

- ↪ **microinsults**
- ↪ **microassaults**
- ↪ **microinvalidations**



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PATH 3: PREVENTION OF GENDER-BASED VIOLENCE IN ORGANIZATIONS

Microaggressions

Examples of sexist microaggressions at work are:

- ↪ A man refusing to wash dishes because it is 'women's work'
- ↪ Someone making unwanted sexual advances toward another person
- ↪ To refer to men by their surname (Sánchez, Rivera, Iglesias) and to women by their first name (Susana, Irene).
- ↪ A man says that he "helps" in the care work of the office and team, assuming that the work is a woman's work and he is helping, not participating in equality.



- Which other microaggressions do we find in organizations?
- How can we prevent GBV in organizations?

THANK YOU!!!

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**Gender
Awareness and
Transformation for
Equality**

let's navigate into it!