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GENDER DISCRIMINATION

Prejudice or discrimination based on a person's sex or gender. It does effect both men and women, but especially women. Some may believe that one sex or gender is superior to another.

GENDER DISCRIMINATION COMMONLY FOUND:

- I. Education
- II. Work
- III. Income
- IV. Cultural

Discrimination
Prejudice resulting in de
unfair treatment regard
promotion, or transfer
practiced commonly
ability, ethnicity, c

SEXISM: EDUCATION

- IN 2012, 73.2% OF POST-SECONDARY GRADUATES WERE WOMEN, WITH 65.1% OF MEN GRADUATING.

GENDER DISCRIMINATION CAN HAPPEN IN MANY DIFFERENT WAYS:

- A STUDENT WAS NOT ACCEPTED TO A SPECIFIC INSTITUTION OF LEARNING BECAUSE OF HIS OR HER GENDER
- A STUDENT WAS DENIED ACCESS TO A CERTAIN PROGRAM, OPPORTUNITIES, LOAN, STUDENT GROUP, OR SCHOLARSHIP BECAUSE OF HIS OR HER GENDER
- A STUDENT COULD ALSO BE DENIED RESIDENCY BECAUSE OF HIS OR HER GENDER



There are three types of gender discrimination in education

- I. Direct gender discrimination
- II. Indirect gender discrimination
- III. Harassment

I. Direct gender discrimination:

Both male and female school attempts to maintain a gender balance in the school by accepting one gender and not another gender when spots are limited.

- II. When a condition or requirement of accepting either gender into the course or institution applies equally to both genders applicants but a lot fewer members of one gender would be able to comply with it.

III. Harassment

Unwanted conduct of a sexual nature which violets your dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for you or;

Unwanted conduct on the grounds of your sex which has the same effect. This does not have to be sexual in nature and could include, for example, being bullied, if you feel that harasser would not treat somebody of the opposite sex in this way.

- It is against the law for a governing body of an institution of further or higher education to subject you to harassment if you are a student at that institution or have applied to that institution.

- This would also apply to you if you were being harassed by an employee of your college, as the college would be liable for the harasser's act.

1 in 5 schoolgirls 'unhappy to be a girl'

- It seems that girls are experiencing gender discrimination starting at seven years olds.
- Nearly four in ten girls reported being made fun of because they are a girl. Under one in ten boys being made fun of for being a boy.
- Girls seems to be better at subject likes languages, history, art and music. Boys seem to be better at sports, mathematics and computing.
- Students felt that males teachers are 'more intelligent' then females teacher, but female teachers are 'more caring' then male teachers.
- Female teacher were four times more likely then male teachers to experience discrimination of their gender.



SEXISM: WORKPLACE

WHEN WE LOOK AT MEN AND WOMEN'S OVERALL EARNING, WITH THE SAME QUALIFICATIONS AND IN THE SAME JOB, MEN SEEMED TO MAKE 80 CENTS ON THE DOLLAR.

MEN'S WAGES GROW FOR A LONGER PERIOD OF TIME AND ACHIEVE HIGHER LEVELS THAN WOMEN'S ON, AVERAGE.



- According to a new study if a women has the same experience, tenure, and jobs as men, they have a much lower chance of being promoted.

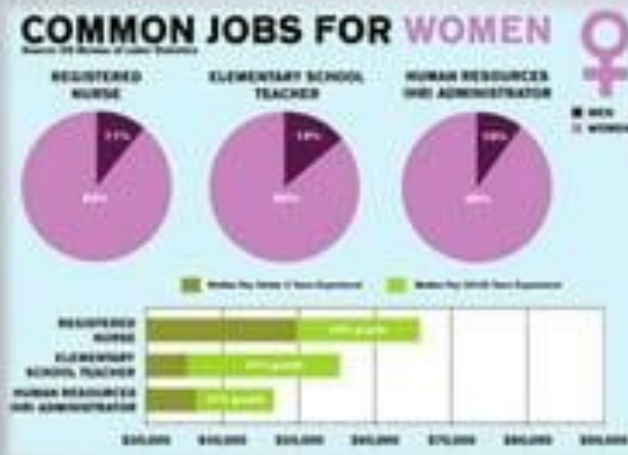
- For men fatherhood is associated with a greater chance of being promoted.

- Men also make up 90 percent of the employees in the top three highest positions. With women never coming close to the top 6 percent of the top three highest positions. Glass Ceiling still happens in today society.

- Women make up less then 15 percent of the executive officers.



Women still seemed to be dominating 'Pink Collar' jobs:



While you only see 10 percent of women in software developer, project manager, construction and computer system admin.

Other ways gender discrimination can happen or be seen in the work place:

- An employer did not hire a employee because of their gender
- An employee was wrongfully terminated because of their gender
- Discriminatory question are asked at a job interview
- Sexual harassment also falls under gender and sex discrimination. Most victims are women.

Sexual harassment:

10 percent of women between the ages of 25 to 45 years old experienced sexual harassment at the same rate as women aged 18 to 24 years old. 39 percent of reported cases were involving a manager or supervisor.



Cultural Gender Discrimination:

The way in which the culture of a society perpetuates the subordination of individuals based on their sex classification.

Pink: is for girls
Blue: is for boys

Barbie's: are for girls
GI Joe's: are for boys

Chick flicks: are for girls
Actions/Horror: are for boys



<https://www.youtube.com/watch?v=smaXW9ZgZc>

Society has stereotyped Feminine (Female) & Masculine (Male) characteristics:

Feminine

Not aggressive
Dependent
Easily influenced
Submissive
Passive
Home-oriented
Easily hurt emotionally
Indecisive
Talkative
Gentle
Sensitive to other feelings
Cries a lot
Verbal
Kind
Nurturing



Masculine

Aggressive
Independent
Not easily Influenced
Dominant
Active
Worldly
Not easily hurt emotionally
Decisive
Not at all talkative
Tough
Rarely cries
Logical
Cruel
Blunt
Not Nurturing

• Usually Cultural Sexism is learned at home first then it is reinforced by peers, school and the media.

• The most influence people are your family members usually parents passing on their beliefs to their children.

• Parents tend to give their children sex-typed activities. Example: Girls play with dolls and put into dance. Boys play with trucks and are often put into sport activities like hockey, soccer or football.

• Parents also tend to dress infants in gender-specific colours.

• Boys are more likely to do chores like mowing the lawn, while girls are more likely to do chores such as the laundry.



Top ten countries with the least gender equality, least to most:

- Yemen
- Chad
- Pakistan
- Saudi Arabia
- Turkey
- Iran
- Qatar
- Oman
- Morocco
- Ethiopia

Top ten countries with the most gender quality, from most to least

- Finland
- Iceland
- Norway
- Sweden
- South Africa
- Denmark
- Ireland
- The Netherlands
- Germany
- Latvia

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