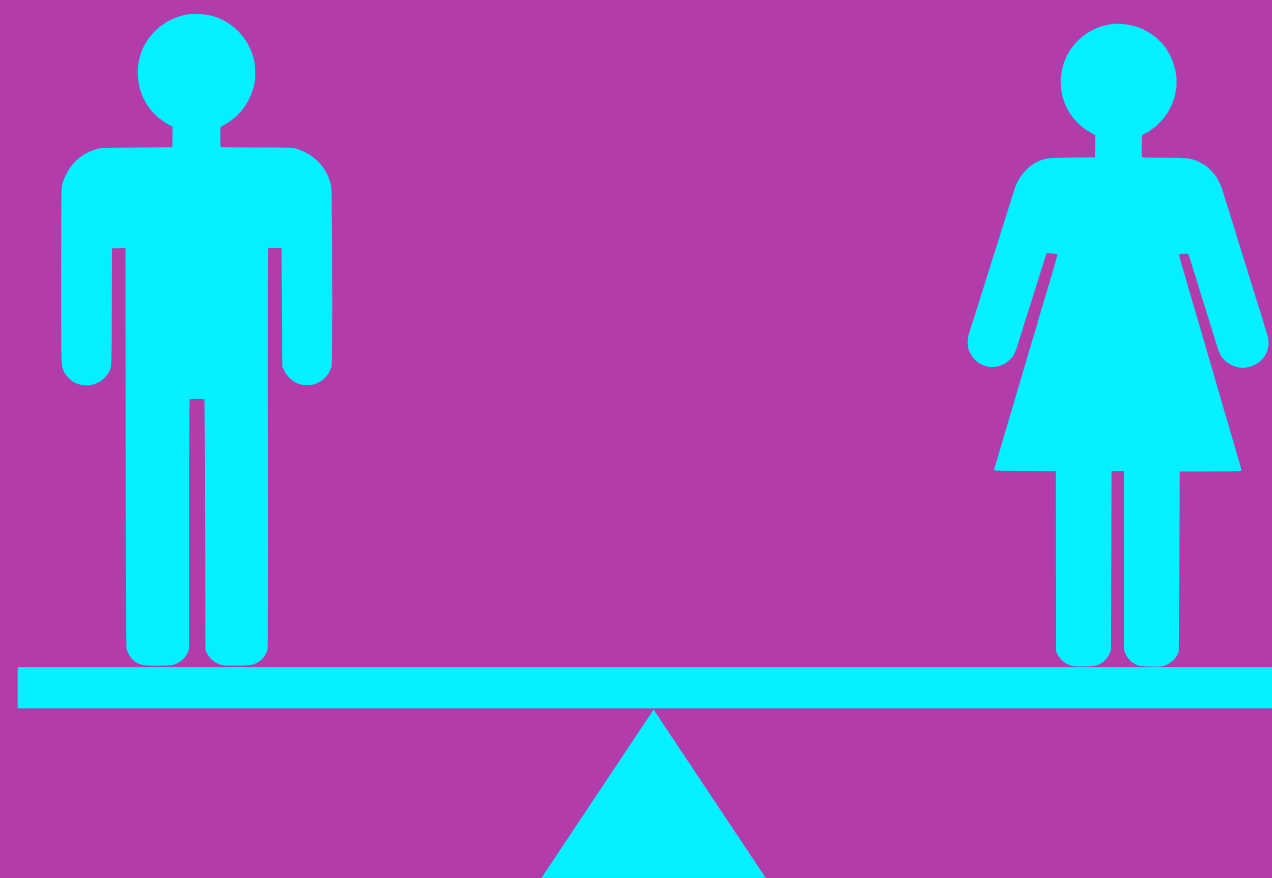


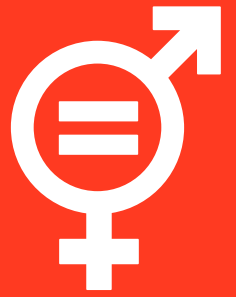
# WORKSHOP 3

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## Gender equality



## SDG 5



## Ending all discrimination against women and girls

- Reaching gender equality is **crucial for sustainable future**; empowering women and girls helps economic growth and development.
- The United Nations has made gender equality central to its work, and has already achieved positive results: **there are more girls in school now compared to 15 years ago**, and most regions have reached gender parity in primary education.
- **However, sexual violence and exploitation, the unequal division of unpaid care and domestic work, and discrimination in public office all remain huge barriers.**



# Stereotypes

A stereotype is a set idea that people have about what someone or something is like.

Stereotypes and inequalities are not created by the biological differences that exist between women and men, but because **traditional roles assigned to each are valued differently.**

Everything associated with certain types of masculinity **is valued higher.**

 **This results in inequality in access to/control of opportunities.**

# Gender norms

**Gender norms** are based on stereotypes and can be defined as follow:

*Standards and expectations to which women and men generally conform, within a range that defines a particular society, culture and community at that point in time.*

*Gender norms are ideas about how women and men should be and act. Internalised early in life, gender norms can establish a life cycle of gender socialisation and stereotyping.*

- European Institute for Gender Equality.

## Gender norms

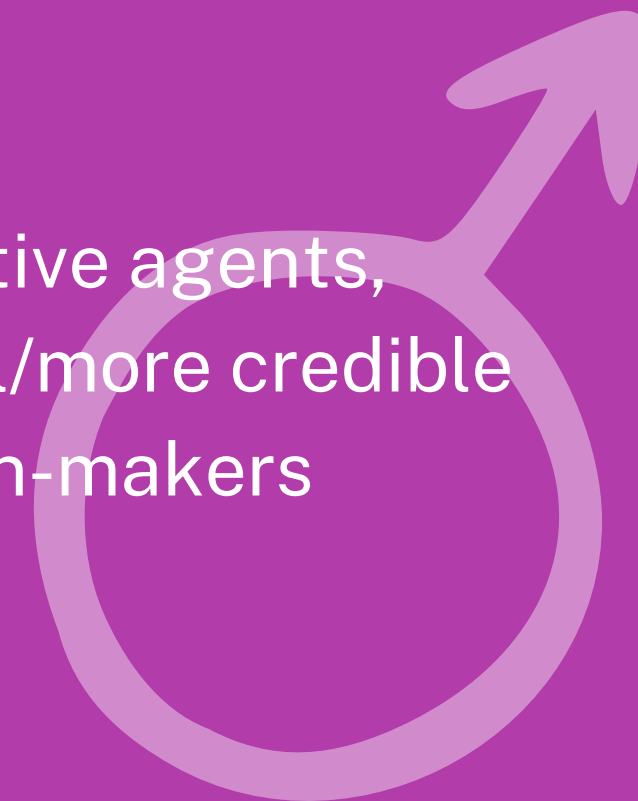
Gender norms result in a binary division of tasks, whether private or public. Thus, **women and men have different access to certain jobs:**

### Women

home-keepers, caregivers,  
providers of unpaid work  
or work of lesser value,  
more emotional

### Men

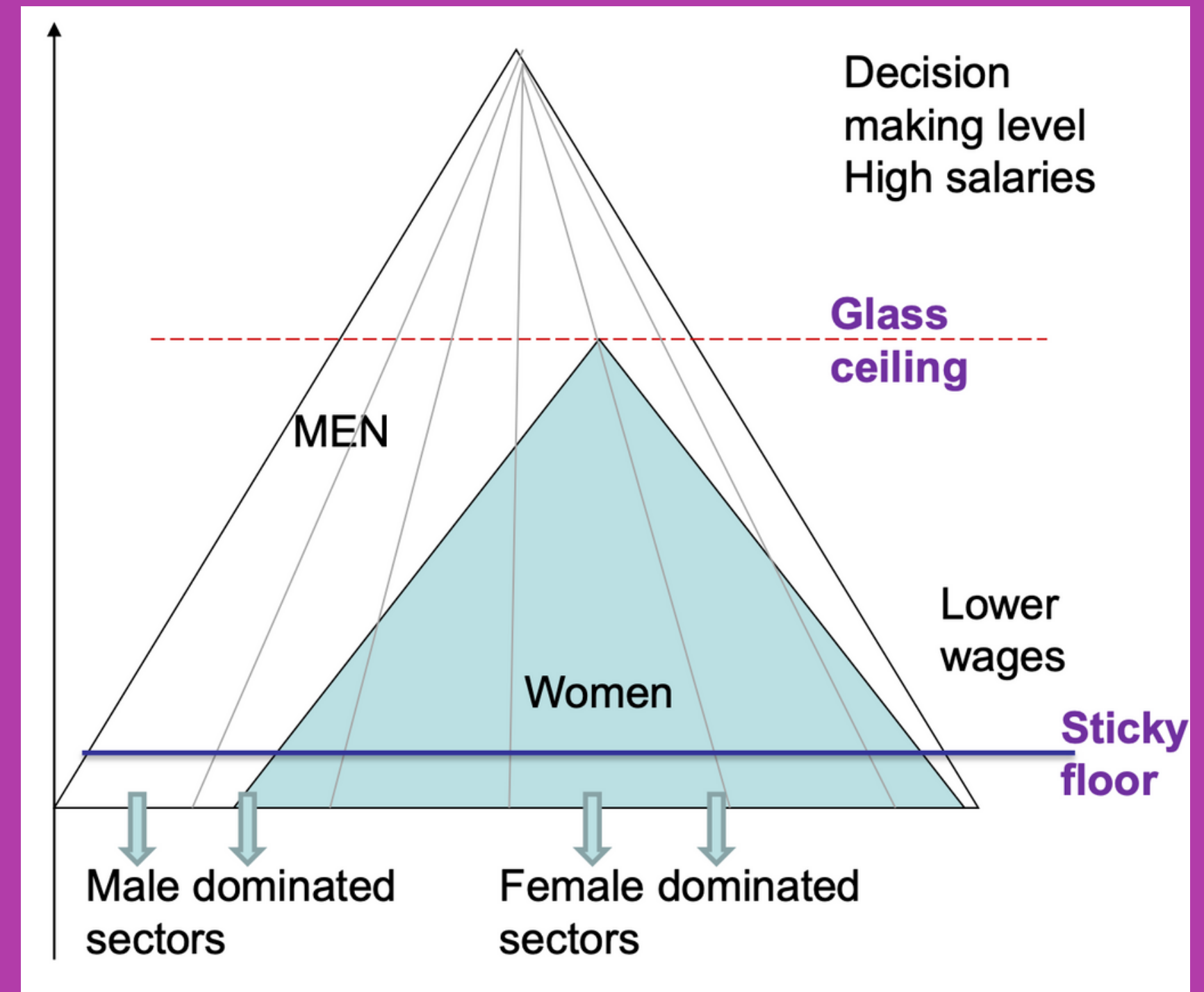
productive agents,  
rational/more credible  
decision-makers



# Gender norms

## Impact of gender norms in labour markets

- Salaries higher in male dominated sectors (horizontal segregation).
- Men over-represented in decision making jobs (vertical segregation).
- Women facing multiple barriers (glass-ceiling and sticky floor).



## Around the world

**Around 2.4 billion women** of working age are not afforded equal economic opportunity and **178 countries maintain legal barriers** that prevent their full economic participation.

**In 86 countries, women face some form of job restriction** and **95 countries do not guarantee equal pay for equal work.**

Globally, **women still have only three quarters of the legal rights** afforded to men.





# Around the world

- On average, **women make up about 43 percent of the agricultural labour force in developing countries.**
- Evidence indicates that if these women had the same access to productive resources as men, **they could increase yields on their farms by 20 to 30%**, raising total agricultural output in these countries by 2.5 to 4%.
- This would **reduce the number of hungry people in the world by around 12 to 17%.**



# Around the world

**Women make up more than two-thirds of the world's 796 million illiterate people.** According to global statistics, **just 39% of rural girls attend secondary school.** This is far fewer than rural boys (45%), urban girls (59%) and urban boys (60%).



- **Every additional year of primary school increases girls' eventual wages by 10-20%.** It also encourages them to marry later and have fewer children, and leaves them less vulnerable to violence.
- **Data from 42 countries shows that rural girls are twice as likely as urban girls to be out of school.**

# During COVID-19



**47M**

COVID-19 is expected to push an estimated 47 million additional women and girls into extreme poverty and further widen the gender poverty gap.



**29%**

Women have done 29% more childcare per week than men during the pandemic, based on data from 16 countries.



**1 in 2**

Nearly 1 in 2 women reported that they or someone they know have experienced violence since the start of the pandemic, according to survey results from 13 countries.

## In Cambodia

Cambodia introduced an old-age pension system that sets **equal ages at which women and men can retire with full pension benefits.**

**48% of rural women** are illiterate compared to **14% of rural men.**

**Almost 70% of employed women** in South Asia work in agriculture.



# Gender violence

Gender-Based violence (GBV) refers to **harmful acts directed at an individual based on their gender**. It is rooted in gender inequality, the abuse of power and harmful norms.

Gender-based violence is a serious violation of human rights and a **life-threatening health and protection issue**.



# Gender violence

It is estimated that **1 in 3 women will experience sexual or physical violence in their lifetime.**

During displacement and times of crisis, the threat of GBV significantly increases for women and girls.

**Violence results in physical injuries, an increased risk of sexually transmitted infections, and for pregnant women a heightened risk of miscarriage and low-birthweight.**

The reverse relationship is also true: **women living with severe mental illness** are significantly more likely to fall victims to violence. In fact, they are **6 times more likely to experience sexual violence during their life.**

The mental health impacts are as devastating. **There is an exponential rise in mental illness and suicidal ideation for women who have experienced violence and abuse.**



## Positive masculinity

Traditionally, men are taught to be self-reliant, strong, dominant and unemotional. Social and peer pressure to live up to these narrow, often harmful stereotypes is what causes **toxic masculinity**.

Positive, or healthy, masculinity is about **overcoming the societal pressures and stereotypes** that say certain values and emotions are 'masculine' or 'feminine'.

## 9 TIPS FOR PARENTS

# RAISING SONS TO EMBRACE HEALTHY, POSITIVE MASCULINITY





## Positive masculinity

Positive masculinity programming creates a **safe space for men and boys to reflect on what it means to be a man** and encourages them to redefine masculinity to be more emotionally expressive, inclusive, empathetic, and compassionate.

This approach provides alternatives to the traditional and **patriarchal masculinity that is often a driver of GBV.**

# Positive masculinity

## Ways to apply positive masculinity

- Asking for help when needed
- Showing vulnerability
- Expressing a wide range of emotions (sadness, fear, shame, kindness, tenderness)
- Developing healthy relationship skills (active listening, communication, nonjudgmental support, seeking out consent)
- Feeling comfortable in emotionally nurturing roles
- Calling out/in other men who engage in behaviors that are disrespectful or aggressive

**Positive masculinity helps to focus the conversation on how men and boys can use their physical and emotional strength to champion women – which in turn, strengthens the entire community.**



## Around the world



Around **641 million** women worldwide have experienced at least one incidence of **physical and sexual violence** from a romantic partner.

As many as **38% of murders of women** globally are committed by their intimate partners.

In some countries, the World Bank estimates that violence against women **can cost up to 3.7% of the countries GDP** in lost productivity — thus impacting the capacities of many families to earn.

# In Cambodia

**66%**

of the population believe that a husband is never justified in beating his wife.

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## In Cambodia

**34%**

of the population agrees that beating one's wife can be justified for the following reasons:

- she burns the food
  - argues with him
  - goes out without telling him
  - neglects the children
  - refuses to have sexual intercourse with him.
-

## In Cambodia

**54.3%**

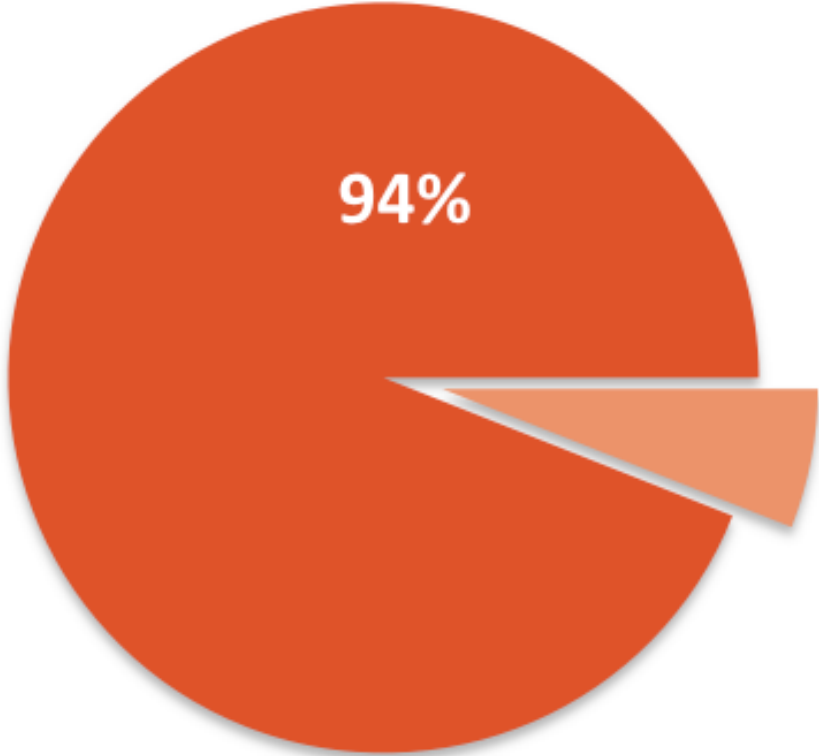
**of women agree that being beaten can never be justified, while 77.6 % of men agree with this statement.**

**This indicates that domestic violence is not only accepted by over one-third of the population, but it is more widely accepted amongst women, nearly half of which believe it is justifiable.**

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# In Cambodia

Percentage of married women who feel that they have a say in how their cash earnings are spent



Source: Demographic and Health Survey, Ministry of Planning & Ministry of Health (2010).  
Methodology: UNESCO CDIS

# In Cambodia

25%

of women reported experiencing **at least one act of physical or sexual violence** or both by an intimate partner.

10%

of women experienced **partner rape** experiences.

85%

of women who experienced **sexual intimate partner violence** also experienced **other forms of intimate partner violence**, such as physical or emotional violence.



## In Cambodia

**Between 2000 and 2014,**

there was evidence of a slight reduction in the proportion of women who reported experiencing physical intimate partner violence in the previous 12 months (from 89% to 60%).

The proportion of women with no education who experienced physical, sexual or emotional violence was 2 times greater than women with secondary education or higher (38% versus 18%).





## In Cambodia

**Between 2000 and 2014,**

Of women who had experienced physical or sexual intimate partner violence, **49% reported that they never talked about it to anyone.**

Of those women who did not seek help, **40% reported that they did not because they considered the violence was normal. A further 30% reported that they did not seek help because of fear or embarrassment.**



# In Cambodia



**TABLE 3.1**

**PERCENTAGE OF EVER-PARTNERED MEN AND WOMEN WHO REPORTED HAVING PERPETRATED OR EXPERIENCED PHYSICAL OR SEXUAL PARTNER VIOLENCE, BY SITE**

SITE	TOTAL NO. OF EVER-PARTNERED MEN/WOMEN		PHYSICAL VIOLENCE (%)		SEXUAL VIOLENCE (RAPE) (%)	PHYSICAL OR SEXUAL VIOLENCE, OR BOTH (%)		
			EVER	CURRENT	EVER	CURRENT	EVER	
CAMBODIA	NATIONAL	MEN	1 474	16.4	2.9	20.8	3.6	32.8
		WOMEN	417	22.1	6.4	9.8	3.2	25.3

**Read the entire study:**

<https://asiapacific.unwomen.org/sites/default/files/Field%20Office%20ESEAAsia/Docs/Publications/2013/09/Why-Do-Some%20Men.pdf>

## UN's response

Sister UN agencies such as UN Women, the United Nations Populations Fund and the United Nations Development Programme **have created international guidelines and best practices all targeted towards ending GBV.**

### UN Women actions:

- **Informing the creation of data-driven gender-sensitive policies**
- **Providing resources and technical training to governments, including:**
  - Developing a gender statistics training curriculum, freely available online;
  - Producing the Counted & Visible toolkit to help countries better utilize existing data from household surveys to generate disaggregated gender statistics.



## What can we do?

- **Promote healthy families and violence free environments for children.**

*Women exposed to intimate partner violence between their parents as a child are more likely to experience physical or sexual violence by their intimate partners.*

- **Challenge social norms related to the acceptability of violence against women.**
- **Ensure a comprehensive and coordinated approach to respond to and prevent violence against women.**
- **Promote non-violent ways of being a man that are oriented towards equality and respect.**
- **Promote gender equality and women's empowerment.**



# What can we do?

## Government can:

- **Increase support to *National Statistics Systems*** to facilitate the strengthening of gender data collection.
- **Invest in the collection and analysis of gender data** to better understand and respond to the pandemic's gendered impacts, as well as to monitor the gendered impacts of COVID-19 relief efforts.
- **Develop gender mainstreaming:** it is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies/ programmes in all political, economic and societal spheres so that inequality is not perpetuated.



# What can we do?

- **Reporting violence**

File a claim at the police station

*National Police Hotline Cambodia: call 1288 or 023 997 919.*

Contact NGOs

<https://aplecambodia.org/reporting-page/>

<https://thinkchildsafe.org/report/>

<http://www.lscw.org/>: call 077 455 516 (free)

<https://wrccambodia.org/>

- **Seeking help**

*Child Helpline Cambodia: call 1280 (free)*

