

GENDER EQUALITY AND INEQUALITY

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Session outline

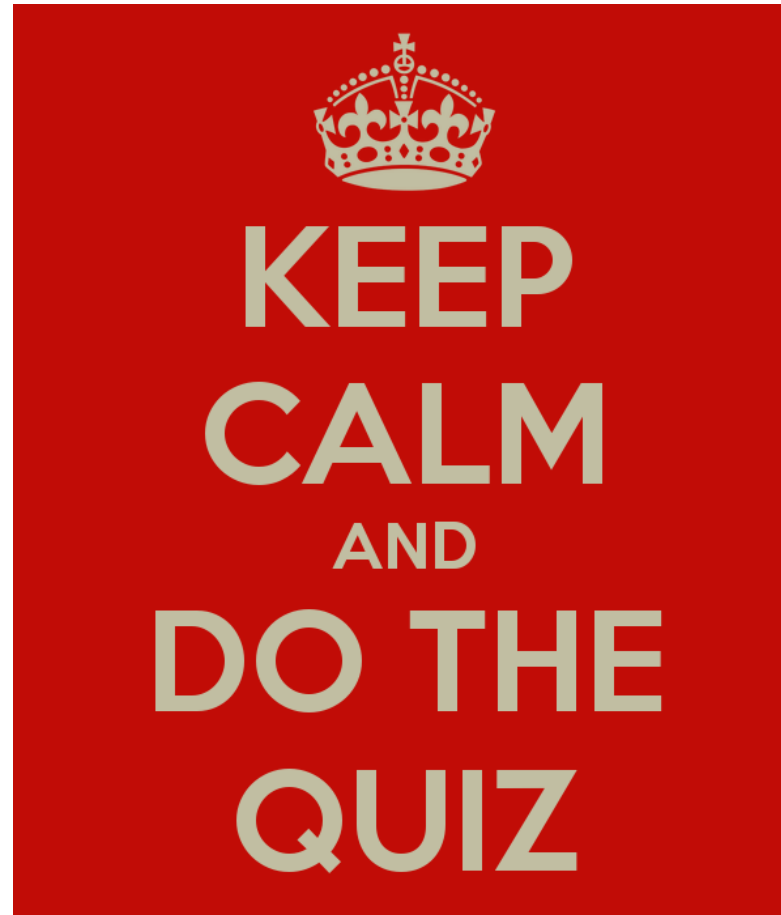
- 1) What are the legal and policy obligations?
- 2) How do we understand 'equality'?
- 3) What are some challenges?
- 4) What causes these challenges?
- 5) How can we work for gender equality?

1) What are the legal and policy obligations?

“Gender equality isn’t optional. It’s fundamental.”

– NATO Secretary General Jens Stoltenberg

1) What are the legal and policy obligations?



Quiz answers

1. “All human beings are born free and equal in dignity and rights.”

Quiz answers

2. “States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women.”

Quiz answers

3. “Reaffirming the important role of women in the prevention and resolution of conflicts and in peace-building, and stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security.”

Quiz answers

4. "...requires that peacekeeping personnel uphold the equal rights of women and girls"

Quiz answers

5. “Equality between women and men is a fundamental right, a common value of the ...”

Quiz answers

6. “Improved gender balance at all levels...”

Quiz answers

7. “Equality of the sexes is promoted in societal activity and working life, especially in the determination of pay and the other terms of employment.”

Quiz answers

1.	D
2.	G
3.	C
4.	A

5.	B
6.	E
7.	F

Others?

BONUS

Problem solved?



1878:
University of
London
admits
women on
equal terms
with men



1906:
Finland
introduces
universal
suffrage



1924:
First female
minister
appointed in
Denmark



1965:
Married
French
women obtain
right to work
without
husband's
consent



1997:
Marital rape is
criminalized in
Germany



2015:
Norway
introduces
conscription
for women

Problem solved?



2015:
22% of
Professors in UK
universities are
female



2017:
2 countries in
the world have
majority female
parliaments



2012:
Gender pay gap
averages 16.4%
in EU Member
States

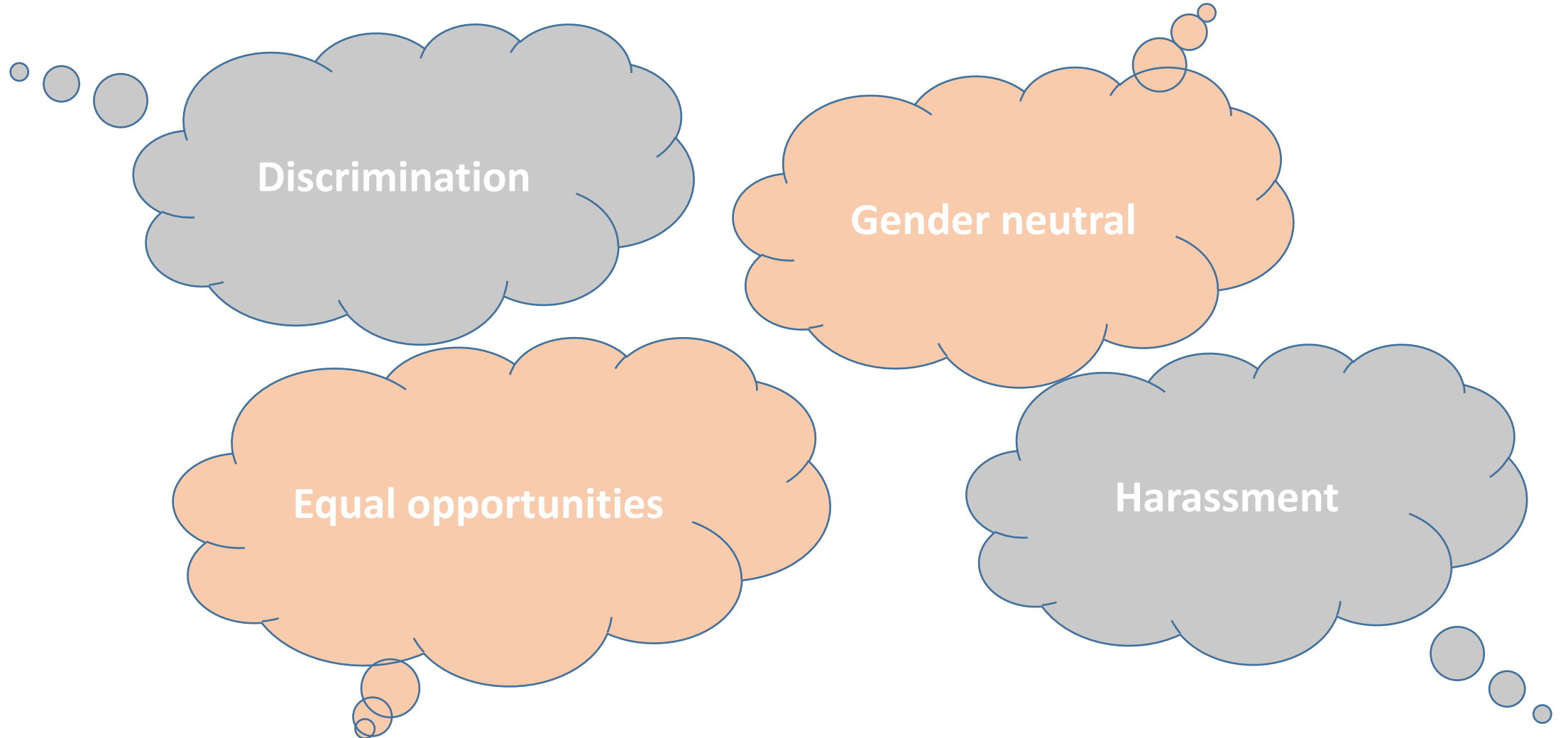


2016:
1 in 3 women
report intimate
partner abuse in
their lifetime



2011:
Women in US
military more
likely to be
raped by a
fellow soldier
than killed in
combat

How do we understand 'equality'?



How do we understand 'equality'?

“Gender equality refers to the equal rights, responsibilities and opportunities for 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 female or male.” (NATO Bi-SC 40-1, 1-4.e., p. 6)

How do we understand 'equality'?

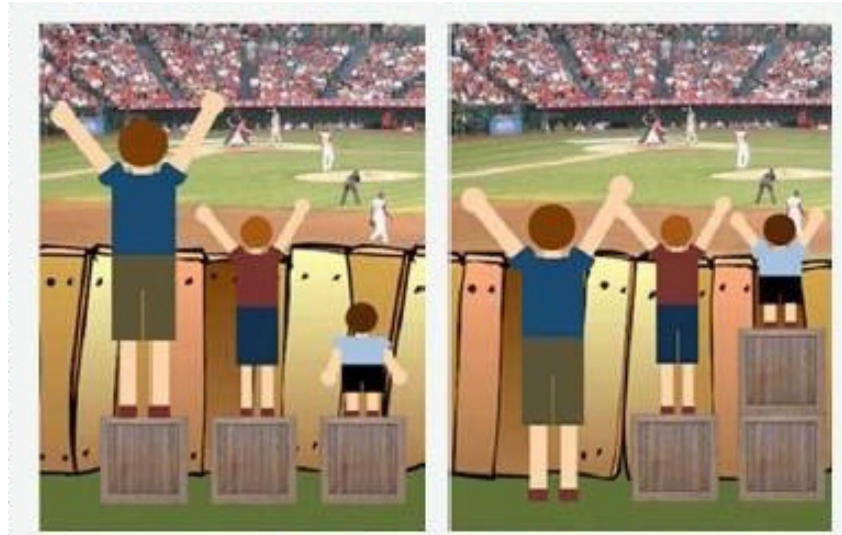
“Gender equality refers to the equal rights, responsibilities and opportunities for women and men, and girls and boys. Equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male.

Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. 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.” (UN Women)

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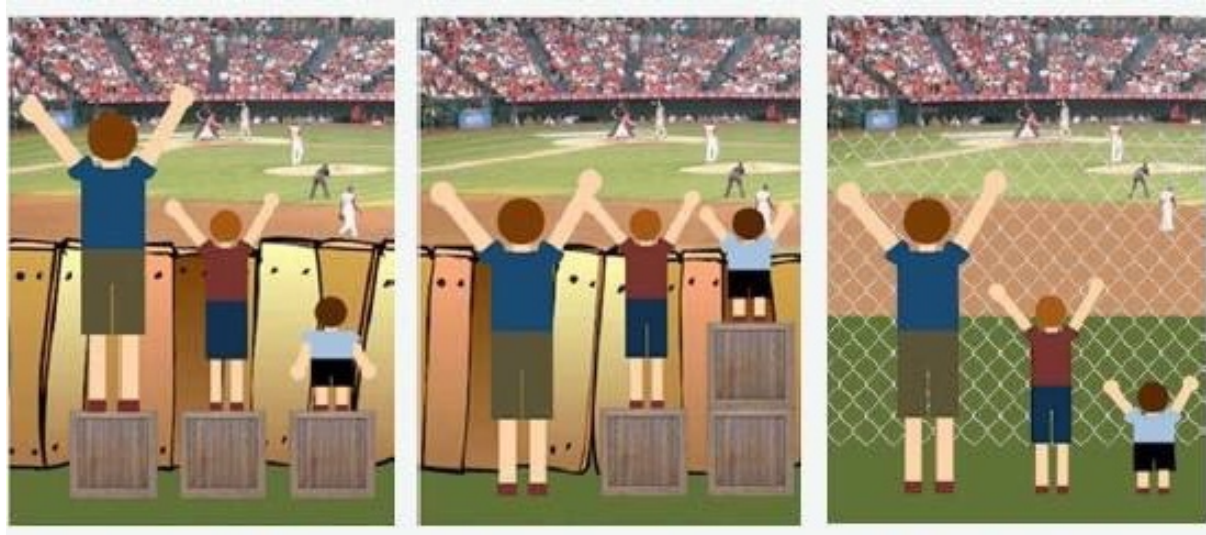


TABLE 2 Women in International Operations, 2007–2011 (Percentages)

Country	2007	2008	2009	2010	2011
Albania	na ¹	na		²	
Belgium	4.9		4.9	4	4.5
Bulgaria	8.2	8	6.6	5.5	
Canada	8	8	10.1	10	
Croatia	na	na			
Czech Republic	9.8	8.8	5.9	6.2	
Denmark	5.1	5	5	4.8	6.8
Estonia					1.7
France					
Germany	5.4		5.4	5.2	5.2
Greece	9.3	0.2	1.5	1.6	15 ³
Hungary	5				
Iceland ⁴	na	na	na	na	na
Italy	2.8	2.6	3.4		3.1
Latvia	⁵			⁶	
Lithuania	1		7.2	5.6	
Luxembourg			5.9	⁷	
Netherlands	6		7	12	8
Norway	5.6		6.6		
Poland	1	1 ⁸	1.3	2.2	2.6
Portugal	3	11.6	4.7		
Romania	2.2	2.2			
Slovakia					
Slovenia	6.9	7.6	7.9	10.1	
Spain			9	10.3	
Turkey				⁹	
United Kingdom					22.3
United States	1.7–10 ¹⁰				

Source: Annual reports from national delegates submitted to the NCGP.

TABLE 2 Women in International Operations, 2007–2011 (Percentages)

Country	2010	2011
Albania		
Belgium		4.5
Bulgaria		
Croatia		
Czech Republic		
Denmark		
Egypt		
France		
Germany		
Greece		
India		
Indonesia		
Italy		
Japan		
Korea		
Latvia		
Lithuania		
Malaysia		
Netherlands		
Norway		
Poland		
Romania		
Slovakia		
Slovenia		
Spain		
Turkey		
United Kingdom		22.3
United States		

“Searching for weapons was a regular task in Kosovo... This is almost impossible without women in the team. If you suspect that weapons have been hidden in the village, going into houses is much easier in teams of both women and men. The female soldiers can talk to the women in the house because they often have more trust in other women, and this reduces the risk of escalation.”

- Lars Wetterskog, Sweden

Source: Annual reports

national delegates submitted to the NCGP.



DPKO/OMA Statistical Report on Female Military and Police Personnel in UN Peacekeeping Operations Prepared for the 10th Anniversary of the SCR 1325



CATEGORIES		2000	2001	2002 (1)	2003	2004	2005 (2)	2006	2007	2008	2009 (3)	2010	
UN Military Experts on Mission (UNMEM) (Includes Military Observers, Military Liaison Officers and Military Advisers)	Total UNMEM	1,490	1,749	1,808	1,708	2,099	2,139	2,686	2,557	2,361	2,300	2,321	
	Female	-	-	-	-	-	43	62	89	89	86	96	
	%	-	-	-	-	-	2.01%	2.31%	3.48%	3.77%	3.74%	4.14%	
TROOPS (Includes Staff Officers)	Total Cont	28,739	37,774	35,698	30,805	53,130	59,677	62,865	71,391	74,696	80,907	83,635	
	Female	-	-	-	-	-	973	1,173	1,397	1,645	1,956	2,021	
	%	-	-	-	-	-	1.63%	1.87%	1.93%	2.20%	2.42%	2.42%	
POLICE (Includes Individual Police and Police Formed Units)	Total Police	7,194	7,628	6,754	4,435	5,516	5,991	8,055	9,380	11,519	12,212	13,970	
	Female	-	-	-	-	-	-	-	-	-	887	1,215	
	%	-	-	-	-	-	-	-	-	-	7.26%	8.70%	
SUBTOTAL MILITARY/POLICE		37,423	47,151	44,260	36,948	60,745	67,807	74,841	83,328	88,576	95,419	99,926	
TOTAL FEMALE		-	-	-	-	-	1,016	1,235	1,486	1,734	2,929	3,332	
PERCENTAGE OF FEMALE/TOTAL		-	-	-	-	-	1.50%	1.65%	1.78%	1.96%	3.07%	3.33%	

CATEGORIES		
UN Military Experts on Mission (UNMEM) (Includes Military Observers, Military Liaison Officers and Military Advisers)	Total UNMEM	1
	Female	
	%	
TROOPS (Includes Staff Officers)	Total Cont	2
	Female	
	%	
POLICE (Includes Individual Police and Police Formed Units)	Total Police	7
	Female	
	%	
SUBTOTAL MILITARY/POLICE		3
TOTAL FEMALE		
PERCENTAGE OF FEMALE/TOTAL		



“What I have experienced is that when local women see you are a woman, their faces light up. It’s like they get a connection. They relate. ”

—Hester Paneras Police Commissioner for the African Union - UN Mission in Darfur

2008	2009 (3)	2010	
2,361	2,300	2,321	
89	86	96	
3.77%	3.74%	4.14%	
74,696	80,907	83,635	
1,645	1,956	2,021	
2.20%	2.42%	2.42%	
11,519	12,212	13,970	
-	887	1,215	
-	7.26%	8.70%	
88,576	95,419	99,926	
1,734	2,929	3,332	
1.96%	3.07%	3.33%	

Challenges to gender equality

If the presence of female military personnel is
important to the military operation,
as well as a **normative good** and a **legal requirement,**
why do problems in the gender balance persist?

Challenges to gender equality

- If the presence of female military personnel is an operational good, as well as a normative and legal requirement, why do problems in the gender balance persist?

“I am not a victim of sexual harassment. When sexual harassment occurs in the United States Air Force, the United States Air Force and the citizens of the United States whom we serve are the victims. Because sexual harassment interferes with our military mission. It interferes with the job that I and other professionals have been highly trained to do.”

-Sergeant Zenaida Martinez

Challenges to gender equality

- If the presence of female military personnel is an operational good, as well as a normative and legal requirement, why do problems in the gender balance persist?
 - Harassment and abuse
 - Conditions of employment: restrictions on career paths, parental policies, equipment, etc.
 - Subtle forms of discrimination?

Implicit Association Test (IAT)



DCAF
a centre for security,
development and
the rule of law

Implicit bias

We don't see things
as they are,
we see things as **we** are.



Challenges to gender equality

- What have you observed – in your professional life and in the classroom?
- What is your advice for dealing with these challenges?



Working for gender equality

Act

- Enhance self-awareness.
- Use **gender-sensitive language and imagery**.

Intervene

- Small things add up: **address discriminatory remarks**.
- Remember: the standard you walk past is the standard you accept.

Include

- Encourage balanced participation: be an **inclusive trainer**.
- Demonstrate inclusivity: engage male and female instructors.

Thank you!

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