

“Advocacy Establishment for Students through Ombudsman Position” (AESOP)
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TRAINING MATERIALS FOR OMBUDSPERSON

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**Gender and gender equality in the
educational environment.**

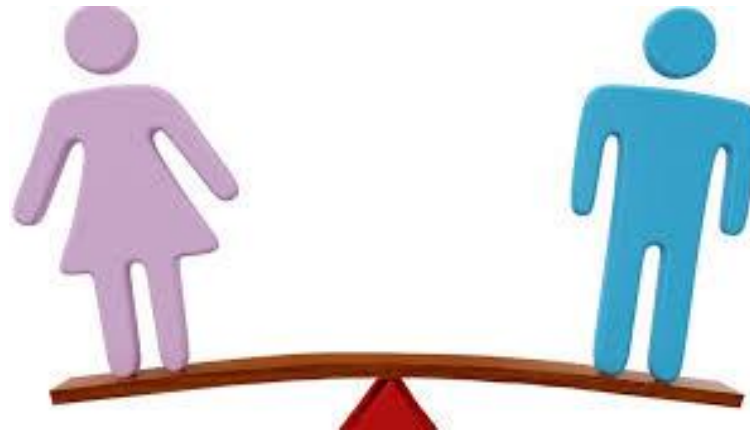
**Tolerance and equality in the
religious aspect.**

**Xenophobia and discrimination in
all its manifestations.**



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1. GENDER AND GENDER EQUALITY IN THE EDUCATIONAL ENVIRONMENT



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WHAT IS GENDER?

**THIS IS SOCIAL FEATURES TO BE REFERED TO
MEN AND WOMEN**

WHAT DO GENDER STEREOTYPES MEAN?

**This is a reflection on the social roles of men
and women based on biological evidence**



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Women's signs (femininity)

- emotionality
- sensitive ness
- weakness
- sacrifice
- dependence



Man's signs (masculinity)

- strength
- power
- persistence
- aggression
- non-emotionality
- orientation to success



**Pictures: Google search - real woman / real man*



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Masculine and feminine traits are not permanent formations, they can change historically and vary in different cultures.

Example:

- 1) being a woman today and hundred years ago - different things. In 1915, women in many countries, including the USA, France, Switzerland - did not have the right to vote. Today, women not only vote, but are also elected to high positions; (The film "Suffragettes").*
- 2) Different experiences and excellent social expectations for men in Ukraine and Sweden. Daddy in Sweden is common role to the general public than in Ukraine, and fatherhood is a typical feature of Swedish masculinity.*



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Gender studios criticize the phenomenon of **gender polarization**

(attempt to see differences between women and men only)

- When it comes to gender, it means inferiority, and not just the DIFFERENCE between men and women.
- Gender theory involves a change in social reality, whose purpose is to provide GENDER EQUALITY



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According to
The Law of Ukraine

"On ensuring equal rights and opportunities for men and women"

(came into force from January 1, 2006)

Gender equality is interpreted as equal legal status of women and men and equal opportunities for its implementation, which allows both sexes to participate equally in all spheres of society

(Section 1, Article 1)



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Gender in figures

The issue of gender equality has been included in international reports, which shows to its value.

- **Gender Equality Index** is an important component of Annual International Human Development Report of United Nations Development Program

*As of 2015, Ukraine ranks 81st in terms of human potential
(TOP 10 countries in Europe).*

- **The International Report (Freedom in the World, Freedom House).** There is a section on personal autonomy and individual rights.

In 2016 Ukraine is called a "partially free" country with an indication of 3 (maximum 7), taking into account problems with ensuring gender equality:

"Gender discrimination is prohibited in accordance with the Constitution, but government officials show little interest or understanding of the problem. Human rights organizations complain that employers openly discriminate on grounds of gender, appearance, age"



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Gender in figures

- **Global Gender Gap Report 2016**, prepared by the World Economic Forum, measures the gender gap in the four areas of inequality between men and women:
 - economic participation
 - Level of education
 - political representation
 - sphere of health.

In 2016 Ukraine occupied 69th place among 144 studied countries (the higher the position, the better in the country with gender equality).



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The connection between gender and sexuality

A broader understanding of gender includes the following categories:

Sex:

- biological man
- biological woman
- intersex is the correct name for hermaphrodites



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The connection between gender and sexuality

Gender Identity:

- woman - biological sex coincides with the corresponding scenario of behavior - femininity;
- man - biological sex coincides with the corresponding scenario of behavior – masculinity;
- transgender- biological gender does not coincide;
- transsexual- person who wants to change the situation;
- agender - a person does not want to be tied to a specific scenario;
- bigender - person who chooses both scenarios.



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The connection between gender and sexuality

Sexual orientation:

- heterosexuality;
- homosexuality;
- bisexuality;
- asexuality

The concept of sexual orientation applies to both women and men



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TASK

THINK OVER AND ANALYZE THE SOCIETY
AROUND YOU, AND YOUR WORKING
ENVIRONMENT.

WHAT EXAMPLE OF GENDER POLARIZATION
DOES WORRY YOU MOST AND WHY?



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2. EDUCATION AND HEALTH



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PROBLEM DISCUSSION

Is it possible to raise children without imposing stereotypes? What are the methods for gender stereotypes in particular?



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“Hidden” curriculum

- It differs from the hidden meaning of knowledge, which is presented to students
- It forms the specific divisions of power and the multiple differences between women and men, between the poor and the rich, between white and "color", between urban and rural



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Feathers of the hidden curriculum

(by Olena Yarska-Smirnova, a sociologist):

- Gender distribution of productive relations and gender segregation of the teaching profession and administrative positions (transmission of information about proper behavior through posters, bulletin boards, reflection of gender concepts in events, holidays);
- Content of educational subjects, textbooks, manuals. Separate courses for girls and boys (physical education, work training);
- Teaching style: peculiarities of educational communication, system of encouragement, evaluation system (girls focus more on humanitarian disciplines, guys on technical ones).



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Gender expertise of educational literature and Laws is

a critical analysis of the content of literature in order to identify gender stereotypes, traditional roles for women and men



Picture:

There is no success without being happy as a man



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OTHER SOCIAL INEQUALITIES IN EDUCATION

- **DO YOUR EDUCATIONAL ESTABLISHMENTS GIVE THE OPPORTUNITY FOR VARIOUS CATEGORIES OF POPULATION TO ENTER THEM?**
- **Who is an exception to the education system?**



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People with disabilities

- Article 24 of the **Convention on the Rights of Persons with Disabilities** guarantees "the right of persons with disabilities to education ... without discrimination and on the basis of equal opportunity";
- **The Law of Ukraine "On Fundamentals of Social Protection of Disabled Persons" and "On Rehabilitation of Disabled Persons in Ukraine"** require educational institutions to create appropriate conditions for people whose disability needs it.



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...BUT IT IS REALIZED INEFFECTIVELY

- Few educational institutions are capable of meeting the needs of students with disabilities, few workers are trained to work with pupils/students with special needs
- Lack of available educational materials (For example, Braille printed materials are available only in the Ukrainian Blind Society (NGOs, not public funds), public libraries do not have such books)
- 11% of educational institutions are fully accessible to people with special needs and 39% are partially accessible)
- Fully students with special needs can't realize their right to education and some do not receive education at all because of the lack of special textbooks and teachers.



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ETHNIC MINORS



Tamila Tasheva
(Co-organizer
of the initiative
"Crimea SOS")

"... At school I did not understand why there is a weekend for Easter, but on our Islamic holidays, Kurban-Bayram, Uraza-Bayram, there is no, although they seem to be, as logic suggests, to be celebrated. In such days you feel especially awkward, you know that you are alien. I also remember how the history lessons learned at the school and the university, which studied the Cossacks and the history of the campaigns of the Cossacks and Tatars against each other, amazed me. From the textbooks it followed that the Cossacks were good, and the Tatars burnt the village, cut off civilians, captured people and sold them into slavery. You might think that the other side did not. At such moments, I felt that the enemy in the classroom was me, and I cut it all and burnt the village. I believe that the approaches to teaching the history of Ukraine need to be changed - for the consolidation of society."

TOLERANCE AND EQUALITY IN THE RELIGIOUS ASPECT



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HOW TO LIVE IN RELIGIOUS DIVERSITY?

- Interreligious peace is possible only where people recognize each other's right to choose their religion freely, the right to freedom of thought and expression in religious matters, and to practice religious activity if they do not harm the property, health or life of others - **interreligious tolerance**.
- **Religious exclusivism** is the prevalence of persuasion that your religion is the only true one.



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SOCIAL INEQUALITY, XENOPHOBIA AND DISCRIMINATION



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"Xenophobia" is the fear and distrust of that which is perceived to be foreign or strange

МИ
(свої)

ВОНИ
(чужі)

Picture: WE (ingroup) THEY (outgroup)

It includes negative attitude towards representatives of other groups, which are distinguished on the basis of race, ethnicity, nationality, sex, sexuality, age, class, region of residence, health status, etc.



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FORMS OF XENOPHOBIA

- **Segregation** - separating "strangers" (outgroup) from the dominant group (ingroup) by place and conditions of residence, study, work (for example, community decisions to isolate Romani people from a certain city, and their children not to be taken to school);
- **Discrimination** - restricting other individuals on the part of the dominant group in accessing public goods and power (For example, women in most countries did not have the right to participate in elections - gender discrimination);
- **Genocide** is an action committed with the intention of destroying, a particular group united by common features (Example, the Holocaust).



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Types (forms) of xenophobia

- **Islamophobia**
- **Antisemitism** (hostile attitude towards the Jews)
- **Romaphobia** (fear, dislike or hate of Romani people)
- **Homophobia** (hostile attitude towards homosexuals and bisexuals)
- **Transphobia** (hostile attitude towards transgender people)
- **Sexism** (intolerant attitude towards people of the same sex)



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PROBLEMS OF LGBT in education



According to the polls of the Center “Our World” , about 1/3 of students reported have problems in the education sphere due to their sexual orientation.

Frequently faced problems:

- Biased attitude of teachers (34%);
- Lack of protection from harassment by students (25%)



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Film “Family is love” («Сім'я – це любов»)

<https://www.youtube.com/watch?v=22gNOmuzhMQ>



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ANTIDISCRIMINAL LEGISLATION

- **Universal Declaration of Human Rights**
- **International Covenant on Economic, Social and Cultural Rights**
- **International Covenant on Civil and Political Rights**
- **The Slavery Convention**
- **Convention on Equal Remuneration for Men and Women for Work of Equal Value**
- **Convention on the Status of Refugees**
- **Convention on the Elimination of Discrimination in Education**
- **Convention on the Elimination of All Forms of Racial Discrimination**
- **UN Convention on the Elimination of All Forms of Discrimination against Women**



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GENDER VIOLENCE

- This problem is evident in XXI century, relevant for all countries all over the world; There is no country where this problem has been solved;
- Violence can be explained by "culture", the so-called "killing of honor" (the family accuses a woman of unwillingness to "preserve family traditions" and kills because the woman had relationships with her husband without the consent of the family, a husband of another culture);
- This problem has moved from the sphere of "privacy" to the public sphere; is solved at the state level;
- Society needs to be consolidated to overcome this problem



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#янебоюсьсказати (#iamnotafraidtasy)

- Initiative of Ukrainian activist Anastasiya Melnychenko, who struck the scale of violence in society.

For this hashtag in the network there was a huge number of posts where women and men wrote about their personal stories. The action was followed abroad

Speech at TEDx:

https://www.youtube.com/watch?v=RARrsHk5_oQ



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TOLERANCE– an attitude based on the recognition of universal human rights and freedom.



ACTIVITY TO SUPPORT TOLERANCE IDEAS

- NGO “International Amnesty in Ukraine”;
- Ukrainian Helsinki Human Rights Union;
 - "The Diversity Initiative";
- Coalition for combating discrimination in Ukraine;
 - Center for Human Rights Information

November 16 - International Day of Tolerance

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What kind of project or initiative should be held in our University in order to promote tolerance and diversity and diagnose gender and other stereotypes in order to?



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