

HOW TO PREVENT, OVERCOME

GENDER BIASES

Gender bias is the tendency to prefer one gender over another. It is a form of unconscious bias, or implicit bias, which occurs when one individual unconsciously attributes certain attitudes and stereotypes to another person or group of people.

These are prejudiced actions or thoughts based on the gender-based perception that women are not equal to men in rights and dignity.

Unequal gender relations reinforce gender discrimination which leads to gender biases such as marginalization, subordination, exploitation and violence against women ... these biases ultimately result to gender issues.

Marginalization



Marginalization is the act of relegating someone to an unimportant or powerless position—making them feel into the margins or at the edge of society, making them feel unimportant and small.

This gender bias forces women into the periphery of economic and social life and in decision-making process; it diminishes value of women's activities through which they contribute to the national development process.

Manifestation of Marginalization in the Workplace

- Denying someone professional opportunities because of their identity (e.g., racism, sexism, obesity)
- Denying someone of promotion because she is a woman, hindi sya pwedeng maging president because of the workload...
- Not providing equal access to resources based on membership in a particular group (such as access to health care, and others)
- Overlooking, criticizing or interfering with a person's cultural or religious traditions and values

The impact of marginalization

- Marginalization can negatively impact on individuals' physical, psychological and emotional health. Some — but not all — of these consequences may include feelings of anger, anxiety, fear, depression, self-blame, sadness, stress and isolation.

What to do ...as an employer or a leader of a group...of an employee who's feeling marginalized

If you're a manager or leader of a group, you're in a powerful position to ensure that every team member is valued and included in the team's activities.

Increasing your self-awareness by asking employees for feedback, participating in unconscious bias training, and ensuring that you keep open lines of communication.

These are easy steps you can take to ensure you're aware of marginalization as a workplace issue.

If you see someone being marginalized on your team, make an effort to bring them to the center, call your team's attention discuss and make a plan of action to stop and prevent this discriminatory action.

Multiple Burden



Multiple Burden is the involvement in the three spheres of work—reproductive, productive, and community work.

All in all, the productive, reproductive and community activities of women are more often arduous, undervalued and can even be hazardous to health and life. A person's involvement in any of these spheres, sometimes too much and sometimes unwillingly, lessens her or his time for herself or himself (for rest and own self-care), and for the things that she or he really wants to do. This double-burden effect is exacerbated as the care and work hours increase (especially during poverty, war, natural disaster or disease outbreak). Disease outbreak, disaster or other crises, this increases in a person's workloads, and this decreases their ability to balance their time (support services accessing and the like).

Negative Effect of Multiple Burden

Study result shows the impact of informal care and work stress on women's health results to emergence of chronic diseases, being underweight or overweight, and poor health. Double burden leads to health deterioration owing to reduced exercise and increased psychological stress.

How to Address Multiple Burden

We can address Multiple Burden through dialogue, trainings, media and engaging men and boys to act out the different roles ascribed to men and women, and the constraints that men and women face so as to change the gender norms and stereotypes about domestic work

We need to discuss with Men the importance of workload sharing. This could result to more men share in domestic tasks and women engage in income generating activities such. These dialogues can shift the gender division of labor toward more equitable sharing of tasks by all family members.

To address Multiple Burden in a workplace. the supervisors should be sensitive in assigning employees' workloads. Encourage team work and mentorship to prevent the onset of multiple burden.

Gender Stereotyping



Gender Stereotyping is the tendency to assign fixed unquestioned and unexamined beliefs, image, ideas and perceptions about women and men.

Gender Stereotyping is attributing a set of favorable or unfavorable characteristics, roles, and traits to all members of a social group based on sex. A stereotype is a preconceived notion about a person or group of people where we sometimes unfairly believe that all people or things with a particular characteristic are the same.

Effects of Stereotyping

What is the danger of blindly subscribing to traditional gender roles/gender stereotyping, especially for women?

These manifestations of gender bias have a direct negative effect on the personhood of every person. Stereotyping is not only hurtful, it is also wrong.

Constantly putting someone down based on your preconceived perceptions will not encourage them to succeed.

Growing up and living in a world which limits a person's very right to be human, diminishes an individual's dignity, and hits at the very core of each personhood.

As a result, a person generally possesses lower levels of self-esteem and confidence compared to males. Stereotyping can also lead people to live lives driven by hate, and can cause the victims of those stereotypes to be driven by fear.

How to Avoid Stereotyping Others

- Get to know others who appear different from you.
- Stop yourself before making snap judgments about others.
- Consider what you have in common with other people—it may be more than you think!
- Develop empathy for others. Try to walk in their shoes.
- Educate yourself about different cultures and groups.



Subordination



Subordination is the secondary status of women, men in society. The institutionalized domination by men of women (or vice versa).

Subordination is “the state of being subject to the authority of someone, especially within a hierarchy”. It adds that subordination is the “submission to a thing”.

In the so-called hierarchy of subordination, one uses power over someone, which may then lead to abuse, oppression, and, finally, violence.

Effects of Subordination Subordination in the society led women, men to have less access to and control over development resources and benefits (education, the right to work, the right to property, the right to participate) or having no personal autonomy/self- sufficiency.

How to Address Subordination

The society itself plays a great role in changing the pattern of gender biases, abuses among men and women.

To bring equality, it is essential to establish equal rights between men and women in all respects of life.

Violence



Violence is any act that instills fear and pain to injure or abuse a person. A web of verbal, psychological and physical abuse that all women are exposed to because of their low status in society. Such as domestic violence, sexual harassment...

Domestic violence—has four types: physical violence, sexual violence, destruction of properties, and psychological violence. Occurs in forms like spousal abuse, child abuse (including sexual abuse), elderly abuse, parents abused by children, or violence between siblings, etc.

Sexual harassment—violence that can occur in the workplace, manifested as verbal, visual, gestural and physical sexual harassment. It includes sexist remarks, propositions, coercive pressure for sexual activity, and assault.

Workplace Violence - What is workplace violence? Workplace violence is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide. It can affect and involve employees, clients, customers and visitors.

Negative Effects of Violence

Results to depression, anxiety, posttraumatic stress disorder, and suicide; increased risk of cardiovascular disease; and premature mortality.

Occupational violence has been associated with reduced productivity, increased turnover, absenteeism, counseling costs, decreased staff morale, and reduced quality of life.

How to Address Violence

The society itself plays a great role in changing the pattern of gender biases, abuses among men and women.

To bring equality, it is essential to establish equal rights between men and women in all respects of life.

Promoting gender equality is a critical part of violence prevention. School, community and media interventions can promote gender equality and prevent violence against women by challenging stereotypes that give men power over women.

School initiatives are well placed to prevent violence against women. School-based programmes can address gender norms and attitudes before they become deeply ingrained in children and youth. Such initiatives address gender norms, dating violence and sexual abuse among teenagers and young adults.

Community interventions can empower women and engage with men.

Community interventions can address gender norms and attitudes through, for example, the combination of microfinance schemes for women and methods that empower men as partners against gender-based violence.

Community programmes with male peer groups show promise in changing attitudes towards traditional gender norms and violent behaviour, but they require more rigorous evaluations. Well-trained facilitators and community ownership appear to boost the effectiveness of these interventions.

Media interventions can alter gender norms and promote women's rights.

Public awareness campaigns and other interventions delivered via television, radio, newspapers and other mass media can be effective for altering attitudes towards gender norms. The most successful are those that seek to understand their target audience and engage with its members to develop content.

The PCW condemns all forms of sexual harassment, more especially during this global health crisis. Whatever the circumstances, sexual harassment is utterly inhumane, a violation of human rights, and is punishable under our laws. One of which is the Safe Spaces Act (Republic Act No. 11313), which penalizes gender-based sexual harassment in public spaces, workplace, educational and training institutions as well as in the online realm.

Awareness Raising is now a must (on laws, where to report, how to detect victims of abuse in our workspaces.

Ref,

1. *Violence Prevention: The Evidence. WHO Library Cataloguing-in-Publication Data*
2. *PCW. The PCW condemns all forms of sexual harassment*