



Gender Equality a Fundamental Human Right: Basis for Gender Inclusive Society

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Abstract

Gender equality can be attained through gender inclusivity. This study uncovers the gender inequalities experienced by the 40 participants of the Training of Trainors (TOT) on Gender and Inclusion at Ateneo de Manila University conducted by Trias Southeast Asia using phenomenological inquiry. Results revealed participants had experienced discrimination in school, in the workplace, in the community and even in their own family. Hence a safe space, understanding power and stereotypes, dealing with gender and gender stereotypes, inclusion, diversity, equity, accessibility and social justice (IDEAS), and vision were the factors needed in creating a gender inclusive society.

Keywords: Gender Equality; Gender Inclusivity; Discrimination; Safe Space; Power; Vision

Introduction

The idea of gender inclusion goes beyond simple equality. The notion that all establishments, opportunities, and services are open to all people, gender equality and disparities must be addressed by both the public and private sectors in order to reduce discrimination and create a more equal world [1]. Felipe S. Ramiro, Jr, Regional director of Trias Southeast Asia cited that gender equality is a fundamental human right that is crucial to global economic growth, poverty reduction, and long-term development. The world has made progress in recent years, with more laws passed to promote gender equality, more women holding leadership positions, and more girls attending school. Gender equality implies women and men, of any age regardless of their sexual orientation, have equal circumstances for understanding their human right, and benefiting from the financial, social,

social, and political turn of events and decision-making. Then again, inclusivity cultivates collaboration, appreciation, prosperity, and numerous different characteristics that make up a positive workplace [2].

However, our society suffers greatly from gender discrimination, particularly for women. Women are discriminated which adversely affect their empowerment. Across the world, the issue of gender equality has not been resolved. Women and young girls have less admittance to training and medical services, over and over again need financial independence, and are under-addressed in decision-making at all levels [3].

One of the most squeezing gender issues is the relentless orientation wage gap. There is a significant pay gap that must be addressed in the Philippines, where women earn only

78% of what men do. In rural areas, where women earn only 43% of what men do, this gap is even more pronounced. In fact, there are a number of women in the Philippines who face particularly challenging circumstances such as women in armed conflict, women victims of domestic violence, women in prostitution, women in prison, and single women [4].

Methods

This study examined the gender inequalities experienced by the 40 participants of the Training of Trainers (TOT) on Gender and Inclusion at Ateneo de Manila University conducted by Trias Southeast Asia using phenomenological inquiry. Phenomenological studies look at human experiences through the words of the people who were there. Lived experiences are the name given to these experiences to enlighten the particular, to recognize peculiarities through how they are seen by the participants in a circumstance [5]. Focus group discussion (FGD) was utilized to gather data. Collected data was analyzed using thematic analysis.

Results and Discussion

Thematic analysis revealed that a safe space, understanding power and stereotypes, dealing with gender and gender stereotypes, IDEAS and vision were the emerging themes. A safe space is attained by creating an inclusive learning environment. A safe space is where people feel a sense of belongingness, security, care, love, trust, and respect. The acronym IDEAS stand for Inclusion, Diversity, Equity, Accessibility and Social justice. To ensure that inclusivity is in place, and grows in the minds, families, organizations and wider communities, understanding and committing to the key concepts of IDEAS is essential. In order to make a change, we must feel the need for change and take it personally. Only if we intrinsically feel that change is necessary, we can inspire others to make that change possible. It is important to become aware of complex situations and our own role in dealing with them. Everybody, consciously or unconsciously, uses stereotypes because our brains are set to it and do this automatically without us even realizing it. Nevertheless, this does not mean it is a positive thing or something we just must accept. Stereotypes and prejudices create a barrier between people and thus make inclusion more difficult. Finally, we

need to design a coherent vision of how to truly achieve the inclusive families, organizations and communities we dream about. This vision needs to be created together, whereby each person is equally heard and decisions are made based on a shared understanding and input.

Conclusions and Recommendations

Women can improve any organization they join if they receive the same opportunities for employment and education as men. Therefore, to attain a gender inclusive society, we need to create a solid foundation which is a safe space followed by two pillars which stands for power and intersectionality, and the concept of IDEAS. Finally, the roof is the vision for achieving inclusivity within the family, organizations and communities.

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