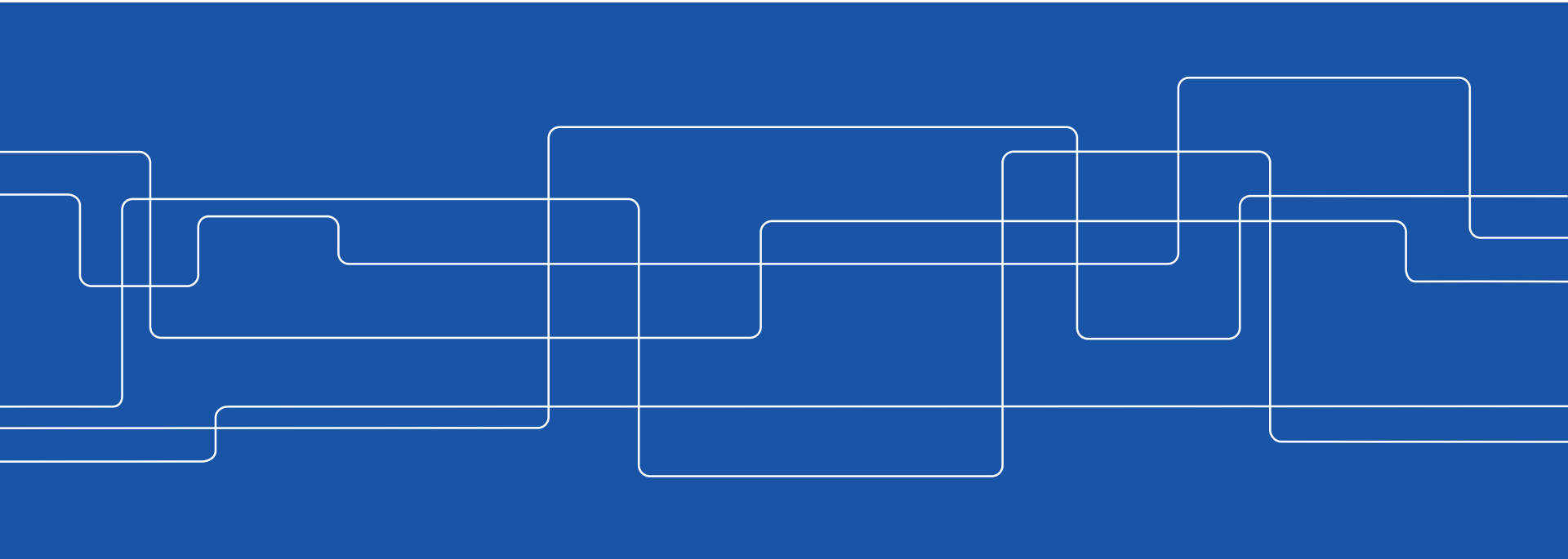




Gender in theory and practice

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Common reactions

- Creates discomfort
- Negative connotations
- Guilt feelings
- Stigmatized as 'the other'
- Confusion of how to act



Gender – theory

Research about what gender means in society

Gender as social and cultural constructions

Power perspective important



Gender equality - practice

Political goals for equal conditions for men and women

Work for change in society, work life and on an individual level



In what ways are gender order expressed in society?

- Economic differences
- Differences in power and influence
- Differences in responsibilities for unpaid care work
- Differences in bodily integrity



The problem in organizations: inequality

Discrimination; salaries, promotion, recruitment, development, opportunities

(Sexual) harassment

Non-actions, invisibility, lack of recognition

Exclusion



Structural level of analysis in organizations

Individual level; lived experience

Structural level; patterns in organizations

Structures restrict action, but can be challenged



Gender structures in organizations

- **Numbers** proportion of men and women
- **Segregation** gendered positions, tasks and professions ('male' and 'female' jobs)
- **Hierarchy** influence and power related to men and women



Organizational culture

Perceptions ways of thinking

Language ways of talking

Values: right/wrong, good/bad

Story-telling heroes

Rituals

Humour

Images

Dress-code

Interior design





Inclusion/exclusion

To fit in

To feel welcome

To be acknowledged

To have a voice





Motives for gender equality and diversity

Competence

Quality

Work life motivation

Business case/profitability

Power

Democracy

Human rights

Corporate social responsibility



Gender equality goals

- Quantitative GE: equal distribution between women and men in all areas of society, e.g. In education, professions, leisure time and positions of power.
- Qualitative GE: the knowledge, experience and values of both women and men are taken into account to contribute and influence development in all areas of society.