

How does gender equality benefit men?

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Outline

1. Some facts to be aware of
2. Gender inequality. What's the problem ?
3. The path towards gender equality
4. Why men should care about GE?
5. Enganging men in GE

Some facts to be aware of

NEWS | 13 September 2021

Women less likely to win major research awards

Although the gap is narrowing, prestigious prizes are still more likely to go to men, finds an analysis of gender bias in the world's top science awards.

Clare Watson



Winners at the L'Oreal-UNESCO Awards For Women in Science International in 2016. L-R: Jennifer Doudna, Hualan Chen, Andree Gamamnik, Quarraisha Abdool Karim and Emmanuelle Charpentier. Credit: Bertrand Rindoff Petroff/Fondation L'Oreal/Getty

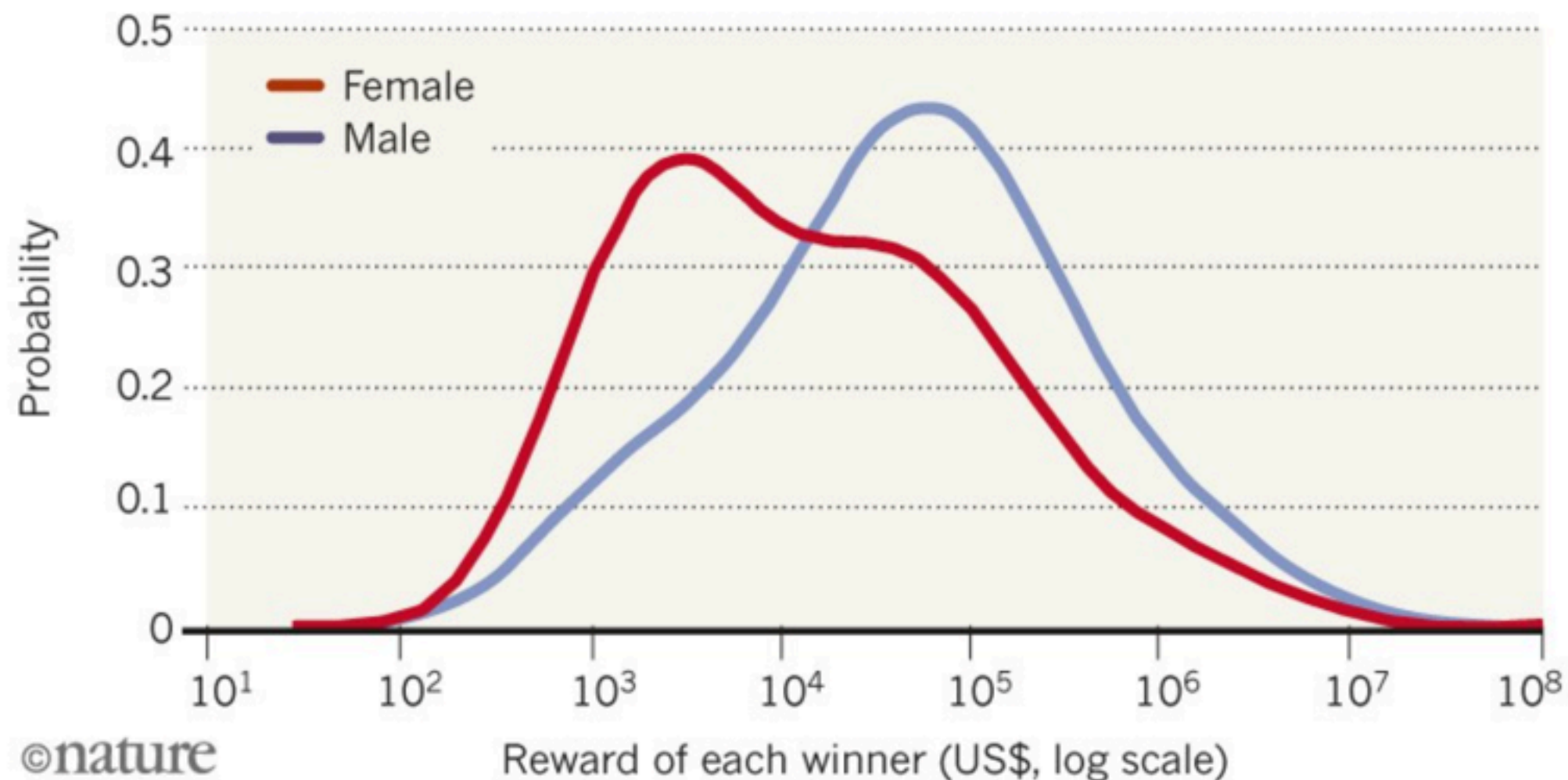
Women's share of international prizes rewarding research excellence is increasing, **but still lags behind** the proportion of professorial positions held by women.

Some facts to be aware of

Women who win prizes get less money and prestige

WOMEN GET LESS CASH

Female prizewinners receive an average of 64 cents for every dollar won by men.



Women are not receiving fewer awards because of the quality or quantity of their research.



Instead, it appears to be caused by implicit bias, coupled with a lack of proactive efforts to address inequities in science.

Gender Inequality

What is the problem ?



Gender Inequality

What is the problem ?

- GI are everywhere, built into the systems and structures of our workplaces.
- GI, especially at the highest levels, reinforce a system that undervalues women and other under-represented groups.
- GI are also carried out by men and women at work
- Everyday Sexism

Gender Inequality

What is the problem ?

Everyday sexism

- Evaluating women less positively than men
- Ignoring and talking over women.
- Sidelining women in social and work networks.
- Seemingly harmless comments about women
- Choosing women for stereotypical assignments

Gender differences in academic productivity during COVID-19 pandemic



Overall, significant disparities were observed in academic productivity by gender and child age during COVID-19 'stay-at-home' orders and, if confirmed by further research, should be considered by academic institutions and funding agencies when making decisions regarding funding, hiring, promotion, and tenure

A historical photograph of three women in a laboratory, likely from the late 19th or early 20th century. They are dressed in light-colored, high-collared blouses and dark skirts. The woman on the left is seated at a desk, looking towards the camera. The woman in the center is standing, holding a large, ornate microscope. The woman on the right is also seated, looking towards the camera. The background shows other scientific equipment and a dimly lit room.

The path towards gender equality

We are moving in the right direction,

although slowly

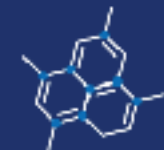


TRACKING PROGRESS ON

THE PATH TOWARDS GENDER EQUALITY IN RESEARCH AND INNOVATION (R&I)



2021
SHE
FIGURES



SHE FIGURES present
data on the European
Commission's gender
equality priorities in
the field of research
and innovation policy.





Women are close to reaching gender parity among doctoral graduates...



48.1%
of doctoral graduates
in EU 27 (2018, Eurostat)

...but are still under-represented in technical professions.

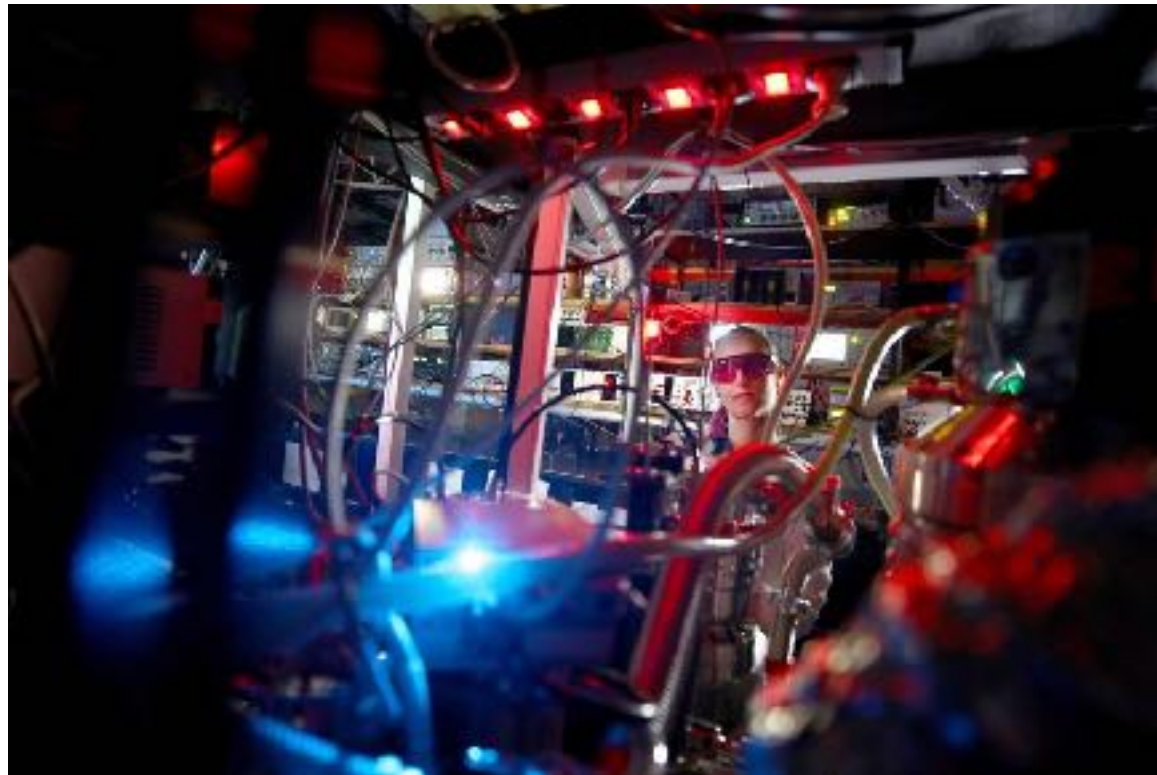


Women represent

24.9%

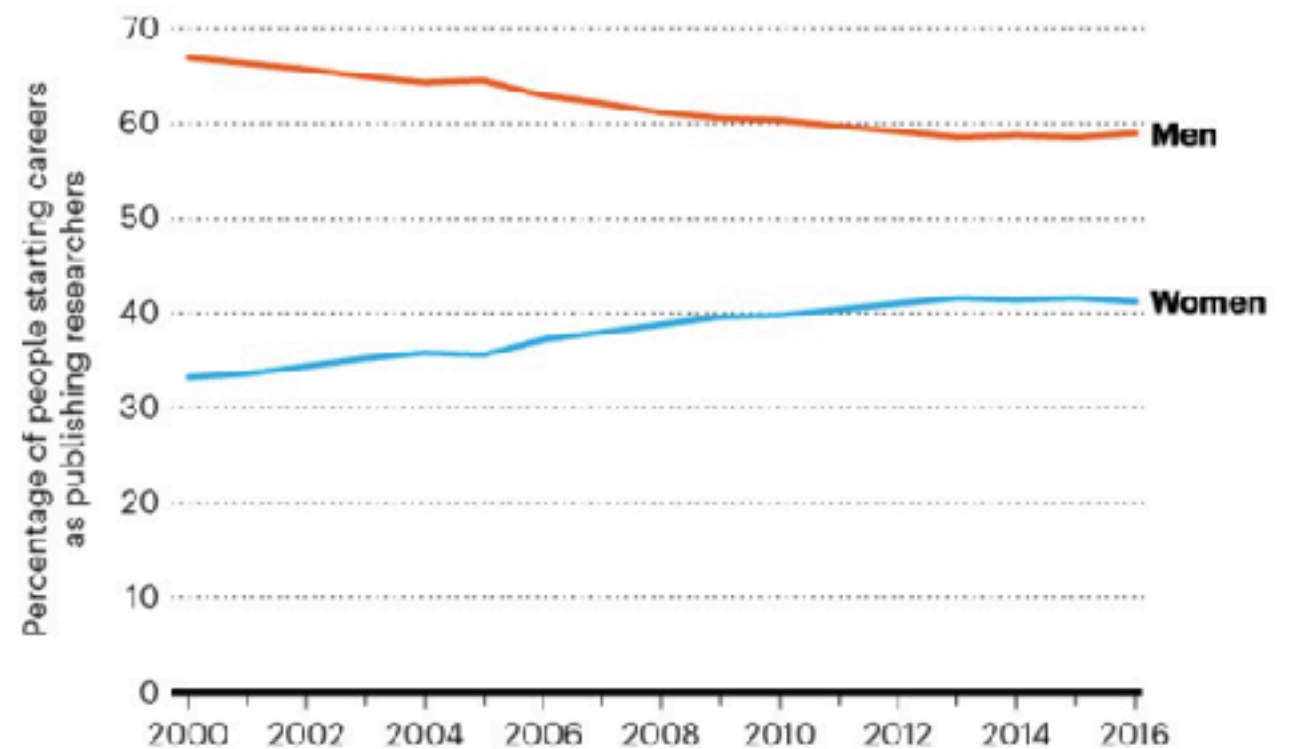
among self-employed professionals in Science and Engineering (S&E) and Information & Communication Technologies (ICT) (2018, Eurostat)

More women than ever are starting careers in science



GENDER GAP

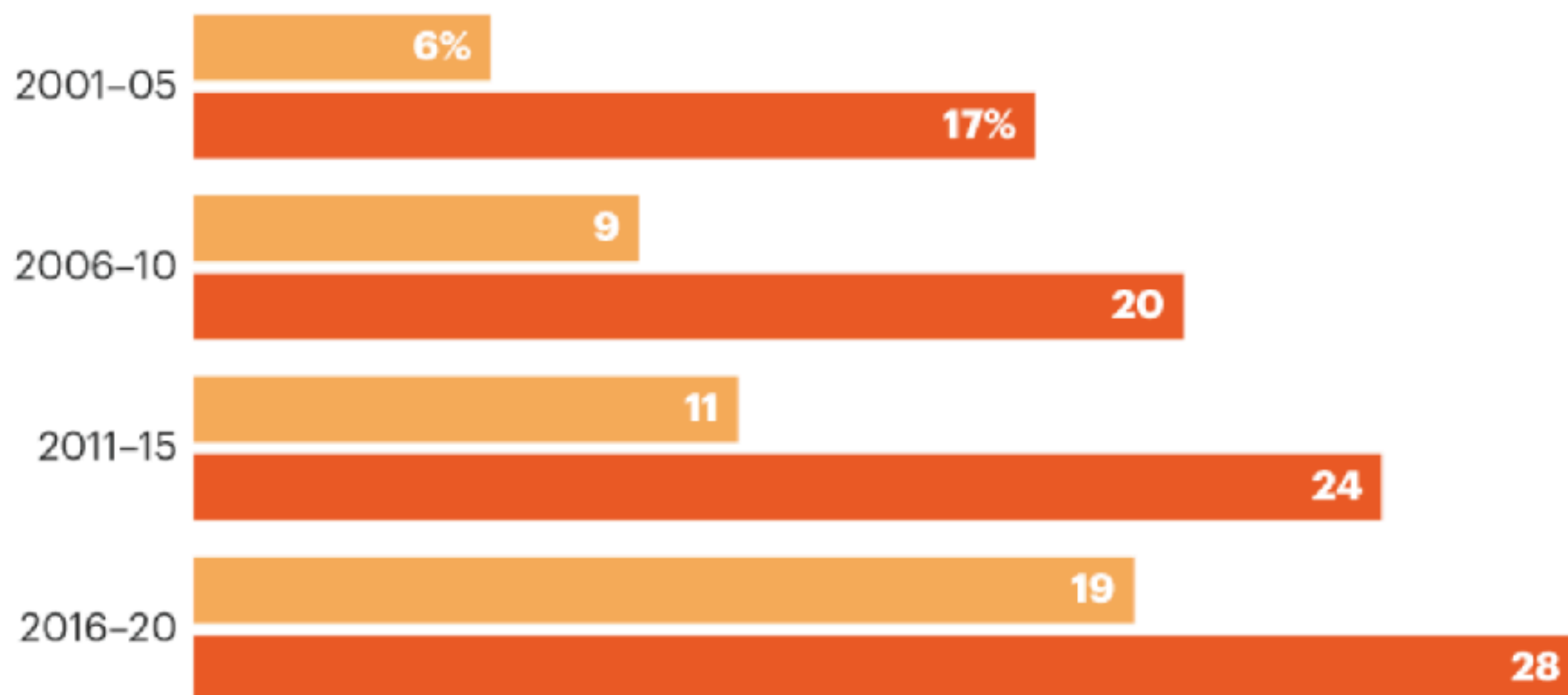
The proportion of scientists starting their publishing careers who are women increased by nearly one-fifth between 2000 and 2016.



CLOSING THE GAP

Although the proportion of professors who are women has increased in recent decades, the percentage of top research prizes going to women still lags behind.

■ Awards won by women ■ Proportion of professors who are women





Enganging men in Gender Equality



To change gender inequalities we have to involve men – but why? In short, because men are part of the problem of gender inequality and so they are therefore a crucial part of the solution.

How engaged are men in gender equality ?

Men show less support than women for GE, including initiatives aimed at achieving women's and men's equal treatment and workplace efforts to eliminate gender bias.

However, this is not due to malice

Many men just aren't aware of existing inequalities. Men are shaped by lifetimes in a gender-unequal world, so that **sexism** becomes normal, taken-for-granted, and invisible.



- Some men see GE as a **‘women’s issue’**
- Men often assume that the other men around them **support sexism more than they do**
- Some men fear **being judged** by their male peers if they intervene
- Some men simply **don’t know what to do or say.**





Men are part of the problem and the solution

We will not make much progress towards GI without men's support.

Not because women are weak and can't do it on their own.

Not because men have been left out and are now the victims.

Because men are part of the problem.

How men think, behave, and how they relate to women and to other men, all play an important part in keeping gender inequalities alive.



Men's attitudes and behaviours may support the sexist status quo.

Men have a vital role to play in building a world of gender equality – and many already are doing so. And there is much more that men can do.



'Engaging men' is
not a 'magic bullet'
for gender equality



**Maintaining
women's initiatives**
and women-focused
approaches is vital



**Avoid putting men on
a pedestal** for being
actively engaged in
gender equality



**Engage men at
every level** in your
organisation – not
just at the top

After all, how can we drive change if we leave half the population out of the discussion?



GM

Gender Mainstreaming

It is a strategy for making women's as well as men's concerns, experiences and needs **an integral dimension** of the design, implementation, monitoring and evaluation of policies and programmes in the socio-economic and political spheres so that **women and men benefit equally, and inequality is not perpetuated.**



The concept of GM was first introduced at the 1985 Nairobi World Conference on Women.

It was established as a strategy in international gender equality policy through the [Beijing Platform for Action](#), adopted at the 1995 **Fourth United Nations World Conference on Women in Beijing**, and subsequently adopted as a tool to promote gender equality at all levels.

ACROSS THE GLOBE, NEW RESEARCH SUGGESTS THAT MEN DO NOT KNOW HOW TO SUPPORT GENDER EQUALITY

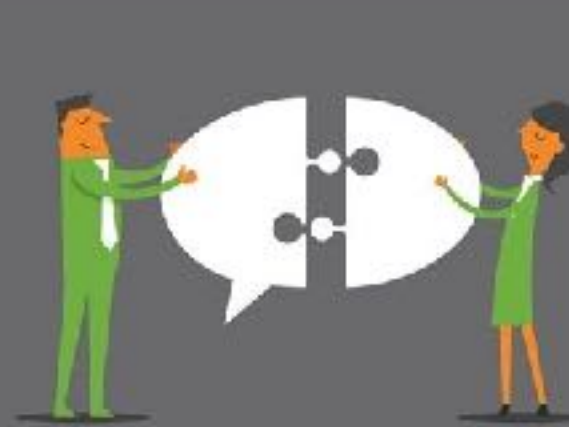
Supporting Gender Equality: More Male Allies Needed



Throughout the pandemic, an "alarming trend" emerged: 98% of women wanted men to help them address gender inequality issues, like job insecurity and financial benefits. However, less than 50% of men indicated being ready to help.

Source: PR Newswire and HeForShe

MEN: HOW TO MAKE A DIFFERENCE TO GENDER EQUALITY



ADOPT A PARTNERSHIP MINDSET.



MAKE SPACE FOR EQUAL VOICE.



GET INVOLVED.



EQUIP YOURSELF AND OTHERS.



SEEK FEEDBACK.



PROMOTE GENDER EQUALITY.



CHALLENGE OTHER MEN.



RECRUIT FOR GENDER BALANCE.



LOOK FOR EQUAL DECISION-MAKING.



MAKE IT COUNT.



MEASURE IT.



BRIDGE THE WORK-LIFE GAP.



ROLE MODEL FLEXIBILITY.



TAKE IT HOME.

How men can benefit from gender equality ?

Emphatically, men should care about gender equality both within and outside the work context because they will:

**Benefit from the
better decisions and
reduced risks**



How men can benefit from gender equality ?

Experience enhanced
psychological development
and well-being



How men can benefit from gender equality ?

Work in organizations
that are more productive
and creative



How men can benefit from gender equality ?

Experience
higher quality
work



How men can benefit from gender equality ?

Experience enhanced
personal growth and
development



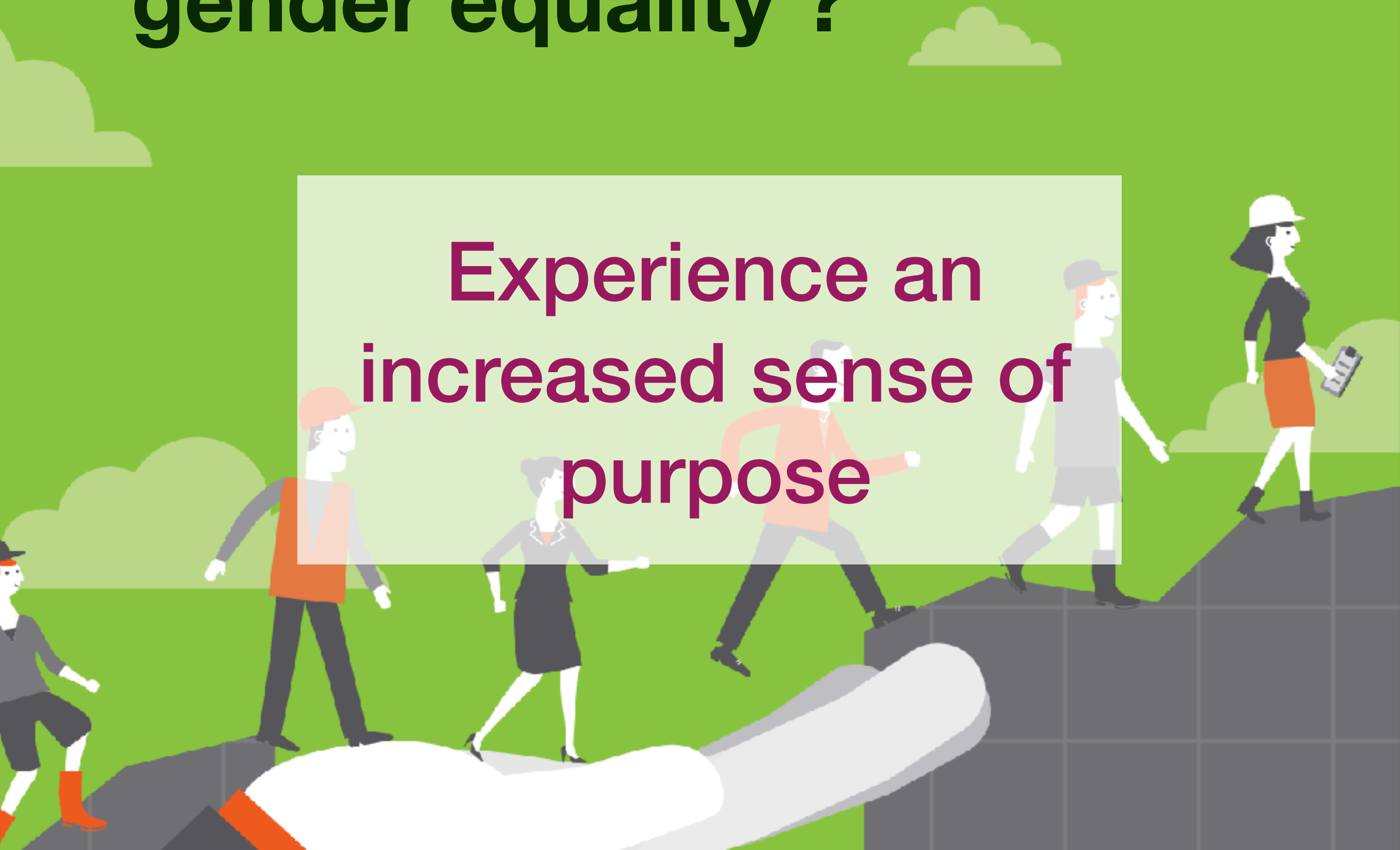
How men can benefit from gender equality ?

Experience greater life satisfaction



How men can benefit from gender equality ?

Experience an
increased sense of
purpose



How men can benefit from gender equality ?

Think about other possible ways men can benefit



Take-home ideas



The achievement of gender equality is still to a large extent considered a women's issue. It is important to increase awareness that gender equality is a societal issues which concerns and should engage both women and men.

There is a need to develop a greater understanding of the importance of gender equality for men and boys as well as women and girls, and of the important roles that men and boys can play in promoting equality.

Take-home ideas

A faint background illustration of a balance scale. The scale is centered, with a horizontal beam and two pans hanging from it. On the left pan, there is a white male symbol (a circle with a vertical line) on a light pink circular base. On the right pan, there is a white female symbol (a circle with a cross) on a light pink circular base. The scale's frame is a light blue-grey color.

There is today a greater understanding that it is important to look beyond the attitudes and behaviours of individual men to the structural processes that perpetuate the existing inequalities between women and men.

Where men are key decision makers and holders of economic and organizational power and public resources, they have a particular responsibility to systematically identify and address gender inequalities and discrimination.

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Thanks for your attention

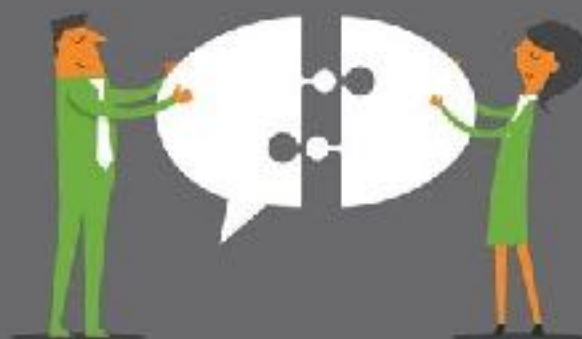
@astrosvd

Gender equality is
for ~~women~~.

Gender equality
is for ~~men~~.

Gender equality is
for everyone.

MEN: HOW TO MAKE A DIFFERENCE TO GENDER EQUALITY



ADOPT A PARTNERSHIP MINDSET. Look for ways to partner with women – to work together – to address gender equality issues in your organisation. Review your organisation's gender equality strategy and suggest ways to improve this based on a partnership approach.



MAKE SPACE FOR EQUAL VOICE. Ensure that women have an equal voice in all discussions and meetings in which you are involved. Take responsibility to: (i) set up this expectation at the outset, and (ii) conduct a review at the end of meetings to check whether equal voice was achieved.



GET INVOLVED. Attend diversity events and personally invite other male colleagues to come with you.



EQUIP YOURSELF AND OTHERS. Stay informed about issues that link directly to gender inequality (e.g., domestic and family violence), and share this information with those around you both at work and in the community.



SEEK FEEDBACK. Openly seek feedback from others, both women and men, in order to challenge your own mindsets and behaviours in relation to gender equality.



PROMOTE GENDER EQUALITY. Learn about, and promote, the benefits of gender equality for both women and men.



CHALLENGE OTHER MEN. Challenge men who engage in behaviour that perpetuates gender inequality, and motivate other men to do the same.



RECRUIT FOR GENDER BALANCE. Actively seek to recruit women into your team when roles become available, and retain them. Ask, what is the business case for not recruiting and retaining women?



LOOK FOR EQUAL DECISION-MAKING. Advocate for regular reviews and audits to be conducted into men's and women's involvement in key business decisions, with the aim of ensuring equal representation.



MAKE IT COUNT. Take responsibility for integrating gender equality into your personal KPIs and development plan.



MEASURE IT. Advocate for gender pay equity analyses and caring audits to be undertaken in your organisation. Be involved in determining what actions are needed to address the identified issues.



BRIDGE THE WORK-LIFE GAP. Look out for opportunities to redesign jobs and work to enable both men and women to balance caring and work responsibilities. If applicable, take parental leave and actively encourage and support other men to do so as well.



ROLE MODEL FLEXIBILITY. Actively engage in flexible working and make this visible to others in your organisation. Redesign your own job to increase your flexibility options.



TAKE IT HOME. Live gender equality in your personal life by ensuring your relationships are based on equality, care, fairness, and mutual respect. Model these relationships to the children you interact with in your life.