

Gender Equality Meeting: March 8th, 2022

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March 8th, 2022 - International Women's Day (IWD)



What colors symbolize International Women's Day?

Purple, green and white are the colors of International Women's Day. Purple signifies justice and dignity. Green symbolizes hope. White represents purity, albeit a controversial concept. The colors originated from the Women's Social and Political Union (WSPU) in the UK in 1908.

About International Women's Day

International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity. Significant activity is witnessed worldwide as groups come together to celebrate women's achievements or rally for women's equality.

Marked annually on **March 8th**, International Women's Day (IWD) is one of the most important days of the year to:

- celebrate women's achievements
- raise awareness about women's equality
- lobby for accelerated gender parity
- fundraise for **female-focused charities**

Do we still need an International Women's Day?

Yes! There's no place for complacency. According to the World Economic Forum, sadly none of us will see gender parity in our lifetimes, and nor likely will many of our children. Gender parity will not be attained for almost a century.

There's urgent work to do - and we can all play a part.



► See: International Women Day page <https://www.internationalwomensday.com/>

Below picture and text from Wikipedia



In 1914, International Women's Day was held on March 8 in Germany, possibly because that day was a Sunday, and now it is always held on March 8 in all countries.^[18] The 1914 observance of the Day in Germany was dedicated to women's right to vote, which German women did not win until 1918.^{[18][19]}

IWD 2022 Theme: #BreakTheBias

Picture below from Anja Schielke

Text below from IWD 2022 web page

 International Women's Day

2022
THEME

GET INVOLVED

#BreakTheBias

Imagine a gender equal world.

A world free of bias, stereotypes, and discrimination.

A world that is diverse, equitable, and inclusive.

A world where difference is valued and celebrated.

Together we can forge women's equality.

Collectively we can all **#BreakTheBias**.



Will you help #BreakTheBias ?

Pictures from Anja Schielke text from IWD 2022 page

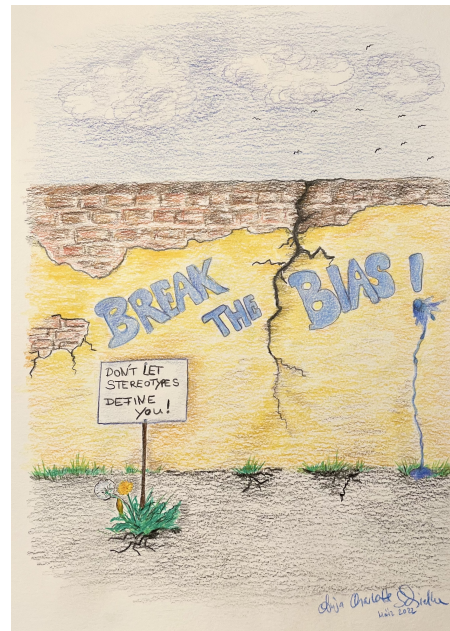
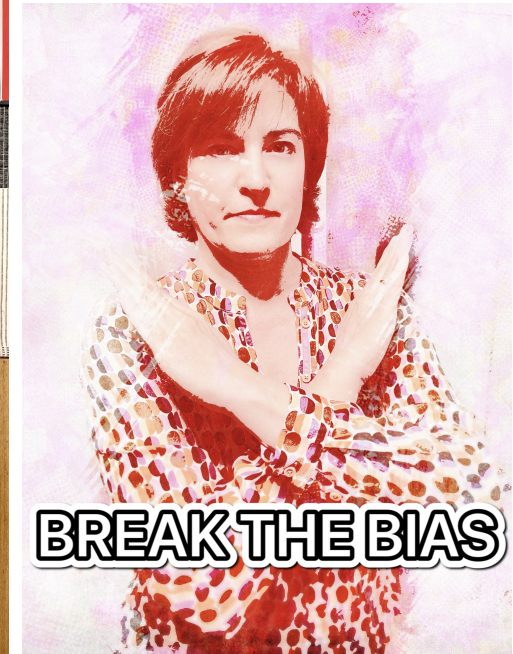
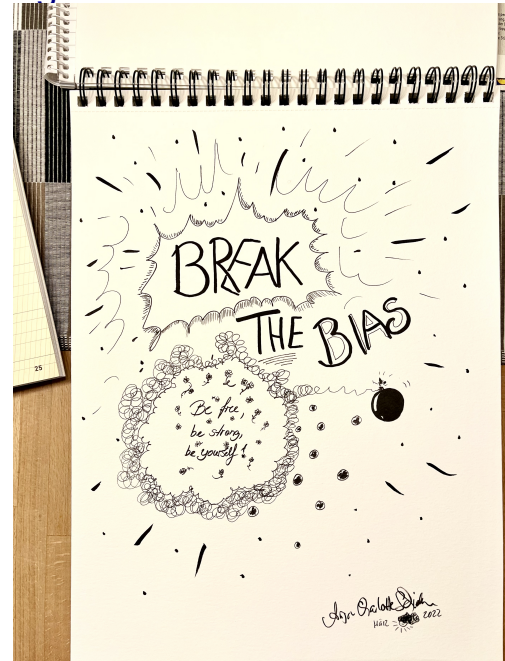
Individually, we're all responsible for our own thoughts and actions - all day, every day.

We can break the bias in our communities.

We can break the bias in our workplaces.

We can break the bias in our schools, colleges and universities.

Together, we can all **break the bias** - on International Women's Day (IWD) and beyond.



Whether deliberate or unconscious, bias makes it difficult for women to move ahead. Knowing that bias exists isn't enough, action is needed to level the playing field.

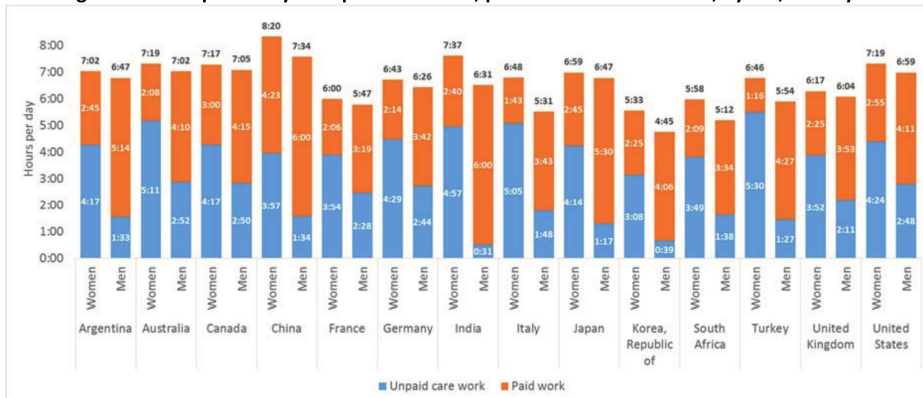
Are you in? Will you actively call out gender bias, discrimination and stereotyping each time you see it?

Will you help **break the bias**?

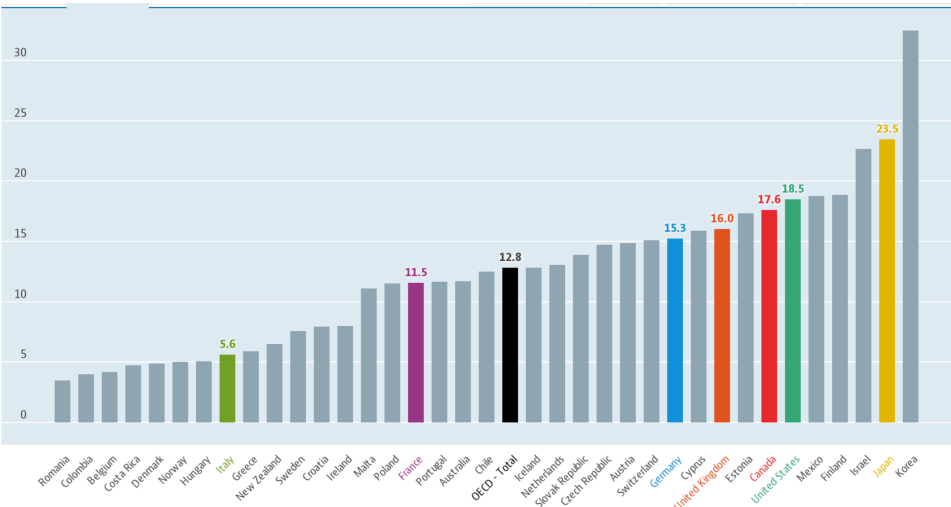
Cross your arms to show solidarity.

Gender Equality Awareness

Figure 4. Time spent daily in unpaid care work, paid work and total work, by sex, latest year



Note: Time-use estimates are based on time-use surveys that collect information with a diary method. Latest year in parentheses: Argentina (2005); Australia (2006); Canada (2015); China (2008); France (2010); Germany (2012); India (1998-1999); Italy (2013-2014); Japan (2011); Republic of Korea (2014); South Africa (2010); Turkey (2014-2015); United Kingdom (2015); United States (2016). Age group in parentheses: Argentina (15-74); Australia (15+); Canada (15+); China (15-74); France (15+); Germany (10+); India (6+); Italy (15+); Japan (10+); Republic of Korea (10+); South Africa (10+); Turkey (10+); United Kingdom (16+); United States (15+). Source: ILO 2018. Care work and care jobs for the future of decent work (Geneva).



Perspectives: Employees

Countries: Highlighted Countries (7)

Time: yearly quarterly monthly

latest data available

2016 - 2019

- ▶ We need to “**raise awareness about women’s equality**”,
- ▶ We need to somehow “**accelerate gender parity**”.
- ▶ Upper left **OECD** plot (see document “Gender equality in the G20”): time spent in unpaid care work, paid work, total work: clear “**gender gap**”
- ▶ Bottom left **OECD** plot (see <https://data.oecd.org/earnwage/gender-wage-gap.htm>) the “**gender wage gap**”
- ▶ Gender wage gap is here defined as the difference between median earnings of men and women relative to median earnings of men. Data refer to full-time employees on the one hand and to self-employed on the other

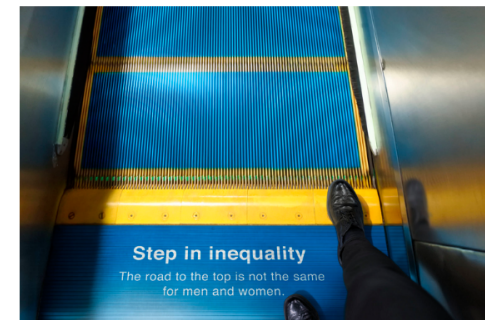
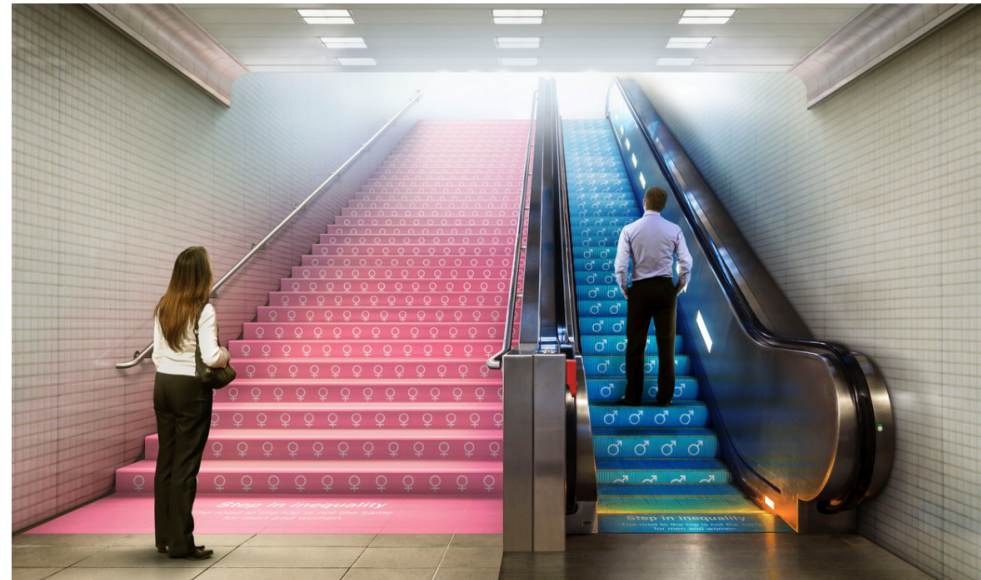
Step In Inequality

Step In Inequality

- ▶ Foto from Kazunori Shiina (won several awards)
- ▶ “The road to the top is not the same for men and women”
- ▶ See <https://www.stepininequality.com/>

ALL OVER THE WORLD AND IN CORPORATE SETTINGS, WOMEN ARE NOT ONLY UNDERPAID AS COMPARED TO MEN, BUT THEY ALSO HAVE TO WORK HARDER TO ACHIEVE THE SAME GOAL.

CONVERSATIONS ABOUT GENDER INEQUALITY IN THE WORKPLACE ARE CONSIDERED RELEVANT ONLY TO WOMEN AND OFTEN STRUGGLE TO MAKE THE IMPACT THEY NEED.

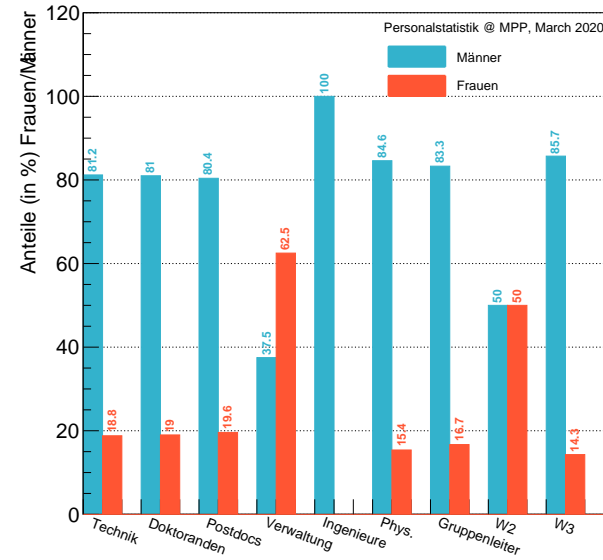
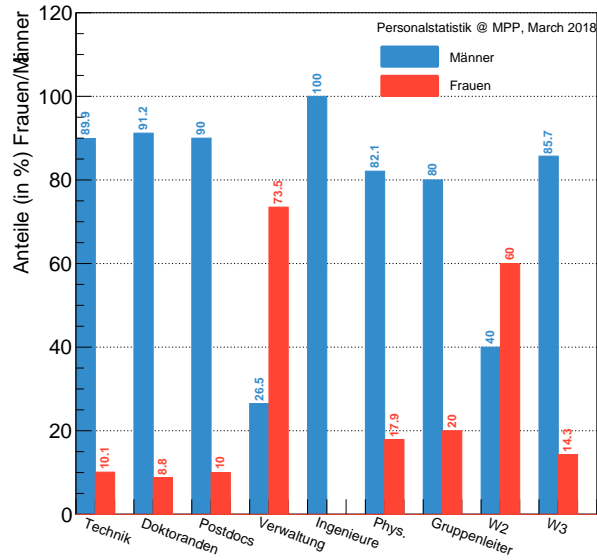


The road to the top is not the same for men and women.

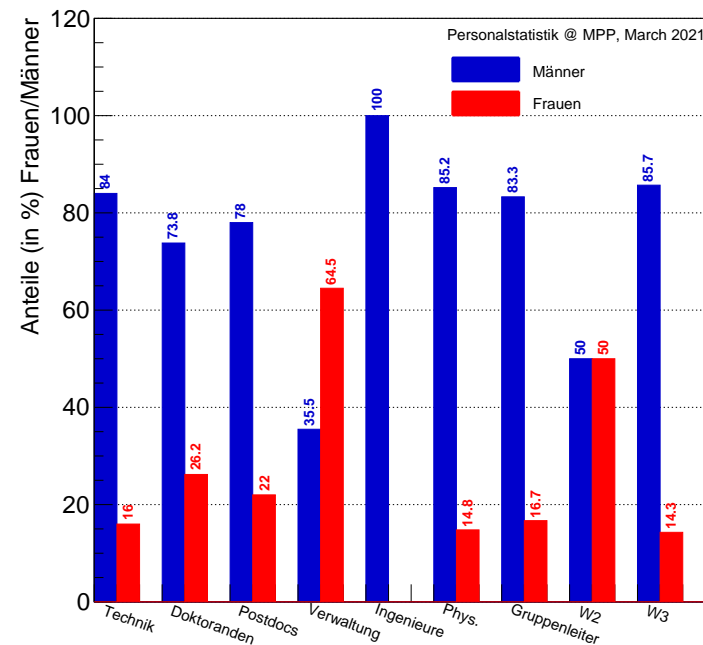
We wanted to illustrate this problem to the workforce as a whole, regardless of gender.

So we created a visually impactful metaphor that creates a moment of pause. Step in inequality goes beyond creating awareness, it increases empathy.

Personalstatistik @ MPP

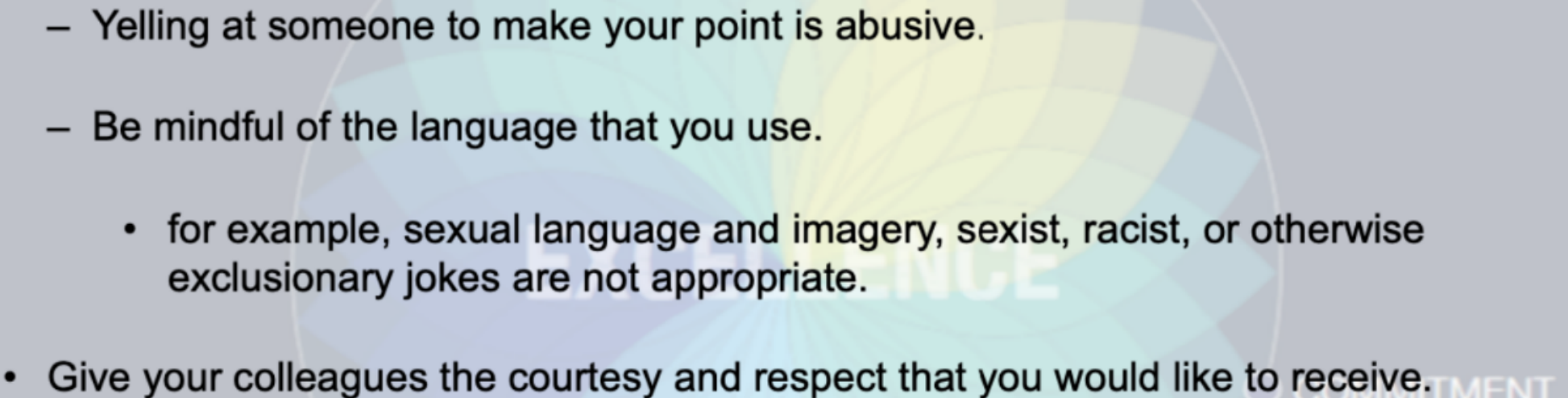


★ Statistical comparison years 2018 - 2021. We have a nice improvement in the number of women in the **technical department, postdocs and PhD students**. The statistics for female group leaders and physicists is still not good. Thanks a lot to T. Scheidl for the numbers



Be diligent - Be nicer than nice

- In the Max Planck society we follow the **Code of conduct**. This means we abstain and actively discourage all forms of harassment as well as, non-verbal, written or physical abuse
- In meetings questions are welcomed, they should be asked and answered respectfully. We want all participants to be able to express their opinions freely
- **We kindly ask everybody to follow these principles**

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- Yelling at someone to make your point is abusive.
 - Be mindful of the language that you use.
 - for example, sexual language and imagery, sexist, racist, or otherwise exclusionary jokes are not appropriate.
 - Give your colleagues the courtesy and respect that you would like to receive.

CREATIVITY ○

○ COMMITMENT

War in Ukraine

My/our thoughts go to the women, men, children in Ukraine (and in all the the other countries) fighting for their freedom and loosing their lives in this unjustified war

