



The Equaliser News

The Equaliser Foundation would like to welcome everyone back from the summer holiday! This issue will feature the latest National and International gender-related news as well as a riveting article discussing gender norms from a male perspective.

Recent and upcoming International World Days:

- September 8 - Native Women's Equal Pay Day
- September 18 - International Equal Pay Day
- September 22 - American Business Women's Day
- September 28 - National Women's Health And Fitness Day

International news on gender equality issues and developments

- [Queen Elizabeth II's funeral was held on 19 September](#)
- [Iranian women allowed to attend domestic football match for first time in over 40 years](#)
- [Abortion to be put further out of reach for millions of women as slate of 'trigger bans' take effect](#)
- [Women are posting their own dancing videos in support of Finnish Prime Minister Sanna Marin](#)
- [She fled Afghanistan with her law degree sewn into her dress. Many of her colleagues were left behind](#)
- [Kenya elections bring new wave of female leaders to the fore](#)
- [Labor defence minister ends Peter Dutton's 'war on wokeness' within department](#)
- [GCSEs: how gender norms influence what young people choose to study at school](#)
- [Women in the Labor party are leading the way in increasing Indigenous representation](#)
- [A professor in India lost her job over a bikini photo on Instagram. What does this say about misogyny?](#)
- [Why are there fewer young women in entrepreneurship than young men?](#)
- [Women have always trailed men in research output: how COVID made the situation worse](#)
- [UN Women Group Ends Partnership With BlackRock After Criticism](#)
- [Female Board Representation in Australia Struggles to Crack 35%](#)

Gender equality in focus: Hungary

- [Does menstrual leave break taboos or make you more sexist?](#)
- [Hungarian women's organisations are organising a demonstration claiming that restricting abortion is violence against women.](#)
- [Hungary tightens abortion access with listen to 'foetal heartbeat' rule](#)
- [Liliána Szilágyi testified in court that her father physically, emotionally and sexually abused her](#)
- [The pay gap is not the same as the "equal pay for equal work" principle](#)
- [Menstrual leave introduced in the municipal companies of Terézváros](#)
- [Beata Nagy: "Pink education" does not exist](#)
- [Burtęjin Zorigt: Is there really a demographic crisis because of women graduates?](#)
- [Csaba Dupcsik: Dark rose-coloured glasses, grey reality, yellow envy](#)

- [It is not a problem with the proportion of women - these are thoughts from the witch-hunt era](#)
- [Judith Lannert: Pink or dark education?](#)
- [Anita Éló: Nobody wants a women's quota - this is how the SAO study was completely misunderstood](#)
- [Hungary officials warn education is becoming 'too feminine'](#)
- [Hungary Takes Aim at Educated Women in Study Panned by Critics](#)
- [Women's Rights in Hungary Call for Improvement](#)
- [Hungary's current family policy draws a dividing line between the "deserving" and the "undeserving"](#)
- [Here would be the opportunity to alleviate gender inequality, but Hungary does not even acknowledge the problem on paper](#)

“That’s such a guy thing to do” - Examining Gender Stereotypes

Imagine yourself waking up the next day with the opposite sex. What would your day look like and what would be different? Give that idea some time and you may come to realize that much of your activities, tasks, and responsibilities are defined by what society has to tell about what and how men and women should think, speak, dress, and interact within the context of society. Applying make-up, having a seat offered in a crowded bus as well as daily chores you turn to are likely to be influenced by what a given society deems appropriate for men and women. While offering a seat may be an act of kindness, being compassionate does not hurt, it is interesting to unravel how even the simplest of behavior is permeated by gender stereotypes.

Children internalize gender roles from their parents and family and quickly pick up what society presents to them as appropriate. “It’s a girl!”, and parents begin with decorating their daughter’s bedroom in pink (‘girlish’) colors and themes. While boys are often encouraged to play football and with cars, girls ought to play with dolls and tea-sets. Boys and girls also tend to be taught different skills, things that are supposed to be useful when becoming an adult. Girls and young women are trained by their mothers in cooking, doing laundry, and light handy work whereas boys assist their dads in home repairs or maintaining the lawn – so far the cliché. Kane (1996) finds that by the age of four or five, most children are already well aware of culturally appropriate gender roles. Hence, parents and early experiences with society encourage assertiveness, exploration and emotional control in boys, and imitation, dependency and emotional sensitivity in girls to set forth the perpetual reproduction of gender narratives.

In the event of gender-nonconformity, the child (or adult) is punished for deviant behavior. “That’s such a guy thing to do”, “tomboy”, and other forms of negative sanctions ranging from criticism to rejection are cast toward those that do not conform with existing gender roles. On the other hand, conformity is positively reinforced (Social Learning Theory). To some, a man coloring his fingernails or a girl choosing to play football over swimming (or to do any sport at all) is unbearable, illustrating the meaning of gender attached to specific activities and behaviors. It speaks volumes that out of 20 drivers on the Formula One grid, none of them is female. The last woman to compete in Formula One was Lella Lombardi, and that is over 45 years ago. Moreover, gender stereotypes do not halt at the gates to our innermost feelings but dictate how men and women should deal with them. Is it masculine to shed tears?

Society and culture are brimming with distinct images of gender stereotypes.

Catering to girls presumed and socialized tendency toward emotional sensitivity, many jobs involving care – nursing, child and elderly care – are predominantly filled with women. There also exists a variety of male-dominated jobs. The unfair truth to it, however, is that female-dominated jobs typically receive less pay, reproducing the image of men as the true ‘breadwinners’. Marketing experts too know very well how to exploit beliefs surrounding gender. Men shower gel bottles or razors are likely to be colored blue than pink, and sports cars advertised to men commonly differ in design and use case (not to forget horsepower) than the practical (family) vehicles pitched to women. Based on the assumption that the interests of men and women are incomparable, the gender-based separation in many marketing campaigns turns a blind eye on a large audience. Put another way, there is no good reason why women would not buy a sports car. It is not just about better targeting but about communicating hints to the public about women’s (and that of other social groups) place in society with possibly pernicious effects on their mental and physical wellbeing. Although several countries (e.g. Norway, Belgium, Finland, the UK) prohibit advertisers from portraying offensive gender stereotypes, gender-neutral advertisements remain rare.

Being exposed to gender narratives and enculturated since childhood, chances for people of all ages to recall information that conforms with gender perspectives (Gender Schema Theory) are significantly higher than if images point against it, e.g. a female racing driver. Our perspective becomes distorted, watchful only to what it is familiar with. Take the red pill and one may find that there is fluidity in the construct of gender. Men and women do not have to be predestined to behave a certain way or pushed into career tracks. Gender is nothing static, but fluid, and changes according to how society, and cultural values underpinning it, construct it. Away with the narrow take on gender rubrics and allow people to behave how they feel best, tapping the talent of countless girls that would make excellent computer scientists or head of boards. In essence, recognizing different gender identities and allowing people to explore their own uniqueness. It is worth noting that this is not about reversing gender roles, and solved by having men working in the kindergarten, but encouraging gender diversity. Research pointing to the productivity-enhancing quality of gender diversity are manifold. Creating awareness on this issue is good but what it needs are sound initiatives in the domains of civil society, development cooperation, corporate management, and trailblazers who pave the way for others to step in and, thereby, gradually push the boundaries of gender stereotypes. Changing the stories we are telling can change the lives we live.

Upcoming activities and events by Equaliser Foundation

Our networking event returns after the summer break. We are delighted to be back at [Jamie's Italian](#) for our Equalizer Networking event, which will take place on **27 September** (Tuesday) at **17.00**. We would also like to thank Lidia Zsidai, who has been an active member of our Foundation for many years and has once again agreed to host our event. Please register by **Friday 23 September 2022**, 18:00 at the [following link](#).

The next meeting of the **Entrepreneurs' Group** will take place on **6 October 2022**, with a personal presence at the Sárecz Judit Law Office. We are grateful for the opportunity to Dr. Judit Sárecz and Klára Dobos, who have agreed to host our event in addition to their role as speakers. The theme of the event: Generational crisis or generational change?

Date: 6 October 2022 (Thursday), 17.00 - 19.00

Location: Sárecz Judit Ügyvédi Iroda (1051 Budapest Vörösmarty tér 2. 4.em)

On **20 October 2022**, we will hold our first autumn conference on the **Gender Pay Gap at CEU**. More information is available on our [website](#) and social media. You can register for the confere [here](#).

Date: 20 October 2022 (Thursday), 08.30-13.30

Location: Central European University (CEU) Auditorium (1051 Budapest, Nádor u. 15.)

Deadline for registration: Tuesday 18 October 2022, noon



Introducing the lead article's contributor

Holding two Master's degrees in the field of social sciences, Dustin Jung is intrigued by questions surrounding all aspects of society. Based on his experience living in Ghana, South Africa, India, Indonesia, and Hungary, he found that prominent gender stereotypes take huge implications on how societies are organized and define opportunities for men and women.

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