



Policy Brief 1

Structural Gender Inequalities

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Structural Gender Inequality

- The **structural dimension of gender inequality** refers to the unequal division of power and resources between women and men
 - These inequalities are assigned through other gendered mechanisms, which are reproduced and maintained at the individual as well as societal level
- Norms, values and practices give rise to clear distinctions between the sexes and to allocating women as subordinated to men in most important spheres of life
- In many parts of the world, men and boys exercise power over women and girls
- Even in countries where extreme gender inequality is not evident, women continue to have less influence in economic, political, and other influential institutions than men

Steps for Policy Action

1) Address both private (family) and public (labour market) aspects of life in policy and programmes to enhance gender equality in society and in health

- Equal pay policy and legislation
- Gender-neutral parental leave
- Economic incentives which tackle gender-traditional practices

Steps for Policy Action

2) Design programmes and policies that take into account discrimination based on (class, ethnicity, age, sexuality, etc.) in order to more effectively reduce health inequalities between women and men

- Identify, and address, multiple social vulnerability for reverse health outcomes

Steps for Policy Action

3) Support existing efforts and the development of future actions to promote empowerment incentives for women

- The vision of gender equality in all aspects of life is founded on the pioneering women who did not accept being subordinated to men

Steps for Policy Action

4) Design programmes and policies which prevent risky behaviours serving as masculinity codes—for improving men's health, and for diminishing the male versus female dominance in power and prestige

- Restrictions related to alcohol, traffic, violence
- Gender-neutral assumptions regarding women's and men's suitability for various life tasks

Steps for Policy Action

5) Work towards eradication of men's violence against women, since it constitutes a heavy toll on the society and compromises women's health, dignity and independence

- Gender-based violence represents a mean to maintain and a consequence from gender inequality in power, influence, and resources



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