

Equal opportunities – a definition:

Women and men have the same power to shape the society and their lives. This calls for same possibilities, rights and obligations on all areas of life.



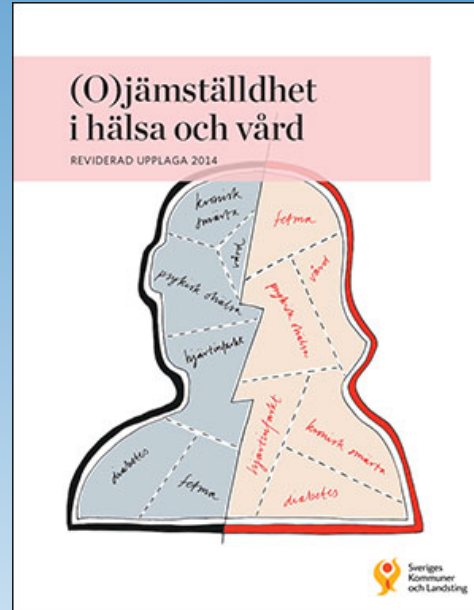
Equal Opportunities



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Health inequalities between women and men

A gender-medical overview från SALAR, Swedish Association of Local Authorities and Regions, in Sweden known as SKL (2014)



From the summary:

Men are norm, (hierarchical superior) also in healthcare systems and medical research, why adapted care to particular needs/preconditions is not as available for women as it is for men. In some (fewer) cases of treatment the opposite occurs, women is norm in that particular treatment, why adapted care is not as available for men as it is for women.

Example: Pain

Pain that affects women more often is “vague or “indefinable.

Therefore: Funds for research and treatments of womens and mens diseases respectively are important.



Another example: Medication

Women have more sideeffects and are on average prescribed more medicines. Specific dosage recommendations are rare. Women are in more risk of inappropriate combinations and doses.

However, men are more often prescribed new and more expensive medicines, while women are given older and cheaper medication. It's more common that women don't get important medication.

There is a lack of knowledge about genderrelated effects and factors in the clinical picture.



Medical mistakes due to

Conscious or unconscious notions about gender may entail seeing differences where there aren't any and ignoring gender-specific needs when they actually exist. You may see the patient as typical for its sex, although it's not the case.

Medically-unjustified differences in availability of examination and treatment for women and men have been demonstrated in connection with a number of different diseases.

Dialysis therapy Transplantation Special stroke care Bronchoscopy lumbar Kneeops alzheimers Hiparthritis hernia in the groin Cataractops Cardiovascular care adhd Light

Women waits longer for an appointment with a general practitioner. Both in the case of acute and non-acute medical problems.

Medically-unjustified differences in availability for men:

hip prostheses cervical hip fractures patient education at bipolar disease depression



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Swedish law about the goal for health – and sickcare:

”A good health and a care on equal conditions for the whole of the population.”

To achieve this there is a need for both equal and different care.

You have to distinguish between care and results of treatment. Equal access to care from genderspecific needs can (and probably will) lead to different results for women and men.



How are women and men?

The health paradox

Women live longer than men, but are more sick and seek care more often. Men have a higher mortality rate in all ages, while illness of women more often leads to sickness and suffering.



Diseases where there are gender differences

Women

Skeleton and musculoskeletal

Psykological illness

Chronic Pain

Osteoporosis

Breast cancer

Domestic violence

Violence at work

Men

Damage

Alcohol related illness

Diabetes

Overweight

Heart disease

Prostate

Violence in public



What is needed?

“Good care is a gender issue because the quality and efficiency should not be influenced by gender bias. One way to visualize the gender in health care is to **mainstreaming** a gender perspective in the management and control systems. Thus get politicians and employees in health care support to act so as to contribute to equality in the **decisions** and **processes** that they can influence. In order to make sure the changes will not risk to be limited, but instead spread, you must work both at the **system level** and at the **local level**. With an integrated gender perspective, alteration work is building on the **participation** of all relevant professions in their own operations. It is important in the context that there is time for analysis and reflection.”

”**Knowledge** about gender is an important success factor in the effort to provide equitable healthcare. If we are to achieve gender equality, then this knowledge must not be the exclusive preserve of the **research sector**, it must also pervade **nursing and medical courses** and **organisations** in the healthcare system. The issues of equitable access to healthcare and to healthcare of the same quality must also be **followed up** continuously in a wide variety of fields.”



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Prevention/Combating sexual harassment against women



Definition:

Harassment of sexual nature. In addition to comments and words, it may be that someone, for example, punches or throws a close look. It may also include unwelcome compliments, invitations and talks.

Harassment and sexual harassment is a behavior that is undesirable. It is the victim of harassment that determines what is undesirable or offensive. According to the law, the harasser must understand how the action is experienced in the case of harassment or sexual harassment. It is therefore important that the person who is harassed clarifies for the person who harasses that the behavior is unpleasant and unwelcome. In some situations, the violation can be so clear that no indication is required from the person who feels harassed.



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The authorities' obligations:

- α Protect, including legal protection
- α Support
- α Prevent
- α Create visibility
- α Cooperate



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The employers obligation.

An employee is entitled not to be harassed or sexually harassed either by the boss or by colleagues. An employer who knows that someone is harassed has to investigate what has happened and take action to prevent continued harassment. An active and prompt action by the employer gives a signal that harassment is not accepted and that the victim receives support from the employer.



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What needs to be done better?

- α A clear chain of actions and routines
- α Relevant and regular follow-up of the above
- α Put the abuser in focus. Help men to change bad behaviour.
- α Big debate like the one we now have under #Mee too.
- α Have the courage to be inconvenient when you witness harassment.
- α General work for gender equality

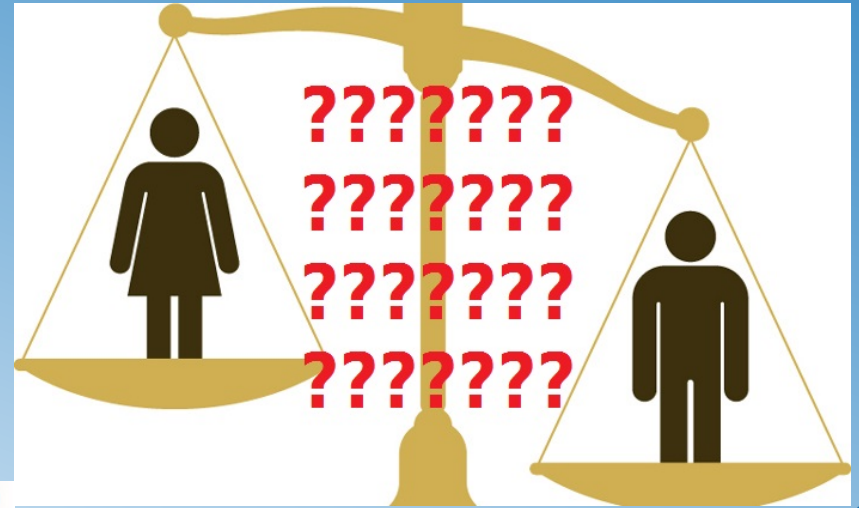


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What are the causes?

- Individual
- Relational
- Power structures: Social, economic, political, cultural in a complex mix
- Gender power order



Thank you!

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