

IPPNW 2019

♀ in Medicine

MAY 05 2019,

Bridges of Understanding Würzburg
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Gender (in)equality- our survey

For our project we conducted a survey asking our fellow medical students what they thought of gender equality.

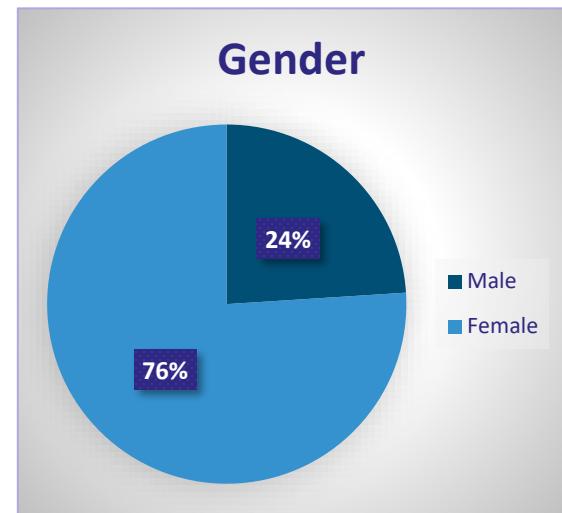
The response was immense. In total, 493 Balkan students answered our survey. Students of all study years answered the survey. Interestingly enough the majority of respondents were women.

Why do you think is that?

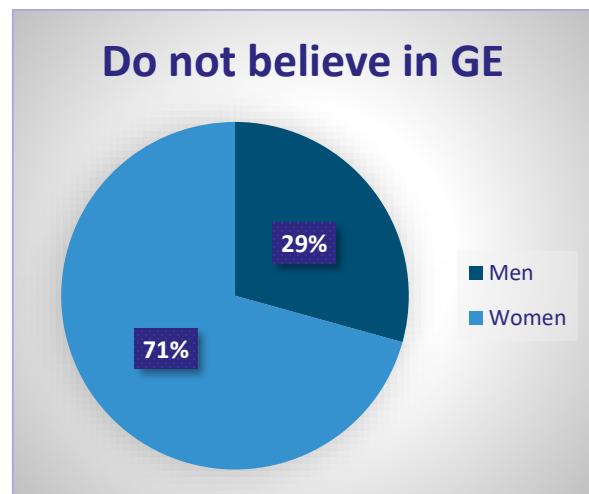
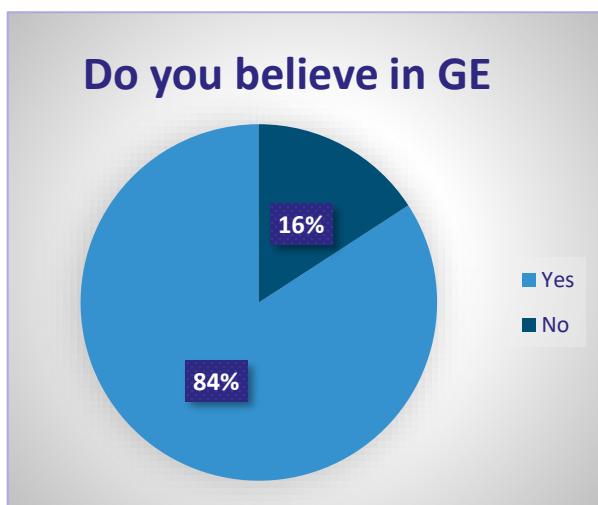
Are women more interested in the topic?

Are they more prone to answering surveys?

It could also be just a coincidence.



The first question regarding gender equality (**third** in order) was- Do you believe in gender equality? 84% of the responses were YES but 16% were NO. Out of those responses that stated no most of them were women.



Serbia is the country with the biggest percentage of people who disagreed (18.1%) and Macedonia had the least one (8.9%).

Why is that? We asked for the reason why they didn't believe in gender equality and here are some:

- Because each gender has its own differences, one gender has a greater tendency towards certain activities than the other one. I believe in giving the same chance and criteria for both sexes. If this is the definition of gender equality, then yes, I believe. (Macedonia, Male)
- Biological men are more dominant and superior than women. (Macedonia, Male)
- Everyday actions and behaviors (Kosovo, Female)
- It's not the same thing of making equal gender. Male is emotionally different as female... The physique and mind are different and a lot of things. (Kosovo, Male)
- Because the nature of male and female differs a lot that is why the responsibilities change in many ways. I am not saying for the human rights because we all are equal to the God. (Kosovo, Female)
- Because some men still think they are God-given (Serbia, Female)
- I believe that men and women have never and will never be equal, it just shouldn't have to go into extremes, and with that inequality damage the female or male sex. (Serbia, Female)
- They have different qualities so they should work on different jobs (Serbia, Male)
- I do not believe in total equality because there are biological differences that predetermined certain things (Serbia, Male)
- According to the abilities of both sexes it is impossible to establish equality. (Serbia, Female)
- Men are always "more capable" and "know" better. (Serbia, Female)
- Because men feel like they are more capable (Serbia, Female)
- Women can never be completely equal with men (Serbia, Female)
- It is physiological is impossible. (Serbia, Female)
- Because women are using the story of gender equality as an excuse, they discriminate against men and acquire functions based on sex rather than ability. (Serbia, Male)
- Basic biology along with social sciences (psychology, sociology etc. etc.) (BiH Male)
- Because physiologically and physically women and men cannot do the same jobs, so it's impossible to have total equality. (BiH, Female)

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- Because I consider women to be mentally instable beings, and because of that they can't enjoy the same rights and be able to fulfill the same responsibilities as men can (BiH, Male)
 - Psychobiological differences simply exist (BiH, Male)
 - Experience (BiH, Female)
 - Because it is not natural (BiH, Female)
 - Because women are not anatomical and constitutionally equal to men, so they are not equal in life either (BiH, Female)
 - It's not natural, women need to be protected from some situations and vice versa (BiH, Male)
 - Because we are not the same or the biological, so we should not have to be socially. (BiH, Female)

Some responses were regarding more the current situation rather than one's personal opinions:

- There is no equality in work first, even inside house always female gender is the one who suffers, in traffic, inside work EVERYWHERE (Kosovo, Female)
- Women work the same amount as men and get paid less, women have more responsibilities (Kosovo, Female)
- Because in some jobs, the males are valued more than females. (Serbia, Female)
- In many segments of society there is no equality. (Serbia, Female)
- Our environment very often shows us that we are not equal, mostly professors who call us to choose "female" specializations. Medicine is still a male discipline, and the fact is that more and more women are studying medicine now. (Serbia, Female)
- Men are more often on management positions than women (Serbia, Female)
- Women use feminism to serve their personal interests. (Serbia, Male)
- Because of the biological differences, the patriarchal environment and the intellectual superiority of men (Serbia, Female)
- Men are more privileged and go through life easier. (Serbia, Female)
- Everyday life assures me that equality does not exist, professional successes are not valued the same, and the rewards are not the same, a lot of unjustified suspicion and prejudice towards women are in favor of my argument. (Serbia, Female)

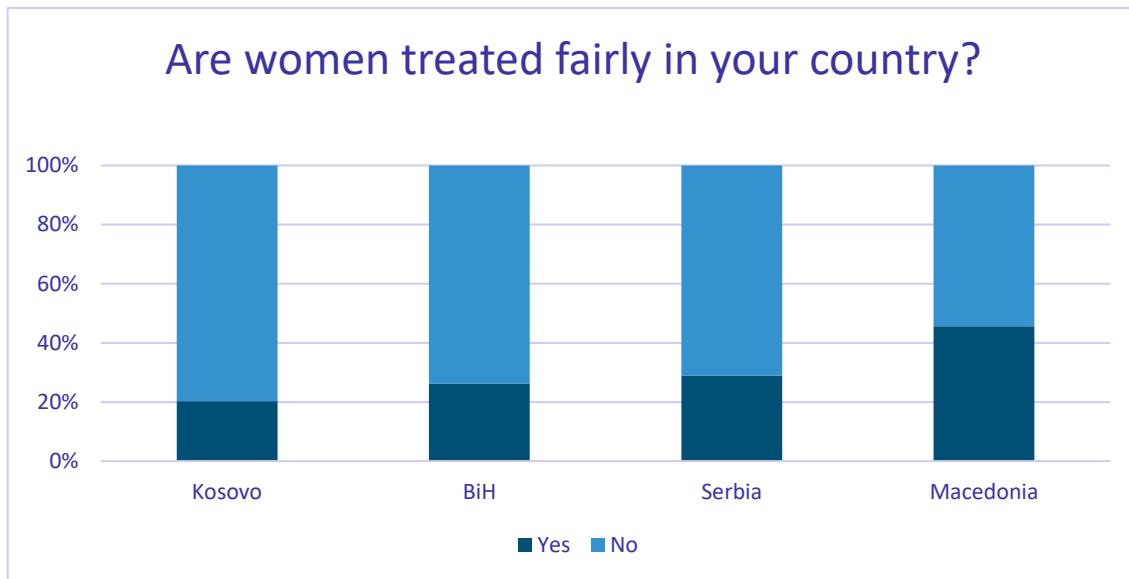
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- Women are considered to be gentle creatures who need to be home to cook and raise their children, and men are strong and self-reliant. This is in some way true and it is, of course, true that women also need to build their career, to be successful and independent. (Serbia, Female)
 - Inability of women to make decisions on their own as well as their neglect in many parts of Serbia (Serbia, Female)
 - Because, regardless of the stories, women are still not provided the full paid pregnancy leave, and yet women and young girls are always asked the question "when are you going to have children?" and that hints how a man is supposed to earn the money for the household. (Serbia, Female)
 - Inequality and disrespect in society (Serbia, Female)
 - Because in Serbia, gender equality unfortunately doesn't exist. (Serbia, Female)
 - I think that there are still prejudice in our society regarding the employment of women for certain positions and occupations. (Serbia, Female)
 - Due to business success in certain specialties. (Serbia, Female)
 - Men have more rights and, in most cases, have the advantage in everything. (BiH, Female)
 - Equality doesn't exist in the Balkans (BiH, Male)
 - Men get to work and reach high positions more easily, while women are much more limited. (BiH, Female)
 - Because I live in BiH (BiH, Female)

You can see that some of the male responses condemn the movement of feminism and gender equality. Perhaps they feel threatened? One states that some women use the movement to get more than what they deserve disregarding their ability.

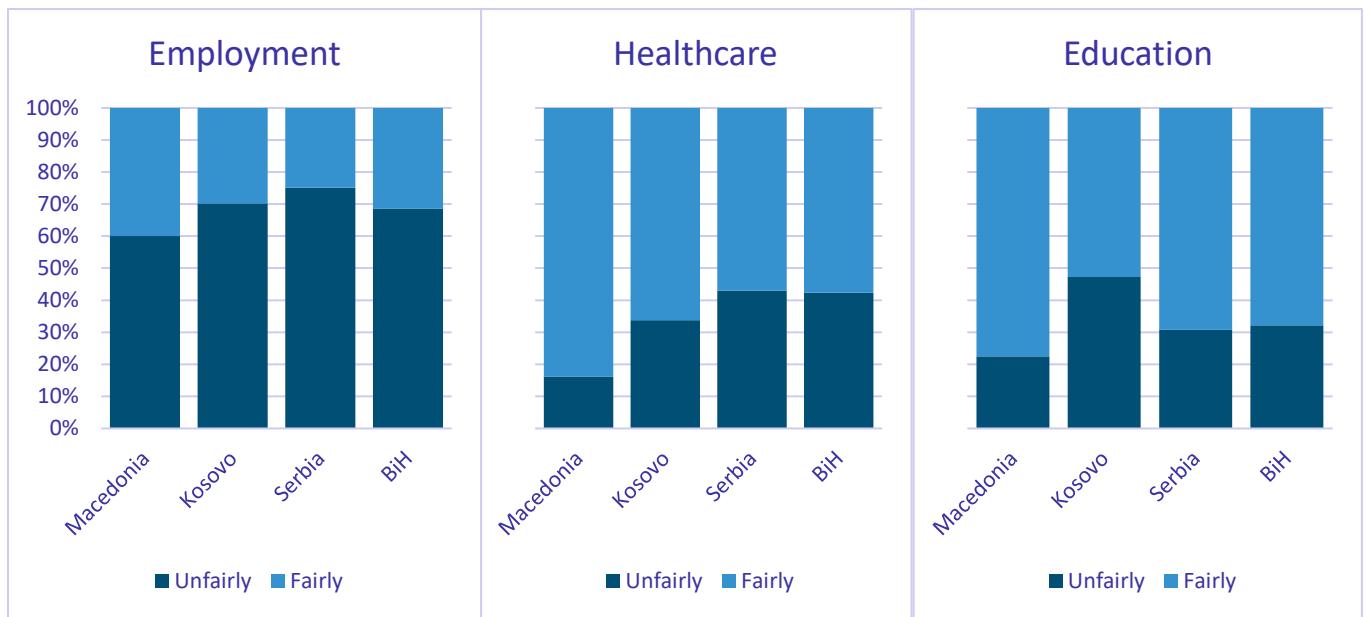
As a side note that a significant number of female students, especially in BiH, answered YES thus support different treatment for women and men, while a significant amount of NO answers, also mostly female, was due to inequalities in the societies they live in.

The **fifth** question we asked the participants was- Are women treated fairly in your country?

In all of the countries, students agree that women aren't treated equally as men, with Macedonia having the highest percentage of students to think otherwise (45%) and Kosovo the lowest (14%), as shown in the graph below.



The **sixth** question in our survey dealt with gender equality in different sectors of life- namely the employment, healthcare and education sector.



From the previous graphs it is clear to see that the field in which the most inequality is present is the field of employment. Education is the field in which the least inequality is present but still just about 68% of students thought that women are treated equally in this area as opposed to the 32% that thought otherwise.

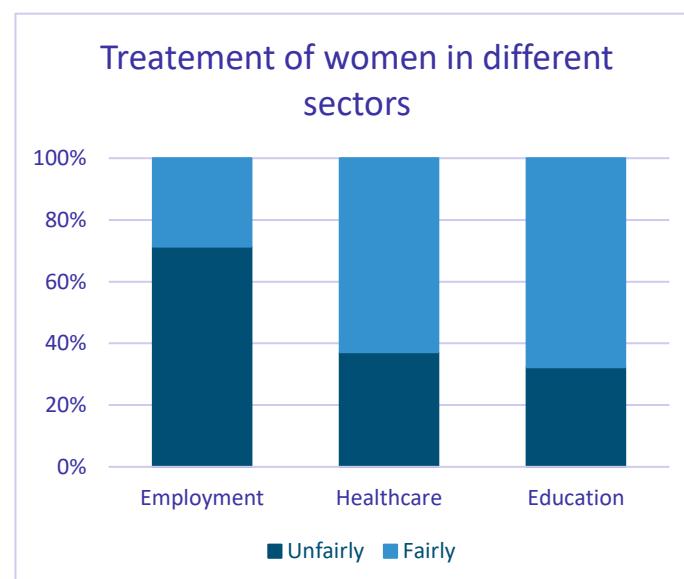
The most inequality in the sector of employment was in Serbia (75%) followed by Kosovo (70%) and Bosnia and Herzegovina (69%) while the least one was in Macedonia (but still is a significant percentage of 60%).

In the sector of healthcare inequality is also leading in Serbia (43%) followed closely by Bosnia and Herzegovina (42%) then Kosovo (34%), while it is the lowest in Macedonia (16%).

Finally, in the education sector the most problems with gender equality are present in Kosovo (47%) followed by Bosnia and Herzegovina (32%) and close to follow Serbia (31%) while Macedonian students were the most satisfied in this section (23%).

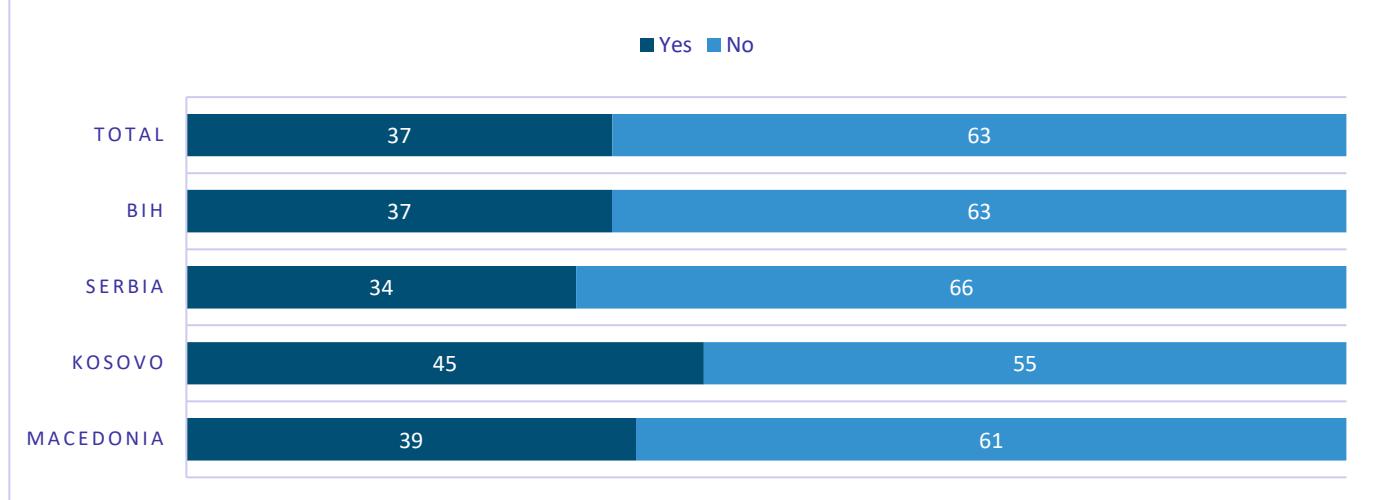
In conclusion, the country whose students were the most “satisfies” with the treatment of women in every sector was Macedonia. The country where the mean satisfaction was the lowest was Kosovo.

The most problematic sector in the Balkans is the employment sector with 71% of the students stating that women are treated unfairly in this sector. In comparison, the percentage in the healthcare sector is 37% and in the education sector it's the lowest, with 32% students stating that there is unfair treatment of women in this sector.

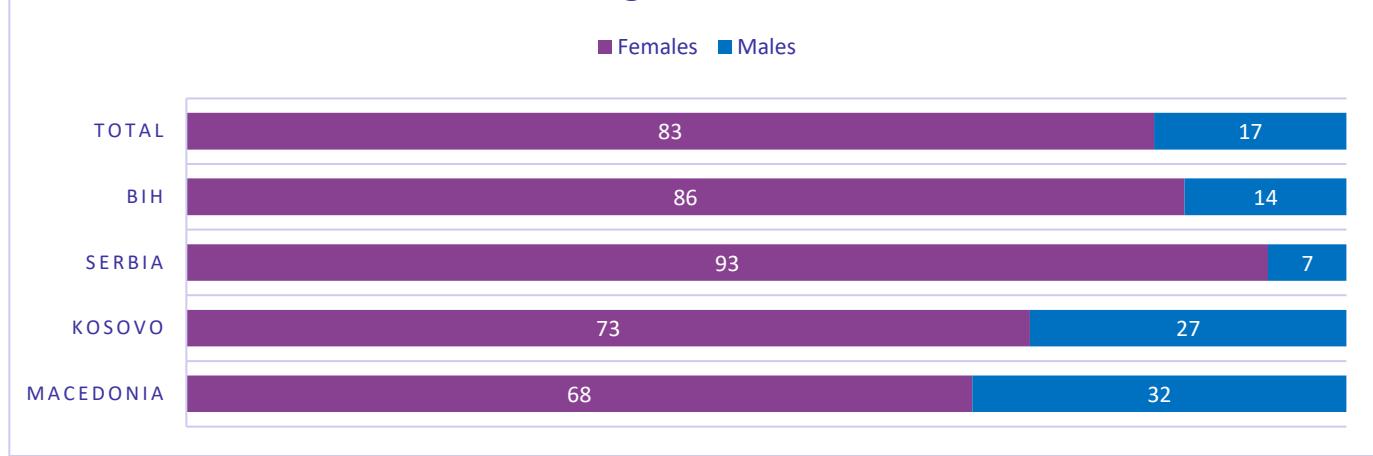


The next thing we wanted to know is whether the students had ever experienced gender inequality towards others or towards them, asking them to share the experience with us (questions **seven** and **eight**).

Participants who experienced gender inequality



Participants that experienced gender inequality by gender



In total, most students didn't have a personal experience regarding gender inequality. Still, 37% of the students did experience some form of gender inequality. The country where most students have experienced gender inequality is Kosovo (almost half of them- 45%) followed by Macedonia (39%), Bosnia and Herzegovina (37%) and last Serbia with the lowest percentage of 34% (which still is one third of the Serbian students).

Further analysis of the answers revealed that the majority of the student that experienced gender inequality were female students (83%) while 17% of the students who answered were males. While Serbia had the lowest percentage of students that experienced gender inequality the students who experienced gender inequality were mostly women (93%). In other countries the percentage is less but still not below 68% with Macedonia having the lowest percentage. In Kosovo the percentage is 73% and in Bosnia and Herzegovina it is 86%. While Serbia has the most percentage of victims of gender inequality in women Macedonia had a high percentage of males subjected to gender inequality (32%).

The students who answered YES were asked to describe their experience they had regarding gender inequality. Here are the answers that female students gave:

- That doesn't suit you, you are a woman (Macedonia, Female)
- Half of the Professors are more forgiving towards male colleagues. They receive higher grades and the same answer in assessments is graded based on gender. (Macedonia, Female)
- A woman cannot be a doctor, only a nurse. (Macedonia, Female)
- A patient who does not speak to the doctor-woman who addresses him, but turns around and answers the doctor-male although the consultation is not with him. (Macedonia, Female)
- Since my birth, my grandmother was disappointed that I'm not a boy. (Macedonia, Female)
- "Your brothers are allowed to do it, but you are not because you are a female." (Macedonia, Female)
- There were many situations, I would not just single out one. It is certainly enough to point out that this happens to women almost every day. (Macedonia, Female)
- Mostly in the family, when my rights and my female relatives' rights were never the same as those of boys of the family. (Kosovo, Female)
- Someone approached me and said "I should become a nurse because being a doctor is a job for man." (Kosovo, Female)
- Selections for scholarships, attributions to the work in NGOs (not being recognized for your work) etc. (Kosovo, Female)
- While driving (Kosovo, Female)
- Priority almost always given to male family members (Kosovo, Female)

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- 'Girls can't choose surgery, orthopedics, emergency medicine because they have to make babies.' Every male professor said that. (Kosovo, Female)
 - Being a woman, people always tend to think you're less capable of doing your job (Kosovo, Female)
 - In school, if I would say a guy harassed me, they would say you provoked him. (Kosovo, Female)
 - There were many times that I wanted to tell people that I can do something, and they respond "you are a girl, you can't do this. let this boy over there do this "It's disgusting (Kosovo, Female)
 - It's so unfair to see boys getting to do everything they want just because of their gender (Kosovo, Female)
 - During the exams, better treatment of the examiner towards the men and a greater degree of appreciation for their knowledge. (Serbia, Female)
 - From the small situations like in physical actions to choosing your future job people say fore some that they are not for a woman. (Serbia, Female)
 - Someone thought that the knowledge and understanding of my colleague was better just because he was a male (Serbia, Female)
 - During the exam (Serbia, Female)
 - The greater effort of some teachers to teach men, while ignoring the women (Serbia, Female)
 - The student groups in the practical exercises at the medical faculty consist of mostly women, yet the situation that is often seen is that professors in exercises give colleagues (men) practical work and girls just watch (Serbia, Female)
 - Male colleagues are always viewed as human beings, while for women it is considered that they do not belong in medicine, but since they are still there to choose some "women's" branches because they do not have a place in surgery (Serbia, Female)
 - I was considered weaker during physical activities because of my sex (Serbia, Female)
 - Too often, I hear comments that women are worse drivers, that women are not able to be doctors, specifically surgeons, that it is not a job for them, that women only need to cook, wash, cook and make children. (Serbia, Female)
 - Many different things that I am interested in are "a male job or a male interest," and not for women. I need to think of my future husband and family when I choose what I want to do and I want to do surgery but that is a "male specialty". Different things that

interest me, such as games, sports, exercise are male things and I am reminded of that often. This is not only said by older people, but also by our peers, so I often hear such or similar lines from my parents, friends and colleagues, older people from the environment, and my own sisters sometimes (Serbia, Female)

- Sexual harassment (Serbia, Female)
- Insults by certain doctors during classes that women are not for surgery (Serbia, Female)
- A professor at the exam, who half of the time looked directly at my chest said things like "You women, as a rule, do not learn this concept." "What did you do to get these grades?" "Every one of my female colleague professors would fail you, but I..." "I am disappointed because you knew the question so I cannot fail you" "If you feel that you were wronged feel free and go to complain to the dean, but it won't be worthwhile since he is my friend " (Serbia, Female)
- With some female professors and a number of male professors, I cannot get 10 exams (which is very unfair, especially coming from the female professors!) because I'm a female. Being late, absent, a wrong answer, expressing opposing opinions- teachers tolerate more if they come from a male rather than a female. Some male colleagues come once to practical classes for the entire semester, and the one I'm absent the professor punishes me (Serbia, Female)
- Do not do surgery, it's not for women. It's better to be a general practitioner (Serbia, Female)
- The professor assumes that a male colleague has a higher average grade simply because he is a male. A colleague gets 10, and I get a 9 although there was no difference in our answers, but my colleague is "charming" (Serbia, Female)
- At a practical class in one subject at the faculty, all female colleagues including I were told that this topic certainly does not interest to because it is part of a male job (Serbia, Female)
- Everything I do, I endure double the scold that a man would get for doing the same thing (Serbia, Female)
- Regarding a job. I wanted to work in a shop in the student dormitory I live in. Although I am very neat, communicative, valuable and qualified for this job, this place was foreseen exclusively for male workers. (Serbia, Female)
- Trivial situations in everyday life (Serbia, Female)

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- A high school teacher was known for loving boys, and not girls, which I experienced on my own skin. It was one of the rare subjects I was interested in and I really was an active participant during classes. But the teacher told me that she is more likely buy a villa in Seychelles than that I get a good grade. She ignored me whenever I raised my hand to answer a question. And the boys who did not participate in classes were worshiped by here and given the highest grade. But I did not allow her to munch me, so I still drove my own. (Serbia, Female)
 - Every day I witness both small and large-scale discrimination based on gender. For example, I just wanted to buy a coffee for a friend who helped me a lot, and when I wanted to pay, the waitress (female, which makes it worse) was mortified for at least half an hour and was very unpleasant to my friend while ignoring me because, how can it be possible that I'm paying as I'm not able to pay for coffee. I think that any form of discrimination towards a single sex directly affects the other sex. (Serbia, Female)
 - Just recently I was asked why I'm a student of the Medical Faculty in Belgrade when I have to study for 6 years and when do I plan to have a family if I'm going to lose my 20s for studies. (Serbia, Female)
 - I wasn't permitted to play football in school. (Serbia, Female)
 - In my high school, some teachers were more inclined towards male colleagues because of their gender, not on the basis of their abilities. (Serbia, Female)
 - In school people never thought that I'm as good as mathematics as a boy. They thought that it is supposedly for no other reason than me learning a lot. And if a person of a male sex was good in mathematics, that's because he is intelligent. It may seem like a little thing, but when you are a child and you are meeting your professors, such an opinion can push you away from a possible future profession (mathematics). (Serbia, Female)
 - At practical classes and during the examination, both the professors and the patients don't respect female students while male colleagues are glorified exclusively and only because they are male (Serbia, Female)
 - A patient was only talking with my male colleagues because he did not trust the women doctors (Serbia, Female)
 - When my grandparents decided who to leave their inheritance too (Serbia, Female)
 - Through all my schooling, both in elementary and high school, and later upon the enrollment of the faculty I have experienced inequality. It is crushing that professors,

doctors, academically educated people and our peers continue to propagate this pattern of behavior (Serbia, Female)

- During an exam a professor said to a male colleague “Aren’t you ashamed to copy the answers from a girl?” (Serbia, Female)
- On several occasions, both female and male professors had expressed sympathy towards the male sex. Also, patients who required a male colleague to perform the examination (i.e. measuring blood pressure) (BiH, Female)
- All the females in the group received lower scores than men, the assistant didn’t question anyone and just gave the scores “randomly”. Also, other women promote and support a culture of inequality and suppress the younger generation. (BiH, Female)
- During the examinations (BiH, Female)
- The pass rate of the exam that one professor held was 100% for the male colleagues despite some of them not knowing as many as 2 of the 3 questions, while female colleagues were not allowed the same luxury and failed if they answered one question incorrectly. (BiH, Female)
- Men the same age as me talked to me as if I was a child, or a person with a lower intellectual capacity. A lecturer at a presentation said "This college is not really for women." (BiH, Female)
- The professor acted positively towards a colleague because he was a man and did not consider his knowledge. (BiH, Female)
- When I was 17, my curfew was 22:30, my brother is 16 years old and can come home when he wants. Nobody scolds him if he is late. (BiH, Female)
- I have failed an exam, although I had the same points as a male colleague. The difference was that they favored him and not me. (BiH, Female)
- One man opened the door for me to enter as if I was too clumsy to do it myself. Another took my bag to carry it and pulled out a chair for me. When I go out with some guy, they pay my drink as if I cannot do it myself. (BiH, Female)
- Inequality in the family between male and female children. (BiH, Female)

Some male students shared their experiences with us as well:

- Every day stupid people think that we, as men, are privileged. (Macedonia, Male)
- Claims of the feminist group that the woman is a woman and could do everything by herself, well she can't make a child by herself. (Macedonia, Male)

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- Women always complain, but can always get what they want and complain again (Macedonia, Male)
 - During Studies (Kosovo, Male)
 - My mum didn't get her family inheritance (the average of women in Kosovo don't have access in family inheritance, only the boys get it from the dads and that chain is continuous) (Kosovo, Male)
 - The girls are not being searched by the police. They let them go easily, etc. (Serbia, Male)
 - A classic example is, she's a woman, let it be like she wants, although everyone knows that she is not in the right (Serbia, Male)
 - Higher grades given by the male professors at the exams for females, even though their displayed knowledge was scarce compared to the knowledge of a male member (Serbia, Male)
 - I had to do things to be a "gentleman" that I really didn't want to. (Serbia, Male)
 - Within my civil society organization. (BiH, Male)
 - Today, women are those who gain power, and give themselves too much of a right to do things. They expect all possible rights, and accept virtually no responsibility (BiH, Male)
 - Feminism (BiH, Male)
 - I would not like to share my experience. I do not like to remember that. It was a very stressful period for me and I still feel the consequences. (BiH, Male)

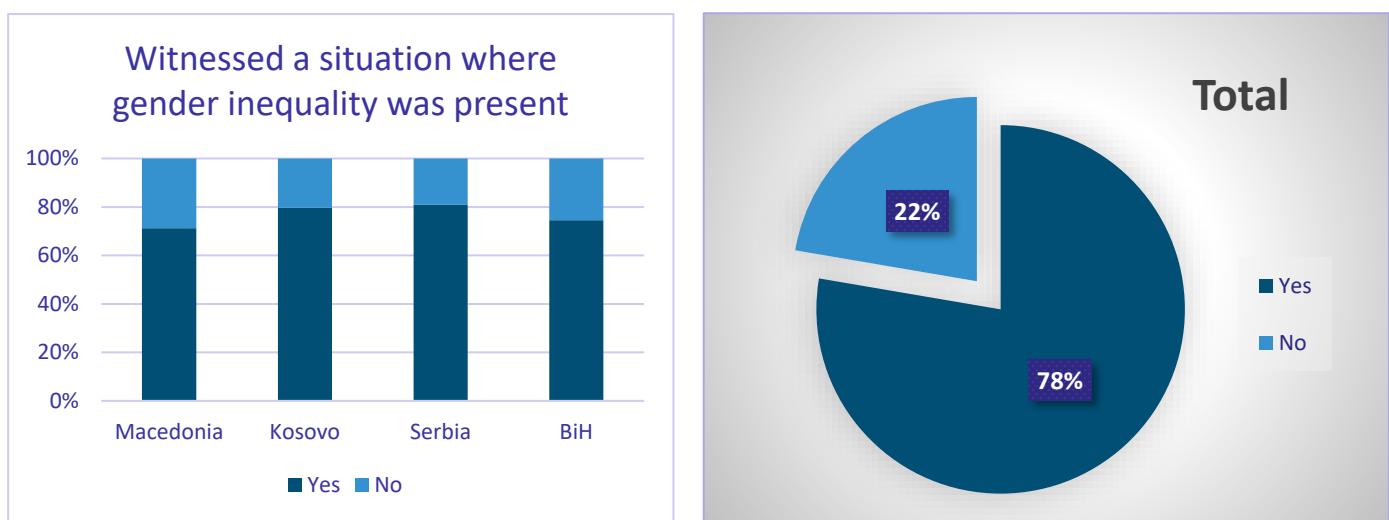
Regarding grading by professors, it was noted that in some cases, male and female professors favor a certain gender and not necessarily the same as theirs.

Author note: During data analysis it became clear that gender inequality is a major problem in the Balkans. The premise is often not in plain sight but hidden. The survey showed the most inequality present in the employment sector yet so many students had far more very notable problems during their education. If the inequality is present to such a degree in education how much inequality is there in the workplace?

Although most of the cases gender inequality was directed toward women, a number of men also experienced it making it obvious that gender inequality can go both ways.

We would like you to read the answers to the open-end questions carefully as they offer an individual's perspective in comparison to the statistical analysis that gives more of a general picture!

Being the victim of gender inequality is one thing, witnessing it in day to day situations is another. We asked the students if they ever saw a situation where gender inequality was present and if yes, how often are they witnesses of such events (questions **five** and **six**).

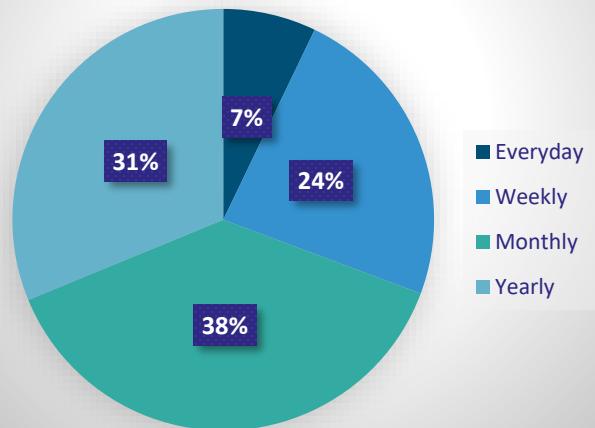


In all of the countries the number of students who witnessed a situation where gender inequality was present was above 71% with Macedonia being the lowest. The highest incidence was in Serbia (81%) followed closely by Kosovo (80%) while Bosnia and Herzegovina was in the middle with the percentage of witnesses being 75%. In total, 383 (78%) out of the 493 participants were witnesses in an instance where there was discrimination towards one gender.

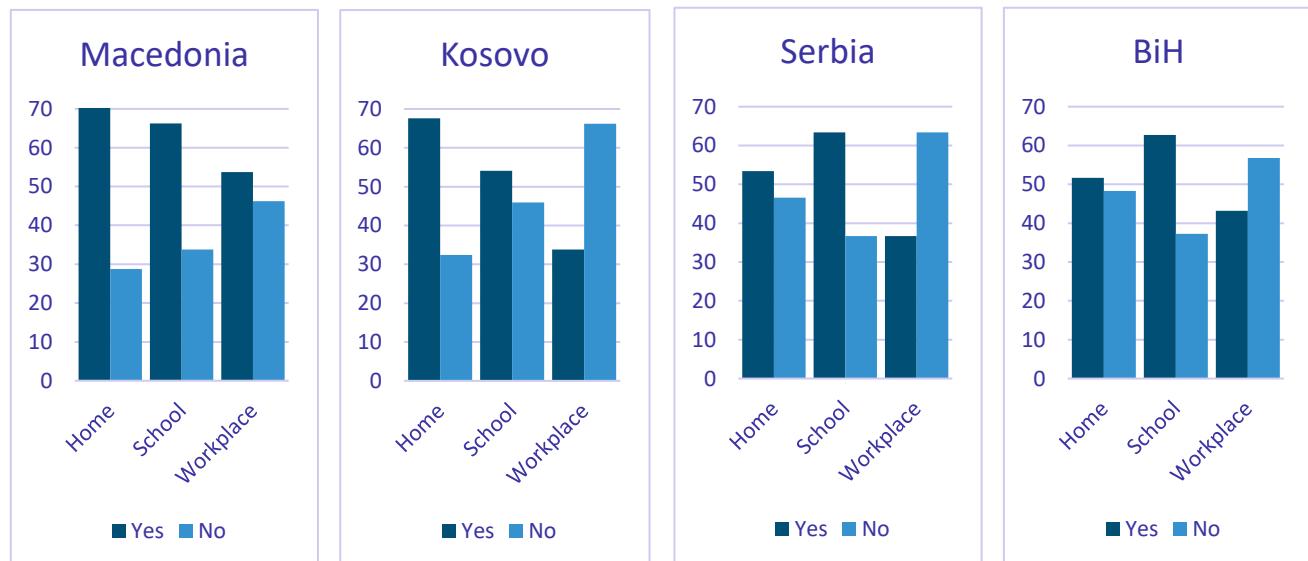
The students who answered YES to the question- Have you ever witnessed gender inequality? Were then asked the question- How often?

The answers were similar for all of the countries and in total the greatest number of students experience those situations monthly (38%) followed by the group of students who answered yearly (31%) then weekly (24%). Finally, 7% of the students witness these kinds of situations daily. A difference between genders and their answers was not observed.

Frequency of situations where gender inequality is present



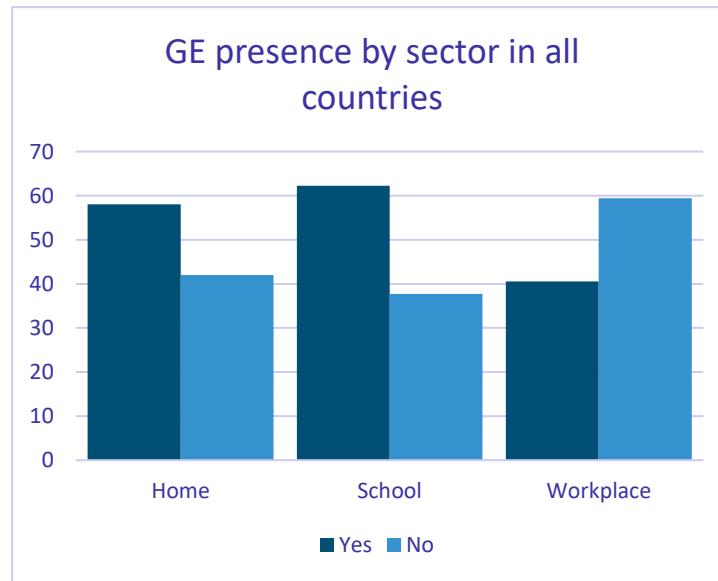
In the **eleventh** question we asked the students to voice their opinions about gender equality in their home, school and workplace. We wanted to know whether they believe in the idea of gender equality in those sectors.



There were significant differences in the way the students perceived their home, school and work environment. The majority of the Macedonian students were satisfied with all three sectors, with the workplace being the sector with the least gender equality present (71% for yes and 29% for no). In Kosovo, the workplace of the students is the sector they find most

gender inequality in (66% for no), followed by the school (46% for no), while in the home environment 68% of the students were the idea of gender equality was most present. In Serbia the workplace environment was also the leading one in student dissatisfaction with 63% of the students thinking there is no gender equality present there. Unlike Kosovo and Macedonia where the home sector was prevalent, in both Serbia and Bosnia and Herzegovina the majority of students (63% in both countries) said yes regarding the presence of gender equality in their school. The same percentage of Serbian students said that there was no gender equality in their workplace while the home environment was in the middle with 47% of the students saying no. In Bosnia and Herzegovina, as said, the sector with the most belief in the presence of gender equality was the school sector (63%), followed by the home (48%) and lastly workplace sector with the most dissatisfaction (37%).

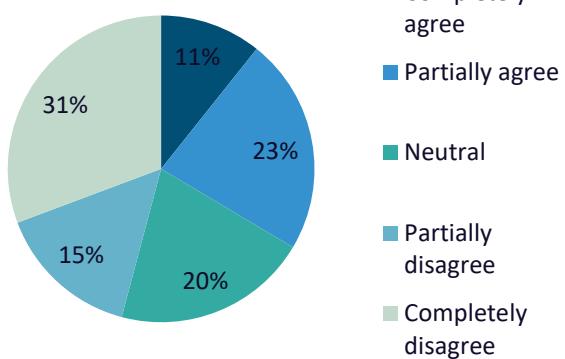
In total, students were the least satisfied with gender equality on the workplace (an average of 59% said no) and the most satisfied with the school space (an average of 38% said no). While the satisfaction is never below 41% one can also say that the dissatisfaction in the presence of gender equality in these sectors is never lower than 38%



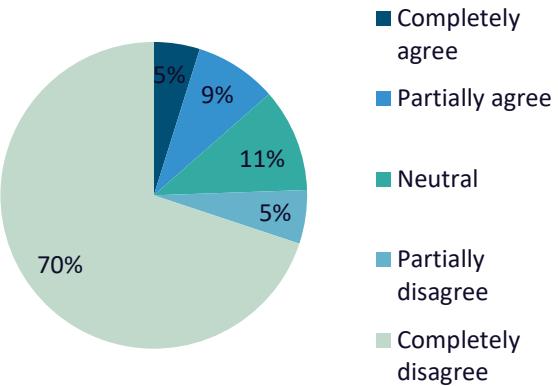
The questions **twelve to fifteen** dealt with the common stereotypes for women and men. We asked the students to answer how much they agreed with the statements.

Stereotypes regarding women

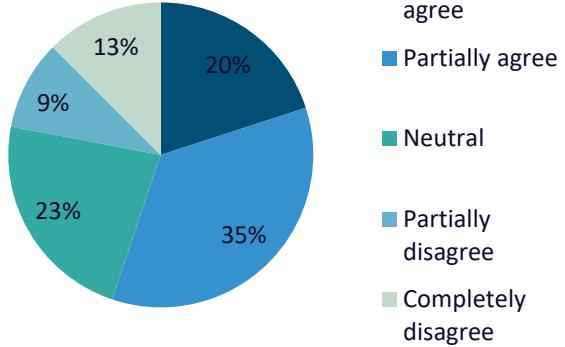
Women are supposed to cook and do housework



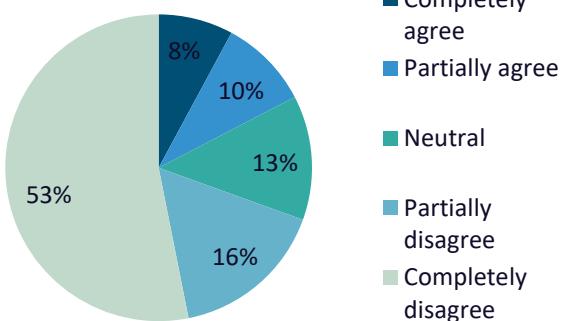
Women should not be in charge



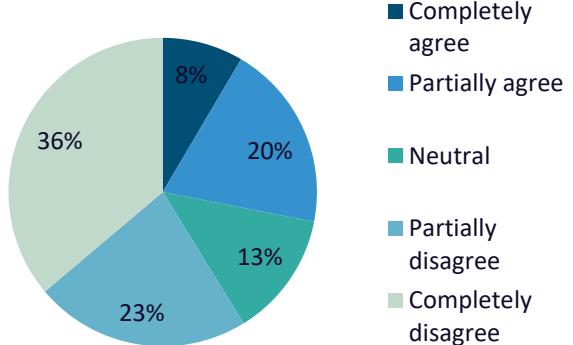
Women are better at raising children



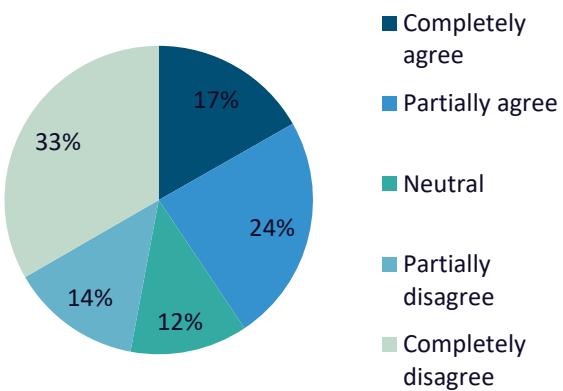
Women are supposed to have "clean" jobs such as teachers, nurses, secretaries and librarians



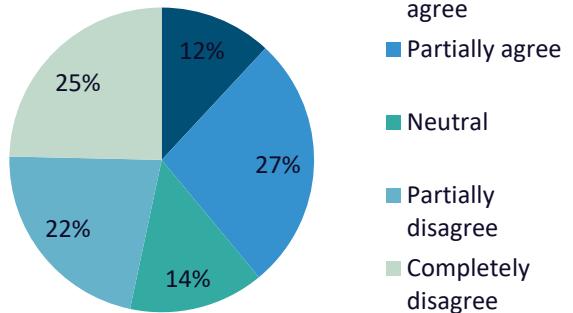
Women always need to ask men for help around the house because they aren't handy with tools



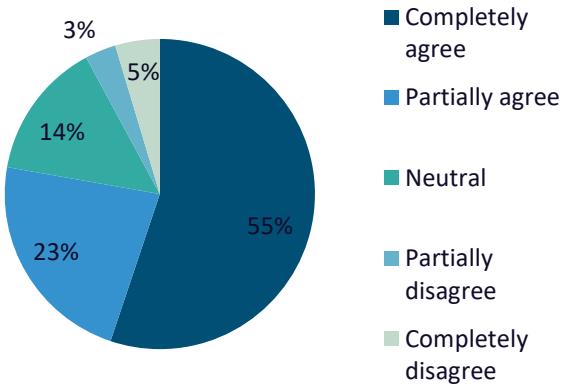
Women are not as strong as men



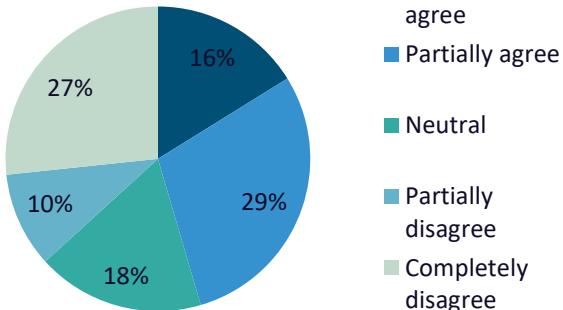
Women aren't physically capable of carrying heavy objects



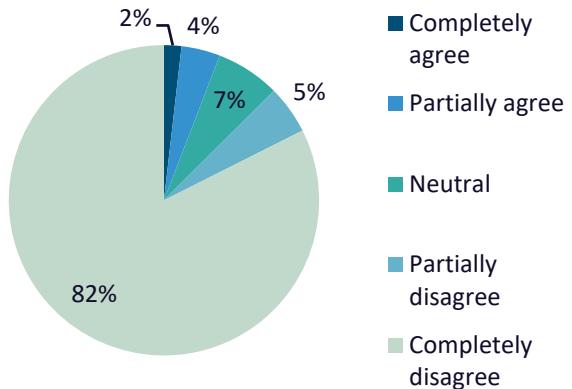
Women are good at multitasking



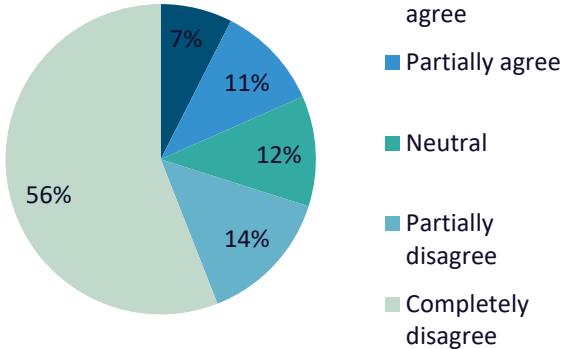
It is very likely to cause problems if a woman earns more money than her husband



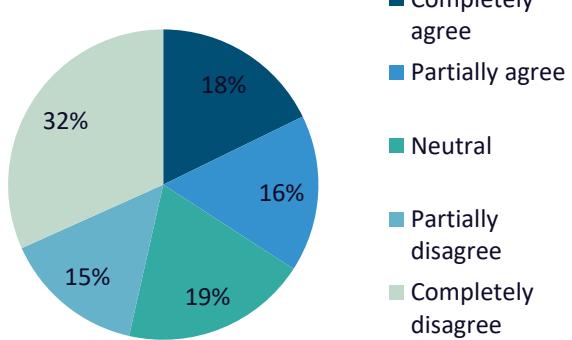
Women are supposed to make less money than men



Women are bad drivers



Women should not show aggressive attitudes (disapproval, taking an aggressive stance and shouting)



(CA- completely agree; PA- partially agree; PD- partially disagree; CD- completely disagree)

The students disagree the most with the following stereotypes regarding women:

- Women are supposed to make less money than men (82% CD and 5% PD)
- Women are bad drivers (56% CD and 14% PD)
- Women always need to ask men for help around the house because they aren't handy with tools (36% CD and 23% PD)
- Women are supposed to have "clean" jobs such as teachers, nurses, secretaries and librarians (53% CD and 16% PD)

The students agreed the most with the following stereotypes regarding women:

- Women are good at multitasking (55% CA and 23% PA)
- Women are better at raising children (20% CA and 35% PA)

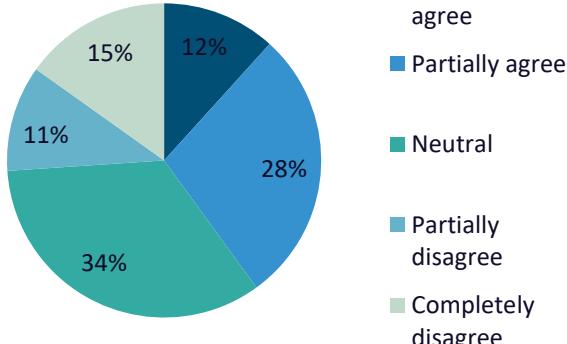
Stereotypes that the students answered with both agreeing and disagreeing almost equally were:

- Women are supposed to cook and do housework
- Women are not as strong as men
- Women aren't physically capable of carrying heavy objects
- It is very likely to cause problems if a woman earns more money than her husband
- Women should not show aggressive attitudes (disapproval, taking an aggressive stance and shouting)

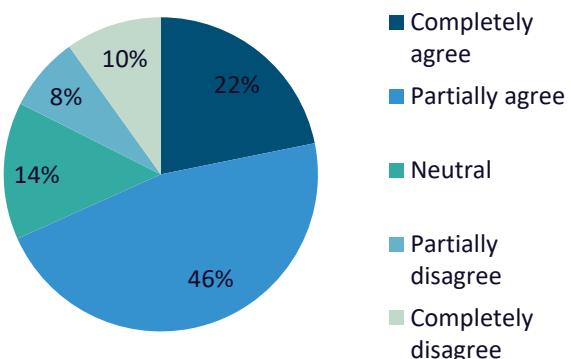
The number of people stating NEUTRAL was around 12% or above for most of the stereotypes. This answer is the most optimal one when it comes to gender equality and equality in general, as no group of people should be linked to a certain stereotype, be it a negative or a positive one.

Stereotypes regarding men

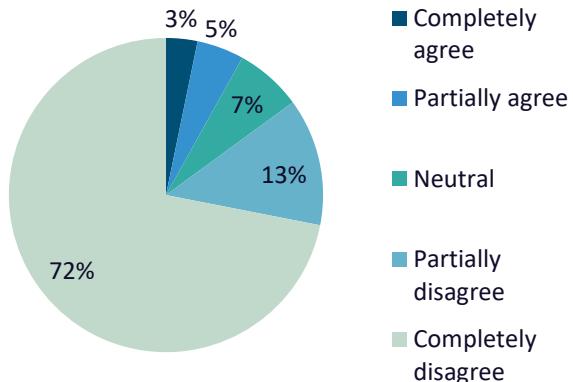
Men tend to cheat more



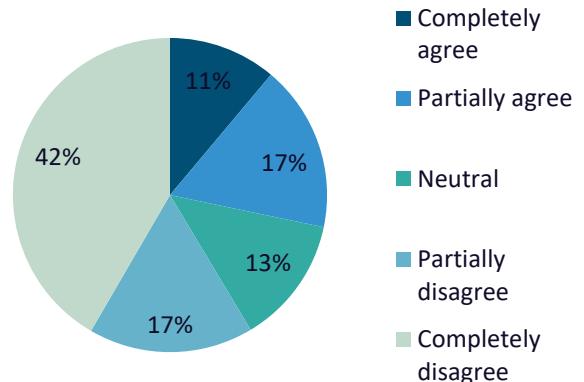
Men are always into sports



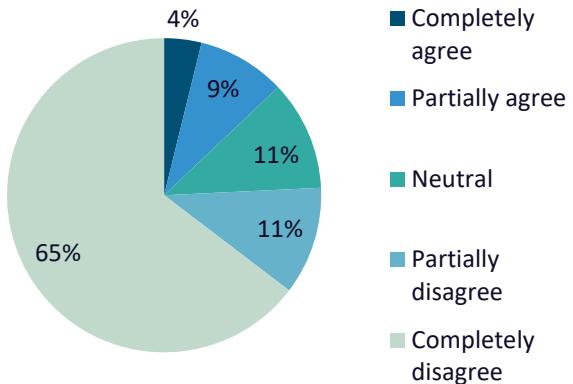
House chores like cooking or washing dishes are not for men



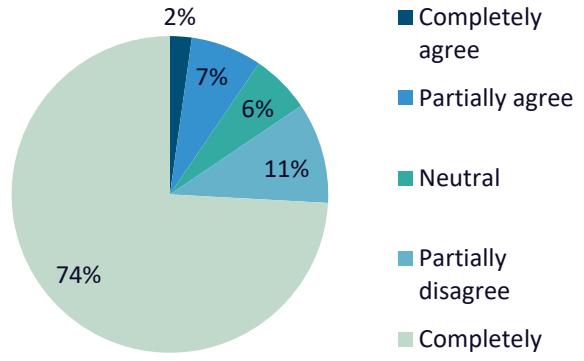
Men should always act strong even if they feel scared



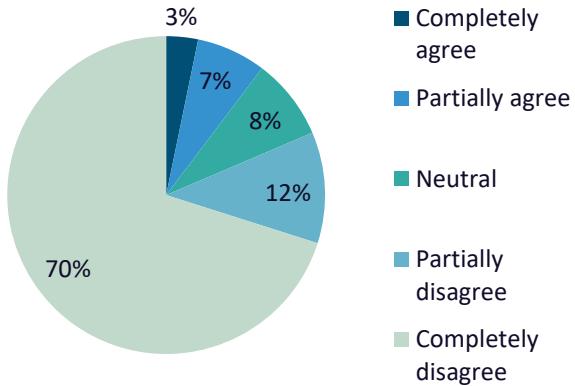
Men should earn more money than their partner



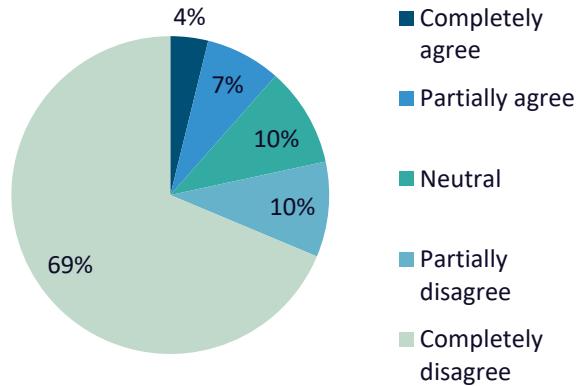
It is not manly to cry



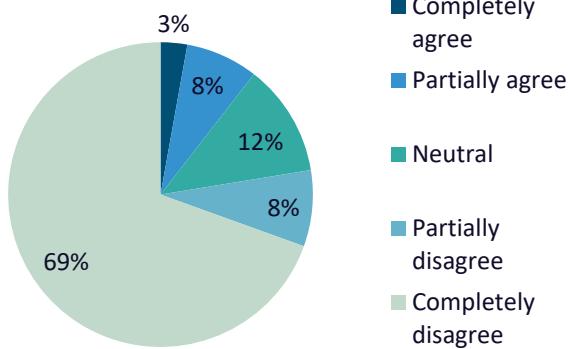
Men are in charge; they are always on top



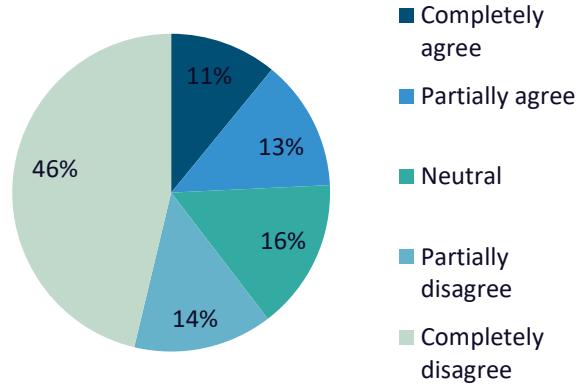
A man can use violence if it is necessary

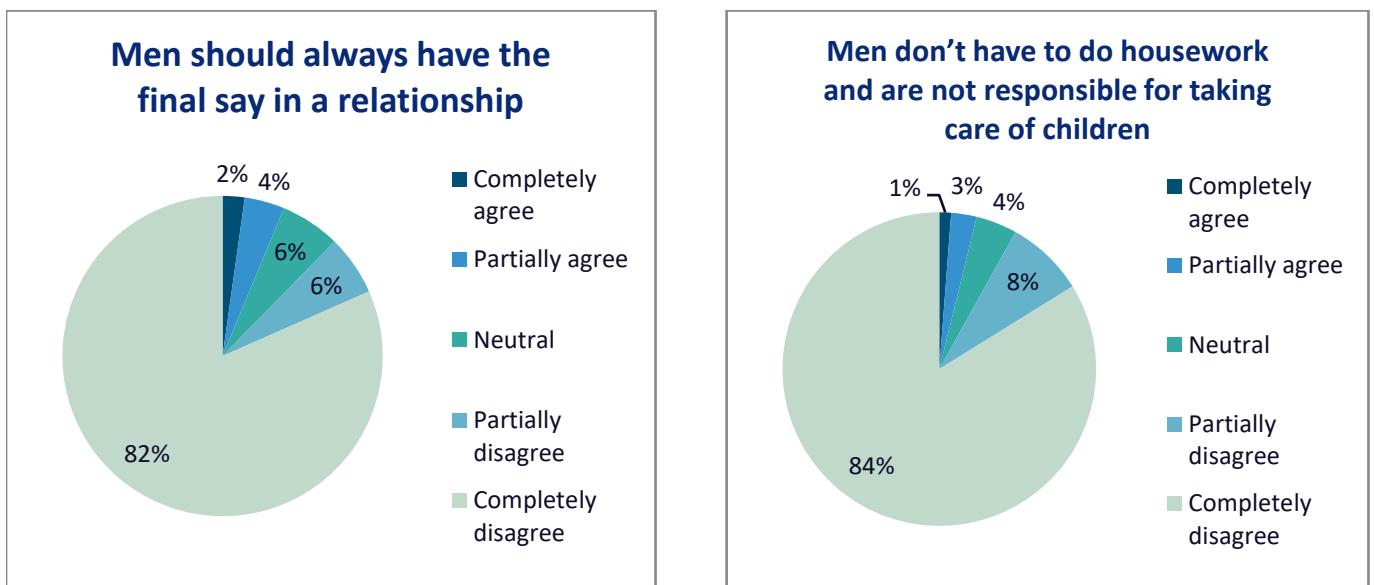


Men who have had more sexual partners are successful and appealing



Men should be financial providers for their family





(CA- completely agree; PA- partially agree; PD- partially disagree; CD- completely disagree)

The students disagree the most with the following stereotypes regarding men:

- House chores like cooking or washing dishes are not for men (72% CD and 13% PD)
- Men should always act strong even if they feel scared (42% CD and 17% PD)
- Men should earn more money than their partner (65% CD and 11% PD)
- It is not manly to cry (74% CD and 11% PD)
- Men are in charge; they are always on top (70% CD and 12% PD)
- A man can use violence if it is necessary (69% CD and 10% PD)
- Men who have had more sexual partners are successful and appealing (69% CD and 8% PD)
- Men should be financial providers for their family (46% CD and 14% PD)
- Men should always have the final say in a relationship (82 % CD and 6 % PD)
- Men don't have to do housework and are not responsible for taking care of children (84% CD and 8% PD)
- (% CD and % PD)

The students agreed the most with the following stereotypes regarding men:

- Men are always into sports (22% CA and 43% PA)
- Women are better at raising children (20% CA and 35% PA)

The only stereotype that the students answered with both agreeing and disagreeing almost equally was - Men tend to cheat more. This stereotype also has the most neutral answers out of all the stereotypes, both for men and women (34%).

The number of people stating NEUTRAL ranged from 6% to 16% with the mentioned stereotype being the only one exceeding that range.

The following statement were suggested by the students as we asked them to name some stereotypes that they are familiar with but weren't mentioned in our questions.

Other woman stereotypes

- A woman cannot be a doctor, only a nurse.
- Women are bad drivers. They don't know how to park properly
- Women are less intelligent and less resourceful than men
- Women aren't good at politics and economy
- Women deal with stressful situations by crying and are helpless
- It's easier to understand a wall than a woman
- It's easier to be a woman today, and if I had a choice, I would be (said by a man)
- Women talk a lot, they know everything
- A woman is stupid if she's pretty
- Women are extremely clean
- Women, they need 100 hours to get ready
- Women like to go shopping
- Women like to get all dramatic
- Women like to gossip a lot
- Women use their looks to get a job and to pass exams
- Women can't survive without male support
- Women are too emotional to deal with important decisions
- Women should get married as soon as possible and have children
- Behind every successful man stand even more successful women
- Women should only be pretty. They are supposed to dress well and look good all the time
- Women are superficial

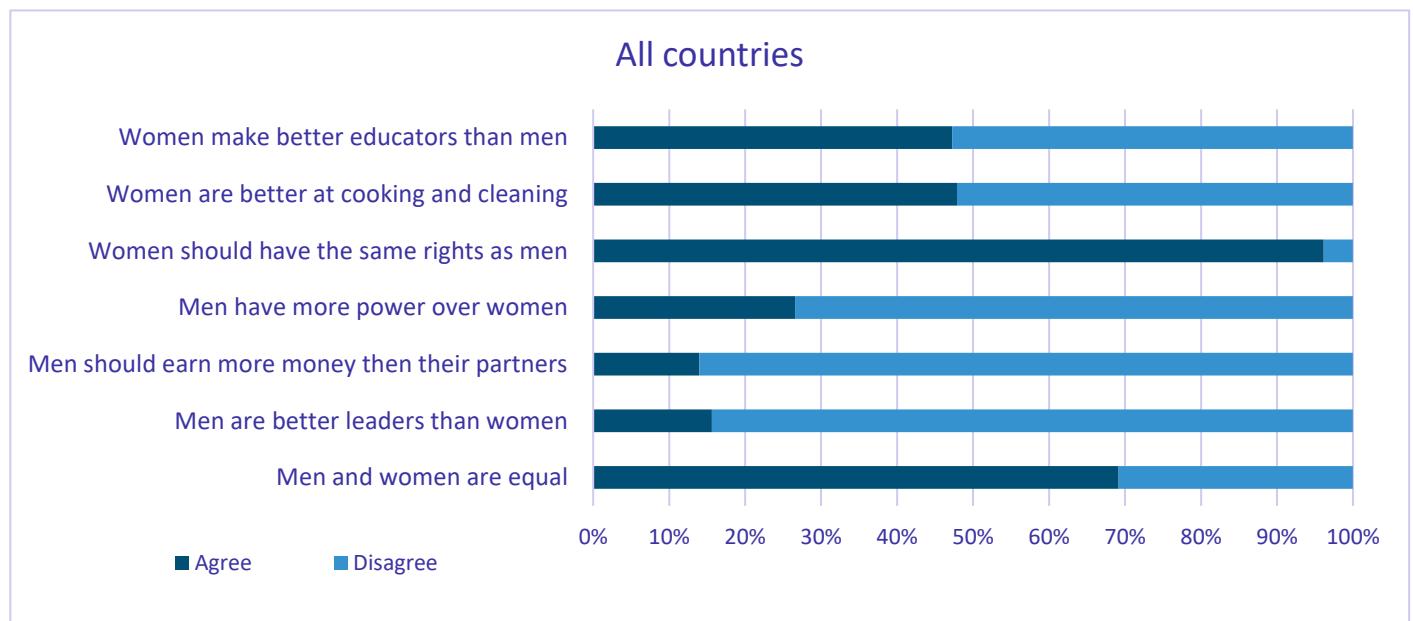
-
- A woman should not have more partners, because she is then called bastard names, while in men this is vice versa
 - Women should choose family over career, because both won't do
 - Women have no right to own anything (land, house, apartment). Only men can own these
 - Women must always behave accordingly to society expectations
 - Women are not good with maintaining the incomes of her family (therefore men should be in charge of family incomes)
 - Women must get married before 30s
 - Women's main goal must be marriage and family
 - A woman who is divorced is less valuable than a man who is divorced.
 - Women who express their sexuality are sl*ts
 - A woman who is divorced must have cheated. She probably had male friends, while her husband was abroad
 - Women belong in the kitchen
 - Women and men can't be friends
 - Women want children and rich husband that will finance them
 - A woman is seen as a sexual object
 - Women can't be surgeons, that is a huge psychological burden for them because they need to give birth to children. How will they operate if they are so unfocused!?
 - Medicine is not for women, martial arts are not for women
 - Women are bad surgeons

Other man stereotypes

- Men are the stronger gender
- Men are the head of the family
- Men "make" children and women raise them
- If men are associated with dancing, opera singing, make-up and fashion, they are homosexuals
- It would be ridiculous if a man used maternity leave instead of the mom for taking care of the baby
- Men are better drivers
- Men can't cook and don't know how to wash dishes and do laundry

- Men are better doctors
- Men should know how to fix machines
- If a man is well dressed, he must be a homosexual
- Men are more intelligent by nature
- Men are born leaders
- Men can't take care of themselves and they need a woman's hand
- Men should be strong and can drink a lot
- Men are allowed to do everything
- Men don't know how to cook, they are lazy
- A man should show their authority
- Men only drink beer and gamble, they lay all day and watch football
- A man who had more sexual partners is a stud and that is the behavior that you should aspire to
-

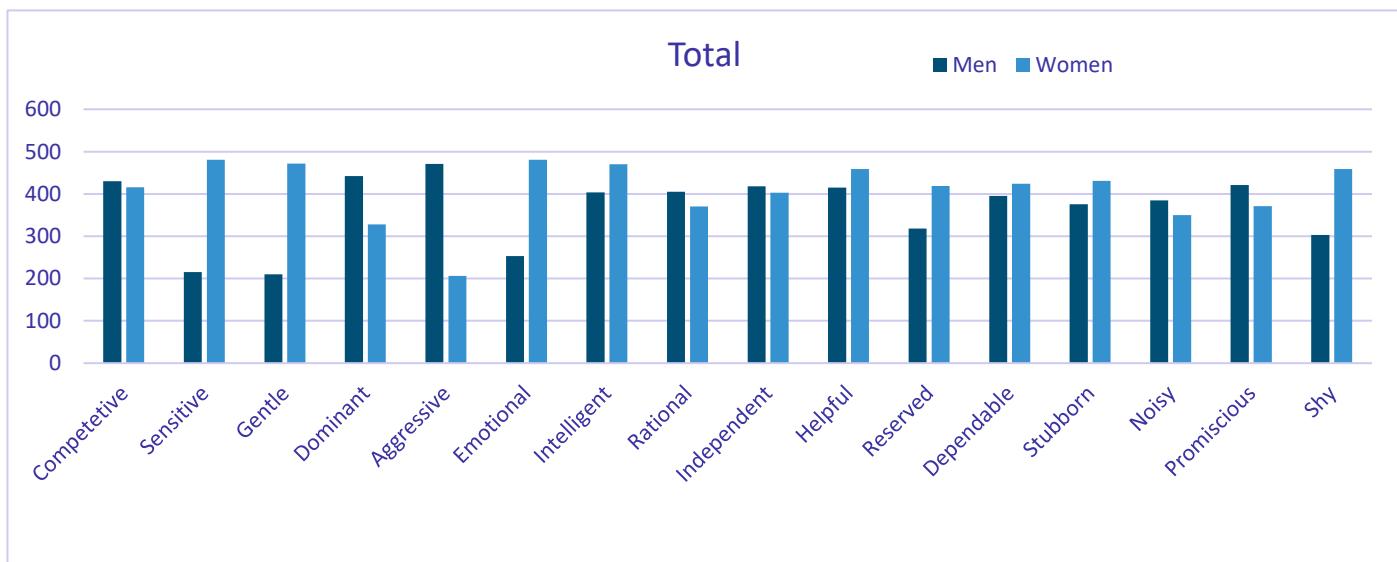
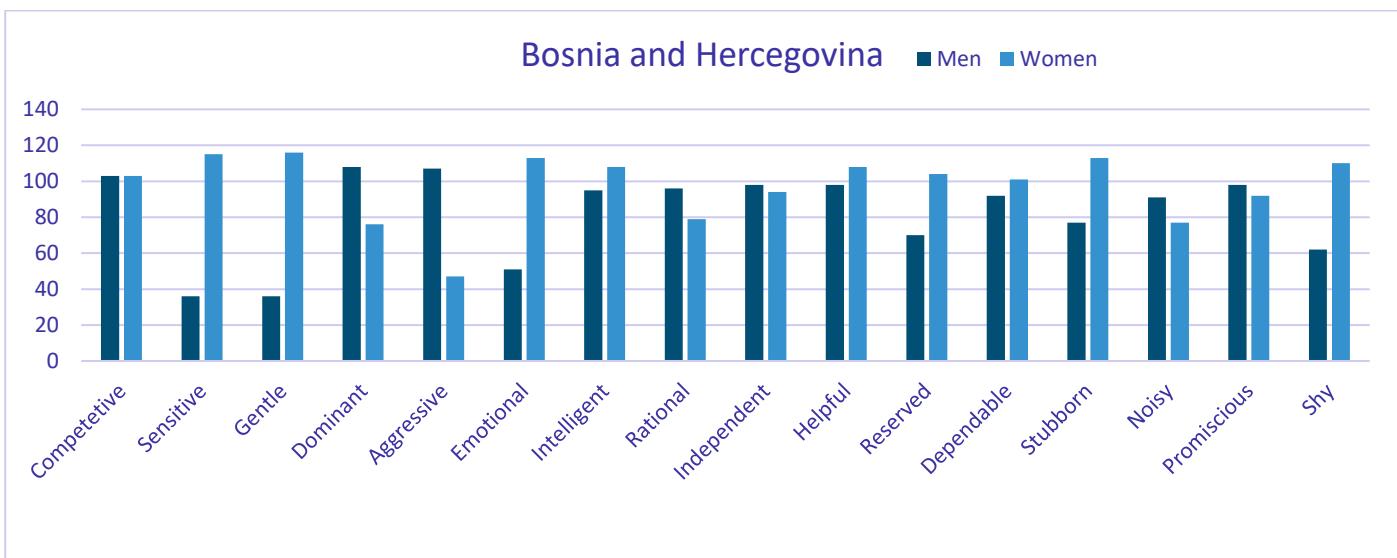
To have an idea what the students were thinking about gender equality we asked them simply to agree or disagree with the following statements in question **fifteen**.



Although 90% of our subjects agree that women need to have the same right as men, majority of students (70%) stated that men and women are not equal at the moment and actions must be taken to improve the status of women in our countries.

Some attributes are considered more manly some more feminine. We asked the students in the **sixteenth** question what attributes they associate with what gender. Here are the answers for every country individually and a total of those countries combined.



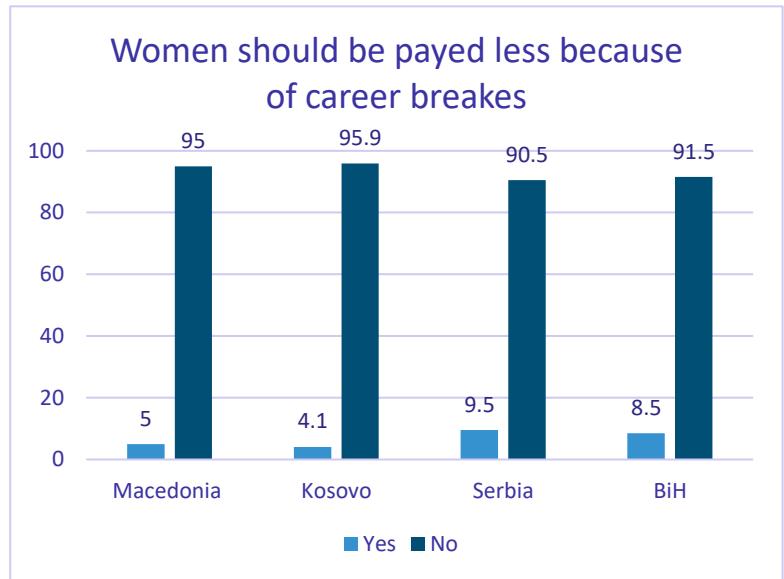


In general, the characteristics like sensitive, emotional and shy were considered more feminine while the attributes aggressive and dominant were associated more with men. With less of a difference but still leaning towards being associated more with males were competitive, rational, independent, noisy and promiscuous while attributes that leaned more towards the feminine with a small difference were intelligent, helpful, reserved, dependable and stubborn.

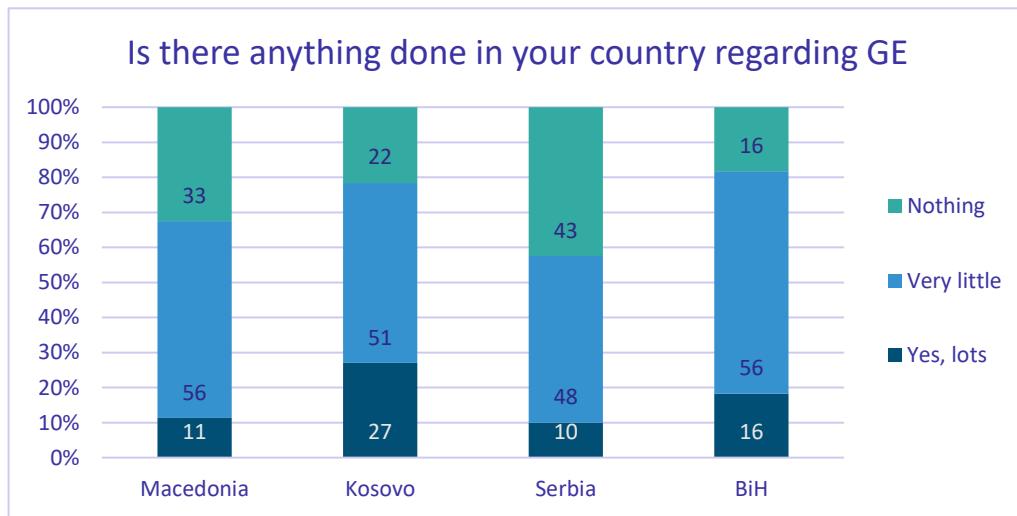
While there were some attributes associated more with men and others with women, most of the 16 attributes (11 of them) had a difference of less than 14% between men and women.

In the **seventeenth** question we asked students this- Do you think it's right that women should be paid less for doing the same job as men because they have to take career breaks?

The majority of students agreed that there should be no difference between the pay just because a woman has to take career brakes more often like a pregnancy leave etc. The highest percentage of students who agreed was Serbia (9.5%) followed by Bosnia and Herzegovina (8.5%) then Macedonia (5%) and Kosovo being the country where the least number of students agreed (4.1%)

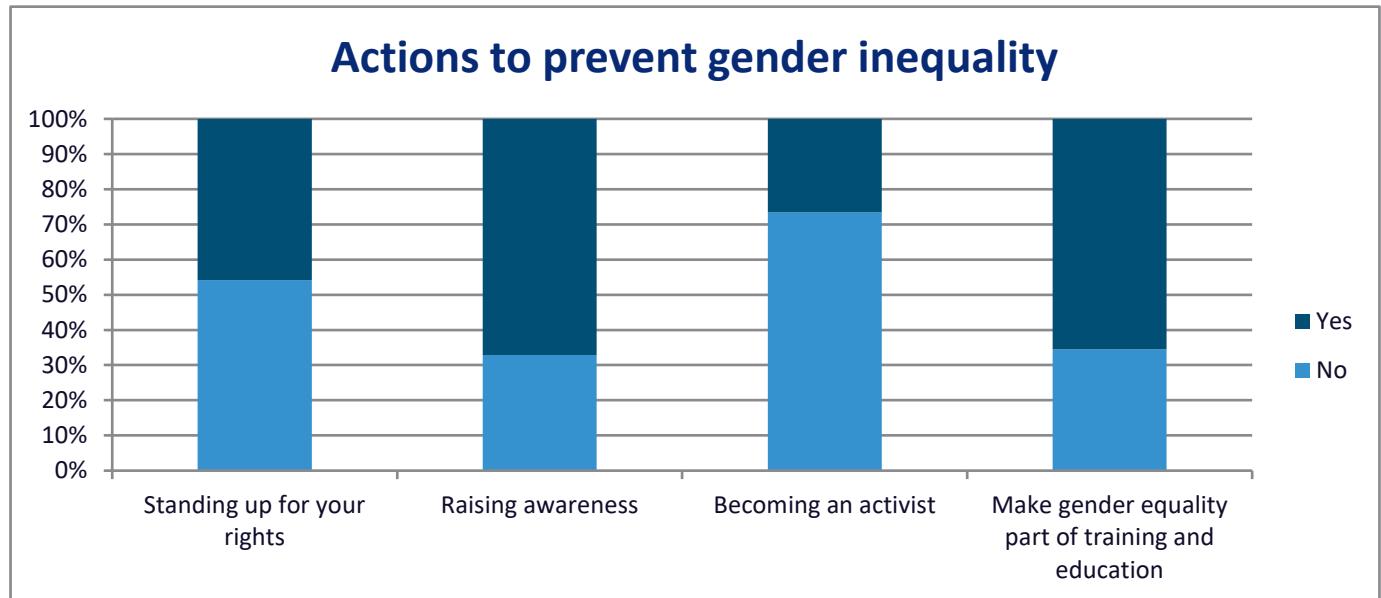


The second to last question (**eighteenth**) the students were asked to tell their opinion on how much is done in their society regarding gender inequality.



Most of the students in every country think that very little is being done to fight gender inequality in their country with the lowest percentage in Serbia (48%) and highest at 56% in both Macedonia and Bosnia and Herzegovina. Students from Serbia had the most percentage of NO answers (43%) while Bosnia and Herzegovina had the lowest (16%). Kosovo is the country where most students think that a lot is being done to fight gender inequality (26%).

With that said, in the **last** question we wanted to know what CAN be done to fight gender inequality. The answers we provided were the following:



The most accepted form of fighting for gender equality was raising awareness of the problem with 67% of students checking it as their answer. Making the topic of gender equality part of the education process was also a popular answer with 66% of the students checking that one. Next in line was the action to stand up for their rights which only 46% of the students agreed with and more than half of the students (54%) thinking that standing up for their rights is not a good action to fight gender inequality. The least favored one is becoming an activist with a majority of students (73%) not considering it a valid action to fight for gender equality.

Students could check actions that they deem useful in the fight for gender equality, but we also left an option open for them to add their ideas. The additional suggestions by the students were as following:

- Not promote female superiority over men, but equality
- Not propagating feminist propaganda, making women look like victims, but a chance for success under the same conditions. He/she who is good and can reach the top on the basis of their competences, and not what is between his/her legs
- Make a nation-wide education to teach some men that women are here to be loved and respected, not to be abused and violated
- Teaching yourself first then those around you, especially your children that 'we are equal'

- Form an organization for equal rights of both sexes and the application of rights to the respective institutions
- Provide women with safe pay during maternity leave
- Not raising the boys with the idea that they are the main and better than the girls, and raising the girls with the thought that they can voice their opinion clearly and that intelligence, brains, and skill are characteristics that describe girls as well, and the boys to teach that it's not embarrassing to weep and show emotions, and that they can be both gentle and sensitive, and not immediately assigned to the epithet "gay" or similar, work on raising children that they are equal in everything
- Every woman firstly must fight for equality in her family
- Sanctioning of each offense in this regard (whether discriminated against a woman or a man, as both happen), because with all the above-proposed measures
- Although in our country many talk about some inequality it is only in just one direction, and men are completely discriminated
- Changes in laws, the adoption of new laws and institutions that do their job
- Teach people not to generalize the population by sex because there are various men and women with different abilities and potentials
- Work on educating middle aged and elderly people, because they lived at a different time and usually do not have that much awareness of gender inequality, then transfer their opinions to their children
- Adoption of adequate laws that will facilitate the life of a woman in our society and enable her to be successful without suffering work or family

There may be some women and some men who want exactly what the stereotypes say, there may be others of the same gender who want the exact opposite. The goal of gender equality is to give people the freedom of choice, to choose what they want to do without being judged by society or treated differently because of that. The choices of an individual should not be looked at through the glasses of gender as choices do not have a gender tag.

Gender equality- Bridges of Understanding 2018/2019

We are a group of students from all over the Balkans participating in the program "Bridges of Understanding". Thank you in advance for participating in this research, as well as for the time you set out to complete this survey. This survey is here to help us have an insight into the current position of women in society.

This survey is anonymous.

All the information obtained by this research is exclusively for research purposes and the anonymity of your data is guaranteed.

If you make a mistake while completing, feel free to correct it and indicate the correct answer.

Try answering all the questions asked.

If you are not sure, or you do not see the answer that suits you, circle the most approximate solution.

We thank you very much for participating in this survey!

*Required

1. 1. Gender *

Mark only one oval.

- Female
- Male

2. 2. Year of study *

Mark only one oval.

- I
- II
- III
- IV
- V
- VI

3. 3. Do you believe in gender equality *

Mark only one oval.

- Yes
- No

4. 4. What are your reason/reasons for not believing in gender equality

If the answer to the previous question was "No"

5. 4. Are women treated fairly in your country? *

Mark only one oval.

- Yes
 No

6. 5. How do you think women are treated in the following areas? *

Mark only one oval per row.

	Fairly	Unfairly
Employment	<input type="radio"/>	<input type="radio"/>
Health	<input type="radio"/>	<input type="radio"/>
Education	<input type="radio"/>	<input type="radio"/>

7. 6. Have you experienced gender inequality? *

Mark only one oval.

- Yes
 No

8. 7. If yes, can you describe your experience?

9. 8. Have you witnessed a situation where gender inequality was present? *

Mark only one oval.

- Yes
 No

10. 9. If yes, how often ?

Mark only one oval.

- Every day
 Weekly
 Monthly
 Yearly
 Other: _____

11. 10. Do you believe there is gender equality in your home, school,workplace, etc? *

Mark only one oval per row.

	Yes	No
Home	<input type="radio"/>	<input type="radio"/>
School	<input type="radio"/>	<input type="radio"/>
Workplace	<input type="radio"/>	<input type="radio"/>

12. 11. To what extent do you agree or disagree with the following statements *

Mark only one oval per row.

	Completely agree	Partially agree	Neutral	Partially disagree	Completely disagree
Women are supposed to cook and do housework	<input type="radio"/>				
Women should not be in charge	<input type="radio"/>				
Women are better at raising children	<input type="radio"/>				
Women are supposed to have "clean" jobs such as teachers, nurses, secretaries and librarians	<input type="radio"/>				
Women always need to ask men for help around the house because they aren't handy with tools	<input type="radio"/>				
Women are not as strong as men	<input type="radio"/>				
Women aren't physically capable of carrying heavy objects	<input type="radio"/>				
Women are good at multitasking	<input type="radio"/>				
It is very likely to cause problems if a woman earns more money than her husband	<input type="radio"/>				
Women are supposed to make less money than men	<input type="radio"/>				
Women are bad drivers	<input type="radio"/>				
Women should not show aggressive attitudes (disapproval, taking an aggressive stance and shouting)	<input type="radio"/>				

13. 12. If you've heard any other stereotypes about women please write them here

14. 13. To what extent do you agree or disagree with the following statement *

Mark only one oval per row.

	Fully agree	Partially agree	Neutral	Partially disagree	Completely disagree
Men tend to cheat more	<input type="radio"/>				
Men are always into sports	<input type="radio"/>				
House chores like cooking or washdishes are not for men	<input type="radio"/>				
It is not manly to cry	<input type="radio"/>				
Men don't have to do housework and are not responsible for taking care of children	<input type="radio"/>				
Men should earn more money than their partner	<input type="radio"/>				
Men are in charge; they are always on top	<input type="radio"/>				
Men should always act strong even if they feel scared	<input type="radio"/>				
A man can use violence if it is necessary	<input type="radio"/>				
Men should always have the final say in a relationship	<input type="radio"/>				
Men should be financial providers for their family	<input type="radio"/>				
Men who have had more sexual partners are successful and appealing	<input type="radio"/>				

15. 14. If you've heard any other stereotypes about men please write them here

16. 15. What are your thoughts on the following statements: *

Mark only one oval per row.

	Agree	Disagree
Men and women are equal	<input type="radio"/>	<input type="radio"/>
Men are better leaders than women	<input type="radio"/>	<input type="radio"/>
Men should earn more money than their partners	<input type="radio"/>	<input type="radio"/>
Men have more power over women	<input type="radio"/>	<input type="radio"/>
Women should have the same rights as men	<input type="radio"/>	<input type="radio"/>
Women are better at cooking and cleaning	<input type="radio"/>	<input type="radio"/>
Women make better educators than men	<input type="radio"/>	<input type="radio"/>

17. 16. What characteristics apply to men, women or both **Tick all that apply.*

	Men	Women
Competetive	<input type="checkbox"/>	<input type="checkbox"/>
Sensitive	<input type="checkbox"/>	<input type="checkbox"/>
Gentle	<input type="checkbox"/>	<input type="checkbox"/>
Dominant	<input type="checkbox"/>	<input type="checkbox"/>
Aggresive	<input type="checkbox"/>	<input type="checkbox"/>
Emotional	<input type="checkbox"/>	<input type="checkbox"/>
Intelligent	<input type="checkbox"/>	<input type="checkbox"/>
Rational	<input type="checkbox"/>	<input type="checkbox"/>
Independent	<input type="checkbox"/>	<input type="checkbox"/>
Helpful	<input type="checkbox"/>	<input type="checkbox"/>
Reserved	<input type="checkbox"/>	<input type="checkbox"/>
Active	<input type="checkbox"/>	<input type="checkbox"/>
Dependable	<input type="checkbox"/>	<input type="checkbox"/>
Stubborn	<input type="checkbox"/>	<input type="checkbox"/>
Noisy	<input type="checkbox"/>	<input type="checkbox"/>
Promiscuous	<input type="checkbox"/>	<input type="checkbox"/>
Strong	<input type="checkbox"/>	<input type="checkbox"/>
Shy	<input type="checkbox"/>	<input type="checkbox"/>

18. 17. Do you think it's right women should be paid less for doing the same job as men because they have to take career breaks? **Mark only one oval.*

- Yes
 No

19. 18. Do you feel there is anything being done about gender equality in your country/region/city? **Mark only one oval.*

- Yes, lots
 Nothing
 Very little

20. 19. What could be done to prevent gender inequality? **Tick all that apply.*

- Standing up for your rights
 Raising awareness
 Becoming an activist
 Make gender equality part of training and education
 Other: _____