



Gender Sensitisation

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OBJECTIVES

- Understand the difference between gender and sex
- Consider how gender roles impact participation
- Appreciate diversity
- Identify discrimination and how to address it

EXERCISE: ROLES AND RESPONSIBILITIES

- Brainstorm:
 - What do men do in the society?
 - What do women do in the society?
 - List activities, not professions or traits

DEFINITION: SEX

- Biological
- Classification based on reproductive organs and functions



Sex is

- Biological
- Universal
- Does not change (generally)
- Differences are established at birth

DEFINITION: GENDER

- Socially determined/constructed
- Perceptions and expectations
- “Acceptable” roles and attitudes
- Learned behaviours
- Changes over time
- Varies by culture, ethnicity, religion etc.

SEX OR GENDER?



Try to understand who is doing what. Justify your answer

Gender Stereotypes

- *Gender stereotyping is defined as overgeneralization of characteristics, differences and attributes of a certain group based on their gender. Gender stereotypes create a widely accepted judgment or bias about certain characteristics or traits that apply to each gender. If a man or a woman act differently from how their gender is assumed to behave, then they don't conform to the norm.*

Most Common Gender Stereotypes

part 1

- **Personality Traits:** Women are supposed to be shy, passive and submissive. Women are organized and clean. Men are expected to be tough, aggressive, dominant and self-confident. Men are lazy and messy.
- **Domestic Behaviors:** Women are supposed to cook and do housework. Women are better at raising children. Stay-at-home mothers are better than working mothers. On the other hand: Men are better at household repairs. Men cannot cook, sew or care for their children. Men always tell their wives what to do.

Most Common Gender Stereotypes

part 2

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- **Occupations:** Women are supposed to have “clean” jobs such as teachers, nurses, secretaries and librarians. Women are not good at math. **Women are supposed to make less money than men.** Women are not politicians. Women cannot be presidential candidates. On the other hand: Men are supposed to have “dirty jobs” like mechanics, construction workers, plumbers and engineering. Men are all good at math. Men are better doctors. Men are supposed to be in charge at work and should make more money than women. Men are better politicians.

Most Common Gender Stereotypes

part 3

- **Physical Appearance:** Generally speaking, women are expected to be short and slender, small and delicate while men are supposed to be tall with broad shoulders. However, physical appearance gender stereotyping varies from culture to culture. In cultures where men are small in size, masculinity is determined by acting macho. Acting macho for men would mean getting involved in fights, drinking alcohol, smoking unfiltered cigarettes and getting into fights. Female gender stereotype occurs for women who act “macho” in some cultures. Women who smoke, drink, and swear often are considered “masculine”.

GENDER EQUITY

- Is the process of being fair to men and women. To ensure fairness, measures must be available to compensate for historical and social disadvantages that prevent women and men from having access to the same opportunities. Gender equity strategies are a means to gain gender equality.

GENDER EQUALITY

Is the absence of discrimination based on gender. It permits women and men equal enjoyment of human rights, socially valued goods, opportunities, resources, and of the benefits from development.

Gender equality is the result of equity of access to opportunities.

GENDER ANALYSIS

...refers to the socio-economic methodologies that identify and interpret

- the consequences of gender differences and relations for achieving development objectives , and,
- and the implications of development interventions for changing relations of power between women and men.
- It includes data collection and analysis

Activity Domains for Gender Analysis

- Access
- Knowledge, Beliefs, and Perceptions
- Practices and Participation
- Space and Time
- Legal Rights and Status
- Power

Access to Assets

- The capacity to use the resources necessary to be a fully active and productive (socially, economically and politically) participant in society.



Access to:

- Resources
- Income
- Services
- Employment
- Information
- Benefits

Knowledge, Beliefs, and Perceptions

- Types of Knowledge that men and women are privy to—Who knows what

- Beliefs (ideology) that shape gender identities and behavior, and how men and women and boys and girls conduct their daily lives
- Perceptions that guide how people interpret aspects of their lives differently depending on their gender identity.



Practices and Participation



Participation in:

- Activities
- Meetings
- Political Processes
- Services
- Training Courses

TIME USE



Time and Space

Gender affects how people use time:

- *Time Allocation*
- *Time Availability*
- *Division of labor*

Gender affects where in the landscape people spend their time

- Where women and men (girls and boys) work
- Where women and men (boys and girls) socialize



Legal Rights and Status

Refers to how gender affects the way people are regarded and treated by both customary law and the formal legal code and judicial system.



Rights to:

- Ownership and Inheritance
- Legal Documents
 - identity cards
 - property titles
 - voter registration
- Reproductive Choice
- Representation
- Due process

Power

To exercise decisions about:

- One's body
- Children
- Affairs of the household, community, municipality, and state
- The use of individual economic resources and income
- Choice of employment
- Voting, running for office, and legislating
- Entering into legal contracts
- Moving about and associating with others

GENDER MAINSTREAMING

- Is the process of incorporating a gender perspective into policies, strategies, programs, project activities, and in all administrative functions. This includes integrating attention to gender issues in the institutional culture of an organization in order to address gender inequalities at all levels of development policy and practice.