

The MEANING OF GENDER AND GENDER ANALYSIS

Professor Friday Okonofua

What is gender?

- Gender refers to the socially determined roles, responsibilities, behaviour, characteristics of women and men in a given culture
- Socialization at home, school, media, etc.
- Assimilated and learned, can change over time and can vary within a given culture

Sex

- Sex indicates biological characteristics of man and woman .
- People are born male or female. With very few exceptions they remain male or female throughout their lives in terms of their biological make-up. The biological
- differences between men and women are identified at birth. For example: only women can give birth; only men can have sperms ...

Gender

- **Gender indicates the characteristics, positions and roles of man and woman in all social relationships.**

What is gender?

SEX	GENDER
Biological	Socially-constructed
Born with	Not born with
Cannot be changed	Can be changed

Sex & Gender

Sex

- Biological
- At birth
- Universal (everywhere)
- Can't change naturally
 - Only women can give birth and breastfeed the children

Gender

- Social
- Result of trained or educated
- Various (different form societies to societies, cultures to
- Can be changed over time
 - Women can become a president
 - men can take a good care of children

Gender roles

- Division of labour is roles and tasks assigned to W/M based on perceived characteristics and attributes, instead of ability and skills
- W/G household and child-rearing responsibilities
- In general, these different roles usually result in W/G having different and less access and control than M/G to resources and decision-making processes
- Implications for life choices and opportunities
- Gender inequality in all areas of life
- Gender relations are the often unequal power relations between W/G and M/B in a given society

W=women; M=men; G=girl; B=boy

Gender roles

Refer to the activities that men and women actually do; can be changed at a time, conditions and situations.

- **Productive roles:** refers to the work of generating income that men and women do, to make products or services as well as process raw materials to get income.
- **Reproductive roles:** refers to the childbirth and other related activities, that most of the time is spent for taking care of the family members and community.

Women's 3 main roles (paid & unpaid)

Productive role (Farming, producing):

referring to the production activities that women do for the market and for their family to generate income (paid by money or products)

Reproductive role (house chores/ caring for family) :

Referring activities to caring and maintaining the basic needs of family and its member such as : food, shelter, education, healthcares
→ reproduce production + taking care of potential workforce

Community management role

Referring to the activities that women do to ensure the supply of resources at community level as an extended role of reproductive role (rituals, ceremony celebration, community services activities...)

Gender as a Social Problem

Gender relations are unequal relations with respect to: power, privilege, and property.

Gender is a social problem when inequities continue to persist in a society that espouses gender equality

Gender is problematic because of the growing estrangement is not without consequence

-When the scripting of masculinity and femininity into rigid roles and stereotypical rules restrict personal choice, foster sexism and create unequal outcomes

Gender stereotype

- **is negative and partial attitude acknowledgement and assessment of the characteristics, position, role and capacity of man or woman.**
- Are viewpoints from others assuming that men or women are able to do or should do, unable to do or should not do something

What do those saying mean?

- ***In some families:***

- Girls cant pursue higher education/ should not be invested in girl's education such as for boys
- Boys shouldn't do housework- they are very tiny and worthless jobs
- Girls can not inherit;

- ***In some workplaces:***

- Male workers should take the heavy and hazadours jobs (according to the list of prohibited female workers)
- Can't recruit female workers who have little chidlren/ or give those women lower wage

What is gender equality?

- no discrimination in opportunities and in access, control and use of resources, on the basis of a person's sex
- is not equal to women and girls
- about social relations between W/M
- means that W/G and M/B have equal conditions for realizing their full potential and for contributing to and benefitting from economic, social, cultural and political development

Gender Discrimination

- Is the restraint, elimination, unacknowledgement or unfavorable roles, positions of men and women, causes inequality between men and women in every social and family aspect (K5, Đ5, Luật BĐG);
 - **Direct discrimination:** *from implementing laws, regulations or routines*
 - **Indirect discrimination:** *from executing laws, regulations or routines*

Importance of gender equality

- Everyone has human rights
- Poverty is a gender issue, 70% of world's poor are women and girls
- If half the population has restricted or limited access to relevant learning opportunities, a community's social and economic development will be limited
- Necessary for sustainable human development (gender equality linked with poverty reduction)
- W/M are both drivers of social and economic development
- Commitments involves obligations (i.e. CEDAW)

Importance of gender equality

According to statistics from the World Bank, women usually reinvest 90% of their income in their families and communities compared to men who reinvest just about 30% to 40% of their income.

Challenges in promoting gender equality

- Changing socio-cultural values, beliefs and attitudes takes time and often meets with resistance
- Resistance because there is difficulty seeing that a problem exists
- Change is required at the individual, community, institutional and societal levels
- Existing power structures must change

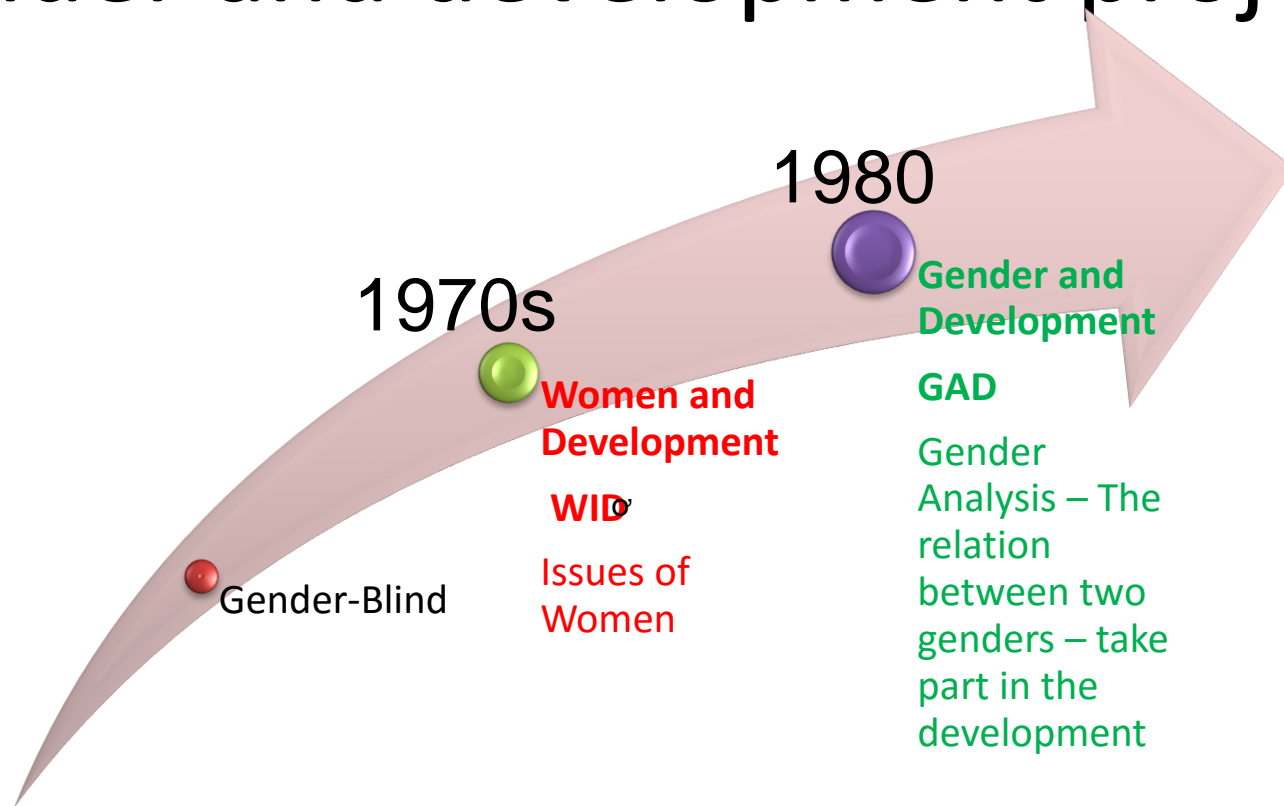
Different approaches to pursuing gender equality

- Women in Development (WID) developed in 70s
- Objective to design actions and policies to integrate women into development
- Gender and Development (GAD) developed in 80s
- Objective to remove social, economic and political inequalities between W/M
- Most agencies are adopting the gender and development approach

Gender Equity

- **is about equality of outcomes and results. It is a means to ensure that** women and men, girls and boys have an equal chance not only at the starting point but also when reaching the finishing line. It is about **the fair and just treatment of both sexes that takes into account the different needs of the men and women,** cultural barriers and (past) discrimination of the specific group.
- Equity is the method to achieve gender equality goal

Gender and development project



Gender = Women ??????

How? Gender Mainstreaming

Gender mainstreaming is a process of ensuring W/M have equal access and control over resources, development benefits and decision-making

- Not about only women taking action
- Not about only women benefiting from it

How? Gender Mainstreaming

- *“Mainstreaming a gender perspective is the process of **assessing** the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a **strategy** for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. **The ultimate goal is to achieve gender equality.**” – UN ECOSOC 1997*

Gender mainstreaming

- Gender neutral means not recognizing that gender is an influencing factor in social outcomes
- Gender-responsive means being responsive to the different needs of both M/B and W/G, as well as actively trying to bring about more equitable gender relations in a given context

How? Gender Mainstreaming

- assessment and strategy
- Gender mainstreaming does not replace the need for targeted, women-specific policies and programmes or positive legislation
- Gender Analysis is the assessment
- Gender Planning is the strategy
- Gender Planning refers to the process of planning developmental programmes and projects that are gender-responsive and which take into account the impact of differing gender roles and gender needs of W/M in a community/sector

Gender Analysis

- Tool for collecting and processing information about gender
- Provides data disaggregated by sex
- Looks at gender roles
- To ensure W/M benefit from resources and development (policies/programmes)
- Anticipate and avoid negative impacts

Gender Planning

- Gender Planning involves selecting appropriate approaches to address not only W/M practical needs, but also identifies entry points for challenging unequal relations (i.e. strategic needs) and to enhance gender-responsiveness of policy dialogue

Gender Needs

- W/M have different gender roles and gender needs
- Classified practical or strategic needs
- Practical Gender Needs (PGN): needs women identify in their socially accepted roles
- PGN do not challenge gender divisions of labour or women's subordinate position in society
- PGN are a response to immediate and perceived necessity, within a specific context
- PGN are practical in nature and often concern inadequacies in living conditions, i.e. water provision, education, health care and employment

Gender Needs

- Strategic Gender Needs (SGN): needs women identify because of their subordinate position in society
- SGN vary according to the context (gender division of labour, power and control)
- Meeting SGN help women achieve greater equality and change existing roles, thereby challenging women's subordinate position
- SGN are more long term and less visible than PGN
- SGN examples: legal rights, domestic violence, equal wages, women's control over their bodies