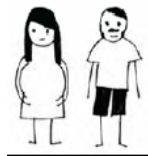




Gender Conceptual Rationale



Sex versus Gender



Sex refers to the biological differences between men and women, boys and girls, that are universal and do not change. For example, only women can give birth and only men can produce sperms.

Adapted from ILO Gender Equality Fundamental Rights & Skills 2008



Gender refers to the social relationship between men & women. It therefore identifies differences such as class, age, race, ethnicity. These are *learned, vary widely* and between & *within* cultures and change over time.
For example, in many countries women take care of young children, but increasingly men are taking care of young children too.

3



Gender values, attitudes, norms and stereotypes

- Are assumptions about the activities that both sexes actually do. (e.g.. boys help their fathers outside the house & girls help their mothers with the household chores.
- Gender values, norms and stereotypes reinforce gender roles that exist in each society, but they can change over time and across cultures, For example, in times of crisis women often take on men's roles and vice versa.

4



Gender Stereotypes

- Ideas that people have on **masculinity** and **femininity**: what men and women of all generations should be like & are capable of doing. (*f.eg.girls should be obedient and cute, are allowed to cry, & boys are expected to be brave and not cry., women are better housekeepers and men better with machines, or boys are better in mathematics & girls better in nursing*)
- In most societies there are differences between the sexes in the **rights** and the **opportunities** they have (girls' and boys' access to education and training, between women's and men's workload, their access to and control over resources and benefits, and in the roles of men and women in decision-making).
- Adapted from ILO Vietnam Gender Equality Fundamental Rights & Skills 2008

5



Assumptions of Planners & Empirical challenges:

The **structure of low income households** is *nuclear*

In the **organization of tasks in the household** *men are the breadwinner and women are housewives*

Control of resources & decision-making in the Household : both have equal access to resources

Harmonious gender relations & household is treated as a unit.

- Different household structures

- Double role of men
- Triple role of women

- Conflictive gender relations

Adapted from DPU Training Material

6



Gender Discrimination

- The systematic, unfavourable treatment of individuals on the basis of their gender, which denies them rights, opportunities or resources.
- Across the world, women are treated unequally and less value is placed on their lives because of their gender. Women's differential access to power and control of resources is central to this discrimination in all institutional spheres (household, community, market, & state).

Adapted from Bridge. Gender & Development 2000

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Forms of Gender Discrimination

- On a **personal** level: attributes & conduct boys shout, girls cry etc.
- Within the **household**, women and girls can face discrimination in the sharing out of household resources (food, sometimes leading to higher malnutrition & mortality indicators for women).
- In the **labour market**, unequal pay, occupational exclusion or segregation into low skill and low paid work limit women's earnings in comparison to those of men of similar education levels.
- Women's lack of representation and voice in decision making bodies in the **community** and the **state** perpetuates discrimination, in terms of access to public services, such as schooling and health care, or discriminatory laws .

Adapted from Bridge. Gender & Development 2000

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Gender Discrimination and the Law

- The law is assumed to be gender-neutral but may perpetuate gender discrimination, being a product of a culture with oppressive gender ideologies. Even where constitutional or national legal provisions uphold gender equality principles, religious or other customary laws that privilege men may take precedence in practice .

Adapted from Bridge. Gender & Development Feb.2000

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International Efforts combating Gender discrimination

- The **UN Universal Declaration of Human Rights (1948)** initiated the idea of the universality of rights, but failed to address women's needs as women. It focused on formal political & civil rights, '*public*' rather than the 'private' sphere. Hence domestic violations of women's bodily integrity were not included in human rights discourses.

The ***Convention on the Elimination*** of all forms of Discrimination against Women (**CEDAW**) in **1979** emphasised women's rights as human rights, including the right to be free from discrimination.

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- **World Conference on Human Rights in Vienna (1993)**, introduced the slogan of “Women’s rights are human rights!” signifying the indivisibility of women’s rights from universal human rights.
- **UN Beijing Women’s Conference (1995)** broadened the conception of rights to include economic ,social and cultural rights, as well as reproductive and sexual rights put on the agenda at the **1994 Cairo population conference**.