



GENDER CONCEPTS

1

Engineers Registration Board Training Seminar

OBJECTIVES

- Define and differentiate the terms gender and sex
- Discuss on how gender differences are constructed
- Define some gender terms
- Define and discuss key gender concepts

GENDER

- The term **gender** refers to the social differences between females and males throughout the life cycle
- The social differences are learnt in different circumstances and conditions
- Though deeply rooted in every culture, these social differences and social roles are changeable over time and have wide variations both within and between cultures

GENDER

- “Gender” determines the roles, power and resources for females and males in any culture.
- Historically, attention to gender relations has been driven by the need to address women’s needs and circumstances since women typically tend to be more disadvantaged than men.

GENDER

- **Hypothesis about gender:** For many people the term “gender” seems to suggest specific issues.
- Some think of gender as being about women only
- Others consider it to be related to reproductive health matters or
- gender-based violence (GBV)

GENDER ...

- The confusion about the terminology and some individual and institutional resistance has resulted in ad hoc analysis and action

WHAT IS GENDER?

- Culturally or socially shaped group of attributes and behavior given to a female or male human being in a given ethnic, tribe or religious setting
- Gender is a social-cultural construct

GENDER IS.....

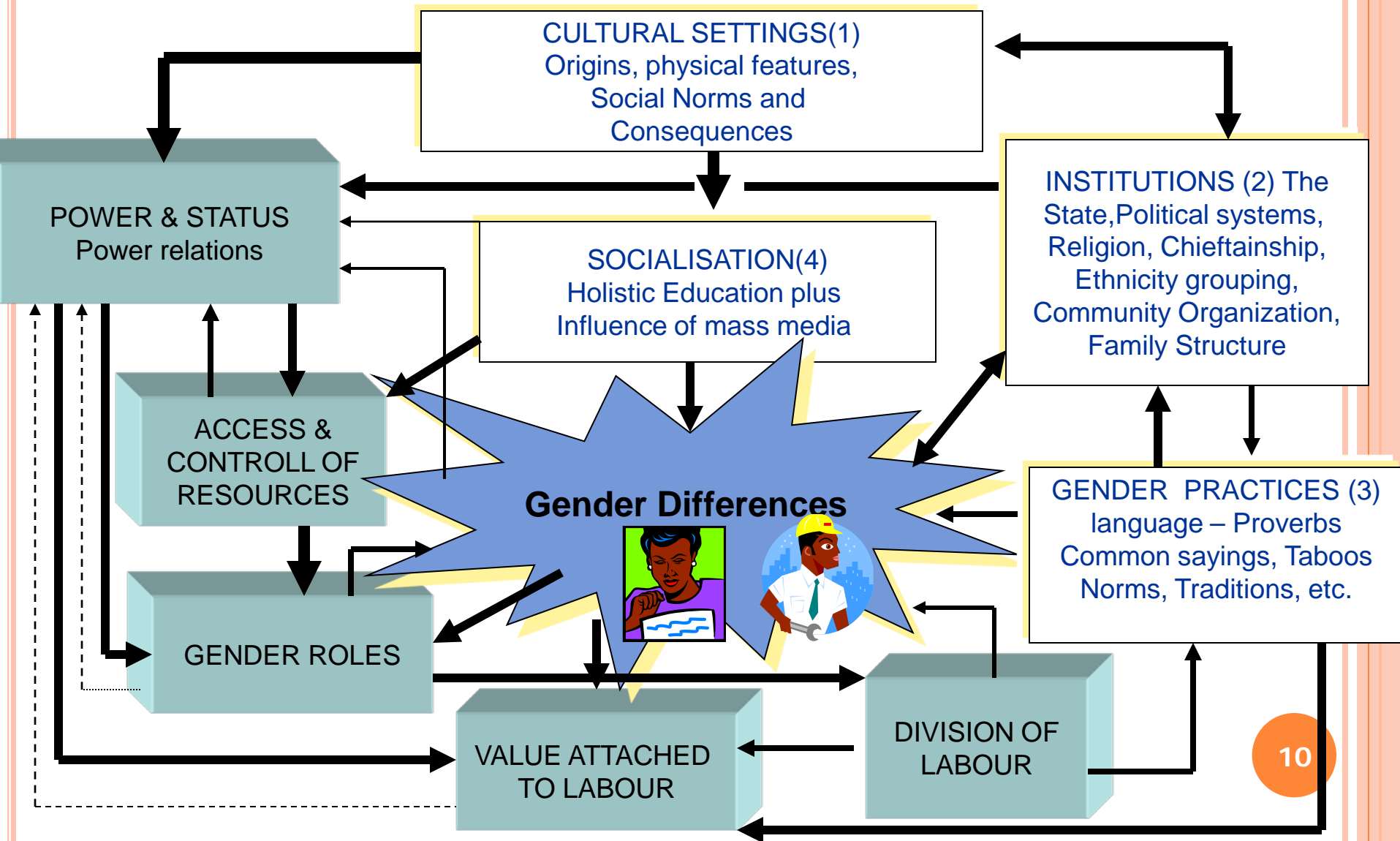
- The opportunities, roles, responsibilities, relationships and personal identities a particular society prescribes as proper for men and women
- These attributes are socially constructed and learned both individually and collectively

WHAT ARE GENDER DIFFERENCES?

- Differences between men and women that are not biological
- Differences that are socially constructed
- Social constructs include power relations, access and control to resources, gender roles, value attached to labor and division of labor

FIGURE 1

CULTURAL/SOCIAL CONSTRUCTION OF GENDER



WHAT IS SEX?

- The biology of a human being; Whether anatomically having female features or male features

GENDER AND SEX

- Sex is biological
 - Born with
 - Natural
 - Sex is universal
 - Only women can give birth
 - Not easy to change
- Gender is a social construct
 - Differs from society to society
 - Both men and women can become presidents
 - Can change
 - Learned and not born with

GENDER IDENTITY

- The individual's self perception and identification of “ I am a woman” or “ I am a man”
- Gender identity is not fixed at birth as is anatomical features
- It is established by the time the child is 3 years of age through socialization
- Parents teach children the appropriate gender behaviors

GENDER AS A VARIABLE

- As a development variable, gender is both a:
 - Relational variable, and
 - Analytical variable

GENDER AS A RELATIONAL VARIABLE

- Socially constructed relations lead to
 - Gender rights
 - Gender responsibilities and obligations
 - Gender privileges
 - Gender division of labor

GENDER AS AN ANALYTICAL VARIABLE

- Four areas of analysis as:-
 - Gender roles and responsibilities
 - Power status of women and men
 - Access and control over resources and benefits
 - Gender needs of women and men

GENDER ROLES

- Culturally and politically defined roles and responsibilities to which men and women are socialized to conform
- Gender roles categorized into:-
 - Reproductive roles that fall under the care and maintenance economy
 - Productive roles; mostly associated with earning cash incomes

GENDER ROLES.....

- Gender roles categorized into:-
 - Community management. This is in most cases an extension of reproductive roles at the community level. These include funerals and wedding preparations
 - Community politics like leadership in village government, religious groups etc.

GENDER ROLES

- The concept of gender roles has been developed from the work of Caroline Moser
- Gender planning recognizes that in most societies low-income women have a triple role – women undertake *reproductive, productive, and community managing* activities, while men primarily undertake *productive and community politics* activities

DIVISION OF LABOR

- Relates to different work/ tasks that men and women do as a consequence of their socialization patterns, and assigned roles identifying tasks as traditionally seen as women's work or men's work
- The value of women's unpaid work needs to be critically addressed

GENDER GAPS

- The gap between men and women in terms of how they benefit from education, employment, political participation, remuneration, access and control over resources and benefits, etc

WOMEN'S AND MEN'S NEEDS

- Practical gender needs
- Strategic **gender** needs

PRACTICAL GENDER NEEDS (PGN)

- Relate to daily needs like food, water, shelter
- Easily identifiable by the disadvantaged group
- Easy to solve or address in the short term
- Tend to improve the condition
- Do not alter or transform roles or relations
- Involve the targeted as beneficiaries and participants

TO ADDRESS PGN

- Provide daily needs
- Organize groups for getting inputs
- Provide essential services like water
- Provide technology free or at a subsidized price
- Improve condition

Note: The recipients are passive

STRATEGIC GENDER NEEDS (SGN)

- Relate to disadvantaged position or status
- Lack of power to make independent choices and decisions over assets and resources
- Tend to require long term interventions
- Basis for the inequality in position, power and status may not be perceived as a problem

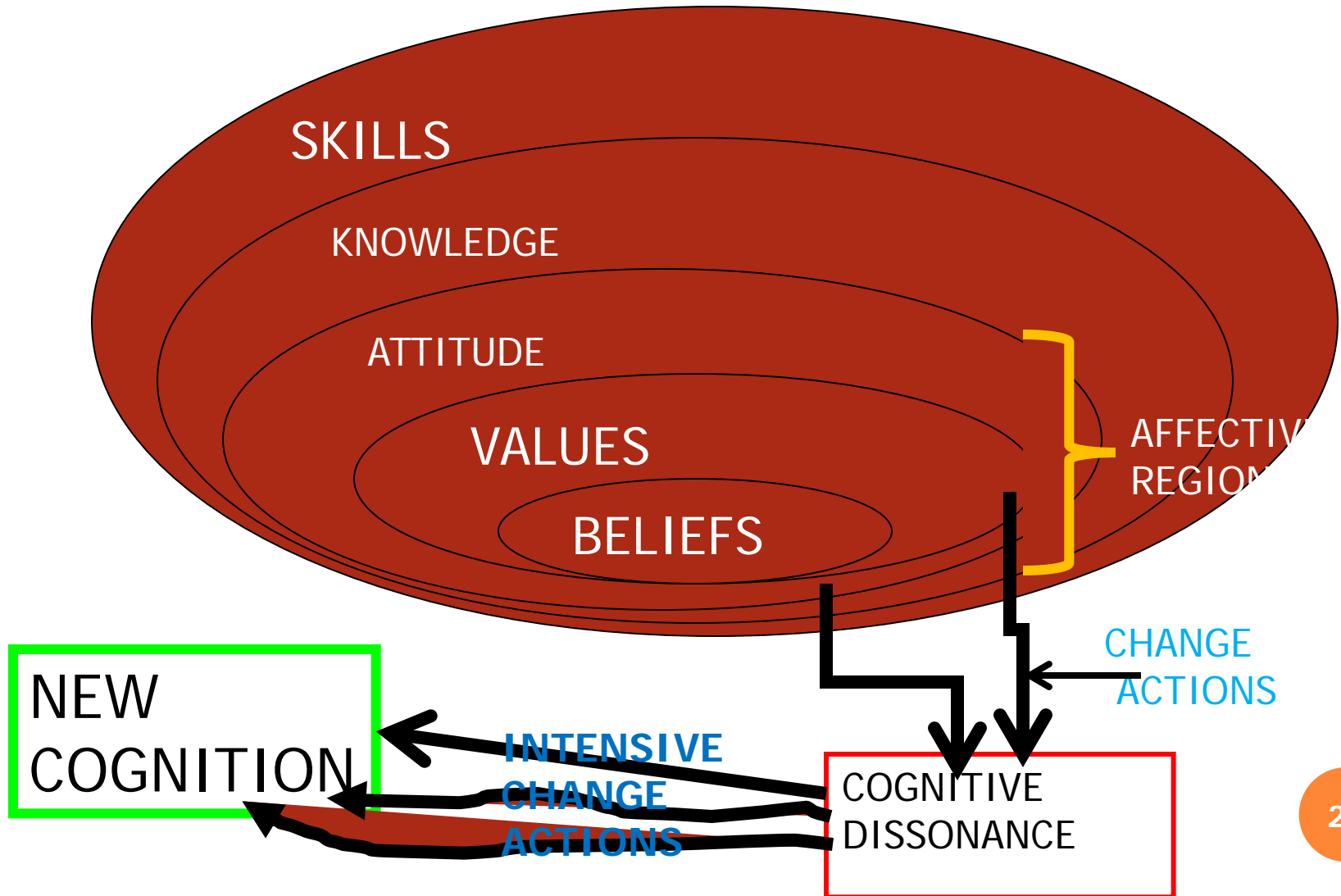
TO ADDRESS SGN

- When properly dealt with; SGN transforms/changes society
- Transforms gender roles, structures and socialization processes
- Improves social capital
- Enhances utilization of human capital

ADDRESSING SGN.....

- Empowers the disadvantaged to be agents of change through:
 - Political mobilization
 - Consciousness raising
 - Active participation in the development process

CONSCIOUSNESS RAISING – THE ONION RING



WHAT IS COGNITIVE DISSONANCE?

- People tend to seek consistency in their beliefs and perceptions
- So what happens when one of our beliefs conflicts with another previously held belief?

COGNITIVE DISSONANCE

- The amount of dissonance people experience can depend on a few different factors, including how highly we value a particular belief and the degree to which our beliefs are inconsistent

WHAT IS MAINSTREAMING?

- UN states that,

“Gender equality is the goal while mainstreaming is a strategy”

WHAT IS MAINSTREAMING?

- Gender mainstreaming entails bringing the perceptions, experience, knowledge and interests of women as well as men to bear on policy-making, planning and decision-making.

MAINSTREAMING

- Mainstreaming should situate gender equality issues at the centre of analysis and policy decisions, medium term plans, programme budgets and institutional structures and processes.

ENGENDERING

- To make the process or activity (engendered) be gender sensitive or gender-responsive, by incorporating gender needs and interest and/or eliminating gender discriminatory policies, strategies and practices

ACCESS AND CONTROL

- **Access to** : Means using resources and benefits when given permission by the owner
- **Control over**: One has power to decide, when, how and where to use resources or benefits
- **Resources include**: knowledge, skills, technology, money, power, land, labor etc

POWER

1. Power Over: bad power
2. Power With
3. Power Within
4. Power To

POWER

POWER OVER -
Domination power
Where one person is
subordinate to another.

POWER

- **Power With** – group power, synergy (1+1=3), strength in numbers – United we stand, divided we fall. Synergy achieved if all focus on common objective
- **Power Within-** inner spiritual strength -ability to rebound back from personal tragedy or misfortune (Challenge). We all have the power!

POWER

- **Power To** – the creative power and enabling power. It enables individual to take decisions about directions in their life, take initiatives without waiting to be told what to do first.
- **Power To**, is received through holistic education which gives you knowledge, skills and attributes to perform
- **Power To**, gives self confidence and self awareness. Leading to self actualisation

EMPOWERMENT

- The process of facilitating individuals to being critical, analytical and self-confident.
- Create an environment to develop critical thinking skills, reactivate own mind to reorganise perceptions about oneself and the surrounding environment
- Promote self validation, self actualisation and overcome the subordination syndrome

EMPOWERMENT

- **Women Empowerment** involves awareness raising, building self- confidence, expansion of choices, increased access to and control over resources and implies women gaining power and control over their own lives

EMPOWERMENT

- Empowerment of women cannot be achieved in a vacuum; it should not be seen as a zero-sum game where gains for women automatically imply losses for men.
- Men must be brought along in the process of change.

WHAT IS CULTURE?

- The integrated pattern of human knowledge, belief and behavior, consists of:-
- language, ideas, beliefs, customs, taboos, codes, institutions, tools, techniques, artefacts, rituals, ceremonies, folkroles etc

(Source: The new encyclopedia britannicca, Vol 3)

WHY GENDER CONCERNS?

- Proper utilization of human resources
- To bring about equity and equality
- To ensure that there is sustainable development that is human centered

EQUITY AND EQUALITY

- *Gender equity* is the process of being fair to women and men in the distribution of resources and benefits.
- *Gender equality* is a transformational development goal. It means that women and men enjoy the same status on political, social, economic and cultural levels. Women and men have equal rights, opportunities and status

EQUALITY

- **Gender equality** or equality between women and men refers to the equal enjoyment by females and males of all ages and regardless of sexual orientation, socially valued goods opportunities, resources and rewards

EQUALITY

- Equality *does not mean* that women and men are the same but that their enjoyment of rights, opportunities and life chances are not limited by whether they were born female or male
- Protecting human rights and promoting gender equality must be seen as central in development

GENDER EQUALITY

- refers to the equal rights, responsibilities and opportunities of women and men and girls and boys to access and control social goods and resources
- implies that the interests, needs and priorities of both women and men are taken into consideration

GENDER EQUALITY

- is not an issue referring to women only but should concern and fully engage men as well as women
- is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development

EXERCISE

- Why should men be involved and work towards achieving gender equality?
- What benefits does gender equality bring to men's lives?

CONCLUSION

Thank you for your attention