



# INTRODUCTION TO CONCEPTS OF GENDER

## GENDER AND STEREOTYPES

## ROLE OF GENDER IN DEVELOPMENT

# At Birth - Differences



# While Growing



# Quiz: Illustrative statements

- Women are better at caring for children than men
- Body hair is OK for men, but women have to remove it
- Women breast feed babies
- Postmortem is done by male doctors
- Male voice break at puberty
- Men are sexually more aggressive than women
- Women menstruate and also undergo menopause
- Men are soldiers, because they are brave and can use weapons to fight
- Women have broad hips than men and so their gait is more attractive
- Women's illness are mostly psychosomatic

# QUIZ- Gender / Sex

- Women are better at caring for children than men (G)
- Body hair is OK for men, but women have to remove it (G)
- Women breast feed babies (S)
- Postmortem is done by male doctors (G)
- Male voice break at puberty (S)
- Men are sexually more aggressive than women (G)
- Women menstruate and also undergo menopause (S)
- Men are soldiers, because they are brave and can use weapons to fight (G)
- Women have broad hips than men and so their gait is more attractive(G)
- Women's illness are mostly psychosomatic (G)



# What is Gender?


- Sex is what is biologically assigned to an individual and Gender is what a person identifies himself or herself as.
- Gender is not binary; it is a spectrum.
- Sexual Minorities




# Sex & Gender

“Sex” refers to the biological and physiological characteristics that define men and women.

“Gender” refers to the socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for men and women.



Thus, while sex is permanent and universal,  
gender construction varies from one society  
to another.



To put it in another way, “Male” and “Female”  
are sex categories, while “masculine” and  
“feminine” are gender categories.





# Gender Sensitivity

Gender sensitivity is the act of being sensitive to the ways people think about gender.

# What is gender?

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

THE WAGE GAP HAS NOTHING TO DO WITH SEXISM! WOMEN ARE PAID LESS BECAUSE THEY MAKE DIFFERENT CHOICES.



HAVING A FAMILY, FOR EXAMPLE. MANY WOMEN TAKE TIME OFF FROM WORK TO TAKE CARE OF CHILDREN OR ELDERLY RELATIVES...



SO WOMEN WORK LESS, OR WORK PART-TIME, OR NEED MORE FLEXIBLE JOBS, AND AS A RESULT, THEY GET PAID LESS. BUT WHAT DOES THAT HAVE TO DO WITH SEXISM?




COULDN'T MEN DO HALF OF THAT UNPAID WORK?

THAT'S CRAZY TALK!



OKAY, I'LL LET SOMEONE ELSE RAISE MY KIDS.

WHAT KIND OF LOUSY MOTHER DOES THAT?

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- Gender sensitivity tries to ensure that people rely less on assumptions about traditional and outdated views on the roles of men and women.

From 1970s children's book.



Boys are pilots.



Girls are stewardesses.



Boys are presidents.



Girls are First Ladies.



Boys are doctors.



Girls are nurses.



Boys are policemen.



Girls are metermaids.



Boys can eat.



Girls can cook.



Boys build houses.



Girls keep houses.



Boys invent things.



Girls use what boys invent.



Boys fix things.




Girls need things fixed.



# Language matters!

Gender sensitivity often gets expressed through people's language choice.

We can choose more inclusive language and use words that are gender neutral.





# Gender Equality

Gender discriminatory words are not innocent - by making women non-apparent, society will see them as possessing less value.

Gender equality benefits both men and women by giving them wider choice.



# Gender Roles

# Gender Stereo Types



# 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



# Group Discussion

The participants will be divided into small groups of 5-6 persons and given the following questions for discussions:

1. What are the definitions of a boy and a girl, a woman and a man? What are the differences between them?
2. What are the differences in the roles played by them?
3. Is it essential that their roles, areas of work and qualities be different? If yes, why
4. If the differences are necessary, do they have to be unequal? Is it possible to be different but equal?



# Gender Roles

- A gender role is a set of social and behavioral norms that are generally considered appropriate for either a man or a woman in a social or interpersonal relationship.



# Socialization

- Gender roles determine how males and females should think, speak, dress and interact within the context of society.
- They define what is masculine and feminine.
- Parents, teachers, peers, films, television and religion teach and reinforce gender roles.

# Examples

Some examples of gender characteristics:

- Women are expected to take care of family or domestic duties and remain close to home
- All men are expected to work and earn money for the family
- Boys are better in mathematics than girls
- Boys never cry
- Girls are very emotional
- Women usually do more housework than men

# CAUTION

## MEN AT WORK



Women work all the time-  
ave to put up signs when they w

# Housework

- Mostly, it is women who do the housework ....  
Cooking, cleaning, washing etc which is repetitive and boring.
- Women have entire responsibility for child rearing.
- Women have to look after older or sick people.
- All this is unpaid labour / work. It has no economic value.
- But it contributes a lot to the overall wealth of the nation.
- Hence, housework done by women should be made a part of GDP.



**He Can Do It!**





# **Stereotypes**

**Stereotypes are generalizations or assumptions that people make about the characteristics of all members of a group based on an image (often wrong).**

# Exploring Gender Stereotypes

## Men's

- Adventurous
- Brave
- Strong
- Virile
- Hard, tough
- Aggressive
- Intelligent
- Rational
- Decides quickly

## Women's

- Patient
- Tolerant
- Forgiving
- Chaste
- Motherly
- passive
- Obedient
- Beautiful
- Soft
- Loving

# More adjectives

## Men's

- Manly
- Bread winner
- Sexually active
- Handsome
- Independent
- Hard working
- Angry

## Women's

- Sacrificing
- Caring
- Cheerful
- Quiet
- Sympathetic
- Adjusting
- Cries easily



# Conditioning

As a child, boys get toys like trucks, guns and super heroes while the girls are given dolls and cooking sets.

This conditioning manipulates young minds into believing that they must act within their “given place” in the society.



# Challenges

Girls who do not conform to stereotypical expectations can experience criticism, ostracism and even violence.

This also puts unwarranted pressure on boys who love to read, dislike fighting, or dislike sports or mechanics.

Gender equality benefits both boys and girls.

**We've begun to raise daughters more like sons... but few have the courage to raise our sons more like our daughters.**

**-Gloria Steinem**



# Benefits

Allow boys to express their emotions, encourage them to be expressive. Involve them in activities like gardening and cooking.

Expose girls to role models of women in business, especially those outside the stereotype, like doctors, scientists and leaders.

These role models will help girls to see themselves in professions outside the normal stereotypes.



~~LOOK LIKE A GIRL~~

WEAR WHATEVER YOU WANT.

~~ACT LIKE A LADY~~

BE YOURSELF.

~~THINK LIKE A MAN~~

THINK.

~~WORK LIKE A BOSS~~

BE THE BOSS.

# Patriarchy

A worldwide system that predates recorded history, the patriarchy is the most powerful force in the world today, trumping other ideologies or political systems or religious beliefs.

By its very nature, it is rooted in the subjugation of women.

Patriarchal cultures uphold the privileges of men based on gender, social structures, religious practices, and legal codes.

Even though men are more privileged under patriarchy than women, some men are more privileged than others.

These differences vary according to the culture with its particular class subsystems and, of course, the castes based on physical characteristics like skin color and sex that cannot be changed.


These subsystems can also be based on lineage, on religion, or on wealth. Women within the subsystems, however, always occupy a lower status than their male counterparts.



# Patriarchal Institutions

- Family
- Religion
- Legal System
- Economic System
- Political System
- Media
- Knowledge System



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1. Level the playing field
  2. Equal value for both men and women
  3. Equal representation in all sectors of society
  4. Equal employment opportunities
  5. Equal enjoyment of socially valued goods, resources and rewards
  6. Equal commitments and obligations
  7. Equal participation in decision-making





Thank you for listening

