WELCOME

2-DAY RESIDENTIAL PROGRAMME
ON
GENDER SENSITIZATION

organized by
Government of Andhra Pradesh
APHRDI, Bapatla
19th - 20th January, 2017
INAUGURATION OF BOOK ON THE VULNERABILITY & INTEGRATION OF GENDER DIMENSIONS IN HUD - HUD CYCLONE DISASTER MANAGEMENT
GENDER BIAS DISCRIMINATION: MEANING AND IMPLICATIONS

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WHAT IS GENDER SENSITIZATION?

• It refers to the modification of behaviour by raising awareness of gender equality concerns.
• Gender sensitizing is about changing behaviour and installing empathy into the views that we hold about our own and the other gender.
• It helps people in examining their personal attitudes and beliefs and questioning the ‘realities’ they thought they know.
Since the mid 1980s there has been a growing consensus that sustainable development requires an understanding of both women’s and men’s roles and responsibilities within the community and their relations to each other.

This has come to be known as the Gender and Development (GAD) approach.

The main objective of GAD is mainstreaming women’s needs and perspectives into all activities.

Mainstreaming acknowledges that all development operations have a gender impact and do not automatically benefit men and women equally.

Thus it is necessary to adopt GAD approach for development programmes to benefit both men and women, and also for sustainable development and positive impacts on the society as whole.
WHAT IS GENDER?

- Gender is used to describe those characteristics of men and women which are socially determined, in contrast to those which are biologically determined.

- The word ‘gender’ was used by Ann Oakley and others in the 1970s.

- To emphasize that everything women and men do, and everything expected of them, with the exception of their sexually distinct functions (childbearing etc.) can change, and does change, over time and according to changing and varied social, economical, political, and cultural factors.
People are born female or male, but learn to be girls and boys who grow into women and men.

They are taught what the appropriate behaviour and attitudes, roles and activities are for them, and how they should related to other people.

This learned behaviour is what makes up gender identity, and determines gender roles and responsibilities.

Gender roles vary greatly from one culture to another, and from one social, political, and economic group to another within the same culture.
AGENCIES OF SOCIALIZATION

- The Family
- Peer Groups
- Schools and the Media Agencies of Socialization
- Religion
- Caste
- Laws......etc
STEREOTYPICAL UNDERSTANDING OF MEN’S AND WOMEN’S ROLES:

- Traditionally, men are supposed to earn a living to support their families.
- Men are to be aggressive and assertive, independent, career focused.
- Women belong to home, cooking, cleaning and caring for children.
- Women are to be submissive, weak, look beautiful and sacrificial.
- Gender stereotypes such as these pervade in society today and these create many myths.
EXPECTATIONS BEING MAN AND WOMAN

* How does our society expect a woman to be?

How does our society expect a man to be?
GENDER AND SEX

- **Sex** is biological characteristics of person that indicate whether he or she is man or woman.

- **Gender** is socio-cultural definition of men and women in terms of desirable characteristics, roles, responsibilities, expectations.
GENDER AND SEX

**SEX**
- Biological
- Natural
- Given
- Constant
- Non-hierarchical

**Gender**
- Socio-cultural
- Created by society
- Learnt
- Changeable
- Hierarchical
BIOLOGY AND SOCIETY

- Biological differences
  - Genetic
  - Anatomical
  - Physiological susceptible and immunities

- Social differences
  - Roles and responsibilities
  - Access and control of resources
  - Cultural expectations
  - Subjective identity
Patriarchy

- Rule of father

- System of social structures and practices in which there is male dominance and women’s subordination

- Interlocks with other social structures like class, caste

- Not every man is dominating and not every woman is dominated
PATRIARCHY:

- Interlocks with other social structures like
  - Class,
  - Caste,
  - Race,
  - Religion,
  - Language etc. to further reinforce the inequality experienced by women-first on lines of social strata, coupled with gender inequality.

- Traditional practices, beliefs, values, norms.

- Differences between power relationship of men and women (Super ordination Vs Subordination)
Patriarchy

How does patriarchy manifest itself?

- Son preference
- Discrimination against girls in food distribution
- Burden of household work on women and girls
- Restricted educational opportunities for girls
- Domestic violence
- Sexual harassment and rape
- Limited control over reproductive rights and property rights
Patriarchy

- What is it that men control in a patriarchal system?
  - Labour
  - Reproduction
  - Freedom
  - Sexuality
  - Mobility
  - Property and other economic resources
DIMENSIONS OF PATRIARCHY:

- Property and other economic resources
- Labour
- Reproduction
- Sexuality
- Mobility
Family viewed as ‘personal/private’

Family viewed as based on emotions, cooperation, security, egalitarianism

Power, inequality, discrimination in family not questioned

Women’s studies views family as power based and as political institution
PRIVATE-PUBLIC DICHOTOMY

**Public**
- External world
- Labour, military and defence
- Decision-making and protection of livelihood of society
- Associated with men

**Private**
- Internal world
- Home, family, domesticity,
- reproduction, children
- Associated with women
GENDER DISCRIMINATION

Is defined by CEDAW, 1979, Article 1 as “Distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field”.

**MEANING OF G D**

- Gender discrimination (G D ) occurs when a person is subjected to different or unequal treatment ("discrimination") in any number of situations, when that treatment is based on the person’s gender.

**Where and when can Gender Discrimination occur?**
- G.D can take place in many different settings, but typically occurs most often in the following situations ---------
IMPLICATIONS----

- Employment - like recruitment process, unequal payments, promotions, terminations based on gender, sexual harassment at workplace.
- Education - Skilled training
- Housing - Land Rights
- Borrowing / Credit
- Access to resources and control over
- Female Deficit
- Women in Managerial Positions
- Sharing Household chores
BEYOND THE GLASS CEILING
DIRECT DISCRIMINATION

Direct discrimination shall be taken to occur where one person is treated less favourably than another is, has been or would be treated in a comparable situation, on any of the grounds.
INDIRECT DISCRIMINATION

Indirect discrimination shall be taken to occur where an apparently neutral provision, criterion or practice would put persons having a particular religion or belief, a particular disability, a particular age, or a particular sexual orientation at a particular disadvantage compared with other persons unless.
TYPES OF DISCRIMINATION

-Education
- Girls may be sent to local/regional schools rather than model/English medium schools where their brothers may be studying.
- Girls may not be sent regularly to school.

-Skills
- Girls may be encouraged to acquire home-oriented skills with little market value (home science cooking, social science).

-Health
- Girls may be given inferior nutritional intake.
- Differential maternal care for female and male children.
- Females may be treated by hakims/quacks.
- Medical attention may be delayed in case of females.
EMPLOYMENT

- Soft jobs even in professions, female I.A.S as social welfare, cultural secretaries, MBAs in personal departments etc..
- Wage and technology differentiation (for instance in Ludhiana, female hosiery workers work on Indian machinery with 1/5 of the productivity of the Japanese machines on which males work.
- Gender Wage Differences
- No worker Rights for women.
- Females may be largely contractual and unorganized sector workers.
MEANING OF GENDER BIAS

- Gender bias is a preference or prejudice toward one gender over the other.
- Bias can be conscious or unconscious, and may manifest in many ways, both subtle and obvious.
- It has a range of consequences------
  - Feminization of Poverty
  - Gender Gaps in Polity
  - Gender Gaps in Economy
  - Gender Gaps in Education
Factors of different orders, called influence factors have an important impact in the socio-economic and cultural situation of individuals. These factors are divided in two categories:

- **Specific influence factors:** ethnicity, social class, age group, civil status, type of family organization, demographic situation (birth rate, mortality, migration, etc.)

- **General influence factors:** economy, politics, environment, culture, religion, etc.
Gender Discrimination decide/influence the range of possible or potential changes due to Inter-sectionality or Multiple discrimination.

In the analysis of the social relations between women and men, in order to plan development actions that are socially acceptable, it is essential to consider all these factors.

Age, socio-economic status, ethnic background, religion, national origin, citizenship, status, health, particularly HIV/AIDS and disability, as well as poverty and sexual orientation, are examples of factors that can exacerbate or otherwise influence the nature of discrimination faced by women.
Gender inequality is not one homogeneous phenomenon, but a collection of disparate and interlinked problems.

Seven Types of inequality:
- Mortality inequality
- Natality inequality
- Basic facility inequality
- Special opportunity inequality
- Professional inequality
- Ownership inequality
- Household inequality
Gender inequality in access to resources may:
- a reduction of child mortality,
- fertility, and
- an expansion of education of the next generation.

Women continue to face discrimination:
- in access to land, housing and property.

Women’s access to all financial services, including:
- savings, insurance transfers and credit, is essential to allow them to benefit fully from economic opportunities.
GENDER INEQUALITY: IMPLICATIONS

- “The burden of poverty born by women, especially in developing countries”
- Less participation of women in polity (less than 15 per cent)
- Indian women are viewed as an economic liability despite contributing in several ways to our society and economy
- Girls are less likely than boys to enroll in school.
CAUSES FOR GENDER-BASED VIOLENCE:

- Male domination in society.
- Lack of financial independence of women.
- Weak legal system.
- Over-expectation from women by family
- Showing Authority and power over women.
Clocking Violence
Crimes against women

RAPE
every 54 minutes

MOLESTATION
every 26 minutes

KIDNAPPING/ABDUCTION
every 43 minutes

EVE TEASING
every 51 minutes

DOWRY DEATH
every 102 minutes

CRUELTY ACT
every 33 minutes

CRIMINAL OFFENCE
every 7 minutes

These are just the reported statistics. The root cause of increasing violence and abuse of women in India has been the traditional, male-dominated attitudes. To address this root cause, it calls for seriously working with men.
మానవ కథ సిద్ధి మాదిరి రుచిసేది
మహా రిసర్రో చిత్రం

మహా రిసర్రో

హందురాం,
నాచిస్తున్న నాచించండి
నీ

వాంయని, సమాధుడు నీ
మాటం చాటండి

రామానాథుడు

28
FEMALE FETICIDE?

- It is defined as aborting a female fetus after sex determination test or pre-natal diagnostic test, which may include ultrasoundography, foetoscopy, placental tissue, sampling, amniocentesis etc.
Female feticide is the deliberate abortion of the fetus because it is female.
The sex of the fetus is determined through a sonography.
Violation of the fundamental human right to life
Female feticide is a punishable offense, sex determination tests are banned by law.
Preference of male child.
“Stigma / burden” (such as dowry) associated with female child.
Male domination in society.
Weak legal system.
CONSEQUENCES OF FEMALE FETICIDE:

- Given the lower value placed on women in Indian society, prenatal sex determination with the intention of preventing female births.
- The pregnant woman, though often equally anxious to have a boy, is frequently pressurized to undergo such procedures.
- Many women suffer from psychological trauma as a result of forcibly undergoing repeated abortions.
In rural area, as the number of marriageable women declines, men would tend to marry younger women, leading to a rise in fertility rates and thus a high rate of population growth.

The abduction of girls is an associated phenomenon.

More women are likely to be exploited as sex workers. Increases in molestations and rape are an obvious result.
This term describes a process which enables individuals to take control of their own lives (and that of others).

This may be achieved by means of access to resources, training and capacity-building and involves internal changes, individuals recognising their special merits and skills and effective ways to take part in and change society.
AFFIRMATIVE ACTION

- For women - or women’s promotion - is a concept aimed at ensuring equal conditions for women.
- It addresses the discriminatory mechanisms which affect women in all spheres of life by providing women with the tools necessary to cope with inequalities.
- Affirmative action is taken for women and with women. Conversely, the gender concept acknowledges disparities between the sexes; women’s promotion is one of its components to ensure equality between the sexes.
In the context of the gender concept, inequality is seen as a social and historical construct affecting both women and men in their lives and for which both have to assume responsibility.

The gender concept recognises differences between the sexes and encourages both men and women to address gender imbalances.

“The overall objective of the gender approach is the improvement of general socio-political conditions with the aim of enabling women and men to participate equally in the economic, political and social developments of their countries.”
INDICATORS OF WOMEN EMPOWERMENT:

- At the level of the individual woman and her household
  - Participation in crucial decision-making processes.
  - Extent of sharing of domestic work by men.
  - Visibility and recognition of women’s work.

- At the community and / or organization
  - Existence of women’s organization;
  - Allocation of funds to women and women’s projects;
  - Political Participation.

- At the national level
  - Awareness of her social and political rights
  - Integration of women in the general national development plan
  - Existence of women’s networks and publications
FACILITATING AND CONSTRAINING FACTORS OF EMPOWERMENT:

- The goals of the policy are to bring advancement, development and empowerment of women.
- Equal access to participation in decision-making, health care, quality education, career and vocational guidance employment, remuneration and providing safety and security
Mainstreaming gender perspective in development process; strengthening legal system aimed at elimination of all forms of discrimination against women

Women’s rights and entitlements from schemes- allocation of housing, opening bank account, employment in various programmes.
GENDER EQUALITY

- Gender equality refers to equal opportunities and outcomes for women and men.
- This involves the removal of discrimination and structural inequalities in access to resources, opportunities and services, and the promotion of equal rights.
- Equality does not mean that women should be the same as men.
- Promoting equality recognizes that men and women have different roles and needs, and takes these into account in development planning and programme.
GENDER DIVISION OF LABOUR

- Sexual division of labour results from the social differentiation introduced by the relations between men and women that attributed activities and roles according to the person’s sex.
- The specific tasks and activities were attributed to men and to women according to the socio-economic and cultural context. Both men women have multiple work roles.
- These include: production, reproduction, essential household and community services, and community management and political activities.
PRODUCTIVE ROLE

- Productive activities include all tasks which contribute to the income and economic welfare and advancement of the household and community.
- Both women and men perform a range of productive roles.
- Women’s productive roles can include cash and subsistence farming (whether or not they control any income from their labour), care of livestock, foraging in forests, food processing for sale, cottage or home based industries, and waged/formal sector employment.
REPRODUCTIVE ROLE

- Reproductive activities are those activities carried out to reproduce and care for the household.
- Responsibility for contraception and decision making about reproduction may be in the hands of women or men, depending on the cultural context.
- Child rearing is a reproductive role and often considered within the women’s domains, however men also play a significant and recognised role in many cultures.
- Women’s other reproductive roles include pregnancy, childbirth and breastfeeding.
Essential household and community services are those which must be carried out daily to meet the family’s and community’s basic needs, such as fuel and water collection, provision of shelter and clothing, cleaning, education, health care, care of the elderly and food processing and preparation.
ACCESS TO AND CONTROL OF RESOURCES

- The social (sexual) division of labour that attributes subordinate roles to women reduces at the same time their access to and benefits of resources.
- It often occurs that women have access to a specific resource, and at the same time they do not have any control over its use.
- Often women benefit from having access to resources, however, the women are limited to only use the resources of which they do not own and over which they cannot - in any way - exert control (i.e. control of agricultural land) or have any decision-making power.
- Actually, the control consists in taking decision(s) on the use of the resources and to have the opportunity to impose the choice on others.
GENDER APPROACH

- The achievement of equal control to resources is one of the most important objectives in the gender approach, because the power in taking decisions will guarantee the access to the resource as well as its benefits.

- That is why it is essential to focus on women’s strategic interests in order to guarantee their empowerment.
THE GENDER APPROACH IS DISTINCT IN THAT IT FOCUSES ON WOMEN AND MEN AND NOT ON WOMEN IN ISOLATION. IT HIGHLIGHTS:

- **the differences** between women’s and men’s interest even within the same household and how these interact and are expressed.
- **the conventions and hierarchies** which determine women’s and men’s position in the family, community and society at large, whereby women are usually dominated by men.
- **the differences among women and among men**, based on age, wealth, ethnic background and other factors.
- **the way gender roles and relations change**, often quite rapidly, as a result of social, economic and technological trends.
POWER AND EMPOWERMENT

Power

- Major feature underlying gender relationships
- Is relational - cannot exist in isolation of others
- Sustained at individual and relational level by broader societal forces
- Process that dynamically changes over time
- Connotes empowerment
POWER AND EMPOWERMENT

- Distinction between ‘power over’ and ‘power to’
- ‘Power over’ expresses dynamics of the relationship
  - Achieved when person can make the other to do something he/she would not have done
- ‘Power to’ expresses
  - ability, energy, competence to obtain some good
FORMS OF ‘POWER OVER’

- Reward
- Coercive
- Referent
- Legitimate
- Expert
- Informational
PRACTICAL GENDER NEEDS

- Practical gender needs are the concrete and practical needs women and men have for survival and economic advancement, which do not challenge the existing sexual division of labour, legal inequalities, or other aspects of discrimination due to cultural and social practices.

- Meeting practical gender needs in development programmes may include the provision of services such as clean water, shelter and health care, as well as income generating opportunities.

- If women are involved in decision making and training in new areas, strategic interests may also be addressed through such practical projects.
STRATEGIC GENDER INTERESTS

- Strategic gender interests refer to the relative status of women to men.
- They seek to bring about greater equality between men and women, and to eliminate various forms of sexual discrimination.
- Strategic interests may include legal rights, protection from domestic violence, increased decision making and increasing women’s control over their bodies.
- Practical needs and strategic interests are complementary. Practical needs may not be sustainable unless strategic interests are also taken into account.
<table>
<thead>
<tr>
<th>A. Practical Needs</th>
<th>B. Strategic Interests</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tend to be immediate, short-term</td>
<td>Tend to be long-term</td>
</tr>
<tr>
<td>Specific to certain women</td>
<td>Common for all women</td>
</tr>
<tr>
<td>Related to daily needs: food, housing, income, children’s health, etc.</td>
<td>Are related to a subordinate position: lack of resources and of education and training, vulnerability to poverty and violence, etc.</td>
</tr>
<tr>
<td>Easily identifiable by women</td>
<td>The foundation that explains the subordination as well as the potential for change is not always easily identifiable by women</td>
</tr>
<tr>
<td>Can be satisfied by accurate/precise elements: food, hand pumps, clinics</td>
<td>Can be satisfied by confidence building, improved self-confidence, political mobilization, strengthening of women’s organizations, etc.</td>
</tr>
<tr>
<td>A. Practical Needs</td>
<td>B. Strategic Interests</td>
</tr>
<tr>
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<td>-----------------------</td>
</tr>
<tr>
<td>The satisfaction of practical needs</td>
<td>The satisfaction of strategic interests</td>
</tr>
<tr>
<td>Tend to make the women beneficiaries and sometimes participants</td>
<td>Tend to make the women agent of change or empower them to become agents</td>
</tr>
<tr>
<td>Can improve women’s living conditions</td>
<td>Can improve the situation the women has in the society</td>
</tr>
<tr>
<td>Generally, does not change the traditional roles and social relations</td>
<td>Can give more power to women and transform the social relations</td>
</tr>
</tbody>
</table>
GENDER MAINSTREAMING

- a process rather than a goal. Efforts to integrate gender into existing institutions of the mainstream have little value for their own sake.
- We mainstream gender concerns to achieve gender equality and improve the relevance of development agendas.
- Such an approach shows that the costs of women’s marginalization and gender inequalities are born by all.
Women in the 21st Century are thought to have:

- Freedom of Speech
- Freedom to Vote
- Freedom of Choice
- Freedom of Religion
- Freedom from Fear
- Freedom from Torture
- Freedom from enslavement
- Freedom of Mobility
EQUAL RIGHTS FOR WOMEN
give now

STOP VIOLENCE AGAINST WOMEN
**Handout No. 1**

**Gender Versus Sex: An Analytical Tool**

Many people confuse the terms "sex" and "gender" or aren't sure what exactly they mean. This tool is designed to help us reach a simple, common understanding of the two terms.

Without going into the truth or falseness of the statements below, indicate next to each one whether it is about sex or about gender. Place a tick in the appropriate box.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Gender?</th>
<th>Sex?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Women earn less money than men do.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Men can't cook.</td>
<td></td>
<td></td>
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<tr>
<td>3. Women have larger breasts than men.</td>
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<td></td>
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<tr>
<td>4. A husband cannot follow his wife on a diplomatic posting.</td>
<td></td>
<td></td>
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<tr>
<td>5. Girls drop out of school more than boys do.</td>
<td></td>
<td></td>
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<tr>
<td>7. A man is the head of the household.</td>
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<tr>
<td>8. It is not the job of the father to change nappies.</td>
<td></td>
<td></td>
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<tr>
<td>9. Men don't cry.</td>
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<td></td>
</tr>
<tr>
<td>11. A wife cannot initiate sex with her husband.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. Women menstruate, men don't.</td>
<td></td>
<td></td>
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<tr>
<td>13. There are more male leaders than female leaders.</td>
<td></td>
<td></td>
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<tr>
<td>14. A girl cannot propose marriage to a boy.</td>
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<td></td>
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<tr>
<td>15. Women cannot be religious leaders.</td>
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<td></td>
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<tr>
<td>16. Women are natural child care providers.</td>
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<td></td>
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<tr>
<td>17. There are more male miners than female miners.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18. A man cannot get pregnant.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19. The man is the breadwinner.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20. Men make good doctors, women make good nurses.</td>
<td></td>
<td></td>
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</tbody>
</table>
Thank you!