

DoSt 7 Gender Lens

An Information, Education and Communication (IEC) Material on Gender and Development (GAD)



Why GAD?

Because GAD ...

< Seeks to ensure that you can participate in, and benefit from, development in a way that is equitable.

< GAD is about you ... for you to have control over your own life and the ability to influence the society in which you live so that it will be more just.

GAD is about being faithful to the principle that

Development is for all!



Fairness and equity demands that everyone in society, whether male or female, has the right to the same opportunities to achieve a full and satisfying life.

Why do I have to be aware on GAD?

As a Civil Service Servant ...

We are mandated by national laws and international treaties/Commitments

We are custodians of peoples' trust. We have the power, knowledge, skills and resources to make development work for all

Being Gender Sensitive Means . . .

Taking women and men seriously

SEEING – women and men, what they actually do, rather than relying on assumptions

HEARING – women and men, their needs, priorities and perspectives

RESPECTING – women and men's views and **human rights**

The Universal Declaration of Human Rights

Article 1 -Right to Equality

Article 2 -Freedom from Discrimination

Article 3 -Right to Life, Liberty, Personal Security

Article 5 -Freedom from Degrading Treatment

Article 6 -Right to Recognition as a Person before the Law

Article 19 -Freedom of Opinion and Information

Article 22 -Right to Social Security

Article 23 -Right to Desirable Work

Article 26 -Right to Education

Article 27 -Right to Participate



WHAT IS GENDER?

Gender is . . .

A socially and culturally constructed behavior which can be changed such as:

< **Women can do traditionally male jobs like carpentry, equipment repair, driving etc.**

< **Men can take good care of the children**

Gender . . .

Uses terms like masculine and feminine. It answers –

< **Are Women born Feminine?**

< **Are Men born Masculine?**

Gender role. . .

Roles assigned to men and women based on their gender

<Ex. **Men are the Provider, Breadwinner (yet now changed to being a joint responsibility of both men and women)**

