

Gender Issues

What are gender issues?

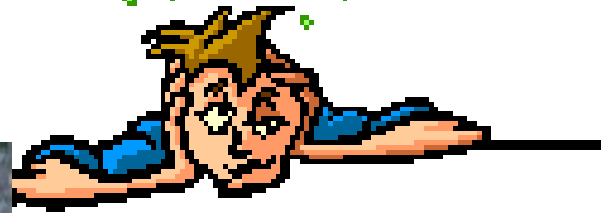
These are gender-linked beliefs (ideas, attitudes and behavior), systems, processes, conditions and situations that **BLOCK, HINDER** or **PREVENT** an individual's (man or woman) attainment of full potentials (or satisfying life)

What are the gender issues?

1. Gender-linked “labeling” (Stereotyping)
2. Multiple Burden
3. Canalization
4. Marginalization and Subordination
5. Abuse and gender-based Violence

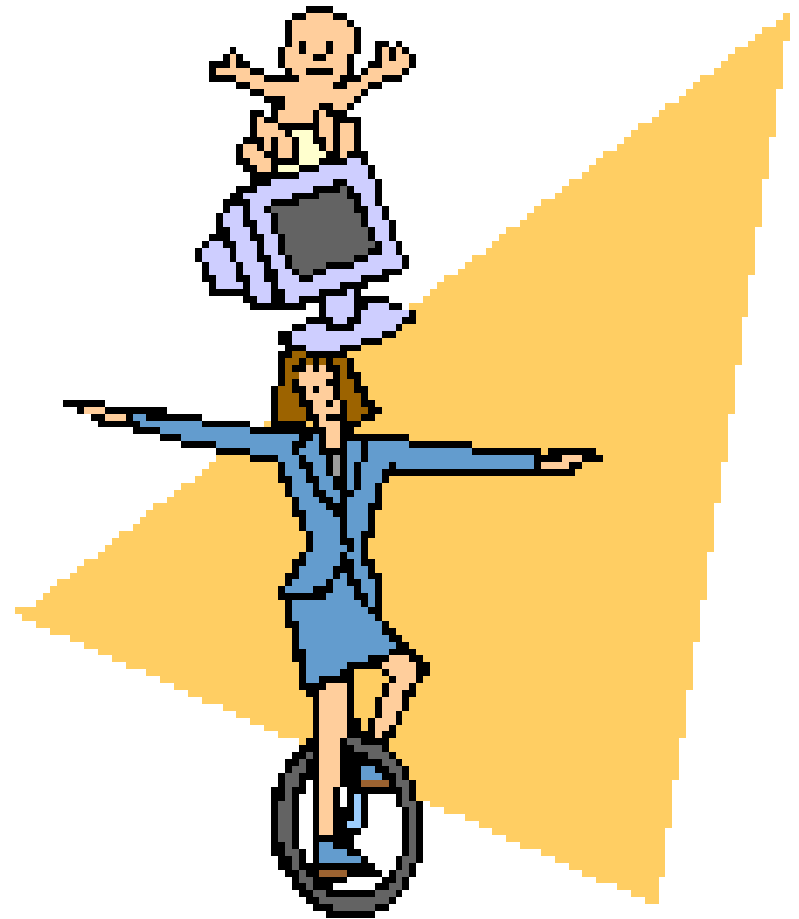
What are gender-linked “labels” (stereotypes)?

- Automatic labels, characteristics or roles given to men and women
- Fixed, unquestioned gender-linked beliefs that are dictated by culture and society



What is multiple burden?

Assumption and performance of several tasks or responsibilities



What is canalization?

- Putting men or women in a “box,” thereby preventing them from achieving their full potentials
- Removing men or women from the mainstream of society



What is marginalization/ subordination?

- Treating a person (usually women) as second-class citizen
- Preventing or blocking a person from going up the ladder on the basis of his/her sex

What is gender-based abuse/violence?

- Inflicting pain/injury. The abuse or violence is done in the name of gender (social and cultural stereotyping).
- **Caused by sexism (not by male biology).**
- **Violence is used to establish, enforce or perpetuate gender inequality.**
- **It could be**
 - **Physical (battering)**
 - **Emotional/Psychological (threatening)**
 - **Verbal (insulting)**
 - **Financial**
 - **Sexual (rape, incest, perversions)**
 - **Forced prostitution**

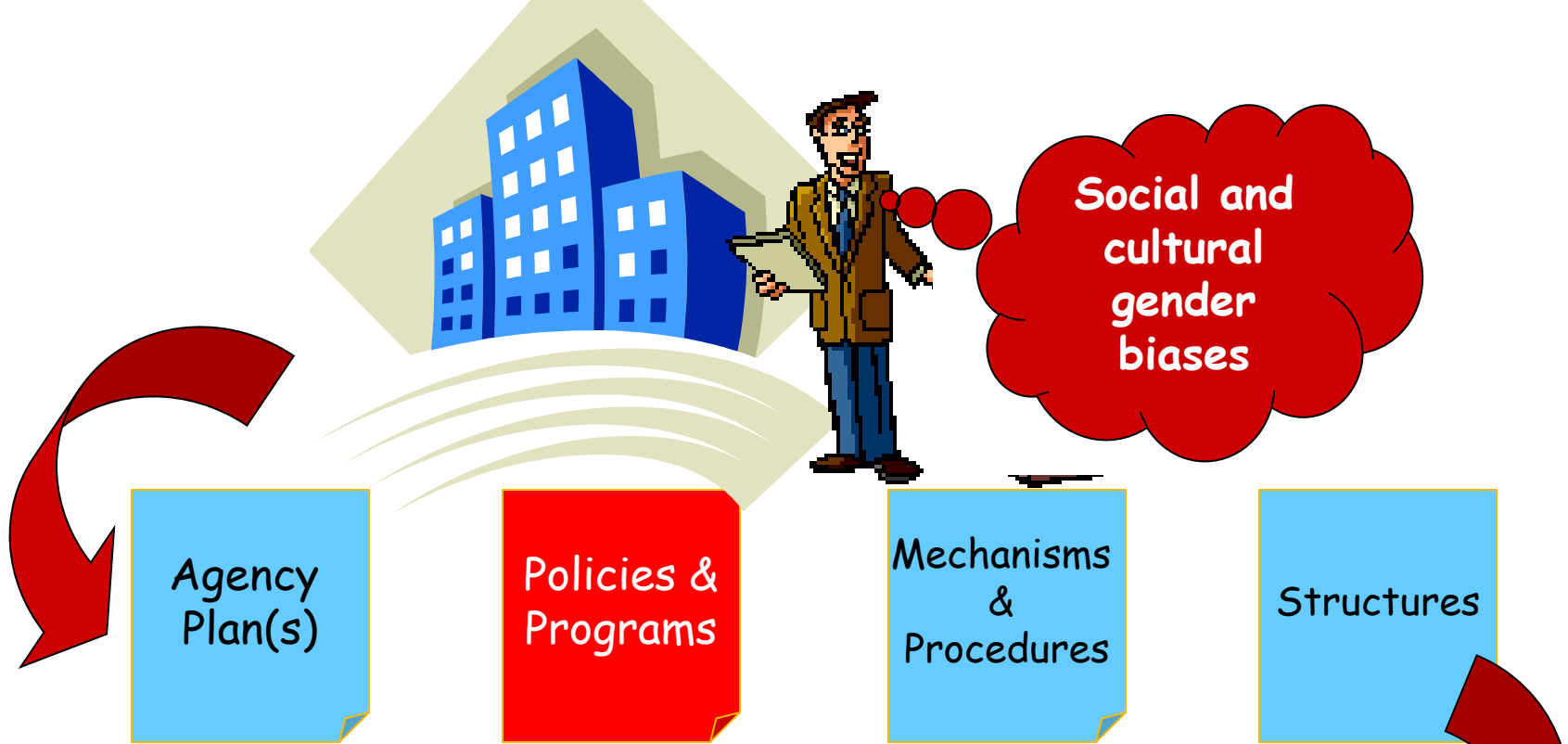


**We can also be
gender-
insensitive
(sexist)**

...as individuals

...as an office

...as a community



Gender Issues

affect...

- Clients
 - Individuals
(woman/man/child)
 - Families
 - Communities
- Offices/Organizations
 - Offices/Organizations (plans, policies, programs, etc.)
 - Staff/Employees/Workers

What can we do?

*We should address the gender
issues....*

end