

GENDER SENSITIVITY

DOST VII

Being Gender Sensitive is understanding that this:

- **SEEING** – women and men, what they actually do, rather than relying on assumptions
- **HEARING** – women and men, their needs, priorities and perspectives
- **COUNTING** – valuation of women's work
- **RESPECTING** – women and men's views and human rights
- **CARING** – about women and men and what happens to them through development programs

Being Gender Sensitive is respecting the rights of every person

- The Right to Property (Article 17)
- The Right to Social Security and to ECS Rights (Article 22)
- The Right to Work (Article 23)
- The Right to Rest and Leisure (Article 24)
- The Right to an Adequate Standard of Living (Article 25)
- The Right to Education (Article 26)
- The Right to Participate in Cultural Life (Article 27)

* Universal Declaration of Human Rights

Sex Defined

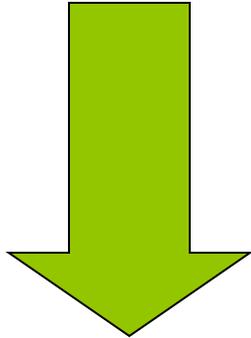
- Sex refers to the TWO categories of being Male and Female – needed for the act of mating to result in biological reproduction.
- Sex is biologically determined (external genitalia or sex organ; chromosomal make-up; qualities of hormones)
- Sex is constant across time, across different societies and cultures

Gender Defined

- Gender refers to the differentiated social roles, behaviors, capacities, intellectual, emotional and social characteristics attributed by a given culture to women and men. It is what makes one masculine or feminine
- Gender is socially determined and a learned behavior
- Gender changes across time, places and cultures

SEX

BORN WITH

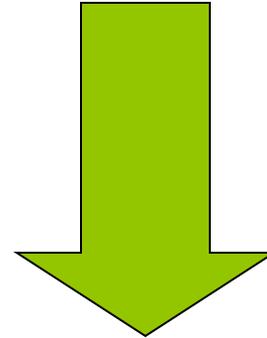


CANNOT BE CHANGED

- only women can give birth
- only men can produce sperm

GENDER

SOCIALLY CONSTRUCTED



CHANGEABLE

- women can do traditionally male jobs
- men can take good of children

The confusion between sex and gender gives rise to such stereotypes as:

- Men:
 - Physically stronger, then, they
 - are better engineers, architects, welders
 - or carpenters. They are the protectors of
 - women.
- Women:
 - Physically weak, then, they need protection
 - from men. They are better nurses,
 - teachers, secretaries, and retail salespersons.
 - They need to be protected by men.

The confusion between sex and gender gives rise to such stereotypes as:

- Men:

Bravery, aggressiveness, independence, and the ability to control emotions are traits of men.

- Women:

Timidity, passivity, while emotionally dependent demonstrative, loving, self sacrificing and being peaceful are traits of women.

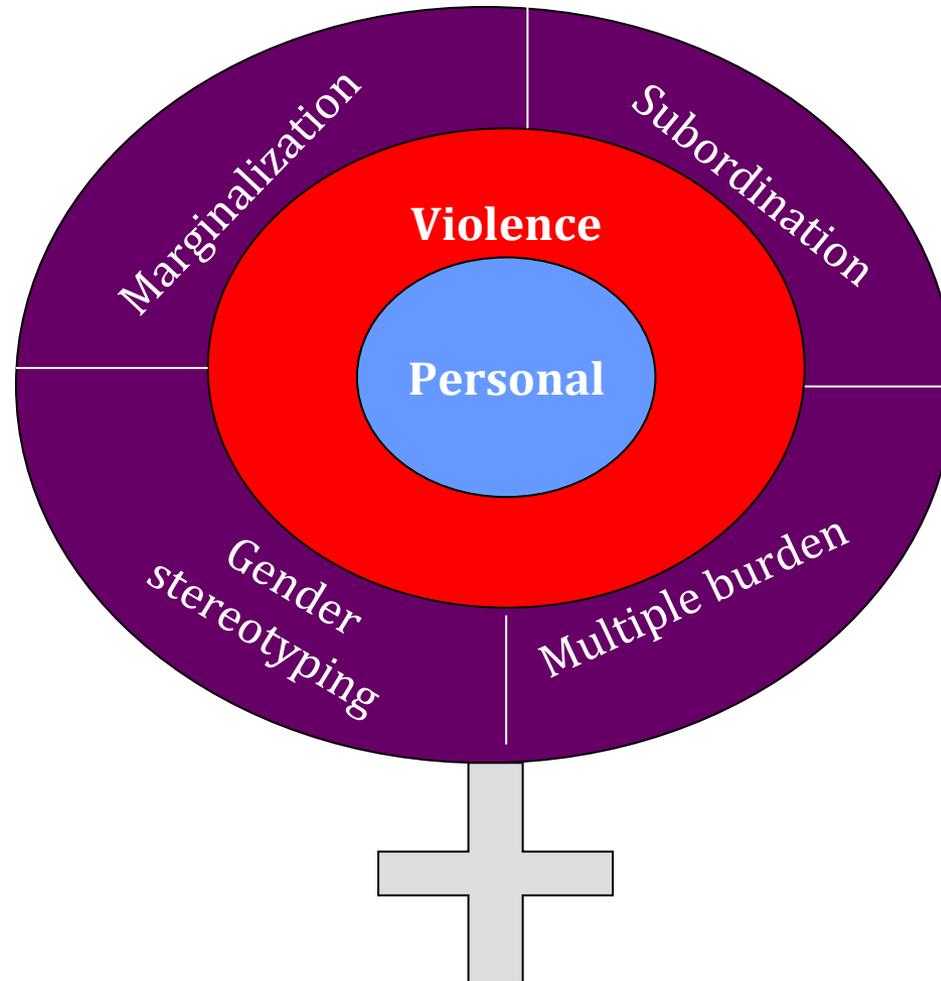
Being Gender Sensitive is to end GENDER STEREOTYPES

- It is the tendency or attitude, to ascribe particular traits, characteristics and roles distinctly to men and particular traits, characteristics, roles distinctly to women.
- The assumption behind stereotyping is that the ascribed attributes of men apply to all men and that of women apply to all women in a given society.

Sex and Gender Roles

- Gender norms – way by which a society expects men and women to behave and the different values associated with being a boy or a girl, man or woman.
- Gender-based behavior – socially constructed according to what they believe to be differences in male/female behavior; transmit such belief to future generations; with culture and society influencing mainstream views in differentiating men and women

GENDER ROLES RESULT IN GENDER BIASes



Being Gender Sensitive is recognizing that gender biases impede development

For Gender Bias prevents people from attaining their full potentials (which will enable them to become effective contributors to development)

Discrimination based on sex is among forms of discrimination prohibited (Universal Declaration of Human rights).

Principle of non-discrimination is the cornerstone of human rights principles

How then can you say that one is gender sensitive?

★ You respect every person/individual, regardless of age, ability (physical or mental), belief/religion, educational attainment, race, ethnic group, status in society, marital status, region of origin, color, sexual orientation and gender identity

Need to do

- The challenge is to strike an appropriate balance of gender roles between men and women/boys and girls, **through education and training**, given that gender, role differences and stereotyping are socially constructed.
- Gender role stereotyping and consequent subordination of women to men is a deterrent to development. Thus, it is important to address them in development planning.

Need to do

- Gender concerns and issues in development are often overlooked in development because top level management and specialists often think that their programs have nothing to do with gender.
- It is important for development practitioners to determine practical and strategic needs borne out of a thorough assessment so that appropriate interventions will impact and benefit women and men.