

**Gender?**



# GENDER ...

Refers to the economic, social, political and cultural attributes, constraints and opportunities associated with being male or female.

The social definitions of what it means to be male or female vary among cultures and change over time.

OECD, 1998

# Sex...

refers to the biological differences between women and men....

# Sex and Gender

## Sex...

- Biological
- Universal
- Does not change  
(usually)
- Differences

## Gender...

- Social, learned
- Culture-specific
- Changes over time
- Relations

# Gender Disparities

- Refer to differences in men's/boys' and women's/girls' access to education, health, services, resources, status and power. Gender disparities often favor men and are institutionalized through laws and customs.

# Gender Discrimination

“*Any 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 ... of their human rights and fundamental freedoms in the political, social, civil, cultural or any other field.” (CEDAW)

# Gender Equity

The process of being fair to women and men. To ensure fairness, measures must be available to compensate for historical and social disadvantages that prevent women and men from operating on a level playing field. (CIDA)

# Gender Equality

The enjoyment of human rights, socially valued goods, opportunities and resources, and of the benefits from development results ... without regard to gender.



# Gender Equity and Equality

“Equity” is the means; “equality” is the result of more equitable policies, programs, institutions and distribution of resources. (IGWG)

# Gender Analysis Questions

- *How will gender relations affect the achievement of sustainable results?*
- *How will proposed results affect the relative status of men and women?*

# Gender Analysis

- *How will gender relations affect the achievement of sustainable results?*

# Constraints and Opportunities

- Gender-based constraints are factors that inhibit men's or women's access to resources, participation, time use, mobility, rights and exercise of power based on their gender identity.
- Gender-based opportunities are factors that facilitate women's and men's equitable access to resources, participation, time use, mobility, rights and exercise of power.

# Gender Analysis

- *How will proposed results affect the relative status of men and women?*

# *How will gender relations affect ... sustainable results?*

- How will proposed activities affect the relative status of men and women?
- What is the impact of the project on:
  - Access and control over resources by different individuals and groups?
  - Validation or challenges to different people's knowledge, beliefs and practices?
  - Different peoples' interests and needs?
  - Participation of different individuals and groups?

# Gender Integration

... means taking into account both the differences and the inequalities between women and men in program planning, implementation and evaluation.