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Gender workshop - Part I

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Gender Mainstreaming

Goals of the workshop

Introduce and explain major concepts related to gender and human rights

1. What is gender? Difference between sex and gender
2. Gender Equality
3. Gender Equity
4. Equal opportunity
5. Equal Opportunity Employment vs. Affirmative Action
6. Gender Mainstreaming
7. Gender budgeting & gender analysis



Gender & the burning question

The burning question

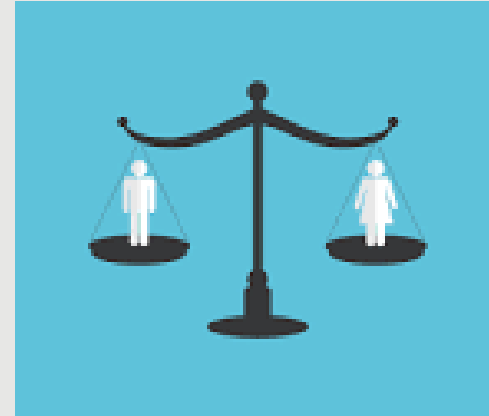
Write the single burning question that has always bothered you about “gender”



Is Gender Invisible?

Cultural baggage (20 mn)

- You have to flee to a deserted island (no electricity), and can only take along one small bag with 5 items. Fit in FIVE real items without which you will not leave .You have 5 to 7 mn to compile your list. Do not write your name.



Do you want a boy or a girl?

Imagine each one of you will give birth to a child in 5 mn from now: what would you choose the sex of the child to be and why? (list the qualities/characteristics associated with boys or girls on a piece of paper)

Discuss the choices



Difference between Sex & Gender

Exercise 1 (10 minutes):

Indicate whether the statement is based on sex (S) or gender (G)

1. Women give birth to babies, men don't
2. Little girls are gentle, boys are tough
3. Women can breastfeed babies 'men can bottle-feed babies
4. Most building-site workers in Jordan are men
5. Men's voices break at puberty 'women's do not
6. Boxing is for men
7. Women menstruate



Gender concepts:

Defining Sex & Gender

Sex

- Refers to the physical/biological differences between males and females
- Determined by biology
- Does not change (without surgical intervention).



Gender concepts: Defining Sex & Gender

Gender

- Refers to the social differences between males and females
- Determined by social factors—history ‘culture ‘tradition ‘societal norms ‘religion
- Involves the socialization for boys and girls ‘men and women that determines roles ‘responsibilities ‘opportunities ‘privileges ‘limitations ‘and expectations that are different in different cultures.



Gender concepts: Defining Sex & Gender



1. Universal
2. Does not change over time
3. Can not be changed
4. Is determined by physiology
5. One is born with it
6. Is perceived as an anatomical difference
7. Is designated by nature (at conception)
8. A set of physical and biological characteristics

1. Varies from place to place
2. Changes over time
3. Can be modified
4. Is socially constructed
5. It is learned
6. Is perceived through behaviors, and ideas
7. Is assigned by society (from birth to death)
8. A set of cultural, social, and psychological traits

Gender concepts: Gender Equality

Equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.



Gender concepts:

Gender Equality

Equality between women and men is seen both as

1. a human rights (social justice) issue and

2. as a precondition for, and indicator of, sustainable, people-centered development



Gender concepts: Gender Equality & Equal Opportunity



- **Gender equality** refers to the **equal rights, responsibilities and opportunities** of women and men and girls and boys.
- "Gender equality requires **equal enjoyment** [and **equal access**] by women and men of socially-valued **goods, opportunities, resources and rewards.**"
(<http://web.unfpa.org/gender/resources3.htm#2>)

Gender concepts: Gender Equality

When there is gender inequality, it is women that are more likely to be disadvantaged and marginalized



Gender concepts:

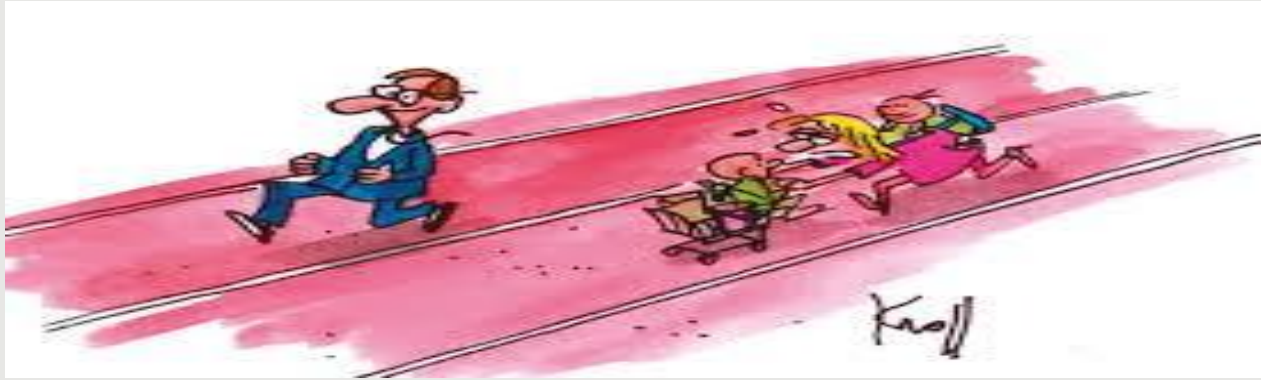
Gender Equality

Gender inequality means men suffer too, though in **different ways**:

1. Great social pressure to provide for family:
greater suicide rate among unemployed men
2. Societal norms also deny them opportunities of being more nurturing towards their children and wife (problem lately addressed by work/life balance policies for all)



Gender concepts: Gender Equality



It remains true that women have the greater share of disadvantages.

Gender concepts:

Gender Equality

Although men suffer too when there is gender inequality, when there is gender inequality, it is women that are more likely to be disadvantaged and marginalized

Consequently,

- gender equality is the concern of all

and

- changes must be brought about for both men and women

Gender concepts:
Gender Equity

What is the difference between

Gender Equality & Gender Equity?

Gender concepts:

Gender Equity

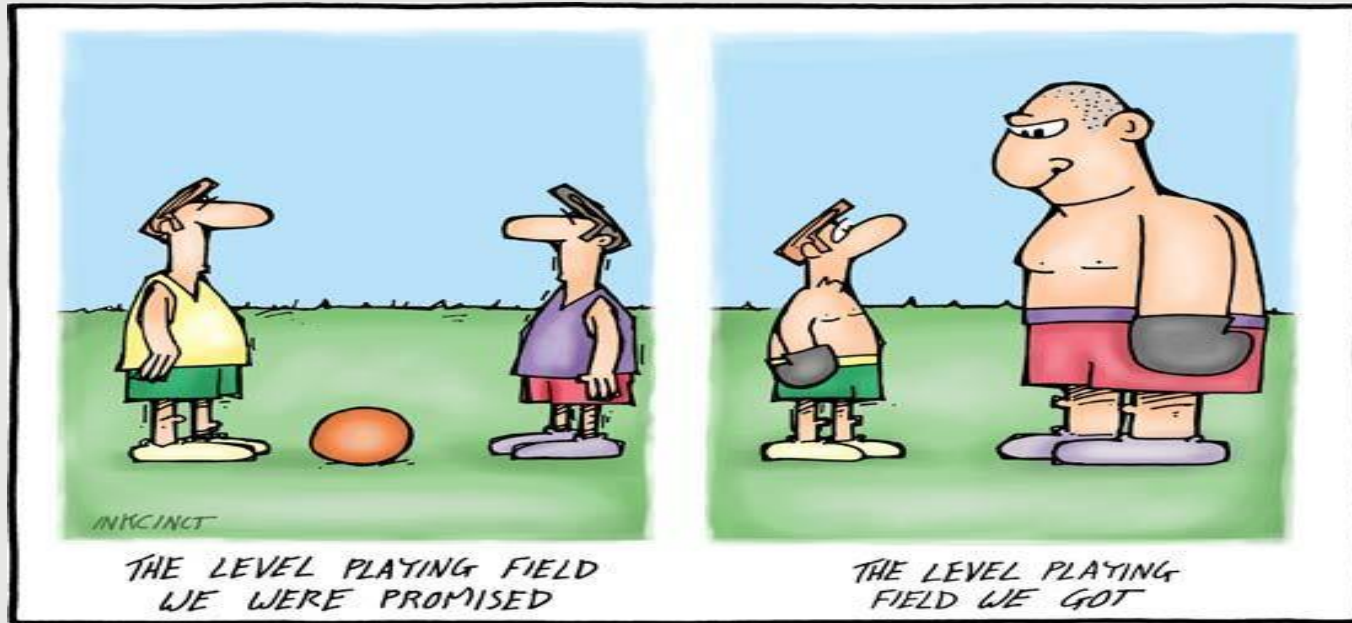
- Gender equality, as defined above, **does not** often result in equal outcomes for men and women.
- In other words, **equal opportunity and equal access to resources does not necessarily lead to equality in outcome.**
- Being given the same chances in life is not sufficient to bring about true equality.

Gender concepts:
Gender Equity

What is the difference between

Gender Equality & Gender Equity?

Gender concepts: Gender Equity & Level Playing Field



Gender concepts: Gender Equity



Gender concepts:

Gender Equity & Level Playing Field

- Women and men have different needs and experiences and accommodation should be made for these differences.
- For example, giving boys and girls equal access to all the courses offered in a school may not result in girls taking advantage of this opportunity if some courses are predominantly filled with male students and have only male teachers.

Gender concepts:

Gender Equity

Providing women and men with the same opportunities (Equal Opportunity) is the first step;

but for true gender equality to be achieved there is a need for **gender equity**.

Gender concepts:

Gender Equity

"Gender equity is the process of being fair to women and men." (UNFPA)

Women and men should not only be given equal access to resources and equal opportunities, but they should also be given the means of benefiting from this equality

Gender concepts:

Gender Equity

The different life experiences and needs of men and women are taken into consideration and compensation is made for women's historical and social disadvantages

The lower status of women in society often constitutes a handicap and provisions should be made to redress this inequality before they can take advantage of the opportunities provided

Gender concepts:

Gender Equity

Gender equity thus serves to level the playing field and empower women. Therefore, we can say that

equity is essential to achieve true equality

<https://leanin.org/education/creating-a-level-playing-field>

Gender concepts:

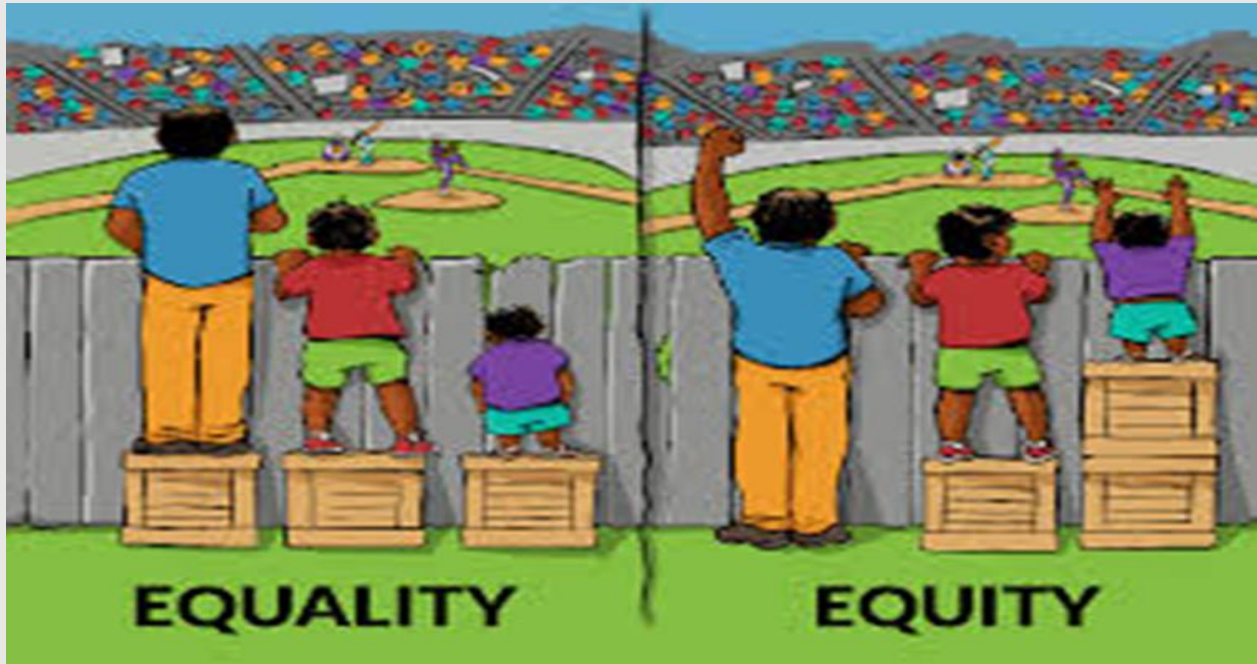
Equal Employment Opportunity

Equal Employment Opportunity prohibits employers from discriminating against anyone. It attempts to ensure that all applicants, males-females and all races have a fair opportunity in:

1. a hiring process,
2. in competing for promotions,
3. and equal access to training/professional development opportunities.

Gender concepts:

Gender equity



Gender concepts: Gender Justice

Gender justice entails

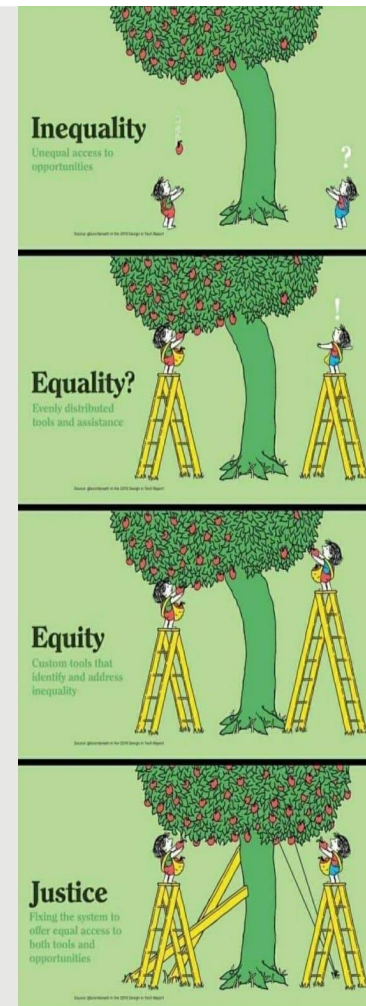
ending the inequalities between women and men that are produced and reproduced in:

The family

The community

The market

The state

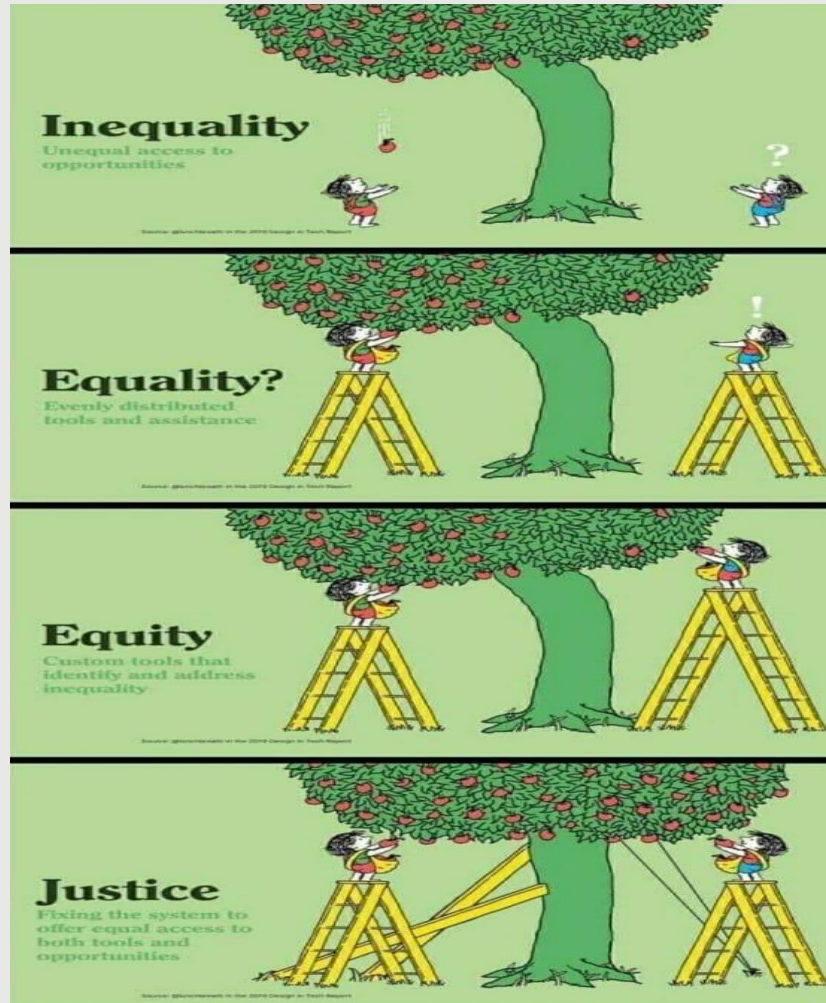


Gender concepts:

Gender Equality

Gender Equity

Gender Justice



Gender Concepts

Equal Opportunity Employment vs. Affirmative Action

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Are these two expressions of the same idea/concept?

Gender Concepts

Equal Opportunity Employment

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Equal Employment Opportunity prohibits employers from discriminating against anyone. It attempts to ensure that all applicants, males-females and all races have a fair opportunity in:

- a hiring process,
- in competing for promotions,
- and equal access to training/professional development opportunities.

Gender Concepts

Equal Opportunity Employment

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- The Equal Employment Opportunity law requires that employers evaluate all job applicants fairly, without using their race, ethnicity, sex, age, religion or physical disability as a means for discrimination against them.
- Once a worker is hired, the Equal Employment Opportunity Act also mandates that employers extend job training and promotions equally to him/her, regardless of any physical differences or personal beliefs he/she may possess.
- EOE usually applies to companies that employ at least 15 people

Gender Concepts

Equal Opportunity Employment

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- Affirmative action plans (AAPs) define an employer's standard for proactively recruiting, hiring and promoting women, minorities, disabled individuals and veterans.
- Affirmative action is deemed a moral and social obligation to amend historical wrongs and eliminate the present effects of past discrimination. AAPs include numerical measures with the intent of increasing the representation of minorities or marginalized groups (women, Blacks, etc.).
- AAPs are often voluntary (except big US federal contractors)

Gender Concepts

Equal Opportunity Employment vs Affirmative Action

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- Both AA and EOE are aimed at equality in the workplace and in colleges, but they achieve this in different ways.
- EOE merely prevents an employer from discriminating against hiring a possible employee because of race, sex, age, or handicap. AA, however, attempts to establish equality in the workplace by directly controlling the number of minorities and other discriminants in the workplace.
- For example, a business may hire so that its workforce is 40% caucasian, 30% black, 20% latino, and 10% miscellaneous.
- In Lebanon, confessional quota to include all groups in gvt

Gender Concepts

Equal Opportunity Employment vs Affirmative Action

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- Affirmative Action is a proactive method of hiring that encourages employers to seek out members of historically oppressed groups, including individuals of minority races and women, for qualified positions in their companies.
- In this way, Affirmative Action is a more direct way of ensuring diversity than the Equal Employment Opportunity law.
- Corporations that participate in Affirmative Action may also provide specialized training and assistance to help women and minorities work up to management roles.

Gender Concepts

Equal Opportunity Employment vs Affirmative Action

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- In other words, Affirmative Action is a remedy with concrete measures to address past practices of discrimination.
- Affirmative Action was designed to level the playing field for
 - 1. Women,
 - 2. Minorities
 - 3. Individuals with disabilities

Gender Concepts

Equal Opportunity Employment vs Affirmative Action

Some misconceptions about AA:

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- 1. Affirmative Action does not mean that managers are expected to hire unqualified applicants.
- 2. Additionally, Affirmative Action quotas are not automatic. The implementation of quotas must be ordered by a court of law. Affirmative Action is usually implemented as a voluntary goal oriented program, but can be required in some cases.

Gender Concepts

Affirmative Action

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AA is considered unfair by some:

- “An employee should be hired based solely on their abilities and skills pertinent to the job, and race, gender, age, and handicap should not be taken into account (unless the job description specifies otherwise). AA attempts to achieve equality in an unfair way. If two candidates apply for the same job, and one is more qualified, but the other better fits the racial requirement in order to achieve the desired equality, the less capable applicant will get the job, which is unfair.”
- Remember UNFPA’s definition of Gender Equity, which AA in a way helps materialize concretely:
- "Gender equity is the process of being fair to women and men."

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