GENDER and DEVELOPMENT Basic Concepts

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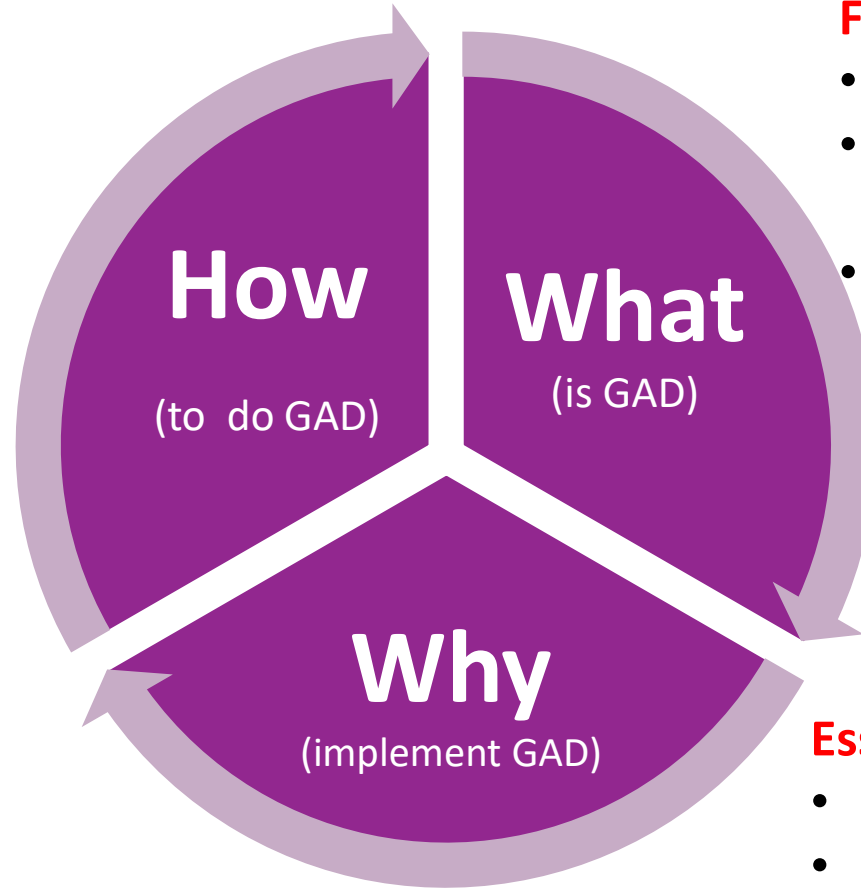
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Flow of discussion

Directional requirements
- Gender mainstreaming

Foundational concepts
- Sex and Gender
- Socialization of power (and discrimination)
- Manifestations of Gender Bias

How (to do GAD)

What (is GAD)

Why (implement GAD)

Essential instrumentalities
- Compliance to requirements
- Commitment to principles
- Obligations to development

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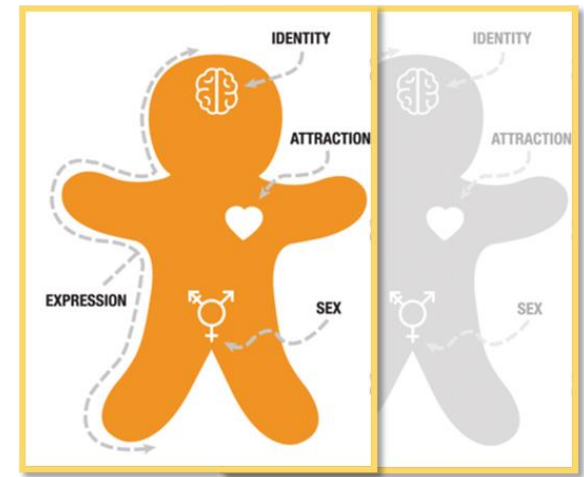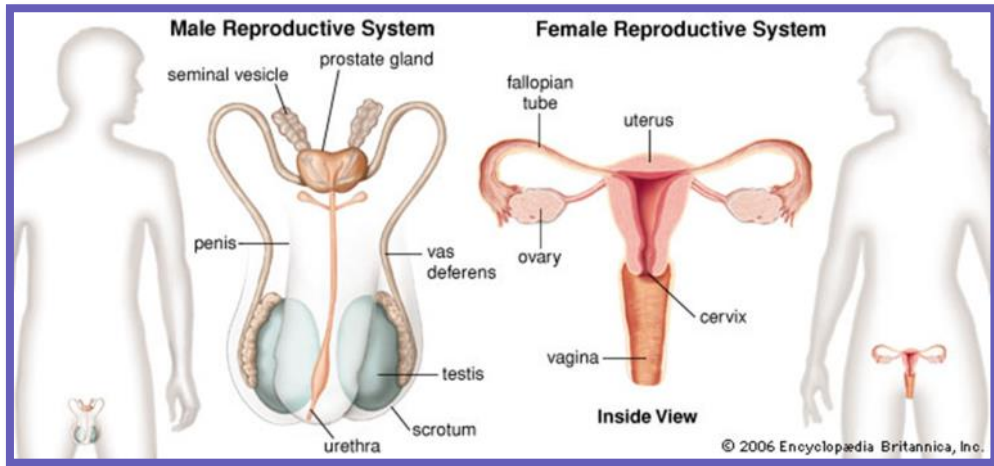
Foundational Concepts of GAD

GENDER and DEVELOPMENT (MCW)

- Development **PERSPECTIVE** and **PROCESS** that is
  - Participatory and empowering
  - Equitable
  - Sustainable
  - Free from violence
  - Respectful of human rights
  - Actualization of human potentials
- Seeks to achieve **GENDER EQUALITY** as a **FUNDAMENTAL** value that **SHOULD** be reflected in development **CHOICES**
- Contends that women are **ACTIVE AGENTS** of development

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"Sex"
- **biological** differences between women and men
- **permanent** and **universal**.

Male Reproductive System
- seminal vesicle
- prostate gland
- penis
- vas deferens
- testis
- scrotum
- urethra

Female Reproductive System
- fallopian tube
- uterus
- ovary
- cervix
- vagina

Inside View

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"Gender"
- socially **constructed**
- **social relations** between women and men
- the **relationship** between women and men, girls and boys,
- Gender **roles** are **dynamic** and change over time.

IDENTITY
ATTRACTION
EXPRESSION
SEX

Gender socialization is the process by which individuals are informed about norms, traditions, behaviours, associated in our assigned sex usually during our childhood development
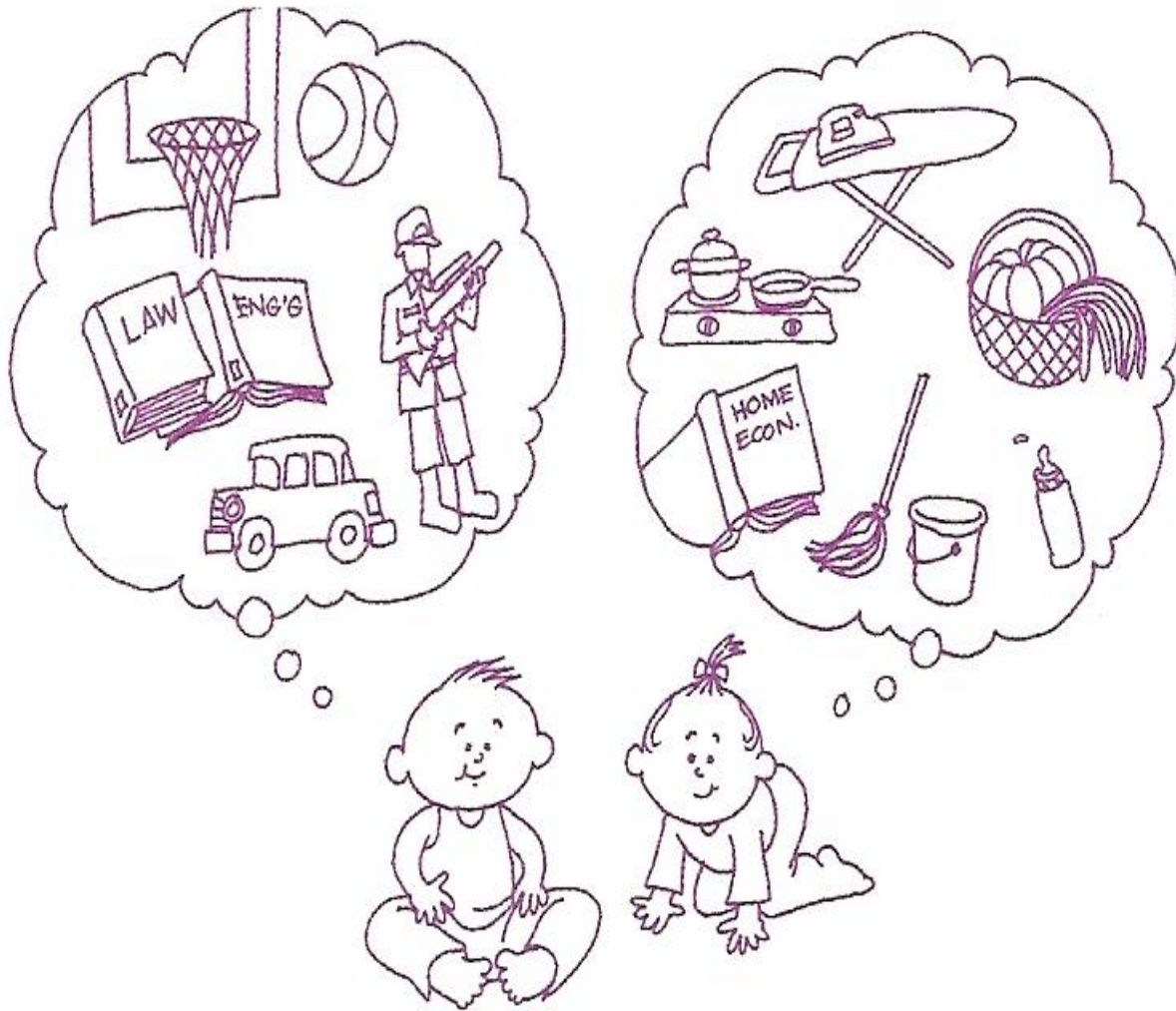
Agents/Institutions of Socialization

- Manipulation
- Canalization
- Verbal Appellation
- Activity Exposure

- Religious teachings
- Declaration and interpretations of faith based doctrines
- Institutional structures and symbols

- Formal curriculum
- Hidden curriculum
- Absent curriculum

- Portrayals
- Narratives
- Images
- Actors
- Decision makers

- Laws
- Policies
- Commitments and Principles

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POWER and/in relationships/roles etc.

POWER

"Power over"- one's **ability** to dominate others, to make them do what you want.

"Power to" - one's **ability** to act on his/her own. Intellect, resources, and knowledge are among the sources of such power.
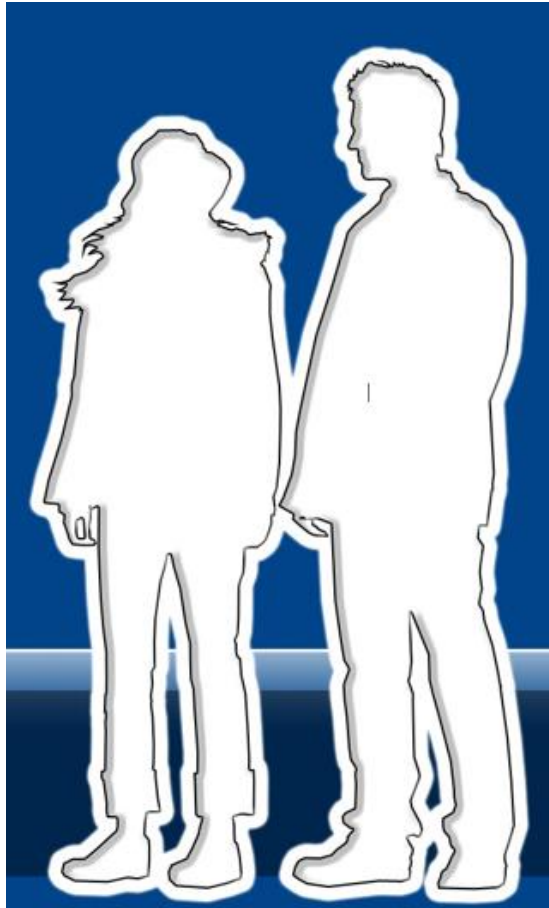
"Power with" - one's **ability** to cooperate with others to accomplish something.

"Power within"- is related to person's sense of self worth and self knowledge, it includes the **ability** to recognize individual differences. It **allows** people to recognize their "power to" and "power with"

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Sex Roles and Gender Roles

Sex Roles
General set of expectations attached to being a man / woman.

Gender Roles
Learned behaviors in a given society/community, or other special group, that condition which activities and responsibilities are perceived as male and female.

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Poll Questions

1. Pumapasok ako sa opisina dahil kailangan kong kumita.
   - ❑Yes (kailangan ko ang pera)
   - ❑No (hindi ko kailangan ang pera)

2. Kasama sa aking mga inaalagaan bilang dependent ay (pwede ang multiple answers)
   - Anak
   - Magulang
   - Kaanak na PWD
   - At iba ba i.e._____

3. Sa iyong palagay, kapag may pangangailangan ang anak (i.e. nagkasakit, may meeting sa school, etc.) at parehong nagtratrabaho ang magulang, sino ang MAS DAPAT mag-leave / o lumiban sa trabaho para mag-alaga?
   - ❑Nanay
   - ❑Tatay
   - ❑Pareho dapat mag leave

The world of WORK

Productive Role - Involves producing goods and services for consumption and trade. (i.e. paid work)

Reproductive Role - Involves care and maintenance of the household and its members - including bearing and caring for children, food preparation, water, fuel collection, shopping, housekeeping, family care.(i.e. unpaid work, invisible in the economy)

Community Role - Involves the collective organizations of social events and services. Involves considerable volunteer. (i.e. volunteer as "who is free to attend")

GENDER ROLES	
MALE	FEMALE
Productive Role	Reproductive Role
Community Role	

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Manifestations of Gender Bias

Stereotyping

Preconceived ideas whereby females and males are arbitrarily assigned characteristics and roles determined and limited by their gender.

Gender stereotypes

if you say that men are better than women, you're stereotyping all men and all women. If you say that all women like to cook, you are stereotyping women.

Sexual orientation stereotypes are also common These stereotypes occur when you have negative views on gays, lesbians, and transgender individuals. People who have these negative views are often known as homophobic.

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Manifestations of Gender Bias

Marginalization

Process of **pushing a particular group or groups of people to the edge of society** by not allowing them an active voice, identity, or place in it.

Subordination

Act of giving someone or something less importance of power.

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Manifestations of Gender Bias

Multiple Burden

A term used to describe the situation of women who perform paid work outside the domestic sphere as well as homemaking and child-care work inside the home. .

- Male spouses with wives working outside localities failed to perform parental responsibilities due to lack of knowledge on parenting.

Gender Based Violence

GBV involves the abuse of **power**.

Unequal power relationships based on socially ascribed gender differences.

Any harmful act that is perpetrated **against a person's will**.

Often used interchangeably with the term **"Violence against women"**

Why implement GAD?

- GAA: GAD Budget =5%++,
- COA (AOM)

- International :
  - CEDAW, BPfA
  - MDGs to SDGs
- National :
  - PH Constitution, MCW etc **(Women as equal partner in Nation Building)**
  - PPGD (1995-2025) **(Women's Empowerment and Gender Equality)**
  - Ambisyon Natin 2040 **(Pamilyang Pilipino: Matatag,Maginhawa,Panatag**
  - PDP 2016-2022 **(Malasakit, Pagbabago, Patuloy na Pag-unlad)**

Compliance

Commitment

Obligation

- Gender equality
- Participatory governance
- Inclusive growth
- Freedom from hunger and poverty
- Just and humane society

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DEVELOPMENT

- Development aims at the **fulfillment of three basic human needs**:
  - the ability to **provide for** basic necessities;
  - the ability **to become** persons with identity, dignity and self-esteem; and
  - the **exercise of** freedom and responsibility.
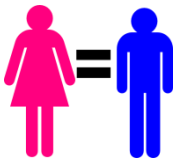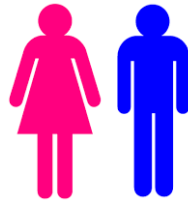
Development should thus
- **increase the availability** and widen the distribution of basic life-sustaining goods...food,shelter,clothing
- **raise levels** of living not only in terms of increased income but also **better education and greater attention to humanistic and cultural values that enhance self-esteem;** and
- **expand the range of social** and economic choices of individuals by **freeing them from servitude** and dependence not only in relation to other people but also from the forces of ignorance and human misery. (PCW,2005)

Role of Government Agencies

1. **Human Development and Poverty Reduction-** improve quality of life of people through broad-based approach in the delivery of services
   - Protection of the marginalized and vulnerable sectors; promotion of equal gender opportunities in all spheres of public policies and programs

2. **Participatory Governance-**enhance citizen's participation in gov'tal processes
   - (i.e. Empowerment and equal participation in decision making in all levels of governance)

3. **Economic Development** -on the promotion of rapid, inclusive, and sustained economic growth.
   - Deep and wide distribution of economic opportunities, jobs that empower people
   - (i.e. Economic opportunities for women, equal value of labor, participation on decision making)

4. **Infrastructure**- Build, Build,Build for the 10pt socio-econ agenda
   - Equitable access to infra services (i.e. Gender sensitive and gender responsive infrastructures)

5. **Security, Justice and Peace-** preservation of national sovereignty and rule of law, promotion and protection of human rights
   - (i.e. Promotion and protection of women's rights, women's equal access, opportunities, participation and decision making in peace processes)

6. **Climate Change Adaptation and Mitigation-conservation** and protection of the natural environment
   - Inclusive, people-centered, sector wide (i.e. women access to, participation and decision making)

How do we do GAD in the PH?

Gender Mainstreaming

- Gender mainstreaming as the **strategy**

- Major global strategy for ensuring that the government pursues **gender equality in all aspects of the development process**

- Look more comprehensively at the **relationships between men and women** in their access and control over resources, decision making, and benefits and rewards

- Necessitates the **transformation of institutional** structures, culture and practices

Gender BLIND
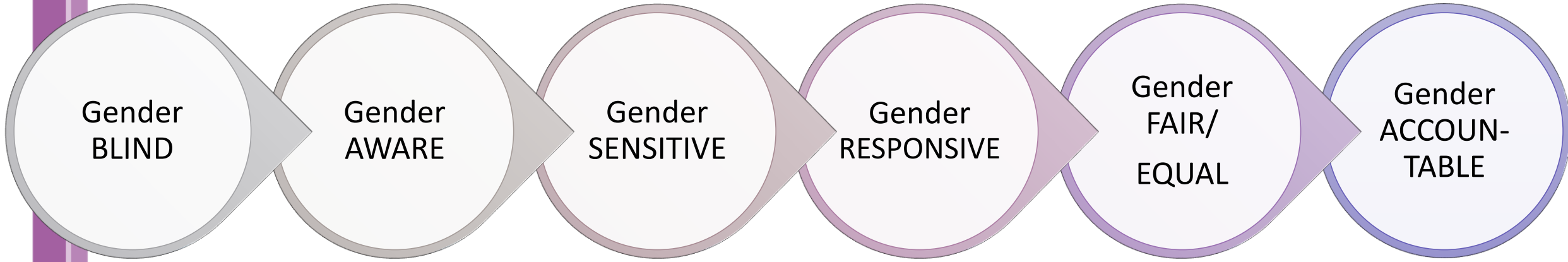
Failure to recognize the roles and responsibilities of women and men ascribe to or imposed upon by social, cultural, economic and political

Gender AWARE

Ability to view society from the perspective of gender roles and understand how this had affected women's needs in comparison to the needs of men

Gender SENSITIVE

Aim at understanding and taking into account the societal and cultural factors involved in gender based exclusion and discrimination in public and private

Gender RESPONSIVE

Being GR is a perspective that requires process of overcoming historical gender biases.

- GR plans integrate measures to promote GE and WE

Gender FAIR/ EQUAL

State of equal ease of access to resources and opportunities regardless of gender, including econ, political, and cultural
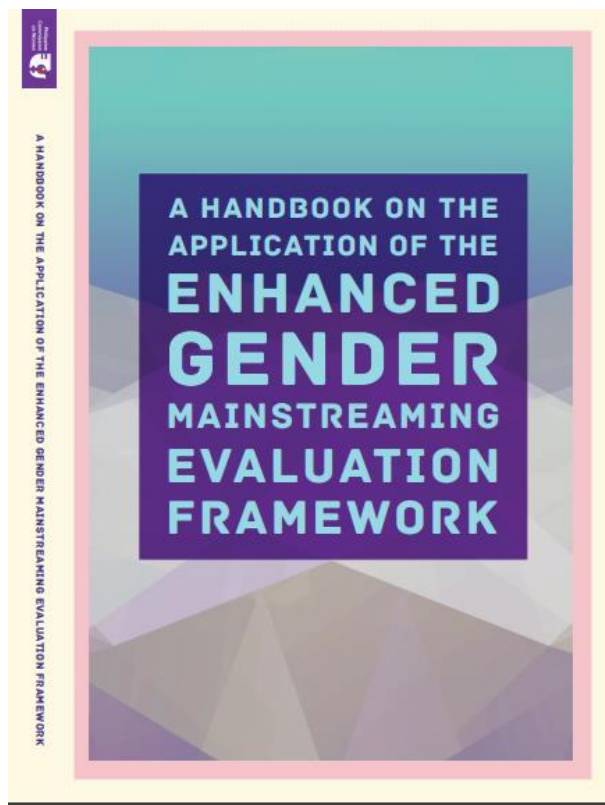
- state of valuing different behaviors, aspirations and needs

Gender ACCOUN-TABLE

Obligation and responsibility on the part of state structures and public officials to

- implement gender mainstreaming and
- achieve gender equality policy objectives and
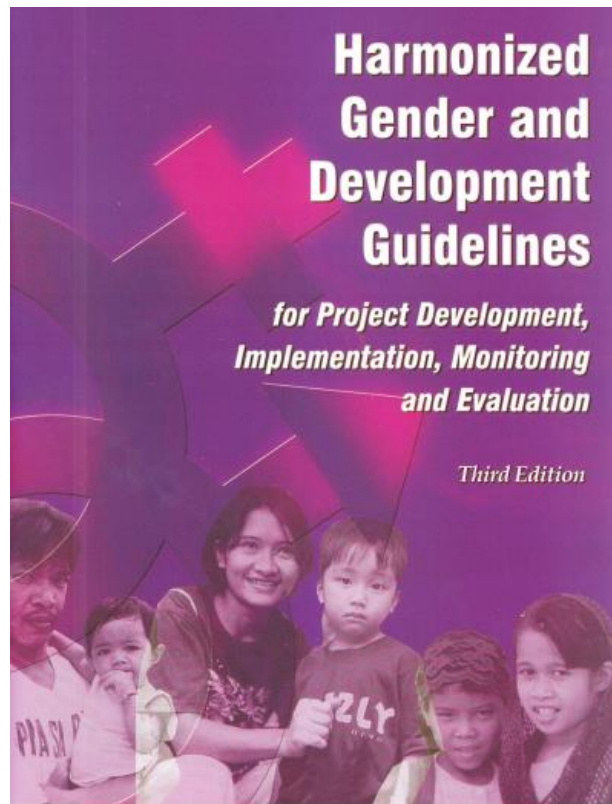- be answerable in the event of failure to meet objectives

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PHIL COM ON WOMEN TOOLS

ORGANIZATION

PPAs

LGUs

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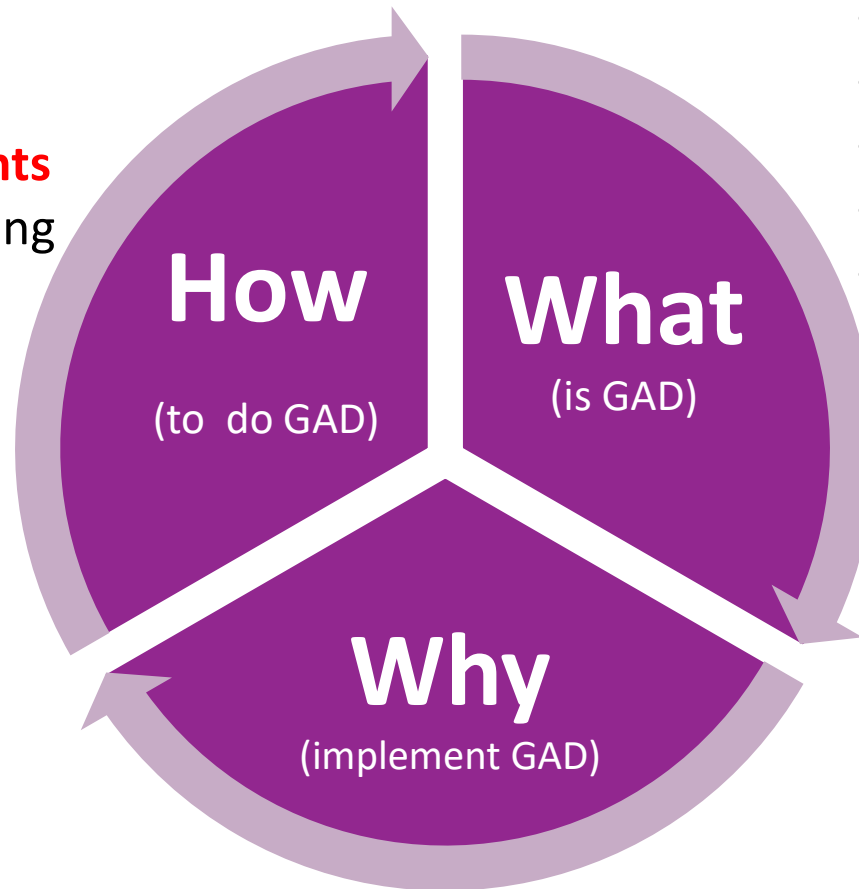
Foundational concepts
- Sex and Gender
  - Biological vis a vis social
- Institution of socialization
  - power and discrimination
- Manifestations of Gender Bias
  - Stereotyping
  - Multiple burden
  - Marginalization
  - Subordination
  - GBV

Directional requirements
- Gender mainstreaming
  - GMEF
  - HGDG
  - GeRL

Essential instrumentalities
- Compliance to requirements
  - GAA and COA
- Commitment to principles
  - CEDAW to PH CONSTI to MCW, PPGRD
  - M/SDGs to Ambisyon to PDPs
- Obligations to development
  - Empowering
  - Inclusive
  - Just and Humane

How (to do GAD)

What (is GAD)

Why (implement GAD)

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What should be done?

Don't just tell a different version of the same story.

Make it OUR story.

EQUALITY   EQUITY   LIBERATION
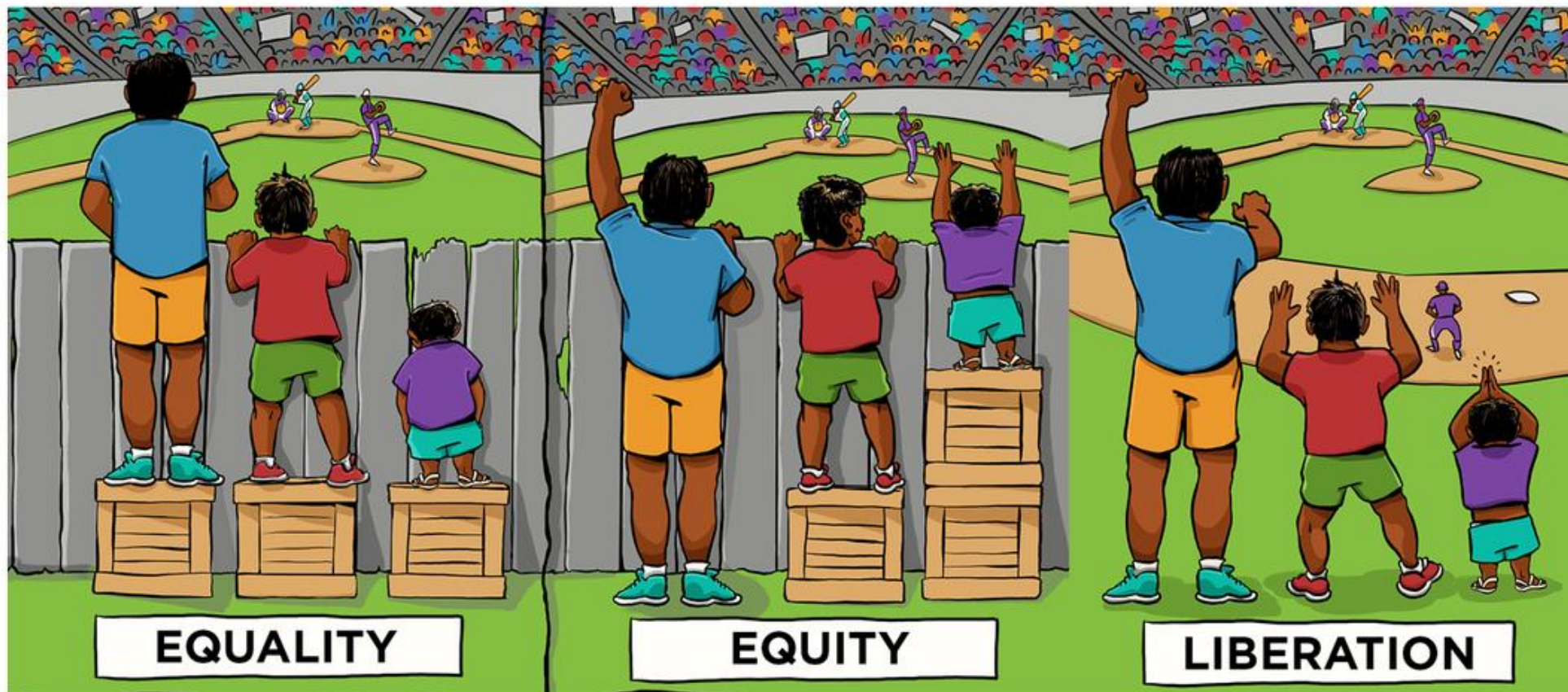
Maraming salamat

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