

Gender Terms Explained

Learning objectives

- By the end of this lecture, participants should:
- Be able to explain the differences in gender terms related to project planning
- Explain the term gender mainstreaming and relate it to projects
- Identify advantages and disadvantages of women only projects.

Gender terminologies

Gender awareness:

Being conscious of the fact that men, women, boys and girls have different roles, responsibilities and needs.

Gender blindness:

inability to perceive that there are different gender roles, need, responsibilities of men, women, boys and girls, and as a result failure to realize that policies, programmes and projects can have different impact on men, women, boys and girls.

Gender terminologies

Gender sensitive:

taking into account the impact of policies, projects and programmes on men, women, boys and girls and trying to mitigate the negative consequences thereof.

Gender biased:

When socio-cultural beliefs favour specifically men, women, boys and girls only. For Example

Women-only projects;

Gender-biased projects designed to bring benefits specifically to women.

Gender terminologies

Engendering:

To make the process or activity gender sensitive or gender-responsive by incorporating gender needs and interests and or eliminating gender discriminatory policies, strategies and practices.

Gender terminologies

Gender mainstreaming:

“Government and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that before decisions are taken, an analysis is made of effects on women and men respectively”

Gender terminologies

Mainstreaming:

The 'mainstream' is the decision-making policy arena, that is, all the decisions on policies to be adopted in a particular sector such as education, transport and health.

Mainstreaming therefore means gender equality issues have to be dealt with within work on energy, education, health, transport, trade and all other sectors.

Gender terminologies

Mainstreaming can therefore be defined as re-organizing, improving, developing and evaluating policy-making processes so as to incorporate a gender perspective in all policies at all levels and at all stages.

Mainstreaming Definitions

The above definition is important for the following reasons:

- i. It specifies what has to be integrated in the mainstream, that is gender equality perspective and therefore the goal that has to be achieved, that is gender equality.
- ii. It mentions the functional and structural implications involved that is re-organization, improvements, development and evaluation of the policy processes.

Gender mainstreaming is both a political and technical process.

Mainstreaming Definitions

The above definition is important for the following reasons:

- i. It specifies what has to be integrated in the mainstream, that is gender equality perspective and therefore the goal that has to be achieved, that is gender equality.
- ii. It mentions the functional and structural implications involved, that is re-organization, improvements, development and evaluation of policy processes. The definition leaves room for all tools and techniques of gender mainstreaming.

Mainstreaming Definitions

It ensures responsibility of gender equality from the isolated Gender machineries and balanced society and involves more and new actors in other sectors in building a more balanced society.

Why gender mainstreaming?

To make men, women, boys and girls benefit equally from the development process by highlighting the impacts of policy on the real situation of men, women, boys and girls.

It can be equated to true democracy in development process i.e. ensuring INCLUSIVENESS.

Why gender mainstreaming?

It leads to better government through better informed policy-making which challenges the assumption that policies are gender neutral – which they never have been.

Gender mainstreaming leads to greater transparency and openness in policy making.

Why gender mainstreaming?

It makes gender equality visible in the mainstream of society, thus showing that gender equality is an important societal issue not to be sidelined as a 'luxury' or an 'unnecessary cost'

Mainstreaming - Pitfalls

There are a number of pitfalls to be avoided in the process of mainstreaming:

- Misunderstanding of the concepts of gender mainstreaming.
- Adopting a narrow concept of mainstreaming to only focus on women's, men's, boy's or girl's.

Mainstreaming - Pitfalls

- iii. Trying to mainstream gender without changing procedures and approaches in policy making or organizational culture.
- iv. Mainstreaming without adequate tools and techniques will only lead to poor implementation or no implementation at all, e.g., Mainstreaming without sex disaggregated statistical data.

Mainstreaming - Pitfalls

- v. Not walking the talk – Government may decide that equality will be integrated in all policies and it ends there, no action is taken at all or just superficially support mainstreaming activities.
- vi. Currently, gender mainstreaming is very fashionable – but it is to achieve gender equality.

Mainstreaming pre-requisites

There are a number of pre-requisites or enabling conditions for successful gender mainstreaming:

- i. Political will
- ii. Specific gender equality policy
- iii. Statistics
- iv. Gender awareness policy makers
- v. Adequate funding and staffing
- vi. Participation of gender sensitive women in public life.

How to mainstream

- There is no off-shelf package or one jacket fit all strategy for mainstreaming gender.
- Mainstreaming strategy has to be adopted to the activity under consideration, that is, project delivery, development, technical assistance.

Gender analysis

Assessment of how and why gender differences and inequalities exist

Identify opportunities to narrow these gender gaps/inequalities so as to enhance equalities between men and women.

Targeted interventions – Complementary to Gender mainstreaming

Gender specific actions undertaken for specific groups of women or men to close or narrow the gaps. Thus, we can have women-only projects.

Other actions could include conducting research on differential impact of men, women e.g gender sensitization for judiciary, law enforcement leaders and political parties.

Major considerations

- i. Responsibilities, activities, interests, priorities of men, women and how their experiences of problems may differ.
- ii. Definitions of family, households, etc.
- iii. Sex disaggregated data.
- iv. Gender consultation.
- v. Avoid gender averaging
- vi. Engendered policy analysis.
- vii. Advocacy and lobbying
- viii. Ensure gender issues are incorporated into macro-economic policies.
- ix. Develop checklist/guidelines to monitor and track gender mainstreaming.

Sharing and Discussion

Share experience on women only projects,
their advantages and disadvantages.

Thank you for your attention