



Gender Issues and Sensitization

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Securing gender equality is not about disempowering men but working with them to dismantle power hierarchies.

Concept of Gender

Gender is the culturally and socially constructed roles, responsibilities, privileges, relations and expectations of women and men, boys and girls. Because these are socially constructed, they can change over time and differ from one place to another.

Sex is the biological make-up of male and female people. It is what we are born with, and does not change over time, nor differs from place to place. In April 2014, Supreme Court of India declared Transgender to be the third gender in Indian Law.

Gender Related Concepts

Gender Roles

Gender Bias

Gender Equity
& Equality

Gender Blind

Gender Gap

Gender
Stereotyping

Male

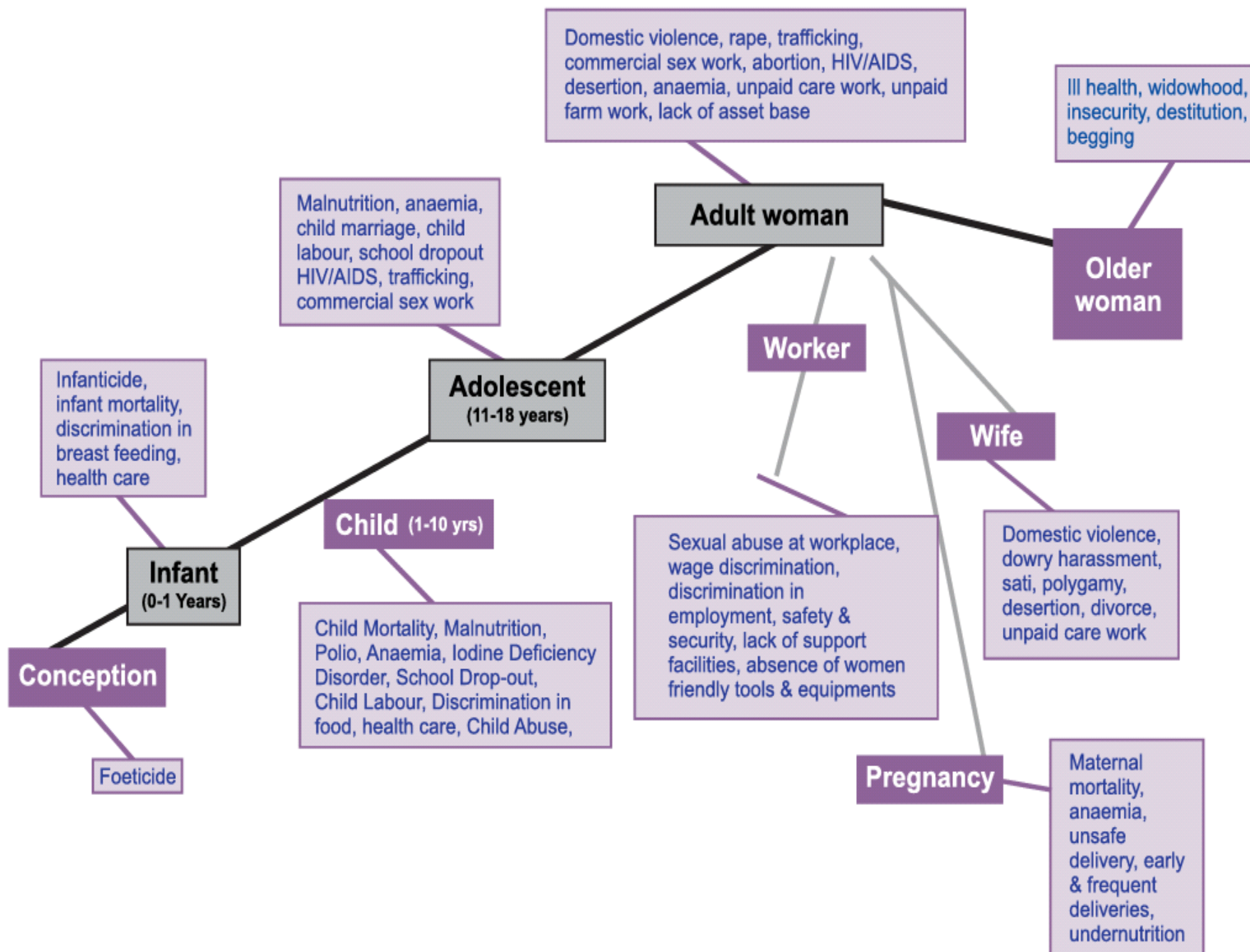
Female

Dominant	↔	Submissive
Independent	↔	Dependent
Intelligent	↔	Unintelligent
Rational	↔	Emotional
Assertive	↔	Receptive
Analytical	↔	Intuitive
Strong	↔	Weak
Brave	↔	Timid
Ambitious	↔	Content
Active	↔	Passive
Competitive	↔	Cooperative
Insensitive	↔	Sensitive

Gender Discrimination

- Gender Discrimination is the type of discrimination which is based on the gender of the person.
- ***Usually women are treated differently and unequal than men in their education, career, economic advancement and political influences. It is a common type of discrimination that is happening throughout the world, even in the developed countries.***
- The root cause seems to be the culture. According to culture, the work of a woman is home and the work of a man is community. Women are not just considered to be physically weak, but are considered to be weak in everything when compared with men and that's how the society treats them.

Discrimination Through The Life Cycle of Girls & Women



Gender Discrimination at Home

- How can values be different for the two sexes? Who teaches children about genders and the so-called-rights that come with it? Babies come as a blank paper from heaven, the guardians, scribble on them with their sexist ink.
- What is even more appalling is that even mothers who are usually the primary parent (unfortunately), i.e. women, are not correcting their children and setting the wrong example at home.

For example:

- “You’re a girl, you can’t talk that loud”,
“You’re a girl, and you need to learn to cook.”
“You’re a girl, you can’t wear that short a skirt.”
- Similarly, “You’re a boy. Your place is not in the kitchen” “You’re a boy. Boys don’t play with dolls.” “You’re a man. Put your foot down.

Gender Discrimination in Education

- Girls around the world are experiencing gender discrimination from the age of just seven years old, with one in ten primary schoolgirls reported being unhappy being a girl, doubling to one in five by the time they reach secondary school. The figures have been published in an interim report from the Global Campaign for Education (GCE).

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Gender Discrimination in Education

- Reasons cited by the girls include ***restrictions on freedom, a lack of opportunities compared to boys and a feeling that they were less safe or faced more harassment.*** In some cases, girls cited parental preference for their male siblings.

Gender Discrimination at Workplace

- Women are deprived of the basic rights at the workplace and often harassed by the co-workers. Just because they are females, they are not assigned jobs which they are capable of doing. Even bosses sometimes treat women unfairly. In many workplaces, women are a minority. Therefore, females are always under the pressure from the work environment.

Gender Discrimination at Workplace

- There have been many situations in which men and women perform the same type of work and they probably have the same education too, but still employers don't give equal pay for women. This difference is merely because of gender inequality.

Gender Discrimination at Workplace

- In case a woman is pregnant, some employers do not even like to interview them. Many females at their workplace hide their pregnancy just because of the fear of getting fired. Sometimes, they are even demoted.

So where is the solution for all this?

Answer- Gender Sensitization

Modification of
behavior

To behave in a
manner which is
sensitive to gender
justice

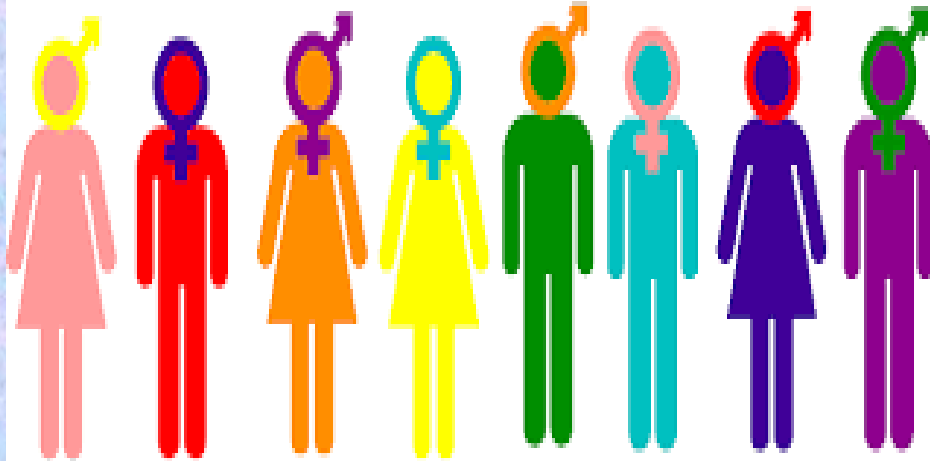
Changing
behaviour and
instilling empathy

Helps people in
examining their
personal attitudes

Against
harassment at
various level

- Gender Sensitization is the process in which the people of all genders are taught to respect everyone irrespective of gender while acknowledging the differences.
- All this will certainly require time, but if started from Early childhood at school and home, it will slowly and steadily make this world a safe and beautiful place. Where no woman will be harassed at workplace or at home, and no man will get frustrated with false notions of masculinity.

Emotions have no **gender**. They don't **emasculate** you.



THANK YOU