

Engendering development

**If development is not
engendered it is endangered**

Mahbub Al Huq

Gender concepts

- **Gender:** Refers to the social, economic, political and cultural attributes and opportunities associated with being male or female
- The social definitions of what it means to be woman or a man vary among cultures and change over time (OECD, 1998).
- **Sex:** Refers to the biological difference between males and females.

Gender Equity and Equality

- **Gender Equity:** Process of being fair to women and men, including using measures to compensate for historical and social disadvantages that prevent men and women from operating on a level playing field (CIDA, 1996)
- **Gender Equality:** The state or condition that affords women and men equal enjoyment of human rights, socially valued goods, opportunities and resources (SIDA, 1997)

'Engendering Development'

World Bank Policy Research Report, 2001

Key Messages

- Gender inequality is pervasive and imposes significant development costs
- Societies that discriminate on the basis of gender pay a significant price:
 - Higher poverty, lower quality of life
 - Slower growth
 - Weaker governance

Gender Integration and mainstreaming

- **Gender integration:** Refers to strategies applied in program assessment, design, implementation and evaluation to take gender norms into account and to compensate for gender-based inequalities
- **Gender mainstreaming:** The process of incorporating a gender perspective into policies, strategies, programs, project activities, and administrative functions as well as institutional culture of an organization

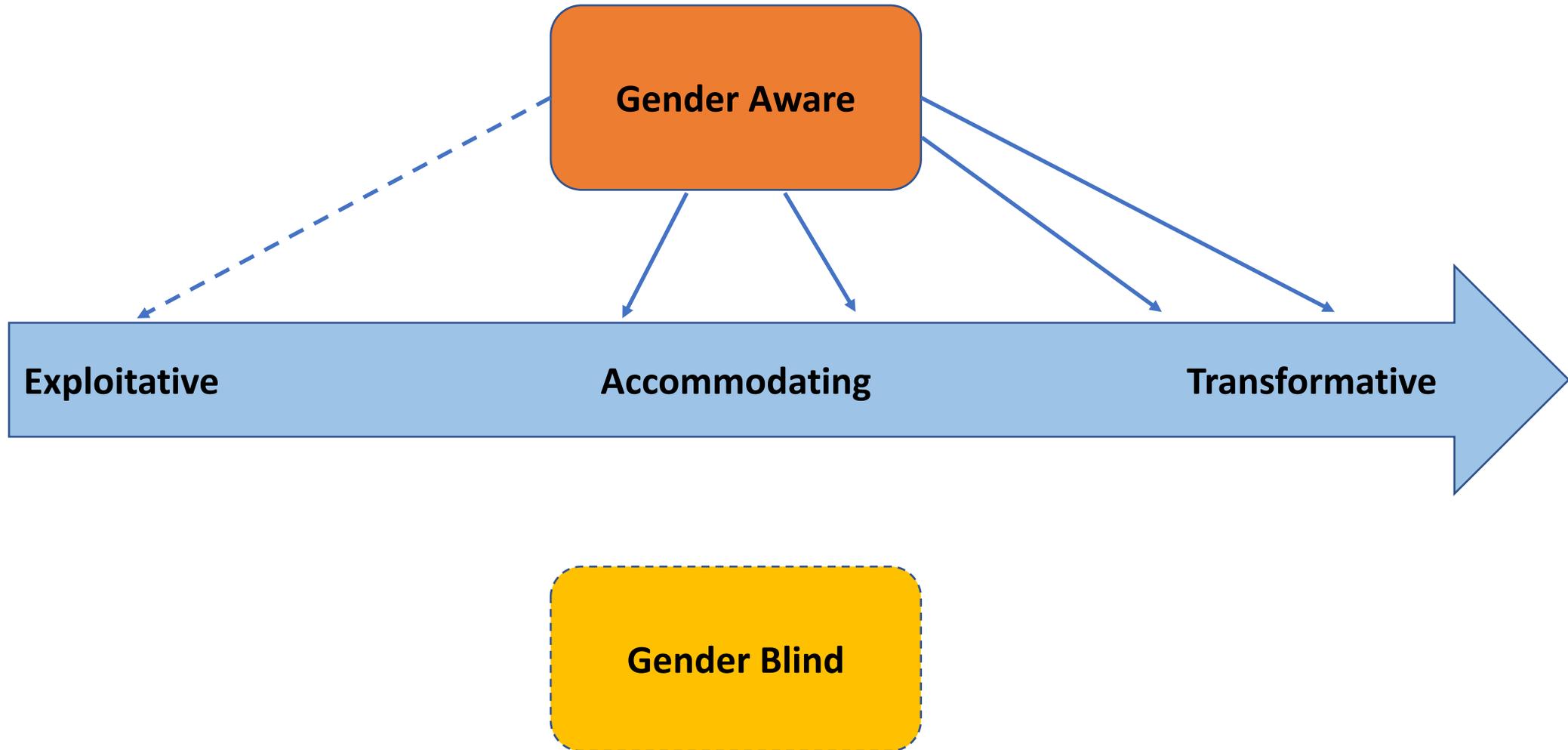
Women's Empowerment and Constructive Male Engagement

- **Women's Empowerment:** Improving the status of women to enhance their decision making capacity at all levels, especially as it relates to their sexuality and reproductive health
- **Constructive Male Engagement:** Involves men in actively promoting gender equity with regard to reproductive health, increase men's support for women's reproductive health and children's well being and advances the reproductive health of both men and women

Homophobia and Heterosexism

- **Homophobia:** Fear of, aversion to or discrimination against homosexuals or homosexual behavior or cultures. Homophobia also refers to the self-loathing by homosexuals as well as the fear of men who do not live up to society's standard of what it means to be a 'true man'
- **Heterosexism:** The presumption that everyone is heterosexual and/or the belief that heterosexual people are naturally superior to homosexual and bisexual people.

Gender Integration Continuum



Strategies

- Increasing gender equity
- Addressing male norms and behavior
- Reducing violence and coercion
- Increasing women's access to income and productive resources
- Increasing women's legal protection