

What is Gender?

“The process by which individuals who are born into the biological categories of ‘female’ or ‘male’ become the social categories of women and men through the acquisition of culturally defined attributes of masculinity and femininity as well as the resources and responsibilities which are associated with these categories”.

Sex and Gender

SEX	GENDER
<ul style="list-style-type: none">• Biological difference• Universal/Similar• Cannot be changed	<ul style="list-style-type: none">• Social relationship• Varies by socio-economic, historical and cultural context• Can be changed or at least challenged
Biological differences may contribute to gender differences but they are mediated through interactions with our social environment	Women and men are social products

Gender Related Definitions

Patriarchy

- **A system of male domination whereby men exercise authority over women and children.**
- **At the informal level – it also operates at the HH level or familial relations**
- **This system operates through formal avenues of power – such as politics, law and the state.**
- **It operates through production of knowledge by using men's experience and needs as the norm, while ignoring women's voices and experiences**

Gender Related Definitions

Power

- **The quality of social relationships which enables some individuals and groups to control the material and psychological well-being of others. Operates through various channels.**
- **Gender relations is about power relations**

Gender Related Concepts

Gender Based Division of Labour

Society has allocated different roles, responsibilities and activities to women and men according to what is considered appropriate (central to understanding gender relations)

Gender Related Concepts

Types of Work

- a) Reproductive*** – normally performed by women in child bearing, rearing, providing for food, fuel, fodder and other HH resources
- b) Productive*** – involves production of goods and services for consumption and trade and has an exchange value
- c) Community*** – involves collective community level activities such as festivals, group NR activities etc.

Gender Related Concepts

***Gender Roles and Responsibilities* – are extensions of division of labour. How women and men should think, act and feel according to norms and traditions and is associated with their identities**

***Gender Valuation of Work* – refers to the values attached to different tasks and responsibilities of women and men**

Gender Inequality is Sharing of World's Resources and Benefits

Women perform $2/3^{\text{rd}}$ of the world's work

Women earn $1/10^{\text{th}}$ of the world's income

Women are $2/3^{\text{rd}}$ of the world's illiterates

**Women own less than $1/100^{\text{th}}$ of the
world's property**

Gender and Development

Facts at a Glance (INDIA)

Health

- **Sex ratio (females per 1,000 males) of India in 1951 was 946 and has declined to 940 in 2011. Between 0-6 years – 914**
- **Odisha – 934 (CSR), 972**

Education

- **75.85% - male, 54.16% - female**
- **Of the 18 million illiterates – 4 million are males and 14 million are females**
- **Drop out rates – Class 1-V - 46% - boys and 56%-girls, and by class VII – 46% boys and 68% girls**

Gender Related

Facts at a Glance (INDIA)

Employment

- **Work participation rates – 52% men and 22% women**
- **Women constitute 90% marginal workers**
- **1/3rd of the HHs headed/supported by women**

Violence against women

There is one dowry death every one hour and 42 minutes, one rape every 20 minutes, one molestation every 26 minutes, one criminal offence against women every 7 minutes

Progress in Gender Equality (WORLD) – **Human Development Report**

Ministerial Positions – 6%

Administrative and Managerial Positions – 14%

Seats in Parliament – 10%

Labour Force Participation – 38%

Primary, Secondary and Tertiary Enrolment – 46%

Constitution of India Guarantees

- **Article 14: Equality before law for women**
- **Article 15 (1): The state not to discriminate against any citizen on grounds of religion, race, caste, sex or place of birth**
- **Article 15 (3): The state to make any special provision in favour of women and children, e.g maternity relief**
- **Article 16: Equality of opportunity for all citizens in relation to employment or appointment to the office under the state**
- **Article 39 (d): Equal pay for equal work for both women and men**
- **Article 51 (A) (e): to promote harmony and the spirit of common 'brotherhood' amongst all the people of India and to renounce practices derogatory to the**