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Gender Concept, Roles and Issues in different Sectors



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Difference between Sex and Gender

Sex

- * Biological .
- * Chromosomes
- * Hormones
- * Reproductive organ

Gender

- * Socially constructed and enacted role behavior .
- * Men/ Women/Others.
- * Dynamic, changes over time

Mental / Emotional Difference

Male

- ◆ Express their hostility through physical violence.
- ◆ Anger more characteristic

Female

- ◆ More verbally expressive
- ◆ Emotions of happiness, sadness & fear more characteristic.

What is Gender

Gender is socially constructed role, behavior, expression, and identities of girls, women, boys, men and gender diverse people.

Gender



English word Gendre

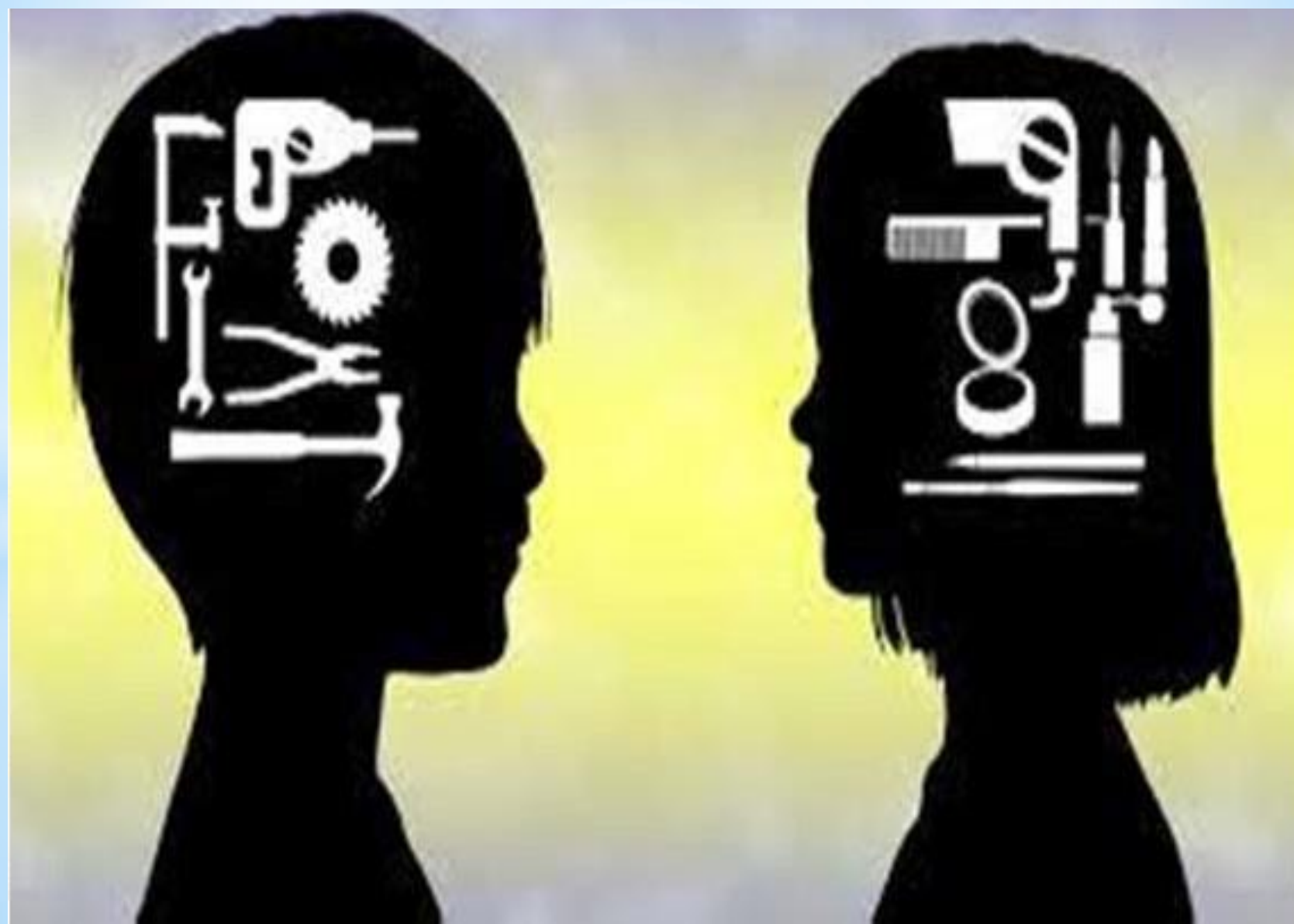


Latin word Genus



Means kind, type

The term *gender binary* describes the system in which a society allocates its members into one of two sets of **gender roles, gender identities,**



1955 John Money use this word. The American journal first time introduced the word gender 1982 (title with Physiological society). Where as sex have been used since the early 1920.

Sex – Biological maleness or femaleness.

Gender-Use to describe those characteristics of female and male which are socially constructed.

Transgender - Transgender is an umbrella term for a diverse group of people such as trans female (male to female) & trans male (female to male) and many others whose gender identity or expression from societal expectations.

Gender role- Attitudes and behaviors considered appropriate in a specific culture for people of a particular sex.



Gender roles in society means how we're expected to act like-

- Speak
- Dress
- Groom

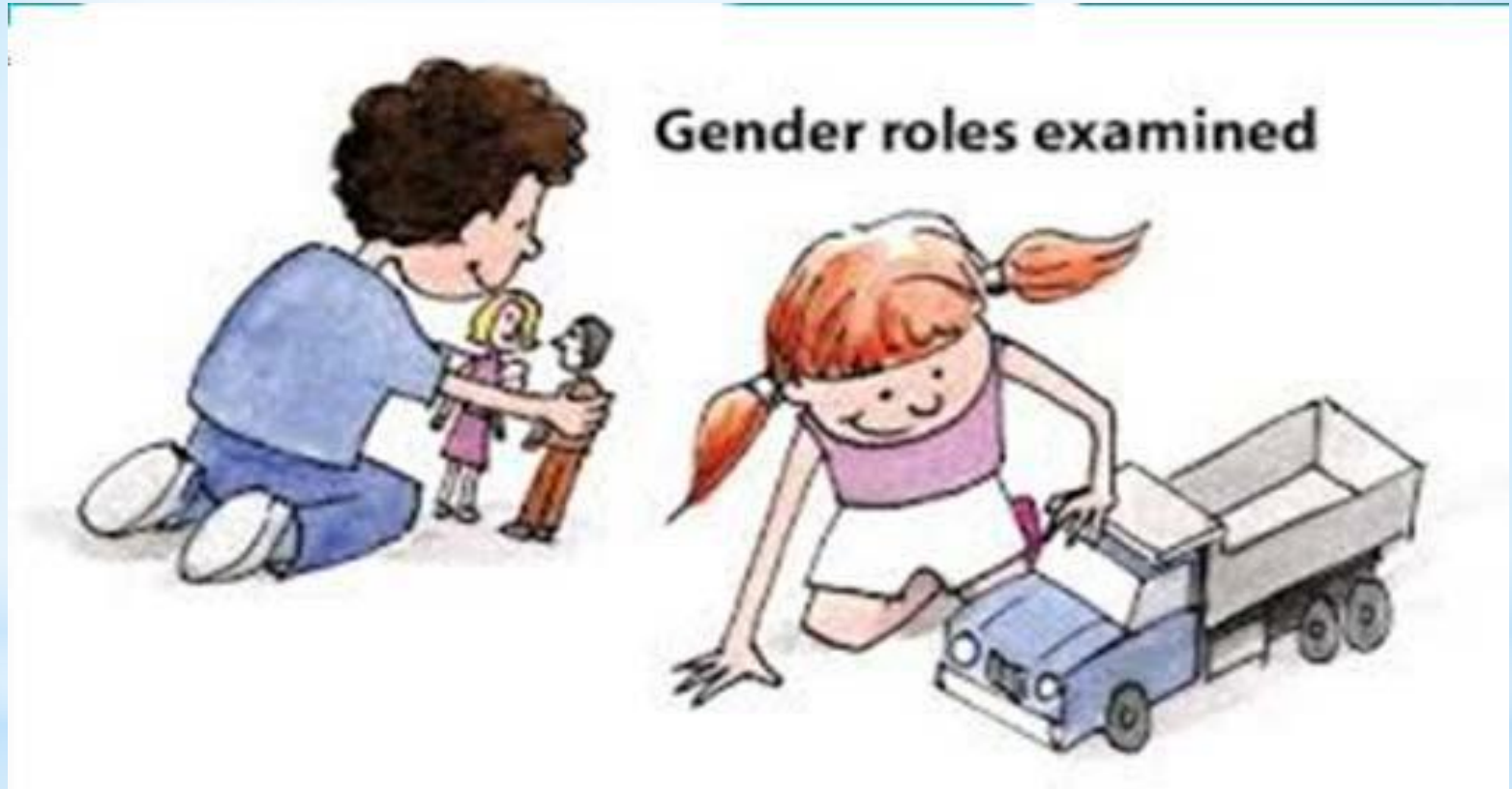
conduct ourselves based upon our assigned sex. For example, girls and women are generally expected to dress in typically feminine ways and be polite.

- How would a bride/bridegroom behave on their wedding day?
- How would a young woman/man walk through the busy market after dark?
- How would a woman/man laugh in a gathering?
- How would a woman/man show anger?
- How would a woman/man show pain



Gender Role



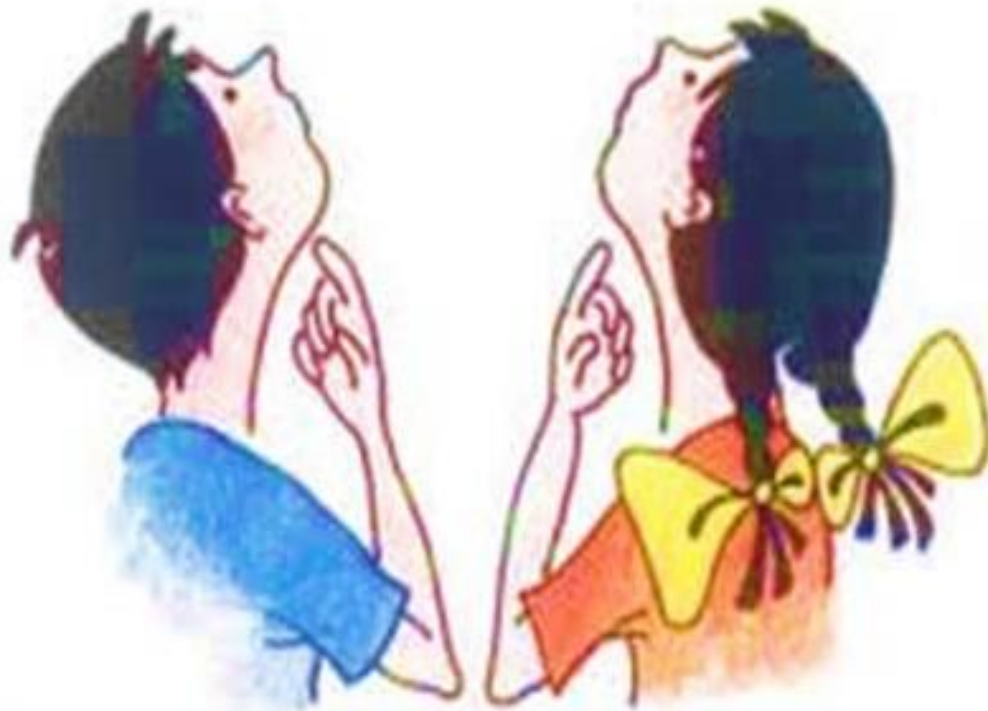


“ We have begun to raise daughters more like son
But few have the courage to raise our sons more like
our daughters”

Gloria Steinem

Gender Identity- A person's own sense of identification as male or female.





Then what is a boy, and what is a girl?

Gender Identity- A person's own sense of identification as male or female.



Gender Equality-The absence of discrimination on the basis of a person's sex.

Formal Equality Approach

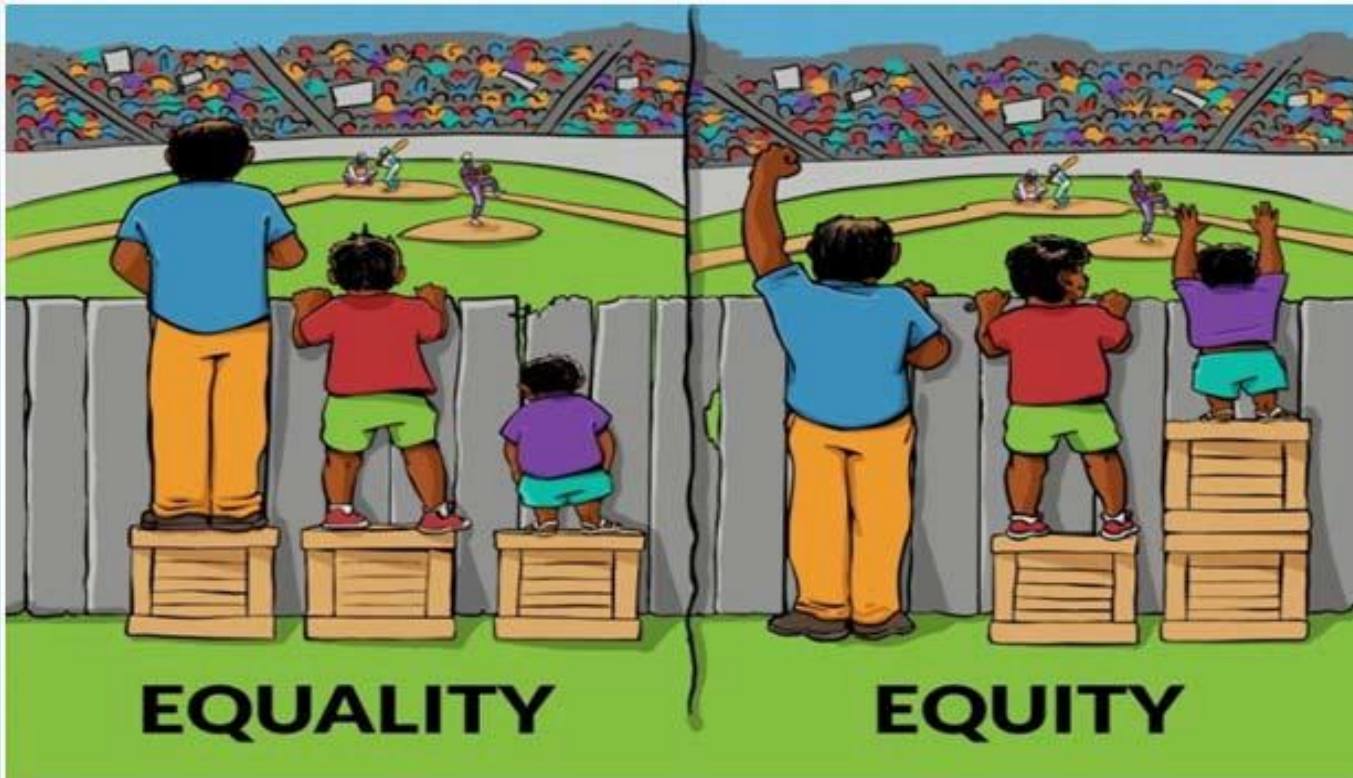




Formal Model of Equality

Substantive Equality/Equity

- The process of being fair to women and men . Its along time process.
- It doesn't mean men and women being the same.





Corrective Model of Equality

•But women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.

Gender Equality must become a lives reality.
It will come from determination and heart.



The U.N. 17 Sustainable Development Goals (SDGs)

UNICEF's work on gender equality, especially around the rights and empowerment of adolescent girls.

Goal 3: Good Health and Well-being –

- Reduce maternal mortality,
- Preventable deaths of newborns and children under 5,
- Ensure access to sexual and reproductive health.

Goal 4: Quality Education - universalize access to quality education

Goal 5: Gender Equality and Women's Empowerment and cut across the 2030 Agenda for Sustainable Development.

Goal 6: Clean Water and Sanitation - specifically calls for paying attention to the needs of women and girls.

Gender and Health

Health as to WHO(1960) is a complete state of physical ,mental and social well-being.

Health refers not only to the absence of disease or disability but encompasses a person's state of complete physical, emotional, mental and social well-being.

Aim of UN Women Strategic Plan 2022-2025



**Ending violence
against women**



**Women, peace
and security**



**Women's
economic
empowerment**



**Governance and
participation in
public life**



“Gender equality is more than a goal in It self. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.”

-Kofi Annan

National Family Health Survey

India sex ratio in 2022 is 1020 female per 1000 males.
(NFHS-5 2019-21 Report)

According to National Statistical office the average literacy rate is 77.70% .

- Male – 84.70%
- female- 70.30

But.....

53% of top Indian companies have a male to female employee ratio of 10:1 or worse.

(The Economic Times 03-Oct. 2019)

Representation of women in the Indian Judiciary

- 11 women judges in the Supreme Court since 1950.
- total no. of High Court Judges are 713.
- Women Judges are 94.
- Advocates registered are 1.7 million.
- Women advocates are only 15%.

Sl. No.	Name of the High Courts	Sanctioned Strength of Judges	Number of Women Judges working
1	Allahabad	160	07
2	Andhra Pradesh	37	03
3	Bombay	94	09
4	Calcutta	72	07
5	Chhattisgarh	22	02
6	Delhi	60	07
7	Gauhati	24	01
8	Gujarat	52	03
9	Himachal Pradesh	13	00
10	Jammu & Kashmir	17	02
11	Jharkhand	25	01
12	Karnataka	62	03
13	Kerala	47	05
14	Madhya Pradesh	53	03
15	Madras	75	11
16	Manipur	05	00
17	Meghalaya	04	00
18	Orissa	27	01
19	Patna	53	02
20	Punjab & Haryana	85	07
21	Rajasthan	50	01
22	Sikkim	03	01
23	Telangana	24	00
24	Tripura	04	00
25	Uttarakhand	11	00

The Gender Development Index (GDI)

- Three basic dimensions of human development are..... Health (female and male life expectancy at birth)
- Education (measured by female and male expected years of schooling)
- Economic resources (female and male estimated earned income)

In schools, many girls receive less support than boys
This happens for a variety of reasons:

- Safety
- Hygiene and sanitation .
- Some house hold work



Multi-stakeholder partnerships



Gender & Nutrition

Female play a critical role in.....

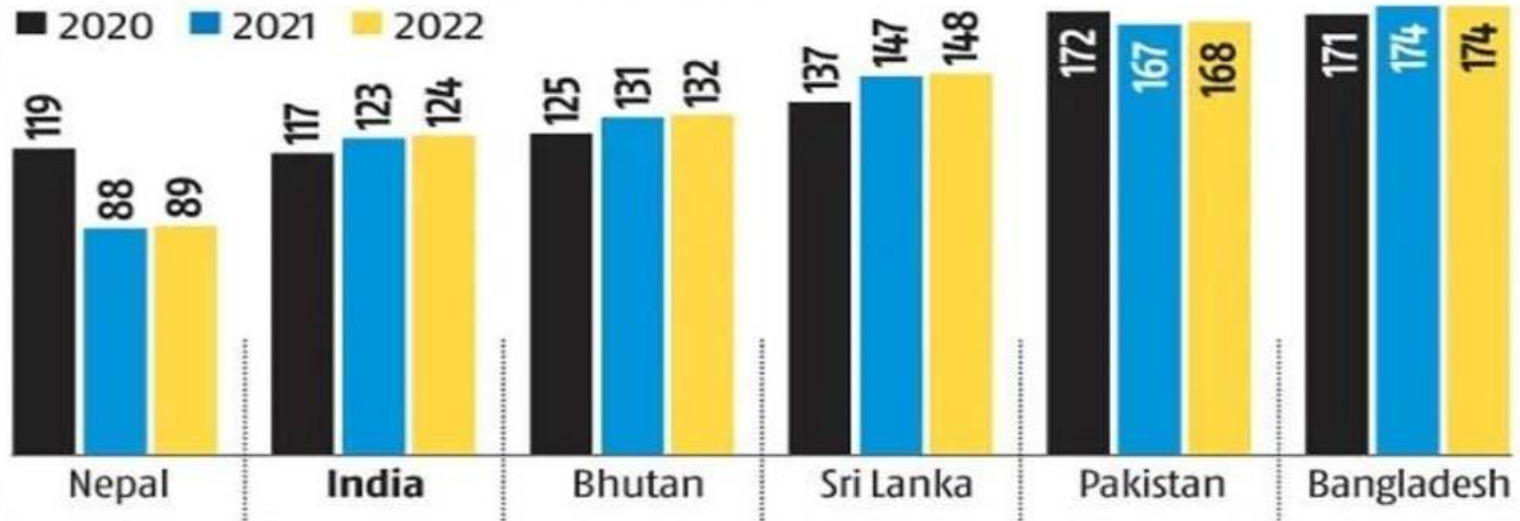
- Achieving household food security.
- Choose which food to purchase.
- Find ways to feed the family when supplies run low.

When food is in short supply , female & girls are more likely to reduce their food intake.

WHERE INDIA STANDS

Women, business and the Law Index

■ 2020 ■ 2021 ■ 2022

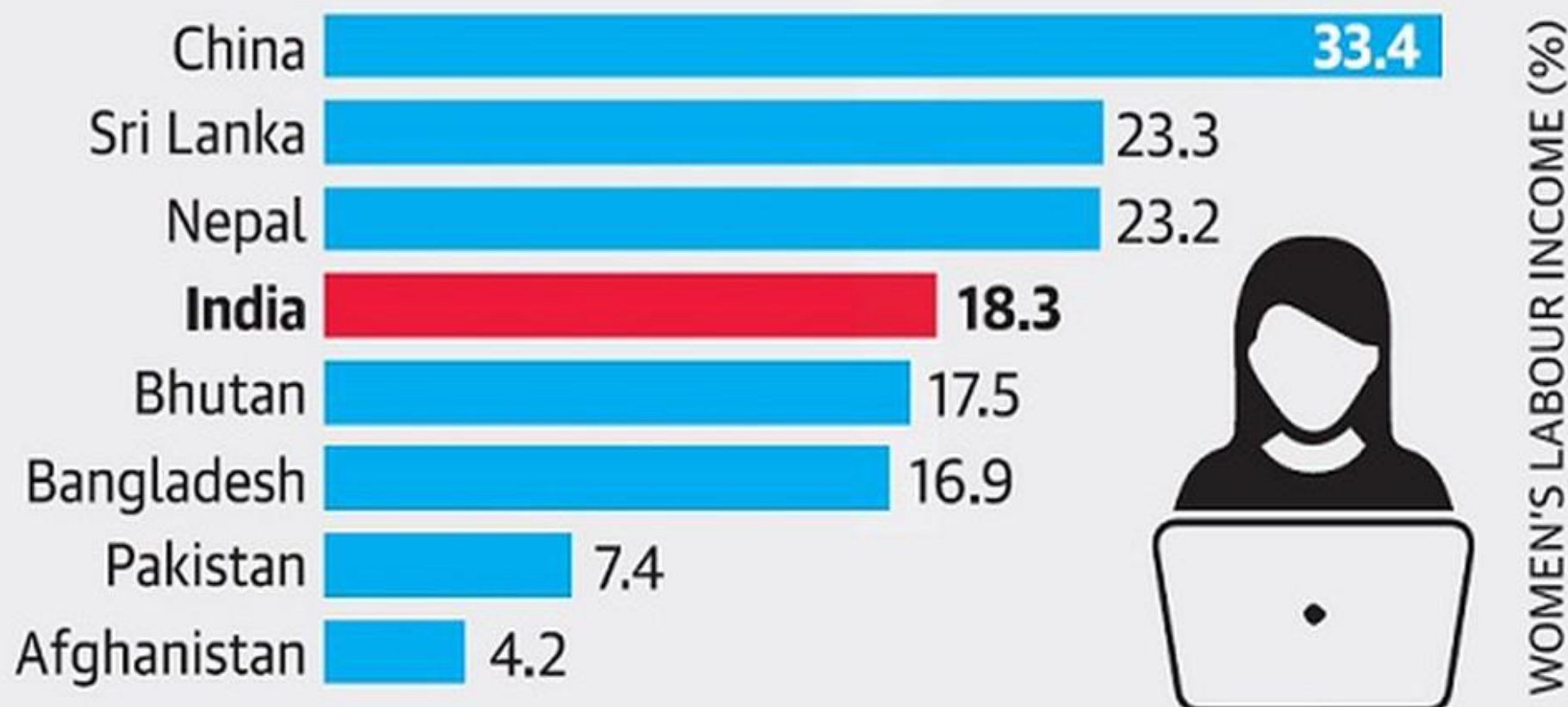


Source: Women, Business and the Law

Despite [India](#) maintaining a consistent performance on gender equality, its rank in this area in legal terms has declined to 124th among 190 countries in 2022 against 123rd a year ago and 117th in 2020, according to an index compiled by a World Bank study.

Income inequity

Among neighbours, women's share of total labour income in India was lower compared to that of China, Sri Lanka and Nepal but higher than that of Bhutan and Bangladesh



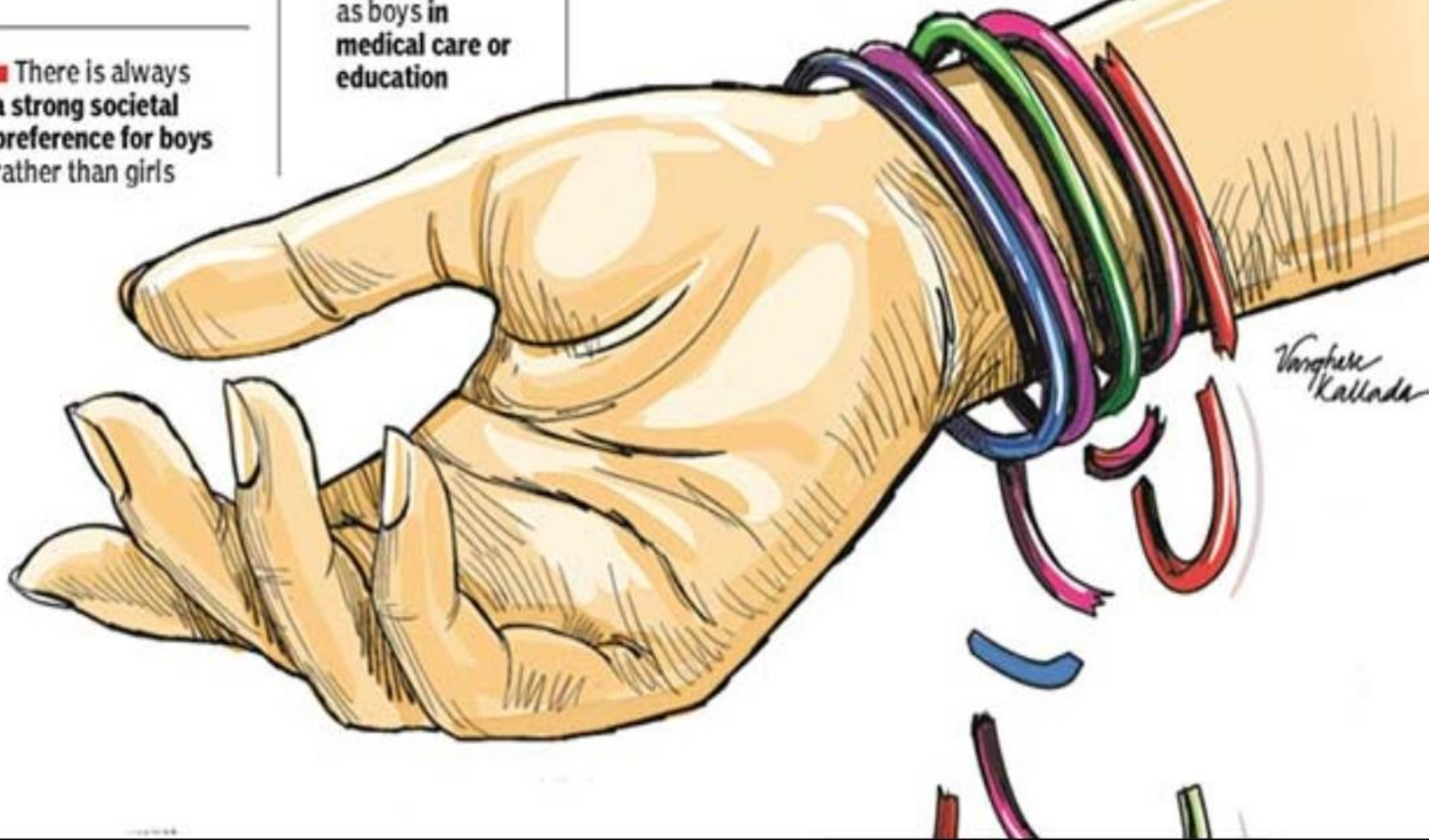
DISCRIMINATION AGAINST WOMEN IN INDIA

■ **Woman face challenges** right from birth

■ There is always a **strong societal preference** for boys rather than girls

■ Girls do not receive the same attention as boys in **medical care or education**

■ Be it at home, in workplace or in public place **women are still at a disadvantage**

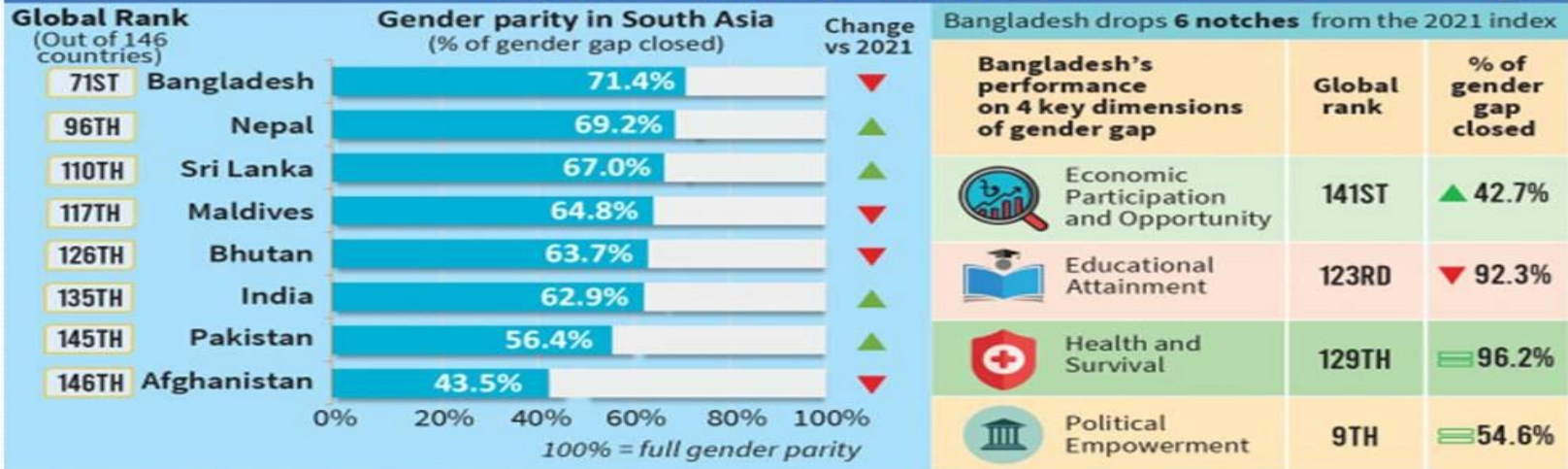


Varghese Kallada

National Commission for women received 31000 complaints against women in 2021.

it has increased by 30% from 2020 to 2021.

GLOBAL GENDER GAP INDEX 2022



Source: World Economic Forum

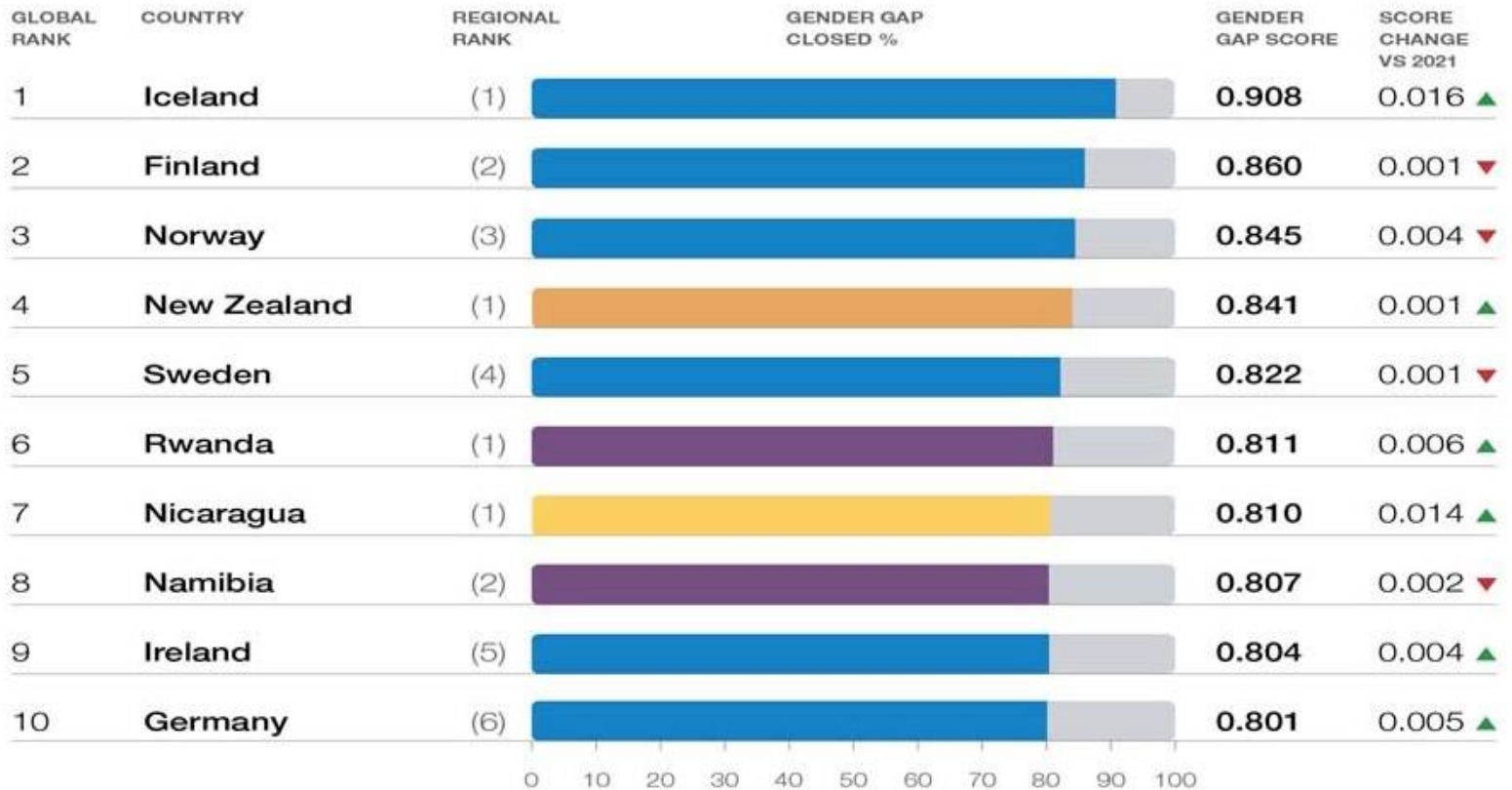
The **gender gap** is the difference between women and men as reflected in social, political, intellectual, cultural, or economic attainments or attitudes.

For 2022, the United States comes in **27th place** with a 76.9% rating.

Cont...

Global Gender Gap Index 2022

Global, Top 10



■ Europe
 ■ East Asia and the Pacific
 ■ Sub-Saharan Africa
 ■ Latin America and the Caribbean

Source: Global Gender Gap Report 2022

- A woman is human.
- She is not better, wiser, stronger, more intelligent, more creative or more responsible than a man.
- Like wise. She is never less. Equality is given.

A woman is human.



ARE WE ON TRACK
TO ACHIEVE
GENDER EQUALITY
BY 2030?

Gender Main Streaming

- The concept of gender mainstreaming was first introduced at the 1985 Nairobi World Conference on Women.
- Bringing gender into the mainstream of health and planning.

Cont..

- Creating awareness and responsibility for gender among all professionals.
- Changing behaviors, attitudes .
- Leaving a blank space after the question on gender or offering a “transgender” option on intake forms.



**GENDER
EQUALITY IS A
HUMAN FIGHT,
NOT A FEMALE
FIGHT.**

FRIEDA PINTO

SAY NO TO
STEREOTYPES



SAY YES TO
EQUALITY

Thank you

“Be the change that you wish to see in the world”

- Mahatma Gandhi