MODULE TWO

Aug 10
10am - 12nn

The Gender Fundamentals &
How to Name Issues of Gender Equity
Virtual Small Group Practices

- Take turns in answering, use the participant list to call on everyone esp those who are quiet
- Screen share the worksheet so people can see the progress of the discussion
- Help document along
- Monitor and keep time
Co-Facilitator

Alexandra Pura
Country Programme Manager for Gender and Inclusion, PLAN Intl

- Ms “Jing” Pura is a development and humanitarian practitioner for 30 years
- Worked most recently with Oxfam Pilipinas and Christian Aid
Objectives

- To understand and **reflect on basic Gender Concepts**: Sex, Gender, SOGIE, Gender Equality and Justice
- To recognize and **name Manifestations of Gender Bias** (MGB)
- To discuss **how gender bias can affect different phases** of a humanitarian response
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Are you co-quarantined with your abusive partner?

WE CAN HELP
“Act Like a Lady” and “Act Like a Man”
Sex ≠ Gender

**Sex**

Refers to the **biological and physical characteristics** that define men and women. This includes reproductive systems (women have breasts and internal reproductive organs capable of gestating children, men have external reproductive organs, etc.).

**Gender**

Refers to the **social differences** between males and females that are learned. Though deeply rooted in every culture, social differences are changeable over time, and have wide variations both within and between cultures. “Gender” determines the roles, responsibilities, opportunities, privileges, expectations, and limitations for males and for females in any culture.
GENDER
the cultural, psychological and social aspects assigned to women and men
-can change over time
-differ from one culture to another

SEX
Inborn biological characteristics
- fixed and unchanging over time
- not influenced by economic or social factors

- Are influenced by many factors, such as education, income level, age, social class, religion, etc

- Are different amongst women and men depending on age, ethnic group income level, culture and tradition etc
Gender Relations = Power

Gender relations refer to the responsibilities, and identities of men and women in relation to one another. They are concerned with how power is distributed between the sexes.
Patriarchy, Sexism & Male Supremacy

3 BATAYANG PANINIWALA

- **Mababang pagtingin** sa babaeh, mas mahina sa lalaki (Male Supremacy).

- Ang pagiging babae ay may mga nakatakdang papel sa mundo batay sa kanyang katawan o reproductive traits (Biological Determinism).

- **Dalawang klase o kahon** lang ang tinatanggap na “normal” na pagkatao: babaeh at lalaki (Gender Binary).
Gender Socialization Process

Individual

Institutions

Cultural

Systems
SOGIE

Sexual Orientation - who a person is physically, emotionally and/or sexually attracted to

Gender Identity - how a person’s sees and understands their their gender

Gender Expression - how a person presents their gender to the world

Biological Sex - is the sex assigned to a person at birth
The Gender Unicorn

Gender Identity
- Female/Woman/Girl
- Male/Men/Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other/Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
Manifestations of Gender Bias

Economic Marginalization: discrimination against women & LGBTQ resulting in limited participation in economic activities and producing unequal economic outcomes.

Political Subordination: Placing women & LGTQ in lower ranked leadership roles, denying them decision-making power and resources

Multiple Burden & Carework: Due to gender stereotypes, women are tied to reproductive carework and perform disproportionate amount of time in unpaid domestic work and community volunteer work
### Manifestations of Gender Bias

**Gender Stereotype**

is the rigid belief that groups of women or men are tied to specific characteristics, or roles. A gender stereotype is harmful when it limits women’s and men’s capacity to develop their personal abilities, and make choices about their lives.

**Gender Based Violence**

any act of gender-based violence that results in physical, sexual or psychological harm or suffering to women, including threats

**Reproductive Restrictions**

any act, rule or measure that is meant to control people’s decision-making over their bodies, fertility, parenthood and any other reproductive or sexual decision
Small Group Work

1. Divide into 6 groups - get assigned a Manifestation
2. Discuss and identify examples in a humanitarian response that illustrate this marginalization - be SPECIFIC!
3. After 20 minutes, report back 2 examples.
PAGSASANTABI
Economic Marginalization

- Invisibility of women’s work, capacity
- Last to be hired, first to be fired
- Dirty, dangerous and dehumanizing work
- Gender wage gap
- Feminization of migrant work
- Undervaluing/ unpaid reproductive and care work
Many respondents (Elderly, IDP, Urban poor, IP) perceive *ayuda* is insufficient for their daily needs.
PAGMAMALIIT
Political Subordination

- Invisibility of women leadership
- Limited political representation
- Tokenization
- Muslim women are not allowed to run for political office in

![Chart showing number of elected PH government officials]

*Number of elected PH government officials - Infogram, charts & infographics*
Women’s Leadership Matters
PAGKAKAHON
Gender stereotyping, stigmatizing, shaming

● Stereotyped roles, access, options
● Creating stigma, shame and silence
● Birhen o puta
WWD respondents are more likely than non-PWD to experience stress, depression.
MARAMING PASANIN
Multiple Burden

- Imbalance in household work
- Sole responsibility in reproductive care / childcare
- Community work and management
- Camp management is assigned to Muslim women combatants, on top of household chores and livelihood work
Women report longer hours in domestic chores yet evidence of Men increasing their share of care work.
KARAHASAN
GENDER-BASED VIOLENCE

- Bullying
- Sexual Harassment
- Sexual Exploitation and Abuse
- Domestic Violence
- Rape and Sexual Assault
- Trafficking of Women and Children
- Online Sexual Exploitation of Children
- Child, Early & Forced Marriage
INTIMATE PARTNER VIOLENCE (IPV)

Estimated number of currently married women age 15-49 who will experience IPV in 2020 with and without COVID-19-related community quarantine: Philippines

12,100 additional IPV cases per month of COVID-19-related quarantine
Women and IDP respondents are less likely to report GBV to police.
KAWALAN NG DIGNIDAD & PAGDEDESISYON PARA SA SARILING KATAWAN O BUHAY
Lack Of Personhood, Dignity & Self-determination

- Kawalan ng pagdedesisyon sa sariling katawan
- Kawalan ng pagdedesisyon sa sariling buhay
- Control and commodification of women’s sexuality; sexualization of young women
2 OUT OF 5
FEMALE
respondents
cannot access
contraceptives

3 OUT OF 10
female
respondents report
limited access to
prenatal, delivery
services

1 OUT OF 2 LGBT
respondents
cannot access HIV & AIDS services
Manifestations of Gender Justice

- Economic participation and equity
- Political leadership
- Shared responsibilities in care and community work
- Safety and Security from GBV
- Self-determination
- Reproductive Autonomy, body sovereignty
Gender Equality

All human beings should be free to self-determine their personal abilities and make choices without the limitations set by strict gender roles;

Refers to the equal rights, responsibilities and opportunities of women and men, girls and boys.

It describes the equal sharing of power between women and men in such areas as, their equal access to education, health, political office, and equal pay for work of equal value.

It is both a human rights issue and an indicator of sustainable people-oriented development.
Key Take-aways

- Gender oppression is built on the belief system of male supremacy, gender binary and biological determinism.
- Recognizing and naming gender bias is key in dismantling gender oppression.
- Gender relations reflect who among women and men have equality, self-determination and power and how they use it towards each other.
Evaluation
Next Steps

1. Review Minimum Standards in Gender in Emergencies hand-out
   (PDF will be emailed to you)

2. Zoom link for Wed session:

   When: Aug 10, 2020 09:00 AM Singapore
   Register in advance for this meeting:
   https://unfpa.zoom.us/meeting/register/tJItceutqTMiHtL5sKHy_8F7rwlWCY_vm1xf
   After registering, you will receive a confirmation email containing information about joining the meeting.