

Gender and Development



Reproduced by:

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GAD Principles

- o Not anti-male
- o No a war between sexes
- o Not pitting men against women
- o Not role reversal
- ✓ A recognition of the potentials of both men and women as essential partners in development

Republic Act 7192

Women in Development and Nation-building Act of 1992

**Adopted from NCRFW presentation materials*

VISION

Women and Men equally contributing to and benefiting from development

GOAL

To strengthen the capabilities of woman to live a full and satisfying life for themselves, their families and the society.

MANDATES

Promotion of women's equality. It is supported by the women in the development and nation-building act (RA 7192) promotes measure to effectively address women.

What is RA 7192?

- Promoting the integration of women as full and equal partners of men in development and nation-building
- Directs all government agencies to take appropriate measures to:

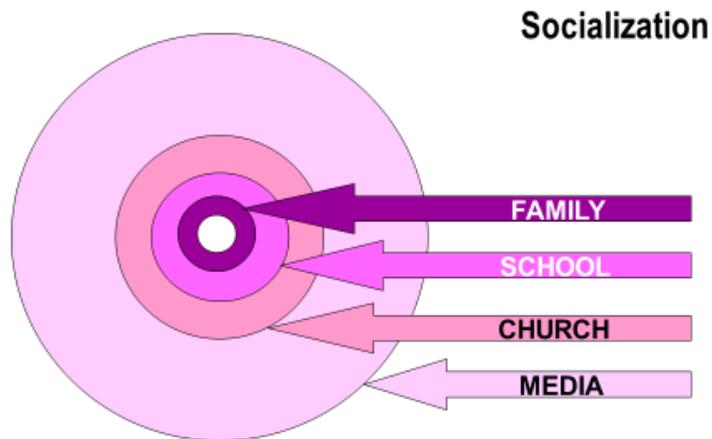
- eliminate all forms of gender biases in government policies, programs and projects
- provide opportunities and resources for the effective participation of women in development

➤ **Gender?**

✓ Refers to socially defined as:

- Sex roles
- Attitudes and
- Values

➤ They are created and maintained by social institutions such as:



What is Development?

- In ordinary usage, **development** (a noun derived from the verb **develop**) implies movement from one level to another, usually with some increase in size, number, or quality of some sort.
- For our purposes, the meaning of *development* applies to human societies.

- ✓ Participation in development is limited to traditional programs and projects, esp. those related to maternal and child care, day care centers and nutrition

Subordination

- ✓ Secondary status of women in society
- ✓ Less access to and control over development resources and benefits

Multiple Burden

- ✓ Condition in which women perform several tasks and responsibilities despite limited time and energy.
- ✓ Refers to doing unpaid work in the home, paid work as a member of the workforce, and volunteer work in the community.

Gender Stereotyping

- ✓ Tendency to assign fixed, unquestioned and unexamined beliefs and perceptions about women and men

Violence against Women

- ✓ Whether threatened or actual, perpetrated on women simply because they are women
- ✓ Includes sexual harassment, sexual assault, rape, incest, pornography, battering, trafficking and abuse whether psychological, verbal or economic

Obstacles to Personal Development

- ✓ Arise from gender bias and have a direct negative impact on women's sense of self-worth and personhood.

SEX?

Refers to the natural distinguishing variable based on biologically characteristics of being a WOMAN and MAN such as:

- Physical attributes
- Contours,
- Features
- Genitals
- Hormones
- Genes
- Chromosomes
- Reproductive organs

What is Sex?

- What makes one male and female
- Biologically determined
- Refers to physical characteristics
- Constant across time

Constant across different societies and cultures

What is Gender?

- What makes one masculine or feminine
- Socially determined; culturally defined
- Learned behavior
- Changes across time
- Changes across places and cultures

How do we do this?

- Set aside a substantial portion (at least 5% in 1993 and increased to 30%) of ODA to support programs and activities for women
- All government departments ensure that women benefit equally and participate directly in the development programs and projects of said department or office

- All government departments and agencies shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias
- ✓ **Gender awareness**
 - Ability to identify problems arising from gender inequality and discrimination.
 - Means a high level of gender conciliation (process where women collectively analyze and understand the gender discrimination confronting them).
- ✓ **Gender equality**
 - Women and men enjoy the same status and conditions and have equal opportunity for realizing their potential to contribute to the political, economic, social and cultural development and benefit from the results

Gender Roles

- **Reproductive Role**
 - ✓ Child-bearing/rearing responsibilities and domestic tasks done by women
 - ✓ Care and maintenance of the workforce (male partner and working children) and the future workforce (infants and school going children)
- **Productive Role**
 - ❖ Work done by both women and men for pay in cash or kind. It includes:
 - ✓ Subsistence/home production with actual use value and also.
 - ✓ Potential exchange value.

Community Managing Role:

- ❖ Activities undertaken primarily by women at the community level, as an extension of their reproductive role.
- ❖ Voluntary unpaid work, undertaken in 'free' time.

Community Politics Role:

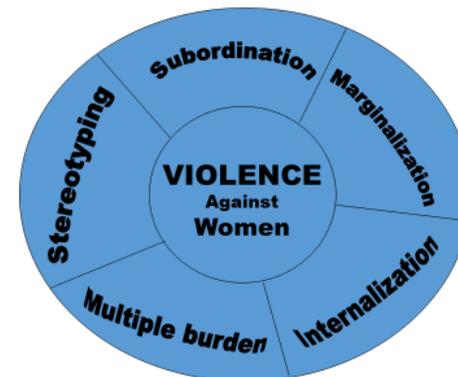
- Undertaken primarily by men at the community level, organizing at the formal political level, often within the framework of national politics.
- Usually paid work, either directly or indirectly, through status or power.

Gender Roles

- NOT INBORN, they are LEARNED
- Continuous Exposure; and
- Reinforcement of Gender

Gender Roles and Relations Are **Resistant To Change**

MANIFESTATIONS OF GENDER BIAS



Marginalization

Women are considered a non-essential force in the economy;