

Anjal Prakash

Session at -
**94th Foundation Course
(FC) for All India Services
(AIS) and Central Civil
Services (CCS) Officers,
MCRHRD, Hyderabad**

September 9, 2019

GENDER — UNDERSTANDING CONCEPTS

SESSION PLAN

2:30- 3:00- Gender in day to day life – understanding limitation of being a Woman or a Man

3:00- 3:30 - Defining sex and gender & equity and equality

3:30- 3:40- Tea\Coffee break

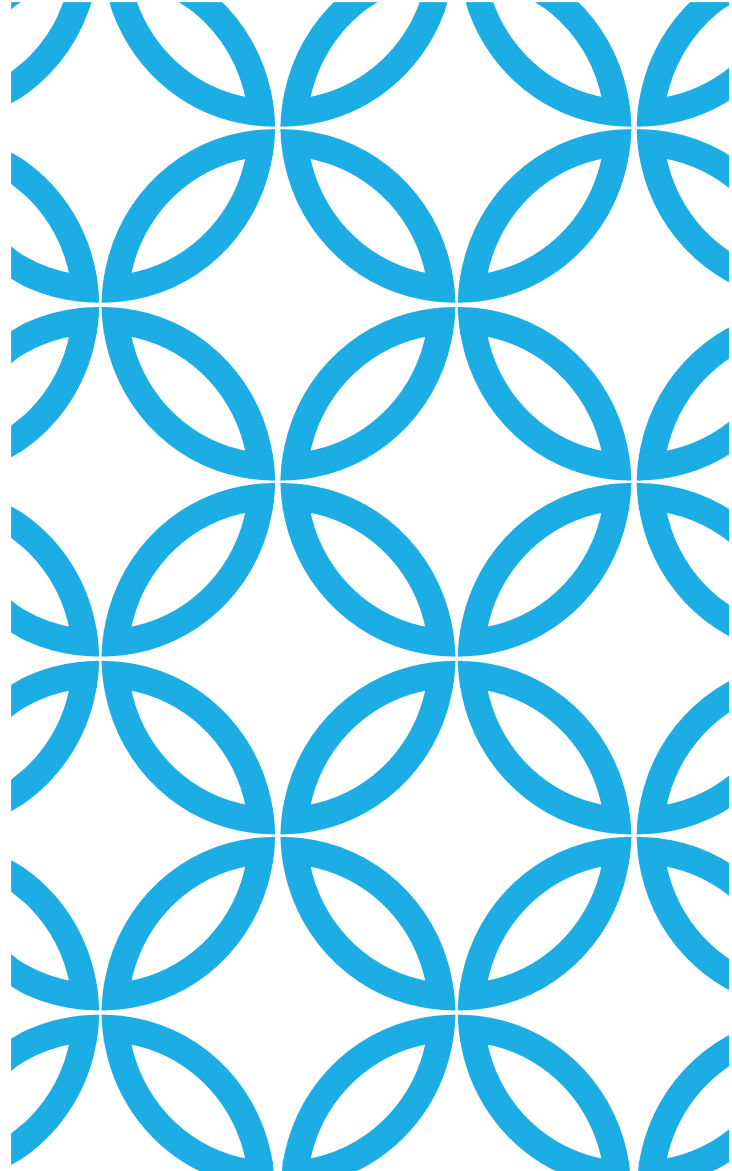
3:40 – 4:15 - Gender analytical framework

4:15 – 4:30 - Socialisation: How is “gender” produced/reproduced

GENDER IN DAY TO DAY LIFE

My name is _____ I am a woman. I wish I was a man so I could _____

My name is _____ I am a man. I wish I was a woman so I could _____



SESSION — SEX VS GENDER, EQUITY VS EQUALITY

**WOMEN GIVE BIRTH TO
BABIES, MEN DO NOT**

**LITTLE GIRLS ARE
GENTLE, LITTLE BOYS ARE
TOUGH**

**99.99% OF DRIVERS IN
AFGHANISTAN ARE MEN**

**WOMEN ARE UNCLEAN
DURING MENSTRUATION**

**MEN'S VOICES BREAK AT
PUBERTY, WOMEN'S DO
NOT**

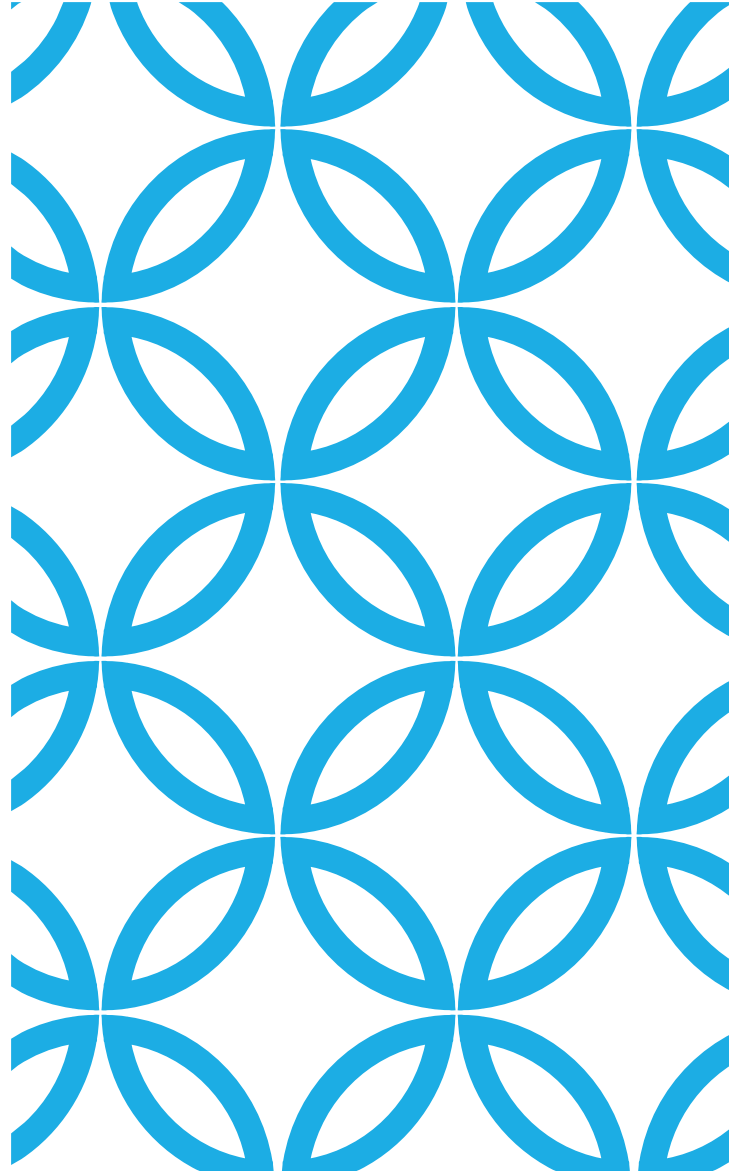
**ACCORDING TO THE UN,
WOMEN DO AROUND 67%
OF THE WORLD'S WORK, YET
THEIR EARNINGS FROM IT
ONLY AMOUNT TO 10% OF
THE WORLD'S INCOME**

**WOMEN HAVE LONG HAIR
AND MEN HAVE SHORT
HAIR**



**MEN ARE LESS SENSITIVE
THAN WOMEN**

**WOMEN SHOULD BE
VIRGINS WHEN THEY GET
MARRIED**



HOW IS GENDER INEQUALITY CREATED?

not the same thing

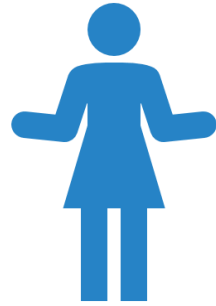
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graph TD; A[not the same thing] --> B[all societies distinguish between males and females]; B --> C[a very few societies recognize a third, sexually intermediate category];
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all societies distinguish between males and females

a very few societies recognize a third, sexually intermediate category

**SEX,
SEXUALITY
AND GENDER**

SEX (BIOLOGICAL)



marked differences in male & female biology



contrasts in:
primary sex characteristics
genitalia & reproductive organs
secondary sex characteristics
breasts, voice, hair, also average
weight, height, & strength

all societies
regulate
sexuality

- lots of variation
cross-culturally

degree of
restrictiveness not
always consistent
through life span

- adolescence vs.
adulthood

Normative sexual
orientation

- Heterosexual,
homosexual,
transsexual

Sexuality in
societies change
over time

SEXUALITY (REPRODUCTION)



GENDER - the cultural and social construction of male & female characteristics VS the biological nature of men & women



SEX differences are biological - GENDER differences are socio-cultural



behavioral & attitudinal differences between the sexes emerge from culture rather than biology

GENDER



gender roles - tasks & activities that a culture assigns to sexes



gender stereotypes - oversimplified strongly held ideas about the characteristics of men & women



gender stratification - unequal distribution of rewards (socially valued resources, power, prestige, personal freedom) between men & women reflecting their position in the social hierarchy

GENDER ROLES, STEREOTYPES, STRATIFICATION

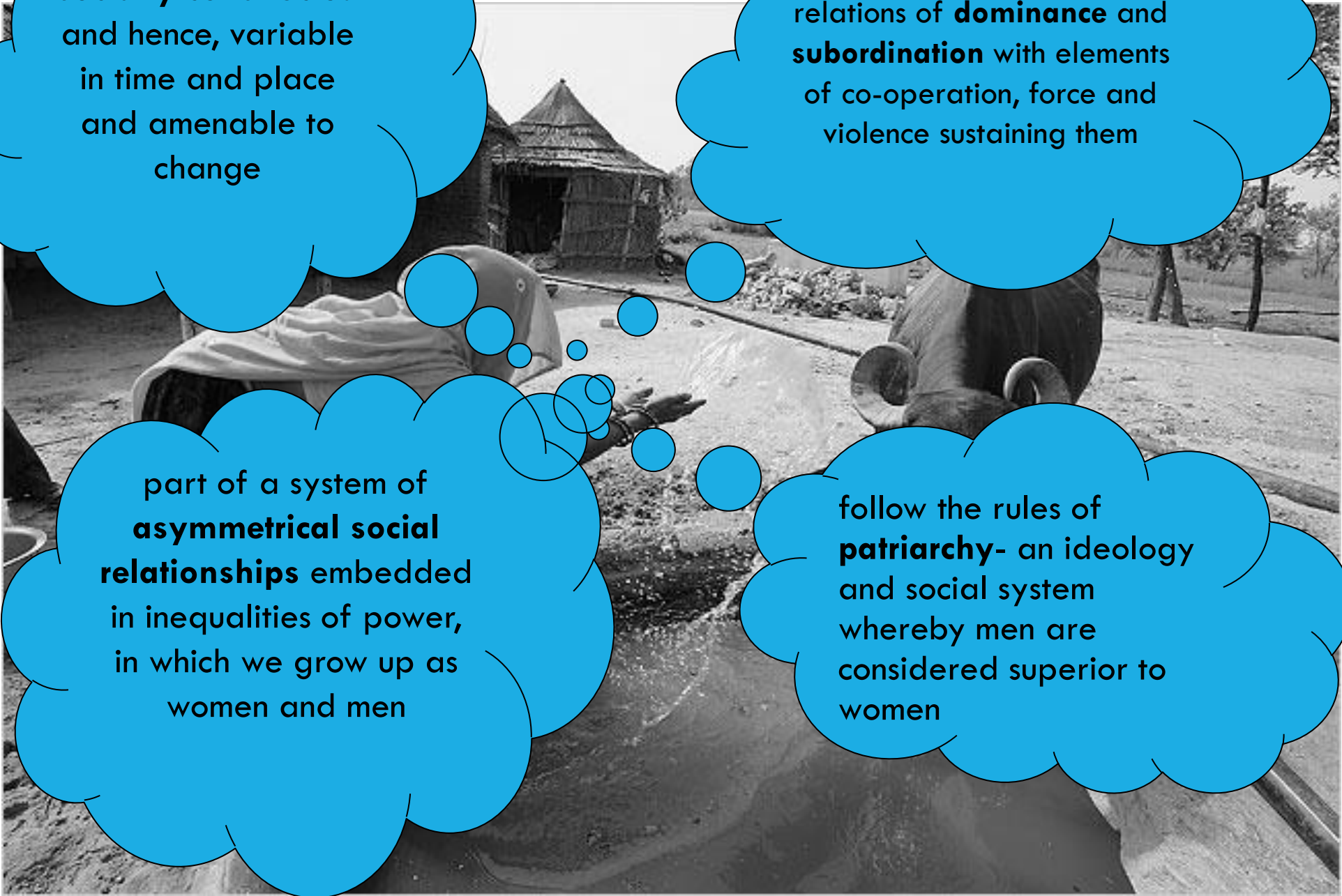
CONVENTIONS

socially constructed and hence, variable in time and place and amenable to change

relations of **dominance** and **subordination** with elements of co-operation, force and violence sustaining them

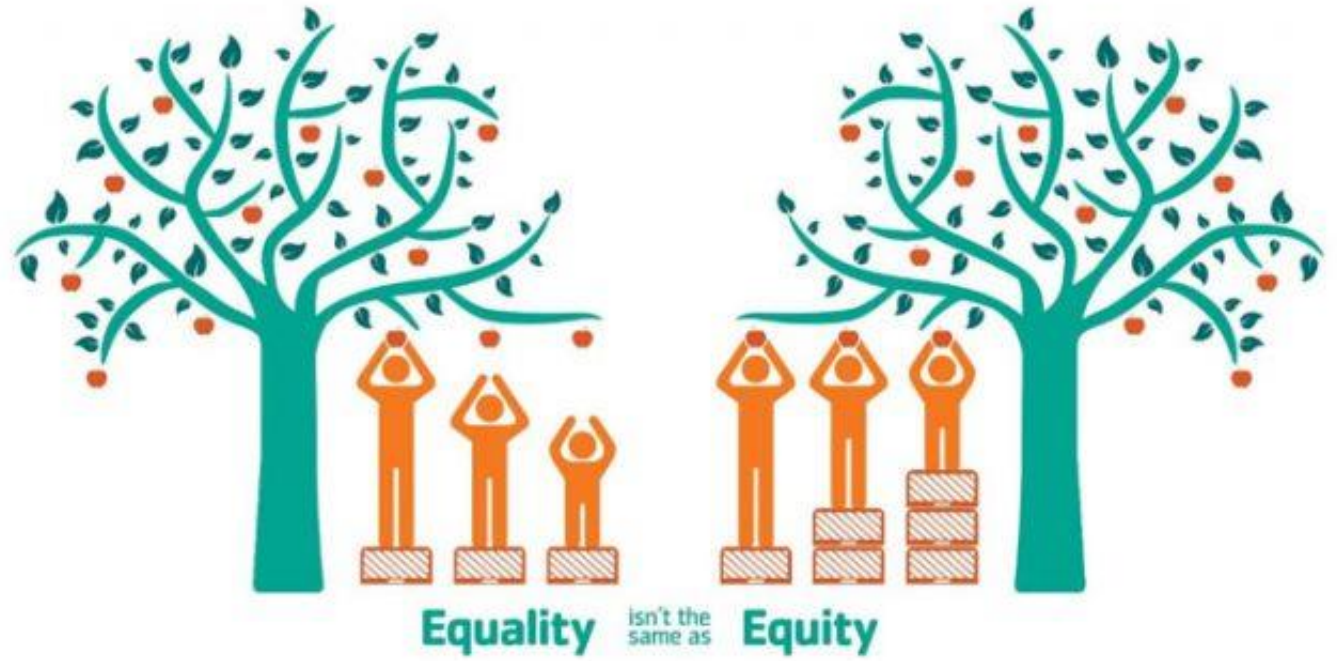
part of a system of **asymmetrical social relationships** embedded in inequalities of power, in which we grow up as women and men

follow the rules of **patriarchy**- an ideology and social system whereby men are considered superior to women





@water_vagabond



GENDER EQUALITY VS EQUITY

Gender Equality

Men and women are free to make choices without prejudice or stereotype

Not to become same but rights, responsibilities and opportunities are not based on gender

Gender Equity

Fairness of treatment for women and men, according to their respective needs

Measures to compensate for the historical and social disadvantages of women

ARDHANARISHWAR (THE LORD WHO IS HALF WOMAN)



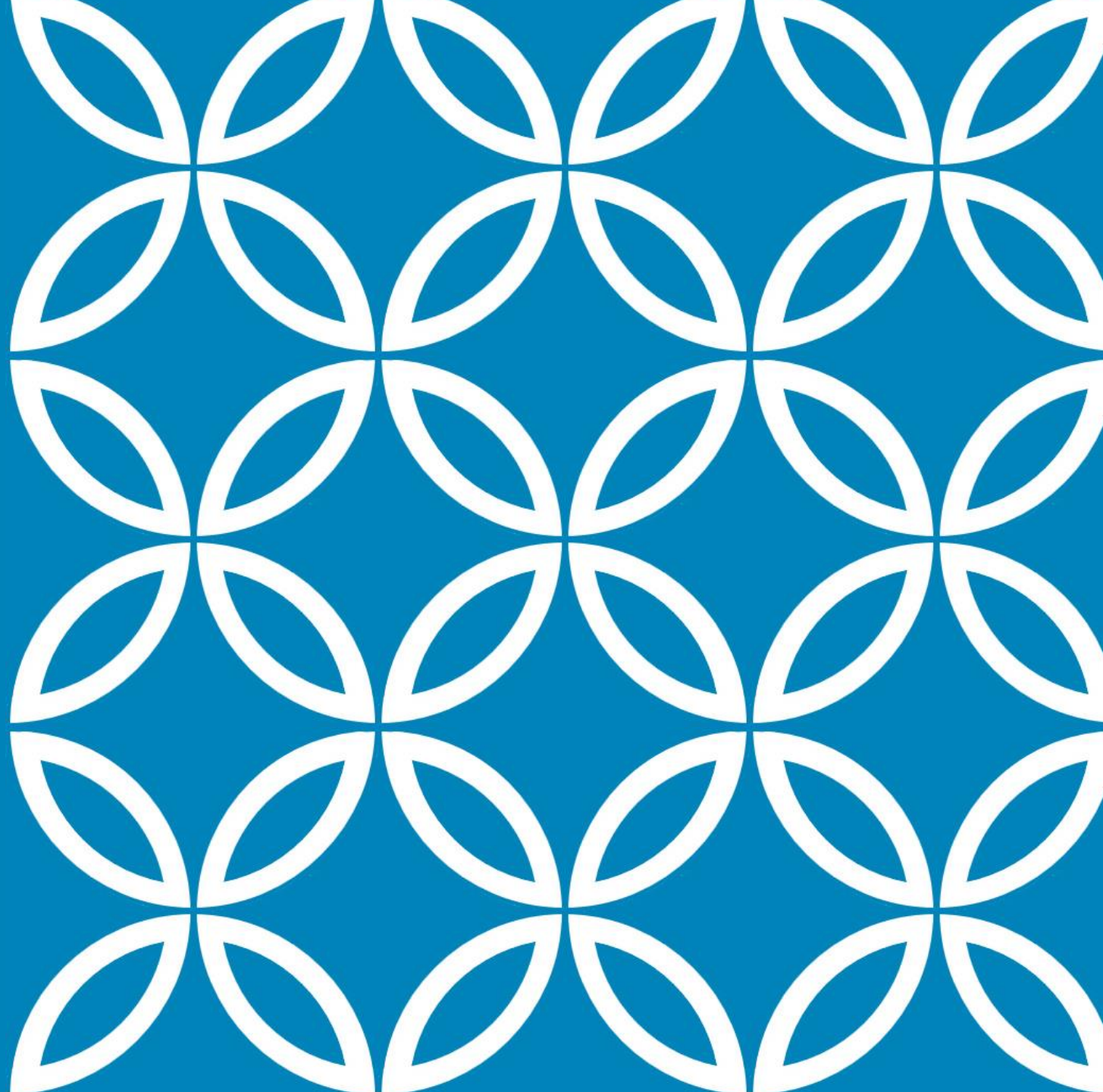
male and female principles are inseparable

The composite form conveys the unity of opposites in the universe

Purusha – masculine (passive) and Prakriti – feminine (active)

Totality that lies beyond duality and in bi-unity of male and female in God

GENDER ANALYTICAL
FRAMEWORK —
GAME



SOCIAL DIFFERENTIATION



There is individual **human differences** because:



Natural or biological differences, such as differences in physique, strength, hair colour and skin colour.



Social or cultural differences, such as differences in the work people do or their level of income, status and power.

INEQUALITY



An *inequality* is like an equation, but instead of an equal sign ($=$) it has one of these signs:



$<$: less than



\leq : less than or equal to



$>$: greater than



\geq : greater than or equal to

HOW IS INEQUALITY CREATED?



Ideology

involves values, norms and beliefs aiming at controlling the behavior



Power

involves the ability to put ideas into practice

SOCIAL STRATIFICATION



Based on the idea that people can be ranked differently in terms of their social importance or status.



the unequal distribution of goods and services, rights and obligations, power and prestige



all attributes of positions in society, not attributes of individuals

