

EMB Gender and Development Module

Session 2: Gender Sensitivity

1. Sex and Gender

- Sex refers to the genetic, physical identity of a person
- Gender refers to the socially learned behaviors and expectations associated with the two sexes
- Sex is what you are born with
- Gender is what happens afterwards

2. Gender Socialization

The society's tendency to assign roles, behaviors, characteristics and expectations based on sex, with men being considered as the superior sex mainly because of their stronger physical characteristics, and/or productive role result in unequal relations between women and men

3. Gender Division of Labor

- Males and females are assigned tasks, activities, and responsibilities according to sex
- Different values are ascribed to men's and women's tasks

Productive	Reproductive	Community
Paid	Unpaid	Mostly unpaid
Mainly recognized and valued as work due to economic benefits and advantages.	Considered less important since it is unpaid. NOT counted in conventional economic statistics.	
Mostly men	Mostly women	

4. Identifying Gender Issues

- Gender roles, expectations and perceptions box women and men into situations that constrain their capacity to do and capacity to be, hindering, in turn, their potentials to attain a full and satisfying life.
- Gender issues are reflected through gender roles, gender relations, gender division of labor; and manifestations of gender bias

5. Gender and Development

- A people-centered development paradigm that recognizes gender equality as a fundamental value that should be reflected in development choices.
- GAD is concerned with social construction of gender and its impact on the lives of women and men, although it focuses more on women's role in development and how their lives are affected by it