

Gender concept/roles/relation/empowerment and Gender & water-Part I

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Gender Concept

Gender

- Refer to socially constructed roles and status of women and men, girls and boys. It's a set of culturally specific characteristics defining the social behavior of women, men, boys and girls and the relationship between them;
- Gender roles status and relations vary according to the place (countries, region, and villages),; groups (class, ethnic, casts, religion), generations and lifecycle of individuals.
- Gender is, thus, not about women but about the relationship between women and men.

Gender Equality

- Entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitation set by stereotypes, rigid gender roles and prejudices;
- Gender equality means that the different behaviors, aspirations, needs of women and men are considered, valued and favored equally ;
- It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend whether they are born male or female

Gender Equity

- Means fairness of treatment for women and men, according to their respective needs;
- This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities;
- In the development context, a gender equality goal often requires built-in measure to compensate for the historical and social disadvantages of women.

Gender Analysis

- Is a tool/ a set of tools to assist in strengthening development planning, implementation, monitoring and evaluation, and to make programs and projects more efficient and relevant;
- Gender analysis should go beyond cataloging differences to identifying inequalities and assessing relationships between women and men;
- The aim of such analysis is to formulate development interventions that are better targeted to meet both women and men's needs and constraints.

Empowerment

- Implies people both women and men – taking control over their lives by setting their own agendas, gaining skills (or having their own skills and knowledge recognized), increasing their self-confidence, solving problems, and developing self-reliance;
- It's both a process and an outcome;
- Empowerment implies an expansion in women's ability to make strategic life choices in the context where this ability was previously denied to them.

Gender Mainstreaming

- It's a strategy to make women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and programs in all political, economic and social spheres so that women and men benefit equality and inequality is not perpetuated;
- The ultimate goal is to achieve gender equality .

Approaches

- Gender-neutral approaches do not account for differences between women and men and do not consider how women and men may be marginalized and harmed or may not benefit from research programs and policy;
- Gender aware (or responsive) approaches are designed to meet both women's and men's needs. These approaches ensure that both women and men will benefit, and neither will be harmed by research, programs and policy, such as for example, by exacerbating their work burdens;
- Gender transformative approaches actively strive to examine, question, and change rigid gender norms and the imbalance of power as a means of achieving development goals as well as meeting gender equity objectives. These research, programs and policy approaches challenge the distribution of resources and allocation of duties between men and women

Gender and Water

WHY ADDRESS GENDER AND WATER?

- **Water is** probably the most vital natural resource. The bonds between people and water are primal and have a long history that spans both ancient and contemporary cultures. Bonds with water reflect the cultural values and social differences embedded in societies, including gender differences. There are significant gender differences in use, access and management of water. It helps to explain why some cultures, societies or communities are more successful than others to manage water.

Gender and Water Continue

- In many cases, gender discrimination can limit the women's and men's chances to access vital water resources, by placing restriction in their autonomy. Attitudes such as, “Women should – or should not – do this and that” or “Men are supposed to do this –but not that”, may prevent either women or men action regarding water use, access or management.

Gender and Water Continue

- These practices often result in unfair and self-perpetuating impacts on the lives of both women and men as it reduces the benefits of development among disadvantaged groups and marginalizes their contribution to society—“no water, no wealth, no well-being”. This also explains why some people obtain more benefits or are more impacted from water policies.

Gender and Water Continue

Addressing gender and water together acknowledges these imbalances and seeks to ensure that the contributions of both men and women are recognized. To manage water effectively and sustainably, it is important to understand the different roles of men and women and to target action appropriately. Re-examining how women and men manage water will allow us to:

- Share benefits from use of water
- Make progress towards more sustainable use of water; and
- Maximize social and economic benefit from sustainable use of water.

Conclusion

Importance of gender has been recognized globally:

- UN conference on water at Mar del Plata 1997
- International Drinking Water Supply and Sanitation Decade (IDWSS) United Nations decade 1981-90
- Conference on water and environment Dublin 1992
- Agenda 21 Century
- International Decade for action on water and life 2005-2015

Gender Water Workshop Part II

Gender in Research adopted from
Jovana Mihajlović Trbovc and Ana
Hofman University of Trento –Italy

Gender in Research

Presented by Dr. Husnia Al-Kadri

WEC

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What is a gender-sensitive approach to conducting research?

- Gender-sensitive research takes into account the differences between men and women in all aspects of the research, from an initial idea, formulating research questions, objectives and methodologies to the outcomes and presentation of results. Apart from integrating gender into the content, gender-sensitive approach strives to provide equal participation of both women and men in scientific work.

Step –1

How to design gender-sensitive research?

Identification of the **RESEARCH PROBLEM** and formulating gender-sensitive **RESEARCH QUESTIONS**.

- Did you have both men and women in mind when you formulated the research question?
- When identifying a research problem, think how men and women differently relate to that problem.
- If your project deals with structural issues of a society (e.g. decision and policy-making) think in what ways position of men and women differ in the society.

Step –1

How to design gender-sensitive research?-continue

- Are women equal to men in all spheres of political system?
- Are they equally represented in decision-making bodies? What is division of ownership of relevant resources (land, income, property) among genders?
- If your project tackles private life of individuals, think how women experience life situations differently from men. When analyzing individuals' behavior (e.g. career decisions, consumption patterns, voting behavior, parenting) be aware of different challenges women and men face. Are they influenced by the dominant gender roles in society? Does society put different expectations before men and women, and do these expectations influence behavior you analyze?

Step –1

How to design gender-sensitive research?-continue

Detecting Gender Stereotype, Inequalities, Gender Biases in Research

- If you are considering gender differences in your research, have you asked yourself if you are maybe projecting stereotypical roles onto how women and men would behave, what they need and desire?
- Now think again. Are there any hidden aspects involving gender roles and stereotypes in your research questions and objectives?

Step-2

How to apply a Gender-Sensitive theoretical / methodological structure for research?

- Research that does not apply gender-sensitive approach may draw general conclusion based on partial data. For example, if we want to understand certain societal processes, we should include both male and female points of view.
- Do you have male and female specimen in your research sample?
- If you are producing new, original methodology, think how you could integrate gender into it.
- If you are conducting surveys in your research, or disseminating questionnaires, design your questions so they are relevant to both women and men.

Step-2

How to apply a Gender-Sensitive theoretical / methodological structure for research? continue

- Are you using gender-sensitive language in your project outline? In most European languages, plural masculine form is often used to refer to both men and women – when referring to unknown individuals, officials' titles, names of the profession etc. Use of feminine form, or interchanging masculine and feminine ones, makes women more visible in both life and science. Even more, using feminine forms may remind you of the potential gender dimension in your research, which you might have overseen.
- If part of your project is conducting visual analysis, think how images could reproduce certain stereotypes about gender roles.

Step-2

How to apply a Gender-Sensitive theoretical / methodological structure for research? continue

Disaggregate data by sex and analyze data in gender-sensitive way

- Especially when conducting population polls, ensure you obtain proportional gender ratio. If you organize focus groups, provide equal number of men and women in the sample. Interview equally men and women.
- When conducting laboratory or medical experiments, always report sex of the cells, tissues, animals or subjects you are using. If you are using one sex only, justify why, and note limitations in your discussion.
- If you are using statistical or other data collected by public bodies, divide them by sex and analyze them with gender dimension in mind.
- If you are conducting policy analysis, be aware of gender ratio in decision-making bodies.

Step 3

How to produce gender-sensitive outcomes?

Gender-Sensitive Results

- Do you report data in gender-sensitive way?
- If the result of your project is a policy recommendation, do you think about your outcomes through equal opportunity of men and women?
- Have you checked if your publication/exhibition presents images of different genders? Have you considered if these images maybe reproduce stereotypical gender roles?

Step 3

How to produce gender-sensitive outcomes? continue

Gender-Sensitive Identification / Beneficiaries

- Have you considered how could people of different genders use the project results in different ways?
- If you are conducting a medical research, think how it improves lives of both men and women.
- If the outcome of your project is a new/improved product or technology, think how it will be used by both women and men, how it will benefit lives of both women and men.
- In what ways does your research relate to gender inequalities in the society?

Checklist

For applying gender-sensitive approach in research

- Are you considering increasing diversity of your project team?
- Are you determining hierarchical gendered relations in your team?
- Are you discouraging gender segregation in your team?
- Are the working conditions within the project shaped in the way that accommodate women and men equally?

Checklist

For applying gender-sensitive approach in research-continue

- Did you have both men and women in mind when you formulated the research question?
- Have you checked if women and men differently related to the research problem you want to deal with?
- Have you looked for gender-sensitive studies while preparing literature review for your research?
- Have you checked if you are projecting stereotypical gender roles?

Checklist

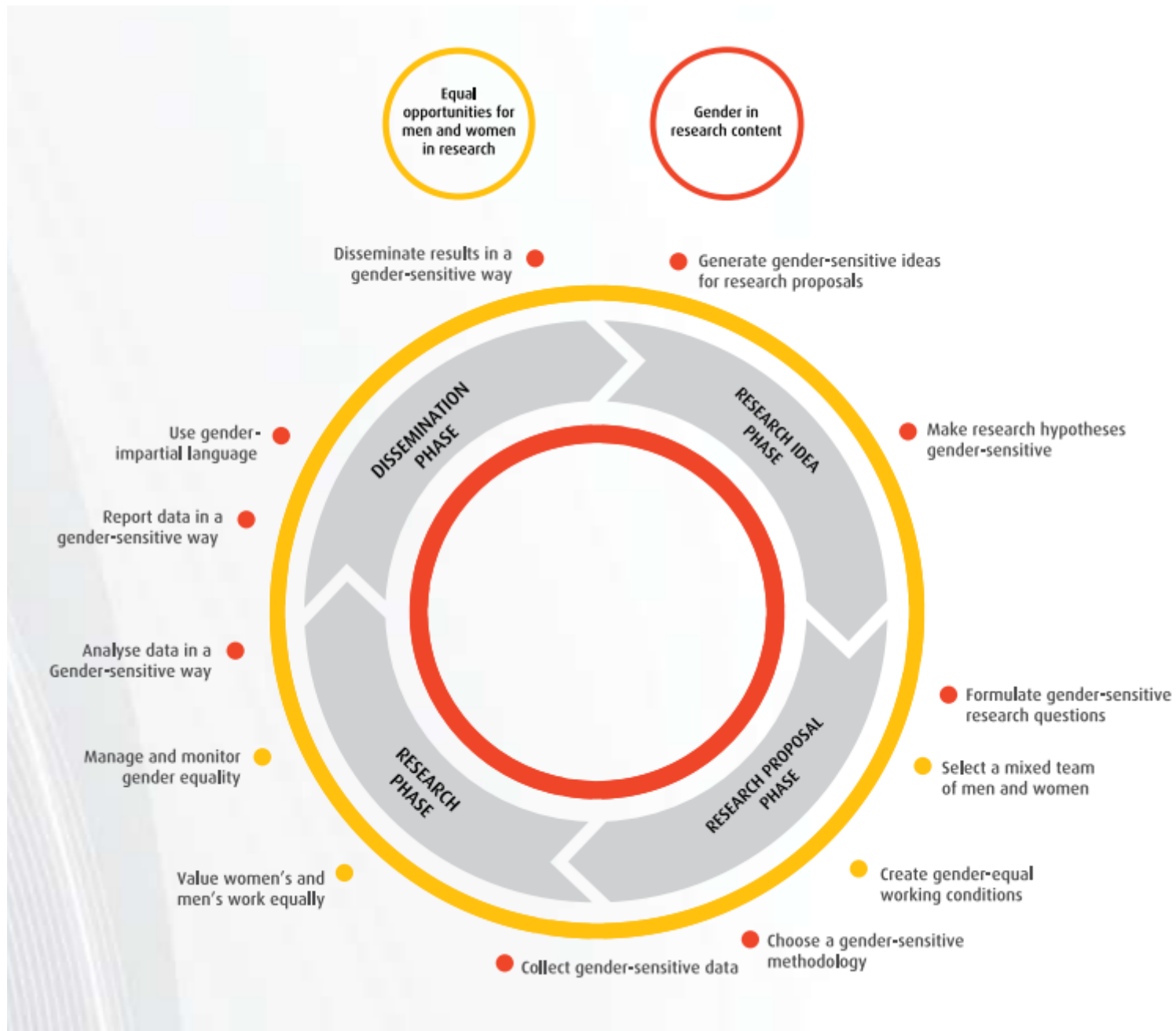
For applying gender-sensitive approach in research-continue

- Is your methodology tackling the issues relevant to both women and men?
- Is the language you are using gender-sensitive?
- Do you disaggregate data by sex/gender?
- Do you have equal number of both sexes in your sample?

Checklist

For applying gender-sensitive approach in research-continue

- Do you report data in gender-sensitive way?
- Have you checked how will different genders use the project results in different ways?
- Will project results benefit lives of both women and men?
- Does your research relate to gender inequalities in society?



Conclusion

Gender mainstreaming approach (Adopted from Gender in Europe Funded Research-Toolkit)

Gender mainstreaming approach:

- **Transversal:** concerns all domains (of research)
- **Systematic:** In each step of the research process
- **Transformative:** strengthening capacities and eliminating inequalities

Conclusion continue

Excellent research needs gender equality (efficiency)

Investing in equal opportunities for men and women:

- Stimulates the constitution of better performing teams
- Allows you to get the best talent from the whole pool

Excellent research needs a gender perspective (quality)

A gender-sensitive approach to the research content:

- Allows your research to be of a higher quality
- Makes it valid for a larger group of end-users

Conclusion continue

Gender in the research content:

1. Research ideas phase
2. Proposal phase
3. Research phase
4. Dissemination phase

Conclusion

continue

How Can You Integrate The Gender Dimension In Your Proposal? (Adopted from GENDER EQUALITY IN HORIZON 2020)

- Determine the relevance of integrating sex and gender analysis in your research.
- Are there any sex differences that should be investigated and addressed?
- Have you questioned the gender assumptions that can influence your scientific priorities, research questions, and methods?
- Do you expect that your research findings affect differently male and females, women and men, girls and boys?
- Refer to existing evidence
- If more knowledge on gender dimension needs to be generated, include *specific studies on gender* in your activities.
- Engage scientists with gender expertise among your key research staff. You can also include *trainings on gender dimension* in your proposal, as **eligible costs**, in order to help researchers develop and share gender expertise in relation to your project.

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Conclusion continue

Checklist for Gender in Research

- **Equal opportunities for women and men:**
 1. Is there a gender balance in the project consortium and tea and decision making position?
 2. Do working condition allow all members of staff to combine work and family life in satisfactory manner?

Conclusion continue

- **Research ideas phase:**
 1. If the research involves human as a research objects, has the relevance of gender to the research topic been analyzed?
 2. If the research does not directly involve humans, are the possibly differentiated relations of men and women to the research subject sufficiently clear?
 3. Have you reviewed literature and other sources relating to gender differences in the research field?

Conclusion continue

- **Proposal phase:**
 1. Does the methodology ensure that (possible) gender differences will be investigated: that sex/gender-differentiated data will be collected and analyzed throughout the research cycle and will be part of final publication?
 2. That the proposal explicitly and comprehensively explain how gender issues will be handled (e.g. in a specific work package)?
 3. Have possibly differentiated outcomes and impacts of the research on women and men been considered?

Conclusion continue

- **Research phase:**
 1. Are questionnaires surveys, focus groups, etc. designed to unravel potentially relevant sex/gender differences in your data?
 2. Are the groups involved in the project (e.g. samples, testing groups) gender-balanced?
 3. Is data analyzed according to the sex variable?
Are other relevant variables analyzed with respect to gender?

Conclusion

continue

- **Dissemination phase:**
 1. Do analyses present statistics, tables, figures and descriptions that focus on the relevant gender differences that came up in the course of the project?
 2. Are institutions, departments and journals that focus on gender included among target groups for dissemination, along with mainstream research magazines?
 3. Have you considered a specific publication or event on gender-related findings?