Gender & Development
Module 1: Introduction to Gender

**Expected Learning Objectives**

**KEY POINTS OF MODULE 1**

Participants should understand the following:
- The concepts of ‘gender’ and ‘sex’.
- The term ‘gender equality.’
- The importance of gender equality and empowerment of women development.
- The evolution in approaches to addressing gender/women’s issues and the difference between WID and GAD approaches.

**Basic Concepts**

- Gender is a variable that must be examined to ensure that it is integrated into all development projects.
- Gender integration should respond to the priority needs of women and men, benefit both, and/or not affect either women or men adversely.
- Gender is a complex variable that nestles in social, cultural, economic and political contexts.

**Why Is Gender Relevant for Development?**

- Disparities exist in male and female rights, responsibilities, access to and control over resources, and voice at household, community and national levels.
- Hence, men and women have different priorities, constraints and preferences with respect to development and can contribute to, and be affected differently by, development projects.
- To enhance development effectiveness, these considerations must be addressed in all program design and interventions.

**Why Is Gender Relevant for Development?**

- Failure to address gender issues in program design, implementation, and development interventions can lead not only to inefficient and unsustainable results, but it may also exacerbate existing inequities.
- Understanding gender issues helps in incorporating mitigating mechanisms in project design to redress or reduce any inequitable impacts and to ensure sustainability.

**How Does Gender Differ From Sex?**

- **Gender** refers to socially constructed differences between men and women.
- **Sex** refers to biological differences between men and women.
- Being socially constructed, gender differences vary depending on:
  - Race; caste; class; ethnicity; religion and culture; age; marital status and time.
  - Sexual differences vary little across these variables.

**Gender Equality**

- Equality of Law
- Equality of Opportunity
- Equality of Voice
International Instruments

- Convention for Elimination of Discrimination Against Women (CEDAW, 1979)
- Millennium Development Goals (2001)

Millennium Development Goals (MDGs)

1. Eradicate extreme poverty and hunger
2. Achieve universal primary education
3. Promote gender equality and empower women
4. Reduce child mortality
5. Improve maternal health
6. Combat HIV/AIDS, malaria and other diseases
7. Ensure environmental sustainability
8. Develop a global partnership for development

Note: MDGs are mutually reinforcing; progress toward one goal affects progress toward the others. But, the third goal addresses gender equality specifically.

Rationale for Gender Equality

- Economic Rationale
- Human Rights Rationale
- Social Justice Rationale

Gender and Development: The Links

- Gender and Poverty Reduction
- Gender and Education
- Gender and Health
- Gender and Land/Financial Resources
- Gender and Governance
- Gender and Legal Reform
- Gender and ICT

How Do You Integrate Gender into Development? (1)

- **WID** (Women in Development) – project design and intervention focused on women as a separate group.
- **GAD** (Gender and Development) – project design and intervention focused on a development process that transforms gender relations in order to enable women to participate on an equal basis with men in determining their common future.

How Do You Integrate Gender into Development? (2)

- **Gender Equality Approach** – Gender is about both men and women. This is a more comprehensive approach to analysis and design of development interventions because it takes into account the situation and needs of both men and women:
  - Involve both women and men in addressing and solving development problems.
  - Reform institutions to establish equal rights and opportunities for men and women.
  - Foster economic development to strengthen incentives for more equal resources and participation.
  - Take active measures to redress persistent disparities in command over resources and political voice.
How Do You Integrate Gender into Development? (3)

- **World Bank strategy** for integrating the gender dimension into their development activities:
  - Complete country-level gender assessment (CGA) that is based on analysis and inclusive consultations in all active countries
  - Use the results in country dialogue and identify priority gender-responsive policies and interventions
  - Undertake gender-responsive project design, appraisal, implementation, and supervision, and monitoring and evaluation (M&E), especially in high-impact sectors