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UN Women Report suggesting that by 2050, climate change may push up to 158 million more women and girls into poverty and see 236 million more face food insecurity.



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GENDER; IS IT A BIG TOPIC?

“Understanding the basics: gender roles and stereotypes”

“Social issues and gender”

“What does gender-sensitive/responsive approach?”

“Is it enough to fix the problem?”



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Gender & Related Concepts

Aim: To introduce different gender concepts, and encourage participants to discuss these concepts within their respective countries giving reference to local NGOs.

Objective: To understand the meaning gender and gender equality, and to be able to build the framework of gender component for local actions.

Note: This module focuses on gender and related concepts in the context of gender and climate.

Group work: Definitions in Your Country

- Women? Men?
- Girls and boys?
- Sex and Gender?

WOMEN

- Fragile
- Gentle
- Passive
- Emotional
- Indecisive
- Proper
- Teacher
- She will be a housewife!

MEN

- Strong
- Tough
- Sociable
- Rational
- Decisive
- Like a man
- Engineer
- He will receive education and become a man!



Gender and Sex Definitions in Your Country

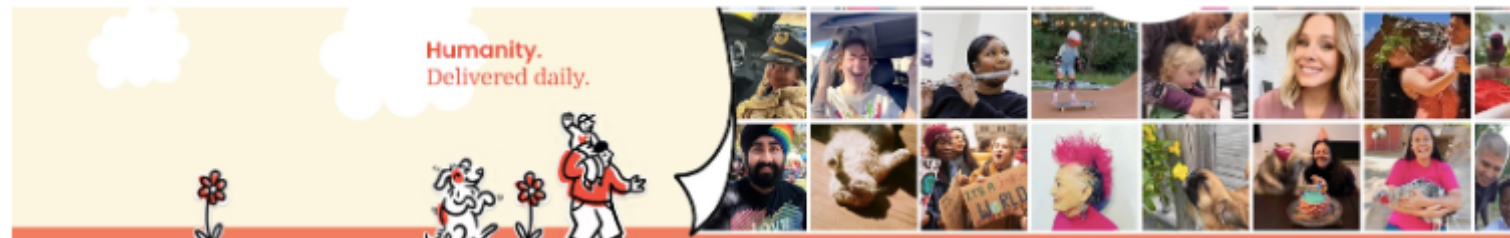
Exercise: 30 min in 4-5 ppl groups

1. **List** the organizations working in gender field and focusing on gender equality through projects.
2. **Visit** their websites and find the definitions they make in their own context.
3. **Try to find** other resources, such as academic journals, official dictionary of your local language(s).
4. **Discuss** the definitions, different definitions between sex and gender.
5. **Group presentation:** 5 min for each group/20 min

Sex

Refers to the genetic, physiological and biological properties of the individual as a male or female.

When we speak of women and men biologically, it is defined and understood in the same way all over the world. Our biological properties do not change over time, from region to region or from generation to generation.



Video by an NGO based in the **UK Upworthy**
<https://www.youtube.com/watch?v=G3Aweo-74kY>

Gender

Gender refers to behaviors, roles and responsibilities that the society expects from women and girls and men and boys, and the relationship between them in a given society and in a particular period of time.

It is one of the conceptual criteria and / or tools that facilitate the complex socio-cultural structure of societies to be understood better.

Gender is structured socially and culturally - in other words, it is related to social relations between men and women. **"Femininity and masculinity" built by society** are gender categories.

Social attributes and opportunities associated with being female and male and to the relationships between women and men and girls and boys, as well as to the relations between women and those between men (EIGE).



Gender

Roles and responsibilities attributed to women and men, and all genders and defined socially and culturally;

Vary over time,
Differ by culture,
Are affected by education, income level, age, social class, religion and other factors,
Differ between men and women according to age, ethnicity, income level, culture, tradition and other factors,
Are learned and resistant to change.

Sex

Inherent biological properties of men and women;

Are innate,
Are universal,
Do not differ according to culture,
Are not affected by economic or social factors.,
Are the same for women and men,
Are stable and do not change over time.



Although sex is biological, human societies attributed cultural meanings to sexes and the social, cultural and economic roles expected from them are determined in cultures. Therefore, the concept of gender is used.

Every society built the meaning and roles of sexes regardless of their biological formations. The meaning and roles attributed to femininity and masculinity are learned in the **process of socialization**.

Unlike biological sex characteristics, gender **varies**
From society to society;
From culture to culture, and over time.
Gender is not a concept just about women.
Usually refers to unequal relationships between men and women.





Gender is socially and culturally structured, so can be changed.

Social system, gender norms, roles and relationships create and/or reinforce gender inequalities.

Redefinition of “masculinity” in an equitable manner, gender roles that will change as a result of women's empowerment builds more equal gender relations.

Gender mainstreaming is the key strategy to ensure gender equality and women's empowerment.





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What about gender equality?



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Gender equality is about...

- Please quickly complete the sentence...
- Make a definition of gender quality as a group...
- See different definitions of GE and discuss how/if they are different than your words..



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Gender equality by the UN

It is the ability of **women and men**:

- ✓ to realize their capacities in line with their desires and abilities
- ✓ to contribute to economic, social, political and technological development and
- ✓ to benefit from the results of development
 - ✓ by taking advantage of equal conditions and equal opportunities and
 - ✓ by being treated equally.
- ✓ Gender equality is a **human right**.
- ✓ It is one of the global development goals.
- ✓ It is the prerequisite for democracy, economic growth and social welfare.
- ✓ It is not that men and women are the same.



- It is not just women's problem.
- It has economic, social and political implications.
- According to the World Bank, gender equality is not only a key objective, but also the driving force of smart economy and development.



European Institute for Gender Equality

- Equal rights, responsibilities and opportunities of women and men and girls and boys.
- Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, thereby recognising the diversity of different groups of women and men.
- Gender equality is not a women's issue but should concern and fully engage men as well as women.
- Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.



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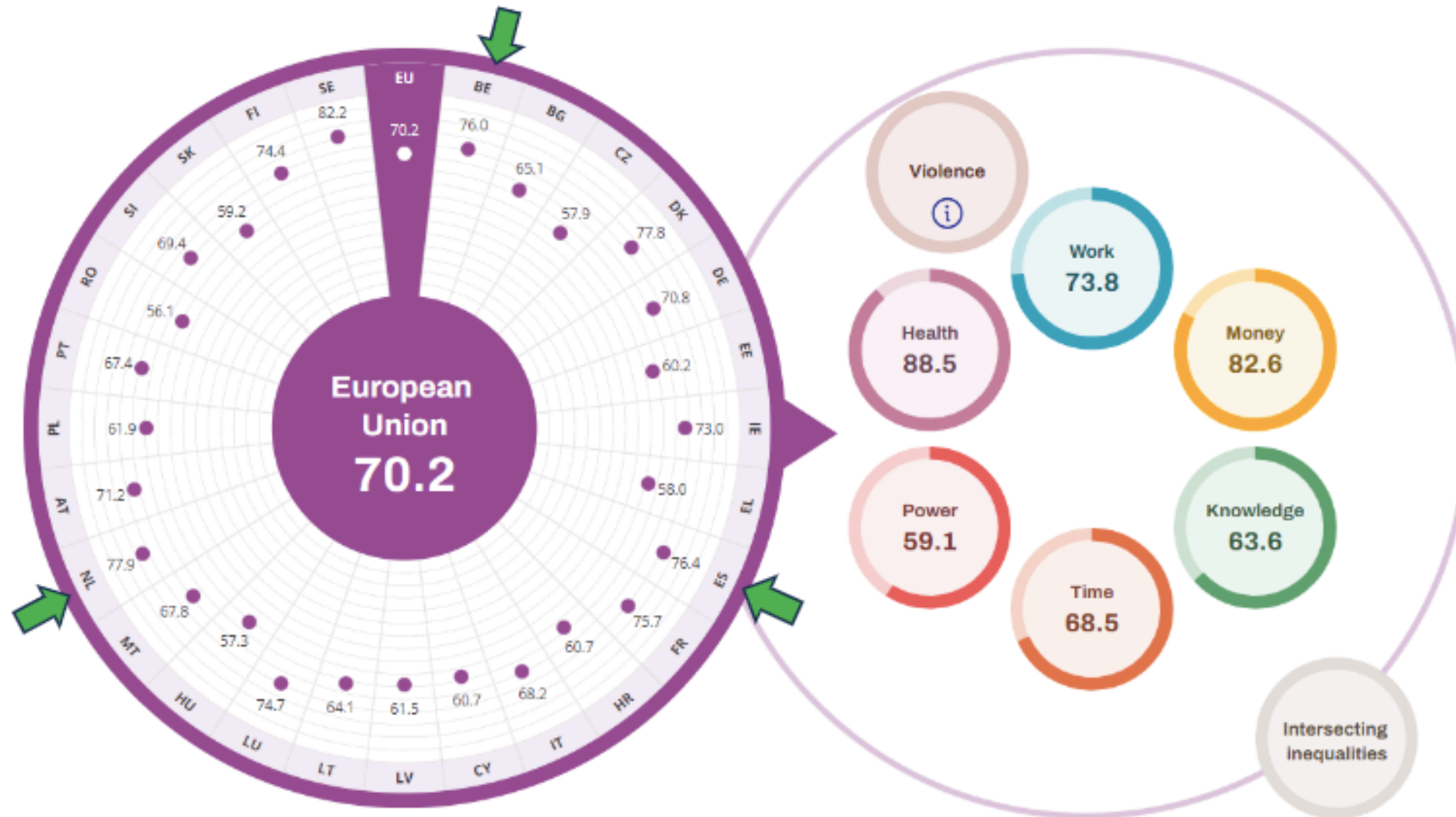


Are we equal?



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Gender Equality Index

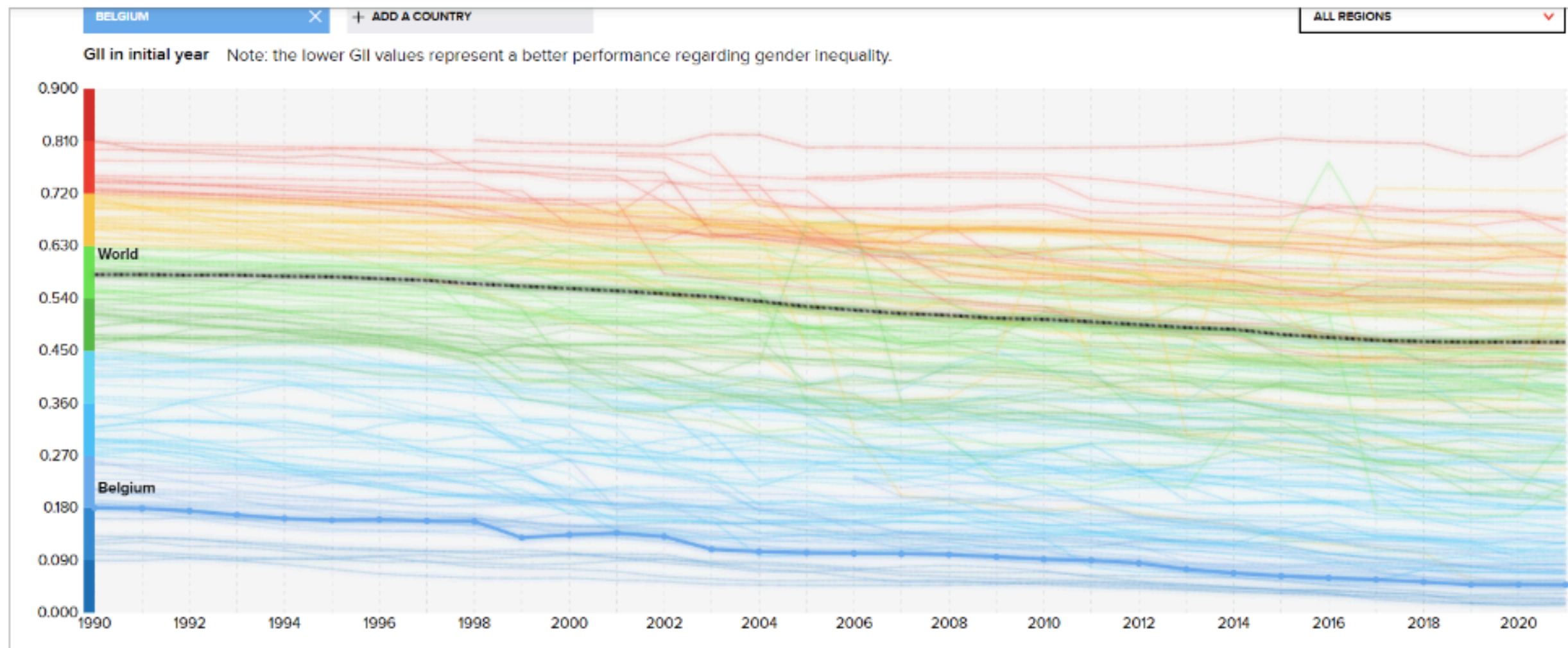


The data for 2023 index is mostly from 2021 and 2022.

The Gender Equality Index gives The EU and the Member States a score from 1 to 100. A score of 100 would mean that a country had reached full equality between women and men.

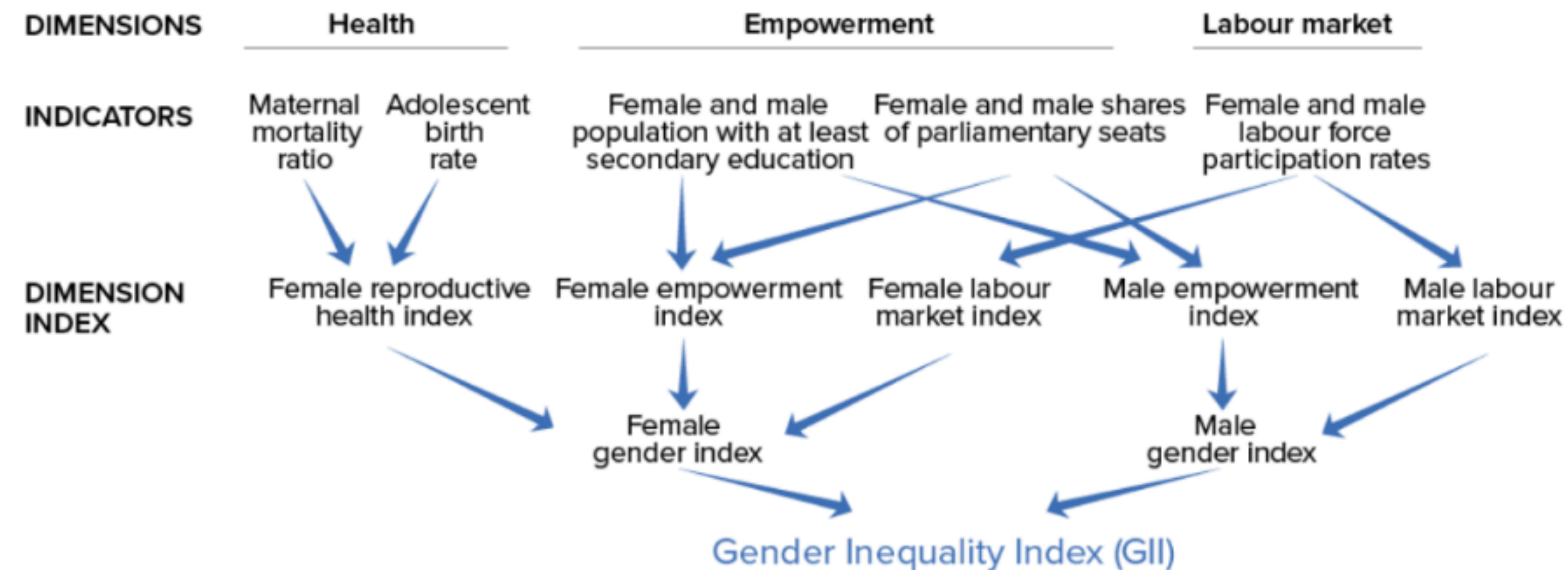
Click on a country in the radar graph to see a country's index score and domains scores.

UNDP: Gender Inequality Index World vs. Belgium

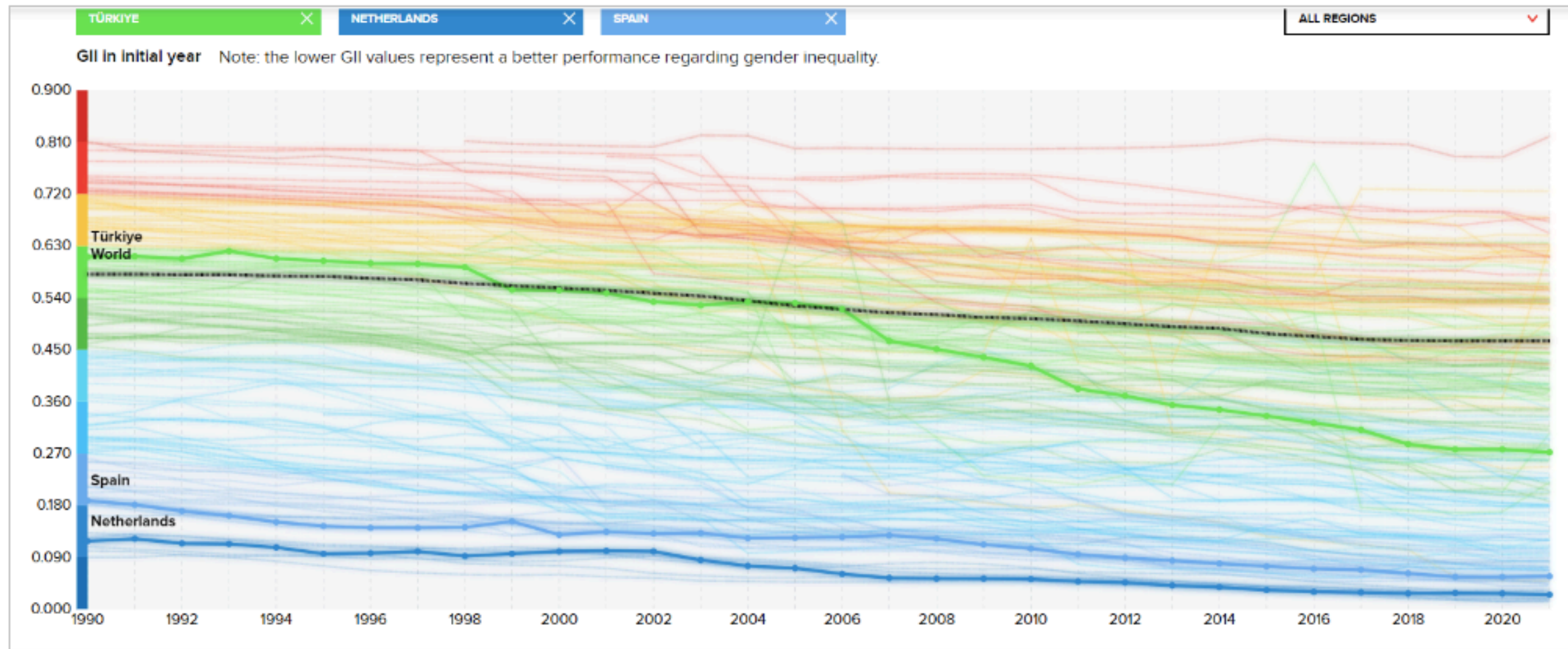


What is the basis of data and measurement?

Dimensions and Indicators



Türkiye – Netherlands - Spain



Measuring equality?

- Equality or inequality is measured differently as each calculation/methodology can take different indicators and dimensions.
- It is important to note that country data may not be always validated or reflect real situation in the country. Therefore, it is crucial to look at 3rd party reports such as from NGOs or local organizations.



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“EIGE is showing, we need 60 years to achieve full equality between women and men in the EU,” said Robert Biedron, Chair of the European Parliament’s FEMM Committee.



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“People will land on Mars before we will reach full gender equality in Europe. And we need 300 years to reach gender equality globally. This is a shame. We need to speed up.”



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But there are always **GOOD PRACTICES**

- [https://eige.europa.eu/gender-mainstreaming/good-practices?section\[\]=919](https://eige.europa.eu/gender-mainstreaming/good-practices?section[]=919)

Other
definitions –
may be
introduced!

Gender stereotypes

Gender norms

Gender roles

Gender relations

Gender division of labor

Gender discrimination



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Videos

- <https://www.youtube.com/watch?v=G3Aweo-74kY>
Children and occupations
- <https://www.youtube.com/watch?v=zsBjZxv8Ko>
Stereotypes about women



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Why gender equality?

Striking data!

1 dollar investment, 5-7 dollars return!

According to a study carried out by Özyeğin University, the return on 1-dollar investment in women's education to the economy ranges from 5 to 7 dollars*





Why gender equality?

Striking data!

\$ 28 billion increase in GDP!

According to the study in 2015, global GDP can increase **28 billion dollars (26 percent)** by 2025 if women participate in economy on equal footing with men. 28 billion dollar is equal the sum of USA and China's economies in 2015 figures.





Why gender equality?

Striking data!

10,5 million increase in employment!

According to the study in 2017, if policies aim at eliminating gender based career guidance and encouraging women and girls towards science and technology are adopted, additional employment created. Corresponding employment figures would be around **6,3 to 10,5 million by 2050.**





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Why gender equality?

Striking data!

9,6 percent increase in GDP per capita!

In a European-level study, it was calculated that policies aimed at ensuring gender equality in the European Union would **increase GDP per capita by 9.6 percent by 2050.**



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Gender Gap

<https://www.bbc.com/news/business-43632763>

What is the gender pay gap at your company?

<https://widgets.weforum.org/gender-gap-calculator/>

Gender Gap



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Gender discrimination

The social system reinforces gender inequality through gender stereotypes, sex-based discrimination and gender-based violence. In general, discrimination can occur in two forms as direct and indirect discrimination.

Direct discrimination is treated differently to someone as including discrimination based on reasons the reasons such as sex, gender, race, language, religion, ethnicity, etc. For example, the fact that a woman is exposed to different treatment in her workplace due to her pregnancy is direct discrimination.

Indirect discrimination is a kind of discrimination that is difficult to understand. Laying down military service as a condition in a job advertisement can be given as an example to this.

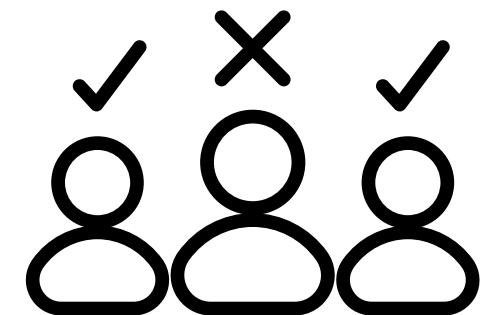


Gender discrimination

Another category of discrimination is de-jure discrimination and de facto discrimination.

For the first kind of discrimination; the fact that although the nationality of a man is not withdrawn in case where he marries a foreigner in the country of X, the nationality of a woman is withdrawn in the same situation can be given as an example.

As an example for de facto discrimination; the fact that although immigration office staff approach with suspicion to women who come alone with their young child for migration/asylum, they do not exhibit such an attitude towards the man in the same state situation, can be given.



Gender discrimination

Gender based discrimination leads to inequality in accessing resources and opportunities, violence, inability to benefit from essential services or encountering barriers, limited involvement in work and politics and power imbalance in personal relationships with men for women.

Transforming gender roles into an egalitarian structure; is possible through women's empowerment and the construction of a new and egalitarian perception of masculinity.

Video

He for she

<https://www.youtube.com/watch?v=aEfO332K86I>

Male Involvement

Gender equality (GE) is a phenomenon that concerns women, men and the whole society and has a very important impact on daily life.

Historically, equality was conceptualized as "women's subject". However, **the subject that GE is also for the benefit of men has come to the fore in the last few decades.** Since, low life expectancy at birth (early male deaths), poor health conditions, and strict gender norms confine men to certain roles and lay a heavy burden on them.

For example, laying the burden of earning a living for the family to men is an unjust role ascribed by society for men and increases men's heart diseases and other health risks. Therefore, development initiatives to eliminate inequalities now identify men as an audience.



Male Involvement

Political, economic and social power are in the hands of men almost all over the world. In other words, “masculinity” is related to and associated with power. This does not mean that every man is or feels strong.

Economic and social inequalities can create class differences or superior-subordinate relationship between men. But still, men benefit from the prestige attributed to them in many ways.

Thinking “masculinity” superior to “femininity” is the cause of gender inequality and inequality has political, social and economic consequences, particularly violence against women.



Engagement of Men

In many countries of the world, some men began to question the concept of “patriarchal masculinity” which is the cause of negative consequences and to organize in line with the objective of a more equal society.

Because every man can change the definition of repressive-prescriptive masculinity and can contribute to the adoption by society of a transformative and egalitarian definition of masculinity.



Male Involvement

A research in 2011 shows that 241 organisations and 67 individuals involved directly or indirectly in work on men and gender equality in the 27 EU Member States.

Only 16 of them are governmental institutions while others are overwhelmingly NGOs. In Sweden, Latvia and Austria have 2 to 3 governmental institutions responsible for gender equality. In Spain and Belgium, regional and local governmental institutions have sections responsible for gender equality.



Male Involvement

Transformative masculinity is defined as,

- ✓ being respectful to women and men on the street,
- ✓ sharing household task with partners at home,
- ✓ challenging to achieve equal treatment and equal pay for equal value of work at the workplace
- ✓ supporting a full and equal participation of women in social economic and political life.

