

# Assessing Gender Integration

## Gender unequal

- Perpetuates gender inequality by reinforcing unbalanced gender norms, roles and relations
- Privileges men over women or women over men
- Leads to one gender enjoying more rights, privileges and opportunities than the other

## Gender blind

- Ignores gender norms, roles and relations
- May reinforce gender-based discrimination
- Ignores differences in opportunities and resource allocations between women and men
- Often constructed on the principle of being 'fair' by treating everyone the same

## Gender sensitive

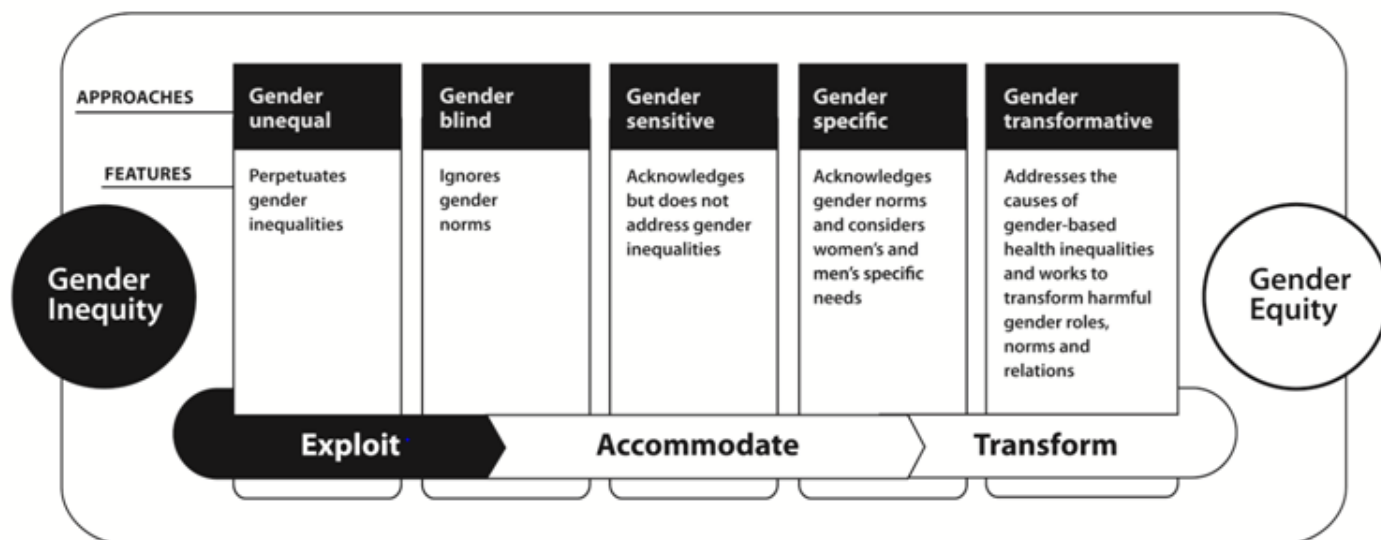
- Considers gender norms, roles and relations but offers no remedial action to address them
- Does not address inequality arising from unequal gender norms, roles or relations

## Gender specific

- Acknowledges different norms and roles for women and men and their impact on access to and control over resources
- Considers women's and men's specific needs
- May intentionally target a specific group of women or men to achieve policy or program goals or to meet their needs
- May make it easier for women and men to fulfill duties assigned to them based on their gender roles
- Does not address underlying causes of gender differences

## Gender transformative

- Acknowledges different norms and roles for women and men and their impact on access to and control over resources
- Addresses the causes of gender-based health inequity
- Includes ways to transform harmful gender norms, roles and relations
- Promotes gender equality
- Fosters changes in power relationships between women and men



Source: Making it Better: Gender Transformative Health Promotion Greaves, Pederson, Poole (2014) page 22

# Examples

**Gender unequal** initiatives perpetuate gender inequalities by reinforcing unbalanced gender norms, roles and relations.

- \* **Example:** A program may encourage women to quit smoking or reduce alcohol use based on concerns about harming their 'attractiveness'.
- \* **Example:** The 'Make Death Wait' awareness campaign about stroke prevention, portrayed stroke as a stalker and exploited women's fears of sexual violence.

**Gender-blind** programs ignore gender norms, roles and relations and may therefore reinforce gender-based discrimination, biases and stereotypes.

- \* **Example:** Many teen pregnancy/STI prevention programs do not acknowledge how gender may influence behaviour and may unintentionally support unequal power relations between young people.
- \* **Example:** Lack of representation of women in clinical trials has led to decades of research results that are not necessarily beneficial or safe for women.

**Gender sensitive** programs acknowledge but do not address gender inequalities.

- \* **Example:** A program to reduce maternal-child transmission of HIV might encourage women to practice safe sex, insist on condom use or adopt safer child-feeding strategies even though women may not have the status, rights nor decision-making authority to do so.

**Gender-specific** programs acknowledge gender norms and consider women's and men's specific needs.

- \* **Example:** Programs that provide child-minding and offer women-only spaces may accommodate women's roles, but not challenge why women are responsible for children when they need their own health care or why mixed spaces are unsafe or deemed unsuitable for women.

**Gender transformative** approaches focus on the dual goals of improving health, social or economic status *as well as* gender equity.

- \* **Example:** 'Lighting a Billion Lives' is an energy access program in rural India based on solar technologies that reduces indoor air pollution - allowing light to read & providing smoke-free environments. An entrepreneur model gives opportunities for women to be trained to run solar charging stations, increasing women's empowerment within their villages.
- \* **Example:** An initiative to reduce women's homelessness in the North of Canada spent 2 years in f2f and web-meetings identifying a range of gender transformative policy changes such as allowing women to work while in shelters, relieving women of financial responsibility for men's damage to housing, and training income security personnel to become gender and trauma informed in order to increase women's stability.
- \* **Example:** Gender transformative philanthropy is an approach of funders such as True Child, USAID and WHO. It deliberately challenges, educates and directs grantees to aim to change gender norms as part of all projects on both individual and societal level issues.
- \* **Example:** Gender transformative financing for SDGs was introduced by the European Parliament in 2015 to fund women's participation in decision-making, women's economic rights, gender based violence and sexual and reproductive health and women's peace and security in actions related to the development agenda.
- \* **Example:** Mama Cash, a Dutch funder, strengthens feminist organizations and activists in numerous countries, as a direct route to ending violence, based on a 2012 study linking strong feminist movements with lower rates of violence.