idh the sustainable trade initiative

Gender Core Concepts

Online Self Learning Module 1

2021

Table of Contents

Today's Agenda

Gender Sensitisation IDH The Sustainable Trade Initiative

Welcome to the online module!

Today, we are going to work with you to

- Understand the difference between Sex and Gender.

- Explore how socialisation determines the roles and responsibilities of women and men within the household and on the farm.

- Understand the gender division of labour (roles and responsibilities) on the farm and within the household and its impact on women.

But first, let's ask ourselves

Why do we need to understand gender?

Will it help us in our work and lives in any way?

Think about it for a moment.

"**As long as women face violence and discrimination, our efforts to eradicate poverty, achieve equality, and advance human rights and democracy will not succeed.**"

- Michelle Bachelet
(United Nations High Commissioner for Human Rights)

As people who work on the ground daily to help other people improve their lives, we can't look past how gender affects what we do.

What is the goal of
Gender Sensitisation?

Gender sensitization training aims to aid people in examining their personal attitudes and beliefs and questioning on-ground realities of both sexes at home and in the fields and workplaces

Doing so helps people to work better with their communities and take effective action when needed

# What is the need for gender sensitisation on the farms?

Source: WorldFish, 2014

Let's **look at the impact of previous trainings**

"We learnt how men and women are capable to perform the same tasks, but it is the village culture and traditional approach towards women which limits their role." "After attending the training, my husband includes me not only in farming activities, but also when we have to take decisions regarding farming or at domestic level."

Shalu Shrikant Gaurkar

(Female farmer in Yavatmal)
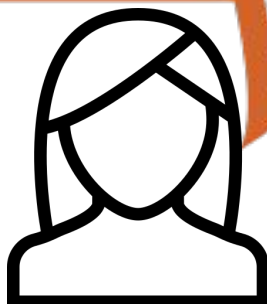
"After attending the training, my attitude towards women's participation in farming changed. We noticed that women hesitated to participate with men in common trainings and would not speak in front of male members. To overcome this, I recruited a female field facilitator and created women learning groups to ensure their inclusion in the program".

Arvindbhai Patel

(Program Unit Manager in Surender Nagar)

Hence,
Gender Sensitisation training allows you to

Recognise

the power dynamics and differing participation by men and women in decision making and in labor.

Reflect

on the attitudes and behaviors that needs to change within the society and the farming sector for a gender inclusive functioning.

Act

on the gaps and present ways for transformative gender change through further awareness and trainings amongst the farmers.

Module Structure

This self learning module is divided into two parts

Name	Time Required	Takeway
Part 1: Introduction to Gender	45 mins	The section will introduce concepts of gender and sex and elaborate on the need and impact of sensitisation.
Part 2: Gender Roles and Needs	45 mins	This section will look at the impact of socialisation on the different roles and needs of women and how it impacts women on the farms.
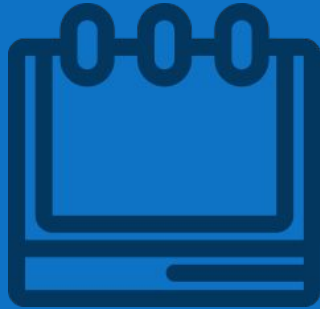
Part One: Introduction to Gender

Gender Sensitisation IDH The Sustainable Trade Initiative

Module Structure
Part One

Core Concepts

Gender

Refers to the identities of men and women that are 'socially constructed.'

Sex

Refers to the biological differences between men and women.

Socialisation

A continuing process whereby an individual acquires a personal identity and learns the norms, values, behaviour, and social skills 'appropriate' to their gender identity, and social position.
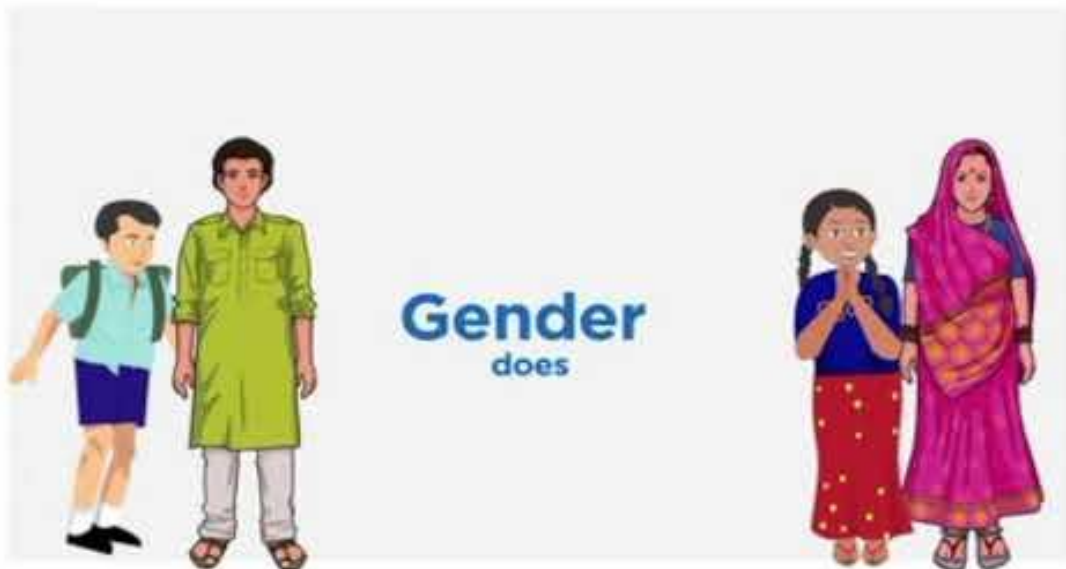
Meet Jay and Mia

Hello! I am Jay

Hi! I am Mia

Jay and Mia live in Ambepur, a small village in the Raigad district of Maharashtra. Through the course of this module, we will understand concepts related to gender through their experiences with their family and village.

Let's start with understanding what is gender.

What is Gender?

Source: IDH

Through the lives of Mia and Jay, we see the difference between 'Gender' and 'Sex' and how the both of them experience gender differently.

How does Mia's experience with gender limit her opportunities in the future?

Gender Vs Sex

Sex

- Biologically defined (that is we are born with it.

- Determined by birth.

- Universal (applicable over all geographies and social groups)

- Largely permanent (can be surgically changed)

Gender

- Determined by society (that is, we are not born with it).

- Learnt through life.

- Differs within and between cultures and social context.

- Can always be changed.

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Activity

Which of the following activities and characteristics do you associate with being a woman and a man?

Are these associations based on biology (Sex) or are they learnt (Gender)?

Cooking

Strength

Ploughing

Cleaning

Making an earning

Pregnancy

When I was hurt, mumma told me that I should stop crying because boys don't cry.

What is
Socialisation?

Socialisation is the process through which an individual learns gender norms, values, behaviours, and social skills which are 'appropriate' to his or her 'gender'.

In the previous exercise, aspects such as cooking and housekeeping are associated with women due to this process of socialisation which determines the roles that women and men perform.
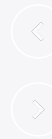
Understanding Socialisation

Source: IDH

While Jay is reprimanded for crying, Mia is asked to be quieter and take care of what she wears.

This socialises them to behave like a 'boy' and a 'girl'.

Can teaching not to cry negatively impact Jay? How?

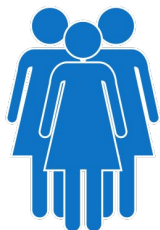Gender Sensitisation IDH The Sustainable Trade Initiative

Let's Reflect

How did you first learn that you are either a 'girl' or a 'boy'? How does being a girl/woman or boy/man influence our lives in the long term?

Why is it important for us to understand the difference between 'gender' and 'sex'?

Summary

Key point 1

Gender awareness is important to uplift women and ensure their participation which also ensures better standard of living and agricultural outcomes.

Key point 2

"Sex" refers to the biological differences while "Gender" refers to the identities of men and women that are 'socially constructed'.

Key point 3

Socialisation is the process through which people determine the roles that women and men perform. It often begins as soon as we are born.

Pop Quiz

Question 01

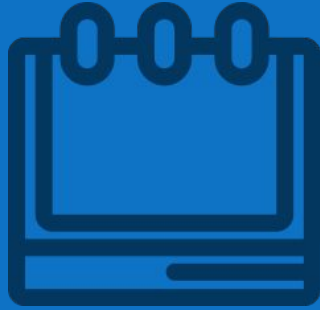While gender is culturally defined, Sex is biological and cannot be changed.

A. True

B. False

Question 02

Who does socialisation affect?

A. It impacts girls and women

B. It impacts young children (girls and boys).

C. It impacts everyone in the society.

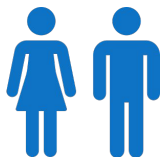# Part Two: Gender Roles and Needs

Module **Structure**

Part Two

Recap **of Part 1**

What is gender?

Refers to the identities of men and women that are 'socially constructed'.

What is socialisation?

A continuing process whereby an individual earns the norms, values, behaviour, and social skills 'appropriate' to their gender.

Gender vs Sex

While gender is the socially constructed learnt behaviours, Sex is the biological attributes of a man and a women.

Impact of Socialisation

Socialisation leads to certain roles and attributes being assigned to certain genders. Women are expected to be homemakers and child rearers while men are the breadwinners

Core Concepts- 1

Gender Roles

Gender roles refer to the roles learned and performed by a person as deemed appropriate to their gender. Gender roles determine how men and women should think, speak, dress and act, as determined by their society.

Practical Gender Needs

Since women and men have differing roles based on their gender, they will also have differing gender needs. One category is practical gender needs, which are the needs that women or men require in order to fulfill their socially determined roles.

Core Concepts- 2

Strategic Gender Needs

Strategic gender needs are needs which require a confrontation with existing social relationships between women and men.

Gender Division of Labor

This refers to the allocation of different jobs or types of work to women and men. This division is determined by society and defines the typical tasks that men or women living in that society are supposed to take up.

> **I want to go to the science fair, but dadi thinks that girls should focus on learning household skills instead.**
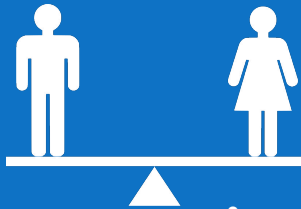
What are
Gender Roles?

Gender roles refer to the roles learned and performed by a person as deemed appropriate to their gender.

Gender roles determine how men and women should think, speak, dress and act, as determined by their society.

What Gender Roles are expected of Mia and Jay?

Source: IDH

While Mia is expected to focus on household matters, Jay is taught to stay outside of the kitchen and focus on physical activities. These gender roles also impact participation of women on the farm.

What have been some gender roles that you may have imbibed through socialisation?

Gender Roles on the Farm

Source: IDH

While Radha (Mia's mother) wants to attend the training program, her husband expects her to limit herself to being a homemaker. Although she engages in agricultural labor, she is never taken to the mandi nor consulted before making decisions on the farm.

How can Radha's farm training help the general well being of the family?

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Gender Roles Impact on Gendered Division of Labor

Gender Roles

Gender roles are learnt and imposed through socialisation wherein certain characteristics and roles are assigned as per gender.

Gendered Division of Labor

Due to imposed gender roles women engage in unpaid labor on farms and homes and are denied access to amenities.

Division of Labor on the Farm

Source: IDH

Due to the varying gender roles between men and women, there exists a difference in the kind of labor they engage in and the privileges they have access to.

Do you think the mentioned privileges impact women farmers general wellbeing?

Gender Sensitisation IDH The Sustainable Trade Initiative

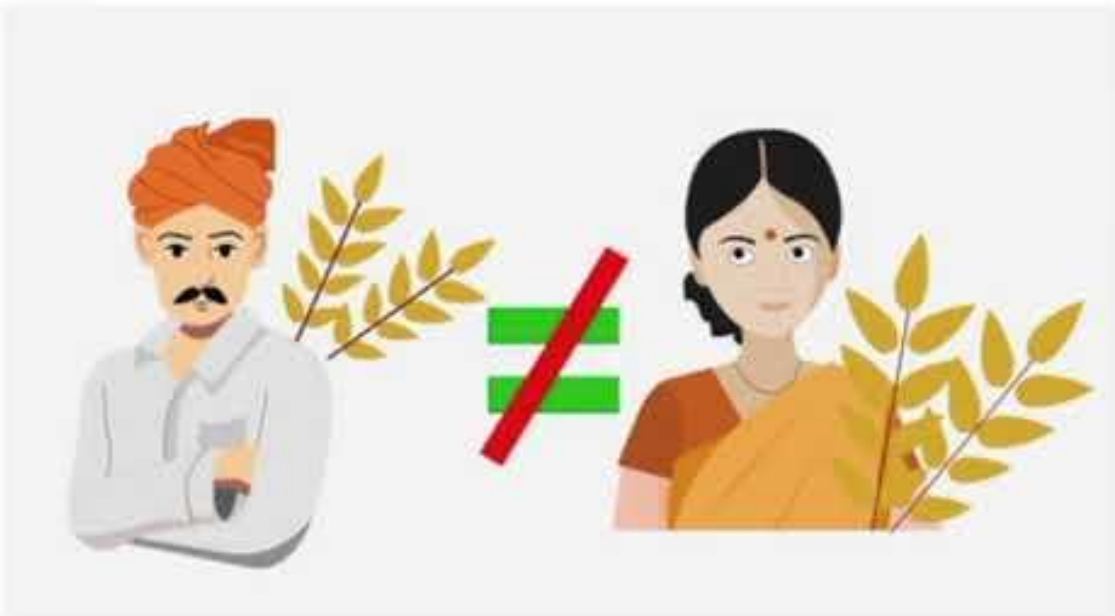# Rationale for Gendered Needs

Gender Roles

Gender roles are learnt and imposed through socialisation wherein certain characteristics and roles are assigned as per gender.

Gendered Division of Labor

Due to imposed gender roles women engage in unpaid labor on farms and homes and are denied access to amenities.

Gendered Needs

As seen, women have different roles and access to amenities leading to gendered needs which need to be considered for equality at the farm and the household

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Understanding Gender Needs

Leading on from the fact that women and men have differing roles based on their gender, they will also have differing gender needs as follows:

Practical Gender Needs

- The needs that women or men require in order to fulfill their socially determined roles.

- They often concern basic needs (e.g. access to food or fuel wood)

- Meeting them does not challenge the existing gender division of labor nor women's subordinate

Strategic Gender Needs

- The needs which require a confrontation with existing social relationships between women and men.

- They are concerned with gender division of labor, power and control (e.g. changes in property rights or the amount of time women and men are expected to spend in child care)

- Meeting them changes existing gender roles, thereby challenging women's subordinate position.

Case Study: Aadha Aasmaan

A film about women's contribution to their economies and the attitudes that deny women their share of healthcare.
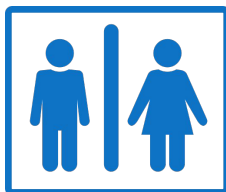

Source: Magic Lantern Movies

Let's Reflect

Can men perform the activity of weeding, picking? Can women perform the work of ploughing / tractor operating? Revisit the concepts of gender and sex.

Given women's involvement in agricultural activities, what are the ways in which they can contribute to decision making to improve farming within the household?
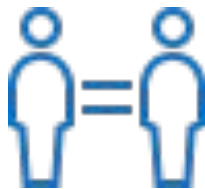
Summary

Key point 1

Gender roles determine how men and women should think, speak, dress and act, as determined by their society.

Key point 2

Due to imposed gender roles women often engage in unpaid labor on farms and homes but are denied access to amenities and decision making.

Key point 3

Women have differentiated roles and access to amenities leading to differentiated gendered needs which need to be considered for equality at the farm and household level.

Pop Quiz

Question 01

What is the relation between socialisation and gender roles?

A. Gender roles are learnt through socialisation.

B. Gender roles are propagated through socialisation.

C. Both of the above

Question 02

How do gender roles impact the farm? Select all that apply.

A. It limits women's participation in decision making.

B. It impacts productivity.

C. It creates unequal burdens for men and women.

Question 03

Which of the following are strategic gender needs and practical gender needs?

A. Healthcare needs.

B. Right to Participation on farm related decisions.

C. Need for financial assistance in child rearing.

Module Learnings- 1

Key point 1

Gender awareness is important to uplift women and ensure their participation which also ensures better standard of living and agricultural outcomes.

Key point 2

"Sex" refers to the biological differences while "Gender" refers to the identities of men and women that are 'socially constructed'.

Key point 3

Socialisation is the process through which people determine the roles that women and men perform. It often begins as soon as we are born.

Module Learnings- 2

Key point 4

Gender roles determine how men and women should think, speak, dress and act, as determined by their society.

Key point 5

Due to imposed gender roles women often engage in unpaid labor on farms and homes but are denied access to amenities and decision making.

Key point 6

Women have differentiated roles and access to amenities leading to differentiated gendered needs which need to be considered for equality at the farm and household level.

Further Resources

Introduction to gender

- [What is the difference between Gender and Sex](#)
- [Gender Development](#)
- [Why do we have gender stereotypes](#)
- [Yeh Gender kya Hai? (What is Gender)](#)
-

Gender roles

- [Gender Roles in Society](#)
- [Girl effect](#)
- [Have you seen the Arana? (documentary)](#)
- [Poop on Poverty (documentary by Vijay Jodha)](#)
- [Half the sky movement](#)

Pop Quiz: Answers

Pop Quiz- 1

- **Question 1: B. False**
- **Question 2: C. It impact everyone in society**

Pop Quiz 2

- **Question 1: C. Both of the above**
- **Question 2: A, B and C.**
- **Question 3: A. Practical Gender Need, B. Strategic Gender Need, C. Practical Gender Need.**

Gender Based Violence

IDH the sustainable trade initiative

Online Self Learning Module 2

2021

Table of Contents

Today's Agenda

Gender Sensitisation IDH The Sustainable Trade Initiative

Welcome to the online module!

Today, we are going to work with you to

- Identify the different forms of domestic violence, sexual harassment in public spaces, and sexual harassment in workplaces.

- Recognise and acknowledge the impact these forms of violence have on women, and barriers they face in reporting and leaving the violent situation.

- Demonstrate action steps to take in intervening, preventing, and addressing gender- based violence in their families, workplaces, and communities .

Recap of Core Concepts of Gender- 1

Gender

"Gender" refers to the identities of men and women that are 'socially constructed'.

Socialisation

Socialisation is the process through which people determine the roles that women and men perform. It often begins as soon as we are born.

Gender roles

Gender roles determine how men and women should think, speak, dress and act, as determined by their society.

Recap of Core Concepts of Gender- 2

Division of Labor

Gender roles determine how men and women should think, speak, dress and act, as determined by their society.

Gender Needs

Women have differentiated roles and access to amenities leading to differentiated gendered needs which need to be considered for equality at the farm and household level.

What is
Gender Based Violence?

Any act of gender based violence that results

in or is likely to result in physical, sexual, or

psychological harm or suffering to women,

including threats of such acts, coercion, or

arbitrary deprivation of liberty, occurring in

public or private life.
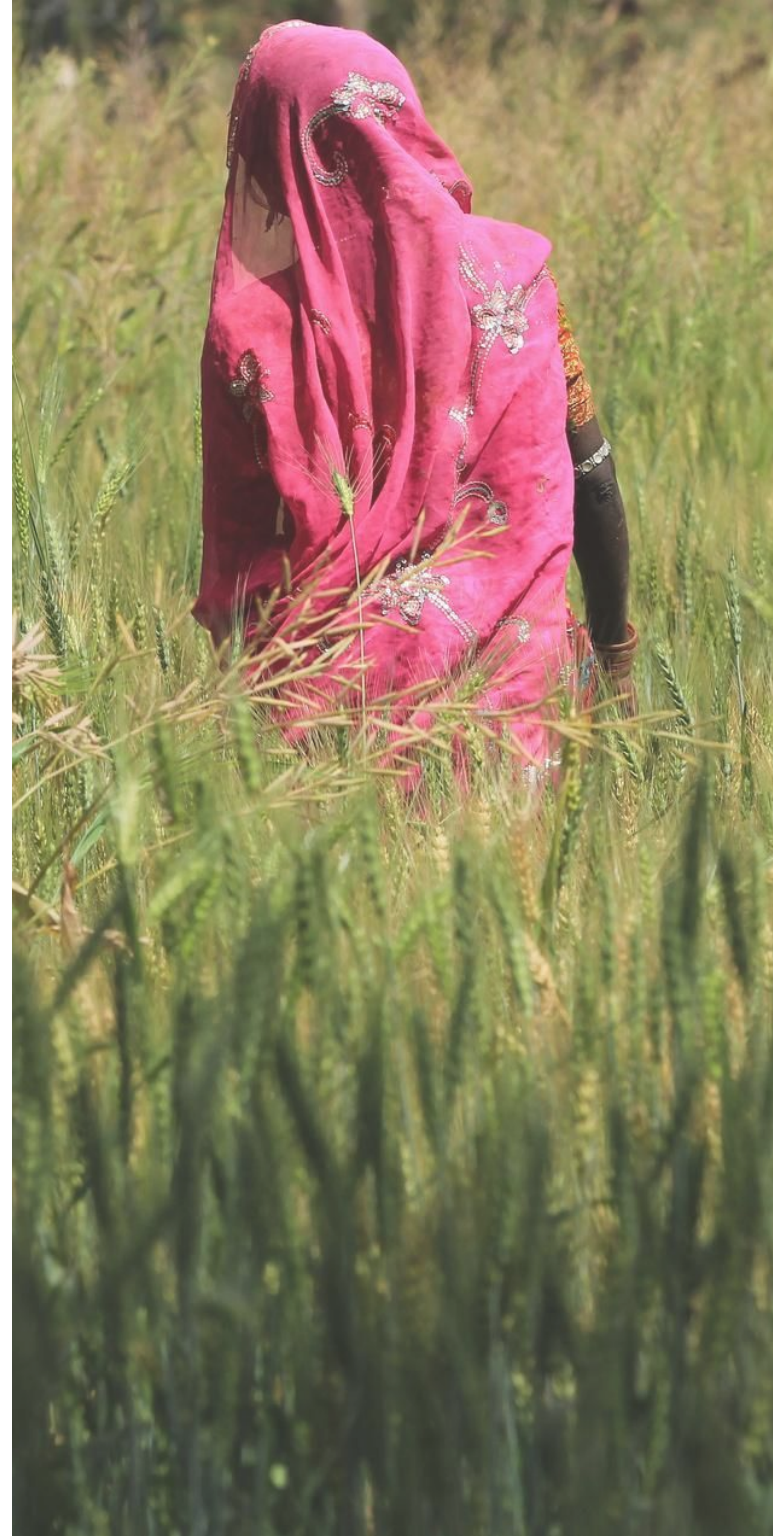
Relation **of Socialisation to Gender Based Violence**

Gender Roles

Gender roles are learnt and imposed through socialisation wherein certain characteristics and roles are learned and assigned as per gender.

Gender Based Violence

These gender based roles often teach women and girls from a young age to accept violence as 'normal' part of their lives. Additionally, men and boys are taught from a young age to accept violence as a 'normal' reaction to resolve conflict.

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Impact of Socialisation on Gender Based Violence

Socialisation and consequent gender roles often perpetuate violence by

Silencing women from speaking out

Blaming women for Violence

Discouraging women from reporting

Normalising Violence

Hence, field workers must actively work towards understanding the different forms of gender based violence and the means of intervention.

In this module we will specifically look at domestic violence, sexual harassment at workplace and public spaces as examples of gender based violence.

Module Structure

This self learning module is divided into three parts

Name	Time Required	Takeway
Part 1: Domestic Violence	30 mins	The section will elaborate on the forms, impact and laws for preventing domestic violence
Part 2: Sexual Harassment in Public Spaces	30 mins	The section will elaborate on the forms, impact and laws for preventing sexual harassment in public spaces.
Part 3: Sexual Harassment at Workplace	45 mins	The section will elaborate on the forms, impact and laws for preventing sexual harassment at workplace.

Gender Sensitisation IDH The Sustainable Trade Initiative
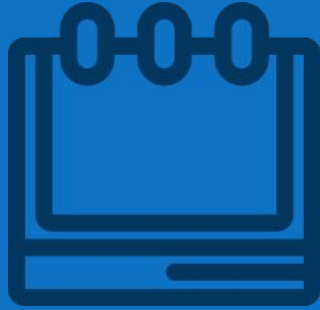
Part One:
Domestic Violence

Module Structure
Part One

Gender Sensitisation IDH The Sustainable Trade Initiative

Meet Lata

Lata will be taking us through the forms, laws and nature of domestic violence.

Hello! I am Lata.

Domestic Violence is a form of gender based violence that has impacted women disproportionately. Let us look what constitutes domestic violence.

Can you think of certain gender roles that make it difficult for women to report domestic violence ?

What is
Domestic Violence?

Domestic Violence includes causing any harm or injury to the safety, life, health or well being of the aggrieved woman by committing any physical, sexual, verbal or economic abuse. Moreover, it also includes any injury or harm done to the aggrieved woman or her relative with a view to coerce her or any person, to meet unlawful dowry demand.

Forms of Domestic Violence

Physical Abuse
Any act or conduct which causes bodily pain, harm, or danger to life, limb, or health or impair the health or development of the aggrieved person. This includes isolation or restriction of movement.

Sexual Abuse
Any sexual conduct that abuses, humiliates, degrades, or otherwise violates the dignity of a woman.

Verbal and Emotional Abuse
Includes insults, ridicule, humiliation, name calling and repeated threats to cause physical pain to any person whom the aggrieved is interested in.

Economic Abuse
Includes depriving the aggrieved woman from all sorts of financial resources to which she is entitled to under any law or custom or legal order or which she requires out of necessity, such as for running the household, taking care of the children etc.

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Laws for Intervention

Protection of Women from Domestic Violence Act, 2005 (PWDVA)

This is a civil law that protects women of all ages and children below 18 in any domestic set up against physical, sexual, verbal, emotional and economic abuse.

The violators of this law can be any adult male who currently is in or has been in a domestic relationship with the aggrieved woman. This can also include adult relatives of the male.

How Can You Report a Domestic Violence Case?

The woman or somebody on her behalf can file a Domestic Incident Report (DIR) under the PWDVA act with:

| Protection Officer	Service Provider	Police	Magistrate
The PO registers the DIR, presents it before the Magistrate and ensures that the orders passed by the court are enforced.	It is an organization registered with the government that assists in filing the DIR provide with legal aid, medical care, counselling etc.	The police file a criminal complaint under Section 498A. They will record a DIR at the same time and forward the same to the magistrate.	The woman can also directly approach the Magistrate's court to file a DIR under the PWDVA.

Let's Reflect

Apart from the legal recourse, what are some other ways in which you can support the person facing violence?

What are the challenges that the person experiencing violence can face while talking about it and/ or reporting it?

Gender Sensitisation IDH The Sustainable Trade Initiative

Summary
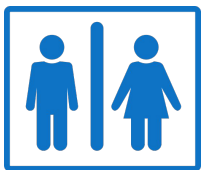
Key point 1

Domestic violence has several forms and goes beyond explicit forms of aggression. It is tied to gender roles which expect women to bear the violence.

Key point 2

Forms of domestic violence includes physical aggression, emotional abuse, verbal abuse, economic abuse and sexual abuse.

Key point 3

Protection of Women Against Domestic Violence Act, 2005 allows the women to file a domestic incident report (DIR) with the appointed protection officer, service provider, the police and even directly with the magistrate.

Case Study

View the case study and answer the following pop quiz.

Source: Breakthrough

Pop Quiz 1

Question 01

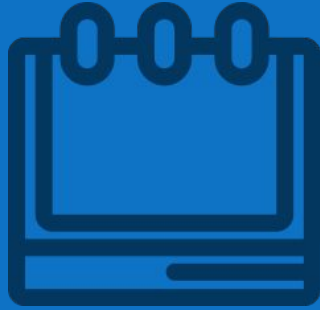What forms of domestic violence did you identify in the case study

A. Verbal and emotional violence

B. Physical violence

C. Economic violence

D. Both A and B.

Question 02

How can the law be used for redressal in the following case

A. The aggrieved can only file the case with a protection officer.

B. The aggrieved can seek help from NGOs and other service providers.

C. The aggrieved can approach the magistrate

D. All of the above.

Note: Answers present on slide 50

Part Two:
Sexual Harassment
in Public Spaces

Module **Structure**
Part Two

Gender Sensitisation IDH The Sustainable Trade Initiative

Meet Asha

Asha will take us through the forms, laws and nature of sexual harassment in public spaces

Hello! I am Asha,

Sexual harassment in public spaces is highly prevalent with most young girls and women having faced the same.
To understand better, let's start by looking at what exactly is a public space?

What constitutes a
Public Space?

Roads, parks, markets, buses, rickshaws, auto stands, stations, airports, cinema halls, places of worship as well as digital spaces are amongst many spaces that are considered public in nature. Harassment at any of these spaces is understood as sexual harassment at public spaces.

Let us look at what are the forms of Sexual Harassment at Public Spaces

This is not an exhaustive list of what can be considered public spaces. What are some other spaces that can be considered public?

It is important to note that any un-welcomed physical, verbal or non verbal conduct towards a woman can all qualify as harassment.

What constitutes
Sexual Harassment at Public Spaces?

The Criminal (Amendment) Law recognises the following forms of sexual harassment:

- Physical contact and advances involving unwelcome and explicit sexual overtures
- Demand or request for sexual favours
- Forcibly showing pornography
- Making sexually coloured remark; or
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

Gender Sensitisation IDH The Sustainable Trade Initiative

Laws for Intervention

Criminal (Amendment) Law , 2013

This law protects women against sexual harassment (as previously defined), acid attack, attempt of acid attack, voyeurism, stalking and intent to disrobe.

The violators of this law can be any adult male and the punishment is specific to the act.

How **can you Report Sexual Harassment at Public Spaces?**

The following are the rights and privileges of women in regards to reporting sexual harassment in public spaces:

FIR of the Incident	In case of disabilities	In case of minor girls	In cases of rape and acid attack
The FIR is registered by a woman police officer and statements of witnesses are taken.	Assistance of interpreter or special educator is taken to record statements.	Cross-examination will not happen in the presence of the accused	All hospitals/ medical facilities to provide first-aid free of cost and immediately

Summary

Key point 1

Roads, parks, markets, buses, rickshaws, auto stands, stations, airports, cinema halls, places of worship as well as digital spaces are amongst many spaces that are considered public in nature. Harassment at any of these spaces is understood as sexual harassment at public spaces.

Key point 2

Criminal (Amendment) Law protects women against sexual harassment (unwelcome physical, verbal or non-verbal conduct of sexual nature.), acid attack, attempt of acid attack, voyeurism, stalking and intent to disrobe.

Key point 3

Rights ranging from providing special translators when needed, free and immediate medical assistance in case if rape and acid attack and not conducting cross examination in front of the accused for minor girls are provided to women to aid reporting of sexual harassmentr cases.

Case Study

View the case study and answer the following pop quiz.

Source: Breakthrough

Pop Quiz 2

Question 01

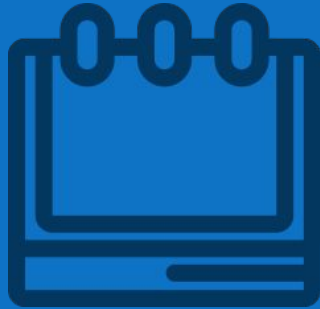What forms of sexual harassment did you identify in the case study. Choose all that are relevant.

A. Unwelcome physical conduct.

B. Making sexually coloured remark.

C. Physical aggression

Question 02

How can the laws can be used for redressal in the following case

A. The aggrieved will be protected and will not be cross examined in presence of the accused.

B. The FIR will be registered and witnesses will be recorded by a female officer.

C. Any medical expenditures will be taken care of.

Note: Answers present on slide 50

Part Three:
Sexual Harassment
at Workplace

Module **Structure**

Part Three

Gender Sensitisation IDH The Sustainable Trade Initiative

What constitutes a
Work Place?

Even non-traditional workplaces which involve telecommuting get covered under this law.

- Government organisations (company, corporations and cooperative societies);

- Private sector organisations (venture, society, trust, NGO sports, professional, entertainment, industrial, health related or financial institutions, including production, supply, sale, distribution or service);

- Hospitals/Nursing Homes;

- Places visited by the employee (including transportation provided by employer);

- A dwelling place or house.

Let us look at what are the forms of Sexual Harassment at Workplace

Gender Sensitisation IDH The Sustainable Trade Initiative

What constitutes

Sexual Harassment at Work Place?

The following are <u>some</u> acts that are understood as sexual harassment at workplace

- Jokes of a sexual nature,

- Comments about the woman's body, clothes, or looks,

- Staring,

- Inviting or calling frequently to an outing/ work space without valid reason,

- Showing materials of sexual nature,

- Making sexual advances,

- Demands of sexual favours or advances in exchange for benefits or threats including loss of job, demotion, implied/explicit promise of preferential treatment or threat of detrimental treatment,

- Touching/ brushing against body.

Laws for Interventions- 1

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, andRedressal) Act, 2013

The law defines 'workplace' (as elaborated) and "aggrieved woman", who will get protection under the Act and is extremely wide to cover all women, irrespective of her age or employment status, whether in the organised or unorganised sectors, public or private and covers clients, customers as well as domestic workers.

It outlines the duty of the employers to set an 'Internal Committee (IC)'; and duty of district collector to form a 'local committee'.

Laws for Interventions- 2

Internal Committee (IC)

Constituted by the employer if there are more than 10 employees. One-half of the total members nominated shall be women:

- Presiding Officer(Senior level woman employee)
- 2 members (Committed to the cause of women/experience in social work/legal knowledge.
- 1 external members (from NGOs/associations familiar with issues of sexual harassment)

Local Committee

Constituted by the District officer to receive complaints from establishments

- That have less than 10 employees and hence do not have an IC.
- If and when the complaint is against the employer.

Who can Complain?

In cases the aggrieved woman cannot complain herself, others can step in to do so for her.

In case of physical incapacity
Relative, friend, co-workers or any person who has knowledge of the incident with written consent of aggrieved woman

In case of mental incapacity
Relative, friend, special educator, psychiatrist/psychologist, guardian/authority or any person who has knowledge of the incident jointly with any person mentioned above.
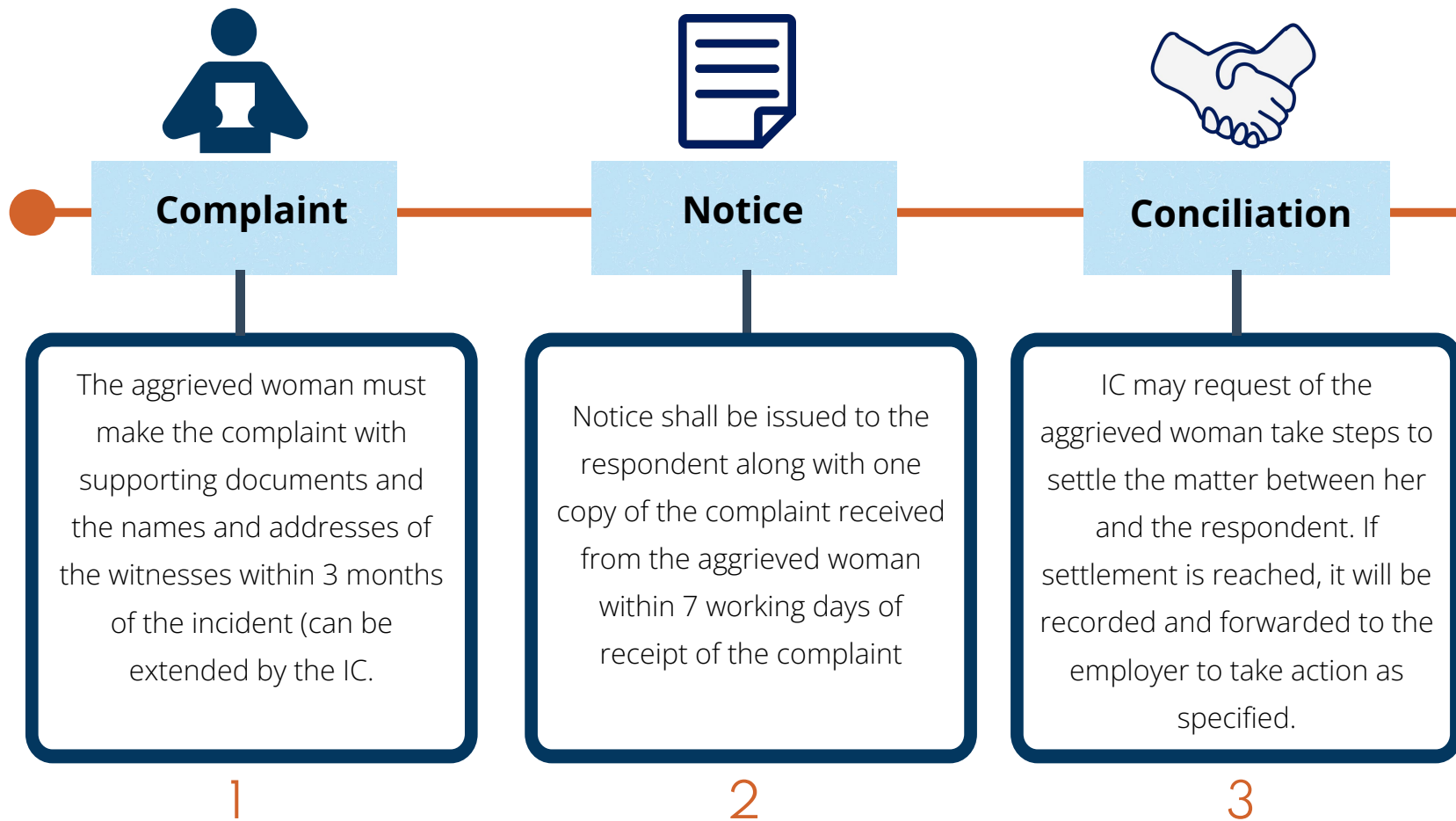
In case of aggrieved woman's death
Relative, friend, co-workers or any person who has knowledge of the incident with written consent of aggrieved woman

In case of any other reasons
Any person who has knowledge of the incident with written consent of aggrieved woman

How Can You Report Sexual Harassment at Workplaces?

Complaint	**Notice**	**Conciliation**
The aggrieved woman must make the complaint with supporting documents and the names and addresses of the witnesses within 3 months of the incident (can be extended by the IC.	Notice shall be issued to the respondent along with one copy of the complaint received from the aggrieved woman within 7 working days of receipt of the complaint	IC may request of the aggrieved woman take steps to settle the matter between her and the respondent. If settlement is reached, it will be recorded and forwarded to the employer to take action as specified.
1	2	3

How Can You Report Sexual Harassment at Workplaces?

Inquiry

Report

Action

If the aggrieved woman informs the IC that any term or condition of the settlement has not been complied with by the respondent, the IC will make an inquiry into the complaint or forward the complaint to the police.
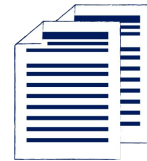
After completion of an inquiry the IC will provide a report of its findings to the employer within a period of 10 days from the date of completion of the inquiry.

If allegations are proven, the IC will send in recommended penalisation which has to be acted upon by the employer within 60 days of receipt

4

5

6

Summary

Key point 1

Government organisations, private sector organisations, hospitals/nursing homes, places visited by employee (including transportation provided by employer) and a dwelling place or house are all considered part of a 'workplace'

Key point 2

The law defining 'workplace' (as elaborated) and "aggrieved woman", who will get protection under the Act is extremely wide to cover all women, irrespective of her age or employment status, whether in the organised or unorganised sectors, public or private and covers clients, customers and domestic workers as well.

Key point 3

Complain on incidents of sexual harassment can be made by the women and by others (in special cases) within 30 days of the incidence (can be extended by the IC.

Case Study

View the case study and answer the following pop quiz.

Source: UN Women & Unilever

Pop Quiz 3

Question 01

What forms of sexual harassment did you identify in the case study. Choose all applicable.

A. Touching, brushing and other physical advances

B. Demands for sexual favours against threats of loss of job and/or detrimental treatment.

C. Staring

Question 02

How can laws can be used for redressal in the following case. Choose all that are applicable.

A. The aggrieved can file a complaint about this incident whenever they deem necessary.

B. The aggrieved can ask for some form compensation.

C. The aggrieved can approach the police apart from the IC.

Note: Answers present on slide 50

Module Learnings- 1

Key point 1

Socialisation and consequent gender roles often perpetuate violence by silencing women, discouraging them from reporting, blaming them for violence and normalising violence in everyday life.

Key point 2

Domestic violence has several forms (physical aggression, emotional abuse, verbal abuse, economic abuse and sexual abuse) and goes beyond explicit forms of aggression. It is tied to gender roles which expect women to bear the violence.

Key point 3

Protection of Women Against Domestic Violence Act, 2005 allows the women to file a domestic incident report (DIR) with the appointed protection officer, service provider, the police and even directly with the magistrate.

Module Learnings- 2

Key point 4

Criminal (Amendment) Law protects women against sexual harassment at public places which includes unwelcome physical, verbal or non-verbal conduct of sexual nature), acid attack, attempt of acid attack, voyeurism, stalking and intent to disrobe.

Key point 5

Women have rights ranging from providing special translators when needed, free and immediate medical assistance in case if rape and acid attack and not conducting cross examination in front of the accused for minor girls are provided to women to aid reporting of sexual harassment in public places.

Key point 6

Sexual Harassment of Women at Workplace Act, 2013 covers all women harassment, irrespective of her age or employment status, whether in the organised or unorganised sectors, public or private and covers clients, customers and domestic workers as well.

Module Learnings- 3

Key point 7

Complain on incidents of sexual harassment can be made by the women and by others (in special cases) within 30 days of the incidence (can be extended by the IC.

Further **Resources**

Domestic Violence

- [Article on domestic violence in India](#).

- [Bell Bajao](#).

Sexual Harassment in Public Spaces

- [Article on sexual harassment and assault on teenage girls in India](#).

- [ICRW study on sexual harassment in public spaces](#).

Sexual Harassment at Workplace

- [IDH video on sexual harassment at workplace.](#)

- [The 2021 guide to Workplace Sexual Harassment (Infographic)](#).

- [The future of gender equality at work by the International Labor Organization](#)

Pop Quiz: Answers

Pop Quiz- 1

- **Question 1: D. Both A and B**
- **Question 2: D. All of the above**

Pop Quiz- 2

- **Question 1: A and C**
- **Question 2: B and C.**

Pop Quiz- 3

- **Question 1: A, B and C.**
- **Question 2: A, B and C**

Gender Analysis and Planning

idh the sustainable trade initiative

Online Self Learning Module 3

2021

Table of Contents

Today's Agenda

Gender Sensitisation IDH The Sustainable Trade Initiative

Welcome to the online module!

Today, we are going to work with you to

- To understand the different gender analysis tools used for mainstreaming gender in field level programmes

- To understand how gender assessment and planning can integrate gender in field operations and management systems at the project level

Recap of Core Concepts of Gender- 1

Gender

"Gender" refers to the identities of men and women that are 'socially constructed'.

Socialisation

Socialisation is the process through which people determine the roles that women and men perform. It often begins as soon as we are born.

Gender roles

Gender roles determine how men and women should think, speak, dress and act, as determined by their society.

Recap of Core Concepts of Gender- 2

Division of Labor

Gender roles determine how men and women should think, speak, dress and act, as determined by their society.

Gender Needs

Women have differentiated roles and access to amenities leading to differentiated gendered needs which need to be considered for equality at the farm and household level.

What is
Gender Analysis?

Gender analysis examines the relations between men and women pertaining to access and control over resources, decision making and their relative positions at the household and community level.

A thorough gender analysis can reveal constraints and limitations that women and men face as well as help identify the opportunities where the involvement of men and women can give better outcomes.

Hence, Gender Analysis will allow you to

Recognise

the power dynamics and differing participation by men and women in decision making and in labor.

Reflect

on the attitudes and behaviours that needs to change within the society and the farming sector for a gender inclusive functioning.

Act

on the gaps and present ways for transformative gender integration through further awareness and trainings amongst the farmers.

Module Structure

This self learning module is divided into two parts

Name	Time Required	Takeway
Part 1: Gender Analysis Tools	45 mins	The section will elaborate on the different gender analysis tools (activity profile, daily activity clock, access and control profile and decision-making profile).
Part 2: Gender Mainstreaming and Planning	30 mins	The section will look at gender mainstreaming and how to address gender gaps in project planning and implementation.

08
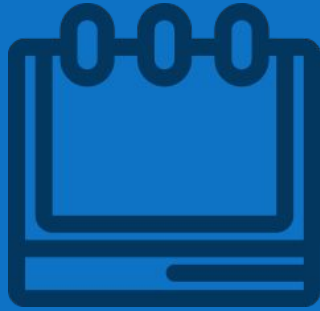
Part One: Gender Analysis Tools

Module Structure
Part One

Gender Sensitisation IDH The Sustainable Trade Initiative

Gender Tools- 1

Activity Profile

This tool categorizes different activities (productive and reproductive activities of men and women) and shows who does what, when (daily or seasonally), where (at home or on the farm) and how is the work done (by machine or manually).

Daily Activity Clock

This tool is to analyzes the roles of women and men during a 24 hour day. It explains how women and men spend a typical day from the time they wake up until they go to bed.

Gender **Tools- 2**

Access and Control Profile

Access refers to the opportunity to make 'use' of a resource while control is the 'power' to make various decisions regarding the resource. This tool allows a gendered analysis on the basis of these understandings of 'access' and 'profile'.

Decision making Chart

This chart captures who takes decisions for what kind of expenses and how women and men participate in/ negotiate decision-making within the household.

Activity Profile

The following is an example of an activity profile chart:

The activity profile lists the activities on the left. Based on these listed activities, you must now answer the rows adjacent to it.

Activities	Major responsibility of		When (Daily/ Seasonal)	How (Manual-by hand/Machine)
	🧍 Men	🧍 Women		
Household-related tasks				
Cleaning the house				
Washing the clothes				
Fetching drinking water				
Feeding livestock				
Cooking				
Helping children get ready for school				
Dropping children to the school				

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Activity Profile- Variables

The following are the variables to consider when conducting a activity profile:

It is important to consider the impact of these variables on women's health and wellbeing. What are the long lasting impact of women being restricted to only household, manual daily chores?

Who
What kind of activities are men responsible for ? what type of activities are women responsible for?

When
Are women responsible for seasonal work or men? Who is more responsible for daily chores?

Where
Who is more responsible for work indoors vs outdoors?

How
How is most of the work done by women, manually or by machinery?

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The daily activity clock lists different time slots on the left. Adjacent to this the participants are expected to fill in their daily tasks as men or women

Daily Activity Clock

The following is an example of an activity profile chart:

🕐 Time	Daily activity	
	🧍 Men	🧍 Women
02:00 am		
03:00 am		
04:00 am		
05:00 am		
06:00 am		
07:00 am		
08:00 am		
09:00 am		
10:00 am		
11:00 am		

Daily Activity Clock- Variables

The following are the variables to consider when conducting a daily activity profile:

The purpose of this tool is to analyze the roles of women and men during a 24 hour day.

Who do you think typically has a longer day in agricultural contexts- men or women?

What kind of activities are men and women responsible for in a typical day? who is responsible for household tasks?

Type of activity

Who has the larger amount of tasks for the day? Who gets more leisure/rest time? who wakes up first/has a longer day?

Work load

Gender Sensitisation IDH The Sustainable Trade Initiative

Case-study: Sarika

Source: IDH
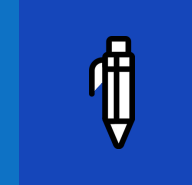
In the given case, there is a clear inequality in labor, access and control of resources as well as decision-making between Sarika and her husband.

Answer the questions in the following slides based on the 'Activity Profile' and 'Daily Activity clock'.

Let's Analyze Sarika's case- 1

Answer the following questions based on the discussed variables of the 'Activity Profile'

Who is primarily responsible for household chores?

Reflect on how this is related to established gender roles.

Who is primarily responsible for manual labor on the farm?

Reflect on how this unequal division of labor can impact physical health.

When are the above mentioned activities done?

Reflect whether the activities mentioned above are seasonal or daily. Do you see any unequal burdens based on gender?

Let's Analyze Sarika's case- 2

Answer the following questions based on the discussed variables of the
' Daily Activity Clock'

Who (considering the responsibilities) has the longer day ?

Reflect on how this is related to established gender roles. Do you think this adversely affects women?

Who is responsible for farm related activities involving manual labor ?

Reflect on how this unequal division of labor can impact physical health.

Access and Control Profile

The following is an example of an access and control profile:

This profile lists the resources on the left. You are expected to tick who has access and control to the said resources.

Resources	Access		Control	
	🧍 Men	🧍 Women	🧍 Men	🧍 Women
Land				
Seed				
Fertiliser				
Pesticide				
Tractor				
Bullock cart				
Agricultural equipment				
Training				

Access and Control Profile- Variables

The following are the variables to consider when conducting an access and control profile:
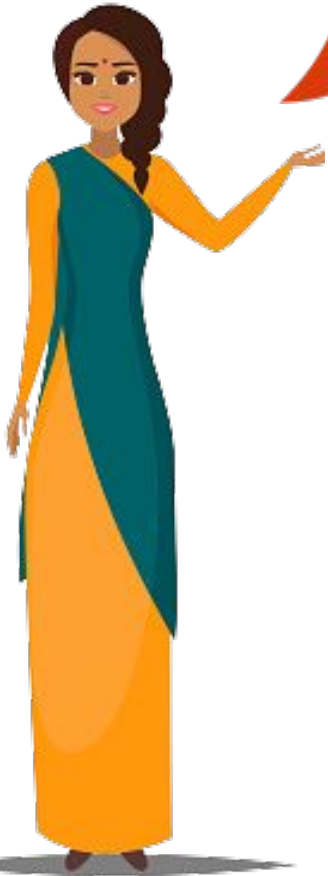
This tool helps in determining gender relations and interests. It is used for analyzing the resources available and what benefits are given to the people involved.
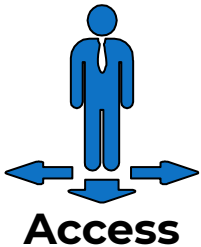
Access

Access refers to the opportunity to make 'use' of a resource.

Control

Control is the 'power' (or decision-making) to decide how a resource is used and who has access to it.

This chart lists possible areas of decision making on the left. You must pick either men or women on the right to reflect who 'primarily' takes the decision for the same.

Decision-making Profile

The following is an example of a decision-making profile chart:

Decision	🧍 Men	🧍 Women	🧍🧍 Both
Within the household			
Deciding what food to cook			
Deciding which school or college the children will go to			
Deciding what clothes to buy for the family			
Deciding what the children will study in college			
Deciding when to clean the house			
Deciding what livestock to purchase			
Deciding what vegetables and groceries to purchase			

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Decision-making Profile-Variables

The following are the points to consider when conducting a decision-making profile:

To bring these insights to the forefront, the decision-making profile is often done in conjunction to the access and control profile.

Despite women's key role in the agricultural sector, men have reportedly continued to dominate the decision making process on farming activities especially in cash crop production.

Limiting decision-making responsibilities to only men is highly detrimental not only for women, but also for general farm productivity.

Gender Sensitisation IDH The Sustainable Trade Initiative

Case-study: **Pankaja**

Source: IDH
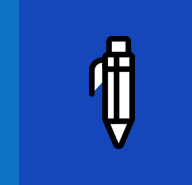
In the given case, there is a clear lack of access and right to decision making that Pankaja faces.

Based on this case study, answer the questions in the following slides looking at variables of 'Access and Control Profile' and 'Decision-making Profile'.

Answer the following questions based on the discussed variables of the
'Access and Control Profile' and 'Decision-making Profile'

Let's Analyze Pankaja's case

Who (pankaja or her husband) contributes to the land through labor?

Reflect on who needs training programmes on sowing and harvesting based on who does the labor.

Who (pankaja or her husband) has access to the mandi?

Reflect on how access to labor, does not translate to access to the mandi where actual buying and selling takes place.

Who has the authority to make decisions pertaining to the harvest ?

Reflect on how decision making powers to many can help in sound decision making.

Summary- 1
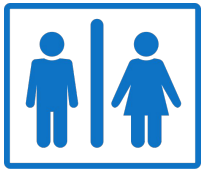
Key point 1

Socialisation impacts gendered division of labor through imposing certain gender roles that men and women often feel imposed to adhere to.
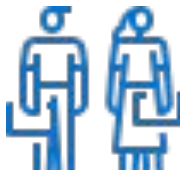
Key point 2

Activity clock categorizes different activities to show who does what, when, where and how the work done.

Key point 3

Daily clock analyzes the roles of women and men during a 24 hour day. It explains how women and men spend a typical day from the time they wake up until they go to bed.
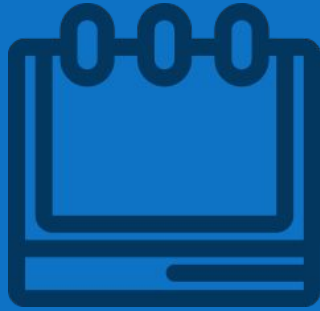
Summary- 2

Key point 1

Access refers to the opportunity to make 'use' of a resource while control is the 'power' to make various decisions regarding the resource. Access and control profile allows a gendered analysis on the basis of these understandings of 'access' and 'profile'.

Key point 2

Decision-making chart captures who takes decisions for what kind of expenses and how women and men participate in/ negotiate decision-making within the household.

Part Two: Gender Mainstreaming and Planning

Module **Structure**
Part Two

Gender Sensitisation IDH The Sustainable Trade Initiative

What is
Gender Mainstreaming?

Through this definition we can understand gender mainstreaming encompasses gender analysis and integration to ensure gender equality.

Gender mainstreaming means integrating a gender equality perspective at all stages and levels of policies, programmes and projects. Mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality.

Let us understand what is meant by gender mainstreaming a little deeper.

Understanding Gender Mainstreaming

Source: European Institute of Gender Equality

As per the video, gender mainstreaming is a cyclical process to ensure integration of gender needs through:

- Gender Analysis (understanding the roles, stereotypes and their impact)
- Gender representation and integration.

How can gender representation help in gender mainstreaming?

Components of Gender Mainstreaming

The 2 components of gender mainstreaming are gender analysis and integration, they have been elaborated below:

Gender Analysis

This includes the gender analysis tools discussed in Part 1 to understand the gaps, barriers and issues women face.

Gender Integration

This is the process of inclusion to mainstream gender and often includes gender analysis. The steps for this are mentioned in the upcoming slides.

How to Integrate Gender?

Source: IDH

The video covers the certain steps that can be followed to ensure gender integration and mainstreaming.

What kind of barriers would different gender analysis tools help uncover in the 1st stage?

Steps to Integrate Gender in Programme Planning- 1

1 Strategy Development

The first step includes conducting gender analysis and assessments (using the tools discussed in part 1)to understand the nature and level of participation of women and all the areas where they might need assistance.
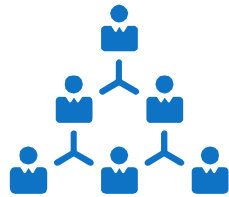
2 Stakeholder Engagement

The second step includes stakeholder analysis to identify the primary stakeholders for gender integration. The programme must be explained to them so as to understand the challenges they face in participation.

Steps **to Integrate Gender in Programme Planning- 2**

Governance Structure

3

Step 3 includes understanding the governance structure. It involves understanding who decides what? who is the decision making authority? what are the laws and policies that affect women and the value chain etc.

Project Reporting

4

Step 4 involves understanding what are the risks and circumstances that could affect the project. As well as analyzing the project targets and activities and how these will be measured.

Steps to Integrate Gender in Programme Planning- 3

5 Implementation

Step 5 includes conducting a value chain analysis to understand the knowledge and capacity gaps that men/women may be facing. It also includes integrating the tools that can be used to improve gender dynamics.

6 Learning & Innovation

This step includes anticipating what data needs to be gathered and at what frequency on the basis of the knowledge uncovered through previous steps.

Principles to Consider When Integrating Gender- 1

Gender lens

Gender is a lens and/or perspective. It is not a injection that can be introduced in programmes expecting immediate results.

Changing attitudes & behaviour

Working on gender is changing norms, attitudes, behaviour and practices that discriminate women. Gender intersects with class, caste, age, religion etc. in defining a man or a woman—implying that all interventions cannot impact all men and women in the same or homogenous way.

Principles to Consider When Integrating Gender- 2
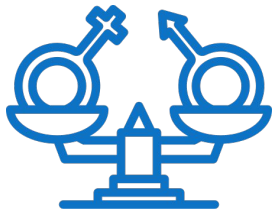
Changing power relations

Working on Gender is not the same as working on women's issues, it is about understanding and working towards changing power relations, division of labor and roles between men and women.
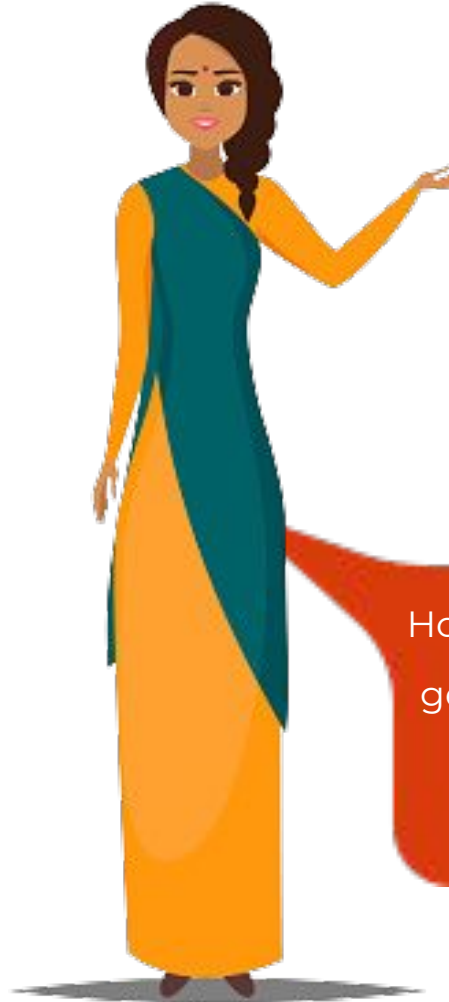
Do no harm principle

IDH also states the 'Do No Harm' principle in its vision on gender: The practice of ensuring that through interventions, existing gender relations and dynamics within the scope of the program are not negatively influenced or affected.
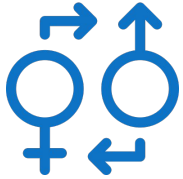
Summary

Key point 1

Gender mainstreaming means integrating a gender equality perspective at all stages and levels of policies, programmes and projects.

Key point 2

Gender mainstreaming is a cyclical process to ensure integration of gender needs through gender analysis (understanding the roles, stereotypes and their impact) and gender representation.

Key point 3

Integration of gender in programme planning can include 6 steps: strategy development, stakeholder management, governance structure, project reporting, implementation as well as learning and innovation.

Case Study

View the case study and answer the following pop quiz.

Source: IDH

Pop Quiz

Question 01

What are some gender analysis tools that can be used to uncover reasons for lesser participation by women in the case study. Choose all that apply.

A. Daily activity clock

B. Decision-making profile

C. Activity Profile

Question 02

True or False: Gender Mainstreaming includes gender analysis and assessment

A. True

B. False

Module Learnings- 1

Key point 1

Socialisation impacts gendered division of labor through imposing certain gender roles that men and women often feel imposed to adhere to.

Key point 2

Gender analysis examines the relations between men and women pertaining to access and control over resources, decision making and their relative positions at the household and community level.

Key point 3
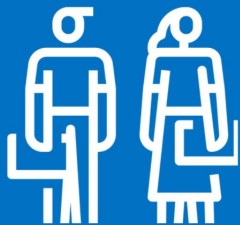
Activity clock categorizes different activities to show who does what, when, where and how the work done.

Module Learnings- 2

Key point 4

Daily clock analyzes the roles of women and men during a 24 hour day. It explains how women and men spend a typical day from the time they wake up until they go to bed.
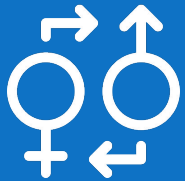
Key point 5

Access refers to the opportunity to make 'use' of a resource while control is the 'power' to make various decisions regarding the resource. Access and control profile allows a gendered analysis on the basis of these understandings of 'access' and 'profile'.

Key point 6

Decision-making chart captures who takes decisions for what kind of expenses and how women and men participate in/ negotiate decision-making within the household.

Module Learnings- 3

Key point 7

Gender mainstreaming means integrating a gender equality perspective at all stages and levels of policies, programmes and projects.

Key point 8

Gender mainstreaming is a cyclical process to ensure integration of gender needs through gender analysis (understanding the roles, stereotypes and their impact) and gender representation.

Key point 9

Integration of gender in programme planning can include 6 steps: startegy development, stakeholder management, governance structure, project reporting, implementation as well as learning and innovation.

Gender Sensitisation IDH The Sustainable Trade Initiative

Further Resources

Gender Analysis

- Dance with Hands Held Tight by Earthcare Productions (video)

- Growing Cotton by Victoria and Albert Museum (video)

- India: Farmers increase cotton fields (video)

Gender Mainstreaming and Integration

- Gender mainstreaming by BCI (video)

- Planting the Seed: A Journey to Gender Equality in the Cotton Industry (video)

- Action plan for including women farmers by Mahila Samriddhi (video)

Pop Quiz: Answers

Pop Quiz

- **Question 1: A, B and C**
- **Question 2: B. True**