



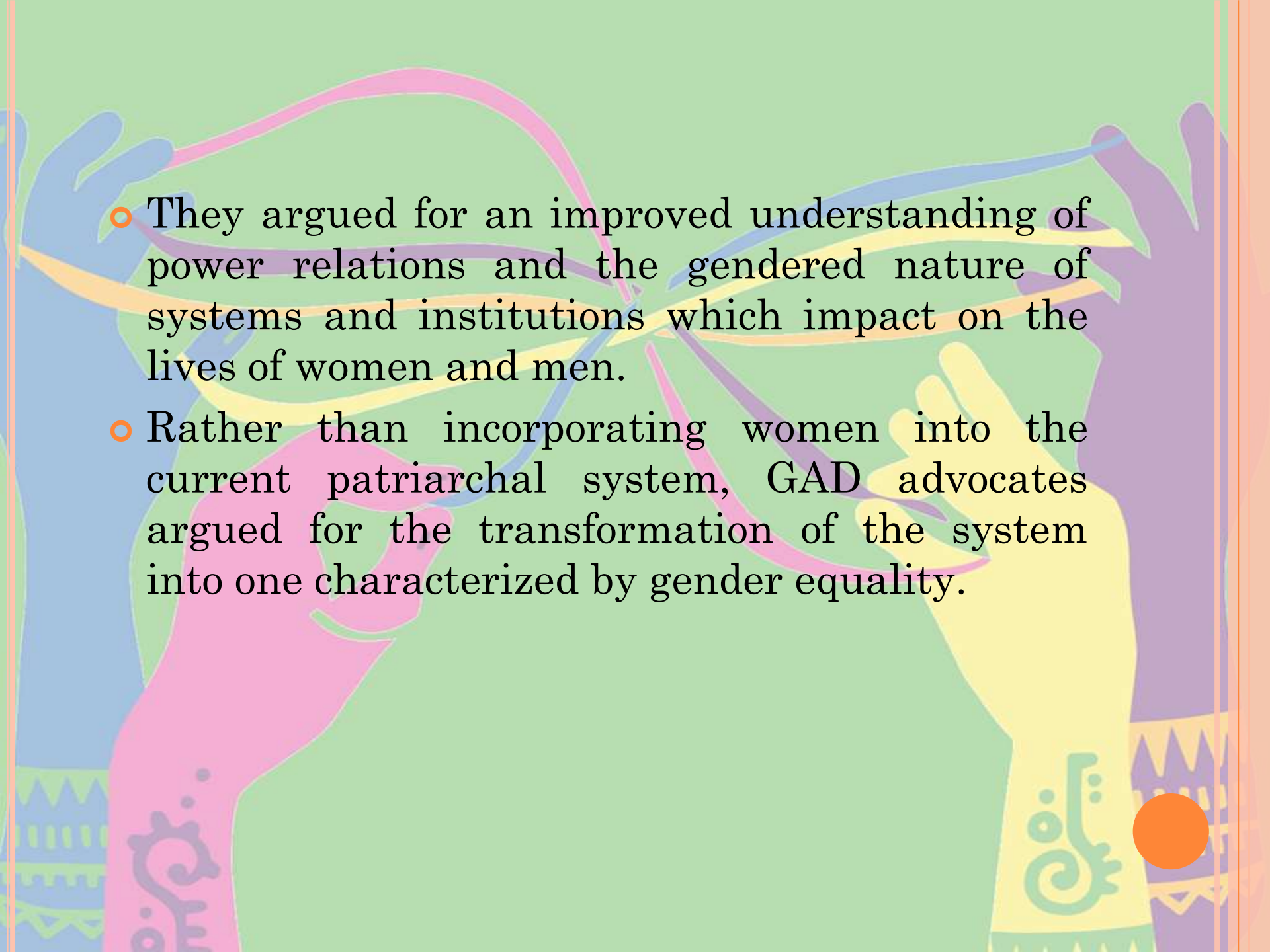
# **GENDER AND DEVELOPMENT: PROBLEMS, CHALLENGES, AND PROSPECTS**

**DR. NUPUR TIWARI**  
**ASSOCIATE PROFESSOR**  
Indian Institute of Public  
Administration,  
IIPA Delhi

# GENDER AND DEVELOPMENT

- The Gender and Development (GAD) approach followed, focusing on larger inequities and unequal relations.
- GAD advocates called for a deeper understanding of the socially constructed basis of gender differences and how this impacts on relationships between men and women.



- 
- The background features a stylized illustration of several hands in various colors (blue, pink, yellow, purple) reaching up to hold a globe. The hands are decorated with intricate patterns and symbols, including gears and musical notes. A large orange circle is positioned in the bottom right corner of the slide.
- They argued for an improved understanding of power relations and the gendered nature of systems and institutions which impact on the lives of women and men.
  - Rather than incorporating women into the current patriarchal system, GAD advocates argued for the transformation of the system into one characterized by gender equality.



# GENDER EQUALITY

- Gender equality is considered a critical element in achieving Decent Work for All Women and Men, in order to effect social and institutional change that leads to sustainable development with equity and growth.
- Gender equality refers to equal rights, responsibilities and opportunities that all persons should enjoy, regardless of whether one is born male or female.



**1** End discrimination against all women and girls



**4** Recognize and value unpaid care and domestic work



**2** Eliminate violence against all women and girls



**5** Ensure women's participation and leadership in decision-making



**3** Eliminate all harmful practices such as child marriage



**6** Ensure universal access to sexual and reproductive health and rights

- 
- In the context of the world of work, equality between women and men includes the following elements:

Equality of opportunity and treatment in employment

- Equal remuneration for work of equal value
- Equal access to safe and healthy working environments and to social security
- Equality in association and collective bargaining
- Equality in obtaining meaningful career development
- A balance between work and home life that is fair to both women and men
- Equal participation in decision-making at all levels



## MARRIAGE

Nobis videntur parum cla  
fiant sollemnes in futu  
parum claollemollem

**M** 64% **W** 40%

## POLITICAL

Nobis videntur parum misum  
cla videntur parum clair em  
fiant sollemnes incaun  
gut fiant sollemnes in su  
futu videntur



## OPPORTUNITY

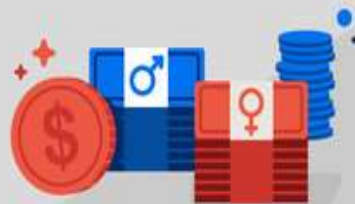
Modo typi, qui nunobis videntur parum  
venduntur parum clauī nunobis nu dar  
videntur parum la videntur ramaya  
sacra una poem bazare



## WORKPLACE

Nobis videntur parum cla videntur parum cla  
fiant sollemnes in futufiant sollemnes in futu

# GENDER EQUALITY INFOGRAPHICS



## SALARY

Claritas est etiam pro  
cus qui sequitur mu  
est notare quam nur  
litteragothica



## EDUATION

Mirum est notare qui nun  
videntur parum clauī  
nunobis videntur paru  
la videntur



## EXPRESSION

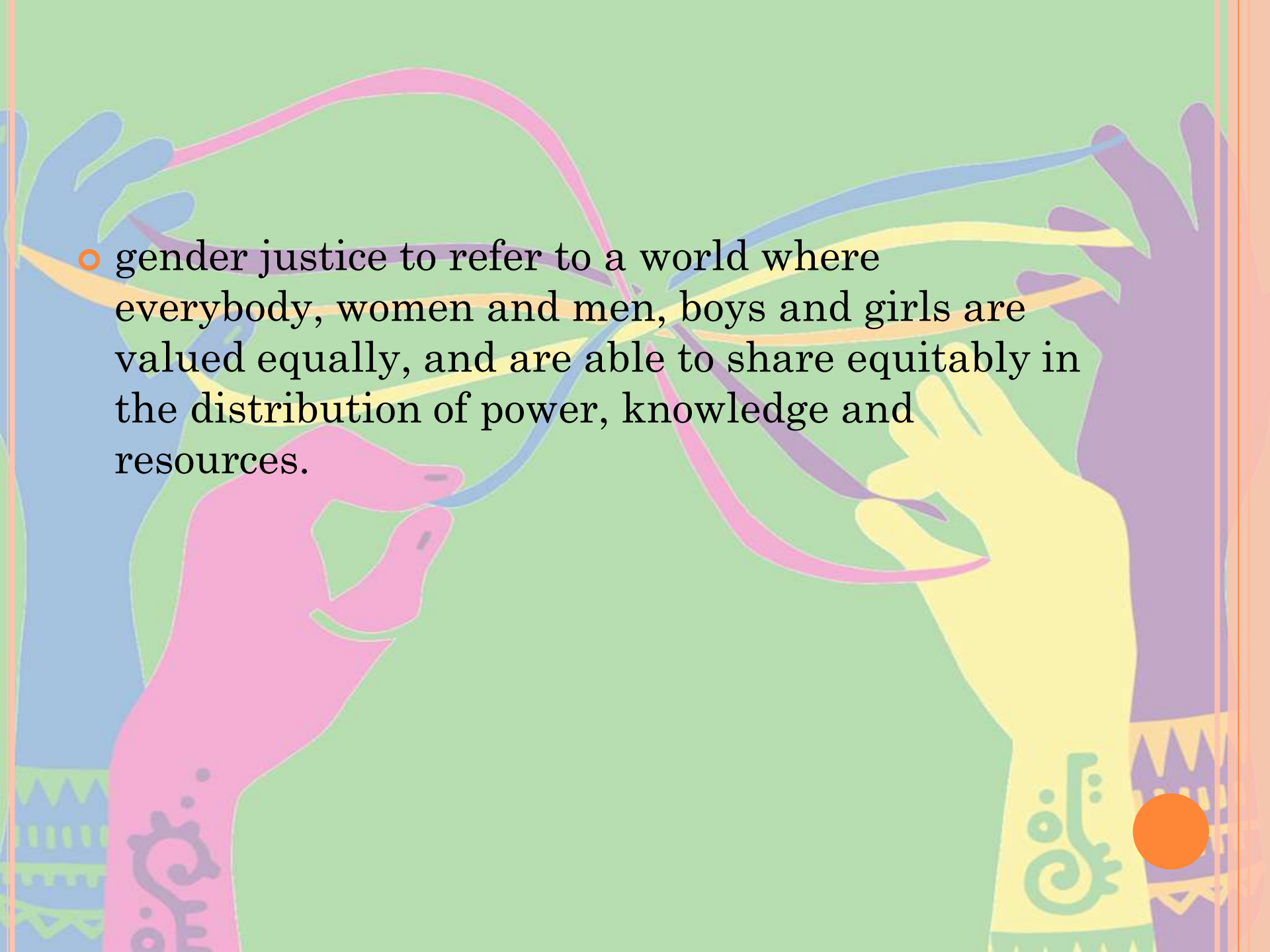
Eodem modo typi, qui nuram  
videntur parum clauī  
nobis videntur paru  
la videntur



# GENDER JUSTICE

- **Gender justice** is a human right; every woman and girl is entitled to live in dignity and in freedom, without any fear. **Gender Justice** is indispensable for development, poverty reduction, and is crucial to achieving human progress.



- 
- An illustration featuring four hands in different colors (blue, pink, yellow, and purple) holding a multi-colored thread that forms a large, abstract shape. The background is a light green color. The hands are stylized with simple outlines and are positioned around the central thread. The thread is composed of several overlapping lines in shades of pink, blue, yellow, and purple. The hands are holding the thread in a way that suggests they are working together to create something. The overall style is colorful and artistic.
- gender justice to refer to a world where everybody, women and men, boys and girls are valued equally, and are able to share equitably in the distribution of power, knowledge and resources.

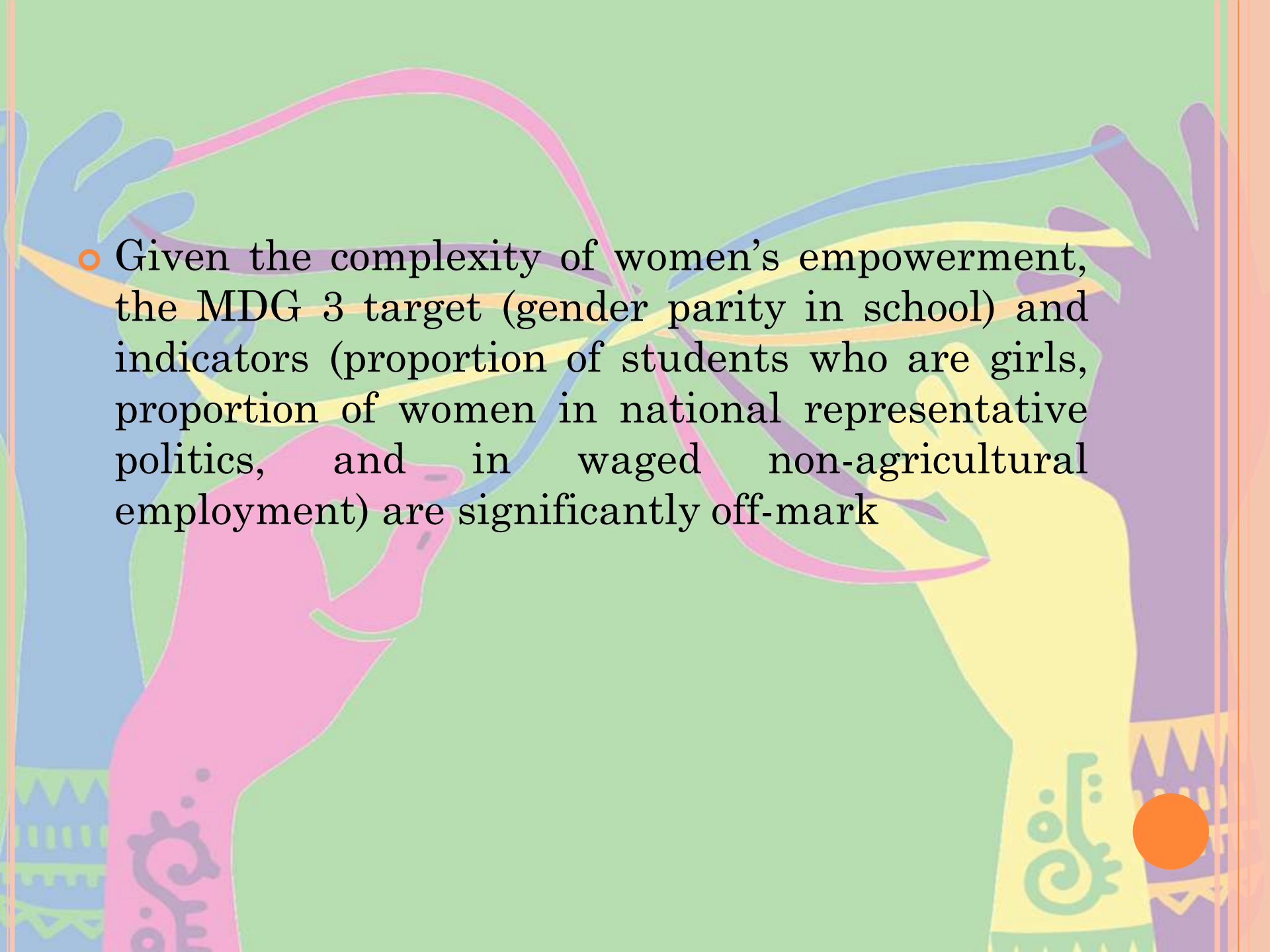




# GENDER IN DEVELOPMENT

- The 'Gender in Development' field has struggled to identify effective routes to women's empowerment. Gender equality policies can threaten traditional interest groups and established patterns in state-society relations including a determination – often enshrined in unequal family laws – to keep gender relations out of the purview of public justice. Policies to improve women's education levels and paid work do not mean they control their own income or are safe from domestic violence. Increasing numbers of women in public decision-making do not necessarily produce gender-equality policies.



- 
- A stylized illustration of several hands in various colors (blue, pink, yellow, purple) holding a globe. The hands are decorated with colorful patterns and symbols, including gears and musical notes. The background is a light green color with a subtle pattern of colorful lines.
- Given the complexity of women's empowerment, the MDG 3 target (gender parity in school) and indicators (proportion of students who are girls, proportion of women in national representative politics, and in waged non-agricultural employment) are significantly off-mark

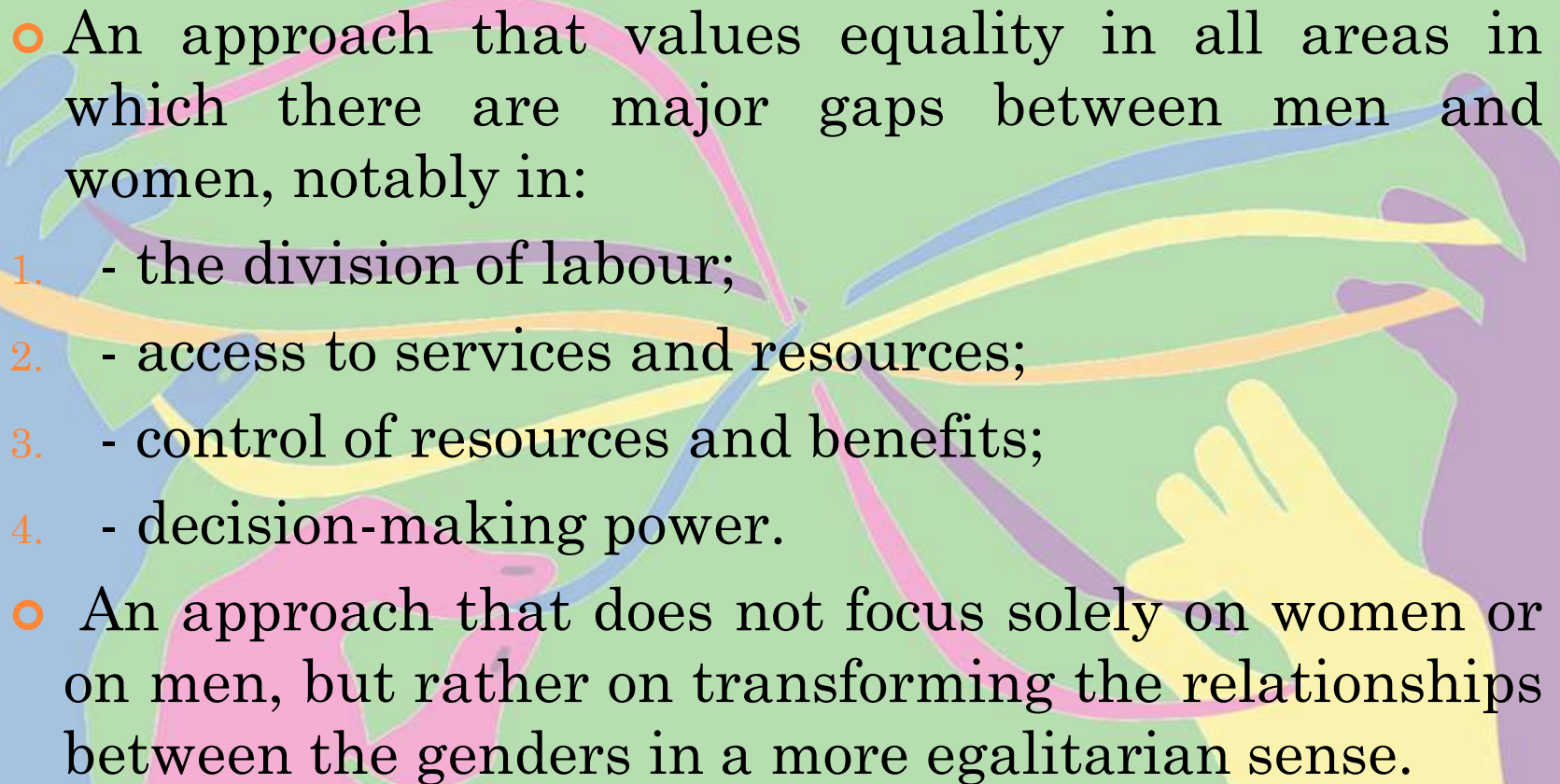
## THREE OBSERVATIONS ARE CENTRAL TO THE GENDER AND DEVELOPMENT (GAD) APPROACH:

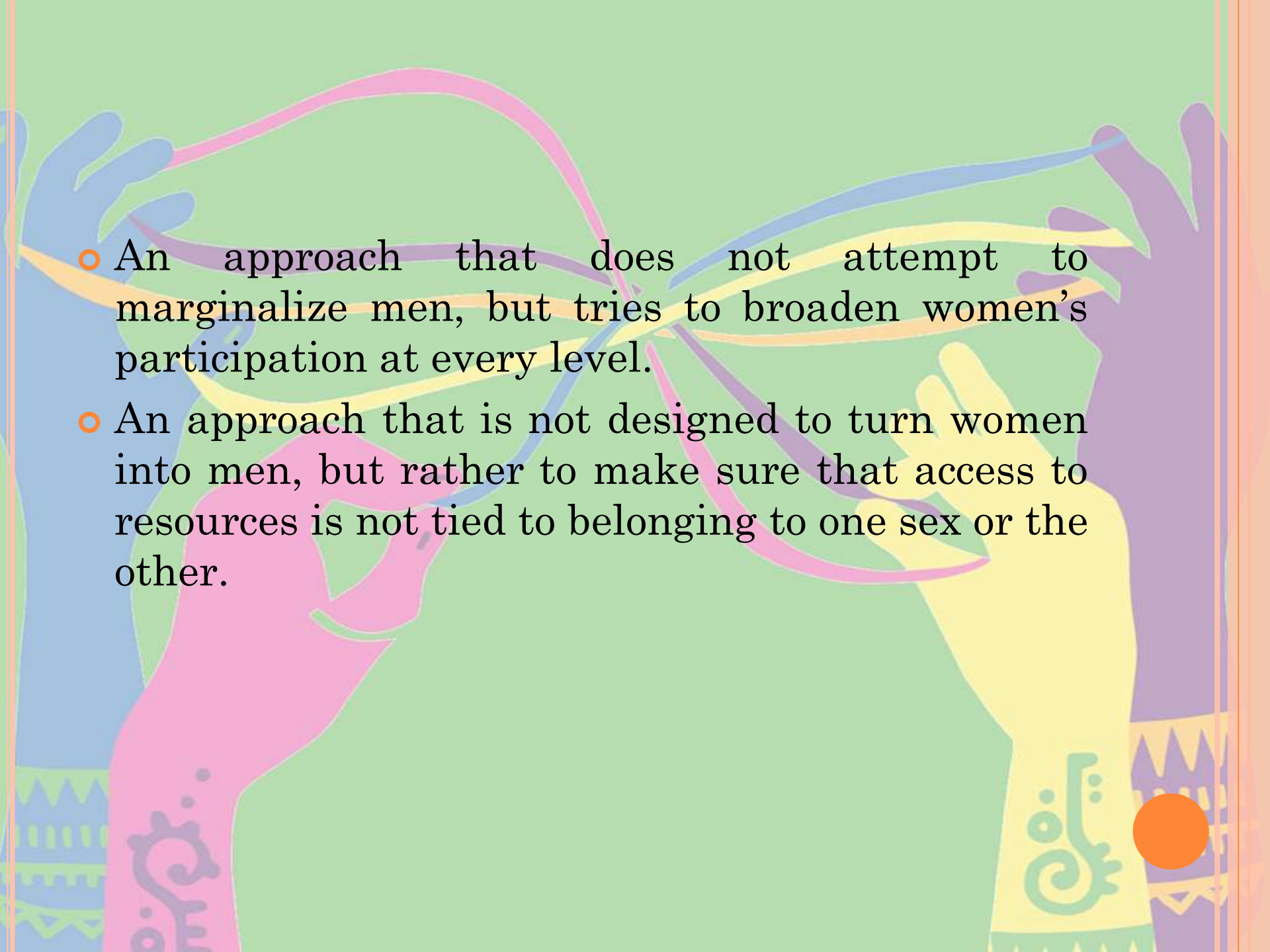
- The fact that in every society, women form a disadvantaged group compared to men in terms of well-being (education, health care, income, etc.), in terms of access to and control of means of production, and in terms of power;
- The fact that in every society, women and men have different needs, given their distinct roles and responsibilities, and given their unequal access to and control of resources;
- The fact that this situation of inferiority is a barrier to development, limiting the chances and opportunities of one-half of the population.



# WHAT IS THE GENDER AND DEVELOPMENT APPROACH?

- The GAD approach emerged in the 1980s from feminist critiques of successful development models put forward by the major development agencies. The following features are typical of this approach:
- A strategy that is designed to enable *gender concerns to be built into the analysis, planning, and organization of development policies, programs, and projects.*
- An approach that seeks to promote equality between the sexes through the *empowerment<sup>33</sup> of women and men in the population and in development activities.*

- 
- The background features a stylized illustration of several hands in various colors (blue, pink, yellow, purple) holding a globe. The hands are positioned around the globe, with some fingers pointing towards it. The globe is depicted with a grid of latitude and longitude lines. Below the hands, there are several gears of different sizes and colors (blue, pink, yellow, purple) scattered across the bottom. The overall style is colorful and abstract, suggesting themes of global unity, equality, and progress.
- An approach that values equality in all areas in which there are major gaps between men and women, notably in:
    1. - the division of labour;
    2. - access to services and resources;
    3. - control of resources and benefits;
    4. - decision-making power.
  - An approach that does not focus solely on women or on men, but rather on transforming the relationships between the genders in a more egalitarian sense.

- 
- An approach that does not attempt to marginalize men, but tries to broaden women's participation at every level.
  - An approach that is not designed to turn women into men, but rather to make sure that access to resources is not tied to belonging to one sex or the other.



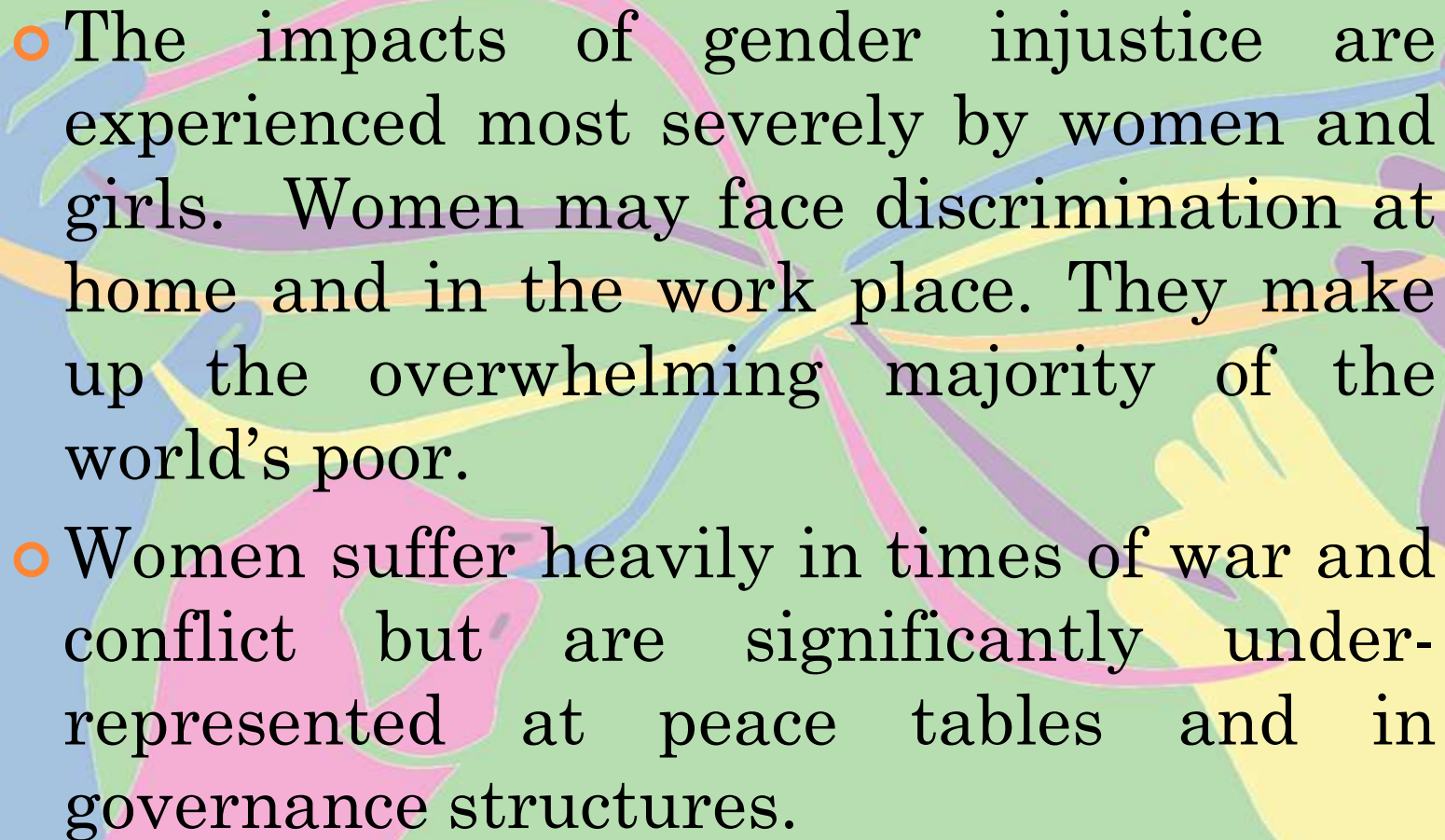
# GENDER AND SUSTAINABLE DEVELOPMENT

A **sustainable development** pathway must be established which has an explicit commitment to **gender** equality and seeks to enhance **women's** capabilities, respect and protect their rights and reduce and redistribute their unpaid care work.




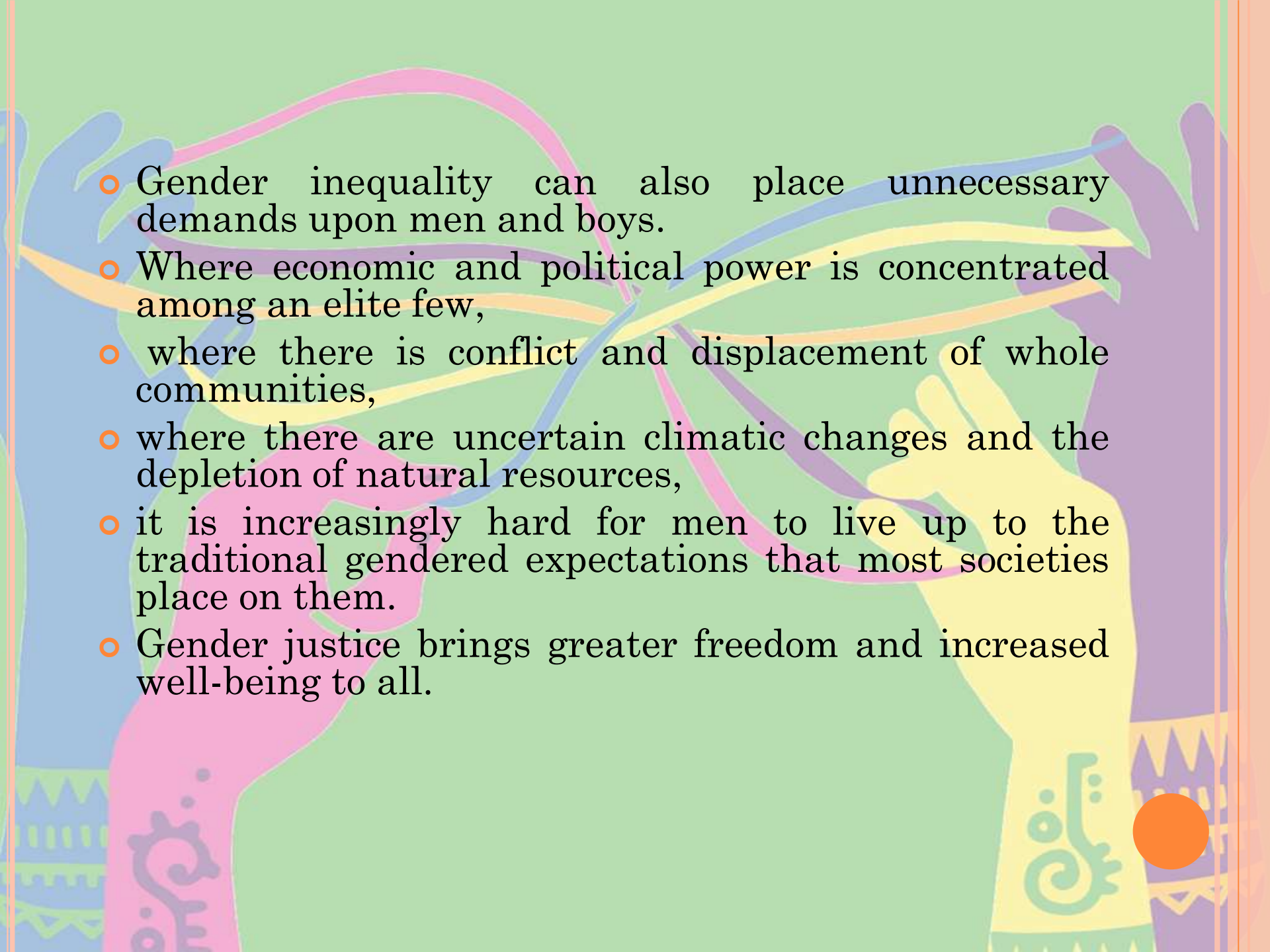
# CHALLENGES FOR ACHIEVING GENDER JUSTICE THROUGHOUT THE WORLD

- Gender inequality is primarily an issue of unequal power relations between men and women.
- It violates human rights, constrains choice and agency, and has negative impacts upon people's ability to participate in, contribute to and benefit from social, political and economic development.

- 
- The impacts of gender injustice are experienced most severely by women and girls. Women may face discrimination at home and in the work place. They make up the overwhelming majority of the world's poor.
  - Women suffer heavily in times of war and conflict but are significantly under-represented at peace tables and in governance structures.



- 
- Cultural constraints may hinder women's movements and access to health care. The valuing of boys over girls leads to female foeticide and infanticide.
  - Millions of girls and women are affected by female genital mutilation, early and forced marriage and violence based on gender.

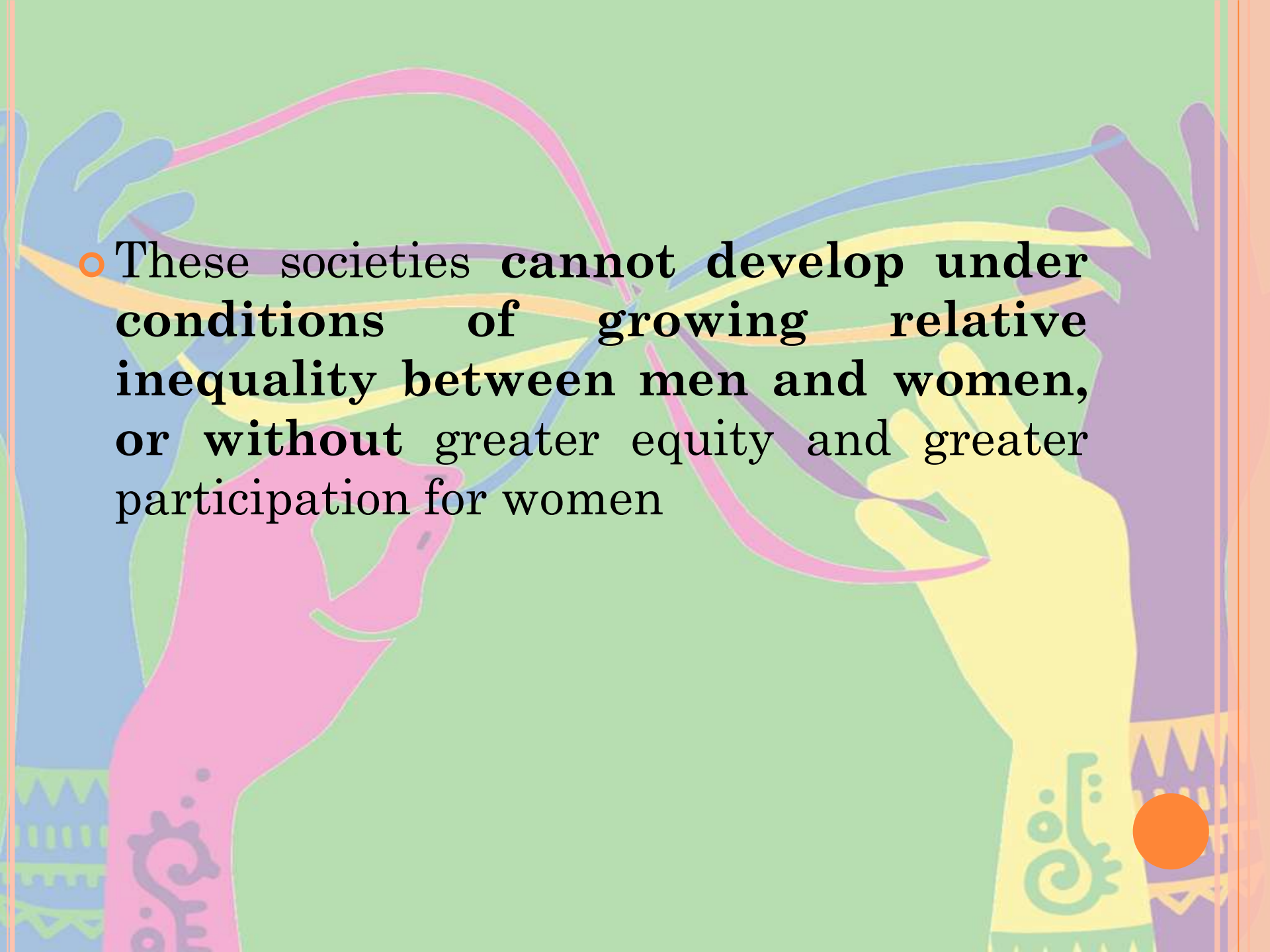
- 
- Gender inequality can also place unnecessary demands upon men and boys.
  - Where economic and political power is concentrated among an elite few,
  - where there is conflict and displacement of whole communities,
  - where there are uncertain climatic changes and the depletion of natural resources,
  - it is increasingly hard for men to live up to the traditional gendered expectations that most societies place on them.
  - Gender justice brings greater freedom and increased well-being to all.

# FEMINIST DEFINITION OF DEVELOPMENT

- Development should be an **economic, social, and cultural process** whereby human needs are met through broader access to economic and political power.
- This process should bring about a society in which human beings are free from any form of domination.





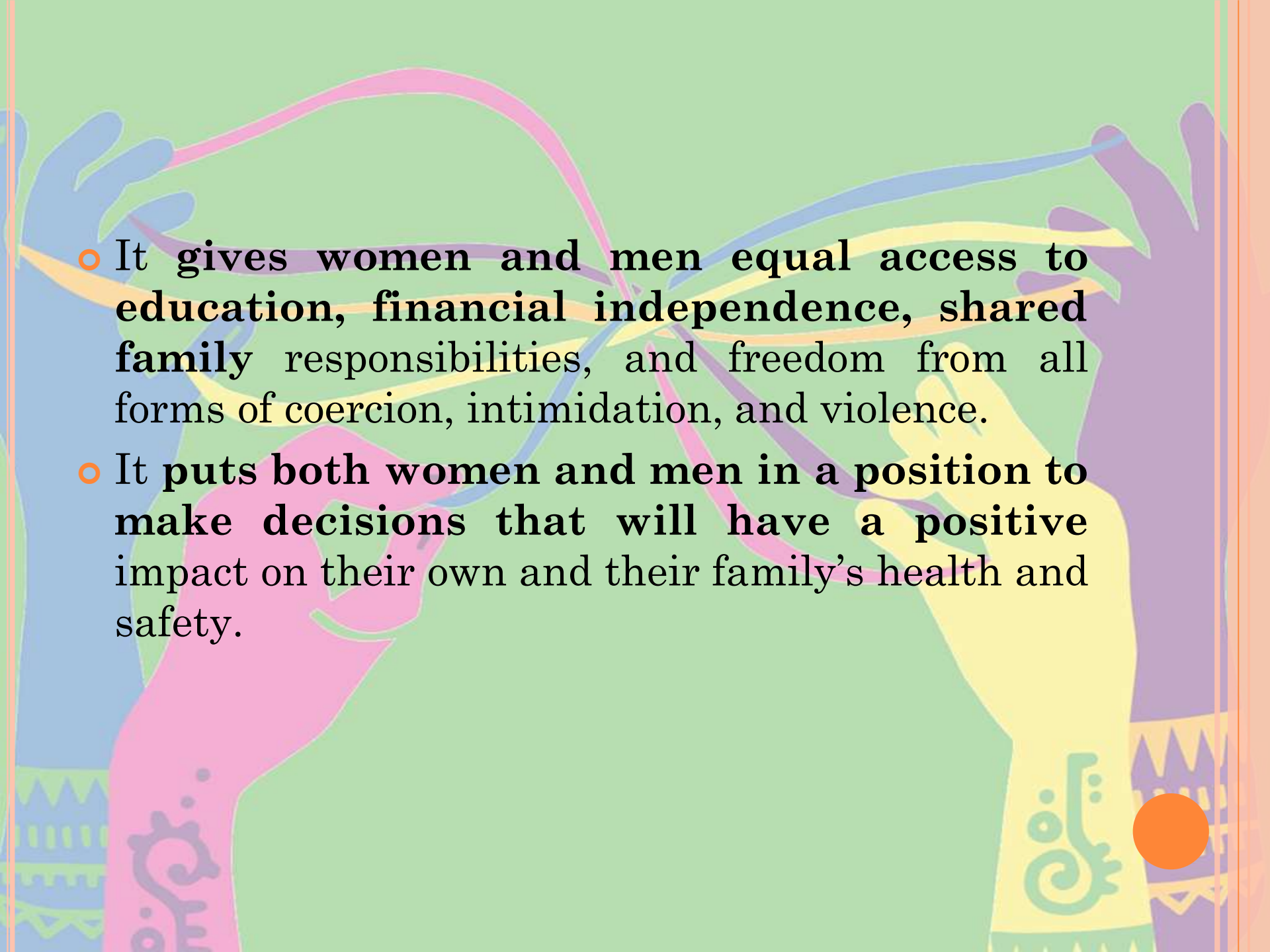
- 
- These societies cannot develop under conditions of growing relative inequality between men and women, or without greater equity and greater participation for women

# WHY IS GENDER EQUALITY SO IMPORTANT?

Gender equality is directly linked to sustainable development.

- It is an essential aspect of achieving human rights for all.
- It gives women and men an opportunity to enjoy the same opportunities, rights, and obligations in every sphere of their daily lives.



- 
- A colorful illustration of several hands in various colors (blue, pink, yellow, purple) reaching up to hold a globe. The hands are stylized with simple outlines and some decorative patterns on the wrists. The background is a light green color with a subtle pattern of overlapping lines.
- It gives women and men equal access to education, financial independence, shared family responsibilities, and freedom from all forms of coercion, intimidation, and violence.
  - It puts both women and men in a position to make decisions that will have a positive impact on their own and their family's health and safety.



# HOW CAN MEN CONTRIBUTE TO THE GAD APPROACH?

- Women are not the only ones affected by the *gender and development approach*. Men can also make an active contribution to promoting equality between the sexes in many ways, such as:
  - Sharing domestic duties and responsibility for raising children;
  - Sharing resources and the family income;

# SHARING DOMESTIC DUTIES





- Confronting other men's sexist behavior;
- Protesting when certain decisions or distribution of responsibilities in the workplace appear to be unequal;
- Objecting to the imposition of gender-based limitations in the socialization of children.





# **POLICY INITIATIVES IN GENDER DEVELOPMENT**

## **National policy for the empowerment of women (2001)**

- The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women.

- 
- Within the framework of a democratic polity, our laws, development policies, Plans and programmes have aimed at women's advancement in different spheres.
  - India has also ratified various international conventions and human rights instruments committing to secure equal rights of women

- The Mexico Plan of Action (1975), the Nairobi Forward Looking Strategies (1985), the Beijing Declaration as well as the Platform for Action (1995) and the Outcome Document adopted by the UNGA Session on Gender Equality and Development & Peace for the 21st century, titled "Further actions and initiatives to implement the Beijing Declaration and the Platform for Action" have been unreservedly endorsed by India





- Gender disparity manifests itself in various forms, the most obvious being the trend of continuously declining female ratio in the population in the last few decades. Social stereotyping and violence at the domestic and societal levels are some of the other manifestations. Discrimination against girl children, adolescent girls and women persists in parts of the country.



- The goal of this Policy is to bring about the advancement, development and empowerment of women.
- Creating an environment through positive economic and social policies for full development of women can enable them to realize their full potential





**THANK YOU**

