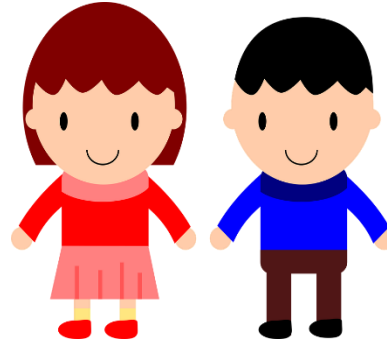


NEED FOR GENDER SENSITIZATION

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GENDER



- ▶ “Gender” refers to the socially constructed roles, behaviors, attitudes, attributes that a given society considers appropriate for men & women.

Gender Roles....

- Gender roles in a society are defined by the virtue of being female or male. The role of a mother and father, for example, incorporates the right and the obligation to care for the children and to provide a living for the family.
- This takes us to the issue of what society expects women to do, and what they expect men to do.
- The problem is not with this division of labor per se.....but with the values that are associated with type of work.
- All productive work is of value, because it yields money; and work which does not yield money, is of lesser or no value.

GENDER ROLES

- ▶ Gender roles are behaviors or attributes that society attributes to a particular gender identity . Gender roles vary between cultures and over time, reflecting the mainstream idea of what is appropriate. In a gender binary, the only gender roles are masculine and feminine, but some societies acknowledge other genders with their own unique roles in society.

Some examples of gender roles include:

- ▶ Blue is for boys, pink is for girls.
- ▶ Boys prefer to play with trucks and cars; girls prefer to play with dolls and fake domestic goods
- ▶ Men should work outside the home, women should be homemakers.

- ▶ Women are better at social skills, men are better at technical skills.
- ▶ Boys are better at mathematics than girls.
- ▶ Women are interested in fashion, men are interested in working out.

- ▶ Women are expected to take care of the family or domestic duties and remain close to home.
- ▶ Boys never cry.
- ▶ Gender roles are considered by many to be harmful to society, as they restrict the actions of all genders, and can result in one gender being given power over the other.

- ▶ Gender roles are realities in almost everyone's life. They determine how males and females should think, speak, dress, and interact within the context of society. The roles conform to the anticipations of the domestic, social, religious and cultural tenets of that period and region. The infants are brought up to conform to their gender-based stereotyped responses and reactions.

- ▶ The accepted stereotyped roles expect the man to be brave, confident, ready to face the ordeals of life with determination and ease. As the sole breadwinner of the home he commands respect and the natural head of the family. At the same time the woman is expected to be kind, modest, weak, take care of home and children, obedient and patient; man is knowledgeable and skilled and the woman is affectionate and benevolent.

STEREOTYPES

- ▶ Stereotypes are generalizations or assumptions that people make about characteristics of all members of a group based on an image (often wrong)

Exploring Gender Stereotypes

MEN'S

- ▶ Adventurous
- ▶ Brave
- ▶ Strong
- ▶ Virile
- ▶ Hard , tough
- ▶ Aggressive
- ▶ Intelligent
- ▶ Rational
- ▶ Decides quickly

WOMEN'S

- ▶ Patient
- ▶ Tolerant
- ▶ Forgiving
- ▶ Chaste
- ▶ Motherly
- ▶ Passive
- ▶ Obedient
- ▶ Beautiful
- ▶ Soft
- ▶ Loving

Socialization

- ▶ Gender roles determine how males and females should think, speak, dress and interact within the context of society.
- ▶ define what a masculine and feminine.
- ▶ Parents ,Teachers, Peers, Films, Television and Religion teach and reinforce gender roles.

Parenting Styles

	Supportive Parent is accepting and child-centered	Unsupportive Parent is rejecting and parent-centered
Demanding Parent expects much of child	Authoritative Parenting Relationship is reciprocal, responsive; high in bidirectional communication	Authoritarian Parenting Relationship is controlling, power-assertive; high in unidirectional communication
Undemanding Parent expects little of child	Permissive Parenting Relationship is indulgent; low in control attempts	Rejecting-Neglecting Parenting Relationship is rejecting or neglecting; uninvolved

Conditioning

As a child ,boys get toys like trucks , guns and super heroes while the girls are given dolls and cooking sets.

This conditioning manipulates young minds into believing that they must act within their “given place” in the society.

Patriarchy

A worldwide system that predates recorded history , the patriarchy is the most powerful force in the world today , trumping other ideologies or political systems or religious beliefs.

By its very nature ,it is rooted in the subjugation of women.

Patriarchal cultures uphold the privileges of men based on gender , social structures , religious practices , and legal codes.

Patriarchal Institutions

- ▶ Family
- ▶ Religion
- ▶ Legal System
- ▶ Economic System
- ▶ Political System
- ▶ Media
- ▶ Knowledge System

Gender Sensitivity

- ▶ Gender sensitivity is the act of being sensitive to the ways people think about gender.
- ▶ Gender sensitivity tries to ensure that people rely less on assumptions about traditional and outdated views on the roles of men and women.

Gender Sensitization

- ▶ Gender sensitization refers to the modification of behavior by raising awareness of gender equality concerns. Gender sensitization may be seen as "the awareness informed disposition or propensity to behave in a manner which is sensitive to gender justice and equality issues." It is interlinked with gender empowerment.

- ▶ Gender sensitizing "is about changing behavior and instilling empathy into the views that we hold about our own and the other genders .“ It helps people in examining their personal attitudes and beliefs and questioning the 'realities' they thought they know.”

- ▶ The aim of gender sensitization is to make people aware of the power relations between men and women in society and to understand the importance of affording women and men equal opportunities and treatment.

- ▶ This can be achieved by conducting various sensitization campaigns, workshops, programs etc. Sensitization in the domain of Humanities and Social Sciences, is seen as an awareness informed propensity or disposition which aims at changing behavior so that it is sensitive to certain issues.

- ▶ It is interlinked with gender empowerment . Gender sensitization theories claim that modification of the behavior of teachers and parents (etc.) towards children can have a causal effect on gender equality.

- ▶ Gender Sensitization is one basic requirement for the normal development of an individual. Without being sensitive to the needs of a particular gender, an individual may refrain from understanding the opposite gender and in some acute cases even him or herself. The need for this sensitivity has been felt and realised through times immemorial and in almost all kinds of human existence, across the globe



Gender Equality...

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Gender equality means that women and men enjoy the same status. Gender equality also entails women and men having equal conditions for realizing their full human rights and potentials while contributing to national, political, social and cultural development and to benefit from the results. Gender equality is, therefore, the equal valuing by society of both the similarities and differences between women and men, and the varying roles that they play'.

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WHY GENDER EQUALITY IS NEEDED?

UNICEF recognizes the human rights principles of equality and non-discrimination as central to the consideration of gender equality and believes that gender-based discrimination is one of the most ubiquitous forms of discrimination that children face. UNICEF promotes equal outcomes for girls and boys, and its policies, programmes, partnerships and advocacy efforts seek to contribute to poverty reduction and the protection, survival and development of girls and boys on an equal basis.

▶ Role of School in Gender Awareness and Gender Equality:

- ▶ A school is the first society for the students and a school plays a pivotal role in creating gender awareness and gender equality among its students.

- ▶ A student learns the basic lessons for life only in the school. Hence teachers have to play a crucial role in bringing this awareness among the students.
- ▶ First of all it is essential for the teachers to believe in gender equality and they have to put it in practice in the class.

- ▶ The teachers need to be conscious of their behaviour in the classroom while dealing with the boys and girls. They should try to develop a sense of equality and respect in the students for the opposite sex. By providing equal opportunities to both girls and boys and by not discriminating them on the basis of their gender, the teachers can develop mutual respect among the girls and boys for each other.

Gender Biases in Teaching and Learning Settings:

There are many factors that lead to gender biases in a classroom. It may be due to the subject being taught, the teaching learning materials used or teacher-pupil interaction.

- ▶ Sometimes the lesson being taught in the classroom or the examples being used by the teacher may lead to gender biases.
- ▶ Gender biases may also be through the questions asked by the teacher to the girls or boys, the question asked by the girls or

- ▶ boys to the teacher, the recall questions, open ended questions, time allocated to the boys and girls to answer these questions etc.
- ▶ Gender biases may also arise due to the feedbacks of teachers given to boys and girls in the way of positive or negative reinforcements, judgmental statements or sometimes when they just remain neutral, they may promote gender discrimination.

- ▶ At times, the tasks and responsibilities allotted to girls and boys may create gender biases. Boys are usually given responsibilities and work that needs more physical energy while girls are given such responsibilities that may not need much physical energy. The discipline towards boys and girls or the sentence given to boys and girls may also create gender biases.

- ▶ Even the language used by teachers towards students or the language used by students in a classroom may lead to gender biases. Sometimes the utilization of materials and tools by boys and girls in school such as books, computers, calculators etc., may also lead to gender biases

► Need for Gender Sensitization in Schools:

The school, classroom and teachers are all part and parcel of a society. In a society people may suffer from various problems such as poverty, gender discrimination, oppression, inequalities, gender biases and various other issues. Children in a school come from such various types of societies and in Indian societies we cannot chip away the reality of male domination. A father is the master of the house, irrespective of the fact that he may not be a bread winner

- ▶ A male child is always given much freedom than his sister. When children come to school from such backgrounds, there are possibilities that there may be gender discrimination between peer groups or by teachers. Hence there is a need for gender sensitization in schools so that children become aware of their roles in the society as future men and women.

► Gender Issues in Schools:

All schools face some or other gender issues from time to time that teachers may be confronted with sometime in their career. When young boys and girls study together in a classroom situation, it is quite normal to have some or other gender issues. This does not mean that only co-ed schools face all gender problems. Schools with only boys or only girls may also face various other problems. The problems may arise due to biological or social differences.

What can the school do?

Gender sensitization could be realized through:

- ▶ Inclusion of the concepts through Curriculum. The course material should have the underlying theme of mutual respect between girls and boys and the same should be conveyed through the lessons. Graded concepts based on gender should be introduced through curriculum right from primary education.

- ▶ Instilling the values through co-curricular activities. Co-curricular activities would make a great impact in the minds of the young minds. Hence, the school and the educationists should explore the possible themes and related activities to promote gender sensitivity and complementing co-existence of men and women

- ▶ Initiating community based activities involving the triangle of parents, teachers and media. Children form their opinions looking at the elders. Much depends on adults and the role model that they portray in front of the children.

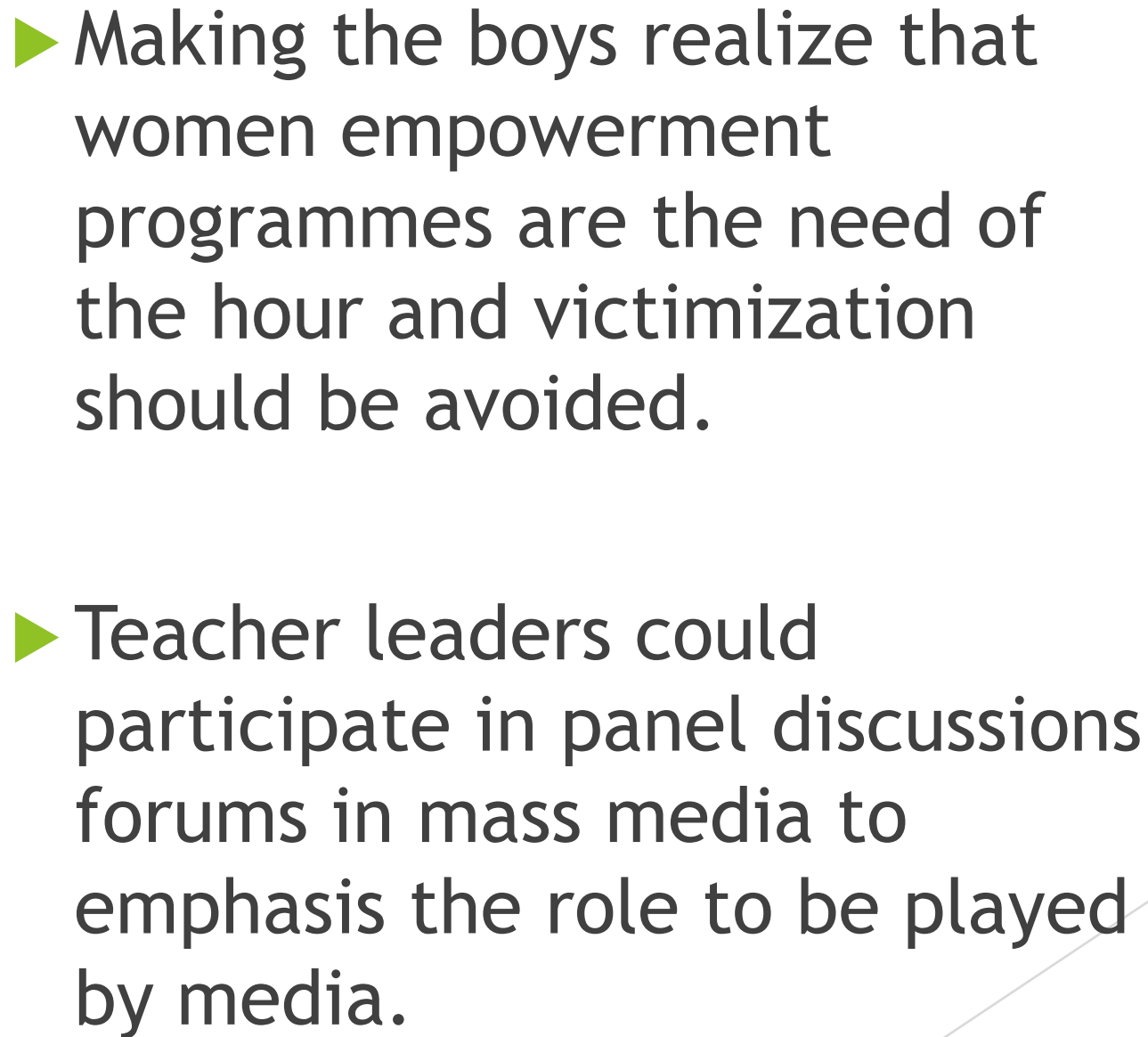
- ▶ Training the teachers to understand the challenges and planning their activities
- ▶ Providing an ambience in the school campus to nurture mutual gender understanding.

- ▶ The selection of texts and sketches should promote gender equality.
- ▶ Secondary and Senior Secondary sections could have lessons addressing the gender discrimination and class room activities could lead to discussions and debates on gender issues.

- ▶ Secondary and Senior Secondary sections could have lessons addressing the gender discrimination and class room activities could lead to discussions and debates on gender issues.
- ▶ The school should fulfil its duty towards society by counselling parents and also other members of society to develop a healthy and positive attitude towards the female child (while not disregarding the male child).

Teachers could pay attention to:

- ▶ Not passing on notions of the stereotyped gender roles during classroom transactions.
- ▶ The teaching aids and posters in the room ensure gender equity & equality.

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- ▶ Making the boys realize that women empowerment programmes are the need of the hour and victimization should be avoided.
 - ▶ Teacher leaders could participate in panel discussions forums in mass media to emphasis the role to be played by media.

- ▶ A society of well-groomed children with deep convictions about human rights will never violate them. This can ensure a safe and secure society for our future generations, more particularly for the female gender. We need to usher in a society that is devoid of prejudices, injustices, and maltreatment against a human being, irrespective of his/her gender. We can call ourselves a civilized society only when we reach that stage.

**THANK
YOU**

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the frame, creating a modern, layered effect. The text 'THANK YOU' is centered in a bold, dark grey sans-serif font.