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an ACDI/VOCA affiliate

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What do you  
mean when you  
say gender?

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IGNITE TRAINING



*Image shows a smiling woman with a baby on her back, squatting down doing work. Image source: AdobeStock*

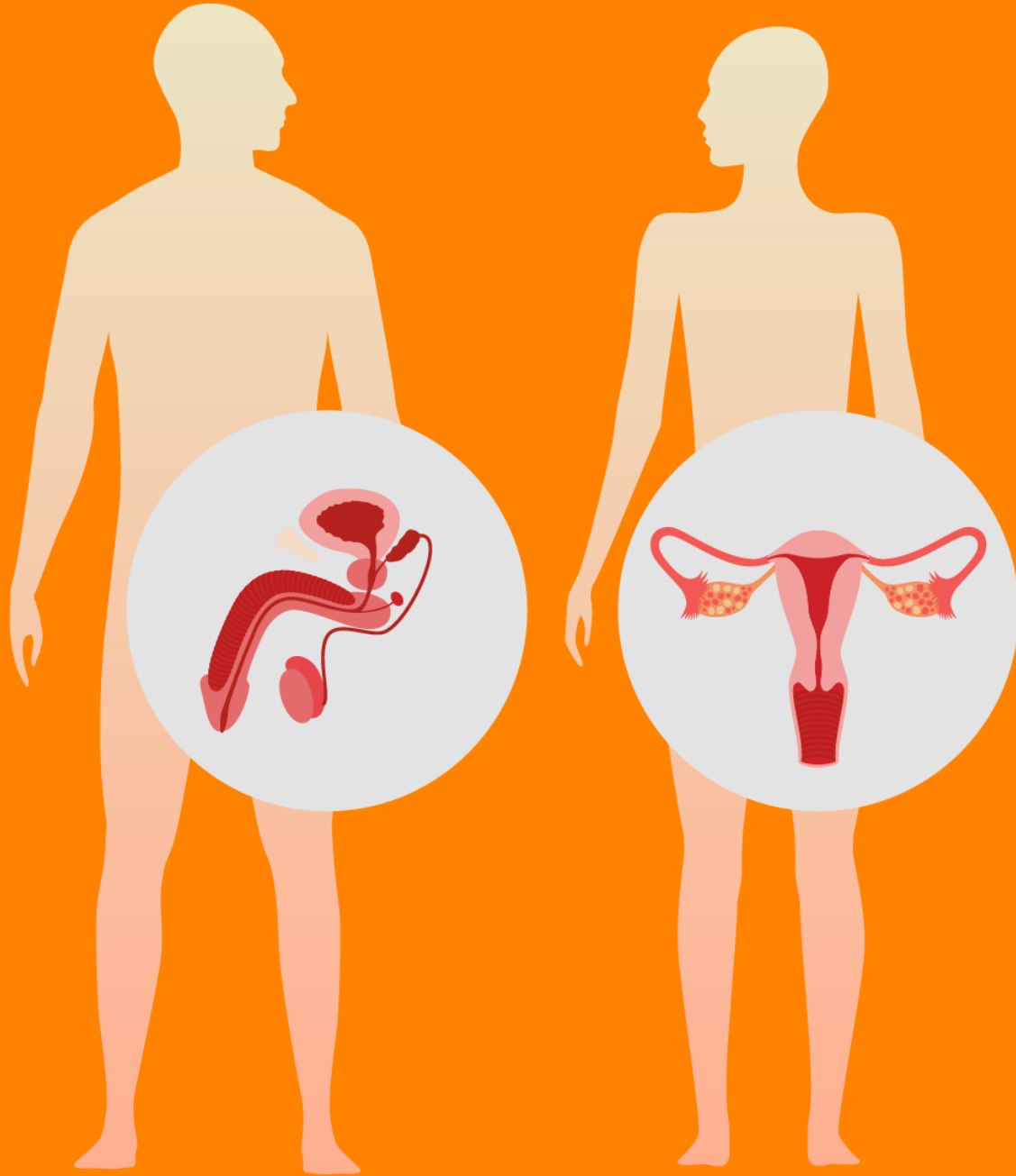
What do you  
mean when  
you say  
**gender?**





Image shows a cartoon strip with three panes. In the first two frogs are in bed. In the second a window with a dark shape outside and a smashed pane. In the third one frog is out of bed and has a stick in its hands, the other frog is in bed still under the covers but sitting up. Image source. unknown

**Sex**  
is different from  
**gender.**



**Sex**  
is the  
classification of  
people being  
male or female  
based on their  
**biological**  
**traits.**



*Image shows a man pulling a full cart.  
Image source: Ade Tunji, Unsplash.*



*Image shows a woman winnowing grain by throwing it. Image  
source: Stephen Olatunde, Unsplash.*

**Gender** refers to **cultural attributions** (roles, behaviors, etc.) **based on sex.**

THINK

Think about  
what traits you  
ascribe to men  
and women.



Your paper might look something like this:

MEN / BOYS	WOMEN / GIRLS
Likes to play sports	Likes to play with dolls
Loud and active	Quiet and kind
Physically strong	Nurture and care for children
Has a job outside the home	Give birth
	Takes care of the home



# Are these things due to a difference in **biology?**

THINK CAREFULLY!



The traits that are due to difference in **biology** are circled.

MEN / BOYS	WOMEN / GIRLS
Likes to play sports	Likes to play with dolls
Loud and active	Quiet and kind
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Has a job outside the home	Give birth
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**Gender** is not  
biological.

**Gender is a social  
construct.**



*Image shows two young boys discussing what they're looking at on a smartphone. Image source-Adobe Stock*



*Image shows little girl looking lovingly at a baby doll. Image source: Adobe stock*

**Gender** is  
**socialized.**  
It is taught, learned  
and reinforced  
throughout our  
society.



*Image shows an older woman pointing her finger at a young woman. Image source: AdobeStock*



*Image shows a young man and a young boy sitting at a table with paperwork. Image source: AdobeStock*

THINK

Close your  
eyes for a  
minute.



**Unconscious gender bias** is our unintentional and automatic associations based on gender issued from social norms, traditional values.

**Unconscious gender bias** can make it hard to go against **social norms**, or how we typically see and experience gender roles and traits.



Illustration of a rural household scene showing men and women doing various tasks. Image source: Ali Ombati for Picture Impact. Used with permission. All rights reserved.





Our ideas about  
gender are  
**deeply**  
**embedded.**

**Gender roles**  
are learned  
behaviors  
about what is  
socially  
expected from  
women and  
men.



*Image shows a man working in a field. Image source: AdobeStock*



*Image shows a woman carrying a baby on her back while gathering items in a field. Image source: Annie Spratt, Unsplash.*

**Gender roles**  
are also  
**socially**  
**constructed.**



*Image shows a group of young girls playing together. Image source: AdobeStock*

**MYTH**

Women should care for children because they are more nurturing.

**REALITY**

**Both men and women can be nurturing and are needed in children's lives.**



Image shows a father helping his child eat a meal. Image source: AdobeStock



Image shows a family smiling at the camera. Image source: Adobe Stock

## MYTH

Men should be the top earners for their household and are responsible for taking care of their families.

## REALITY

All adults in a household have important roles to play in providing for and taking care of other members.

**MYTH**

Men should handle all the money and financial decisions.

**REALITY**

**Men and women both bring important perspectives to financial decision making and should be involved equally.**



*Image shows a man and woman looking at a smartphone making a financial decision together. Image source: AdobeStock*



Image shows a man cooking a meal in a pan. Image source: AdobeStock

### MYTH

Women should cook the food because they are better at food preparation.

### REALITY

**Men also make great cooks!**

**MYTH**

Young girls should fetch water.

**REALITY**

Both boys and girls can help around the house in age-appropriate ways.



Image shows male and female children getting water from a pump. Image source: AdobeStock



THINK

When have you  
been expected to  
act or be a certain  
way because of  
your gender?



**Strict gender  
roles** limit  
both *women*  
and *men*.



Image shows a woman standing and serving her family a meal. Image source: AdobeStock

Many households use **gender roles** as the basis for their **division of labor**, or the assigning of different tasks to different people for efficiency.

THINK

What other ways  
can you think of to  
organize the  
division of labor in  
a household?



Unconscious bias contributes to a  
**gendered division of labor.**

Women have an  
**unequal**  
**work burden.**

The amount of time  
that men and women  
spend working.

*Image shows a woman and two children in a cabbage patch. The woman is pouring water into a bucket. Image source: Adobe Stock*



Women's work  
is often  
**undervalued  
and underpaid.**



*Image shows a woman's hands holding hay and a chicken in the background. Image source: Adobe Stock*

# In agriculture who...?

...tends animals?

...purchases seeds?

...owns land or livestock?

...grows export crops?

...provides extension training generally?

...harvests food for consumption?

...attends trainings or talks to extension officers?

...is a member of a producer's organization or cooperative?

...rents or purchases large equipment?

...decides when to hire labor?



Our conscious and unconscious ideas about **gender** limit what we think is **possible.**

## LET'S REVIEW

- Sex and gender
- Gender is a social construct / gender socialization
- Unconscious gender bias
- Gender roles
- Division of labor

AS YOU GO, THINK...

How do gender,  
gender roles, and  
gender bias show up  
in my life and work?





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Thank you!