



Gender Equality: A Feminist Imagination

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Objectives

- ✘ Objectives: At the end of the session the participants will be able
 - ✘ to identify concrete situations of gender bias, inequality and articulate how these are translated in their own personal lives.
 - ✘ To describe how patriarchy is woven into the different aspects of relationships and institutions in our society (and transnational).
 - ✘ To chart exit routes to gender tracking and conditioning
 - ✘ To develop an appreciation in the use of gender perspective and gender sensitive dynamics.

Flow of the Presentation

Introduction

Context

Revisiting Gender Concepts and Gender Dynamics

Attempts in Reconstruction

Continuing Imagination



What is Gender Equality?

It means that women and men have equal conditions, treatment and opportunities for realising their full potential, human rights, dignity, and contributing (and benefiting from) economic, social, cultural and political development.

equal valuing by society of the similarities and differences of men and women and the role they play. (Gender Toolkit-UNESCO)

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Where are we NOW?

- × **Despite changes, work is still gendered**
- × **Attitudes (superior vs. inferior) persist beyond concrete changes**
- × **Gender inequality**



The Context



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Poverty

Feminization of Poverty

- ✗ Lower literacy rates and job opportunities (women fall below poverty level)
- ✗ Women's unpaid work escalates
- ✗ Women face great reliance on credit



OFWs (Feminization of Migration)

- ✗ 4,000 OFWs lumalabas ng bansa bawat araw
- ✗ Lagpas 4.4 million Pilipino walang trabaho
- ✗ In 2010, 6.6 million Pilipino ay underemployed



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VAW:FACTS ABOUT RAPE & SEXUAL ABUSE

- ✗ 9 women in the Philippines are raped daily.
- ✗ For every 3 Filipino children, one child experiences sexual abuse.
- ✗ 50% of the 50,000 to 70,000 women trafficked each year throughout the world (mostly from Southeast Asia), are Filipino.
- ✗ Most victims of rape or gang rape stay silent for months before reporting the crime

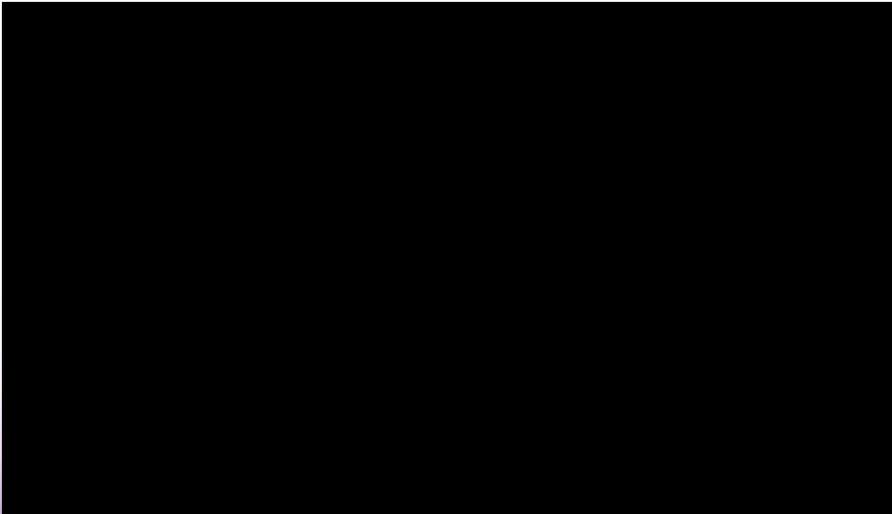
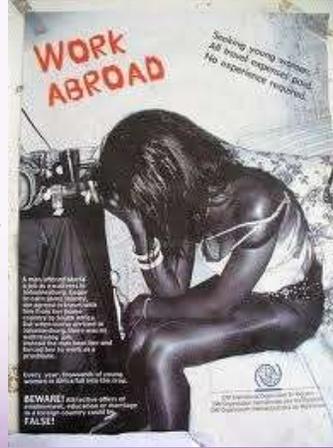
Sex trafficking and prostitution

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The Social Construction of Gender

✗ Gender construction starts with assignment of roles to a sex category (genitalia)



✗ Gender tracks are constructed since birth: clothes, toys, roles, play/games, etc

✗ Parenting is gendered - different expectations for fathers and mothers

✗ Jobs are gendered



Gender Socialization

✗ Gender as VERB (doing gender) we participate in recreating stereotypes (recreating stereotypes which can be limiting)

✗ “Appropriate” gender behaviour e.g. boys should be strong and girls are weak.

✗ Expectations of institutions in our society that women stay at home and raise family and men as primary labor force and work for the needs of their family.

Defining Sex



Sex as socially agreed upon biological aspects of humans that make them “male” or “female”

biological identity



Gender defined (Cecilia ng)

- ◆ Gender refers to the socially constructed attributes of being woman and a man, of being masculine and feminine.
- ◆ These attributes are acquired by culture in a given society
- ◆ social meanings and practices that organised sexual difference



Sex-Gender System

- × How it operates?
 - × Defines how males and females become men and women (**sustain stereotypical roles**)
 - × It allocates specific tasks and roles to women and men on the basis of their gender (**creates sexual division of labor**)

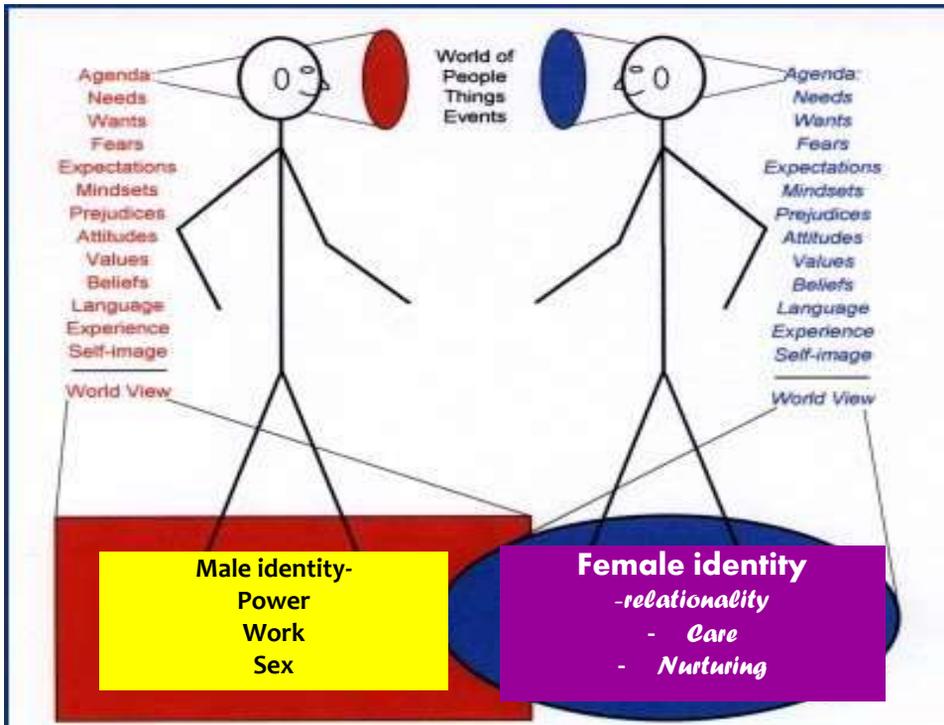
Gender Roles



- × expectations for behavior and attitudes that the culture defines as appropriate for men and women.
- × Self-perpetuating



Google Images



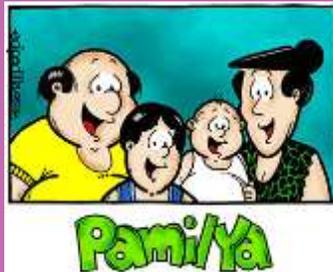
Gender Expectations

- ◆ Biological sex usually establishes a pattern of gendered expectations, although biological sex is not always the same as gender identity.
- ◆ Femininity and masculinity are cultural concepts and as such have fluctuating meanings.
- ◆ Sex-gender system



Sex-gender system

- × It fixes the parameters of approved sexual and procreative behavior
- × It sets the tone of gender-based social relations and social worlds



- × **Sexism**=belief that persons are superior or inferior to one another on the basis of their sex. Male sex inherently superior.
- × **Androcentrism**= expresses itself in personal pattern of thinking and acting that takes the characteristics of ruling men to be normative for humanity.



