

An Introduction

Basic Training on Gender Equality
& Women's Empowerment at Light
for the World

Guiding Questions

What is gender?

Why is it important?

What are we doing?

Where to find more information?

What?

Sex

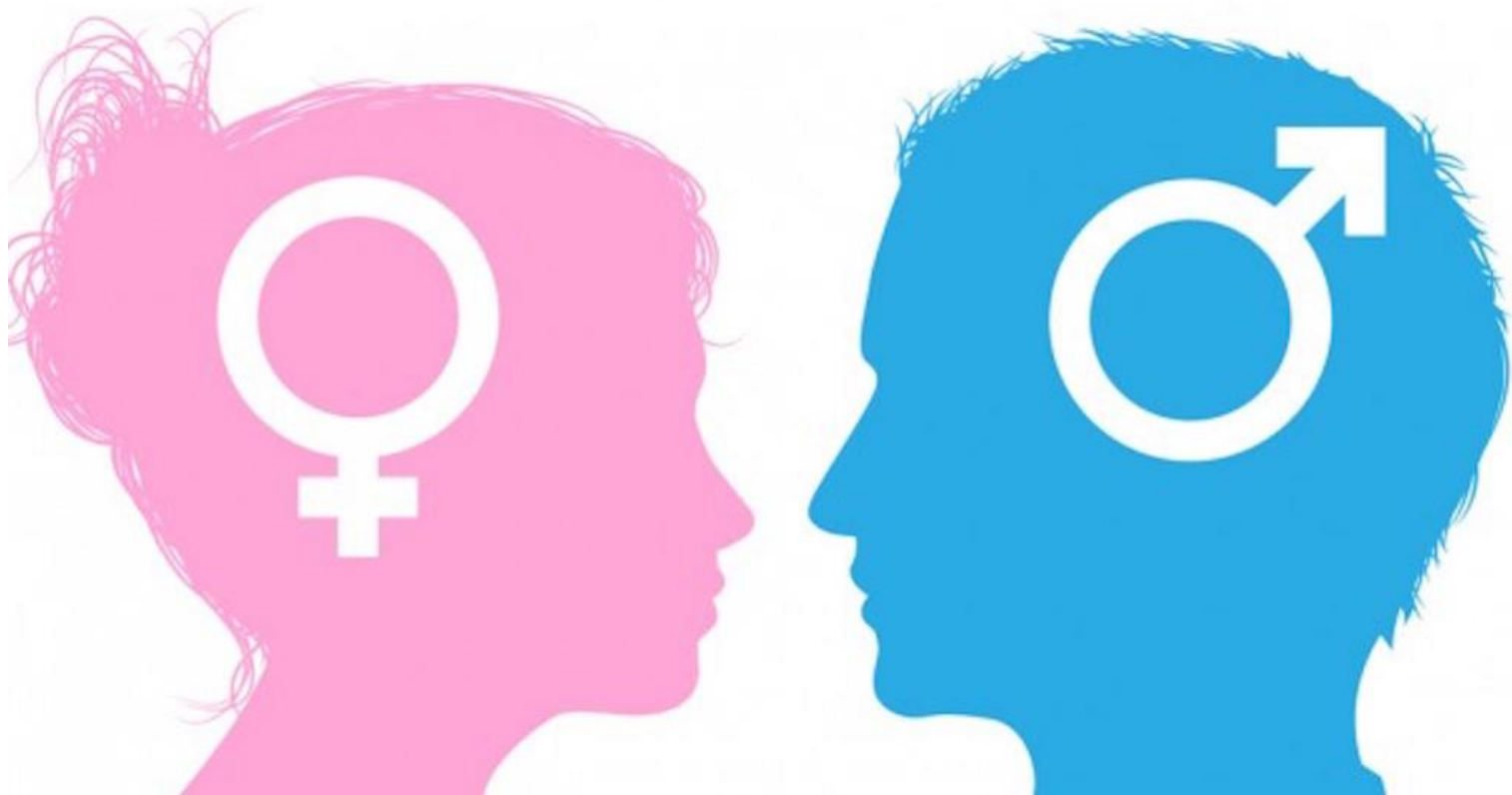


Gender

versus

What?

Gender Norms?



Intersectionality

- People have many, overlapping identities
- Gender, disability, age etc. are not stand-alone issues
- Important to reflect how sexism, racism, ableism, ageism operate simultaneously and overlap
- Social hierarchies and power are not one-dimensional.

Disability and gender

- In both movements “you are always the other”
- “you eat at many tables but are never really invited to stay at one” (Eleanor Lisney, Sisters of Frida)
- Commonalities: i.e. issues of objectification of women and their bodies – relevant for all women
- Both gender and disability movement: autonomy of decision making and about our own bodies at the core!

What?

Gender equality means that women and men, girls and boys, enjoy the same rights, resources, opportunities and protections. Gender equality is not a 'women's issue' but implies the empowerment of both men and women for their equal representation and positionality within a society.

<https://www.youtube.com/watch?v=4viXOGvvu0Y>

What?

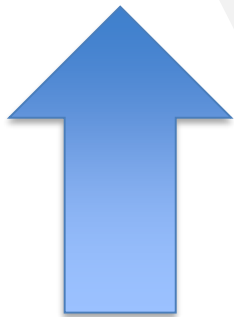
Gender equity is a strategy for mainstreaming that aims to provide everyone with full range of opportunities and benefits necessary for their equal participation. In this sense, gender equity is a practice and way of thinking to achieve the goal of gender equality.

What?

Gender mainstreaming processes aim to ensure that gender perspectives and attention to the goal of gender equality are central to all activities – organisational structure and mission, lobby & advocacy, research, resource allocation, and planning, implementation and monitoring of programmes and projects.

Why?

There is evidence that investing in women and girls with and without disabilities elevates the well-being for all and is essential to achieving stable democracies based on fairness and dignity.



IMPACT

Why?

It is a human-rights issue within the framework of the social and human rights model.



LEAVE NO ONE BEHIND

Why?

1. The disability prevalence rate for women is 19.2 percent whereas it is 12 percent for men.
2. Women represent about 56% of the world's 36 million blind and 55% of the world's 217 million people with moderate and severe vision impairment.
3. Employment rates are 52.8% for men and only 19.6% for women with disabilities.
4. Two-thirds of illiterate adults are women.

Why?



More Information:

- [EU Gender Action Plan II](#)
- [Gender Equality Policy Marker](#)
- [ADA Gender Policy](#)
- [DFID Strategic Vision for Gender Equality](#)

More Information:

Interesting basic trainings and other short videos:

UN Women: [1-2-3 I know Gender](#) (2,5h)

Futurelearn: [Gender & Development](#) (6h)

[Ethiopian video on gender roles](#)

[Video about equal pay](#)

[TED Talk Chimamanda Ngozi Adichie](#)

[Gender Stereotypes & Education](#)

5 GENDER
EQUALITY



Thank you!