



Buzzwords in gender analysis

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Key concepts

- Sex and gender;
- Bias and masculine bias;
- Gender blindness;
- Sex-disaggregated indicators and measurement;
- Gender audit;
- Equality and equity policy.

Sex in gender analysis

- Sex refers to a set of biological attributes in humans and animals. It is primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy;
- Sex is usually categorized as female or male.

Gender

- Gender refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people;
- It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society.

Bias

- Bias is disproportionate weight in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair;
- Biases can be learned implicitly within cultural contexts;
- People may develop biases toward or against an individual, an ethnic group, a sexual or gender identity, a nation, a religion, a social class, a political party, theoretical paradigms and ideologies within academic domains, or a species.

Masculine bias

- Scientific evidence demonstrates that people do discriminate based on gender, despite denials that gender inequality persists in modern societies.
- Researches demonstrate that even when all else is equal, women are at a disadvantage to men in many domains. This might be because men are perceived as being more capable in general, even in the absence of evidence to suggest superior skills.

Masculine bias in policy

- Masculine bias in policy is an application of the concept of malestream;
- Developed by feminist theorists, it describes the situation when male social scientists carry out research which focuses on a masculine perspective and then assumes that the findings can be applied to women as well;
- That applies to any kind of intellectual work including policy design.

Gender blindness

- Gender blindness is a term used to describe treating all genders the same regardless of their biological or historical differences;
- May seem to be a great step forward in the journey to equality, this blanket treatment of all people as the exact same ends up doing harm;
- Excluding differences, result in inequity for women.

Sex-disaggregated indicators

Data that are collected and presented separately on men and women.

Gender audit

A gender audit assesses the extent to which gender equality is effectively institutionalised in the policies, programmes, organisational structures and proceedings (including decision-making processes) and in the corresponding budgets.

Equality

- Gender equality means that women and men enjoy the same status;
- Gender equality means that women and men have equal conditions for realizing their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results.

Equity

- Gender equity is the process of achieving fairness among women and men;
- To ensure fairness, measures must often be made available to compensate for historical and social disadvantages that prevent women and men from operating on a level playing field;
- Equity leads to equality.

Equality and equity gender policy

The policy must aim to:

- To advance women's equal participation with men as decision makers in shaping the sustainable development of their societies;
- To support women and girls in the realization of their full human rights; and
- To reduce gender inequalities in access to and control over the resources and benefits of development.

Merci.
