



# Gender

## Introduction to gender inclusivity

Farmer Group Educator (FGE) training sessions



# Introduction to gender inclusivity



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# What is Gender?

**Gender** refers to the **social differences** and relations between men and women, girls and boys, that are learned, vary widely within and between cultures, and change over time. Boys and girls learn about gender rules and relations while they are growing up.

**Gender** is a social construct designed through cultural, political and social practices of what it means to be masculine or feminine.

While '**Sex**' refers to biological characteristics which define humans, '**Gender**' refers to roles, responsibilities and characteristics, societies expect of women, men, girls and boys.

Gender is taught - through cultural, political and social relations. Understanding our gender comes through socialisation.

Gender is often confused to be about women. However, Gender is more correctly about **men** and **women, girls** and **boys**



# What is sex?

**Sex is**, perceived as fixed and binary. A person is born into a category and will remain that category for the rest of their life:

A baby is categorised as a girl at birth and will eventually grow up to be an old woman. A boy is born who will grow up to be a man.

However, even biological categories are not always so clearly defined, and a child may be born having ambiguous physiology. In such cases a sex assignment is usually made so that the child fits within the binary of male/ female.





# Key concepts of Gender

**Gender roles** -are ascribed and learned behaviour in a given society, community or other social group which determines what activities, tasks and responsibilities are perceived as 'male' or 'female'. Gender roles are affected by age, class, race, ethnicity and/or religion and also by the broader social, economic and political environment.

**Productive activities** refer to the production of goods and services for consumption and trade, including home/subsistence production which generates an income.

**Reproductive activities** refer to childbearing and child rearing responsibilities which are essential to the economy and reproduction of the workforce. These include care and maintenance of the household and its members, food preparation water and fuel collection, shopping, housekeeping and family health care.

## **Community managing work**

This refers to the role women have in both urban and rural contexts to make sure that limited resources are allocated throughout their communities, especially in conditions where the state or non-governmental Organisations are not fulfilling their own duties to provide basic services such as food, sanitation, water, healthcare and education. This can mean taking primary responsibility for organising and mobilizing groups to bring about needed change for communities.

# Gender Equality Vs Gender Equity



## Gender Equality

The state or condition that affords women and men equal enjoyment of human rights, socially valued goods, opportunities and resources, allowing both sexes the same opportunities and potential to contribute to, and benefit from, all spheres of society (economic, political, social, and cultural).

**Example:** A family has limited funds, and both daughter and son need new pair of shoes for the new school year, but only one can get new shoes this year. If the family decides (and who in the family decides?) which child will get the new shoes based on the child's **NEED**, and not on the child's sex, this is an example of gender equality.

## Gender Equity

Justice and fairness in the treatment of women and men in order to eventually achieve gender equality, often requesting differential treatment of women and men (or specific measures) in order to compensate for the historical and social disadvantages that prevent women and men from sharing a level playing field.

**Example:** Provision of leadership training for women or establishing quotas for women in decision-making positions in order to achieve the state of gender equality

**IMPORTANT POINT!** Equity leads to equality! Equity means that there is a need to continue taking differential actions to address historical inequality among men and women and achieve gender equality!





## Session-2

### Definition and importance of Gender inclusivity

The term 'gender inclusive' refers to policies, language, and other societal frameworks that respect and acknowledge all gender identities. Gender inclusive language, for instance, does not favour a particular gender and is sensitive to a person's gender. It is a significant marker of gender equality and aims to reduce gender bias.

Gender inclusion is a concept that transcends mere equality. It is the notion that all services, opportunities and establishments are open to all individuals' men, youth and women stereotypes do not define societal roles and expectations.



# Cont..

**Social Exclusion:** A process by which individuals, communities, members of a group are relegated to the fringes of society and prevented from participating in and benefiting from economic, social and political life Causes of exclusion Caste, ethnicity, religion, gender, disability, poverty, location etc.

**Social Inclusion:** A process which supports the excluded class of society by removing hurdles, to ensure equal opportunities to all, to create conditions that will enable full and active participation of all individuals without any form of discrimination-meaningful participation





### Session-3

## Gender roles and stereotypes in coffee farming

Due to socialization and conditioning of girls from younger age the gender stereotype approach is developed. Defined gender roles and divisions of labour exist at each node of the coffee value chain. These include women's significant contributions of unpaid labour to coffee production and post-harvesting activities, while men maintain control over decision-making and sales and negotiation. Lack of access to resources and credit etc.

For example, men and women both lack access to reasonable credit options, hindering their ability to hire additional coffee farm labour or to purchase equipment that would reduce women's time burdens. In addition, women's time use is constrained by expectations and normative tasks in ways that men are not constrained



#### Session-4

### Benefits of gender inclusivity (increased productivity, improved decision- making)

Gender inclusivity is the idea that all privileges and services are available to everyone regardless of sexual disposition (United Nations, Gender-inclusive Language).

The indirect effects of gender inclusion in employment can have a positive effect on economic growth.

Improved access to credit, trainings and information and participation in decision making have significant implications not only for family wellbeing, enhanced food sovereignty, and livelihood sustainability, but also for the development of more equitable sociocultural gender norms, business models, and agricultural policies and programs.





**Farming practices**



**Farm group**

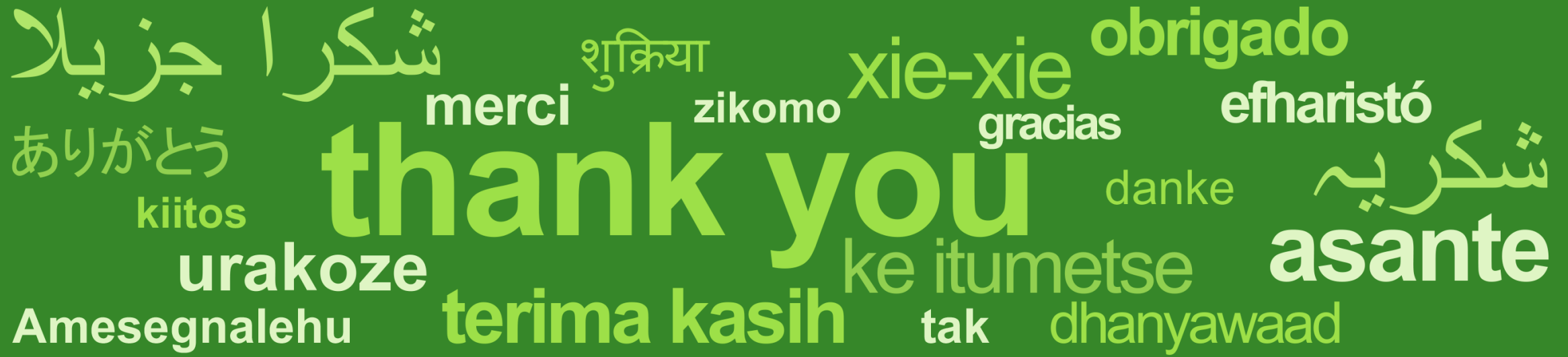


**Gender  
& ESS**



**Financial literacy**





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