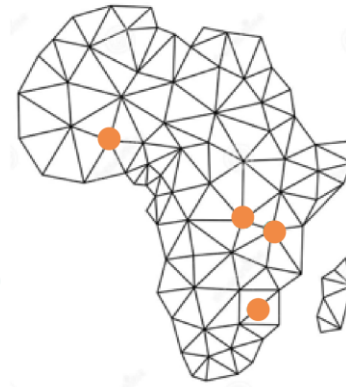


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GENDER FLASHCARDS

Beate Ringwald | PDRA | LSTM | May 2023

Sex is not gender



Although gender interacts with sex and often used interchangeably, sex and gender are not the same. Gender and sex have **distinct meanings**.

Sex refers to the **biological characteristics** and physiological features (like chromosomes, reproductive and sexual anatomy etc) defining **female**, **male**, and **intersex** (an umbrella term used for individuals born with natural variations in those characteristics).

Gender is a **social construct** and refers to the **social attributes** defining what it means to be a man or woman or person with non-binary gender identity in a given society learned through **socialisation**. Gender involves social norms, roles, status, expectations, and relations within households and communities that are context- and time-specific and are changeable.

Sex and gender have **distinct and interacting effects** on health. Therefore, health research requires **sex-and gender-based analysis** accounting for biological factors, as well as social, cultural and economic factors.

Gender



Gender identity refers to a person's innate, deeply felt internal and individual experience of gender that may or may not correspond to the designated sex at birth.

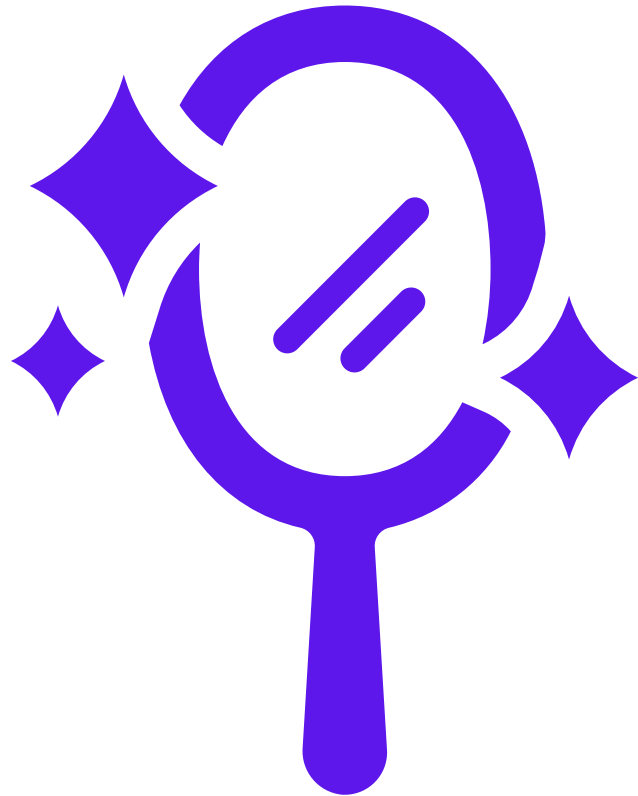
Gender expression refers to how an individual expresses their gender identity, for example, through dress and speech among others.

Gender norms are socially constructed ideas, expectations and standards about how women, men and persons with non-binary gender identity should be/act in a given society.

Gender roles are socially constructed sets of social and economic activities, responsibilities and tasks assigned to women, men and persons with non-binary gender identity in society.

Gender relations refers to a specific subset of social relations uniting women, men and persons with non-binary gender identity as social groups in a given community, determining their identities, power, rights, responsibilities and identities in relation to one another.

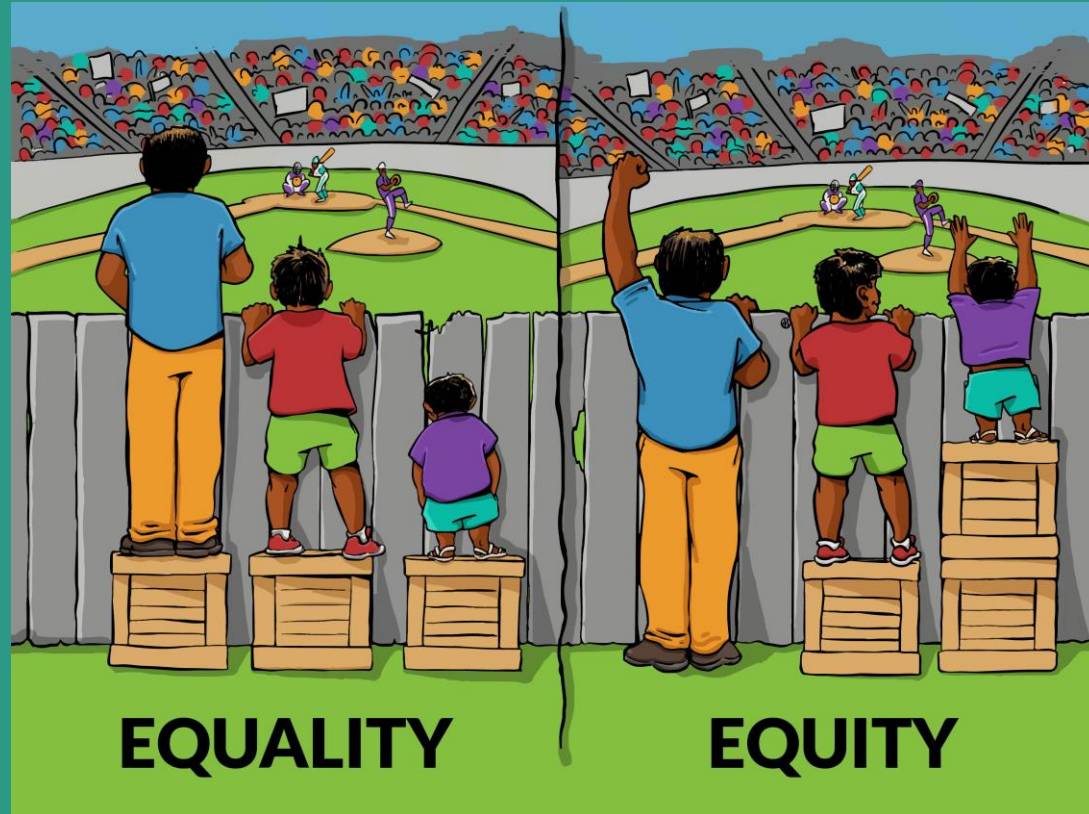
Gender affects everyone



- Gender is not something that exists “out there” to “other people” – or only to people from poor and/or marginalised communities.
- Gender norms, roles and relations are a part of the daily lives of everyone and affect us all – researchers, programme managers, stakeholders and participants among others alike.
- Learning about gender can be challenging because it may require rethinking our own beliefs, traditions and behaviour. This can be tough and requires open-mindedness from everyone involved.

Source: Adapted from WHO (2011) [Gender mainstreaming for health managers](#) (p. 27).

Gender equality & equity



EQUALITY

EQUITY

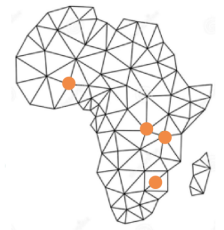
Image credit: "[Equality VS Equity](#)" by [Interaction Institute for Social Change](#) | Artist [Angus Maguire](#).

Gender equality is about being valued equally; having equal chances and opportunities in life; and ensuring formal structures allow for equal access to resources – regardless of sex.

Gender equity moves beyond equality under the law. Gender equity recognises gender differences in power and needs; is about being fair; responds to different needs; and seeks to compensate for disadvantages and to redistribute resources.

Source: Adapted from WHO (2011) [Gender mainstreaming for health managers](#) (p. 58).

Gender mainstreaming



Gender mainstreaming refers to...

- ...the systematic consideration of the differences between the conditions, situations and needs of people of all genders in all policies and actions ([EIGE](#)).
- ...a strategy for making concerns and experiences of man, woman, and person with non-binary gender identity an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that people of all genders benefit equally (UN, [WHO](#)).

...requires two complementary strategies:


- **Programmatic gender mainstreaming** involves the systematic application of gender analysis methods to health problems to better understand how gender norms, roles and relations affect the health of people of all genders across the life course.
- **Institutional gender mainstreaming** seeks to create an enabling environment for programmatic approaches by ensuring that organisational structures, procedures do not reinforce gender inequality.

LIGHT gender assessment

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Leaving no-one behind. Transforming Gendered pathways to Health for TB (LIGHT)



Summary of Gender Assessment

July 2021 - December 2022

AFIDEP
LSTM
LONDON SCHOOL OF HYGIENE & TROPICAL MEDICINE
mii
ReSOAK
University of Liverpool
Funded by
UKaid
From the British people

LIGHT gender assessment contributes the **consortium's institutional gender mainstreaming and commitment**. The LIGHT gender and equity working group conducted the assessment and prepared the report which...

- ...summarises equality legislations and the state of gender equality in LIGHT countries.
- ...assesses existing gender policies within all institutions and the gender composition of LIGHT teams.
- ...provides illustrative examples of gender leadership and pay gaps.
- ...outlines opportunities for strengthening gender equality competence and mainstreaming through LIGHT.
- ...can be found in LIGHT SharePoint [here](#).

Gender equality competence

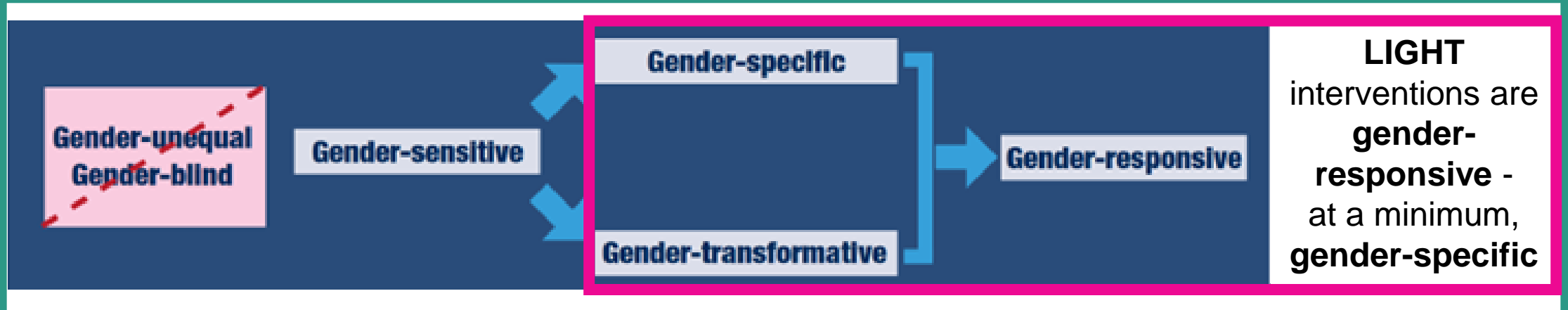
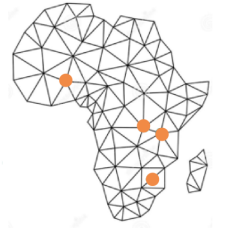


Source: Image and definitions of gender equality competence by European Institute for Gender Equality (EIGE). Available at: <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-institutional-transformation/step-9-developing-gender-equality-competence>

Gender equality competence refers to skills, attributes and behaviours that people need for mainstreaming gender concerns effectively into policies and plans and help build gender equality:

- **Commitment** means taking responsibility and action for gender mainstreaming as an organisation, team and individual.
- **Methodological skills** imply the ability to implement gender mainstreaming using the appropriate methods and tools.
- **Specialist knowledge** comprises theoretical understanding of gender as a social construct; in-depth knowledge of gender relations as social structures; and relevant empirical knowledge.

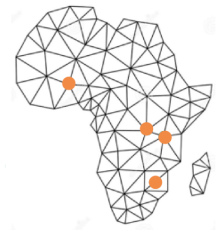
Gender-responsiveness



	Gender norms & roles	Gender-specific needs	Gender power relations
Gender-unequal	Reinforces imbalances	Privileges dominant gender	Reinforces inequality
Gender-blind	Ignores imbalances	Treats everyone the same	Often reinforces inequality
Gender-sensitive	Considers imbalances	Ignores differences	Does not address inequality
Gender-specific	Considers imbalances	Targets specific needs	Does not address inequality
Gender-transformative	Addresses imbalances	Considers specific needs	Addresses gender inequality

Sex & gender-based analysis

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Sex-disaggregated statistics are data collected and tabulated separately for female, male, and/or intersex people allowing the measurement of differences between them.

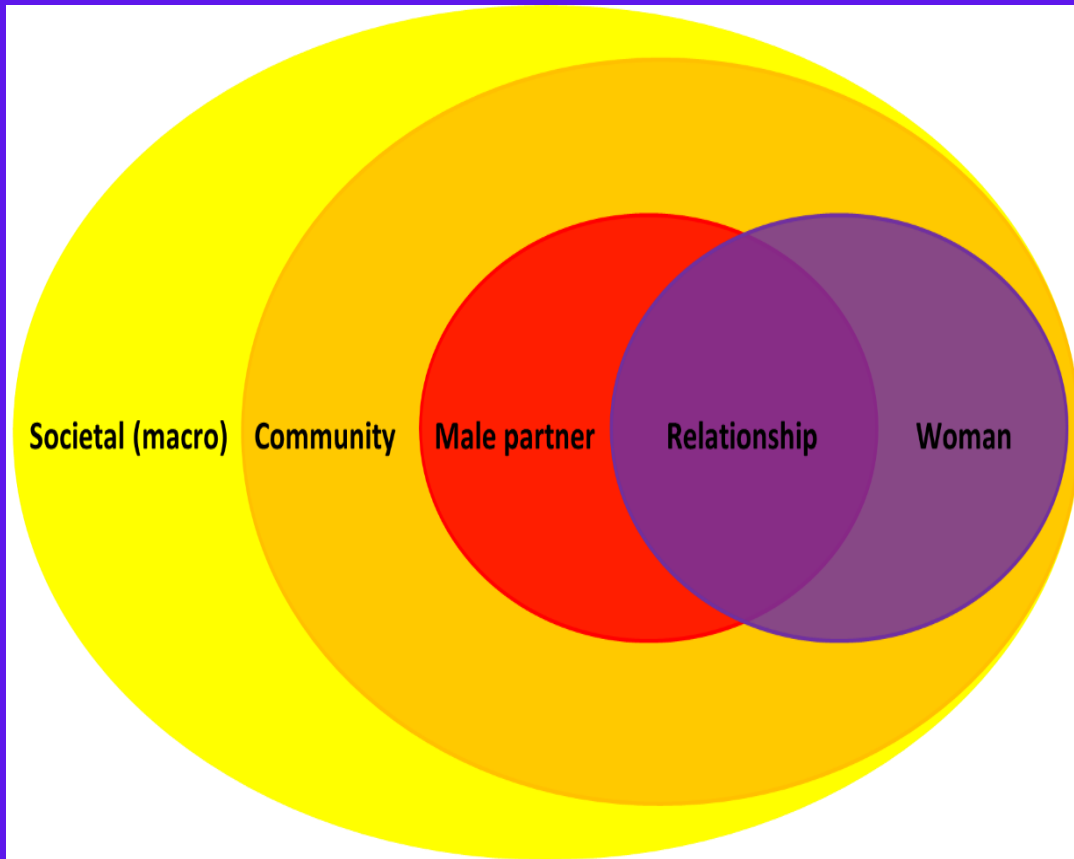
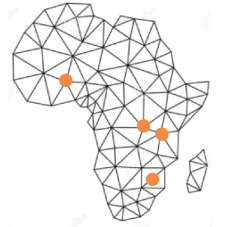
Sex-based analysis refers to the examination of biological and/or physiological factors as determinants of health among women, men and/or intersex people.

Gender-based analysis refers to the critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect women, men, and persons with non-binary gender identity in a given policy area, situation or context.

Sex and gender-based analysis considers both – sex and gender – because people are different at every stage of their lives biologically and in their roles, responsibilities, opportunities, and choices and in relation to the expectations and norms faced with.

Source: Adapted from WHO (2011) [Gender mainstreaming for health managers](#); WHO (2023) [Gender and health Q&A](#); Tannenbaum, Greaves & Graham (2016) [Why sex and gender matter in implementation research](#); [SAGER guidelines](#); and Gahagan, J. and Bryson, M. K. (eds.) (2021) *Sex- and Gender-Based Analysis in Public Health*. Cham, Switzerland: Springer Nature Switzerland AG.

Social ecological models



Source: Ecological model adapted from [McLeroy et al.](#) (1988) and [Heise](#) (2011).

Social ecological models help unpack unfair gender differences in health status by considering...

- ...how social, economic, political, legal, religious, and cultural **arrangements** put people and populations in **harm's way** ([Farmer et al., 2006, 2013](#)).
- ...how systems and processes of power are hierarchically **linked** and co-occur **simultaneously** across levels ([Krieger, 2008](#)).

Intersectionality



Intersectionality wheel based on Simpson (2009) as displayed in [WHO](#), (2020, p 6)

And just as men, women and persons with non-binary gender identity differ from each other, many differences exist within groups. **Intersectionality** explores health inequities and inequalities by considering how...

- gender inequality is **interconnected** with other forms of discrimination affecting health and life of groups of people.
- ...how systems and processes of power and oppression **work together**, resulting in **unfair distribution** of privileges and disadvantages, including ill-health.

Source: Adapted from [WHO](#) (2020) and [Hankivsky](#) (2014).