

**DID YOU KNOW?**

**Series 1**

**GENDER**

**Episode 1**

**Sex is not gender**

## DID YOU KNOW?

### SEX IS NOT GENDER

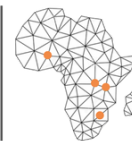
Although gender interacts with sex and they are often used interchangeably, sex and gender are not the same.

Gender and sex have **distinct meanings**.



## DID YOU KNOW?

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



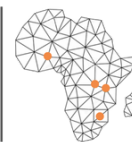


## DID YOU KNOW?

**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**.

## DID YOU KNOW?

Gender involves social norms, roles, status, expectations, and relations within households and communities that are **context- and time-specific** and are **changeable**.



## DID YOU KNOW?

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



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## Sources

Adapted from WHO (2011) Gender mainstreaming for health managers, WHO (2023) Q&A: gender and health, and Global Health 5050 (2022) Glossary.

Leaving no-one behind: Transforming gendered pathways to health for TB



**DID YOU KNOW?**



**Series 1**

**Episode 2**

**GENDER**

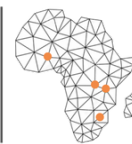
**Understanding  
Gender Terminology**



## DID YOU KNOW?

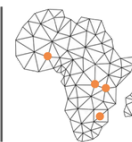
**Gender identity** refers to a person's innate, deeply felt internal and individual experience of gender that may or may not correspond to the designated sex at birth.

I D E N T I T Y  
G E N D E R



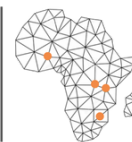
## DID YOU KNOW?

**Gender expression** refers to how an individual expresses their gender identity **out in the world**, for example, through **clothing, accessories, hairstyle, body language, behaviour, and speech and voice.**



## DID YOU KNOW?

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



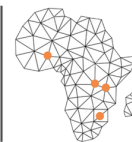
## DID YOU KNOW?

**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.



## DID YOU KNOW?

**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.



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## Sources

adapted from EIGE (2023) Glossary and WHO (2011) Gender mainstreaming for health managers

Leaving no-one behind: Transforming gendered pathways to health for TB



**DID YOU KNOW?**

**Series 1**

**GENDER**

**Episode 3**

**Sex & gender-  
based analysis**

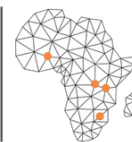
## DID YOU KNOW?

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



## DID YOU KNOW?

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



## DID YOU KNOW?

**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.

## DID YOU KNOW?

**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.

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## ABOUT LIGHT

LIGHT is a digital cross-disciplinary global health research network bringing in Africa and the UK to explore new ways to health for TB.

Funded with UK aid  
from 1 May 2020.



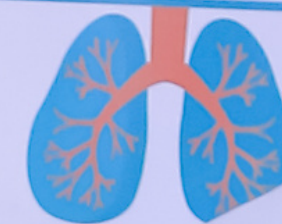
## PROBLEM

ESTIMATED:

PEOPLE FELL ILL

WOMEN

PEOPLE



FULLY NOTIFIED

ABLE

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## Sources

Adapted from Heidari, S., Babor, T.F., De Castro, P. et al. Sex and Gender Equity in Research: rationale for the SAGER guidelines and recommended use. Res Integr Peer Rev 1, 2 (2016). <https://doi.org/10.1186/s41073-016-0007-6> and from Gahagan, J. and Bryson, M. K. (eds.) (2021) Sex- and Gender-Based Analysis in Public Health. Cham, Switzerland: Springer Nature Switzerland AG.

Leaving no-one behind: Transforming gendered pathways to health for TB



**DID YOU KNOW?**

**Series 1**

**Episode 4**

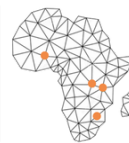
**GENDER**

**Gender-Responsive**

# DID YOU KNOW?

## GENDER-RESPONSIVE

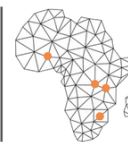
Activities, policies, programmes, and services are **gender-responsive** when they address the different situations, roles, needs, and interests of women, men, girls, boys, and people of non-binary gender identities.



## DID YOU KNOW?

Activities, policies, programmes, and services are **gender-unequal** when they:

- Sustain gender inequality
- Reinforce unbalanced norms, roles, and relations
- Privilege an advantaged gender over others
- Distribute rights or opportunities unfairly between genders



## DID YOU KNOW?

Activities, policies, programmes, and services are considered **gender-blind** when they:

- Ignore different gender norms, roles, and relations
- Ignore differences in opportunities and resource allocation between genders
- Treat everyone the same, regardless of their different (dis)advantages and needs



## DID YOU KNOW?

Activities, policies, programmes, and services are **gender-sensitive** when they:

- Account for gender norms, roles & relations
- Indicate some gender awareness

**But...**

- Often do not include remedial action
- Do not address inequality generated by unequal norms, roles, and relations

## DID YOU KNOW?

**Gender-specific** activities, policies, programmes, and services:

- Consider how gender norms, roles, and relations affect access and participation by people of all genders
- Consider specific needs of people of different genders
- Intentionally target and benefit a specific gender group to achieve policy or programme goals or meet certain needs
- Make it easier for people to fulfil duties that are ascribed to them based on their gender roles



## DID YOU KNOW?

**Gender-transformative** activities, policies, programmes, and services include strategies to:

- Address the causes of gender-based health inequalities
- Transform harmful gender norms, roles, and relations
- Promote gender equality
- Change gender power relationships



## DID YOU KNOW?

That the LIGHT Consortium's interventions are **gender-responsive**.

That means we aim for our interventions to be **gender-specific** and our research to explore ways to be more **gender-transformative**.

**5** GENDER  
EQUALITY



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## Sources

Adapted from the Gender Responsive Assessment Scale by WHO (2011) Gender mainstreaming for health managers – participants' notes (p. 41).

Leaving no-one behind: Transforming gendered pathways to health for TB

