Course: **Gender sensitization**

Course Code:**23AHS79T**

Branch(s): **Common to all Braches**

Prepared by: **KATHI SRAVANI**

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Department: **Electrical and Electronics Engineering**

Title of the Course	:	**Gender Sensitization**
Category	:	MC
Course Code	:	23AHS79T
Year	:	IV
Semester	:	I
Branch	:	**Common to all branches**

Lecture Hours	Tutorial Hours	Practice Hours	Credits
3	0	0	3

Course Objectives:

- To enable students to understand the gender related issues, vulnerability of women and menTo foster humane attitude and creative thinking
- To familiarize them about constitutional safeguard for gender equality
- To expose the students to debates on the politics and economics of work
- To help students reflect critically on gender violence
- To make them understand that gender identities and gender relations are part of culture as they shape the way daily life is lived in the family as well as wider community and the workplace.

Unit 1 **Understanding Gender** **6**

Introduction: Definition of Gender-Basic Gender Concepts and Terminology-Exploring Attitudes towards Gender-Construction of Gender-Socialization: Making Women, Making Men - Preparing for Womanhood. Growing up Male. First lessons in Caste.

Unit 2 **Gender Roles and Relations** **6**

Two or Many? -Struggles with Discrimination-Gender Roles and Relations-Types of Gender Roles- Gender Roles and Relationships Matrix-Missing Women-Sex Selection and its Consequences- Declining Sex Ratio-Demographic Consequences-Gender Spectrum.

Unit 3 **Gender and Labour** **7**

Division and Valuation of Labour-Housework: The Invisible Labor- “My Mother doesn‘t

Work". "Share the Load".

-Work: Its Politics and Economics -Fact and Fiction- Unrecognized and Unaccounted work -Gender Development Issues-Gender, Governance and Sustainable Development-Gender and Human Rights-Gender and Mainstreaming

Unit 4 Gender-Based Violence 7

The Concept of Violence- Types of Gender-based Violence-Gender-based Violence from a Human Rights Perspective-Sexual Harassment - Domestic Violence - Different forms of violence against women - Causes of violence, impact of violence against women - Consequences of gender-based violence

Unit 5 Gender and Culture 6

Gender and Film-Gender and Electronic Media-Gender and Advertisement-Gender and Popular Literature-Gender Development Issues-Gender Issues-Gender Sensitive Language- Just Relationships

Prescribed Text Books:

1. A. Suneetha, Uma Bhrugubanda, et al. Towards a World of Equals: A Bilingual Textbook on GenderII, Telugu Akademi, Telangana, 2015.
2. Butler, Judith. Gender Trouble: Feminism and the Subversion of Identity. UK Paperback Edn. March 1990

Reference Books:

1. Wtatt, Robin and Massood, Nazia, Broken Mirrors: The dowry Problems in India, London: Sage Publications, 2011.
2. Datt, R. and Kornberg, J.(eds), Women in Developing Countries, Assessing Strategies for Empowerment, London: Lynne Rienner Publishers, 2002.
3. Brush, Lisa D., Gender and Governance, New Delhi, Rawat Publication, 2007.
4. Singh, Direeti, Women and Politics World Wide, New Delhi, Axis Publications, 2010 5.
5. Raj Pal Singh, Anupama Sihag, Gender Sensitization: Issues and Challenges (English, Hardcover), Raj Publications, 2019.
6. A. Revathy & Murali, Nandini, A Life in Trans Activism (Lakshmi Narayan Tripathi). The

University of Chicago Press, 2016.

Web Resources:

1. Understanding Gender chrome-extension: //kdpelmjpfafjppnhbloffcjpeomlnpah/https://www.arvindguptatoys.com/arvindgupta/kamla-gender1.pdf https://onlinecourses.swayam2.ac.in/nou24_hs53/preview
2. Gender Roles and Relations https://www.plannedparenthood.org/learn/gender-identity/sex-gender-identity/what-are-gender-roles-and stereotypes https://www.verywellmind.com/understanding-gender-roles-and-their-effect-on-our-relationships-7499408 https://onlinecourses.swayam2.ac.in/cec23_hs29/preview
3. Gender and Labour https://www.economicsobservatory.com/what-explains-the-gender-division-of-labour-and-how-can-it-be-redressed https://onlinecourses.nptel.ac.in/noc23_mg67/preview
4. Gender-Based Violence https://eige.europa.eu/gender-based-violence/what-is-gender-based violence?language_content_entity=en https://www.worldbank.org/en/topic/socialsustainability/brief/violence-against-women-and-girls https://onlinecourses.swayam2.ac.in/nou25_ge38/preview
5. Gender and Culture https://gender.study/psychology-of-gender/culture-impact-gender-roles-identities/ https://sociology.iresearchnet.com/sociology-of-culture/gender-and-culture/ https://archive.nptel.ac.in/courses/109/106/109106136/

Department of Electrical & Electronics Engineering

IV B.Tech I Semester

GENDER SENSITIZATION (23AHS79T)

(Electrical and Electronics Engineering)

Unit-I (Understanding Gender)

Syllabus:

Introduction: Definition of Gender-Basic Gender Concepts and Terminology-Exploring Attitudes towards Gender-Construction of Gender-Socialization: Making Women, Making Men - Preparing for Womanhood. Growing up Male. First lessons in Caste.

UNIT 1: Understanding Gender

- Definition of Gender
- Basic concepts & Terminology
- Exploring Attitudes towards Gender
- Socialization: Making Women ,Making Men
- Preparing for womanhood
- Growing up Male

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Gender = social and personal identity (who a person is and how they identify).
Sex = biological characteristics (physical traits present at birth or developed later).

- Gender is about **social roles and expectations**, not biological differences.
- Gender roles are created by society and **can change over time**.
- Men and women should have **equal rights, equal opportunities, and equal respect**.
- Everyone should be free to choose their education, career, hobbies, and responsibilities based on their interests and abilities

- **Sex** refers to the biological differences between males and females, such as reproductive organs, chromosomes, and hormones. It is determined at birth.
- **Gender** refers to the social roles, behaviors, and responsibilities that society expects from men and women. These roles are learned through family, culture, education, and media, and they may differ across societies and change over time.

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- **Example:** A person being biologically female is **sex**, while the expectation that women should do household work is a **gender role**.

Sex	Gender
Biological	Social and cultural
Determined at birth	Learned from society
Based on physical characteristics	Based on roles and expectations
Usually does not change	Can vary and change over time

GENDER AND SEX – WHAT IS THE DIFFERENCE?

SEX

Sex refers to the biological differences between males and females.



Male

Female



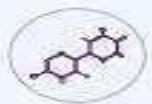
It is determined by biology.



Chromosomes



Reproductive organs



Hormones



Physical features

Key Points

- You are born with your sex.
- It is biological and cannot be changed.
- Examples: male, female, intersex.

GENDER

Gender refers to the roles, behaviors, activities and attributes that a society considers appropriate for men, women and others.



Boys can play with toys



Girls can cook



Men can be professionals



Women can be leaders



Gender is a spectrum

It is learned and shaped by society and culture.



Family



School



Friends



Media



Culture

Key Points

- You learn your gender through socialization.
- It can change over time and is different in different cultures.
- Examples: man, woman, non-binary, transgender.



In simple words: **SEX** is about body. (Biological) | **GENDER** is about identity and roles. (Social and Cultural)



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Gender Concepts and Terminology

1. Gender Equality

Definition
Gender equality means men and women have the same rights, opportunities, and responsibilities in all areas of life such as education, employment, healthcare, and decision-making.

Practical Example

- A school gives equal admission to both boys and girls.
- In a company, both men and women receive the same salary for the same work.

Example: Both a male and a female engineer are promoted based on their performance, not their gender.
Key Point

Equal rights and equal opportunities for everyone.

2. Gender Equity

Definition

Gender equity means **providing fair treatment according to a person's needs** so that everyone has an equal chance to succeed.

Equality = Same treatment

Equity = Fair treatment according to need

Practical Example

- A company provides **maternity leave** for women after childbirth and **paternity leave** for fathers to care for the baby.
- A college provides **special scholarships for girls** in areas where fewer girls pursue higher education.

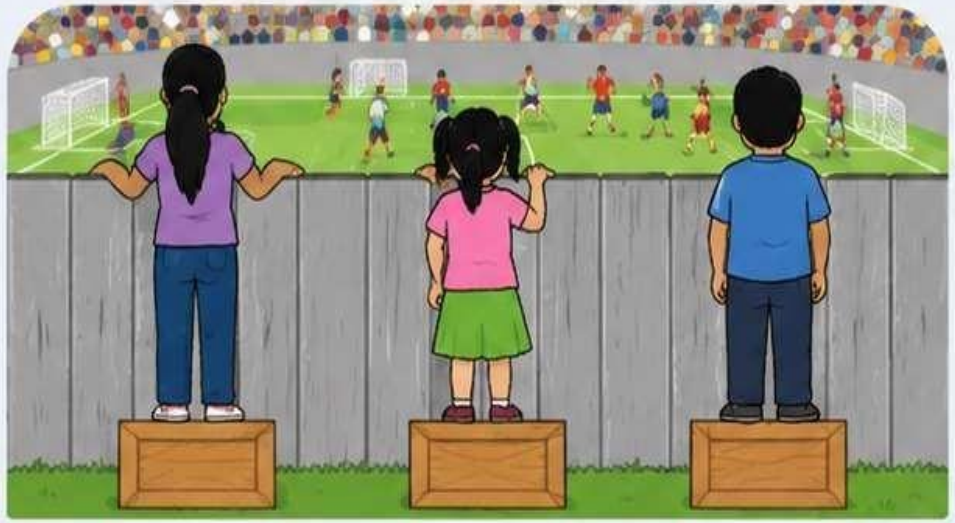
Key Point
Fairness helps achieve equality.

VISUAL EXPLANATION

GENDER EQUALITY

Everyone gets the same support.

Result: Not everyone can see the goal.



GENDER EQUITY

Everyone gets the support they need.

Result: Everyone can see the goal equally.



KEY DIFFERENCE IN SIMPLE WORDS

Equality means treating everyone the same.

Equity means treating everyone fairly based on their needs so that everyone has a fair chance.

Equality is about equal treatment.

Equity is about equal opportunities and outcomes.

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3. Gender Roles

Definition

Gender roles are the **duties and behaviors that society expects from men and women.**

These roles are learned from family, culture, religion, media, and society.

Practical Examples

Traditional Gender Roles

- Men should earn money.
- Women should cook and care for children.

Modern Society

- Men can cook and care for children.
- Women can become engineers, doctors, scientists, or business owners.

Key Point

> **Gender roles are created by society and can change over time.**

GENDER ROLES

Tasks, activities and behaviors that society expects from females and males.

ROLES EXPECTED OF FEMALES


Cooking


Cleaning


Caregiving


Nurturing


Obedient


Dependable

Other expectations

- Be polite and soft-spoken
- Give importance to family
- Sacrifice personal needs
- Look good and be well behaved



BOTH CAN


Study and learn


Be creative


Play games


Support each other

ROLES EXPECTED OF MALES


Earning money


Decision making


Strong and brave


Independent


Logical


Leader

Other expectations

- Be tough and don't cry
- Take responsibility
- Protect the family
- Be successful in career





REMEMBER

Gender roles are not natural. They are learned.



LET'S BELIEVE

Everyone should be free to choose what they want to do.



No role is superior. Every role is important. Let's respect and support equal roles for all.

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4. Gender Stereotypes

Definition

Gender stereotypes are **fixed and unfair beliefs** about what men and women can or cannot do.

Practical Examples

❌ Boys don't cry.

✅ Boys can also express emotions.

❌ Girls are weak in mathematics.

✅ Girls can become excellent mathematicians and engineers.

❌ Nursing is only for women.

✅ Men can also become successful nurses.

Key Point

> **Stereotypes limit people's abilities and opportunities.**

GENDER STEREOTYPES

Stereotypes are oversimplified ideas about how boys/men and girls/women should think, behave and look.



Boys don't cry.

Girls are weak.



WHAT ARE GENDER STEREOTYPES?



They are fixed ideas about how people should behave based on their gender.

These ideas are not always true and can limit people's choices and dreams.

COMMON GENDER STEREOTYPES	REALITY: ANYONE CAN DO ANYTHING
BOYS ARE STRONG. They should play sports and do tough work.	Strength has no gender. Girls can be athletes, weightlifters, soldiers, police officers and more.
GIRLS SHOULD COOK AND STAY AT HOME. Cooking and cleaning are only for girls.	Anyone can cook or clean. Boys can cook, clean and take care of the home too.
BOYS ARE SMART IN MATHS AND SCIENCE. Girls are not good at maths and science.	Intelligence has no gender. Girls can be scientists, engineers, doctors and inventors.
GIRLS ARE VERY EMOTIONAL. They overreact and are not logical.	Everyone has emotions. Boys can be emotional and express their feelings.
BOYS SHOULD BE LEADERS. Leadership is only for boys.	Leadership is a skill, not a gender. Girls can be leaders, politicians, CEOs and change makers.

WHY ARE THEY HARMFUL?



They put pressure on boys and girls to act in a certain way.



They stop people from following their interests and talents.



They create inequality and unfair treatment.



Remember:
Don't judge anyone by stereotypes.
Respect, support and treat everyone equally.



WE ARE EQUAL. WE ARE UNIQUE. LET'S BREAK STEREOTYPES!

Let's build a world where everyone is free to be *themselves and follow* their dreams!



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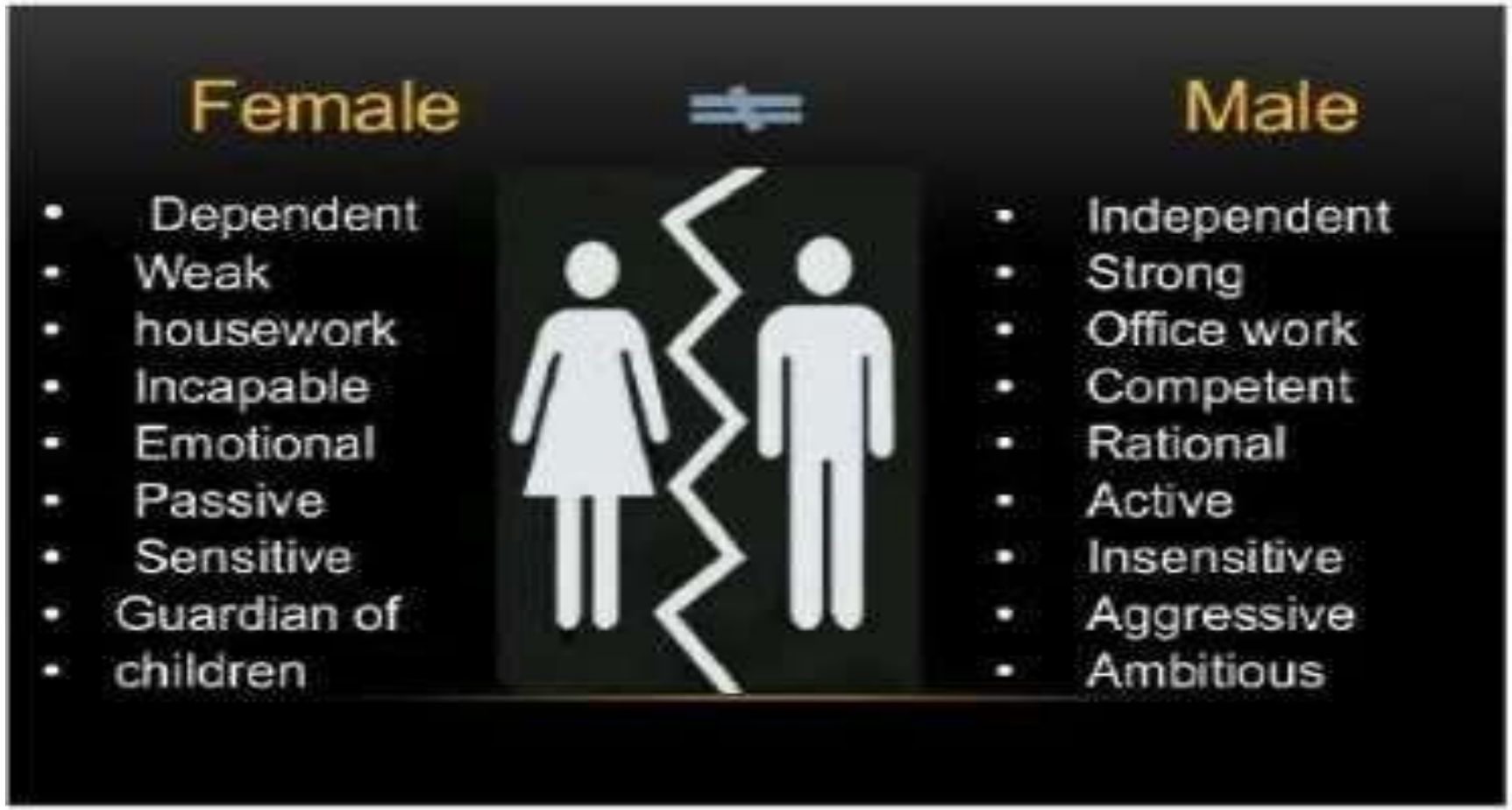
Gender stereotypes



5. Patriarchy

Definition
Patriarchy is a social system in which men hold more power, authority, and decision-making roles than women.

Practical Examples
- Only sons are allowed to inherit family property.
- A family allows only boys to study higher education while girls are expected to stay at home.
- Important family decisions are made only by male members.

Effects
- Unequal opportunities
- Gender discrimination
- Lower participation of women in education and employment

Key Point
Patriarchy often creates inequality between men and women.

PATRIARCHY

A social system in which men hold the power and women have less power.

WHAT IS PATRIARCHY?



Patriarchy is a system where men make most of the important decisions in family, society, workplace, politics and religion.

It gives more power, respect and opportunities to men than to women.



HOW PATRIARCHY WORKS

- Men are seen as the heads of the family.
- Men take most decisions in politics and leadership.
- Men control money, property and resources.
- Men get more opportunities for education and career.
- Women's voices and choices are often ignored or limited.

EXAMPLES OF PATRIARCHY



Boys are encouraged to achieve, girls are expected to be modest.



Men eat first, women serve and eat later.



Important decisions about home, money or children are taken by men.



Boys are prepared for the outside world, girls for home and caregiving.

IMPACT OF PATRIARCHY

- Limits women's freedom, choices and dreams.
- Creates inequality and injustice.
- Causes discrimination, violence and lack of respect.
- Harms men too by pressuring them to be "tough" and unemotional.

BREAKING PATRIARCHY



Raise boys and girls equal.



Share power and responsibilities equally.



Respect choices and voices of all genders.



Build a society based on equality, not dominance.

REMEMBER

Patriarchy is not natural.
It is learned.
It can be changed!



♥ EQUALITY BUILDS A BETTER WORLD ♥

THE GOAL

A world where every person, regardless of gender, has equal rights, respect and opportunities.



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6. Empowerment

Definition

Empowerment means **giving people the confidence, knowledge, skills, and opportunities to make their own decisions and improve their lives.**

Practical Examples

- Providing education to girls.
- Offering skill development and job training for women.
- Giving women equal opportunities to become leaders or start businesses.

Benefits

- Better education
- Financial independence
- Increased self-confidence
- Equal participation in society

Key Point

> **Empowerment helps people become independent and confident.**

EMPOWERMENT



Empowerment is the process of giving people the power to make their own choices and change their lives.



WHAT IS EMPOWERMENT?


Access to Education


Self Confidence


Freedom to make Choices


Equal Opportunities


Participation in Decision Making


Control over Resources

WHY IS EMPOWERMENT IMPORTANT?


It builds self-respect and confidence.


It helps people make their own choices.


It leads to equal rights, justice and dignity.


It creates a stronger, healthier and peaceful society.



EMPOWERMENT CAN HAPPEN IN MANY WAYS


Education


Skill Training


Financial Freedom


Health & Well-being


Speaking Up


Equal Rights


Support System


Leadership

EMPOWERMENT LEADS TO...


Independent Individuals


Strong Families


Better Communities


A Better World



EMPOWERMENT IS FOR EVERYONE

It includes all genders.
When all people are empowered, everyone grows together.



BREAKING BARRIERS, BUILDING DREAMS!


Identify the barriers

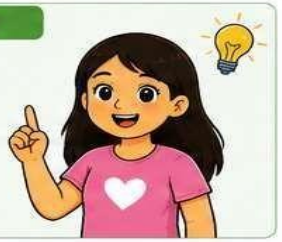

Gain knowledge and skills


Build confidence and take action


Achieve goals and inspire others!

REMEMBER

Empowerment is not just about power, it is about creating opportunities and believing in people's potential.



EMPOWERMENT IS THE KEY TO A FAIR, EQUAL AND HAPPY WORLD.

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Concept	Simple Meaning	Practical Example
Gender Equality	Equal rights and opportunities	Equal pay for equal work
Gender Equity	Fair treatment based on needs	Scholarships for girls, maternity leave
Gender Roles	Society's expectations for men and women	Women cook, men earn (traditional role)
Gender Stereotypes	Fixed and unfair beliefs	"Girls cannot become engineers"
Patriarchy	Men hold more power in society	Only men make family decisions
Empowerment	Giving confidence and opportunities	Educating girls and providing job training

Term	Simple Meaning	Example
Sex	The biological difference between males and females based on the body and reproductive organs.	A baby is identified as male or female at birth.
Gender	The roles and behaviors that society expects from men and women.	Society expects men to earn money and women to take care of the home.
Gender Identity	How a person feels about their own gender.	A person identifies as a woman regardless of the sex assigned at birth.
Gender Expression	How a person shows their gender through clothes, hairstyle, speech, or behavior.	A woman wears a business suit, or a man has long hair.
Gender Role	The duties and responsibilities society expects based on gender.	Expecting only women to cook or only men to repair vehicles.
Gender Stereotype	A fixed belief about what men and women are like or should do.	"Boys are strong" or "Girls are emotional."

Gender Binary	The idea that there are only two genders: male and female.	A form that allows only "Male" or "Female" as options.
Cisgender	A person whose gender identity matches the sex assigned at birth.	A person born male who identifies as a man.
Transgender	A person whose gender identity is different from the sex assigned at birth.	A person born male who identifies as a woman.
Intersex	A person born with biological characteristics that are not typically male or female.	A child born with variations in reproductive organs or chromosomes.
Third Gender / Hijra	A gender identity recognized in India that is different from male and female.	The Hijra community is legally recognized as the third gender in India.
Patriarchy	A social system where men usually have more power and authority than women.	In some families, only men make important decisions.
Heteronormativity	The belief that heterosexual relationships are the normal or expected ones.	Assuming every man will marry a woman.

Gender Sensitisation	Learning to respect all genders, avoid discrimination, and promote equality.	A college organizes a workshop on gender equality and respectful behavior.

Easy Revision Tips

- **Sex** → Biological difference.
- **Gender** → Society's expectations.
- **Gender Identity** → How a person identifies.
- **Gender Expression** → How a person presents themselves.
- **Gender Role** → Society's expected duties.
- **Gender Stereotype** → Fixed belief about genders.
- **Gender Binary** → Only two genders.
- **Cisgender** → Identity matches birth sex.
- **Transgender** → Identity differs from birth sex.
- **Intersex** → Born with biological sex variations.
- **Third Gender/Hijra** → Legally recognized gender beyond male and female.
- **Patriarchy** → Men hold more social power.
- **Heteronormativity** → Assumes heterosexuality is the norm.
- **Gender Sensitisation** → Respect and equality for all genders.

Definition

Attitudes towards gender are the **beliefs, opinions, and feelings** that people have about men and women and how they should be treated in society.

In simple words:

> **Gender attitudes are the way people think and behave towards men and women.**

Gender attitudes can be **positive** or **negative**.

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1. Positive Gender Attitudes

Definition

Positive gender attitudes mean treating **everyone equally, fairly, and with respect**, regardless of whether they are male or female.

Characteristics

- Equal respect for men and women.
- Equal opportunities in education and employment.
- Equal pay for equal work.
- Sharing household responsibilities.
- No discrimination based on gender.

Practical Examples

Example 1: Education

A family sends **both their son and daughter to college** because they believe both deserve equal education.

Learning: Equal opportunity for education.

Example 2: Workplace

A company gives promotions based on **performance**, not gender.

Learning: Equal opportunities for everyone.

Example 3: Home

The father cooks dinner while the mother helps the children with homework.

Learning: Household work can be shared equally.

Benefits of Positive Gender Attitudes

- Promotes equality.
- Builds mutual respect.
- Reduces discrimination.
- Improves teamwork.
- Creates a fair and inclusive society.

2. Negative Gender Attitudes

Definition

Negative gender attitudes are **unfair beliefs or behaviors** that treat one gender as better or more important than the other.

Characteristics

- Gender discrimination.
- Unequal opportunities.
- Gender stereotypes.
- Lack of respect.
- Unequal pay and treatment.

Practical Examples

Example 1: Education

A family allows **only the son to study** while the daughter is asked to stay at home.

Learning: This is gender discrimination.

Example 2: Workplace
A woman is not promoted because people think leadership is only for men.
Learning: This is an unfair attitude based on gender.

Example 3: Sports
People say girls should not play football because it is "only for boys."
Learning: This is a gender stereotype.

Effects of Negative Gender Attitudes

- Gender discrimination.
- Unequal opportunities.
- Lower self-confidence.
- Limited career choices.
- Social inequality.

Attitudes towards gender are the beliefs and opinions people have about men and women. These attitudes influence how people treat others in families, schools, workplaces, and society.

Positive gender attitudes promote equality, respect, fairness, and equal opportunities. For example, giving equal education to boys and girls, paying equal salaries for equal work, and sharing household responsibilities.

Negative gender attitudes lead to discrimination, stereotypes, and unequal opportunities. For example, believing that only men can be leaders or only women should do household work.

Conclusion: Developing positive gender attitudes helps create a society where **everyone is respected, has equal opportunities, and can achieve their goals regardless of gender**.

EXPLORING ATTITUDES TOWARDS GENDER

What do I think about boys and girls?

Are my thoughts fair and equal for everyone?

Attitudes are our feelings and opinions about people.
Our attitudes towards gender influence how we think, behave and treat others.

WHAT DO OUR ATTITUDES FORM?

Our attitudes are shaped by many factors:

- Family – what we see and learn at home
- Friends and Peers – what our friends believe
- Media – TV, movies, social media, advertisements
- Education – what we are taught in schools
- Culture and Society – traditions, customs and beliefs

TYPES OF ATTITUDES TOWARDS GENDER

POSITIVE ATTITUDES

Respect, equality and fairness for all genders.



- Believes all genders are equal
- Supports everyone's dreams
- Shares responsibilities
- Respects choices and opinions

NEGATIVE ATTITUDES

Discrimination, bias and unfairness.



- Thinks one gender is superior
- Does not allow equal opportunities
- Makes fun or judges others
- Supports unfair traditions

NEUTRAL / UNCERTAIN ATTITUDES

Not strong opinions or unclear understanding.



- Not sure about gender issues
- Does not think deeply
- Follows others without question
- Needs more awareness

EXAMPLES OF ATTITUDES

POSITIVE	NEGATIVE
Encouraging girls and boys to follow their interests.	Saying "Boys don't cry" or "Girls can't play football".
Boys helping in household work.	Thinking girls should only cook and boys should only earn.
Respecting every person, regardless of gender.	Ignoring girls in class discussions or decisions.

WHY SHOULD WE EXPLORE OUR ATTITUDES?

- To understand ourselves better
- To treat everyone with respect
- To remove discrimination and bias
- To build a fair and peaceful society
- To give equal opportunities to all



SELF-REFLECTION – THINK ABOUT IT!

- Do I treat boys and girls equally?
- Do I have any beliefs that are unfair?
- Do I support everyone's dreams?
- Do I speak up against gender bias?
- How can I become more gender-sensitive?



HOW CAN WE DEVELOP POSITIVE ATTITUDES?



Learn and be aware | Talk and discuss | Listen and understand others | Challenge stereotypes | Respect and include everyone

REMEMBER

Our attitudes today shape our society tomorrow.
Let's choose respect, equality and kindness every day!

THE GOAL

A world where everyone, regardless of gender, lives with dignity, respect and equal opportunities.

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Definition

Gender socialization is the process through which children learn the expected roles, behaviors, attitudes, and responsibilities of boys and girls from **family, school, friends, media, and society**.

In simple words:

> **Gender socialization is the way children learn how society expects boys and girls to behave.**

Sources (Agents) of Gender Socialization

1. Family

The family is the **first and most important place** where children learn gender roles.

Practical Examples

- Parents may ask **boys** to repair things or do outdoor work.
- Parents may ask **girls** to help with cooking or cleaning.
- Some families encourage both boys and girls to share household work equally.

Learning: Children often copy the behavior of their parents.

2. School

Schools teach gender values through teachers, classmates, books, and activities.

Practical Examples

- Boys and girls study together and receive equal education.
- Teachers encourage both boys and girls to participate in sports, science projects, and leadership activities.

Learning: Schools help promote gender equality.

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3. Media

Television, movies, social media, newspapers, and advertisements influence children's ideas about gender.

Practical Examples

- Some advertisements show only women doing household work.
- Modern advertisements also show fathers cooking, caring for children, and sharing household responsibilities.
- Movies often show women as doctors, police officers, scientists, and pilots.

Learning: Media can either strengthen stereotypes or promote equality.

4. Society and Culture

Traditions, customs, religion, and community influence gender roles.

Practical Examples

- Some communities believe only boys should inherit family property.
- Many communities now encourage girls to pursue higher education and careers.

Learning: Social beliefs change over time.

Practical Example of Gender Socialization

Situation

A 10-year-old boy and his sister are helping at home.

Traditional Thinking

- The boy is asked to wash the car.
- The girl is asked to cook with her mother.

Gender-Equal Thinking

- Both children help with cooking, cleaning, gardening, and washing the car.

Learning: Household responsibilities should be shared equally, regardless of gender.

SOCIALIZATION

How do we learn to think, feel and behave in our society?

The lifelong process through which we learn and become a part of our society and culture.

Through socialization!

WHAT IS SOCIALIZATION?

Socialization is the process by which we learn the values, beliefs, norms, language, skills, roles and behaviors that our society expects from us.



AGENTS OF SOCIALIZATION

FAMILY



First and most important teacher. We learn love, care, language, manners, values.

SCHOOL



Teaches us skills, knowledge, rules, discipline and how to live with others.

PEERS



Friends influence our behavior, choices, interests and attitudes.

MEDIA



TV, internet, social media, movies and news shape our ideas and opinions.

SOCIETY & CULTURE



Traditions, customs, religion, language and laws guide our behavior.

TYPES OF SOCIALIZATION

PRIMARY SOCIALIZATION



Occurs in childhood. Learned from family and close people.

SECONDARY SOCIALIZATION



Occurs as we grow. Learned from school, peers, media, workplaces, society.

WHAT WE LEARN THROUGH SOCIALIZATION

VALUES



Right vs. wrong, honesty, respect, helping others.

NORMS & RULES



What is acceptable or not in our society.

ROLES



Roles of a student, child, friend, citizen, son, daughter etc.

LANGUAGE



We learn to speak, listen and communicate.

SKILLS & BEHAVIORS



How to behave, complete tasks, solve problems.

BELIEFS & ATTITUDES



Our ideas about ourselves, others and the world.

SOCIALIZATION IS A TWO-WAY PROCESS

We Learn → We Interact → We Influence Others



As we grow, we not only learn from others but also influence and shape others.

POSITIVE EFFECTS

- Helps us become responsible and productive members of society.
- Builds self-confidence and identity.
- Helps us live peacefully with others.
- Prepares us for different roles in life.



NEGATIVE EFFECTS (WHEN SOCIALIZATION IS UNHEALTHY)

- Learned prejudice and discrimination.
- Gender stereotypes and biased attitudes.
- Violence, greed and selfish behavior.
- Blind following without questioning.



HOW CAN WE MAKE SOCIALIZATION POSITIVE?

- Teach equality, respect and empathy.
- Encourage critical thinking and questions.
- Avoid stereotypes and favoritism.
- Be a good role model.
- Create a safe and supportive environment.





Socialization shapes who we are. Let's create a better society by learning and teaching good values!



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Definition

Making Women and Men refers to the process by which **society teaches girls and boys to behave in certain ways**. From childhood, children learn different roles, responsibilities, and expectations through family, school, media, and society.

In simple words:

> **Society teaches boys and girls how they are expected to behave, dress, speak, work, and live. These expectations shape their lives.**

How Society "Makes" Women and Men

1. Family

Parents often teach different responsibilities to boys and girls.

Practical Example

- A boy is encouraged to repair a bicycle or help with outdoor work.
- A girl is encouraged to help in the kitchen or care for younger siblings.

Positive Approach: Teach both boys and girls cooking, cleaning, and outdoor skills.

2. School

Schools influence children's confidence and interests.

Practical Example

- Teachers encourage both boys and girls to participate in science, sports, debates, and leadership activities.
- If only boys are chosen as class leaders, girls may feel less confident.

Learning: Equal opportunities help every student develop their talents.

---

3. Media

Television, movies, advertisements, and social media influence children's thinking.

Practical Example

- Some advertisements show only women doing household work.
- Modern advertisements show fathers cooking and mothers working as professionals.

Learning: Media can either reinforce stereotypes or promote equality.

4. Society and Culture

Traditions and customs influence what people expect from men and women.

Practical Example

- Some people believe boys should be strong and never cry.
- Some people expect girls to be quiet and stay at home.

Learning: These expectations are social ideas and can change over time.

How Society Makes Men

Society often teaches boys to:

- Be strong and brave.
- Be independent and confident.
- Control their emotions and avoid crying.
- Take financial responsibility for the family.
- Become leaders and decision-makers.

Examples:

- Boys are encouraged to play outdoor games like cricket or football.
- Boys may be told, "Don't cry; be strong."
- Boys are often encouraged to choose careers in engineering, business, or the military.

How Society Makes Women

Society often teaches girls to:

- Be caring, kind, and polite.
- Help with household work.
- Dress modestly.
- Be patient and emotionally expressive.
- Take care of children and family members.

Examples:

- Girls may be encouraged to play with dolls or kitchen toys.
- Girls are often expected to help with cooking and household work.
- Girls may be encouraged to choose careers such as teaching or nursing.

Making men and making women is the process by which society teaches boys and girls different roles, behaviours, responsibilities, and expectations through family, school, media, and culture.

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SOCIALIZATION: MAKING MEN AND MAKING WOMEN

Why are boys and girls taught differently?

Can we grow up without stereotypes?

Socialization is the lifelong process through which we learn the values, beliefs, behaviors and roles that society considers appropriate for our gender.

MAKING MEN (BOYS)

From childhood, boys are taught to be tough, independent and strong.
They are encouraged to show power and control.

HOW BOYS ARE SOCIALIZED



Encouraged to be brave and strong



Given toys like cars, guns, building blocks



Told not to cry or show emotions



Expected to be leaders and confident



Encouraged to play sports and be active



Taught to be independent and competitive

MESSAGES BOYS RECEIVE

- Be strong
- Don't be weak
- Take control
- Don't depend on others
- Success is important

IMPACT ON BOYS

- May find it hard to express feelings
- Feel pressure to always succeed
- May become aggressive or dominant
- Afraid to ask for help



MAKING WOMEN (GIRLS)

From childhood, girls are taught to be caring, obedient and beautiful.
They are expected to please others and adjust.

HOW GIRLS ARE SOCIALIZED



Given dolls, kitchen sets, soft toys



Taught to be caring, helpful and obedient



Told to be beautiful, soft-spoken and neat



Expected to help in household work



Encouraged to be quiet and well-behaved



Parents and society make decisions for them

MESSAGES GIRLS RECEIVE

- Be polite
- Take care of others
- Adjust and compromise
- Looks are important
- Family comes first

IMPACT ON GIRLS

- May lack confidence and self-expression
- May depend on others
- May tolerate unfair treatment
- May give up their dreams



THE TRUTH

Everyone has feelings.
Everyone can be strong.
Everyone can achieve dreams.



BREAK THE STEREOTYPES

Boys can be caring. Girls can be strong.
Let children be free to be themselves.



OUR GOAL

Equal upbringing, equal opportunities, equal respect.



Let's raise children, not stereotypes. Let's build a fair and equal world for all!

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Comparison Table: Socialization vs. Making Men and Making Women (Simple Version)

Aspect	Socialization	Making Men and Making Women
Definition	The lifelong process of learning values, behaviour, culture, and social skills.	The process through which society teaches different roles and expectations to boys and girls.
Meaning	Helps a person learn how to live and behave in society.	Helps boys and girls learn the roles expected from them by society.
Focus	Overall personality and social development.	Gender roles and gender-based behaviour.
Purpose	To teach social values, customs, and responsibilities.	To teach gender roles and responsibilities for males and females.
Who is Affected?	All people in society.	Boys and girls (men and women).
Agents	Family, school, friends, media, religion, and community.	Family, school, friends, media, religion, and culture.
Examples	Learning good manners, respecting elders, following rules, sharing with others.	Boys are encouraged to be brave and independent; girls are encouraged to be caring and helpful.
Importance	Helps people become responsible and well-behaved members of society.	Helps understand gender roles and promotes gender equality by reducing stereotypes.

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- **Socialization** is the **overall process** of learning how to live in society.
- **Making men and making women** is the **gender-related aspect** of socialization.

Think of it this way:

> **Socialization = Entire education given by society.**
> **Making Men and Making Women = The gender-specific lessons within that education.**

- Socialization teaches a person **how to become a member of society.**
- Making Men and Making Women teaches a person **how society expects males and females to behave.**

Socialization means **learning how to live in society.**

From childhood, we learn:

- How to speak politely.
- How to respect elders.
- How to behave in school.
- How to follow rules and traditions.

These lessons help us become good members of society.

Example 1: A child learns to say "Thank you" and "Sorry."

Example 2: A student learns to stand in a queue and keep the classroom clean.

Making Men and Making Women means society teaches boys and girls to behave differently based on gender.

It is about the expectations society has for males and females.

Example 1: A boy is given a toy car, while a girl is given a doll.

Example 2: People say, "Boys should be brave" and "Girls should be gentle."

These ideas are learned from family, school, friends, and media.

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PREPARING FOR WOMANHOOD

What does society expect me to be when I grow up?

From a young girl to a woman – society teaches, molds and prepares her for the role of a 'good woman'.

I have dreams, choices and the power to shape my life!

HOW GIRLS ARE SOCIALIZED

Learn to be feminine
Taught to be soft-spoken, polite, quiet, graceful and obedient.

Focus on appearance
Taught to look pretty, dress well and maintain appearance.

Care and nurture others
Encouraged to care for younger siblings, elders and family.

Home responsibilities
Taught cooking, cleaning, serving and other household chores.

Sacrifice and adjust
Taught to adjust, compromise and put others' needs before her own.

Limited freedom
Restricted mobility, curfews, not encouraged to take risks.



From childhood, girls are prepared for roles that serve others, not for their own dreams.

WHAT GIRLS ARE TOLD...

- Don't talk too much.
- Be gentle and calm.
- Boys study and work, girls look after the home.
- Your real home is your husband's home.
- Marriage is the most important goal.

IMPACT OF THIS SOCIALIZATION

- Lack of confidence and self-esteem
- Fear of speaking up and taking decisions
- Limited career aspirations
- Acceptance of inequality and injustice
- Emotional stress and burden

CHANGE THE NARRATIVE – EMPOWER GIRLS!

Encourage equality
Treat girls and boys equally at home and in society.

Support dreams
Encourage education, independence and career aspirations.

Build confidence
Help girls believe in themselves, take risks and lead.

Share responsibilities
Household work is everyone's responsibility, not just girls'.

Respect choices
Let girls choose their own path and future.

Create safe spaces
Listen, support and create an environment of trust.

Every girl deserves to grow up with freedom, confidence and equal opportunities.

Let's stop preparing girls only for womanhood.
Let's prepare them for LIFE, LEADERSHIP and HAPPINESS!

A empowered girl today, creates a stronger, fairer and better tomorrow for all.

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1. Preparing for Womanhood

Definition

Preparing for womanhood means helping girls understand the **physical, emotional, mental, and social changes** that occur during adolescence, so they can grow into healthy, confident, and responsible women.

Womanhood is the stage in a female's life when she grows from a girl into a mature woman. It involves **physical, emotional, psychological, social, and reproductive development**. Womanhood begins during **puberty** and continues throughout adulthood.

Preparing for Womanhood

Preparing for womanhood means helping girls understand the changes that occur during adolescence and enabling them to become healthy, confident, and responsible adults.

Characteristics of Womanhood

1. **Physical Changes**
   - Development of breasts.
   - Growth of body hair in the underarms and pubic region.
   - Increase in height and weight.
   - Widening of hips.
   - Beginning of menstruation (monthly periods).
2. **Emotional Changes**
   - Mood swings due to hormonal changes.
   - Increased self-awareness.
   - Development of confidence and self-esteem.
   - Better emotional understanding and control.

3. **Social Development**
   - Learning responsibilities at home, school, and society.
   - Building healthy friendships and relationships.
   - Respecting others and understanding social values.
4. **Mental Development**
   - Improved thinking and decision-making skills.
   - Development of independence.
   - Ability to solve problems and plan for the future.
5. **Reproductive Maturity**
   - The reproductive organs become fully developed.
   - Menstruation indicates that the body is capable of reproduction.

Importance of Womanhood

- Promotes physical and mental well-being.
- Builds self-confidence and self-respect.
- Encourages healthy lifestyle habits.
- Helps girls understand reproductive health and menstrual hygiene.
- Enables women to contribute positively to their family and society.

Challenges During Womanhood

- Gender discrimination.
- Lack of education and healthcare.
- Menstrual myths and taboos.
- Harassment and violence.
- Social and cultural pressures.

Ways to Support Healthy Womanhood

- Balanced and nutritious diet.
- Regular physical exercise.
- Good menstrual hygiene.
- Health check-ups when needed.
- Equal education and opportunities.
- Family and community support.
- Awareness about rights and gender equality.

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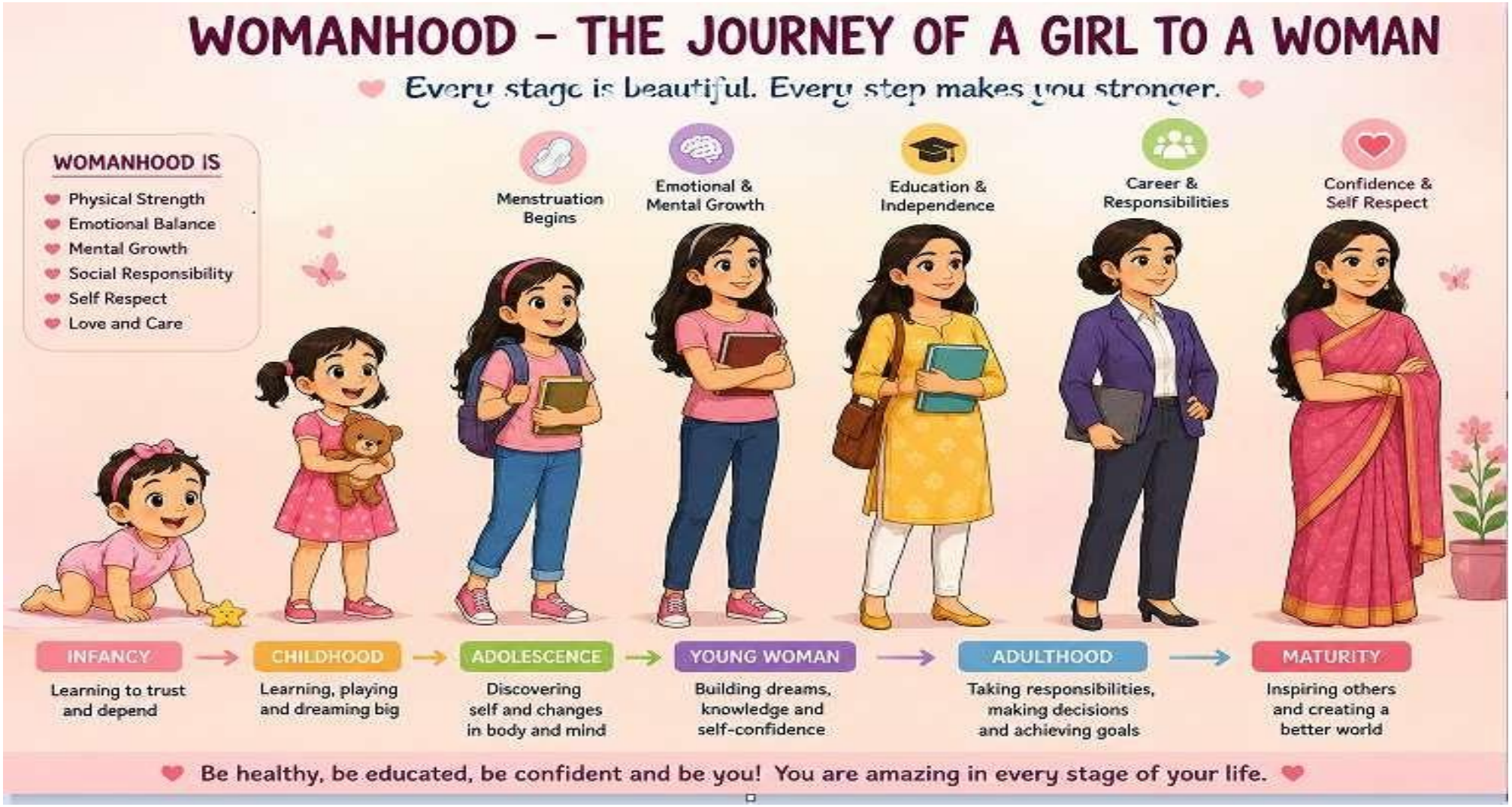

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2. Growing Up Male

Definition

Growing up male means helping boys understand the **physical, emotional, mental, and social changes** that occur during adolescence, so they become healthy, responsible, and respectful men.

Growing up male is the process through which a boy develops into an adult man. During this stage, boys experience **physical, emotional, mental, and social changes**. They learn responsibilities, build their identity, and prepare for adult life.

Growing up male is not only about becoming physically stronger. It also means learning good values, respecting others, controlling emotions, making responsible decisions, and becoming an independent person.

Changes During Growing Up Male

1. Physical Changes

- Increase in height and weight.
- Growth of muscles and body hair.
- Voice becomes deeper.
- Shoulders become broader.
- Reproductive organs mature.

2. Emotional Changes

- Mood swings due to hormonal changes.
- Better understanding of feelings.
- Development of self-confidence.
- Learning to manage emotions.

3. Mental Changes

- Improved thinking and reasoning skills.
- Better decision-making ability.
- Development of independence.
- Setting goals for education and career.

4. Social Changes

- Making new friendships.
- Learning responsibility towards family and society.
- Respecting women and gender equality.
- Understanding social rules and values.

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Responsibilities of a Growing Male

- Respect parents, teachers, and elders.
- Treat women and girls with dignity and equality.
- Maintain personal hygiene and good health.
- Focus on education and career.
- Avoid harmful habits such as smoking, alcohol, and drugs.
- Be honest, responsible, and disciplined.

Challenges Faced by Boys

- Peer pressure.
- Stress from studies and career.
- Emotional changes and confusion.
- Social expectations about being "strong."
- Exposure to bad habits and negative influences.

How to Support Healthy Growth

- Eat a balanced diet.
- Exercise regularly.
- Get enough sleep.
- Talk openly with parents and teachers.
- Learn life skills and values.
- Seek guidance when facing problems.

Growing up male is an important stage of life in which boys become responsible, confident, and respectful men. Proper education, family support, healthy habits, and respect for gender equality help boys develop into good citizens who contribute positively to society.

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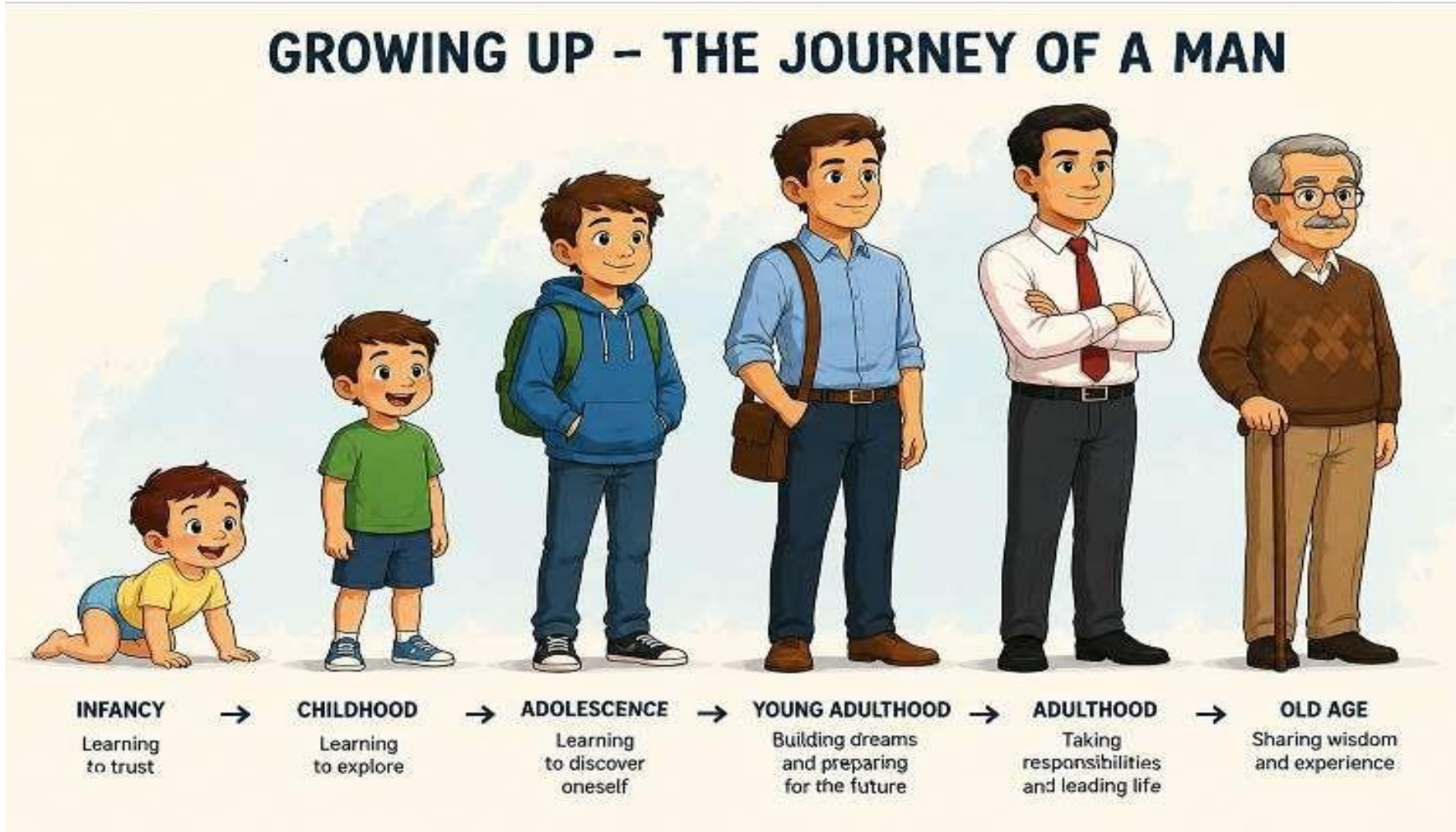

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Department of Electrical & Electronics Engineering

IV B.Tech I Semester

GENDER SENSITIZATION (23AHS79T)

(Electrical and Electronics Engineering)

Unit-2 (Gender Roles and Relations)

Syllabus:

Two or Many? -Struggles with Discrimination-Gender Roles and Relations-Types of Gender Roles- Gender Roles and Relationships Matrix-Missing Women-Sex Selection and its Consequences- Declining Sex Ratio-Demographic Consequences-Gender Spectrum.

Unit 2 Gender Roles and Relations

- Struggles with Discrimination
- Gender Roles and Relations-
- Types of Gender Roles
- Gender Roles and Relationships Matrix
- Missing Women
- Sex Selection and its Consequences
- Declining Sex Ratio
- Demographic Consequences
- Gender Spectrum

2. What is Discrimination?

Definition

Discrimination means treating a person unfairly because of characteristics such as

- Gender
- Religion
- Caste
- Colour
- Language
- Disability
- Age

It denies equal opportunities and violates human rights.

Example

Two students apply for the same internship.

Both have equal marks and skills.

The company selects only the male student because they believe women cannot handle technical jobs.

3. Gender Discrimination

Gender discrimination means giving unequal treatment based on whether a person is male, female, or another gender identity.

It may occur at

- Home
- School
- College
- Workplace
- Society

Examples

Example 1: Education

A family sends their son to engineering college but asks their daughter to stop studying after intermediate.

This is discrimination.

Example 2: Workplace

A female engineer performs the same work as a mal gineer but receives a lower salary.

Common struggles caused by discrimination

Upgr

1. **Unequal opportunities** – People may not receive equal opportunities in education, employment, or promotions.
2. **Gender discrimination** – Women may receive lower wages, fewer leadership opportunities, or face restrictions because of their gender.
3. **Social exclusion** – Discriminated people may be ignored, isolated, or prevented from participating equally in society.
4. **Economic difficulties** – Discrimination can reduce access to jobs and financial resources, leading to poverty.
5. **Mental and emotional stress** – Repeated discrimination can cause feelings of humiliation, insecurity, low confidence, and frustration.
6. **Educational barriers** – Some children may face unequal treatment or limited access to quality education.
7. **Workplace discrimination** – Employees may experience unequal pay, harassment, unfair promotions, or biased treatment.
8. **Limited decision-making power** – Disadvantaged groups may have fewer opportunities to participate in family, workplace, or social decisions.

How to overcome discrimination

- Promote **equality and equal opportunities**.
- Create awareness about people's **rights and dignity**.
- Provide equal access to **education and employment**.
- Encourage respectful and inclusive behaviour.
- Implement and enforce laws against discrimination.



STRUGGLES WITH DISCRIMINATION



Discrimination means treating someone unfairly because of their gender, caste, religion, race, disability, age or economic status.

COMMON STRUGGLES

1. Unequal Opportunities



- People may not receive equal opportunities in education, employment, or promotions.

2. Gender Discrimination



- Women may receive lower wages, fewer leadership opportunities, or face restrictions because of their gender.

3. Social Exclusion



- Discriminated people may be ignored, isolated, or prevented from participating equally in society.

4. Economic Difficulties



- Discrimination can reduce access to jobs and financial resources, leading to poverty.

5. Mental and Emotional Stress



- Repeated discrimination can cause feelings of humiliation, insecurity, low confidence, and frustration.

6. Educational Barriers



- Some children may face unequal treatment or limited access to quality education.

7. Workplace Discrimination



- Employees may experience unequal pay, harassment, unfair promotions, or biased treatment.

8. Limited Decision-Making Power



- Disadvantaged groups may have fewer opportunities to participate in family, workplace, or social decisions.

HOW TO OVERCOME DISCRIMINATION



Promote equality and equal opportunities.



Create awareness about people's rights and dignity.



Provide equal access to education and employment.



Encourage respectful and inclusive behaviour.



Implement and enforce laws against discrimination.



Give disadvantaged groups opportunities to participate in decision-making.

In short: Discrimination creates social, economic, and emotional barriers. A fair society should respect every individual and provide equal opportunities regardless of their background.

3. What are Gender Roles?

Definition

Gender roles are the duties, responsibilities, and behaviours that society expects from men and women.

These expectations vary from one culture to another.

They are **learned**, not inherited.

Traditional Gender Roles

Men	Women
Earn money	Cook food
Outdoor work	Household work
Family head	Child care
Decision making	Family care

Modern Gender Roles

Today both men and women can:

- Become engineers
- Become doctors
- Drive vehicles
- Manage businesses
- Cook food
- Take care of children
- Participate in politics
- Serve in the military

Modern society encourages equal participation.

3. Types of Gender Roles

There are **three major types of gender roles:**

1. **Productive Role**
2. **Reproductive Role**
3. **Community Role**

A. Productive Role

Definition

A productive role includes all activities that generate **income, goods, or services**. These activities contribute to the economy and improve the financial condition of individuals and families.

Traditionally, productive roles were mainly associated with men, but today both men and women actively participate.

Examples

- Teaching in schools or colleges
- Working as an engineer
- Farming
- Running a business
- Banking
- Software development
- Driving public transport
- Medical practice

Engineering Example

An electrical engineer designs a solar power system for a village.

This work generates income and benefits society.

Therefore, it is a **productive role**.

Importance of Productive Roles

- Generates income.
- Supports family needs.
- Improves the country's economy.
- Provides financial independence.
- Reduces poverty.

B. Reproductive Role

Definition

A reproductive role includes activities related to **family care and household management**.

These activities usually do not generate income but are essential for the well-being of the family.

Traditionally, women were expected to perform reproductive roles, but modern families encourage shared responsibilities.

Examples

- Cooking
- Cleaning
- Washing clothes
- Taking care of children
- Caring for elderly family members
- Managing household expenses
- Preparing children for school

Example

A father prepares breakfast while the mother goes to work.

In the evening, both parents help their children complete homework.

This is an example of **shared reproductive roles**.

Importance of Reproductive Roles

- Maintains family health.
- Supports child development.
- Creates a healthy home environment.
- Promotes emotional well-being.
- Strengthens family relationships.

C. Community Role

Definition

Community roles involve activities performed for the welfare and development of society.

These roles are generally voluntary and aim to improve the quality of life of the community.

Both men and women can actively participate.

Examples

- Organizing blood donation camps
- Conducting tree plantation drives
- Participating in Swachh Bharat campaigns
- Helping during natural disasters
- Organizing health awareness programmes
- Teaching underprivileged children
- Participating in village development activities

Engineering Example

Engineering students organize an **energy conservation awareness programme** in a nearby village.

This activity benefits society and is considered a **community role**.

Importance of Community Roles

- Promotes social welfare.
- Encourages teamwork.
- Develops leadership qualities.
- Improves public awareness.
- Builds responsible citizenship.

4. Comparison of the Three Types of Gender Roles

Role	Purpose	Examples	Income Generated
Productive Role	Earn income and produce goods or services	Engineering, farming, teaching, business	Yes
Reproductive Role	Care for family and household	Cooking, child care, cleaning	No
Community Role	Serve society and community	Social service, awareness campaigns	Usually No

5. Traditional vs Modern Gender Roles

Traditional Society	Modern Society
Men earn income	Both men and women earn income
Women cook and care for children	Household work is shared
Men make decisions	Decisions are taken jointly
Women have limited career opportunities	Equal educational and employment opportunities

7. Real-Life Example

In a family:

- The father works as a civil engineer (**productive role**).
- The mother works as a software engineer (**productive role**).
- Both cook dinner and help their children study (**reproductive role**).
- On weekends, the family participates in a cleanliness drive organized by the local community (**community role**).

This demonstrates equal participation in all types of gender roles.



3. TYPES OF GENDER ROLES



There are three major types of gender roles:

1 PRODUCTIVE ROLE

Roles related to the production of goods and services and earning a livelihood.



Man – Engineer



Woman – Manager



Man – Shop Owner



Woman – Tailor

Both men and women contribute to economic activities in different ways.

2 REPRODUCTIVE ROLE

Roles related to reproduction and care of family members.



Includes:

- Child care
- Cooking
- Cleaning
- Caring for elderly and sick family members

These roles are important for the well-being of the family and society.

3 COMMUNITY ROLE

Roles related to participation and responsibilities in the community and society.



Woman – Community Leader



Man – Social Worker

Both men and women can contribute to building a better community.



Gender roles are not fixed. They can change with time and everyone should get equal opportunities in all types of roles.



Gender relationships refer to the ways in which people of different genders interact with, communicate with, support, and influence one another in family, education, workplaces, and society. These relationships are shaped by social expectations, culture, power, opportunities, responsibilities, and individual choices.

Main Elements

- **Equality:** Both women and men should have equal rights and opportunities.
- **Respect:** Each person's opinions, choices, dignity, and boundaries should be respected.
- **Communication:** Healthy relationships require open, honest, and respectful communication.
- **Shared responsibilities:** Family, household, professional, and social responsibilities can be shared.
- **Participation:** Everyone should have an opportunity to participate in education, employment, leadership, and decision-making.
- **Mutual support:** Partners, classmates, colleagues, and family members should encourage one another.

Gender Relationships in Different Areas

Area	Healthy Gender Relationship
Family	Household work, childcare, and decisions are shared fairly.
Education	Students of all genders receive equal encouragement and opportunities.
Workplace	Equal respect, fair treatment, equal pay for equal work, and unbiased opportunities.
Community	Everyone can participate in social activities and leadership.
Personal relationships	Consent, trust, communication, respect, and mutual support are important.

A **Gender Relationship Matrix** is a simple framework used to understand **how men and women are positioned in relation to each other** in different areas of life.

Area	Women	Men	Relationship / Issue
Household work	May do more unpaid work	May do less household work	Unequal sharing of work
Income	May have less access to paid employment	May have greater earning opportunities	Economic inequality
Resources	May have less control over property/money	May have greater control	Unequal access and control
Decision-making	May have less influence	May have greater influence	Power imbalance
Education	May face restrictions in some situations	May receive greater opportunities	Educational inequality
Leadership	May have fewer opportunities	May be preferred for leadership	Gender bias
Community participation	May have limited participation	May have greater participation	Unequal social power



Gender Relationship Matrix

A Gender Relationship Matrix helps to understand how women and men perform different roles and how they relate to each other in various aspects of life.



ASPECTS	WOMEN	MEN	RELATIONSHIP (BETWEEN WOMEN & MEN)	GENDER GAPS / ISSUES
1. ROLES	• Take care of home • Child care, cooking • Support family	• Earn income • Make decisions • Protect and provide	• Both should share household and family responsibilities • Respect and support each other	• Unequal division of work • Women's unpaid work not recognized
2. ACCESS TO RESOURCES	• Limited access to land, credit, property • Less access to education and training	• Easier access to land, credit, property • More access to education and training	• Equal access and control over resources for both • Joint ownership and decisions	• Women have less control over resources • Financial dependence
3. DECISION MAKING	• Less participation in family & community decisions • Voices often ignored	• More participation in family & community decisions • Decisions mostly by men	• Respect each other's opinions • Involve both in all important decisions	• Women excluded from decision making • Leadership opportunities limited
4. CONTROL OVER BENEFITS	• Limited control over income and assets • Depend on others for major expenses	• More control over income, assets and expenditure • Decide how money is used	• Share control over income and assets • Plan together for future benefits	• Men control most income and assets • Women have little say in spending
5. TIME USE	• Spend more time on unpaid care work • Less time for rest, leisure, skills	• More time for paid work, leisure and community activities	• Share time for housework and care • Support each other's personal growth	• Women overburdened with unpaid work • Less time for education and career
6. STATUS & RESPECT	• Lower recognition • Stereotypes and biases • Less respect in society	• Higher recognition • More respect and value in society	• Value and respect each other equally • Celebrate contributions of both	• Women's work undervalued • Gender stereotypes limit opportunities

KEY TAKEAWAY → A balanced gender relationship leads to equality, respect and a better life for all.

Equality · Respect · Participation · Empowerment

Missing Women – Gender Sensitisation

"Missing women" refers to women and girls who are **absent from the population in numbers that would normally be expected**, largely because of **gender discrimination and unequal treatment of females**.

Why are women "missing"?

The major causes include:

1. **Sex-selective practices** – Preference for sons can lead to sex selection before birth.
2. **Female foeticide** – In some societies, female fetuses are deliberately aborted because the child is a girl.
3. **Infanticide** – In extreme cases, newborn girls may be deliberately killed.
4. **Poor nutrition** – Girls may receive less food or healthcare than boys.
5. **Unequal medical care** – Families may spend more on healthcare for boys.
6. **Early marriage and pregnancy** – Early marriage can increase health risks for girls and women.
7. **Gender-based violence** – Violence and neglect can contribute to women's premature deaths.
8. **Son preference** – Cultural and economic preference for sons can result in discrimination against daughters.

Simple example

Suppose a family has limited money for healthcare and **gives priority to the son while ignoring the daughter's illness**. This is gender discrimination and can affect the survival and well-being of girls.



MISSING WOMEN

When girls are denied the right to be born, to live, to grow and to thrive.



WHY ARE WOMEN "MISSING"?

1 SEX-SELECTIVE PRACTICES



Preference for a son leads to sex selection before birth.

2 FEMALE FOETICIDE



Female fetuses are eliminated because the child is a girl.

3 INFANTICIDE



In extreme cases, newborn girls may be killed.

4 POOR NUTRITION



Girls may receive less food and balanced diet than boys.

5 UNEQUAL MEDICAL CARE



Families may spend more on boys' healthcare.

6 EARLY MARRIAGE & PREGNANCY



Early marriage increases health risks and limits girls' potential.

7 GENDER-BASED VIOLENCE



Violence and neglect can lead to injury, illness and death.

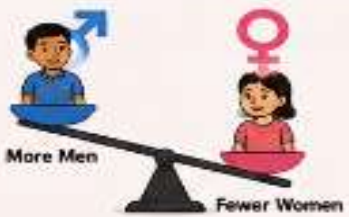
8 SON PREFERENCE



Cultural and economic preference for sons causes discrimination against daughters.

IMPACT OF MISSING WOMEN

When girls are ignored and discriminated, the number of women in the population decreases.



RESULTS:

- Imbalance in population
- More violence and exploitation
- Trafficking and forced marriages
- Social and economic instability
- Violation of human rights

HOW CAN WE REDUCE MISSING WOMEN?



Educate and empower girls



Provide equal nutrition and healthcare



Ensure equal rights and opportunities



Stop gender discrimination and violence



Change mindsets – Value girls and treat them equal



A girl is not a burden. She is equal.

SAVE GIRLS, EMPOWER GIRLS, SECURE OUR FUTURE.





Sex Selection and Its Consequences

Introduction

Sex selection is the practice of determining or choosing the sex of a baby before birth, often because of a preference for a particular sex. In societies where **sons are preferred over daughters**, sex selection can become a serious form of gender discrimination.

Meaning of Sex Selection

Sex selection may involve identifying the sex of the fetus during pregnancy and then making a decision based on whether the fetus is male or female. When this practice is used to avoid the birth of girls, it contributes to **discrimination against the girl child**.

Reasons for Sex Selection

The major reasons for sex selection include:

1. **Son preference** – Families may consider sons more valuable than daughters.
2. **Dowry system** – Some families consider daughters an economic burden because of dowry-related expenses.
3. **Property and inheritance practices** – In some communities, sons are traditionally given greater importance in property matters.
4. **Old-age security** – Families may believe that sons will support parents in their old age.
5. **Social and cultural traditions** – Traditional beliefs may give greater importance to male children.
6. **Economic considerations** – Some families believe that sons will provide greater financial support.

Consequences of Sex Selection

- **Imbalanced sex ratio:** A reduction in the number of girls can create an imbalance between males and females.
- **Increase in gender discrimination:** It strengthens the belief that boys are more valuable than girls.
- **Violence and exploitation:** Severe gender imbalance can increase risks of trafficking, forced marriage, exploitation, and violence against women.
- **Social problems:** It can create difficulties in marriage and family formation and increase social tension.
- **Psychological impact:** Gender discrimination can affect the confidence, dignity, and well-being of girls and women.
- **Violation of human rights:** Every child deserves equal dignity, care, rights, and opportunities.
- **Negative impact on development:** Discriminating against girls prevents society from benefiting fully from their contributions.

Laws Against Sex Selection in India

The Government of India has introduced laws to prevent sex selection.

PCPNDT Act, 1994

The **Pre-Conception and Pre-Natal Diagnostic Techniques (PCPNDT) Act:**

- Prohibits prenatal sex determination for non-medical reasons.
- Prevents misuse of ultrasound technology for sex selection.
- Punishes individuals and medical professionals who violate the law.

How Can We Prevent Sex Selection?

- Treat boys and girls equally.
- Educate every child.
- Create awareness about gender equality.
- Strictly follow the law.
- Encourage women's education and employment.
- Reject harmful stereotypes about sons and daughters.
- Promote equal inheritance and property rights.



SEX SELECTION AND ITS CONSEQUENCES

Equal value for every child – Girl or Boy



1. WHAT IS SEX SELECTION?

Sex selection is the practice of choosing the sex of a child before birth. It is usually done to ensure the birth of a boy and to avoid a girl child.



Every child has the right to be born and live. Sex selection is a violation of human rights and is illegal in India.

2. HOW DOES SEX SELECTION HAPPEN?

- **Pre-natal sex determination**
  Using ultrasound or other medical tests to find out the sex of the baby.



- **After knowing the sex**
  If the baby is a girl, the pregnancy may be aborted illegally.



- **Social reasons**
  Preference for sons, dowry system, property inheritance, support in old age, and social status.



3. CONSEQUENCES OF SEX SELECTION



Imbalanced Sex Ratio
Less number of girls leads to an imbalance in the population.



Violence Against Women
Shortage of women increases crimes like kidnapping, trafficking, and abuse.



Mental and Emotional Impact
Gender discrimination causes stress, depression, and low self-esteem in girls.



Social Instability
Difficulties in marriage, family breakdown, and social tension in society.



Negative Impact on Development
A society cannot develop when half of its population is denied equal opportunities.

4. LAW IN INDIA

Sex selection is banned by law.



The Pre-Conception and Pre-Natal Diagnostic Techniques (PCPNDT) Act, 1994 prohibits sex selection and the use of technology for sex determination.

5. LONG-TERM EFFECTS ON SOCIETY



Fewer girls in society



More unmarried men



Increase in crimes against women



Unhappy and unstable families



Threat to social balance and peace

6. HOW CAN WE PREVENT SEX SELECTION?

- Value every girl child and treat equally.
- Educate and empower girls.
- Stop dowry and social discrimination.
- Strict implementation of laws.
- Spread awareness in families and society.
- Change mindset – Girls are a blessing.





A GIRL IS NOT A BURDEN, SHE IS A BLESSING.

STOP SEX SELECTION, SAVE THE GIRL CHILD, SECURE OUR FUTURE.



What is Sex Ratio?

Definition

Sex Ratio is the **number of females per 1000 males** in a population.

Formula

$$\textbf{Sex Ratio} = \frac{\text{Number of Females}}{\text{Number of Males}} \times 1000$$

Example

If a town has:

- Females = **9,600**
- Males = **10,000**

Then,

Sex Ratio = (9600 ÷ 10000) × 1000 = **960 females per 1000 males**

This means there are **960 females for every 1000 males.**

Declining Sex Ratio

Meaning:

Sex ratio refers to the **number of females per 1,000 males** in a population. A **declining sex ratio** means that the proportion of females in the population is decreasing compared with males.

In India, sex ratio and **sex ratio at birth** are important demographic indicators. The Government of India collects sex-wise information through the Census and Civil Registration System. Census India +1

Main causes of declining sex ratio

1. **Son preference** – Families may prefer boys because of traditional beliefs about family lineage and economic support.
2. **Sex-selective practices** – Prenatal sex determination followed by sex selection can reduce the number of girls born.
3. **Female foeticide** – In extreme cases, female fetuses are selectively aborted.
4. **Higher female mortality** – Poor nutrition, inadequate healthcare and neglect can increase mortality among girls and women.
5. **Child marriage and early pregnancy** – These can increase health risks for young women.
6. **Discrimination against girls** – Unequal access to food, education and healthcare affects girls' survival and development.
7. **Dowry system** – The perception of daughters as an economic burden can contribute to son preference.

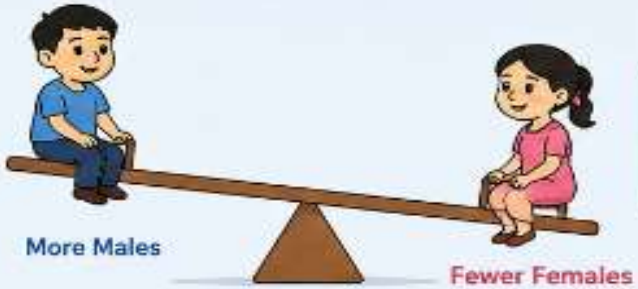
Consequences

- **Gender imbalance** in society
- Difficulty in finding marriage partners for some men
- Increased risk of **trafficking and exploitation of women**
- Greater discrimination and violence against women
- Reduced participation of women in social and economic development
- Long-term demographic and social problems

Measures to prevent it

- Promote **gender equality** and equal opportunities.
- Improve girls' education and healthcare.
- Prevent sex selection and female foeticide.
- Create awareness about the **value of the girl child**.
- Strictly implement laws against sex-selective practices.
- Encourage women's economic independence.
- Change traditional attitudes that consider sons more valuable than daughters.

DECLINING SEX RATIO



Sex ratio is the number of females per 1,000 males in a population. When this number decreases over time, it is called declining sex ratio.



CAUSES



Son preference



Sex-selective practices (poor use of technology)



Female foeticide



Neglect, poor nutrition and healthcare



Child marriage and early pregnancy



Dowry system and discrimination

CONSEQUENCES



Difficulty in finding marriage partners



Increase in trafficking and exploitation of women



More discrimination and violence against women



Less participation of women in development



Long-term social and demographic probleens

MEASURES TO PREVENT



Educate and empower girls



Improve healthcare and nutrition for girls



Stop sex selection and female foeticide



Value and respect the girl child



Strictly implement laws and spread awareness

Save the girl child today for a balanced and better tomorrow.



BETI BACHAO BETI PADHAO

What is Demography?

Definition

Demography is the statistical study of human populations. It examines:

- Population size
- Population growth
- Birth rate
- Death rate
- Sex ratio
- Age distribution
- Migration

What are Demographic Consequences?

Definition

Demographic consequences are the long-term effects of changes in population characteristics such as sex ratio, birth rate, death rate, and age distribution.

When the number of females decreases because of discrimination, it creates demographic imbalances that affect the entire society.

> **Simple Definition:**
> **Demographic consequences are the effects of population changes on society, the economy, and future generations.**

Demographic Consequences of Declining Sex Ratio

1. Marriage Squeeze

When the number of women becomes lower than men, many men may find it difficult to find a marriage partner.

Example: In a community with many more young men than women, some men may remain unmarried.

2. Increase in Unmarried Population

A shortage of women can increase the number of unmarried men, which may affect family formation.

Example: A young man may remain unmarried because there are fewer women of the same age group.

3. Distortion of Population Structure

A declining sex ratio creates an imbalance between males and females in different age groups.

Example: A population pyramid may show a much larger male population than female population.

4. Lower Population Growth

Fewer women in the reproductive-age group can reduce the number of births and affect future population growth.

Example: If a region has fewer women aged 20–35, the number of children born in that region may decrease.

5. Increase in Migration

People may migrate to other regions because of the shortage of marriage partners or better social opportunities.

Example: Men from a region with a highly imbalanced sex ratio may move to another state or region to find marriage partners.

6. Long-Term Demographic Imbalance

The imbalance can continue into future generations if fewer girls are born today.

Example: Fewer girls born in the present generation can mean fewer women available for marriage and childbearing in the next generation.

7. Social Instability

A large imbalance between males and females may contribute to social tensions and increase vulnerability to exploitation, trafficking and violence.

Example: Women may be trafficked from other regions into areas where there is a severe shortage of women.

8. Pressure on Social Systems

Long-term demographic imbalance can create additional pressure on government services and social welfare systems.

Example: An ageing population with fewer women may create challenges for healthcare, elderly care and social security.

DECLINING SEX RATIO – DEMOGRAPHIC CONSEQUENCES

A declining sex ratio means fewer females compared to males in the population. This imbalance creates serious demographic problems that affect the present and future generation.

DEMOGRAPHIC CONSEQUENCES

1 Marriage squeeze



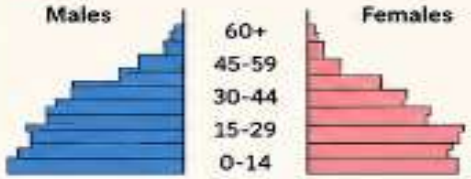
There are fewer women available for marriage, leading to a shortage of brides for a large number of men.

2 Increase in Unmarried Population



Many men may remain unmarried for life, which can affect family formation and social stability.

3 Distorted Age-Sex Structure



The population pyramid becomes imbalanced with more males in most age groups.

4 Adverse Impact on Population Growth



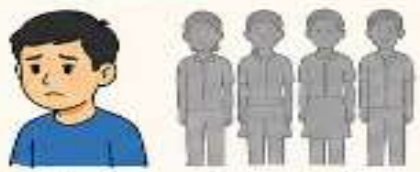
Lower number of females in reproductive age reduces birth rate and affects future population growth.

5 Increase in Migration



Men may migrate to other regions or countries in search of marriage opportunities.

6 Population Imbalance in Future Generations



The imbalance continues in future generations, creating a long-term demographic problem.

7 Social Instability



Frustration among unmarried men may lead to social tension, crime, violence and public unrest.

8 Burden on Social Systems



Imbalance in population puts pressure on social services like health, education and elderly care in the future.

Key Point
Declining sex ratio does not just affect women, it affects the entire society and its future.

Goal
Maintain a balanced sex ratio for a healthy, stable and sustainable population and society.

The **gender spectrum** is the idea that gender is **not limited to only two categories—male and female.** Gender can be understood as a range of identities and experiences.

Simple Explanation

Traditionally, society often divides people into:

Male ↔ Female

The gender spectrum recognizes that some people may identify as:

- **Male** – A person who identifies as a man/boy.
- **Female** – A person who identifies as a woman/girl.
- **Non-binary** – A person who does not identify completely as either male or female.
- **Gender-fluid** – A person's gender identity may change or vary over time.
- **Other gender identities** – People may use different terms to describe their gender according to their personal experience.

Example

Suppose a college has 100 students. Not every student may experience or express gender in exactly the same way. Some may identify as male, some as female, and some may identify outside the traditional male–female categories.

Gender Spectrum vs Biological Sex

Biological Sex	Gender
Mainly relates to biological characteristics	Relates to identity and social experience
Includes characteristics such as reproductive anatomy and chromosomes	Includes how a person understands and identifies themselves
Sex and gender are related but not identical concepts	Gender can be experienced in different ways

Example:

A student may be assigned female at birth but identify as a man. Another student may not identify exclusively as male or female and may identify as non-binary. These examples show that gender identity can exist beyond the traditional male–female categories.

Gender spectrum recognizes that gender identity is diverse and cannot always be understood through only the categories of male and female. Understanding the gender spectrum promotes equality, dignity, respect and an inclusive society.

GENDER SPECTRUM

Gender is not limited to Male or Female.
It exists on a spectrum.

MALE ← SPECTRUM → FEMALE



Male	Masculine	Androgynous	Non-binary	Gender-fluid	Genderqueer	Feminine	Female
A person who identifies as a man.	A person who identifies mostly as masculine.	A person who has a blend of masculine and feminine traits.	A person who does not identify exclusively as male or female.	A person whose gender identity may change over time.	A person who identifies outside the traditional gender norms.	A person who identifies mostly as feminine.	A person who identifies as a woman.

BIOLOGICAL SEX vs GENDER IDENTITY

Biological Sex

Refers to physical characteristics like body, chromosomes, hormones.

≠

Gender Identity

Refers to how a person feels and identifies themselves.

WHY IT MATTERS

- Promotes respect and dignity for every individual.
- Reduces discrimination and prejudice.
- Encourages equality and inclusion.
- Creates a safe and supportive environment for all.

EXAMPLES



Alex was assigned male at birth and identifies as a man.



Riya was assigned female at birth and identifies as a woman.



Sam was assigned male at birth and identifies as non-binary.



Everyone has the right to express their gender identity.

RESPECT. ACCEPTANCE. EQUALITY.

Department of Electrical & Electronics Engineering

IV B.Tech I Semester

GENDER SENSITIZATION (23AHS79T)

(Electrical and Electronics Engineering)

Unit-3 (Gender and Labour)

Syllabus:

Division and Valuation of Labour-Housework: The Invisible Labor- "My Mother doesn't Work". "Share the Load".

-Work: Its Politics and Economics -Fact and Fiction- Unrecognized and Unaccounted work -Gender Development Issues-Gender, Governance and Sustainable Development-Gender and Human Rights-Gender and Mainstreaming

UNIT 3 : **Gender and Labor**

- Division and Valuation of Labor
- Housework: The Invisible Labor- “My Mother doesn‘t Work”.
- Share the Load
- Unrecognized and Unaccounted work
- Gender Development Issues
- Gender and Human Rights
- Gender and Mainstreaming

Division and Valuation of Labor

1. Meaning of Labor

Labor means the physical or mental effort people use to perform work. It can be **paid or unpaid**.

Examples:

- Engineer working in a company → paid labor
- Mother cooking and cleaning at home → usually unpaid labor

2. Division of Labor

Division of labor means distributing different types of work among different people.

In gender studies, it mainly refers to how society traditionally divides work between **men and women**.

Traditional division:

- Men → outside employment, business, farming, earning income
- Women → cooking, cleaning, childcare, caring for elderly family members

Example:
In a family, the father goes to the office and earns money, while the mother stays at home and takes care of cooking, cleaning, and children.

This is called **gender-based division of labor**.

3. Valuation of Labor

Valuation of labor means the importance, respect, recognition, and economic value given to different types of work.

Society often gives greater value to **paid employment** because it generates income.

However, **unpaid domestic work** is also important but is often not properly recognized.

Example:
A woman spends several hours cooking, cleaning, washing clothes, and taking care of children. She may not receive a salary for this work. But if another person performs similar work as a domestic worker, that person receives wages.

Therefore, domestic work has **economic and social value**, even when it is unpaid.

4. Gender Inequality in Labor

Gender-based division can create inequality because:

- Women may have fewer opportunities for employment.
- Women's unpaid household work may not be recognized.
- Women may have less financial independence.
- Women may receive lower wages for similar work in some situations.
- Men may be discouraged from doing household and care work.

5. Modern Changes

Today, the traditional division of labor is gradually changing.

For example:

- Women work as engineers, doctors, teachers, scientists, managers, etc.
- Men can participate in cooking, childcare, cleaning, and other household activities.
- Both partners can share household responsibilities.

6. Simple Difference

Division of Labor	Valuation of Labor
Decides **who does what work**	Decides **how much value is given to that work**
Focuses on distribution of work	Focuses on recognition and importance
Example: Woman does cooking	Example: Cooking is considered less valuable because it is unpaid

⭐ Easy Formula to Remember

Division of Labor = Who does the work?

Valuation of Labor = How much importance/value is given to the work?


50000
100000
THANK YOU!
Paid
Unpaid

Housework: The Invisible Labor- “My Mother doesn‘t Work”.

Housework means the activities done to maintain a home and take care of family members.

Examples:

- Cooking food
- Cleaning the house
- Washing clothes and utensils
- Shopping for household needs
- Taking care of children
- Caring for elderly family members
- Planning and managing household activities

Invisible labor means work that is **actually done but is not properly noticed, recognized, or valued** by others.

Housework is often called invisible labor because it is usually:

- **Unpaid**
- Done repeatedly every day
- Not shown as a formal job
- Often not included when people talk about someone's "work"

. "My Mother Doesn't Work" – What Does It Mean?

Imagine a B.Tech student is asked:

> **"What does your mother do?"**

The student says:

> **"My mother doesn't work. She is a homemaker."**

But in reality, the mother may:

Wake up early → prepare breakfast → clean the house → wash clothes → prepare lunch → take care of children → buy groceries → care for family members → prepare dinner → clean the kitchen.

So, saying **"my mother doesn't work" is incorrect.**

She **works every day**, but her work is generally **unpaid and invisible.**

Suppose a mother spends **6–8 hours every day** doing household activities.

If the family had to hire separate people for:

- cooking,
- cleaning,
- childcare,
- washing clothes, and
- elderly care,

they would have to spend money.

Therefore, **housework has economic value even when no salary is received.**

Housework is often invisible because:

1. It does not usually provide a monthly salary.
2. It is considered a woman's "responsibility" rather than work.
3. People may notice the results but not the effort.
4. It is repeated every day.
5. Its contribution to the family's well-being is often underestimated.

Traditionally, women have been expected to perform most household work, while men are expected to earn income outside the home.

This creates a **gender-based division of labor**.

Modern gender equality encourages **both men and women to share household responsibilities**.

College + assignments + exams + projects + household responsibilities

If she also cooks for the family, cleans the room, takes care of younger siblings, etc., these responsibilities consume her **time and energy** even though she doesn't receive a salary.

Therefore, unpaid work can affect a person's **education, career opportunities, rest, and personal development**.



Share the Load

Share the Load means **sharing household responsibilities equally among family members**, instead of considering housework only a woman's responsibility.

Household work should be shared by **men, women, and other family members** according to their time and ability.

🏠 Practical Example

Suppose both husband and wife have jobs.

Traditional approach:

- 👨 Husband → goes to office
- 👩 Wife → goes to office + cooks + cleans + takes care of children

This creates an **extra burden on the woman**.

Share the Load approach:

- 👨 Husband → cooking / washing dishes / childcare
- 👩 Wife → cooking / cleaning / other responsibilities
- 👧👦 Children → keeping their rooms clean, arranging books, helping with simple chores

👉 **Everyone contributes to the household.**

Why is "Share the Load" Important?

1. Reduces women's workload
2. Promotes gender equality
3. Creates better family relationships
4. Gives women more time for education and careers
5. Teaches boys and girls that housework is everyone's responsibility
6. Challenges traditional gender stereotypes

Share the Load refers to the equal sharing of household responsibilities among family members, irrespective of gender. Traditionally, cooking, cleaning, childcare, and other domestic activities are often considered women's responsibilities. This can create an unequal burden on women, especially when they also work or study outside the home. Sharing household work between men and women reduces this burden and promotes equality, respect, cooperation, and better family relationships. It also helps challenge gender stereotypes and creates a more equal society.

> Housework is not “women's work.” It is family work.

Share the Load = Share the Responsibility = Gender Equality



Unrecognized and Unaccounted work

Unrecognized work means work that is **actually performed but is not properly respected or considered as work.**

Unaccounted work means work that is **not included or properly recorded in economic calculations, statistics, or national income.**

Much of the **unpaid household and care work** done by women falls into both categories.

Suppose **a mother cooks food, cleans the house, washes clothes, and takes care of children every day without getting a salary.**

1. Unrecognized work:
Family members say, **"Mother doesn't work; she is just a homemaker."**
👉 Her work is **not recognized or appreciated as actual work.**

2. Unaccounted work:
The mother's cooking, cleaning, and childcare are **not recorded as paid employment or included in the usual economic calculation of her income.**
👉 Her work is **not properly accounted for economically.**

⭐ Very easy difference

Same work → Cooking and taking care of family

- **Unrecognized:** *People don't consider it as real work.*
- **Unaccounted:** *It isn't recorded/valued as economic work.*

Memory trick:
👉 **Unrecognized = Not noticed**
👉 **Unaccounted = Not recorded**

Unrecognized Work	Unaccounted Work
Work is not properly **noticed or valued**	Work is not properly **recorded or included** in economic measurements
Focuses on **social recognition**	Focuses on **economic/statistical accounting**
Example: "She doesn't work; she only takes care of the home."	Unpaid cooking and childcare are generally not counted like paid employment in GDP

Women traditionally perform a large share of unpaid household and care work.

This can result in:

- Less time for education
- Fewer career opportunities
- Less financial independence
- Greater workload
- Less recognition in society


Cuidados

Gender Development Issues

Gender Development Issues are the problems and inequalities faced by people because of their **gender**, especially when these inequalities affect their **education, employment, health, income, safety, rights, and participation in society**.

Gender development issues = Problems that prevent men and women from getting equal opportunities and participating equally in development.

1. Education inequality

A family may say:

> "Our son should study engineering, but our daughter can stop studying after school."

👉 The girl does not get the same educational opportunity.

2. Employment inequality

A woman and a man have similar qualifications, but the woman is not selected because the employer thinks:

> "She may leave the job after marriage."

👉 This is **gender discrimination in employment**.

3. Unequal wages

A man and woman perform similar work, but the woman receives less pay.

👉 This is a **gender-based wage inequality**.

4. Unpaid housework

A woman works in an office and then comes home and does most of the:

- Cooking
- Cleaning
- Childcare
- Washing

👉 This creates a **double burden**.

5. Decision-making

In some families, important decisions about:

- Education
- Marriage
- Money
- Property
- Family planning

may be mainly taken by men.

6. Safety and violence

Women and girls may face:

- Domestic violence
- Sexual harassment
- Online harassment
- Workplace harassment

👉 Lack of safety limits their freedom and participation in development.

Issue	Simple meaning
Education inequality	Unequal access to education
Employment inequality	Unequal job opportunities
Wage inequality	Unequal pay for work
Health inequality	Unequal access to healthcare
Unpaid labor	Household work without payment
Limited decision-making	Less participation in important decisions
Gender-based violence	Violence or harassment based on gender
Political inequality	Unequal participation in leadership and politics
Digital inequality	Unequal access to technology and the internet
Property inequality	Unequal ownership/control of property and resources

The boy is encouraged to:

- Attend higher studies
- Take a job in another city
- Work late when necessary
- Develop his career

But the girl is told:

- "You should stay close to home."
- "You have household responsibilities."
- "Don't take a job far away."

👉 Both students have the **same ability**, but the girl has **fewer opportunities because of gender expectations**.

This is a **gender development issue**.

Gender Development Issues = Inequalities that stop people from getting equal opportunities and participating equally in social and economic development.

Gender development issues refer to the inequalities and challenges faced by individuals because of gender. These include unequal access to education, employment, healthcare, income, property, decision-making, technology, and political participation. Women may also face unpaid domestic work, gender-based violence, discrimination, and limited career opportunities. These issues reduce individual freedom and prevent society from achieving inclusive development. Promoting equal opportunities, sharing responsibilities, improving education, ensuring safety, and empowering women are important steps toward gender equality and sustainable development.


EDUCATION
CAREER

Gender and Human Rights

Gender and Human Rights means that **every person, regardless of gender, should enjoy the same basic rights, freedom, dignity, and opportunities.**

In simple words:

> **Everyone should be treated equally and should have the freedom to live, study, work, make decisions, and participate in society without gender discrimination.**

1. Right to Education 📚

A girl and a boy should both have the **same opportunity to study.**

Example:
If a family has money for only one child's higher education, choosing the son only because he is a boy is gender discrimination.

👉 **Education is a human right for everyone.**

---

2. Right to Work 💼

Women and men should have equal opportunities to get jobs based on their **qualification and ability.**

Example:
A qualified woman applies for an engineering job. Rejecting her only because she is a woman violates the principle of equal opportunity.

3. Right to Equal Pay 💰

People doing work of equal value should receive **fair and equal remuneration without gender discrimination**.

Example:
A male and female employee perform the same job with similar qualifications and responsibilities. Paying the woman less simply because she is a woman is unfair.

---

4. Right to Safety 🛡️

Everyone has the right to live **free from violence, harassment, and abuse**.

Example:
A woman should be able to travel to college or work without being sexually harassed.

5. Right to Make Decisions 🗣️

Women have the right to participate in decisions concerning their own lives.

Example:
A woman should have a say in decisions about her **education, career, marriage, finances, and property**.

---

6. Right to Equality ⚖️

Men and women should be treated **equally before the law and in society**.

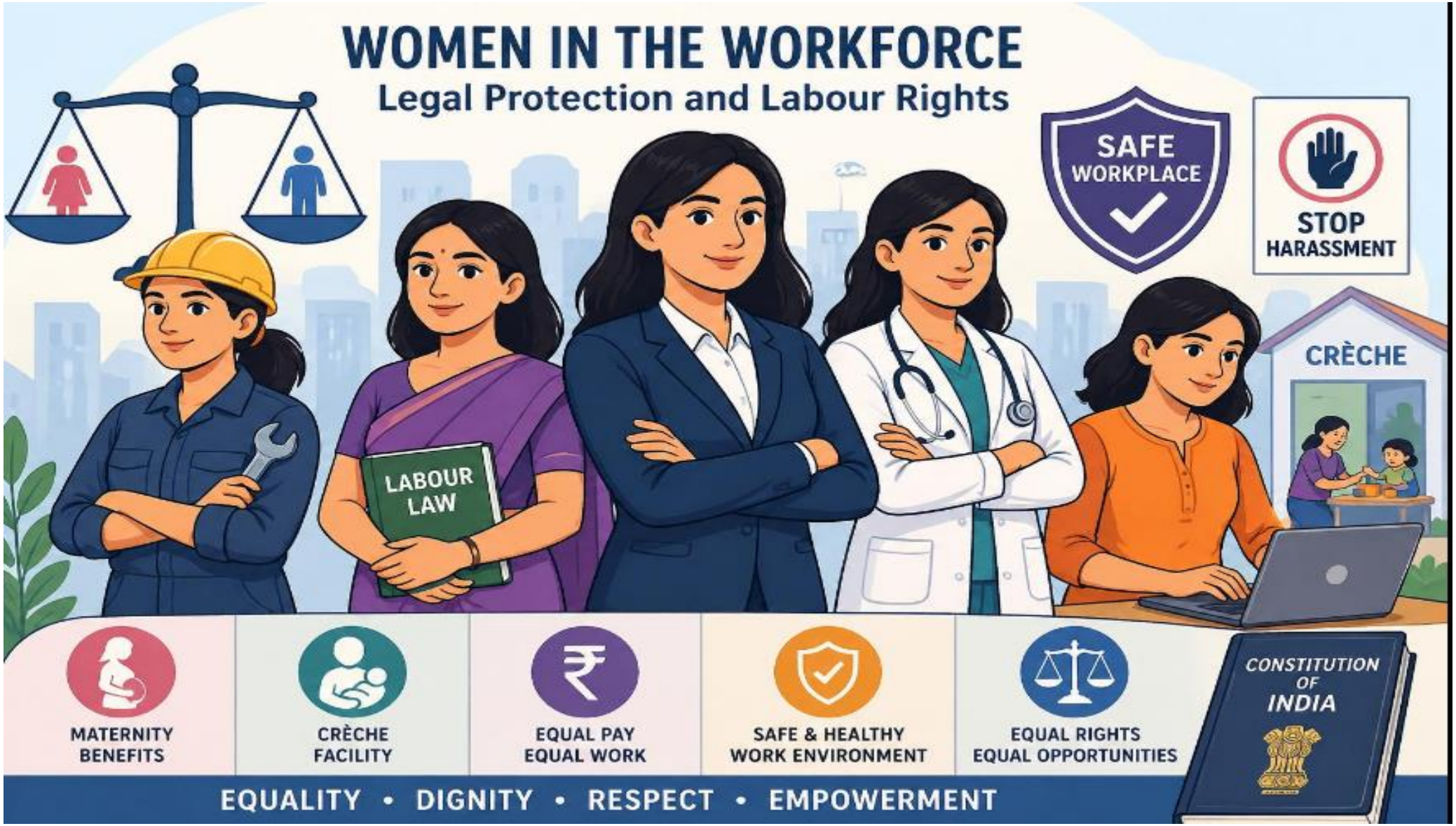
Example:
A daughter should not automatically be considered less important than a son simply because she is fem

📌 Major Gender-Related Human Rights

- Right to equality
- Right to education
- Right to work
- Right to equal pay
- Right to health
- Right to safety
- Right to freedom
- Right to participate in decision-making
- Right to own and inherit property
- Right to live with dignity
- Freedom from discrimination and violence

Gender and human rights refers to ensuring that every person, irrespective of gender, enjoys equal rights, dignity, freedom, and opportunities. Gender discrimination can affect education, employment, wages, healthcare, safety, property ownership, and decision-making. Women and men should have equal access to education, employment, equal pay, healthcare, political participation, and legal protection. Preventing gender-based violence and discrimination and promoting equal opportunities are essential for protecting human rights and achieving gender equality.

Gender + Human Rights = Equal Rights + Equal Opportunities + Equal Dignity


WOMEN IN THE WORKFORCE
Legal Protection and Labour Rights
SAFE WORKPLACE
STOP HARASSMENT
LABOUR LAW
CRÈCHE
MATERNITY BENEFITS
CRÈCHE FACILITY
EQUAL PAY EQUAL WORK
SAFE & HEALTHY WORK ENVIRONMENT
EQUAL RIGHTS EQUAL OPPORTUNITIES
CONSTITUTION OF INDIA
EQUALITY • DIGNITY • RESPECT • EMPOWERMENT

Gender and Mainstreaming

Gender mainstreaming means **considering the needs, experiences, and concerns of both women and men while making policies, plans, programs, and decisions.**

> Before making any decision, ask: "Will this affect women and men equally?"

It does **not** mean making separate programs only for women. It means including a **gender perspective in all areas of development.**

🏠 Daily-Life Example

Imagine a college is planning a **new bus service** for students.

❌ Without gender mainstreaming

The college simply decides:

> "We will run buses from 8 AM to 6 PM."

They don't consider whether the timings and routes are equally convenient and safe for all students.

✅ With gender mainstreaming

The college asks:

- Are the bus stops safe?
- Are timings suitable for female and male students?
- Is adequate lighting available?
- Is there a safe way to report harassment?
- Do students with different responsibilities have suitable timings?

👉 Gender concerns are considered **while planning the same service.**

Gender mainstreaming means considering:

- Equal access for male and female students
- Safe laboratory environment
- Adequate lighting and security
- Separate and accessible sanitation facilities
- Prevention of sexual harassment
- Equal opportunities to participate in projects and technical activities

👉 The objective is to ensure that **gender does not become a barrier to participation**.

📌 Main Objectives

1. **Promote gender equality**
2. Identify gender-based inequalities.
3. Give equal opportunities to women and men.
4. Include women's needs in planning and decision-making.
5. Reduce discrimination.
6. Ensure that development benefits everyone.

🌾 Development Example

Suppose the government introduces a **new agricultural program**.

Instead of assuming that only men are farmers, planners ask:

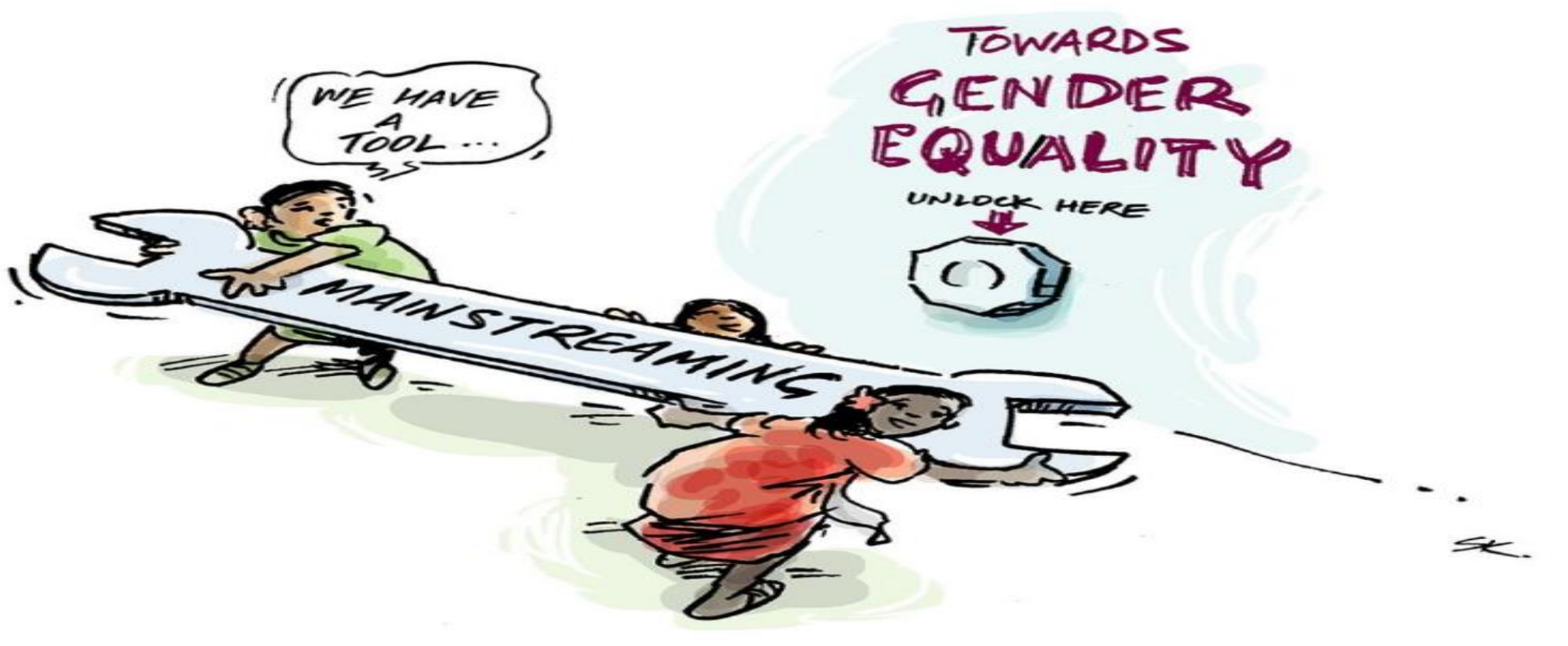
> "Do women farmers also have access to training, loans, equipment, land, and technology?"

If women are facing barriers, the program is designed to address them.

👉 This is **gender mainstreaming**.

Gender Mainstreaming = Gender perspective + Planning + Implementation + Evaluation

Gender mainstreaming is the process of considering the needs, experiences, and concerns of both women and men in the planning, implementation, monitoring, and evaluation of policies, programs, and development activities. Its main objective is to identify and reduce gender inequalities and ensure equal opportunities for all. For example, while planning a college bus service, the safety, accessibility, and needs of both male and female students should be considered. Gender mainstreaming helps promote gender equality and ensures that the benefits of development reach everyone equally.



Department of Electrical & Electronics Engineering

IV B.Tech I Semester

GENDER SENSITIZATION (23AHS79T)

(Electrical and Electronics Engineering)

Unit-4(Gender-Based Violence)

Syllabus:

The Concept of Violence- Types of Gender-based Violence-Gender-based Violence from a Human Rights Perspective-Sexual Harassment - Domestic Violence - Different forms of violence against women - Causes of violence, impact of violence against women - Consequences of gender-based violence

UNIT 4 : Gender-Based Violence

- The Concept of Violence & Types
- Human Rights Perspective
- Sexual Harassment - Domestic Violence
- Different forms of violence against women
- Causes of violence
- impact of violence against women
- Consequences of gender-based violence

The Concept of Violence & Types

What is Violence?

Violence means using **physical force, words, threats, or harmful actions** to hurt, control, frighten, or dominate another person.

In simple words:

> **Violence is any action that causes physical, mental, emotional, sexual, or social harm to another person.**

Violence is **not only hitting**.

Words, threats, control, unwanted sexual behavior, and controlling money can also be forms of violence.

Simple formula to remember:

Violence = Harm + Fear + Force/Control

Sure. Here are some **simple alternative definitions of violence** suitable for B.Tech students:

- **Violence is an act of using force or power to hurt another person.**
- **Violence is any behavior that causes physical or mental harm to a person.**
- **Violence means intentionally hurting, threatening, or controlling someone.**
- **Violence is the use of physical or emotional force against another person.**
- **Violence is harmful behavior that makes a person feel unsafe, afraid, or powerless.**
- **Violence means using force, threats, or abusive behavior to dominate or harm others.**

Very simple definition

> **Violence is any action or behavior that hurts, threatens, or harms another person physically or mentally.**

Types of Violence

Type	Simple meaning	Daily-life example
Physical violence	Hurting someone's body	Hitting, kicking, pushing
Verbal violence	Hurting someone through words	Shouting, insulting, using abusive words
Emotional/Psychological violence	Causing mental or emotional pain	Threatening, humiliating, constantly criticizing
Sexual violence	Any unwanted sexual behavior or contact	Sexual harassment or forcing sexual activity
Economic violence	Controlling or taking away someone's money/resources	Not allowing a partner to use their own salary
Social violence	Isolating or excluding someone from society	Preventing a person from meeting friends or family
Domestic violence	Violence within a family or household	A husband beating or threatening his wife
Cyber violence	Using phones/internet to harm or threaten someone	Online bullying, abusive messages, sharing private information

TIPOS DE VIOLENCIA

1. VIOLENCIA FISICA

Uso intencional de la fuerza física para causar daño a otra persona. Ejemplos incluyen golpes, empujones, patadas y estrangulamiento.



2. VIOLENCIA PSICOLÓGICA O EMOCIONAL.

Actos que causan daño emocional o psicológico a una persona. Esto puede incluir insultos, humillación, manipulación, amenazas y aislamiento.



3. VIOLENCIA SEXUAL

Cualquier acto sexual forzado o no consentido. Esto puede incluir violación, acoso sexual, abuso sexual infantil y explotación sexual.



4. VIOLENCIA ECONOMICA

Control o limitación de los recursos económicos de una persona. Esto puede incluir impedir que alguien trabaje, controlar su dinero, o sabotear sus esfuerzos económicos.



5. VIOLENCIA VERBAL

Uso de palabras para herir, humillar o manipular a otra persona. Esto incluye gritar, insultar, o amenazar verbalmente.



6. VIOLENCIA DIGITAL

Uso de la tecnología y las redes sociales para acosar, amenazar, o controlar a alguien. Ejemplos incluyen difamación, sextorsión y difusión no consensuada de imágenes íntimas.



7. VIOLENCIA SIMBOLICA

Manifestaciones de violencia que se expresan a través de símbolos, gestos o lenguaje que perpetúan la desigualdad o el desprecio hacia ciertos grupos. Esto puede incluir estereotipos, discriminación, y lenguaje ofensivo o despectivo.



8. VIOLENCIA ESTRUCTURADA

Violencia que resulta de estructuras sociales o instituciones que oprimen, discriminan o privan a ciertos grupos de recursos, oportunidades o derechos. Un ejemplo podría ser la desigualdad sistémica basada en la raza, género o clase social.



MARIETHA ALEJANDRA TOBAR SANDOVAL



Human Rights Perspective

Human Rights Perspective means looking at every person as having **basic rights, dignity, freedom, and equal value**, regardless of gender, age, caste, religion, or social status.

In simple words:

> **Every person has the right to live safely, freely, equally, and with dignity.**

Human Rights and Violence

From a human rights perspective, **violence is a violation of a person's basic rights.**

For example:

- **Beating a woman** → violates her **right to safety and life.**
- **Sexual harassment** → violates her **right to dignity and freedom.**
- **Discrimination against girls** → violates the **right to equality.**
- **Preventing a woman from studying** → violates her **right to education.**
- **Controlling someone's freedom** → violates their **right to liberty.**
- **Domestic violence** → violates the person's **right to live with dignity and security.**

Key idea

Human rights perspective = Equality + Freedom + Safety + Dignity + Justice

Example:
If a woman is being beaten by her husband, it should not be considered merely a "family problem." From a human rights perspective, she has the **right to safety, dignity, equality, and protection from violence.**

Basic Human Rights

- **Right to Life** – Every person has the right to live safely.
- **Right to Equality** – Everyone should be treated equally without discrimination.
- **Right to Education** – Everyone should have the opportunity to receive education.
- **Right to Freedom** – A person should have freedom to make personal choices.
- **Right to Dignity** – Every person deserves respect and should not be humiliated.
- **Right to Safety** – Everyone has the right to protection from violence and abuse.
- **Right to Work** – Everyone should have equal opportunities to work.
- **Right to Health** – Everyone should have access to proper healthcare.
- **Right to Justice** – A person should be able to seek legal protection when their rights are violated.

Human Rights and Violence

Violence can violate several human rights at the same time.

Example: Domestic violence

A person facing domestic violence may lose:

Safety → Dignity → Freedom → Equality → Right to live peacefully

Why is the Human Rights Perspective Important?

It helps us understand that:

Violence is not just a personal or family issue. It can be a violation of basic human rights.

Therefore, society should:

Respect → Protect → Prevent discrimination → Stop violence → Provide justice


Key Rights of Women
Right to Health
Right to Equality
Right to Non-Discrimination
WOMEN'S DAY
Right to Freedom of Expression
Right to Education
Reproductive Rights
WOMEN'S RIGHTS
Right to Work
Right to Property
Right to Freedom from Violence
Right to Political Participation
EDUCBA

Sexual Harassment

Sexual harassment means any **unwanted sexual behavior, words, gestures, messages, or physical contact** that makes another person uncomfortable, afraid, embarrassed, or unsafe.

Simple Examples

- Making unwanted **sexual comments or jokes**
- Making inappropriate comments about someone's **body or appearance**
- **Unwanted touching** or physical contact
- Sending unwanted **sexual messages, photos, or videos**
- Making **sexual gestures**
- Repeatedly asking someone for a **date or sexual relationship after they have refused**
- Asking for **sexual favors in return for marks, promotion, a job, or other benefits**
- Threatening or punishing someone for **rejecting sexual advances**

Example in a College

A teacher or student repeatedly sends inappropriate messages to a female student and asks her for a relationship even after she says **"No."**

Example in a Workplace

A supervisor says:

"If you want a promotion, you should go out with me."

4 Types of Sexual Harassment



Verbal/ Written

Remarks of a sexual nature about a person's clothing, personal behavior, or body.
Sexually explicit statements, questions, jokes, or anecdotes.
Requesting sexual favors or dates.
Spreading rumors about a person's personal or sexual life.
Coercion of sexual activity by threat of punishment.
Excessive and unwelcomed flirting.



Physical

Impeding or blocking a person's physical movement.
Inappropriate and unwanted touching of a person and/or their clothing.
Other inappropriate touching including kissing, hugging, patting, stroking, or rubbing.
Playing music with offensive or degrading language.
Purposefully brushing up against another person.



Non-Verbal

Looking a person's body up and down.
Making derogatory gestures or facial expressions of a sexual nature.
Frequently following or standing too close to a person on purpose.
Whistling or staring in a sexually suggestive or offensive manner.



Visual

Displaying sexually suggestive objects, pictures, cartoons, posters, calendars, or computer screens.
Showing other people sexually suggestive text messages or emails.
Sharing sexually inappropriate images or videos, such as pornography, with co-workers.

The law defines sexual harassment as unwelcome verbal, visual, non-verbal or physical conduct of a sexual nature or based on someone's sex that is severe or pervasive and affects working conditions or creates a hostile work environment.

For more information: U.S. Equal Employment Opportunity Commission (EEOC) / www.eeoc.gov

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Domestic Violence

Domestic violence means harmful or abusive behavior by one family or household member towards another person. It can be **physical, emotional, verbal, sexual, or economic.**

Types of Domestic Violence

Type	Simple meaning	Daily-life example
Physical violence	Hurting the body	Hitting, kicking, pushing
Verbal violence	Using hurtful or abusive words	Insulting, shouting, threatening
Emotional/Psychological violence	Causing mental or emotional pain	Humiliating, frightening, controlling
Sexual violence	Forcing unwanted sexual activity	Forcing a partner to have sexual contact
Economic violence	Controlling money or financial resources	Taking a person's salary or not allowing them to use money
Social violence	Preventing contact with others	Not allowing a wife/husband to meet family or friends

Suppose a husband:

Beats his wife → Physical violence
Insults her every day → Verbal violence
Threatens her → Psychological violence
Controls all her money → Economic violence
Does not allow her to meet her parents → Social violence
Forces unwanted sexual activity → Sexual violence

Human Rights Perspective

Domestic violence violates basic human rights such as:

Right to life → Right to safety → Right to dignity → Right to equality → Right to freedom

Important Point

> **Domestic violence is not only physical beating. Abuse through words, threats, sexual behavior, money, or controlling a person's freedom can also be domestic violence.**

- **Family Violence** – violence between family members.
- **Intimate Partner Violence (IPV)** – violence by a husband, wife, boyfriend, or girlfriend.
- **Domestic Abuse** – repeated harmful or controlling behavior within a household.
- **Family Abuse** – abusive behavior towards a family member.
- **Spousal Abuse** – abuse by one husband/wife against the other.
- **Household Violence** – violence occurring among people living in the same household.
- **Partner Violence** – violence between intimate partners.

RECOGNISING DOMESTIC VIOLENCE: Understanding & Seeking Help

FORMS OF ABUSE

- **Physical:** Violence
- **Emotional:** Threats, Humiliation
- **Psychological:** Gaslighting, Control
- **Financial:** Restricting Access
- **Sexual:** Coercion

IMPACT ON WELLBEING

ADULTS

- **Mental Health:** Anxiety, Depression
- **Physical Health:** Chronic Pain, Fatigue

CHILDREN

- **Emotional/ Behavioural** Difficulties
- **Learning & Development** Issues

WARNING SIGNS

- **Walking on Eggshells**
- **Isolation from Support**
- **Partner Controlling Daily Life**
- **Cycles of Promises & Incidents**

SEEKING SUPPORT (Don't Wait)

- **Services & Hotlines**
- **Healthcare Professionals** (GPs, Psychs)
- **Police/Emergency** (Immediate Danger)

Support leads to safety & healing. Never your fault.

Different Forms of Violence Against Women

Violence against women means any harmful act or behavior directed against a woman because of her gender, which causes or may cause **physical, sexual, psychological, or economic harm**.

Physical Violence

Causing physical injury or pain.

Examples:

- Hitting
- Kicking
- Pushing
- Burning
- Beating

Sexual Violence

Any unwanted sexual act or behavior.

Examples:

- Sexual harassment
- Forced sexual activity
- Sexual assault
- Rape
- Unwanted touching

Emotional or Psychological Violence

Causing mental or emotional suffering.

Examples:

- Insulting
- Humiliating
- Threatening
- Intimidating
- Constantly criticizing
- Making a woman feel worthless

Verbal Violence

Using words to hurt, threaten, or control a woman.

Examples:

- Abusive language
- Shouting
- Name-calling
- Threatening statements

Economic or Financial Violence

Controlling a woman's money or financial independence.

Examples:

- Taking her salary
- Not allowing her to work
- Controlling all her spending
- Preventing her from having a bank account

Domestic Violence

Violence occurring within a family or household.

Examples:

- Husband beating his wife
- Threatening a wife or daughter
- Controlling a woman's movements or finances

Social Violence

Isolating or excluding a woman from social relationships.

Examples:

- Not allowing her to meet friends
- Preventing her from visiting her parents
- Restricting her participation in social activities

Cyber Violence

Using digital technology to threaten, harass, or control women.

Examples:

- Online bullying
- Sending abusive messages
- Cyberstalking
- Sharing private photos without permission
- Online threats

Cultural or Traditional Violence

Harmful practices supported by social or cultural beliefs.

Examples:

- Child marriage
- Dowry-related violence
- Female foeticide
- Forced marriage

Violence against women can take many forms, including physical, sexual, psychological, verbal, economic, domestic, social, cyber, and cultural violence. These forms can affect a woman's safety, dignity, equality, freedom, and overall well-being.

TYPES OF GENDER-BASED VIOLENCE (GBV)



SEXUAL VIOLENCE

Any sexual act committed against the will of another person.
It includes rape, sodomy, defilement, incest, sexual harassment, forced prostitution etc



PHYSICAL VIOLENCE

This is the **intentional use of physical force with the potential to cause death, disability, injury or harm**



EMOTIONAL & PSYCHOLOGICAL VIOLENCE:

Inflicting of of mental or emotional pain in a non-physical manner usually by an intimate partner or a person in a position of power to frighten, intimidate, manipulate, hurt, humiliate, or blame.



SOCIAL OR ECONOMIC VIOLENCE

Maintaining total control over financial resources, withholding access to money, and/or forbidding attendance at school or employment.
Usually done by an intimate partner, or by laws and policies to equal opportunities



HARMFUL TRADITIONAL PRACTICES

Acts specific to cultures in which girls and women are severely undervalued and considered second-class citizens with fewer rights
These include FGM, honor killings and early marriages

Causes of Violence

Violence can happen due to many personal, family, social, economic, and cultural factors. There is usually not one single cause.

Gender Inequality

When one gender is considered more powerful or important than another.

Example: A man believes that he has the right to control his wife because he is the head of the family.

Power and Control

A person may use violence to control another person's decisions, money, movements, or relationships.

Example: Not allowing a wife to meet her friends or parents.

Patriarchal Attitudes

Beliefs that men should have more authority and women should always obey men.

Example: Saying, *"Women should obey men in the family."*

Family Problems

Frequent conflicts, poor communication, and unhealthy relationships can contribute to violence.

Example: Continuous arguments between husband and wife becoming abusive.

Alcohol and Substance Abuse

Alcohol or drug use can increase aggressive behavior and reduce self-control. **However, alcohol does not excuse violence.**

Example: A person becomes aggressive and physically abuses a family member after drinking.

Economic Problems

Financial stress, unemployment, debt, or poverty can increase family tension and conflict.

Example: Continuous financial problems leading to frequent arguments and aggression.

Lack of Education and Awareness

People may not understand equality, consent, human rights, or the harmful effects of violence.

Childhood Exposure to Violence

Children who regularly see violence at home may learn that violence is an acceptable way to solve conflicts.

Social and Cultural Practices

Certain harmful traditions or social beliefs can support discrimination and violence.

Examples: Dowry-related violence, child marriage, and discrimination against girls.

Peer Pressure

A person's behavior may be influenced by friends or social groups that encourage aggressive or abusive behavior.

Lack of Legal or Social Support

When victims feel that they cannot get protection or justice, violence may continue.



To end men's violence against women we need to challenge the foundations of violence.



The major causes of violence include gender inequality, power and control, patriarchal attitudes, family conflicts, substance abuse, economic problems, lack of education and awareness, childhood exposure to violence, harmful social practices, peer pressure, and inadequate support systems.

Impact of Violence Against Women

Violence against women can affect a woman physically, mentally, emotionally, socially, and economically. It can also affect her family and society.

Physical Impact

Violence can cause:

- Injuries and pain
- Fractures and burns
- Disability
- Health problems
- In severe cases, death

Example: A woman who is repeatedly beaten may suffer injuries and long-term health problems.

Psychological Impact

Violence can affect mental well-being.

Examples:

- Fear
- Anxiety
- Depression
- Stress
- Loss of confidence
- Feeling helpless

Emotional Impact

A woman may experience:

- Sadness
- Shame
- Anger
- Loneliness
- Loss of self-esteem

Social Impact

Violence can affect relationships and social life.

Examples:

- Avoiding friends and relatives
- Social isolation
- Difficulty participating in college or workplace activities
- Loss of social confidence

Economic Impact

Violence can reduce financial independence.

Examples:

- Loss of employment
- Reduced productivity
- Financial dependence on others
- Medical and legal expenses

Impact on Education and Career

Women facing violence may have difficulty concentrating on studies or work.

Example: A student experiencing violence at home may have poor attendance and difficulty concentrating on examinations.

Impact on Children

Children who witness violence at home may experience:

- Fear and stress
- Poor academic performance
- Behavioral problems
- Difficulty developing healthy relationships

Impact on Society

Violence against women can lead to:

- Increased inequality
- Loss of women's contribution to the workforce
- Increased healthcare and legal costs
- Reduced social development
- Continuation of gender discrimination

Violence against women has serious physical, psychological, emotional, social, and economic effects. It can affect women's health, education, employment, family life, dignity, and participation in society. It can also negatively affect children and overall social development.

Violence against women can negatively affect their health, mental well-being, education, career, family life, social relationships, and economic independence. It also affects children, families, and the development of society.

Effects on Physical Health

- Injuries
- Pain
- Disability
- Long-term health problems
- In serious cases, death

Effects on Mental Health

- Stress
- Anxiety
- Depression
- Fear
- Loss of confidence

Effects on Emotional Well-being

- Sadness
- Anger
- Shame
- Loneliness
- Feeling helpless

Effects on Education

- Poor concentration
- Low academic performance
- Irregular attendance
- Dropping out of education

Effects on Career

- Poor work performance
- Loss of employment
- Fewer career opportunities
- Financial dependence

Effects on Family Life

- Family conflicts
- Breakdown of relationships
- Problems in parenting
- Negative effects on children

Effects on Social Life

- Social isolation
- Avoiding friends and relatives
- Loss of social confidence
- Difficulty participating in community activities

Effects on Economic Life

- Loss of income
- Medical expenses
- Legal expenses
- Financial insecurity

Effects on Society

- Increased gender inequality
- Reduced participation of women in development
- Increased healthcare and legal costs
- Continuation of discrimination

Violence → Health problems → Mental stress → Education problems → Career problems → Family problems → Social & economic problems

IMPACT OF VIOLENCE: A LINGERING SHADOW

CONTINENTAL HOSPITALS
Our Healing Touch

1. Psychological Effects
2. Physical Consequences
3. Socioeconomic Impact
4. Intergenerational Effects
5. Societal Impact
6. Pathways to Recovery



WHAT ARE THE EFFECTS OF VIOLENCE AGAINST WOMEN?

Affects women's physical, mental, sexual and reproductive

HEALTH

Reduces women's ability to access or pursue an

EDUCATION

Reduces women's employment opportunities and ability to perform
+
Increases medical expenses

Discourages women from seeking & performing at

WORK

Causes a loss in potential and productivity
+
Reduces women's employment opportunities

Negative impact on women's participation in the labour market and the economy

Increased expenditure on:

PROTECTION | PREVENTION
COMPENSATION | PROSECUTION

Direct implications on

NATIONAL ECONOMY & SOCIETY

Consequences of Gender-Based Violence

Gender-based violence can have serious effects on individuals, families, and society. The consequences may be **physical, psychological, social, educational, and economic**.

Physical Consequences

- Injuries and physical pain
- Fractures and disability
- Sexual and reproductive health problems
- Long-term health problems
- In severe cases, death

Psychological Consequences

- Fear and anxiety
- Depression
- Stress
- Loss of self-confidence
- Feeling helpless or unsafe

Emotional Consequences

- Sadness
- Anger
- Shame
- Loneliness
- Loss of self-respect

Educational Consequences

- Poor concentration
- Low academic performance
- Irregular attendance
- Dropping out of education

Career Consequences

- Reduced work performance
- Absence from work
- Loss of employment
- Fewer career opportunities
- Financial dependence

Social Consequences

- Social isolation
- Loss of relationships
- Avoiding friends and relatives
- Difficulty participating in social activities

Family Consequences

- Family conflicts
- Breakdown of relationships
- Negative effects on children
- Children may develop fear, stress, or behavioral problems

Economic Consequences

- Loss of income
- Medical expenses
- Legal expenses
- Financial insecurity
- Increased dependence on others

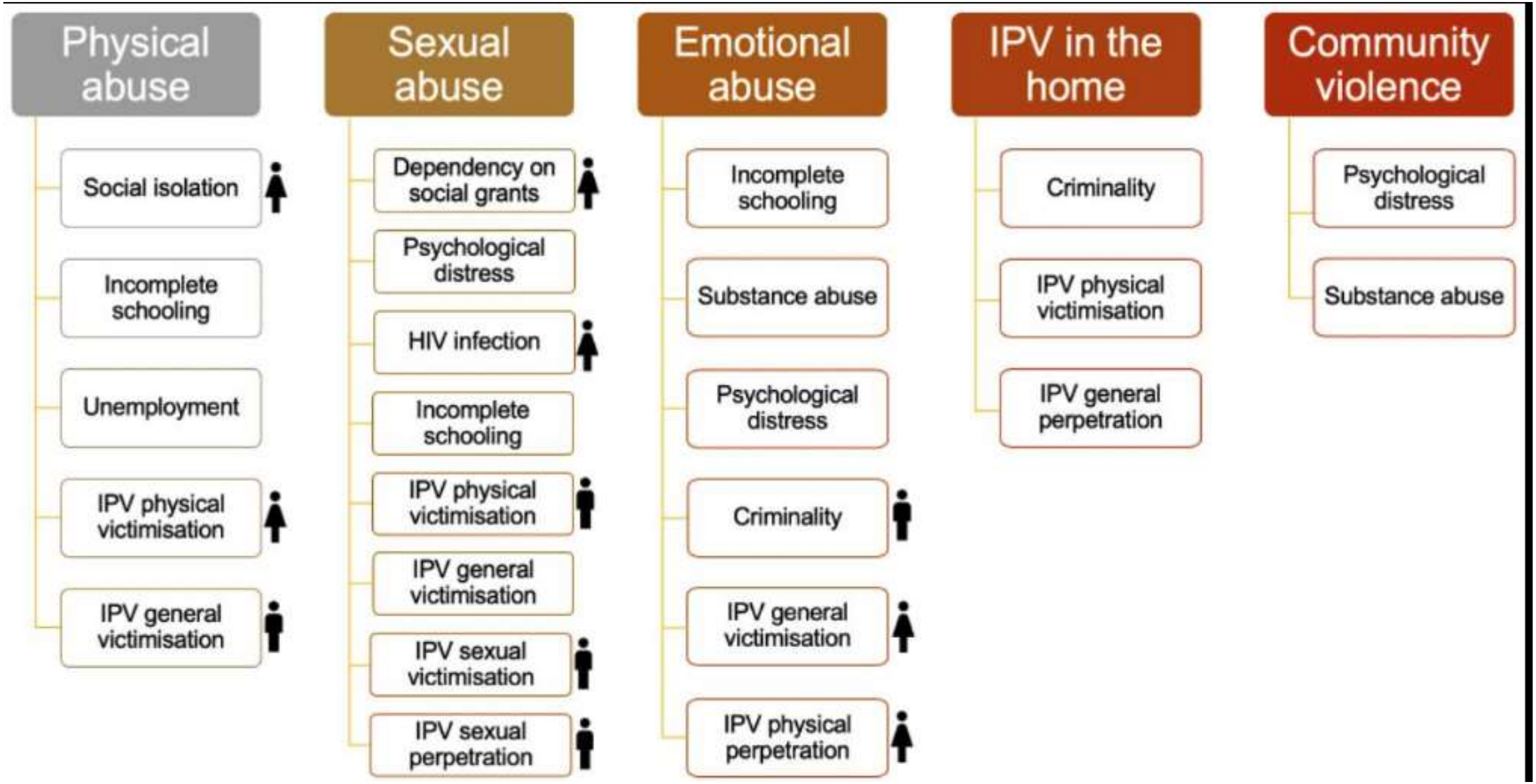
Consequences for Society

- Increased gender inequality
- Reduced participation of women in education and employment
- Increased healthcare and legal costs
- Slower social and economic development
- Continuation of violence across generations

Gender-based violence can cause physical injuries, mental and emotional problems, educational and career difficulties, social isolation, family problems, and economic insecurity. It also affects children and creates inequality, reducing the overall development of society.

Violence → Health problems → Mental stress → Education/Career problems → Family problems → Economic problems → Social inequality

Physical Effects → Injuries, pain, health problems
Mental Effects → Stress, anxiety, depression
Emotional Effects → Fear, sadness, loss of confidence
Educational Effects → Poor concentration, absenteeism
Career Effects → Poor performance, job loss
Social Effects → Isolation, relationship problems
Economic Effects → Loss of income, financial insecurity
Family Effects → Family conflicts, effects on children
Societal Effects → Inequality and reduced social development


Physical abuse
Social isolation
Incomplete schooling
Unemployment
IPV physical victimisation
IPV general victimisation
Sexual abuse
Dependency on social grants
Psychological distress
HIV infection
Incomplete schooling
IPV physical victimisation
IPV general victimisation
IPV sexual victimisation
IPV sexual perpetration
Emotional abuse
Incomplete schooling
Substance abuse
Psychological distress
Criminality
IPV general victimisation
IPV physical perpetration
IPV in the home
Criminality
IPV physical victimisation
IPV general perpetration
Community violence
Psychological distress
Substance abuse

Department of Electrical & Electronics Engineering

IV B.Tech I Semester

GENDER SENSITIZATION (23AHS79T)

(Electrical and Electronics Engineering)

Unit-5(Gender and Culture)

Syllabus:

Gender and Film-Gender and Electronic Media-Gender and Advertisement-Gender and Popular Literature-Gender Development Issues-Gender Issues-Gender Sensitive Language- Just Relationships

UNIT 5 : Gender & Culture

- Gender & Films
- Gender & Electronic Media
- Gender & Advertisement
- Gender & Popular Literature
- Gender Development Issues
- Gender Sensitive Language
- Just Relationships

Gender and films refers to how men, women, and people of different gender identities are represented in movies. Films influence people's ideas about gender roles, behaviour, family responsibilities, and equality.

1. Gender Representation in Films







- **Women:** Often shown as mothers, wives, or romantic characters. Some films also show women as leaders, scientists, and professionals.
- **Men:** Often portrayed as strong, powerful, and responsible for earning money.
- **Gender-diverse people:** Their lives and experiences may be ignored or stereotyped in films.

2. Gender Stereotypes in Films

Gender stereotypes are fixed ideas about how men and women should behave.

Examples:

- Women should take care of the home and family.
- Men should be strong and should not cry.
- Women are less suitable for technical jobs.
- Men should make all important family decisions.

3. Positive Role of Films in Gender Equality





Films can promote gender equality by:

1. Showing women in powerful and responsible positions.
2. Showing men sharing household work and childcare.
3. Promoting equal educational and employment opportunities.
4. Creating awareness about gender discrimination and violence.
5. Respecting the dignity and rights of all genders.

4. Negative Impact of Films

- Showing women only as objects of beauty or romance.
- Glorifying violence or harassment against women.
- Presenting men as superior to women.
- Reinforcing traditional gender roles.
- Promoting unrealistic expectations about appearance and relationships.

5. Examples from Indian Cinema

Film	Gender-related message
Dangal	Encourages girls in sports and challenges gender stereotypes.
Thappad	Highlights women's dignity and respect in marriage.
Queen	Shows women's independence and self-confidence.
English Vinglish	Highlights a woman's self-respect and personal growth.

- Gender & Electronic Media

Gender and electronic media refers to how television, radio, social media, websites, online videos, and other digital platforms represent and influence ideas about **men, women, and gender roles.**







1. Gender Representation

Electronic media often shows different roles for men and women.

- Women may be shown mainly as mothers, wives, or homemakers.
- Men may be shown as leaders, decision-makers, or financial providers.
- Women are increasingly represented as professionals, leaders, scientists, and entrepreneurs.
- Gender-diverse people may receive limited or stereotypical representation.

2. Gender Stereotypes

Media can create or strengthen common beliefs about gender.

Examples:

- Women should take care of household work.
- Men should be strong and powerful.
- Women should focus on beauty and appearance.
- Men should be the main earners in a family.

3. Positive Role of Electronic Media

Electronic media can promote **gender equality** by:

1. Providing equal visibility to women and men.
2. Highlighting successful women in different professions.
3. Creating awareness about women's rights.
4. Educating people about gender discrimination.
5. Providing opportunities for women to express their opinions.
6. Promoting equal participation in education, employment, and public life.

4. Negative Effects

Electronic media can also contribute to gender inequality through:

- Sexist advertisements and content.
- Objectification of women.
- Online harassment and cyberbullying.
- Spread of unrealistic beauty standards.
- Stereotypical portrayal of men and women.
- Unequal opportunities for women in media industries.

5. Social Media and Gender

Social media has both **positive and negative effects**.

Positive:

- Women can share their views and experiences.
- Awareness campaigns can reach large numbers of people.
- Women can promote businesses and careers.
- People can discuss gender equality openly.

Negative:

- Online abuse and harassment.
- Cyberstalking.
- Fake or manipulated images.
- Gender-based trolling.
- Pressure related to appearance and lifestyle.

- Gender & Advertisement

Gender and advertisement refers to the way advertisements represent **men, women, and their roles in society**. Advertisements can influence people's ideas about how men and women should look, behave, and work.







1. Gender Representation in Advertisements

Advertisements often show different roles for men and women.

- Women are often shown in household activities such as cooking and cleaning.
- Men are often shown as professionals, leaders, or decision-makers.
- Women may be shown mainly in beauty and fashion advertisements.
- Men may be associated with cars, technology, finance, and sports.
- Modern advertisements increasingly show men and women sharing responsibilities.

2. Gender Stereotypes

A **gender stereotype** is a fixed belief about how men or women should behave.

Examples:

- "Women are responsible for household work."
- "Men should earn money for the family."
- "Women should always look beautiful."
- "Men should be strong and confident."

Such representations can reinforce traditional gender roles.

3. Positive Role of Advertisements

Advertisements can promote **gender equality** by:

1. Showing women in leadership and professional roles.
2. Showing men participating in household work and childcare.
3. Avoiding objectification of women.
4. Presenting men and women with equal respect.
5. Challenging traditional gender stereotypes.
6. Promoting equal opportunities for education and employment.

4. Negative Effects

Gender-biased advertisements may:

- Promote unrealistic beauty standards.
- Objectify women or men.
- Reinforce traditional gender roles.
- Create pressure about physical appearance.
- Suggest that certain products or professions are suitable only for one gender.

5. Example

Traditional advertisement: A mother is shown cooking while the father watches television.

Gender-equal advertisement: Both parents share cooking, cleaning, childcare, and other household responsibilities.

- Gender & Popular Literature

Gender and popular literature refers to the way **men, women, and gender roles** are represented in widely read books, novels, magazines, comics, newspapers, and other popular written materials.






1. Gender Representation

Popular literature often presents different roles for men and women.

- Women may be represented as mothers, wives, caregivers, or romantic characters.
- Men may be represented as leaders, heroes, professionals, or decision-makers.
- Modern literature increasingly presents women as independent professionals and leaders.
- Literature may also discuss the experiences of transgender and gender-diverse people.

2. Gender Stereotypes

Gender stereotypes are fixed ideas about the abilities and behaviour of men and women.

Examples:

- Women should focus on family and household responsibilities.
- Men should be strong and provide financial support.
- Women are more emotional.
- Men should make important decisions.

Popular literature can either reinforce these ideas or challenge them.

3. Positive Role of Literature

Popular literature can promote **gender equality** by:

1. Showing women as independent and capable individuals.
2. Presenting men who share family and household responsibilities.
3. Challenging traditional gender roles.
4. Discussing discrimination and violence against women.
5. Giving women and marginalized groups a voice.
6. Encouraging equal education and employment opportunities.

4. Negative Representation

Some literature may:

- Present women mainly through beauty and appearance.
- Show men as naturally superior or powerful.
- Reinforce traditional family roles.
- Use stereotypical descriptions of women and men.
- Give less importance to women's achievements and opinions.

5. Example

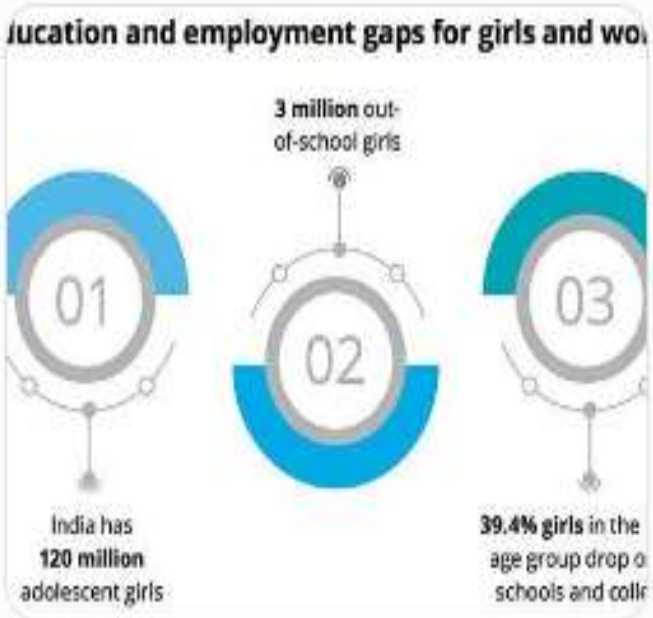
Traditional representation: A story shows a woman whose main purpose is to care for her family while the man makes all major decisions.

Progressive representation: A story shows both partners making decisions, sharing responsibilities, and pursuing their individual careers.

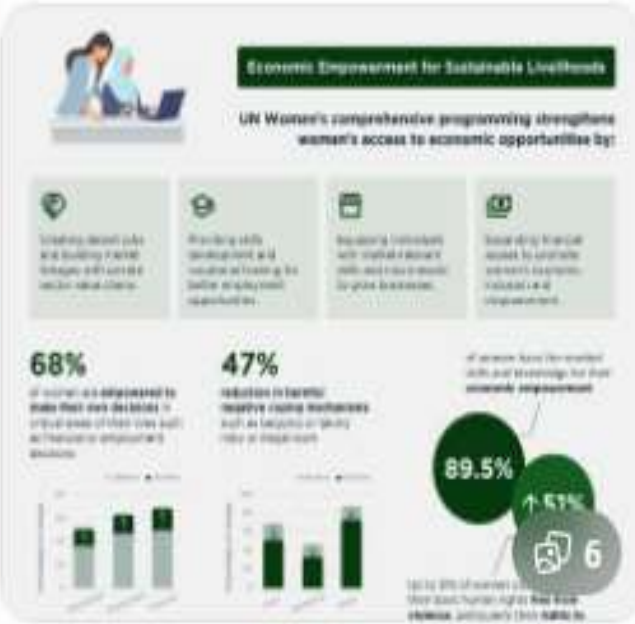
Gender & Development Issues

Meaning

Gender and development issues refer to the problems and inequalities faced by people because of their gender during social, economic, educational, and political development.







Major Gender Development Issues

1. **Gender Inequality**
   Unequal opportunities and treatment between men and women.
2. **Education Inequality**
   In some communities, girls may have less access to education or may leave school early.
3. **Employment Inequality**
   Women may face fewer employment opportunities, unequal pay, or limited career advancement.
4. **Economic Dependence**
   Limited access to income, property, credit, and financial resources can increase women's economic dependence.
5. **Health and Nutrition**
   Women and girls may face unequal access to healthcare, nutrition, and reproductive health services.
6. **Political Participation**
   Women may have lower participation and representation in decision-making institutions.
7. **Gender-Based Violence**
   Domestic violence, sexual harassment, trafficking, and other forms of violence can restrict women's safety and participation in society.
8. **Unpaid Care Work**
   Household work, childcare, and care of elderly family members are often unequally shared.

9. **Digital Gender Gap**
   Differences in access to mobile phones, the internet, digital skills, and technology can create additional inequalities.
10. **Rural and Social Inequalities**
    Gender disadvantages can be greater when combined with poverty, rural location, disability, or limited access to services.

Role of Development

Gender-sensitive development should focus on:

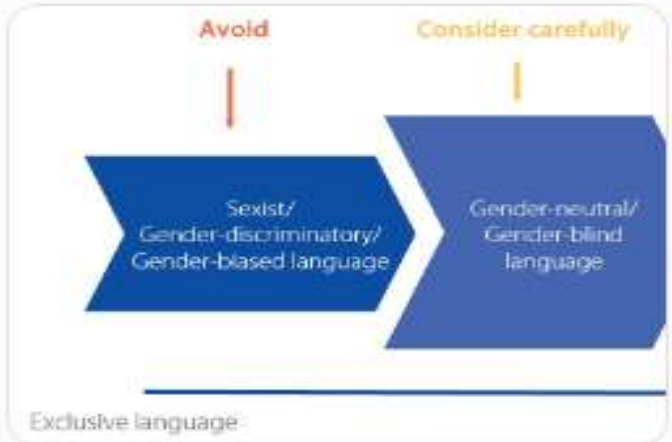
- Equal access to education.
- Equal employment opportunities.
- Equal pay for equal work.
- Better healthcare and nutrition.
- Women's economic empowerment.
- Equal participation in decision-making.
- Prevention of gender-based violence.
- Equal access to technology and digital education.

Gender-Sensitive Language

Free c

Meaning

Gender-sensitive language means using words and expressions that **respect all genders and avoid discrimination, stereotypes, or bias.**







1. Why is Gender-Sensitive Language Important?

It helps to:

- Treat men and women equally.
- Avoid gender stereotypes.
- Respect different gender identities.
- Promote equality and dignity.
- Create an inclusive environment in education and workplaces.

2. Examples

Gender-biased language	Gender-sensitive language
Chairman	Chairperson / Chair
Policeman	Police officer
Fireman	Firefighter
Businessman	Businessperson
Mankind	Humanity / Humankind
Manpower	Workforce / Human resources
Female doctor	Doctor
Male nurse	Nurse

3. Avoid Gender Stereotypes

Instead of saying:

❌ **"Women are emotional."**
Use: ✅ **"People may express emotions differently."**

Instead of:

❌ **"Men are better leaders."**
Use: ✅ **"Leadership ability depends on the individual."**

Instead of:

❌ **"Girls are weak in mathematics."**
Use: ✅ **"Students have different strengths and learning needs."**

4. Gender-Neutral Terms

Some useful gender-neutral words are:

- **Chairperson** instead of Chairman
- **Police officer** instead of Policeman
- **Spokesperson** instead of Spokesman
- **Flight attendant** instead of Stewardess/Steward
- **Humankind** instead of Mankind
- **Parent** instead of Mother/Father when gender is not releva

5. In Education

Teachers can use inclusive language such as:

- "Dear students" instead of "Boys and girls."
- "Everyone can participate."
- "All students have equal opportunities."
- Avoid assigning activities based only on gender.

Just Relationships

Meaning

Just relationships means relationships based on **equality, fairness, respect, trust, and mutual understanding**. In a just relationship, no person is treated as superior or inferior because of gender.







1. Equality

Both people have **equal value and equal rights**. Important decisions are made together.

2. Mutual Respect

Each person respects the other's:

- Opinions
- Feelings
- Choices
- Privacy
- Personal boundaries

3. Sharing Responsibilities

Household work, childcare, financial responsibilities, and other duties should be **shared fairly** rather than being assigned only according to gender.

4. Communication

Partners should communicate openly and listen to each other. Problems should be discussed calmly rather than through threats or violence.

5. Freedom and Consent

Each person has the right to make personal choices. **Consent** means freely agreeing to something without pressure or force.

6. Trust

A healthy relationship is built on honesty, reliability, and respect for each other's privacy.

7. No Violence or Abuse

A just relationship does not accept:

- Physical violence
- Verbal abuse
- Emotional abuse
- Sexual harassment
- Controlling behaviour
- Threats or intimidation

Example

Unfair relationship: One partner makes all decisions and expects the other partner to do all household work.

Just relationship: Both partners discuss decisions, share responsibilities, respect each other's choices, and support each other's education and career.