GENDER SENSITIVITY SEMINAR
FOR WHO/SEARO STAFF

By:

GENDER, WOMEN AND HEALTH (GWH)

WHO/ SEARO
GWH WHO/SEARO 24 Nov 2006
WHO MISSION

• Attainment for all people to achieve the highest status of health;

• Principle of WHO:
  “The enjoyment of the highest attainable standard of health is one of the fundamental rights of every human being without distinction of race, religion, political belief, economic or social condition”;
GENDER in the WHO works

• WHO Gender policy in year 2002:
  – To Contribute To Better Health For Women And Men Through Health Research, Policies And Programs Which Gives Due Attention To Gender Considerations And Promote Equality And Equity Between Men And Women.

  – One of the policy objectives is to promote health equity and gender equality between men and women throughout the life course.
FAMILY WHERE WE BEGIN
WHAT WE WANT:

• EQUALITY

• EQUITY

MEN - WOMEN through life course in all ages

HEALTH

GWH WHO/SEARO 24 Nov 2006
What is the MEANING?

- **GENDER EQUALITY**
  - Same access, opportunity
  - No preference, no discrimination,
  - Balance

- **GENDER EQUITY**
  - Fairness, give the same benefit
  - Justice

human's rights
women's rights
WHAT WE SEE?
are they different?
Husband, Father

Wife, Mother
DIFFERENCES
MEN - WOMEN
BOY - GIRL
GENDER CONCEPT

- Carrying the character of embryo
- Shifting of biology domain to sociology
- Arranged by value of living and culture
- Changing of views, mindset and action
FAMILY VALUE
(Klein & White, 1996)

- AFFINAL – CLOSE RELATIONSHIP
  - LOVE AND CARE
  - HARMONY – PEACE, SECURE
  - FAMILY PRAY TOGETHER STAY TOGETHER
  - HOME SWEET HOME; MY HOME IS MY PALACE

- FUTURE LIFE/COMMUNITY/WORLD
  - DEVELOP KINSHIP
  - FAMILY IS CHANGING OVER THE TIME: JOB, ECONOMY, SOCIAL etc.;
  - SOME TIME ONE IS ADVANCED POSITION THAN THE OTHERS ALTERNATELY;

- WE ARE WALKING NOT JUMPING
HUSBAND

WHILE YOU WERE SLEEPING

When you are dreaming together.

GWH WHO/SEARO 24 Nov 2006
Traditional Family

• PATRIARCHY – men is number one

God created human for helping to each other; to love and to care
at the beginning men help women, due to disparities - for ballancing;
later on becoming power enforcement;

Modern Family

the choose is yours

1993: INTERNATIONAL CONFERENCE ON HUMAN RIGHTS
Women's rights is integral part of Human's rights

GWH WHO/SEARO 24 Nov 2006
You have to give time for certain things to grow. (Investment is one of them)

PREGNANCY - 9 months 10 days: risk of life and death for family future
THE DIFFERENCES THAT COULD NOT BE CHANGED

- BORN
- PHYSICALLY
  - BUT ALSO:
    - CHARACTER
    - NATURE
    - INHERITANCE

SEX

GWH WHO/SEARO 24 Nov 2006
BARING THOR SOULS: Fans cheer for Pakistan at Mohali on Friday
The Times of India Number Mixed opportunities to and have lots of it lead music posters held at Hari Menu EVI Connaught Place.

The Times of India Number Mixed opportunities to and have lots of it lead music posters held at Hari Menu EVI Connaught Place.
AROUND THE WORLD

NOT ON THE COUCH: Supermodel Cindy Margolis poses for a portrait in her home in Tarzana, California.
Judith Lorber (1994) :

gender is institution created by human to organize their social life through the way of culture existed.

so gender role:
pattern of attitudes and behaviour as well as actions expected or understood by the community for men and women

The gender role would be changed and vary along with various cultures, ethnics, and social classes over the time
WHY GENDER IMPORTANT??

• Men and women are different;
• Despite of Biological differences; there are socio, economic, culture even political differences among them;
• The situation of gender that are different (gender disparity) need to be understood;
  – When one sensitize about gender disparity; the effort for making equality would be more appropriate to analyze the gender inequality and gender inequity especially in health outcomes;
HURRY!
WE'RE LATE!
मेरी श्रीमती कली काम गरेंगी... त्यही तो... यसो पैसा कमाते भरें पो...
EQUALITY AND EQUITY
GENDER EQUITY THEORY

- Janet Saltzman Chafetz (1990)
  - Unintended change:
    - Demography
    - Technology
    - Economic
    - Politic
  - Intended change
    - Elite
    - Women
    - Interest party
Breastfeeding boosts kids’ mental health

Mothers who want their kids to have strong mental health should make sure that they breastfeed them for longer than six months after their birth. Researcher Dr. Wendy Oddy said there was growing evidence that bioactive factors in breast milk played an important role in the rapid early brain development that occurs in the first year of life.

The findings are based on data from the ground-breaking Rainbow Study at the Telethon Institute for Child Health Research, that has tracked interactions, their education, their happiness and family functioning. For children that were breastfed for at least six months are at lower risk of mental health problems,” Dr. Oddy said.
Corn seller, 1995.
are they the same?

one body has two hands

one body has many components - complement, integrated one;

men and women are complements
A kiss to say...
I
You
Meaning of equal responsibility to EDUCATION AND SOCIAL EQUITY
For women and children; for the future of the family
GENDER AWARENESS

- To differences on condition and situation of male and female
- Put advancement for both gender (Gender and Development = GAD)
  - Problems more focused to women because: more victims, women’s limitation, lower status in social etc
  - Examples: Domestic Violence, Illiteracy, Trafficking, maternal mortality etc.
ADJUSTING
SHORT CUTS

**BUBBLE WRAP**: A teacher carries a girl on her shoulders as a ‘bubble man’ demonstrates a large bubble at a school in Tracy, California.
Baby Mops

* Make your children work for their keep

After the birth of a child there's always the temptation to say "Yes, it's cute, but what can it do?" Until recently the answer was simply "lie there and cry", but now babies can be put on the payroll, so to speak, almost as soon as they're born.

Just dress your young one in Baby Mops and set him or her down on any hard wood or tile floor that needs cleaning. You may at first need to get things started by calling to the infant from across the room, but pretty soon they'll be doing it all by themselves.

There's no child exploitation involved. The kid is doing what he does best anyway: crawling. But with Baby Mops he's also learning responsibility and a healthy work ethic.
BACK TO NORMAL: Amish boys get a lift home after school by a neighbour in Nickel Mines, Pennsylvania. This Amish town showed more forgiveness than anger on Tuesday, a day after a 32-year-old dairy truck driver stormed a one-room school and tried to execute all the girls, killing five
DE-STRESSER AT WORK?
Aren't corporate trainers prepossessing punching bags and screaming as the best de-stressing armour?
handle the special need with good communication

NO violence, please
ADOLESCENT NEEDS??
UN: Women face greatest threat of violence at home

It's a Common Experience Worldwide: Report

Elizabeth Rosenthal

Violence against women by their live-in spouses or partners is widespread in the developed and developing world, as well as in rural and urban areas, according to a comprehensive international study on this subject.

In interviews with women in 10 countries, researchers found that 30% of women in developed countries and 50% in developing countries have been victims of domestic violence — and 50% to 75% of women in Ethiopia, Bangladesh, Tanzania, and Samoa have been victims of domestic violence.

A quarter of all women have been victims of domestic violence, according to the World Health Organization, which recently published a report on the subject.

Most partner abuse is hidden, and only a tiny fraction is reported to the authorities, according to the report.

Domestic Violence

The World Health Organization conducted interviews at 16 sites in 10 countries to determine the rates of violence against women by their live-in spouses or partners.

<table>
<thead>
<tr>
<th>Country</th>
<th>0%</th>
<th>25%</th>
<th>50%</th>
<th>75%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ethiopia</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Peru</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bangladesh</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tanzania</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Samoa</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Thailand</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Namibia</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brazil</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Serbia and Montenegro</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Japan</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(From The Manila Times)
Ebony and Ivory
put together in perfect harmony;
side by side in my piano;
Oh Lord......; WHY don't WE.... ??
coping mechanism to keep family stronger for family advancement
From paranoid mothers to bickering couples, no one shies away from visiting a psychiatrist anymore. Sudeshna Chatterjee reports on this new trend.

A couple going through divorce consult a psychiatrist on how and when to break the news to their children...

A shy adolescent is brought in as he's feeling problems in social interactions...

An ambitious couple visits a shrink to know if their 15-year-old son has the mental age to be a nuclear scientist...

The queue at the psychiatrist's door just gets longer. Interestingly, everyone's new 'best friend' was considered an embarrassment not so long ago. An actress Anurahda Panwar Singh recalls, "About 20 years ago, I was getting recurring nightmares. So, I decided to consult a psychiatrist. I still wonder how many people advised me to keep this entire episode under wraps as visiting a psychiatrist could prove detrimental to my image! However, I'm glad I didn't pay attention to them and consulted one. After a couple of sessions, my nightmares stopped." She adds that today the scenario has completely changed and psychiatrists are looked upon as some sort of a helpline, capable of solving all problems of their patients.

It's true that right from diagnosing and treating serious psychological disorders to helping people solve their relationship problems, modifying an individual's personality profile, psychiatrists are much in demand today. "In the cities, as most people prefer to live in nuclear family units, the number of people they can reach out to when in distress is also limited. Thus, psychiatrists are increasingly filling the space of a confidant," says Dr. Sanjay Malhotra, consultant psychiatrist and psychotherapist, Fortis Hospital, Noida.

Apart from providing treatment, psychologists are also sought by corporate houses for recruitment purposes. During a job interview, psychologists test candidates to ascertain whether they have the right attitude and aptitude for a particular job profile. According to doctors, the changing image of a psychiatrist/psychologist has also played an important role in making him accessible to the common man. "The isolated, menacing label that a psychiatrist wore earlier, largely because of his association with mental hospitals or asylums, is no longer there. Most general hospitals these days also house a psychiatry unit which looks no different from any other unit," says Dr. Vikas Mohan Sharma, consultant psychiatrist, Vidyasagar Institute.
Notes:

• They say Men from Mars, Women from Venus: WE know God CREATED them;

• They say Women speak like breathing – WE considered that might happened because they are lack of education; that’s why they need Women Empowerment

• Longtime ago women could not make income; now they need technology to help them for balancing the situation of family care: breast pump; child day care etc;
To change others we may have to change ourselves first.
Vision without action is a daydream. Action without vision is a nightmare"

Japanese Proverb
hand in hand
together in harmony
for gender equality
If YOU have the ability to SEE what everybody else does and THINK like nobody else...

SEE YOU SOON AT OUR Gender Analysis