Power and Gender Inequality

Images courtesy of UNICEF
What is gender equality?

Access to rights and opportunities is not affected by a person’s gender.

Men and women both benefit from gender equality.

Linked to improved human development outcomes for households and societies.
Gender equity: The road to equality

Gender equity takes into account past injustices and existing inequalities. It puts the focus on fairness and justice by regarding the benefits and needs of women and men, girls and boys.
How do we measure gender inequality?

Gender inequality exists in all societies to varying degrees.

The United Nations Development Programme (UNDP) developed the Gender Inequality Index (GII) to measure the degree of—and changes in—gender inequality. The GII measures:

- Reproductive Health
- Female Empowerment
- Economic Well-being
How do we measure gender inequality?
# Gender roles and responsibilities

## Mountain Region of Country X

<table>
<thead>
<tr>
<th>Roles</th>
<th>Responsibilities</th>
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| Adolescent Girls, Home-oriented | • Fetch water, firewood  
• Do the laundry  
• Feed the chickens  
• Accept guidance from others |
| Adolescent Boys, Externally oriented | • Take care of the household’s cattle  
• Generate income for the family  
• Defend/protect the family |

Female roles may be devalued

Sometimes rigidly defined
Care work

Women and adolescent girls typically do more care work than men:

- Cooking
- Cleaning
- Washing
- Collecting water and fuel
- Taking care of children, elderly, sick and disabled persons

Care work/reproductive labor
All the work done in the household to sustain the household members
Women and adolescent girls typically do more care work than men:

- Cooking
- Cleaning
- Washing
- Collecting water and fuel
- Taking care of children, elderly, sick and disabled persons

Women and adolescent girls face a triple burden: productive work + care work + community service work.
Power: A key dimension of gender inequality

Types of Resources:

- Land
- Tools
- Food
- Bicycles, motorbikes, trucks
- Money
- Cellphones

Control over resources means being able to own resources or have exclusive rights to resources, as well as being able to decide who can use those resources.
Gender power dynamics


Control: Land, Equipment, Education, Training, Income

Access: Land, Health, Water, Equipment

Control: Health, Water
Four types of power

- **Power Over**: A person or group controlling or dominating others
- **Power With**: A person or group working in partnership with others
- **Power Within**: A person's own internal power and resources
- **Power To**: The ability to influence or affect others
Four types of power

Power Over

Power With

Power Within

Power To

When people join together to do something that would be hard or impossible to do alone
Four types of power

- Power Over
- Power With
- Power Within
- Power To

Developing the self-confidence to act

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Four types of power

- Power Over
- Power With
- Power Within
- Power To

When people start mobilizing to bring about social change