

Gender Justice and Women's rights

Transformative Leadership

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OXFAM

Gender

Socio-cultural construction of identities of men and women: being feeling, thinking, behaving and acting

Intersectionality: age, class, caste, physical, psychological health, sexual orientation, marital status , age, ethnic descent plus biological sex and others; how these intersections contribute to unique expressions of power and privilege”

Transformative change (power over, power with, power to power within)

EMPOWERED men and women to make choices and to act; to have the claim-making power for the realization of their rights ;

Aware of their rights and have the power to organize and speak out (empowerment).



Gender

“Identities are political; they are fluid and changing depending on context and time. Which of your identities privilege you? Which disadvantage you?”



Transformative Leadership

- **Promotes gender justice :**

Challenging and changing existing structures, institutions, practices, customs, norms, values, attitudes, and beliefs where these are barriers to the achievement of women's rights and the rights of all people, regardless of gender or sexual identity. This requires the promotion of agency: possessing the power and knowledge to be able to claim one's rights

Ensuring the accountability of the institutions which are responsible (legally or morally) for dispensing and ensuring justice, protecting civilians, and guaranteeing and protecting the rights of citizens. These include the State, the judiciary, religious institutions, the community, and the family.

Working towards freedom from all forms of violence and discrimination based on gender identities and sexual identities (woman, man, lesbian, gay, bisexual, queer, intersex, transgender, and others). Oxfam's human rights perspective takes into consideration the Convention on the Elimination of all forms of Discrimination against Women (1979) and the Declaration on the Elimination of Violence against Women (1993).



Vision:

More poor and marginalized women will occupy key positions of power and influence in communities and organizations, providing transformative leadership in support of women's rights:

**Inclusion Programme/Women in Leadership
: DFAT**

**Gender Responsive Agricultural Investment:
Sida**

GROW :Women Heroes (multi-donor)



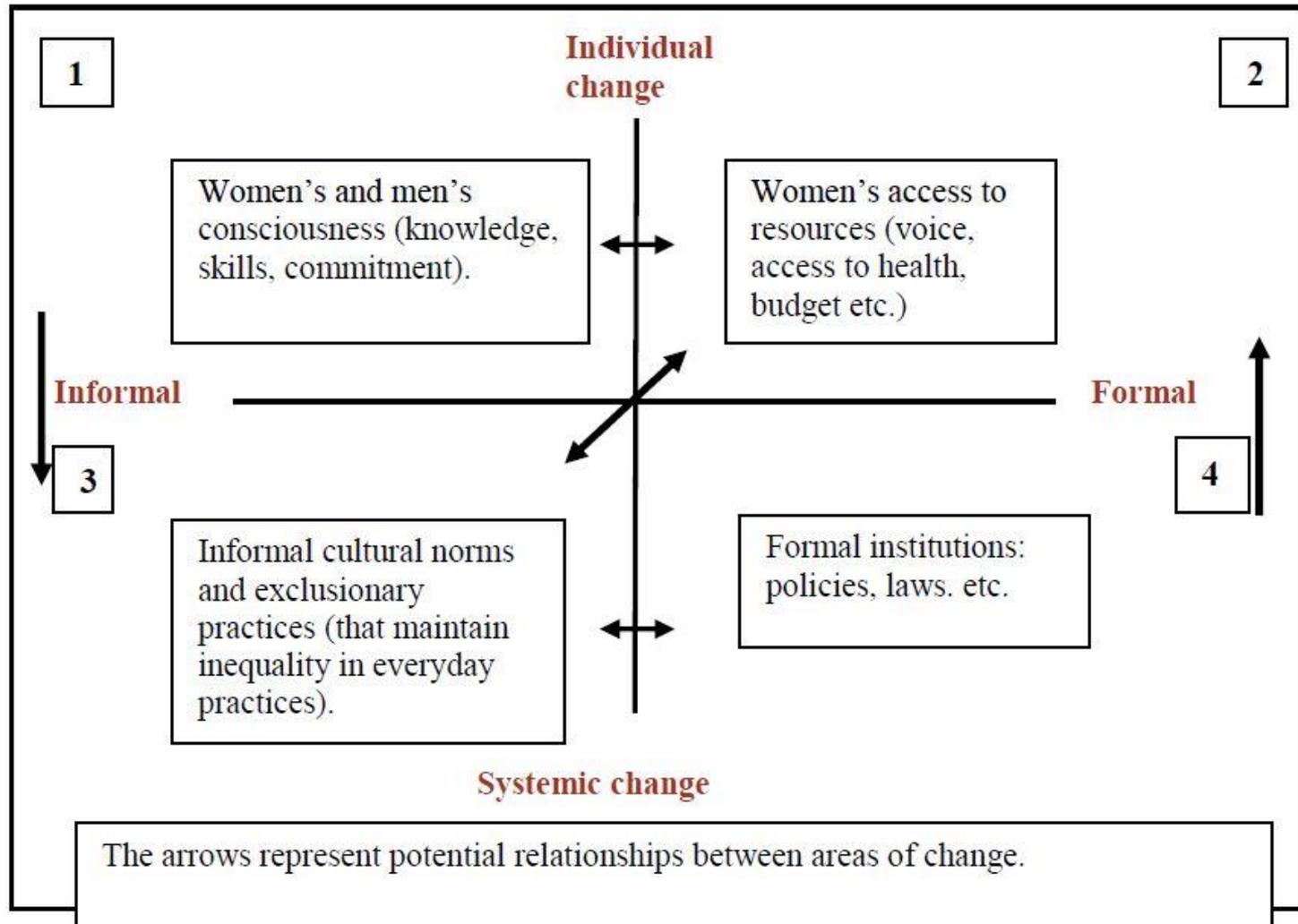
Oxfam Programs:

- **the right to be heard;**
- **advancing gender justice;**
- **saving lives, now and in the future;**
- **sustainable food;**
- **fair sharing of natural resources and**
- **financing for development and**
- **universal essential services)**

should have a sustainable, positive impact on Gender Justice and the realization of women's rights.



Gender at Work Framework



Gender Mainstreaming

The process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of all policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality” ECOSOC (1997/2).



Gender Sensitive Research

ICIMOD



OXFAM

Benefits of engendering research

It provides new perspective

Raises new questions

Uses new analysis tools

Relevance, coverage quality

- Methodologies that EMPOWER:
- Helps both men and women to analyze and understand issues, its causes and find solutions
- Contribute to making visible and giving value to W contribution to biodiversity and NRM
- Contribute to W raising awareness and boosting self confidence

Sustainable environmental polices;
Sustainable development



Checklist for gender sensitive research

- Acknowledge your own bias
- Define conceptual framework reflecting men's and women's experiences
- Ensure gender sensitive formulation of the research questions
- Develop a gender sensitive methodology
- Use inclusive definitions of concepts; avoid male bias, prejudices and generalizations
- Use qualitative tools to capture people's perspectives and diversity of viewpoints
- Ensure equitable representation and participation of men and women
- Use gender sensitive research tools
- Use and produce gender disaggregated data and conduct a gender analysis]
- Anticipate impacts of new policies or practices on men and women



Checklist for gender sensitive research

Reporting the findings:

- Highlight gender dimension
- Using gender sensitive language in the research report
- Advocate for gender sensitive practices