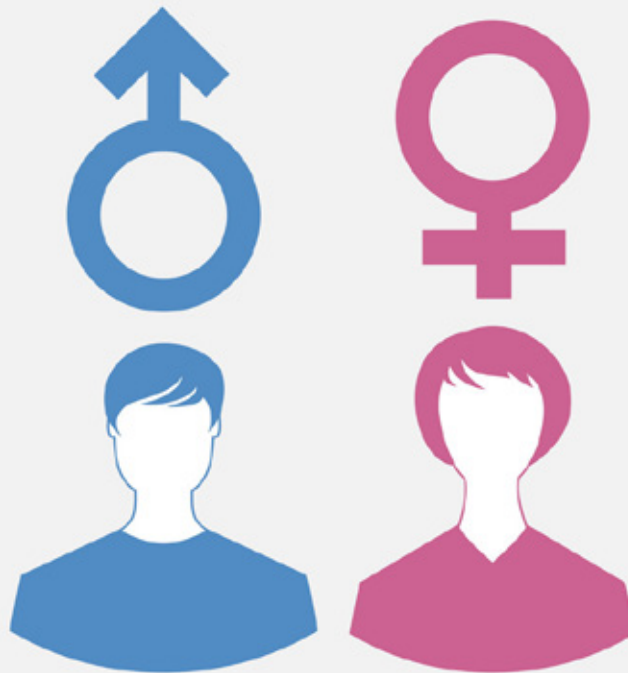


AU PEACE AND SECURITY DEPARTMENT



GENDER BITE THREE

Gender Concepts - *Part 2*
Understanding gender equality,
gender roles and stereotypes

June 2019

THE DIFFERENCE BETWEEN GENDER EQUALITY AND GENDER EQUITY

These concepts are not just women's issues, but should concern and fully engage men as well. Gender equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

According to the African Union Strategy for Gender Equality and Women's Empowerment (AU-GEWE), gender equity refers to "fair treatment of women and men, according to their respective needs. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities".

**Do you know the difference between gender equality and gender equity?
Comment on the picture and share your thoughts with us!**

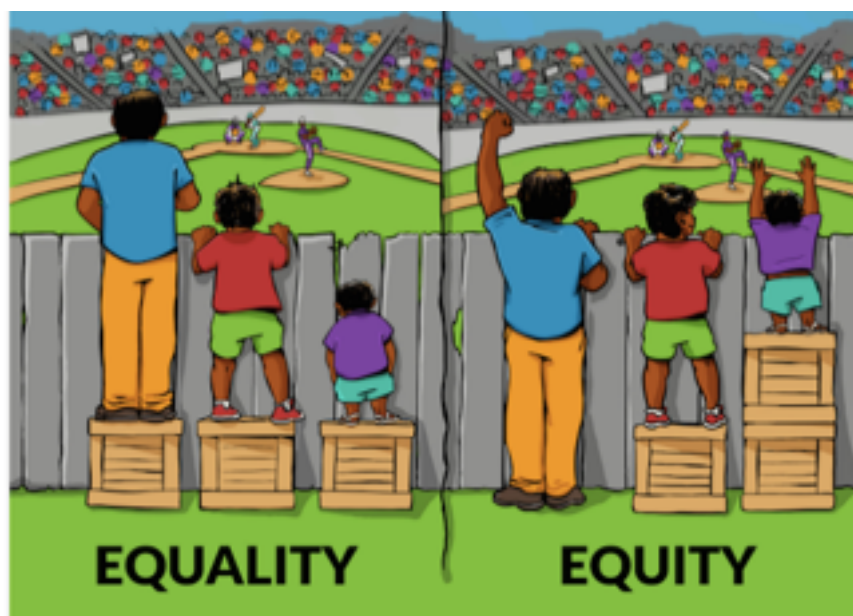


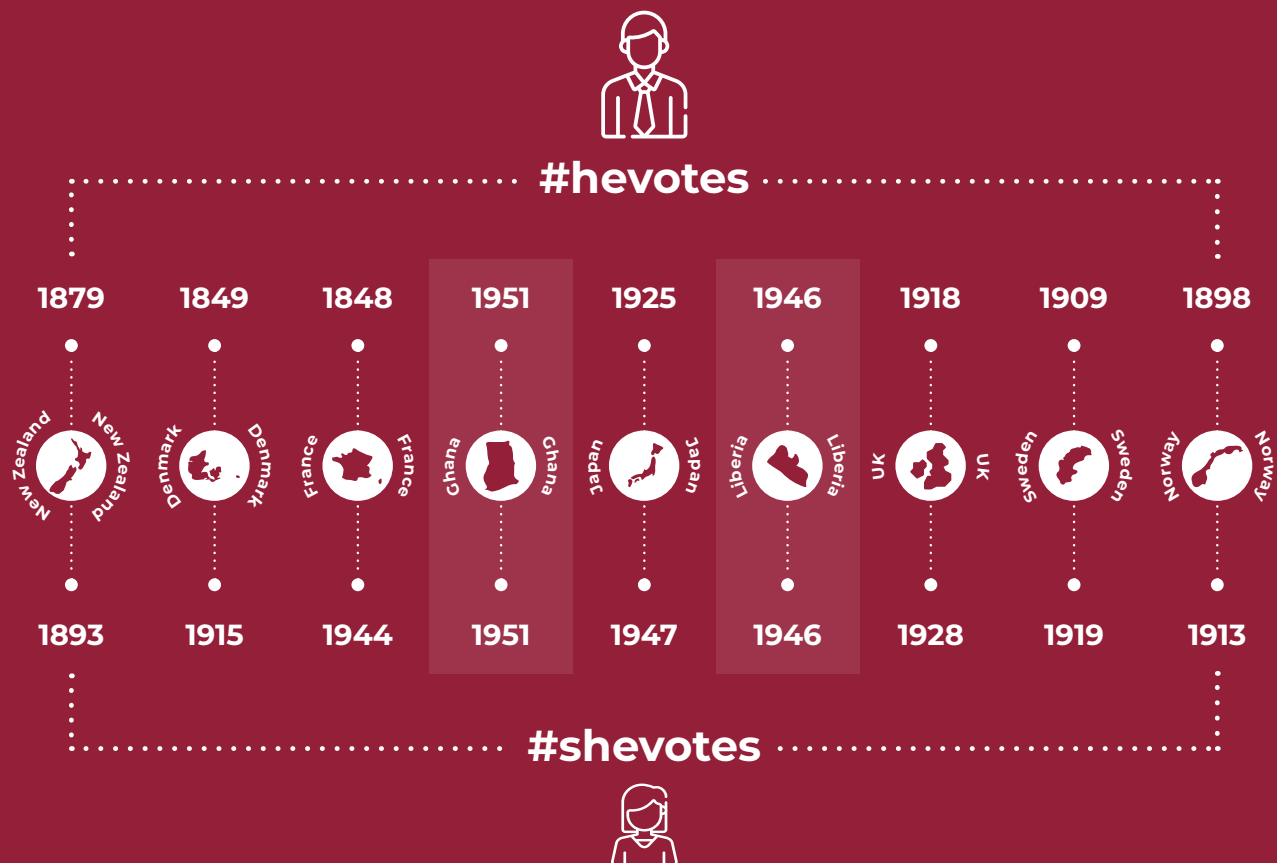
Illustration by artist Angus Maguire.

What are gender roles?

According to the AU-GEWE, gender roles refer to social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls (see gender division of labour).

Gender-specific roles are often conditioned by household structure, access to resources, specific impacts of the global economy, occurrence of conflict or disaster, and other locally relevant factors such as ecological conditions. Like gender itself, gender roles can evolve over time, in particular through the empowerment of women and transformation of masculinities.

Women's suffrage timeline worldwide



Conflict affects gender roles

Conflict inflicts loss and suffering on both women and men, but it can also open up opportunities for the empowerment of women. Conflicts forces men and women to take on new roles, thereby challenging accepted norms. As men are often drafted into armed forces, women have an opportunity to take on new roles as community leaders and family breadwinners.

GENDER STEREOTYPES

Gender stereotyping refers to the practice of ascribing to an individual woman or man specific attributes, characteristics, or roles by reason only of her or his membership in the social group of women or men. In other words, it is a generalised view or preconception about attributes or characteristics that are or ought to be possessed by, or the roles that are or should be performed by women and men

Gender stereotyping is wrongful when it results in a violation or violations of human rights and fundamental freedoms. Compounded gender stereotypes can have a disproportionate negative impact on certain groups of women, such women in custody and conflict with the law, women from minority or indigenous groups, women with disabilities, women from lower caste groups or with lower economic status, migrant women, etc.

A **gender stereotype is harmful** when it limits women's and men's capacity to develop their personal abilities, pursue their professional careers and make choices about their lives and life plans. Harmful stereotypes can be both hostile/negative (e.g., women are irrational) or seemingly benign (e.g., women are nurturing). It is for example based on the stereotype that women are more nurturing that child-rearing responsibilities often fall exclusively on them.

Examples of potentially harmful stereotypical gender roles:



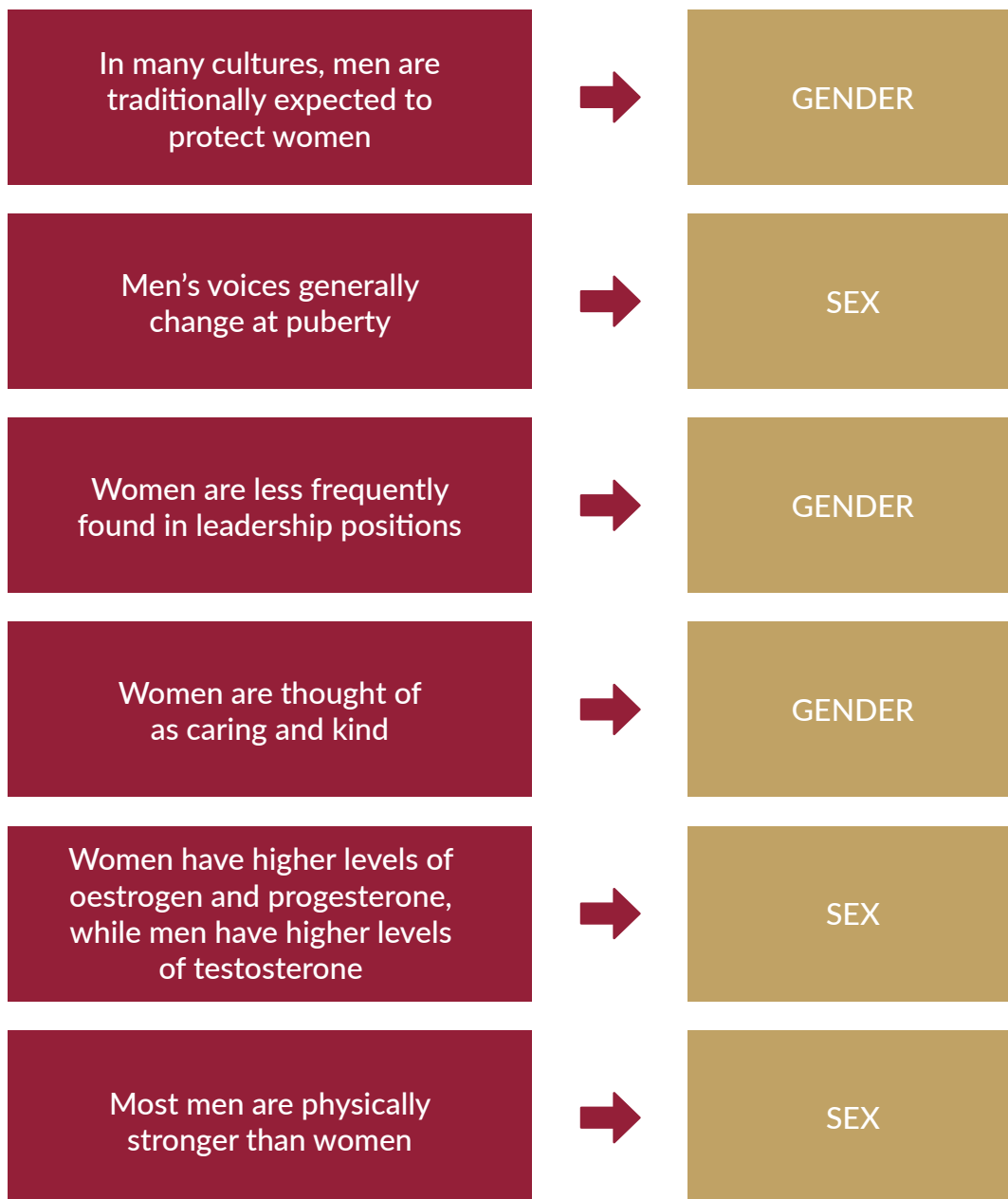
Fighters
Aggressive
Protectors
Breadwinners



Pretty
Submissive
Victims to be protected
Bound to the household

GENDER QUIZ!

Solution of the gender quiz from Gender Bite 2:



Next Gender Bite

What is gender mainstreaming and what is gender analysis?



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Gender Bite Three: Gender Concepts - Part 2: Understanding Gender Equality, Gender Roles and Stereotypes

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