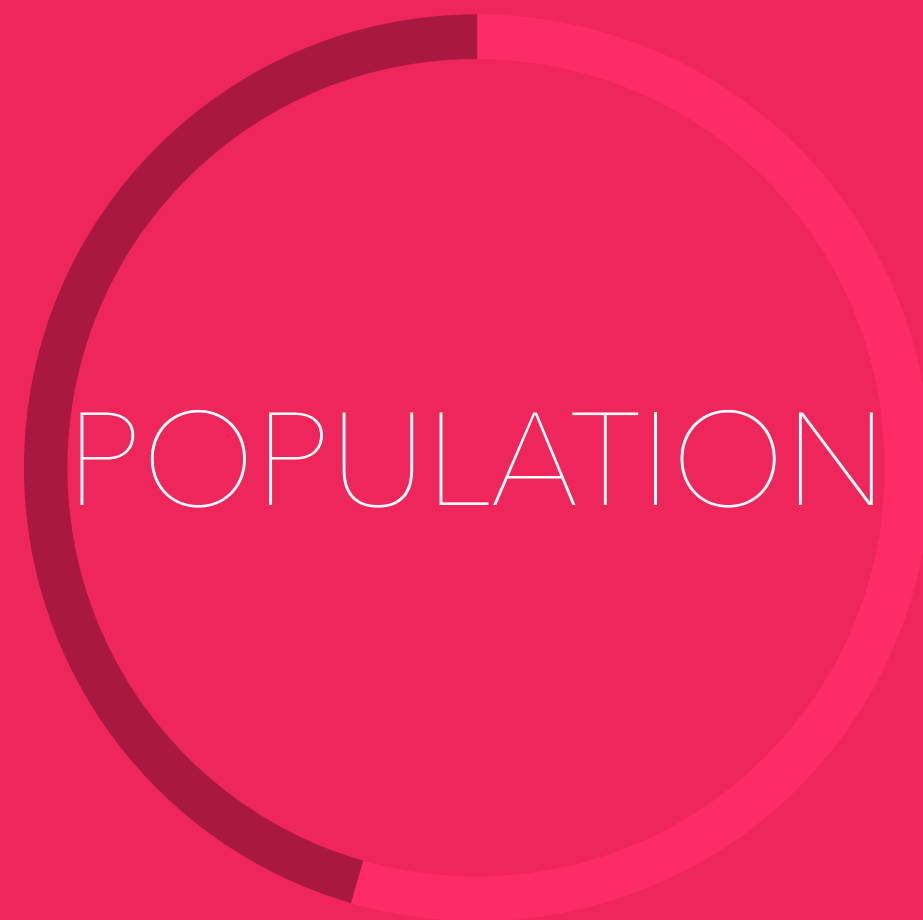




# REINSTATING EQUALITY

GENDER DISPARITY AND  
SOCIAL PROTECTION

REBECCA NHEP



POPULATION

50%

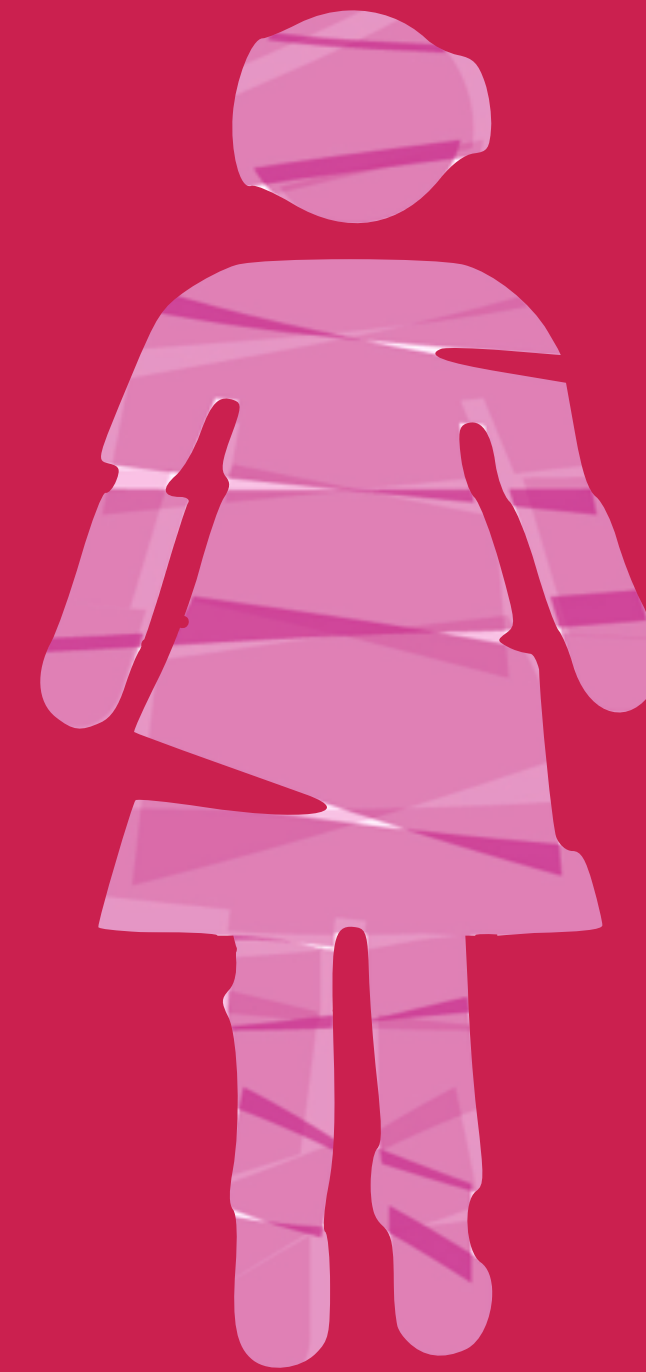
of the world's  
population are  
female



POOR

70%

of the world's  
poor are  
females



## GENDER INEQUALITY

AFFECTS ALL SOCIAL  
CLASSES, AND RESULTS IN  
WOMEN BEING  
OVERREPRESENTED IN  
OTHER CATEGORIES OF  
DISADVANTAGE

# AFFECTS OF GENDER DISPARITY ACROSS THE LIFE CYCLE

Life stage	Impacts of gender inequality
Birth/childhood	Female infanticide, sex selective abortion, abandonment, access to education, unpaid child labour, household responsibility, sexual abuse, nutritional deficiency.
Marriage	Child marriage, partner violence, property rights, inheritance rights, parental rights
Employment	Irregular and informal employment, unpaid work, under represented in leadership, informal care responsibilities (parents/children), high risk employment
Childbirth/ child rearing	Unequal power in sexual relationships, access to health care, maternal mortality, age at time of first pregnancy related health effects, education and economic outcomes
Widowhood	Property and ownership rights, irregular employment, lack of access to pensions and social security due to informal employment, 2/5 fall into poverty within 5 years of husband's death
Death	Honor killing, gender based violence, increased mortality due to childhood malnutrition, links between sexual abuse, trafficking, unsafe migration, negative coping mechanisms with HIV infection and mortality



# SOCIAL PROTECTION SYSTEMS

SOCIAL PROTECTION SYSTEMS INCLUDE POLICIES AND PROGRAMS DESIGNED TO ENHANCE THE SOCIAL STATUS OF MARGINALISED PEOPLE BY:

- REDUCING VULNERABILITY
- ENHANCING RESILIENCE





# SOCIAL PROTECTION IN THE BIBLE

- IN KIND TRANSFERS (LEVITICUS 19:10, DEUT 24:20)
- CASH TRANSFERS (PROV 19:17)
- POSITIVE DISCRIMINATION REGARDING SELLING, LENDING & EXACTING DEBT FROM THE POOR (EXODUS 22:25, LEV 25:26)
- PROTECTION OF LIBERTY AND MEANS OF PRODUCTION (LAND) FOR THE POOR (LEV 25:25- 35)



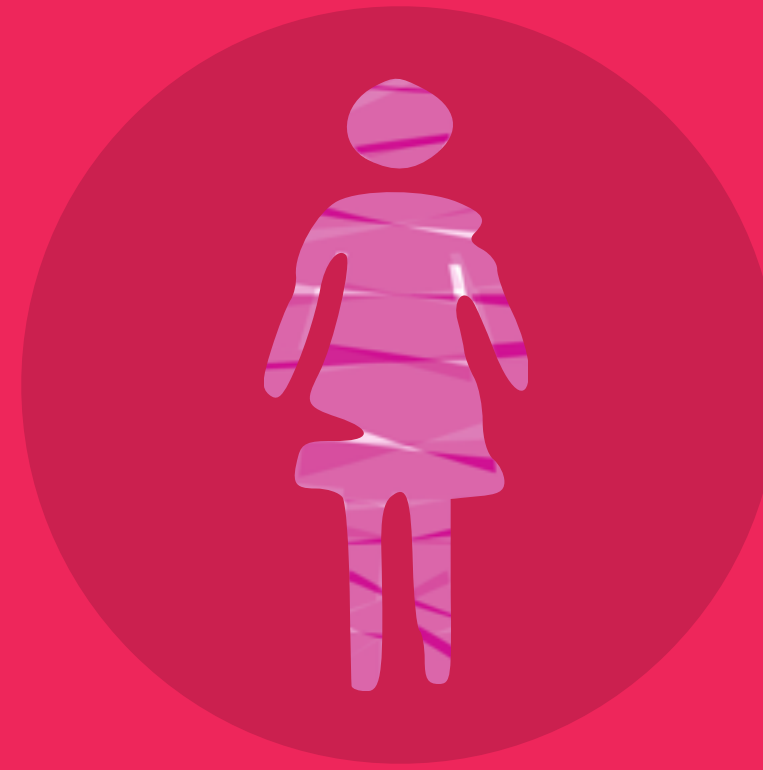
# GENDER CONSTRAINTS



- **GENDER SPECIFIC:** GENDER BASED SOCIAL NORMS (I.E. ASSIGNING HOUSEHOLD & CAREGIVING ROLES TO FEMALES)
- **GENDER INTENSIFIED:** GENDER-BASED INEQUALITIES BETWEEN HOUSEHOLDER MEMBERS AFFECTING ACCESS TO SERVICES AND RESOURCES (I.E. PRIORITISING BOYS EDUCATION ABOVE GIRLS)
- **GENDER IMPOSED:** GENDER-BASED DISADVANTAGE AND DISCRIMINATION (I.E. PROPERTY LAWS PROHIBITING FEMALES FROM OWNING OR INHERITING LAND)

gender equality video

# TWO PRONGED APPROACH TO GENDER EQUALITY



- **GENDER MAINSTREAMING:** INTEGRATES A GENDER PERSPECTIVE IN ALL DEVELOPMENT PROGRAMS (LOOKS AT HOW ARE MEN AND WOMEN IMPACTED DIFFERENTLY BY AN INITIATIVE)
- **GENDER SPECIFIC ACTION:** TRANSFORMS SPECIFICALLY IDENTIFIED INEQUALITIES BETWEEN MEN AND WOMEN (I.E 'GIRL CHILD' STRATEGIES FOR EDUCATION, HEALTH, AND SAFETY)



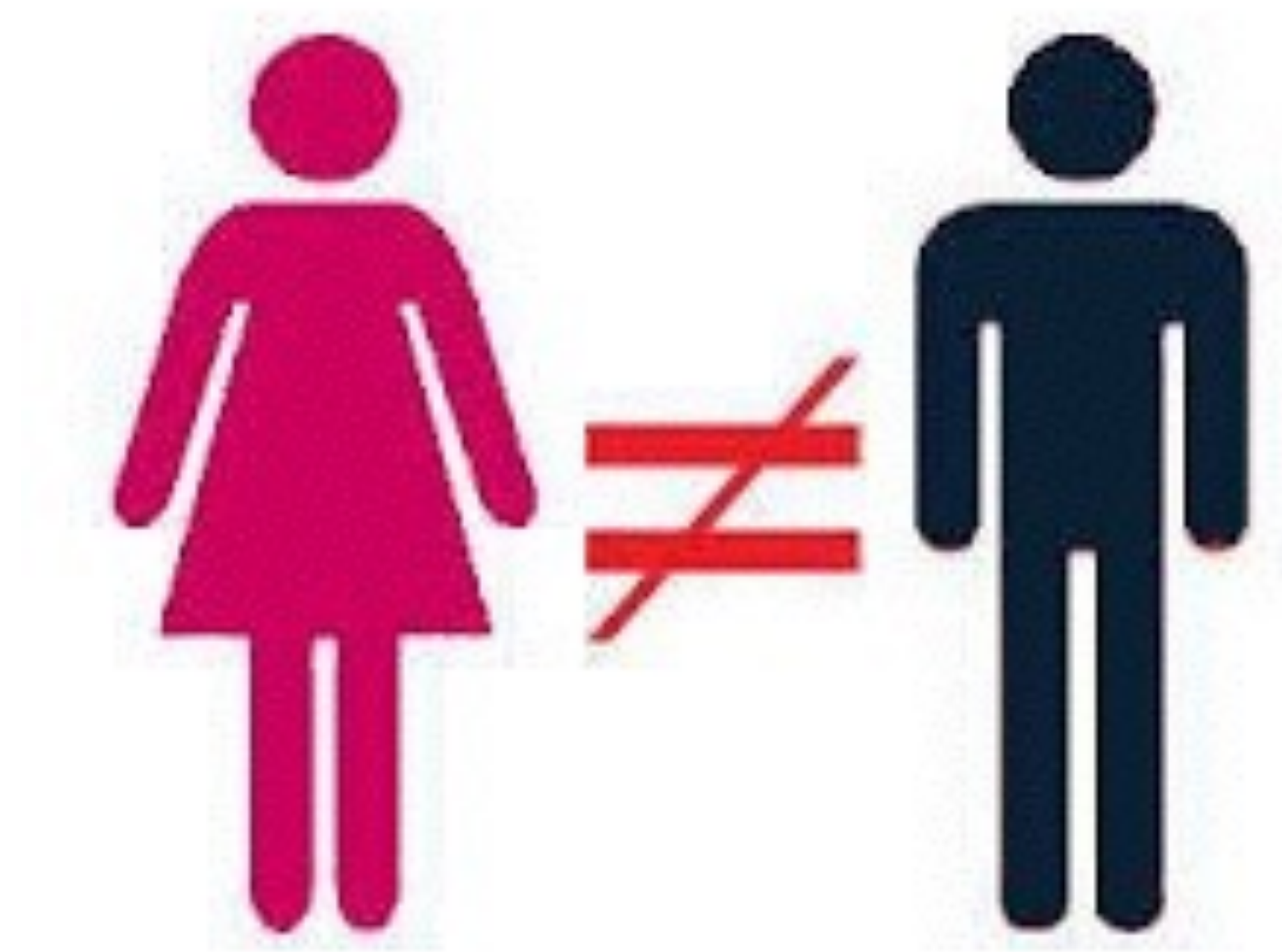




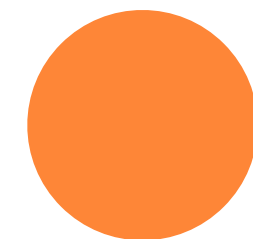
# MOTHER'S HEART

KATRINA GLIDDON

# GENDER DISPARITY

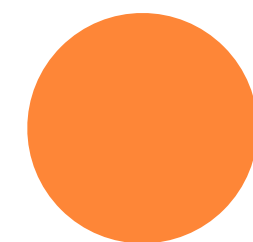


- Gender disparity: refers to unequal treatment or perceptions of individuals based on their **gender**. It arises from differences in socially constructed **gender** roles
- Vulnerability: capable of being wounded or hurt; open to moral attack, assault, criticism and temptation. And difficult to be able to defend oneself .



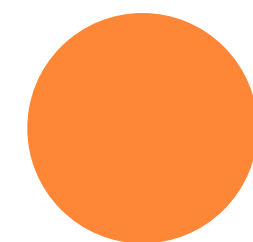
## *VIEWING VIDEO*

- 1) no male father figure in her life (V)
- 2) stop education early to become a care person (GD)
- 3) No access to reproductive Health (GD)
- 4) Job discrimination because of pregnancy & all job were 'suitable' for female. (GD)
- 5) no rights as a women to have the fathers financial support in both her life and her child's (GD)
- 6) Gaps in Government services for women who are abandoned and have a crisis pregnancy. (GD).
- No power in her decision making (GD)



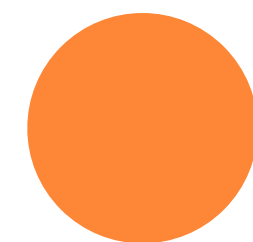
## *GENDER ISSUES IN CAMBODIA*

- As a global issue, gender problems exist not only in developing countries, but also in highly developed countries such as western nations.
- Gender inequality: exist in Cambodia in society for example in Education, health care, social status, Decision making, human rights, economic resources.



## *MAIN AREAS IN CAMBODIA OF GD*

- Cambodian cultural and social attitudes:
- Men are perceived to have more value in Cambodian society than women.
- Men are gold, women are cloth. Once cloth has been dirtied it can never be clean again, but gold still shines when cleaned.
- 
- So you can imagine a single girl who is pregnant the shame and dishonor they bring to their family according to society's code. Also premarital sex is unacceptable before marriage otherwise they are deemed unfit for marriage even if they have been raped.





## *EDUCATION*: 75 MIL CHILDREN DENIED

### EDUCATION AROUND THE WORLD 2/3 ARE GIRLS

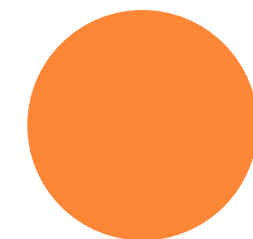
- The female school enrollment rate is lower than that of males. Only 12% of women over the age of 25 have more than a primary level of education.

- Why is this?

Boys are more important than girls

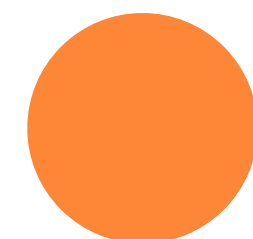
Estimate: 50% of rural women are illiterate.

Benefits of educating women: better knowledge of health care practices. Better understanding of their rights. Positive effect on child nutrition. Economic resources. It empowers women and will help to correct stereotyping and it will benefit society as a whole.



## HEALTH CARE

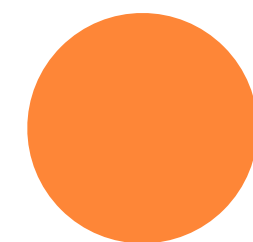
- “I will die and never see my child’s face”
- Cambodia has one of the highest maternal death rates in Asia. Lack of reproductive health education and no access to free ANC, delivery or PNC .
- 21% of these deaths are from abortion related injuries
- Not knowing abortion is legal
- Women and girls who are pregnant and single are afraid to access Health care and legal abortions.
- MH believe all women should have access to the full range of reproductive health services including safe abortion and contraception.





## *DOMESTIC VIOLENCE.*

- Domestic violence is the abusive behavior of a person towards his partner or any family member or any relative by abusing them physically, emotionally socially or economically.

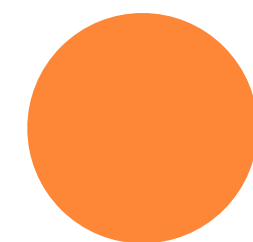


## ROOTS OF DOMESTIC VIOLENCE

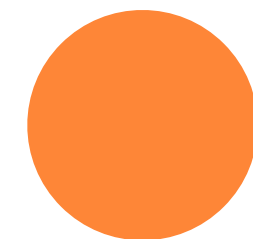
- According to Cambodia's Women's Affairs Minister, domestic violence stems "from societal attitudes that men [are] stronger and more valuable than women" (Phnom Penh Post 4 Dec. 2012).

A qualitative study on gender norms, masculinity and domestic violence in Cambodia, explains that..

*violence against women is rooted in masculinity or structural male dominance and unequal gender relations. In Cambodian society men are expected to provide money for the family and to demonstrate their strength (which may include disciplining the family). Women are expected to remain quiet and gential, managing the household and not refusing sex with their husband. (GADC 2010, 38)*

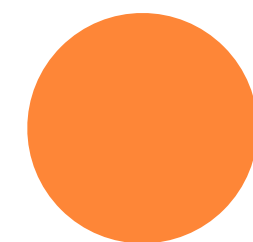


- A report done in 2014 found the 75% of women felt women should keep silent about abuse in order to keep their families together.
- 1/3 of rape case only make it to the courts in Cambodia
- MH seek to empower women to know they are of valued and that domestic violence is not acceptable and we encourage women to report rape and abuse to the local authorities and we will provide them legal representation through other organizations that we partner with.



## *ECONOMIC RESOURCES AND DECISION MAKING.*

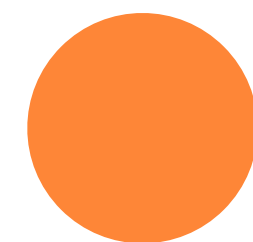
- Gender gap in productive & decent work persists in Cambodia. Domestic work & care burdens ( srey pins story)
- Jobs in Cambodia are still gender based, even in MH
- Placement in particular job categories. Factory workers, 20,000 working in the sex industry( beer gardens, KTV, domestic slaves, trafficking, brides to China)
- Cannot keep their jobs because they are pregnant ( GD)
- Lack of protection in the labor market.( maternity leave, access to breast feeding)
- Women have limited access to training, education, credit and financial resources.





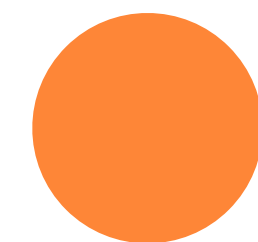
# *DECISION MAKING*

- The role of women in power and decision making is not nationally recognized.
- Women are to keep silent in all kinds of circumstances.
- Women in power in Cambodia
- Women affairs:
- MH empowers women in their decision making:
- Women have a moral right to decide what to do with their body. The right to safe abortion is vital for gender equality. It is never MH decision to make. We provide women with all the options( parenting, kinship care, adoption) and relevant information but it must always be their decision.



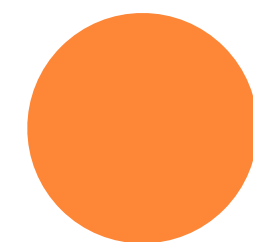
## *MOTHER'S HEART*

- ❑ To empower, equip and educate women and their families facing a crisis pregnancy so she is able to make the best choice for her and her babies future.
- Mother's Heart to provide crisis pregnancy counseling and support to women in such a position.
- Mother's Heart provides antenatal & delivery care, counseling, assists women access vocational training, maternal education classes.
- finds employment, suitable housing and we have also established a day care facility to enable the women to return to work to generate an income to raise their children.



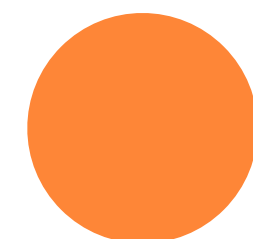
## RESTORATION

- Whilst it is vital to provide immediate services to women experiencing a crisis pregnancy, Mother's Heart also recognizes that it is equally important to address the underlying social attitudes towards women and tackle the stigma and ostracism they face.
- To this end Mother's Heart developed the Community Reintegration Program, which
- Seeks to: Address family breakdowns due to gender-based shame issues. Mother's Heart works with immediate and extended family members to address shame and rejection and where possible see women restored to their families. Once restored, women are able to benefit from family and community-based support networks which greatly enhances the wellbeing of both the women and their children.



## *COMMUNITY ATTITUDES*

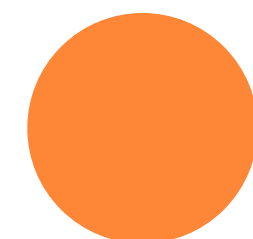
- MH Address community attitudes towards the value of women.
- Staff work specifically with male village leaders and elders in order to encourage them to be accepting of women returning to their community, which in turn influences the attitudes of the whole community and reduces the likelihood of ongoing discrimination and ostracism.





## *CHANGE*

- ❖ Improving the status of women is not just a women's issue but a goal of equality that requires the active participation of both men and women
- ❖ Men on boards of gender organizations.
- ❖ Working with male village chiefs and men in government.





# REINSTATING EQUALITY

GENDER DISPARITY AND  
SOCIAL PROTECTION

## BRAINSTORMING SESSION

**Q: WHAT PRACTICAL STEPS CAN BE TAKEN TO PROMOTE GENDER EQUALITY IN THE FOLLOWING AREAS**

**Missions Promotions**

**Funding/ Donor Role**

**Choosing partners**

**Choosing/designing projects**

**Short Term Missions**

**What resources would help you achieve the above?**