

# Trainers Guide to Gender Equity & Equality

By the end of this session participants will be aware that

1. **Gender Equality** means ensuring that girls and boys are provided with the same resources - i.e. It is like giving everyone the same thing regardless of their needs e.g. a pair of shoes
2. **Gender Equity** means enabling boys and girls to have the same chances in life, i.e. it is like giving everyone the right size shoe that actually fits their foot.
3. **Culture** determines the different chances and that a girl or boy is likely to go.
4. It is too often assumed that **education is wasted on a girl** because she is not a good return on investment, and she is married off early to save resources.
5. Gender Equity (SDG 5) is at the heart of all development as its level determines
  - SDG 1. No poverty,
  - SDG 2. Zero hunger,
  - SDG 3. Good Health and
  - SDG 6. clean water & safe sanitation.

## DISCUSSION QUESTIONS:

1. Do you think that boys and girls get an equal chance at reaching their full potential in your area?
2. If not, what are the issues which stop them completing school?
3. What are the attitudes in the home that block girls from completing school?
4. Do you have any true stories you can share with us?
5. What can be done in the family to help girls do well at school?
6. What can be done at school to help girls complete their education?
7. What can be done in the Community Health Club to ensure gender equity?
8. How can the CHC ensure that girls and women are not impoverished by male control of finances.
9. How can the CHC support girls and women to be as well nourished as men?
10. How can the CHC ensure women benefit as much as men from safe water and sanitation?

## Facts:

**Poverty:** 70% of those living in poverty are women

**Education:** Sub-Saharan Africa has the lowest level of >15 yrs female literacy at 58.7% compared to 71.6% for >15 males. 15-24 year female literacy is 73.6%.

Achieving gender parity is critical for women to effectively compete in the labour market and in turn help lift communities out of poverty.

## How to use the card set in a participatory way:

### Making a Story

1. Give out the pictures to the group and ask them to make a drama using the pictures. This will enable you to know more about certain cultural aspects of the community, and give them the chance to show some of the issues surrounding gender equity and gender equality.
2. It is critical that this is followed by a good discussion about that practices are common in the area, and explore the questions below.
3. If you think women will be inhibited to talk in front of men, split the group into male and female group and discuss these points separately.
4. Ask each to summarise their discussion when they come together as one group afterwards.
5. Make sure to complete the session with some clear plans agreed by the group as a whole, as to how the Community Health Club can do something to help end this practice and support vulnerable women in the area.

## Some practical ways to act together to address Gender Inequality in Community Health Clubs:

1. Identify one person in the CHC who can be an 'Agony Auntie' - known to be wise, discreet and informed and who is prepared to assist individual seeking help in emergency.
2. Set up a support group where those who have anxieties or are depressed who can support each other.
3. Speak to the village leaders and ask what can be done about certain individuals who are known to stop their children attending school, or stop their women seeking medical assistance.
4. Set up a group and a system of alerting others in a group (whatsapp) if there is any social injustice.
5. Establish a hot line with the School or Health Center where any incidents can be reported.
6. Make sure everyone in the CHC is aware of their basic rights to health and education.