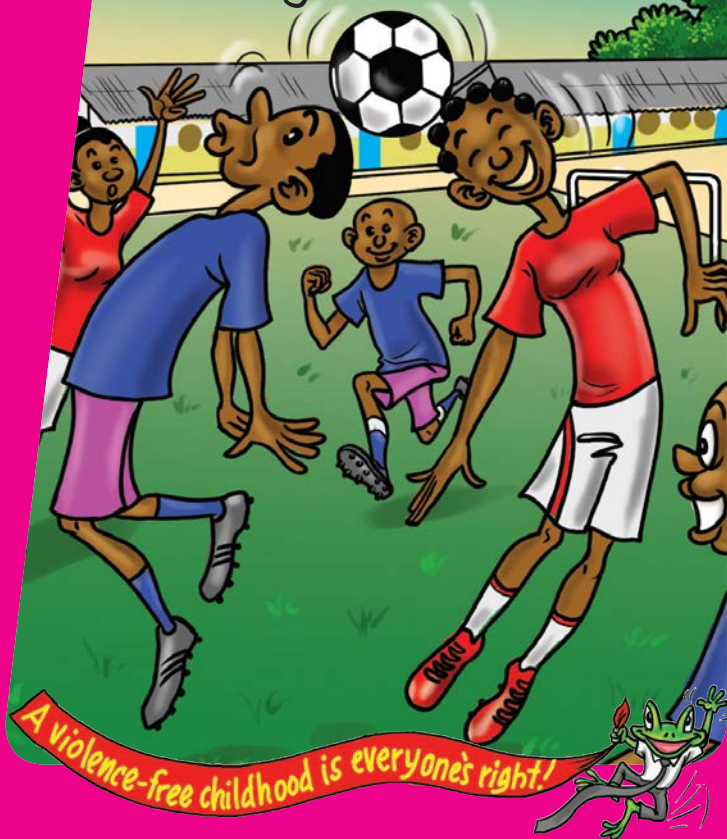



Are you promoting
Gender Fairness
in your school?





I see everyone
is talking about
gender...what is
gender?




I think it is about the
difference between
boys and girls...

What... like the biological sex? Male or female?

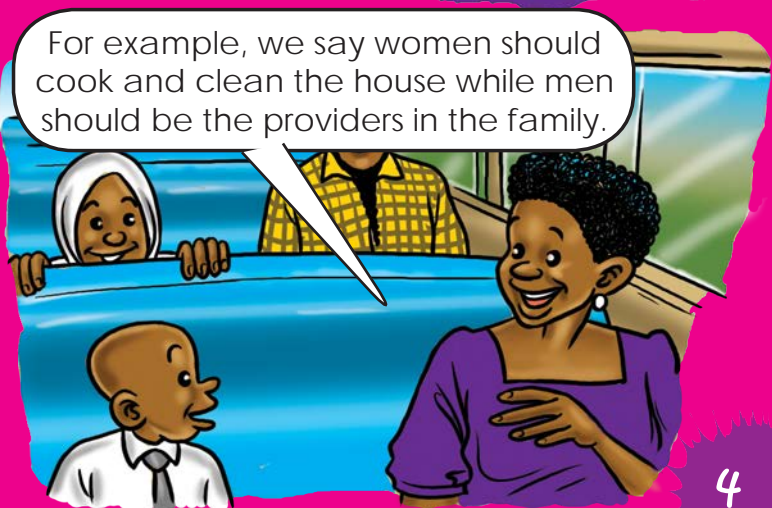
Very good question. No, biological sex and a person's gender are not the same thing!





Really?
What is the
difference?

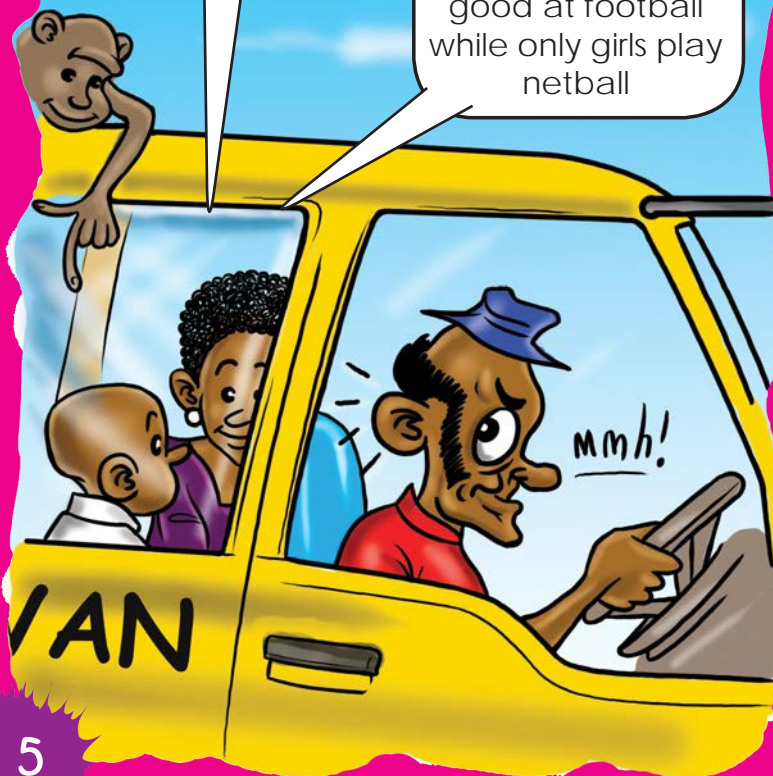
Gender is about social
roles and behaviors that
everyone around you
expects you to abide by,
depending on whether
you are male or female.



For example, we say women should
cook and clean the house while men
should be the providers in the family.

Or that women are weak and emotional while men are strong and wiser.

Or like boys are good at football while only girls play netball



Or that only girls
cry or express their
feelings...

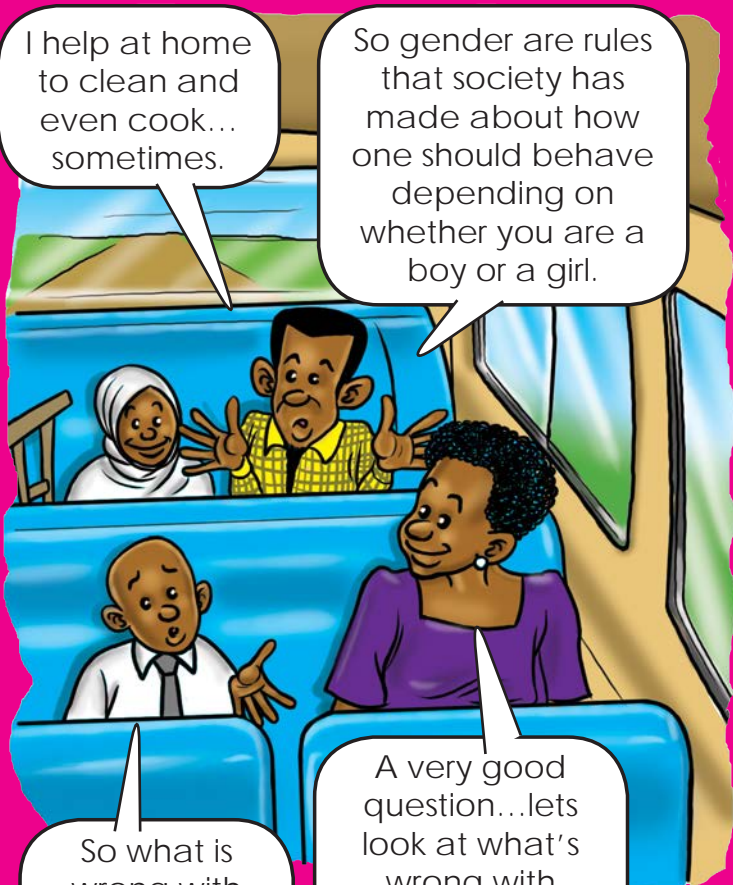
Exactly! It is what
the community
says how girls
and boys should
behave.





My husband and I talk all the time and we make decisions together.





I help at home
to clean and
even cook...
sometimes.

So gender are rules
that society has
made about how
one should behave
depending on
whether you are a
boy or a girl.

So what is
wrong with
that? They are
our traditions.

A very good
question...lets
look at what's
wrong with
gender roles that
society imposes
on us.

1.

*A woman's office
is in the kitchen!*



Mum, I will be late for school again
and the teacher on duty will
punish me severely for this.



Well Robina I think doing
household chores is more
important than school because
you are a girl.

Make sure you fetch water, prepare breakfast and clean the house before you go to school.

I really love to study but I have to do all the household chores before going to school, while my brother wakes up to take breakfast and run to school, is it fair?



I don't think it is fair! All children should have a fair chance in life. Robina deserves all the chances that her brother is getting... What do you think?



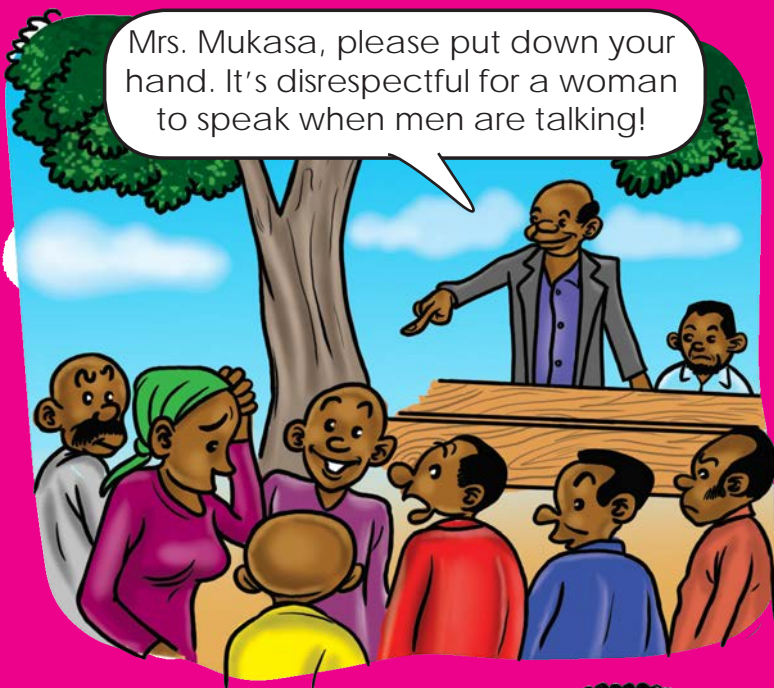
2.

*Women are weak
and emotional, they
cannot be trusted
to make good
decisions!*



You are all most welcome to this meeting. We called this meeting because we need to identify a location for the new borehole that the government is donating to us.





The whole community loses when we ignore ideas from women simply because they are women. Good ideas come from people...not from their gender...



3.

*Men should
be strong and
aggressive in order
to be respected!*



Excuse me sir, I just
got beaten up by
a group of boys
who also grabbed
my lunch.

Be a man! How
can you even
report such a thing
to a teacher?



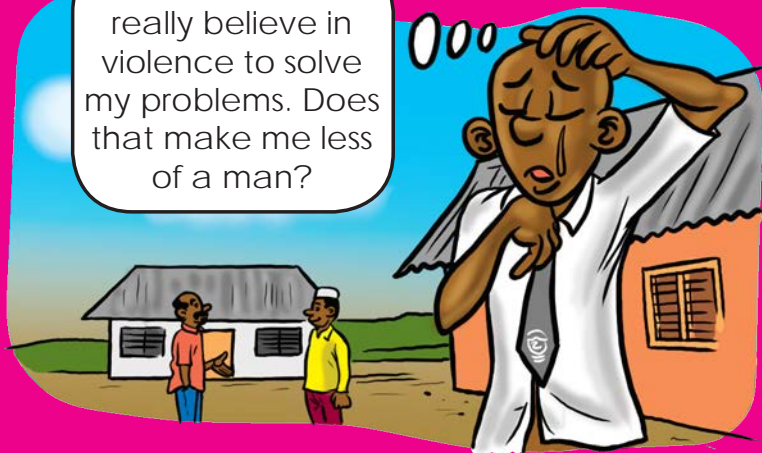
Aren't you ashamed of yourself? A real man is supposed to be strong, aggressive and tough where necessary. Sorry I can't help you!



In fact let me add you some more canes for shaming all the men in this school!



Well, I don't really believe in violence to solve my problems. Does that make me less of a man?

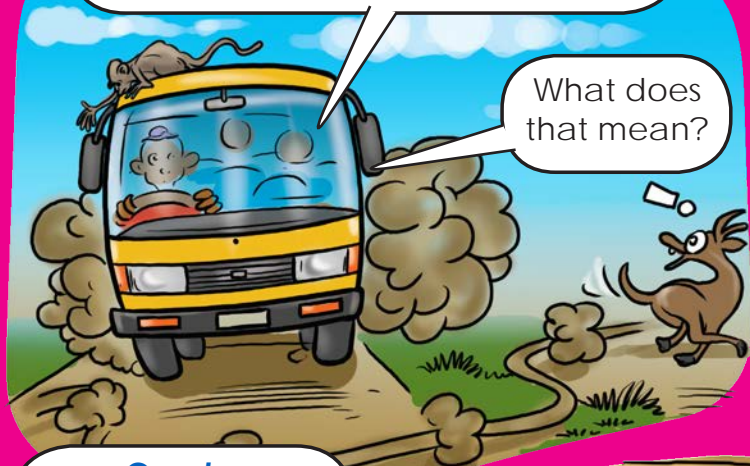


Teaching boys to ignore their feelings and use violence to solve conflict is not the best way to solve problems. It makes them deny how they are feeling.



Well. What Robina, Sam and Mrs. Mukasa experienced is what we call **Gender Discrimination**.

What does that mean?



Gender discrimination is when you treat someone unfairly because of what society expects them to do.



I don't think anyone was being treated unfairly, I think it's about ensuring that everyone is doing what they are expected to do.



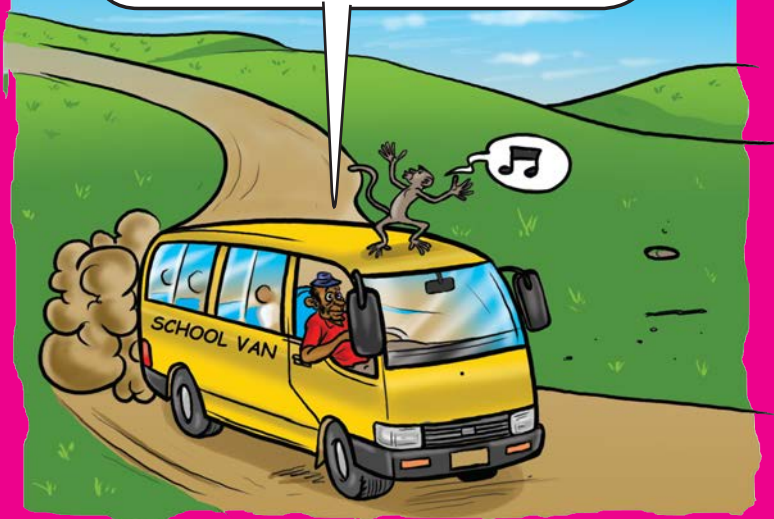
What is wrong with teaching a young girl to do house work?



Do you want her to shame her parents in the future?



Which man can stand a woman
who can't cook a good meal?



This is our
culture and our
grandparents
have always been
happy like this,
you can't change
things now.



Some of our
grandparents and
fathers used to do
that but it doesn't
make it right.



Why
not?





Gender
discrimination
has negative
consequences.

1. It is not fair. It is unjust!
2. It denies individuals an opportunity to share their views and to be listened to even if they have great ideas
3. It denies individuals an opportunity of being who they are because they must be what someone else expects them to be
4. Individuals are denied a chance to discover their dreams, potentials, talents, and skills
5. Above all the entire society is poorer when we deny opportunities and fairness to half its members.

God gave women the ability to give birth, he wants them to be caretakers and look after the home and submit to their husband's wishes.



Yes, only women can give birth, but both men and women can give care to their children.

As a science and math teacher I know that males and females are different, for example, boys grow beards and develop a deep voice while girls grow breasts.



True, males and females have different physical characteristics but that doesn't mean they have different rights.



Sex and gender are two different things. Here is a table that explains the difference between gender and sex.

Biological Sex	Gender Roles
Determined by our biology	Determined by society
Born a male or female	Society tells us how men/boys and women/girls should behave.
Physical characteristics that are common for men and women across geographical regions	Socially acceptable behavior for men and women is different across geographical regions
Physical characteristics that do not change over time	Change over time

Sex is biological,
gender is social...
That means the sex of
a person is determined
by nature but gender
is determined by
society.



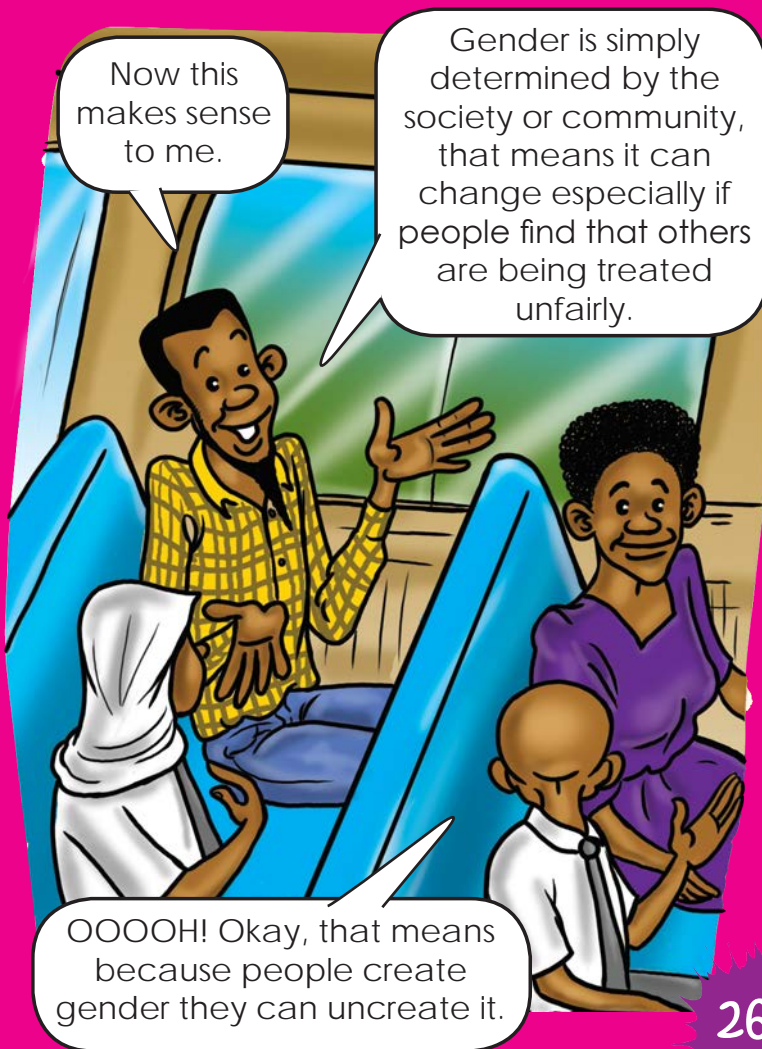
Sex can't be
changed...but
gender roles are
imposed by humans
and therefore must
change as the
world around us
changes...

Yes, if I want to
be able to play
netball... what is
wrong with that?

And if I want to
play football...
what is wrong
with that?



Nothing. We
all should have
choices. Society
should make
those choices
fair.





I think we shall have a lot of confusion if we change these things.

It's so 'old school' for us to insist on doing certain things just because that's how people did them in the past.



Especially if they promote discrimination and unfair treatment.

Women and men, boys and girls all have the potential to excel in various aspects of their lives. All they need is support.






Respecting
the rights of
both boys and
girls.


It also means to
treat boys and
girls the same
way.

However
sometimes we
have to treat
them differently
to be fair.

True! Treating people
with fairness is called
gender equity.



Isn't **gender equality** already good enough?



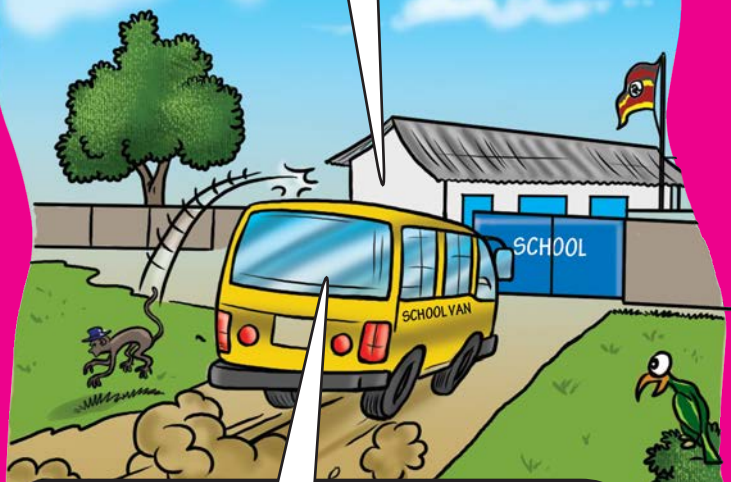
Tell us more about **gender equity**!

Gender equity
means giving
everyone support
and opportunities
depending on
their need.

Gender equity
recognizes that
girls and boys are
different but we don't
oppress either of them
because of their sex.



Gender equity aims to address the imbalances between boys and girls.



Often girls have fewer opportunities and additional challenges because of gender unfairness - it's not because they are girls, it's because of the way society treats girls! This means girls will need additional support to compensate for the disadvantages they faced in the past and help them access the same opportunities as boys.

Gender equity means we maintain educational support for boys while promoting fair treatment for girls.



It has always been the norm for girls to clean the class but from today, all of you will.



From our conversation, what have you learnt?

Gender discrimination is wrong.



We should promote gender equality.

welcome back!

And equity too.



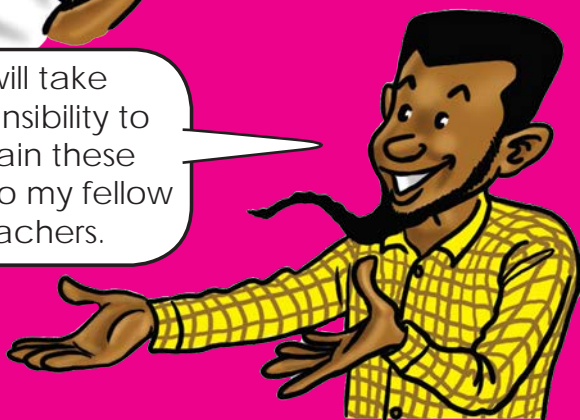
How are we going to do that in our school?



I will encourage both girls and boys to take up leadership roles.



I will take responsibility to explain these ideas to my fellow teachers.



As a science and mathematics teacher I will provide fair academic support to both the boys and girls.



Hello Irene, Mastula and Betty, I invited you to my office because I have noticed your scores in mathematics are quite poor, what is the problem?



Well teacher...



I haven't been working hard because I know anytime I will drop out and get married. My husband to be is reading hard on my behalf.

I try so hard but I never get it right, I think mathematics is for boys only.



I love math but I can't concentrate because I am always sleepy, I go to bed very late helping my mother with her work.

Thank you all for talking about your challenges, Betty, that is so bad I will talk to your mother.



Irene and Mastula, you really need to change your attitude. Remember everyone can excel in mathematics regardless of their sex. If you study hard I am sure you will pass your exams.



I am going to add you two extra numbers each day to ensure you practice some more. I will also make sure you participate in the upcoming mathematics competition.



End of term...



I can't believe I scored highly in math and all other subjects... If the teacher had not talked to me and given me the support I wouldn't have believed that I can pass my final exams!

Girls can do math!



I will ensure that
I speak up when
I see gender
discrimination!



Hey Sandra why didn't you
come to school last week?

I was very afraid
of getting
embarrassed
at school... I
was having my
menstrual period.





Ooh no!
That's too
bad!

You know we don't
have proper sanitary
facilities, a changing
room and water.



And sometimes
we get bullied
by the boys.



It gets uncomfortable.
That's why I
prefer to stay at
home.

It's not right for
you to miss school
just because of a
natural process
that every girl
experiences.



But what
can I do?



I have an idea. Let us talk to
the senior woman teacher. We
suggest a few changes.

The following term...

Things are different now, we clean our toilet every morning, girls have an extra room for changing. We fetch our own water but the school provides a piece of soap.

They also talk to us about menstruation and encourage boys to support girls rather than bully or tease them.

Our teachers also train us on how to make sanitary towels.



In a good school, when children talk to teachers about their concerns, the teachers listen and act!

I will support other students to take up leadership roles regardless of their sex.



Why don't you join the race for becoming the next Head Prefect for the school?

What are you talking about?



I am quite serious about this!

But that position has always been for boys.



I have observed you for a while and I think you can make a Head Prefect. Think about it...



During lunch break...

What do you think about Carol becoming the next Head Prefect?

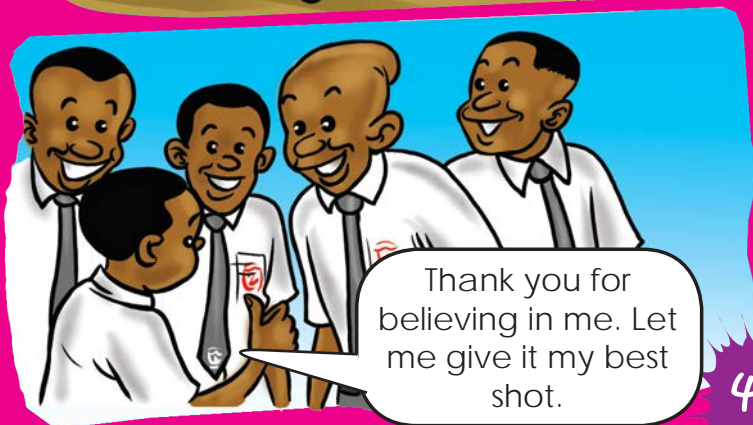
Carol? But she is a girl and besides she is so short... will she manage?



Well I don't think size and sex matter when electing leaders. We have a female class teacher who is doing a great job!



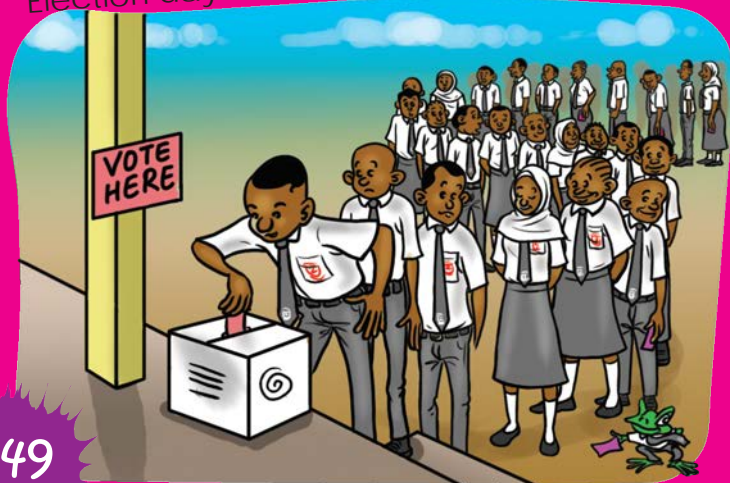
Juma is right, we elect leaders based on their characteristics, behavior and ability not their sex or size. It's about the ideas they bring to the school.



Next day...



Election day...

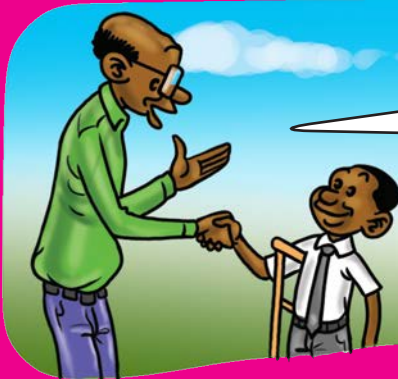


Later in the day

I am very proud to announce that our new Head Prefect is Carol!



Thank you for being courageous, bold and confident. I know you will make a great leader.





*Leadership is
about ideas
... not sex or
gender!*

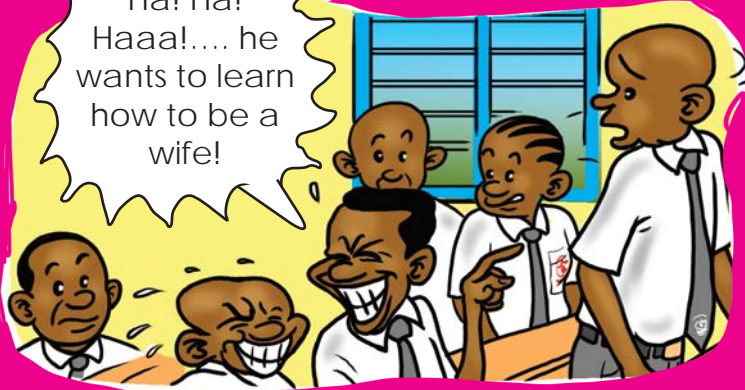
Teachers can influence students on
career goals

I really enjoy cooking food, I also
love baking cakes and other
snacks, in future I would like to be
the best chef in town.

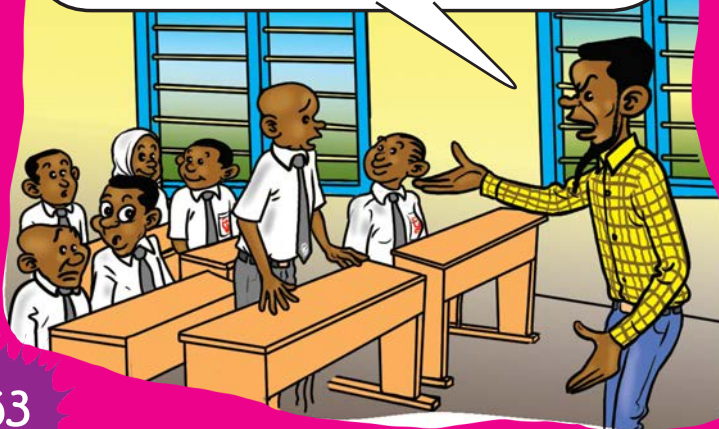
Wooow
that is
great!



Ha! Ha!
Haaa!... he
wants to learn
how to be a
wife!



While you are laughing, he will be the
best chef and you will be washing his
dishes! There is nothing wrong with
you wanting to learn how to cook.



I am glad you know what you would like to be in the future.

It's always good for you to do something that you are interested in and excel at it.



Don't allow others to limit your dreams. You can be anything you want to be.



Now I will pursue
my dreams of
playing rugby,
in fact I would
like to join the
national female
rugby team in the
future.



You can be a
doctor, a chef,
a footballer,
a politician
a soldier, a
musician, a kick
boxer regardless
of whether you
are male or
female.



*It's not your sex or
gender that determines
what you will be good
at, it's what's in your
head. Do you know
what's in your head?!*



In a good school, we promote gender fairness by ...



Declaring to all students at assembly or school noticeboard that you will not tolerate gender discrimination.



Ensuring that the school is sensitive to different needs of girls and boys.

Ensuring that school has flexible social roles and equitable role models.



Both boys and girls have fair opportunities to lead and participate.



Providing fair academic support to both the boys and the girls.



Providing girls with adequate sanitation facilities to allow them to manage their menstrual hygiene.



Allowing girls who get pregnant while in school to sit for their exams.





Providing enough opportunities for children to work in teams regardless of their sex.

Inviting role models to talk to the students about gender roles.



Organizing regular career guidance sessions with the learners that goes beyond the normal gender stereotypes.

Organizing learning opportunities for students, teachers and parents about gender and why gender equity matters at a good school.





What parents can do
to promote gender
fairness ...

Value
girls'
education
just like
boys'.



Assign
fair and
manageable
chores for
both boys
and girls.



Talk to your children about the value of staying in school.



Provide for your children's school requirements.

Build a relationship of trust with your children so that they can open up to you about what is going on in their lives.



Benefits of educating girls!



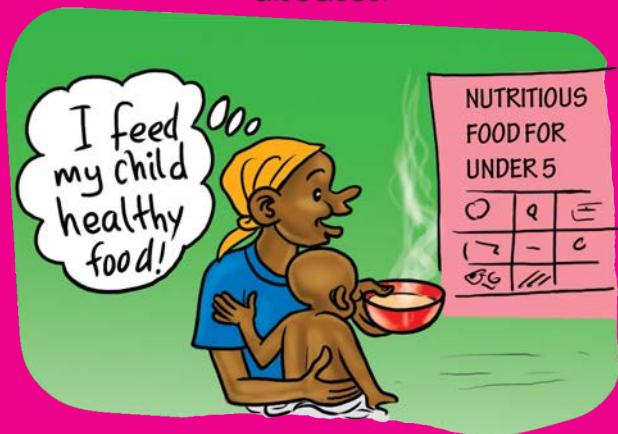
When girls can participate equally in school, they are motivated to stay in school and focus on their education, which prevents teenage pregnancy.



Women with equal educational opportunities in school stand a better chance at being employed or having a business and contributing to the household income.



Research shows us that women with a good level of education raise healthier children that are less susceptible to diseases.



When husband and wife both work, they both understand the challenges of the world of work and can support each other in their careers.



The untapped potential of women means that society is not experiencing the full benefit of their contribution to science, health care, government and business.



We are champions
of promoting **gender
equity** in our schools
and communities...



How about you?



Reach out to Raising Voices
and learn about the

GOOD SCHOOL
Toolkit!



10/ *Raising Voices*

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Email: info@raisingvoices.org
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