

What is Gender?



Gender refers to the **social and cultural constructions** that societies - i.e. including ourselves - assign to **behaviours, characteristics and values belonging to men and women** - and often reinforced by symbols, laws and regulations, institutions, and subjectivity.

They are **shaped by ideological, historical, religious, ethnic, economic and cultural determinants.**

For example, men and boys are perceived to be better at science and technology than women and girls are.

Gender and ICT Indicators



Indicators are **standards used to measure achievements** of a project. They are pointers, numbers, facts, opinions or perceptions that look into and measure changes of specific conditions or situations.

Gender-sensitive indicators, as the term suggests, are indicators that **track gender related changes** over time. Their value lies in **measuring whether gender quality/equity** is being achieved.

Gender indicators take into account that gender roles exist and point to changes in the status and roles of women and men over time. It helps us to see in what ways a project affects gender roles and addresses or disregards gender discrimination.

Gender considerations in PAN II



Who is the end-user for PAN Localisation?

*gender capacity in the ability to e-communicate in local languages

- women in the rural villages being able to communicate with each other
- who are the women and who are the men?
- how are their needs, interests and use different? How are they the same?
- are there differences in how women and men communicate? Do women and men have the same access to ICT tools (PCs, phones, etc)



Digital Literacy

- content online: content relevant to women such as women's health, women's rights, women's livelihoods, etc?
- training: inclusion of women and women's groups in training activities and women as trainers?

Gender considerations in PAN II



Human resource capacity and technological support

* gender composition of the team

*gender capacity to do localisation

- what are the barriers in your countries in increasing participation of women in your staff?
- how to attract more women as staff?

Gender considerations in PAN II



Culture and Policy

- values: how does PAN II integrate gender equality as a value or a principle in the culture of its work
- policies: is there a gender dimension in the local language policies?

GEM II and PAN II



The goal of GEM II is to strengthen gender evaluation practice among key actors in the field of ICT for development through:

- research in identified themes
- development of gender evaluation resources
- formation of a sustainable practitioners network, and the training of evaluators

3 year project – 2006 - 2009



The process includes:

adapting the tool, applying it, building capacity and providing support and resources

working with established projects and processes with an end-to-end approach in four specific areas of ICT4D practice in telecentres, **localization and FOSS**, ICT projects in rural communities and national ICT policy processes.



GEM II to explore:

participation of women and men in FOSS localization initiatives

particularly roles that women and men play

benefits of localized software for women

barriers for women's participation in and benefiting from FOSS localization projects



The application of GEM in such an initiative will enhance the capacity of FOSS localization implementers to understand the gendered processes and impact of their work. The main challenge in applying GEM in FOSS localization is the **lack of buy-in from implementers**. This type of initiative is often perceived to be **"gender neutral" and too technical to have much social and gender dimensions**. However, there are some opportunities that can be maximized to **build partnerships with key FOSS localization players** in the Asia.



The activities:

Partnership building, evaluation planning and GEM facilitators training:

- GEM training workshop
- designing evaluation plans with the project

Data gathering and analysis, practitioners network building and documenting lessons

Producing new GEM resources, consolidating practitioners network and dissemination of results

- GEM for localisation
- policy input