

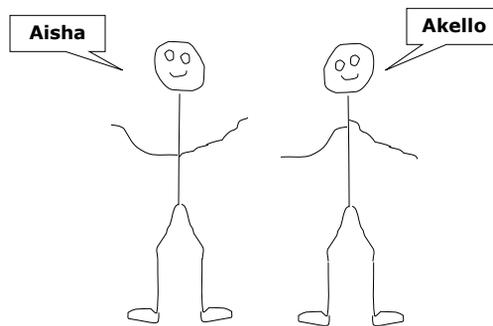


The Ballad of Aisha and Akello

Conceptual Tools Related to Gender Equality and Equity

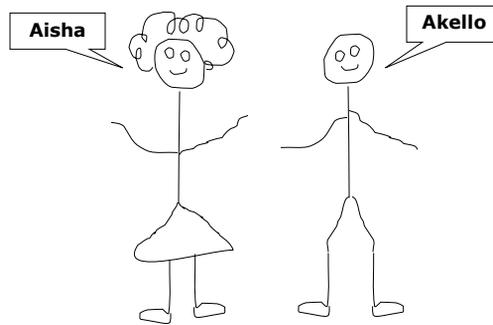


Sex



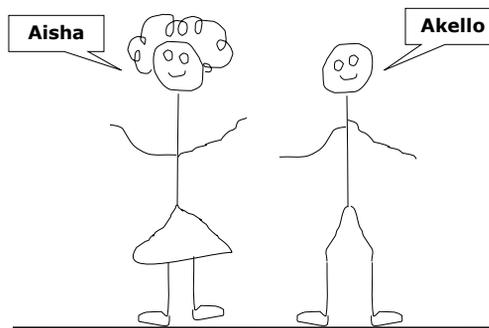
Aisha and Akello are each of a different **sex**, meaning they are biologically different.

Gender



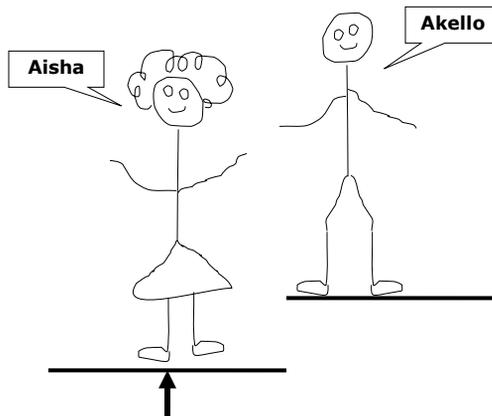
Aisha's **gender** and Akello's **gender** are socially constructed, meaning that society attaches certain expectations and roles to each of them based on their sex.

Gender Equality



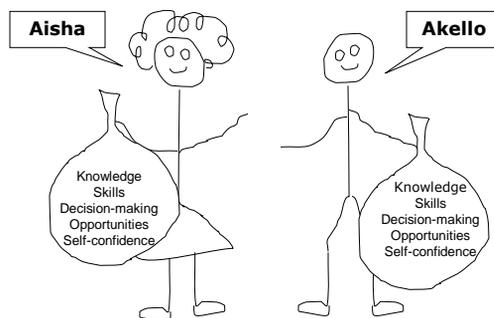
In an ideal world, there would be **gender equality**, where both Aisha and Akello have equal rights, responsibilities, and opportunities.

Gender Equity and Affirmative Action



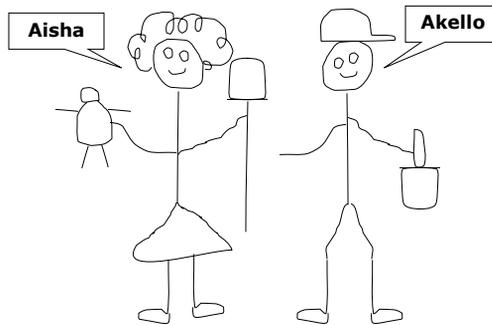
In the real world, Aisha may face historical and social disadvantages based on her gender. **Gender equity**, or fairness of treatment for both Aisha and Akello, necessitates special opportunities (or **affirmative action**) geared toward Aisha, in order to achieve gender equality.

Empowerment



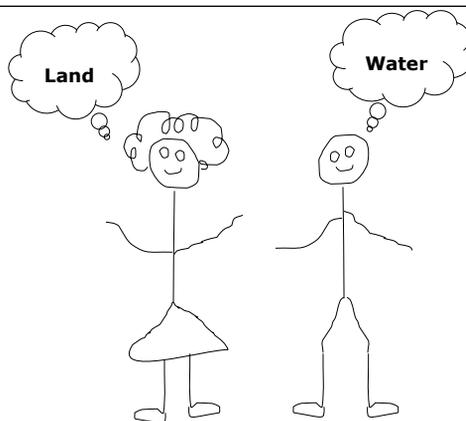
Empowerment is both a process and outcome that means that Aisha and Akello have control over their lives: setting their own agendas, securing skills and knowledge, increasing self-confidence, gaining opportunities and access to decision-making. This implies an expansion in Aisha's ability to make strategic life choices in a context where this ability was previously denied to her.

Division of Labor and Reproductive and Productive Work



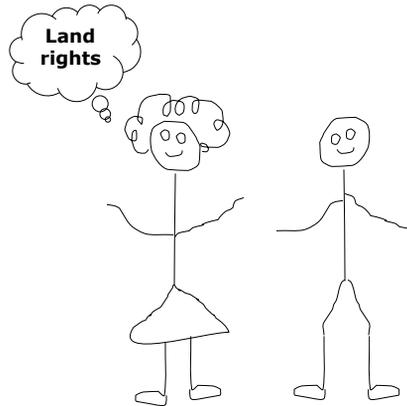
Gender roles often define the **division of labor**, which impacts Akello and Aisha's relationship to natural resources. Akello usually ploughs the field and oversees cash crops (**productive work**), while Aisha does the major share of sowing, weeding, harvesting and threshing, manages crops for family consumption, as well as caring for children and family wellbeing (**productive and reproductive work**).

Practical Gender Needs



Aisha and Akello have different **practical gender needs**. These usually relate to immediate perceived necessities in living conditions such as health care, water supply, education, laborsaving technologies.

Strategic Gender Interests



Aisha and Akello also have different **strategic gender interests**. Given that Aisha has a subordinate social status, hers often challenge divisions of labor and traditionally defined norms and roles, for example legal land rights, wage differences, and responsibility for transporting water.

Access and Control of Resources

Access to resources means that Aisha is able to use and benefit from specific resources. **Control** over resources means that Aisha can also make decisions about the use of those resources.

