SEEING THE ‘INVISIBLE’

Gender Inequality and Social Exclusion
What is exclusion?

- Exclusion is the process that prevents certain people or groups from fulfilling their rights.

- Exclusion is caused by:
  - Inequality in the distribution of resources and power
  - Inequality in the social value assigned to different social groups
  - And by the social norms that perpetuate these differences.
What is Intersectionality?

• Individuals have multiple social identities that come from the social groups they belong to or are associated with.

• Intersecting identities can multiply privilege or exclusion.

• Intersectionality allows us to analyze, understand and design programmatic responses to the unique ways in which gender inequality compounds all forms of exclusion to create multiple burdens for women and girls.
Other dimensions of exclusion

Secondary school completion in Bolivia according to sex and language
Recognizing common roots:

- Exclusion and gender inequality are first and foremost social constructs.
- Power is at the center of all forms of exclusion
- Gender inequality and exclusion are often enforced through violence
- Specific actions are needed to identify which women and girls to work with, and to monitor who does and who does not benefit from programs.
- Institutions are often guided by norms that reinforce gender inequality and exclusion
- Exclusion and gender inequality divides rights holders into hard to reach groups
Programmatic implications:

• Recognizing multiple burdens can strengthen the impact and reach of our work with women and girls.

• Challenging the root causes of exclusion and inequality is a key component of transformative programming.

• Specific actions are needed to identify which women and girls to work with and what their strategic interests are, and to monitor how well our programs are addressing them.
Please turn to the person next to you, and discuss:

- What does intersectionality mean for my grant?
- What would I like to learn from others’ grants?
- What can my grant contribute to understanding intersecting identities?
  - Write a few words on what each grant can contribute on a card
- Do you have any questions about gender and intersectionality?
  - Write these on separate cards