



## Gender and Labour in the Global South

### 2.11 «Gender sensitive» or «gender responsive»?

#### GENDER-SENSITIVE

- To be aware of how gender norms, roles and relations influence women's and men's opportunities in society.

#### GENDER-RESPONSIVE

- To respond to the inequalities by addressing the causes of gender inequality.
- Removing structural barriers to gender equality, transforming discriminatory gender norms, roles and relations.
- Empowering women and ensuring that they know their rights.

#### GENDER-DISAGGREGATED DATA

Gender-disaggregated data is data broken down by different genders





## INTRODUCTION OF GENDER-RESPONSIVE POLICIES:

### CHALLENGES IN NEPAL

1. Gender-responsive budgeting did not reach the local level
  2. Lack of gender-disaggregated data
- ▶ Locally elected representatives must apply inclusiveness from planning to the monitoring phase
  - ▶ A transformative approach that moves from gender-sensitive to gender-responsive policies can lead to a better functioning of the labour market