

## Glossary of Gender Terminologies

**Discrimination** : Treating people with different characteristics (such as male and female people) differently. Discrimination can be unfair, but it sometimes appropriate, because when the situation of different, they need different treatment to achieve equal outcomes (“positive discrimination”). Discrimination is sometimes explicit. At other times it is implicit because it does not, for example, say male and female will be treated differently, but instead uses characteristics that are more common for male or female to discriminate. Both implicit and explicit discrimination can be unfair.

**Empowerment**: The process and end-result of improvement in autonomy through various means such as access to knowledge, skills and training. It is the inner will and ability to change a given situation positively. The acquired improvement is then applied to change the social, political, economic, or cultural status of the individual. The process and result of empowerment is a major objective of most capacity-building efforts, poor women and men cannot be ‘empowered’, only they can empower themselves.

**Equal Opportunities** : Ensuring the opportunity for full and equal participation of men and women in all aspects of political, social, cultural and economic life.

**Feminism** : Social movement that questions gender inequalities and tries to change them. Feminism is not about only focusing on women.

**Gender**: The culturally specific set of characteristics that identifies the social behaviour of women and men and the **relationship** between them. Therefore, gender refers not simply to women or men, but to the relationship between them, and the way it is socially constructed. Because it is a relational term, gender must include women and men. Like to concepts of class, race and ethnicity, gender is an analytical tool for understanding social processes (Status of Women, Canada, 1996)

**Gender Analysis**: A systematic way of looking at the different roles of women and men in any activity, institution or policy and at the different impacts of these on women and men. Essentially, gender analysis asks the ‘who’ question: who does what, has access to and control over what, benefits from what, for both sexes in different age groups, classes, religions, ethnic groups, races and castes. Gender analysis also means that in every major demographic, socio-economic and cultural group, data are separated by sex and analyzed separately by sex. Gender analysis requires understanding the way labour is divided and valued. A gender focus – that is, looking at men and women separately – is needed in every stage of the analysis. One must always ask how a particular activity, decision or plan will affect men differently from women, and some women or men differently from other women and men (Adapted from Parker, A. Rani. 1993. Another Point of View: A manual on gender analysis training for grassroots workers: Training Manual. UNIFEM, USA).

**Gender Aspect** : Dimension or component of an issue which addresses gender specifically and takes this into account.

**Gender Awareness** : Understanding that there are socially determined differences between women and men based on learned behaviour, which affect their ability to access and control resources. It is needs to be applied through gender analysis into programmes, policies and evaluation.

**Gender Balance**: This notion refers to numerical equality between women and men. Efforts to promote gender balance include achieving equal representation of women and men on municipal councils, companies, utilities and committees, including numerical equality in activities such as following:

- Attending meetings and expert groups
- Participating in training events
- Being listed as beneficiaries of project activities
- Participating in community meetings or decision-making bodies
- Being employed as staff in development organization or in partner organizations

Although gender balance initiatives are a good first step towards promoting gender equality, it should be stressed that achieving gender balance is not the same as achieving **gender equality**. Gender balance refers to *quantitative* participation of women and men, but does not necessarily imply *qualitative* participation of women and men. For example, quantitative participation of women or men in a meeting may be limited in its impact if they do not actively participate in discussions, and having equal numbers of women and men employed in an organization may have little impact on gender equality if they are employed at different levels in the organization hierarchy.

**Gender-Blind**: A perspective which does not recognize the differences between women and men. For example, policies, programmes, projects and institution can be gender-blind if the differences between women and men are not considered even though they are relevant for the issues under consideration. Gender-blind policies, programmes, projects and institutions implicitly reproduce the male norm.

**Gender Division of Labour** : Refer to who (women or men, young or old) does what in terms of different types of work, such as productive work in factories, in offices, and the land; reproductive work as in cooking, cleaning and caring for family members and community activities like attending meetings.

**Gender Discrimination**: Any distinction, exclusion or restriction made on the basis of socially constructed gender roles and norms which prevents a person from enjoying full human rights.



**Gender Equality:** Ensuring that similar opportunities are available to both women and men. Gender Equality means that women and men enjoy equal condition for realizing their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results. Gender equality is about the equal valuing by society of both the similarities and differences between women and men and their work in social production, as well as in the production of goods and services.

**Gender Equity:** The process of being fair to women and men. The goal of gender equity moves beyond equality of opportunity by requiring transformative change. It recognizes that different measures might be needed for women and men where: (a) they express different needs and priorities; or (b) where their existing situation means that some groups of women and men need to be supported by special or additional measures to ensure that they are on a 'level playing field'. This may require specific actions to enable equality of outcomes for women between them, or men between them, or between women and men.

**Gender Lens :** Think of a gender lens as putting on spectacles. Out of one lens of the spectacles, you see the participation, needs and realities of women. Out of the other lens, you see the participation, needs and realities of men. Your sight or vision is the combination of what each eye sees. A gender lens often has these characteristics :

- It is a list of question, a checklist or a list of criteria.
- It is routinely used.
- It is created in a participatory manner by those who will use it.

**Gender Mainstreaming:** The process of accessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality (by transforming the mainstream). (United Nations ECOSOC Agreed Conclusions, 1997/2). It can be seen from this definition that gender mainstreaming as strategy looks to ensure that the needs and priorities of women and men are reflected in *all sectors* and *all levels* (from grassroots up to macro-policy development). Therefore, this implies approaching gender equality as a *cross-cutting* issue or *transversal theme* in policy and operational activities, rather than only addressing gender equality in certain sectors.

**Gender-Neutral :** Policy is not affected by, and does not affect, the different situations, roles, needs, interests of women, men, girls, and boys.

**Gender Perspective** : A way of understanding how gender may be addressed or related to a particular issue and applying this to the design, planning, implementation and evaluation of policies and programs. It is the notion that problems and solutions should be examined with sensitivity to the implications of gender in mind.

**Gender Relations**: Constitute and are constructed by, a range of institutions such as the family, legal systems, or the market. Gender relations are hierarchical relations of power between women and men and tend to disadvantage women. These hierarchies are often accepted as 'natural' but are socially determined, culturally-based relations, and as such are subject to change over time.

**Gender-Related Objectives** : Those aims of a policy, programme or activity that function particularly to promote gender equality.

**Gender Roles** : Learned behaviours in a given society or community or other special group that condition which activities, tasks and responsibilities are perceived as male and female.

**Gender Responsive Budget (GRB)** : The budget which is does not involved making separate budgets for men and women but it seeks to incorporate a gender perspective into a gender budgetary process to ensure an efficient allocation of resources based on identified needs.

**Gender-Sensitive**: This term refers to ideas, initiatives or actions that take into account the particularities pertaining to the lives of both women and men, while aiming at elimination inequalities and promoting an equal distribution of resources, benefits, burdens, rights and obligations to both men and women.

**Gender Stereotypes** : Generic attitudes, opinions or roles applied to a particular gender and which function as unjustifiably fixed assumptions.

**Intersectionality**: A tool for analysis, advocacy and policy development that addresses multiple discriminations and helps us understand how different sets of identities impact on access to rights and opportunities. It is about recognizing that women experience discrimination and violations of human rights not only on the basis of their gender, but also due to other unequal power relations due to their race, ethnicity, caste, class, age, ability/disability, sexual orientation, religion, and a multiplicity of other factors including whether they are indigenous or not.

**LA 21** : Local Actions 21 (Known as Local Agenda 21 before).

**Participation**: Effective participation implies that women and men have the potential to articulate their needs and interests and take responsibilities for development actions. Development practice generally has viewed participation in stages-with people participating as passive recipients to active change agents.



**Patriarchy:** In its wider definition, refers to social relations which manifest and institutionalize male dominance over women and children in the family, and the extension of male dominance over women in society in general. This implies that men, generally speaking, hold power in all the important institutions of society and that women are deprived of access to such power. Patriarchy is culturally specific and also influenced by changing socio-economic relations in the societies. It does not imply that women are either totally powerless or totally deprived of rights, influence or resources.

**Practical Gender Needs :** Needs related to daily activities and responsibilities.

**Prejudice:** Is made up of unfavourable or discriminatory attitudes (not actions) towards persons of different categories. Racial, sexual, and other types of discrimination can exist at the level of personal relations and individual behaviour as well as be institutionalised as legal or administrative policy.

**Sex :** Biological differences between male and female people. Sex is fixed and does not change over time, across countries and across cultures.

**Sex-Disaggregated Data:** Also referred to as 'gender disaggregated data', is the collection and separation of statistics and data (for example about education, employment figures, business ownership, etc) by sex in order to isolate the different figures for men and women and make comparisons between them. This sheds light, for example, on which sectors of society women and men are working in, or which services they use. Sex-disaggregated data is a prerequisite for gender-inclusive planning.

**Social Justice :** Fairness and equity as a right for all in the outcomes of development, through processes of social transformation.

**Strategic Gender Needs :** Needs related to changing the relationships, roles and responsibilities of women and men in society.

**Violence Against Women :** Violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether in public or private life.

**3R + 2R :** Reuse, Reduce, Recycle + Rethink, Repair

