



Glossary of gender and development terms

Toolkit

on mainstreaming gender equality
in EC development cooperation



GLOSSARY OF GENDER AND DEVELOPMENT TERMS

Affirmative (positive) action

Measures targeted at a particular group and intended to eliminate and prevent discrimination or to offset disadvantages arising from existing attitudes, behaviours and structures (sometimes referred to as positive discrimination). (European Commission, 1998)

Care economy

The part of human activity, both material and social, that is concerned with the process of caring for the present and future labour force, and the human population as a whole, including the domestic provisioning of food, clothing and shelter. Social reproduction is the provisioning of all such needs throughout the economy, whether part of the paid or unpaid components. (Alexander, P. Baden, S., 2002)

Country Strategy Papers (CSPs)

are an instrument for guiding, managing and reviewing EC assistance programmes. The purpose of CSPs is to provide a framework for EU assistance programmes based on EU/EC objectives, the Partner Country government policy agenda, an analysis of the partner country's situation, and the activities of other major partners. CSPs are drawn up for all ACP, MEDA (except Cyprus, Malta and Turkey) and ALA countries. (European Commission, 2004)

Decision-making

A key aspect in changing gender relations at individual, household, group, village, and societal levels. (ILO, 2002)

Division of labour (by gender)

The division of paid and unpaid work between women and men in private and public sphere. (European Commission, 1998).

Empowerment

The process of gaining access and developing one's capacities with a view to participating actively in shaping one's own life and that of one's community in economic, social and political terms. (European Commission, 1998).

Equal opportunities for women and men

The absence of barriers to economic, political and social participation on the ground of sex. (European Commission, 1998).

Equal pay for work of equal value

Equal pay for work to which equal value is attributed without discrimination on grounds of sex or marital status with regard to all aspects of pay and conditions of remuneration (Art. 141 (ex 119) of the Treaty) (*apud* European Commission, 1998)

Family planning

see reproductive rights.

Family responsibilities

cover the care of and support for dependent children and other members of the immediate family who need help. National policies should aim at creating effective equality of opportunity and treatment for female and male workers, and for workers without family responsibilities (...) they should be free from restrictions based on family responsibilities when preparing for and entering, participating in or advancing in economic activity. (ILO, 2000a)



Feminisation of poverty

The increasing incidence and prevalence of poverty among women compared to men. (European Commission, 1998)

Gender

A concept that refers to the social differences between women and men that have been learned, are changeable over time and have wide variations both within and between cultures. (European Commission, 1998)

Gender analysis

The study of differences in the conditions needs, participation rates, access to resources and development, control of assets, decision making powers, etc. between women and men and their assigned gender roles. (European Commission, 1998)

Gender and Development (GAD)

Approach concentrating on the unequal relations between men and women due to "uneven playing fields". The term gender as an analytical tool arose, therefore, from an increasing awareness of inequalities due to institutional structures. It focuses not only on women as an isolated and homogeneous group, but on the roles and needs of both men and women. Given that women are usually in disadvantaged position as compared to men, promotion of gender equality implies an explicit attention to women's needs, interests and perspectives. The objective then is the advancement of the status of women in society, with gender equality as the ultimate goal. (ILO, 2000b)

Gender audit

The analysis and evaluation of policies, programmes and institutions in terms of how they apply gender-related criteria. (European Commission, 1998)

Gender blind

Ignoring/failing to address the gender dimension (as opposed to gender sensitive or gender neutral) (European Commission, 1998)

Gender budgeting

An application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality. Gender budgeting involves examination of the gender distributional outcomes of budgetary allocations, that is, how these allocations affect the social and economic opportunities of men and women. Reallocations in revenue and expenditure and restructuring of the budgetary process may be necessary in order to promote gender equality. (ILO, 2004)

Gender contract

A set of implicit and explicit rules governing gender relations which allocate different work and value, responsibilities and obligations to men and women and is maintained on three levels – cultural superstructure – the norms and values of society; institutions – family welfare, education and employment systems, etc.; and socialisation processes, notably in the family. (European Commission, 1998)

Gender equality

The concept meaning that all human beings are free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally. (European Commission, 1998)

Gender equity

Fairness in women's and men's access to socio-economic resources. Example: access to education, depending on whether the child is a boy or a girl. A condition in which women and men participate as equals and have equal access to socio-economic resources. (European Commission, 1998)

Gender gap

The gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits. (European Commission, 1998)

Gender impact assessment

Examining policy proposals to see whether they will affect women and men differently, with a view to adapting these proposals to make sure that discriminatory effects are neutralised and that gender equality is promoted. (European Commission, 2001)

Gender mainstreaming

concerns planning, (re) organisation, improvement and evaluation of policy processes so that a gender equality perspective is incorporated in all development policies, strategies and interventions, at all levels and at all stages by the actors normally involved therein. (European Parliament and of the Council on Promoting Gender Equality in Development Co-operation, 2004)

Gender needs

The roles of men and women in existing societies and institutions are generally different. Thus, their needs vary accordingly. Two types of needs are usually identified: *Practical needs* arise from the actual conditions which women and men experience because of the gender roles assigned to them in society. They are often related to women as mothers, homemakers and providers of basic needs, and are concerned with inadequacies in living and working conditions, such as food, water, shelter, income, health care and employment. For women and men in the lower socioeconomic strata, these needs are often linked to survival strategies. Addressing them alone only perpetuates the factors which keep women in a disadvantaged position in their societies. It does not promote gender equality. *Strategic needs* are the needs required to overcome the subordinate position of women to men in society, and relate to the empowerment of women. They vary according to the particular social, economic and political context in which they are formulated. Usually they concern equality issues such as enabling women to have equal access to job opportunities and training, equal pay for work of equal value, rights to land and other capital assets, prevention of sexual harassment at work and domestic violence, and freedom of choice over childbearing. Addressing them entails a slow transformation of the traditional customs and conventions of a society. (ILO, 2000b)

Gender neutral

Having no differential positive or negative impact for gender relations or equality between women and men. (European Commission, 1998)

Gender planning

An active approach to planning which takes gender as a key variable or criteria and which seeks to integrate an explicit gender dimension into policies or action. (European Commission, 2001)

Gender relations

The relation and unequal power distribution between women and men which characterise any specific gender system (see Gender contract). (European Commission, 1998)



Gender roles

A set of prescriptions for action and behaviour allocated to women and men respectively, and inculcated and maintained as described under 'Gender Contract'. (European Commission, 1998)

Gender sensitive

Addressing and taking into account the gender dimension. (European Commission, 1998)

Glass ceiling

The invisible barrier arising from a complex set of structures in male dominated organisations which prevents women for accessing senior positions. (European Commission, 1998)

Good governance

The transparent and accountable management of human, natural, economic and financial resources for the purposes of equitable and sustainable development, in the context of a political and institutional environment that upholds human rights, democratic principles and the rule of law (ACP-EC, Cotonou Agreement, 2002)

Human development

Human development is about people, about expanding their choices to lead lives they value. Economic growth, increased international trade and investment, technological advance—all are very important. But they are means, not ends. Whether they contribute to human development in the 21st century will depend on whether they expand people's choices, whether they help create an environment for people to develop their full potential and lead productive, creative lives. (UNDP, 2002)

Human rights of women

The rights of women and the girl child as inalienable, integral and indivisible part of universal human rights. (European Commission, 1998)

Informal economy/work

Unpaid economic activities done for the direct benefit of the household or of related and friends' households on a reciprocal basis, including everyday domestic work and a great variety of self provisioning activities and/or professional activity, whether as a sole or secondary occupation, exercised gainfully and not occasionally, on the limits of, or outside, statutory, regulatory or contractual obligations, but excluding informal activities which are also part of the criminal economy. (European Commission, 1998)

Men and masculinities

Addressing men and boys refers to better understand the male side of the gender equation. It involves questioning the masculine values and norms that society places on men's behaviour, identifying and addressing issues confronting men and boys in the world of work, and promoting the positive roles that men and boys can play in attaining gender equality. (ILO, 2004)

National women's (gender) machinery

A national machinery for the advancement of women is the central policy-co-ordinating unit inside government. Its main task is to support the government-wide mainstreaming of a gender-equality perspective in all policy areas. (United Nations, 1995)

Occupational (job) segregation

The concentration of women and men in different types and levels of activity and employment, with women being confined to a narrower range of occupations (horizontal segregation) than men, and to the lower grades of work (vertical segregation). (European Commission, 1998)

Participation rates

The rate of participation by defined group – example women, men, lone parents, etc. – as a percentage of overall participation, usually in employment (European Commission, 1998)

Poverty

From a human rights perspective, poverty consists in the non- fulfilment of a person’s human rights to a range of basic capabilities – to do and be the things he or she has reasons to value. Capability failure is thus the defining attribute of poverty (..) Only those capability failures should count as poverty that are deemed to be basic in some order of priority. As different societies may have different orders of priority, the list of basic capabilities may differ from one society to another (OHCHR, 2002)

Reproductive rights

The right of any individual or couple to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so, and the right to attain the highest standard of sexual and reproductive health. (European Commission, 1998).

Sector Programme

As a result of following a Sector Approach, Governments in consultation with partner donors and other stakeholders may develop a sector policy and action plan. This is identified as a Sector Programme if it includes the following three components: (i) an approved sectoral policy document; (ii) a sectoral medium term expenditure framework; and (iii) a coordination process amongst the donors in the sector, led by the Government. (European Commission, 2004)

Sex

The biological characteristics which distinguish human beings as female or male. (European Commission, 1998).

Sex disaggregated statistics

The collection and separation of data and statistical information by sex to enable comparative analysis, sometime referred to as gender disaggregated statistics. (European Commission, 1998).

Sex discrimination – direct

Where a person is treated less favourably because of his or her sex. (European Commission, 1998)

Sex discrimination – indirect

Where a law, regulation, policy or practice, apparently neutral, has a disproportionate adverse impact on the members of one sex, unless the difference of treatment can be justified by objective factors (Council Directive 76/207 of 09/02/76, OJ L 39). (*apud* European Commission, 1998)

Sexual harassment

Unwanted conduct of a sexual nature or other conduct based on sex affecting the dignity of women and men at work including conduct of superiors and colleagues (Council Resolution 90/C 157/02 of 29/05/90, OJ C 157). (*apud* European Commission, 1998)

Stereotypes

a fixed idea that people have about what someone or something is like, especially an idea that is wrong. (Cambridge University Press, 2003)



Sustainable development

Sustainable development calls for improving the quality of life for all of the world's people without increasing the use of our natural resources beyond the earth's carrying capacity. While sustainable development may require different actions in every region of the world, the efforts to build a truly sustainable way of life require the integration of action in three key areas: economic growth and equity, conserving natural resources and the environment and social development. (United Nations, 2002).

Women in development (WID)

In the early 1970s, researchers began to focus on the division of labour based on sex, and the impact of development and modernization strategies on women. The WID concept, came into use in this period. The philosophy underlying this approach is that women are lagging behind in society and that the gap between men and women can be bridged by taking remedial measures within the existing structures. The WID approach started to recognise women as direct actors of social, political, cultural and working life. Criticism to the WID approach emerged later, underlying that women's issues tended to be increasingly relegated to marginalized programmes and isolated projects. The WID approach had not direct impact on development per se. (ILO, 2000b)

Women's triple role

Women's triple role refers to the reproductive, productive and community managing role. The way these forms are valued affects the way women and men set priorities in planning programs or projects. The taking or not taking into consideration of these forms can make or brake women's chances of taking advantage of development opportunities. (Moser, C. O., 1993)



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