

GLOSSARY

Community managing comprises activities undertaken by women primarily at the community level, as an extension of their reproductive role. This is to ensure the provision and maintenance of scarce resources of collective consumption, such as water, health care and education. It is voluntary unpaid work, undertaken in free time.

Community politics: In contrast to community managing, community politics comprises activities undertaken by men at the community level organizing at the formal political level. It is usually paid work, either directly or indirectly, through wages or increases in status and power.

Empowerment is 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.

Equal opportunities for women and men means the absence of barriers to economic, political and social participation on the ground of sex.

Gender means the social differences allotted to women and men, roles that are learned over time, change, and depend on culture, ethnic origin, religion, education, class, as well as the geographical, economic and political environment.

Gender blind means either ignoring or failing to address the gender dimension of a policy, programme, or project etc.

Gender sensitive means addressing and taking into account the gender dimension of a policy, programme, or project etc.

Gender needs: the roles of women and men in society and institutions are generally different, and their needs vary accordingly.

Practical needs arise from the actual conditions women and men experience because of societal roles assigned to them. 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 poor women and men, practical needs are often associated with survival strategies. Whilst necessary, addressing only practical needs is a limited strategy and may ultimately serve to perpetuate the factors that keep women in particular in a disadvantaged position in society. 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. They are usually concerned with equality issues, for example, 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 addressing domestic violence. A focus on strategic needs entails a slow transformation of restrictive traditional customs and practices.

Gender equity means the just distribution of benefits, rewards and opportunities in which relations between women, men, girls and boys are based on respect for differences.

Gender equality means women and men enjoy the same status, and that they have equal conditions for realising 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 therefore the equal valuing by society of both the similarities and differences between women and men, and the varying roles that they play

Gender and Development (GAD)

The GAD approach concentrates on the unequal relations between men and women that are limiting development. As an analytical tool, the term gender arose from an increasing awareness of inequalities due to institutional structures, It focuses not only on women as an isolated or homogenous group but on the roles and needs of both men and women. Given that women are usually in a disadvantaged position 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.

Gender impact analysis/assessment examines policies and practices to ensure they have equally beneficial effects on women and men. It identifies the existence and extent of differences between women and men and the implications of these differences for specific policy areas. It assesses policies and practices to see whether they will affect women and men differently so as to neutralize discrimination and provide equality. To carry out this analysis, statistics and indicators disaggregated by sex are required.

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas at all levels. It is a strategy for making women 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, societal spheres so that women and men benefit equally and inequality is not perpetuated.

A Gender Management System is a network of structures, mechanisms and processes put in place within an existing organisational framework, to guide, plan, monitor and evaluate the process of mainstreaming gender into all areas of the organisation's work in order to achieve greater gender equality and equity within the context of sustainable development.

Gender neutral means having no differential positive or negative impact for gender relations or equality between women and men.

Human rights refer to the basic rights and freedoms to which all humans are entitled. Examples of these rights include civil and political rights, such as the right to life and liberty, freedom of expression, and equality before the law ; and social, cultural and economic rights, including the right to participate in culture, the right to food, the right to work, and the right to education.

Gender stereotype is a set of common norms and judgments concerning existing position of men and women, norms of their behavior, motivations and needs. Gender stereotypes fix existing gender differences and become an obstacle for changes in gender relations.

Reproductive work comprises the child bearing/rearing responsibilities and domestic tasks undertaken by women, required to guarantee the maintenance and reproduction of the labour force. It includes not only biological reproduction but also the maintenance of the work force (husband and working children) and the future workforce (infants and school going children).

Sex is the biological characteristics which distinguish human beings as male or female.

Sex disaggregated statistics is the collection and separation of data and statistical information by sex to enable comparative analysis, sometimes referred to as gender disaggregated statistics.

Sexual harassment (work place) refers to persistent and unwelcome conduct of a sexual nature, including unwelcome sexual advances, unwelcome physical contact of a sexual nature or unwelcome verbal or physical conduct of a sexual nature.

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, based on a philosophy that women are lagging behind in society and that the gap between women and men can be bridged by taking remedial action within the existing structures. The WID approach started to recognise women as direct actors of social, political, cultural and working life. Criticisms of the WID approach were to the effect that women's issues tended to be increasingly relegated to marginalized programmes and isolated projects, thus it has no direct impact on development per se.

