GENDER

GAD (gender and development)

Focuses on the social, economic, political and cultural forces that determine how women and men benefit from and control resources, and participate in activities differently. The situation of women is not considered independently of, but in relation to that of men.

Gender

The term gender refers to culturally based expectations of the roles and behaviors of men and women. The term distinguishes the socially constructed from the biologically determined aspects of being male and female. Unlike the biology of sex, gender roles and behaviors and the relations between women and men (gender relations) can change over time, even if aspects of these roles originated in the biological differences between sexes; refers to women's and men's roles and responsibilities that are socially determined. Gender is related to how we are perceived and expected to think and act as women and men because of the way society is organised, not because of our biological differences.

What do we understand by "gender"?

Gender must not be understood as just another word for women's rights. The concept of gender includes much more.

In opposition to the word „sex" which refers to the biological differences between men and women, gender starts from the fact that differences between women and men are not only biologic differences but also differences which result from social and cultural influences. Of course this does neither mean that all women are the same nor that all men are the same just because of their gender role, but it is a matter of fact that many things in life are determined by being a man or being a woman. Just a few examples: Chances and opportunities, the access to jobs or decisions, the way of thinking or behaving are not the same for men and women and it is this way because of social and cultural reasons. Gender is a socially constructed definition of women and men. It is the social design of a biological sex, determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life. It is a culture-specific definition of femininity and masculinity and therefore varies in time and space. The construction and reproduction of gender takes place at the individual as well as on the social level. Both are equally important.

Some important observations on gender:

1. The concept of gender does not focus on women or men but on the relations between both of them
2. Gender is a social product not a biological fact
3. Gender is an important element of human identity and refers to many aspects of life

For example: emotions, the relations to other people, the way of communication, behaviour, sexuality, security, social position, fields of work, interests, education, jobs, economic possibilities, participation in economic and political decisions and so on...

4. Differences about gender must be considered

When we talk about gender relations we must not talk about "women" or "men" in general terms. On one hand, being a woman or a man always implicates individuality. On the other hand, gender roles are not the same at all times and they are not the same everywhere.

5. Gender is something very dynamic. Gender relations and their effects are not static and unchangeable but they are subject to changes in the course of time. Moreover, gender relations are subject to geographic changes: gender roles are quite different in different countries.

6. Gender relations are power relations. A central point is that at present gender relations use to be based on unequal power relations. In most societies, women are denied a lot of opportunities and chances. In this sense, gender relations include repressive aspects. Any reflection on gender relations must consider the power relations, too.

7. Gender is an important element of development

Gender determines whether a person gets or is denied access to self-determination, education, resources, security, jobs, income, participation in economic and political life and so on. In many cases, gender roles cause a lot of obstacles for development. That is why Organisations which work in development cooperation should deal with gender

Gender equality

In IFAD's terminology, gender equality means that women and men have equal opportunities, or life chances, to access and control socially valued goods and resources. This does not mean that the goal is that women and men become the same, but it does mean that we will work towards women's and men's equal life chances. In order to achieve this, it is sometimes necessary to empower, or 'build up' groups with limited access to resources. For example, to undertake special actions, such as providing day care for children, to enable women to participate along with men in training workshops or to provide credit to rural women because their access to productive resources is restricted. Or to establish educational programmes for boys where their school attendance is weak compared to that of girls. Absence of discrimination on the basis of a person's sex in opportunities and the allocation of resources or benefits or in access to services.

Gender equity

Fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes. Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women.

Gender roles

The particular economic and social roles which a society considers appropriate for women and men. Men are mainly identified with productive roles which tend to be sequential, while women have a triple role: domestic responsibilities, productive work and community activities which often have to be carried out simultaneously. Gender roles and responsibilities vary between cultures and can change over time. In almost all societies women's roles tend to be undervalued.

Gender blindness

Failure to recognise that gender is an essential determinant of social outcomes including health.

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.

Gender sensitivity

Ability to perceive existing gender differences, issues and inequalities and incorporate these into strategies and actions.

Gender analysis

This examines the differences and disparities in the roles that women and men play, the power imbalances in their relations, their needs, constraints and opportunities and the impact of these differences on their lives. In health, a gender analysis examines how these differences determine differential exposure to risk, access to the benefits of technology, information, resources and health care, and the realisation of rights. A gender analysis must be done at all stages of an intervention, from priority-setting and data collection, to the design, implementation and evaluation of policies or programmes.

GAD (gender and development strategy)

Focuses on the social, economic, political and cultural forces that determine how women and men benefit from and control resources, and participate in activities differently. The situation of women is not considered independently of, but in relation to that of men.

Gender mainstreaming

For IFAD as an institution, gender mainstreaming is the process by which reducing the gaps in development opportunities between women and men and working towards equality between them become an integral part of the organization's strategy, policies and operations, and the focus of continued efforts to achieve excellence. Thus gender mainstreaming is fully reflected, along with other core priorities, in the mindset of IFAD's leadership and staff, its values, resource allocations, operating norms and procedures, performance measurements, accountabilities, competencies, and its learning and improvement processes. In IFAD's development activities, gender mainstreaming implies assessing the implications for women and men of any planned action, including legislation, and ensuring that both

women's and men's concerns and experiences are taken fully into account in the design, implementation, monitoring and evaluation of all development activities. The aim is to develop interventions that overcome barriers preventing men and women from having equal access to the resources and services they need to improve their livelihoods.

Gender analysis

This examines the differences and disparities in the roles that women and men play, the power imbalances in their relations, their needs, constraints and opportunities and the impact of these differences in determining differential exposure to risk, access to the benefits of technology, information, resources and health care, and the realisation of rights. A gender analysis must be done at all stages of an intervention, from priority setting and data collection, to the design, implementation and evaluation of policies or programmes.

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.

Gender equality

Absence of discrimination on the basis of a person's sex in opportunities and the allocation of resources or benefits or in access to services

Gender equity

Fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalance between sexes. Equity means fairness and justice in the distribution of benefits and responsibilities. There has been a debate as to whether equality or equity should be the goals of empowerment and change. Equity also means "having a stake in" or "having a share of". It is, therefore an important component of equality. Technically equality before the law could and often does exist without those deemed to be "equal" really "having a stake in". However, because its meaning of equity has been seen to depend on the definition of fairness and justice it is often said to be a lesser term that equality. In addition, in its legal sense the term equity may suggest a limited notion of the concept of justice, since equity refers to justice within the existing law, rather than justice by changing the law. By contrast, the Women's Equality & Empowerment Framework follows the 1979 Women's Convention in defining justice for women in terms of gender equality. The lack of definition in the term equity has led to the word being used in quite different ways. It can be used as a "stronger" word than equality, by those who recognize that women must demand more than equality with man in a man's world, and that gender equality must also entail the transformation to a different and more just society. On the other hand, equity can sometimes be used as a weak euphemism for equality by those who wish to avoid awkward issues or direct questions about equal rights for women. An approach using gender equity is directed towards ensuring that development policies and interventions leave women no worse off economically or in terms of social responsibility than before the intervention. This approach tries to make equity visible by using indicators which reveal the human cost of many activities; provision of fuel, water, etc. This approach tries to ensure that women have a fair share of the benefits, as well as the responsibilities of

the society, equal treatment before the law, equal access to social provisions; education; equal pay for work of the same value. Gender equity, as a goal, requires that specific measurements and monitoring are employed to ensure that, at a minimum, programmes, policies and projects implemented do not leave women worse off than other sections of the population, in particular the men in their peer group and families.

Gender training

Means providing people with formal learning experiences in order to increase their gender awareness. In the case of UNICEF staff, the overall purpose of training is to provide the knowledge and skills necessary to recognise and address gender issues in the programming process. At the centre of this learning process is conscientisation, involving the ability to recognise the underlying issues of gender inequality which forma pervasive obstacle to programme progress.

Gender planning

Means taking account of gender issues in planning. In development planning, it means that gender issues are recognised in the identification of the problem and addressed in development objectives.

Gender roles

The particular economic and social roles which a society considers appropriate for women and men. Men are mainly identified with productive roles which tend to be sequential, while women have a triple role; domestic responsibilities, productive work and community activities which often have to be carried out simultaneously. Gender roles and responsibilities vary between cultures and can change over time. In almost all societies women's roles tend to be undervalued.

Gender sensitivity

Ability to perceive existing gender difference, issues and inequalities and incorporate these into strategies and actions. Gender sensitivity is the ability to recognize gender issues, and especially the ability to recognize women's different perceptions and interests arising from their different social location and different gender roles. Gender sensitivity is often used to mean the same as gender awareness, although gender awareness can also mean the extra ability to recognize gender issues which remain "hidden" from those with a more conventional point of view. Gender sensitivity is also the beginning of gender awareness.

Gender issues

Arise where an instance of gender inequality is recognized as undesirable, or unjust. There are three aspects of gender issues, namely: gender gap, discrimination and women's oppression.

Gender division of labour

Means an overall societal pattern where women are allotted one set of gender roles, and men allotted another set. Unequal gender division of labour refers to a gender division of labour where there is an unequal gender division of reward. Discrimination against women in this sense means that women get most of the burden of labour, and most of the unpaid labour, but men collect most of the income and

rewards resulting from the labour. In many countries, the most obvious pattern in the gender division of labour is that women are mostly confined to unpaid domestic work and unpaid food production, whereas men dominate in cash crop production and wage employment.

Mainstreaming (gender)

Integration of gender concerns into the analyses, formulation and monitoring of policies, programmes and projects, with the objective of ensuring that these reduce inequalities between women and men. Mainstreaming of women's development entails addressing gender issues in all development projects and programme, irrespective of sector of type of project. Mainstreaming is therefore the very opposite of a strategy of segregating gender issues into separate "women's projects". The terms "mainstreaming" is currently used in two rather different ways, depending on the user's perspective in women's development. For those who interpret women's development as being merely concerned with improving women's access to resources and productivity, the strategy of mainstreaming may be interpreted in the minimum or weaker sense of integrating gender issues by adding gender objectives to existing programmes. This involves some adaptation, but nor transformation of the development process. By contrast, a stronger sense of the term mainstreaming is used by those who see women's development as being essentially concerned with women's participation and empowerment, to address issues of gender inequality. From this perspective, the mainstreaming of gender issues entails the transformation of the development process. UNICEF has an explicit policy on mainstreaming which embraces this stronger meaning of mainstreaming.

Oppression

Is the use of political power and domination to maintain an unjust system which is for the benefit of the rulers, at the expense of the ruled. Such oppression may exist at the level of the state, the village, or the household. Therefore women's oppression refers to male domination used for the subordination and domestication of women.

Patriarchy

Is the male domination of ownership and control, at all levels in society, which maintains and operates the system of gender discrimination? This system of control is justified in terms of patriarchal ideology - a system of ideas based on a belief in male superiority and sometimes the claim that the gender division of labour is based on biology or even based on scripture.

Patriarchal resistance

Is the present context, means the various ways patriarchal government or authority may try to stop women's collective action for an equal share in decision making, and equal control over the distribution of resources.

Participation

Is the right of individuals to share in the decision making about their lives, it is the meaningful involvement of people in the political, economic and social affairs of their society.

Participatory research

Is where local people formulate the problems as they see them. Meaning not obtaining enough subsistence to survive; and relative poverty, this is in terms of people's ability to sustain a basic lifestyle in accordance with the norms and standards of their own society.

Practical gender needs

Immediate in nature and often concerned with inadequacies in living conditions, health care and employment. Addressing these needs does not change the position of either women or men in society. Maxine Molyneux defines two types of "women's interest": practical interests and strategic interests. The term needs, rather than interests, is often used. Practical needs are those needs which do not challenge the unequal structure of gender relations, divisions of labour or traditional balances of power but relate to the spheres in which women have primary responsibilities. These differ from women's special needs but may sometimes arise from them. Practical needs may differ according to the women's or group of women's social class, age and situation. They can vary from the needs for income to send children to school, weeding tools for agricultural work to pumps for water.

Project

An Organisation of people and resources over time, used to bring about planned and pre-determined change by the end of the project period, for the benefit of a well defined target group. A project provides a planned developmental intervention to meet a need, or to overcome a problem. A project is also concerned with women's development if it recognises gender issues as part of the problem, and addresses these issues as part of the overall project purpose.

Practical gender needs

Immediate in nature and often concerned with inadequacies in living conditions, health care and employment (such as improving primary health centers, ensuring a clean water supply and providing family planning advice). Addressing these needs does not change the position of either women or men in society.

Sex

Genetic/physiological or biological characteristics of a person which indicate whether one is female or male.

Strategic gender needs

Related to gender divisions of labour, power and control and may include such issues as legal rights, domestic violence, and access to resources, equal wages and women's control over their bodies. Addressing these needs helps women to achieve greater equality and challenges their subordinate positions. (Some programmes address strategic needs by attempting to change practices that perpetuate women's subordination. For example, helping women to participate in elections, taking measures to stop male violence and improving women's access to land ownership).

WID (women in development strategy)

A development framework or approach which gives recognition to the distinct needs and capacities of women with considerable focus on developing strategies and action programmes that will facilitate their participation in the productive sector.

Structural gender inequality

Exists where a system of gender discrimination is practiced by public or social institutions. Structural gender inequality is more entrenched if it is maintained by administrative rules and laws, rather than by only custom and traditions.

Sex

Genetic/physiological or biological characteristics of a person which indicate whether one is female or male. Unlike practical needs, strategic needs arise out of an understanding and analysis of women's subordinate situation in society (conscientisation). Strategic needs are actions and strategies which are required to bring about structural change and empowerment. These may also be variously expressed; a need for political and legislative reform to grant constitutional equality to women; reproductive rights; state accession to CEDAW; a political voice; action on violence against women.

Strategic gender needs

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Sustainable development

Is development which meets the needs of the present without compromising the ability of future generations to meet their own needs?

Self-reliance

Is the ability of people to improve themselves out of their own resources, by their own efforts. But here the term is given the special - and common - meaning of people's advancement by their own efforts within the existing social structure. This meaning of self-reliance implies that development problems arise from inadequacies in people's present abilities and efforts, rather than from inadequacies in society, or from structural inequality. This definition enables us to make a useful distinction between "self-reliance" and "empowerment", where the latter means taking power in both the individual and social plans. Where women's development involves overcoming a social system of discrimination against women, it is inadequate to discuss the development process purely in terms of women's self-improvement or increased self-reliance; we need also to discuss women's collective action for increased empowerment.

Transformatory potential

The concept of Transformatory potential takes the discussion of practical and strategic needs one step further. It means that development interventions should be examined to see which intervention will have the most potential to radically transform lives. Thus, Transformatory potential can be used as a working to assess activities and interventions by the following criteria. Will the activity, programme or strategy under consideration serve to increase the social status of the target group? Enhance their economic or personal empowerment? Increase their decision-making capacity? To effect the above an additional question would need to be asked: What would need to be added to this programme/activity to ensure that the activity was capable of assisting in such a transformation?

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Feminist theory of gender

Attitude

A set of beliefs concerning an object and resulting in an evaluation of that object. Attitudes are not necessarily related to behaviour.

Abbess

The female superior in an abbey, dual monastery, or convent of nuns

Acculturation

Major culture changes that people are forced to make as a consequence of intensive, firsthand contact between societies.

Affinal kin

Relatives by marriage

Affine

Relative by marriage

Agnate, agnatic

A person whose relationship is traceable exclusively through males

Androgynous

Being neither distinguishably masculine nor feminine in dress, appearance, or behavior; unisex

Animatisms

A belief that the world is animated by impersonal supernatural powers

Animism

A belief in spirit beings, which are thought to animate nature

Beguine

A member of a lay sisterhood

Boston marriage

A late-19th/early 20th century term for the relationship between two (lesbian) women living together

Bride-wealth, bride-price

Money or gifts given by a groom to the bride's family upon marriage

Caste

A special form of social class in which membership is determined by birth and remains fixed for life.

Celibacy

The condition of being unmarried, esp. by reason of religious vows; abstinence from sexual intercourse

Chiefdom

A regional polity in which two or more local groups are organized under a single chief, who is at the head of a ranked hierarchy of people

Clan

A descent group with each member claiming descent from a common ancestor without actually knowing the genealogical links to that ancestor

Clitoridectomy

Cutting of the prepuce or hood of the clitoris

Co-education

The system of education in which both boys and girls attend the same institutions and classes

Cognate, cognatic

A person related on the mother's side

Concubine

A woman who cohabits with a man without being married to him; a mistress; sometimes a secondary wife of inferior legal and social status

Conjugal bond

The bond between a man and a woman who are married

Conjugal Family

A family consisting of one or more men married to one or more women, and their offspring.

Consanguineal kin

Relatives by birth; that is, "blood" relatives.

Conspicuous consumption

A term coined by Thorstein Veblen to describe the display of wealth for social prestige.

Core values

Those values especially promoted by a particular culture.

Cultural pluralism

Social and political interaction within the same society of people with different ways of living and thinking

Culture

A set of rules or standards shared by members of a society, which, when acted upon by members, produce behavior that falls within a range of variation the members consider proper and acceptable

Domestic (servant)

A household servant; a maid

Domestic science

Home economics

Domesticity

Home life or devotion to the home

Dowry

Money or gifts given by a bride (or her family) to the groom upon marriage, or brought by her to the marriage

Dutch cap

A late 19th century form of birth control; a diaphragm or barrier contraceptive

Egalitarian societies

Social systems in which as many valued positions exists as there are persons capable of filling them.

Enculturation

The process by which a society's culture is transmitted from one generation to the next.

Endogamy

Marriage (is allowed only) between members of the defined group, for example, a lineage

Epics

Long oral narratives, sometimes in poetry or rhythmic prose, recounting the glorious events in the life of a real or legendary person

Ethnocentrism

The belief that one's own culture is superior in every way to all others.

Ethno history

The study of cultures of the recent past through oral histories, accounts left by explorers, missionaries, and traders, and through the analysis of such records as land titles, birth and death records, and other archival materials.

Exogamy

Marriage (is allowed only) with persons outside the defined group, for example, a lineage

Feminine

Characterized by or possessing qualities generally attributed to a woman

Femininity

The quality or condition of being feminine; womanliness; sometimes womanishness or effeminacy when applied to a man

Folklore

A nineteenth-century term first used to refer to the traditional oral stories and sayings of the European peasant, and later extended to those traditions preserved orally in all societies.

Gender history

The study of both men and women and their interrelationships in the past

Gender

A cultural category of difference between women and men; sometimes also defined as a way of expressing power relations within a given society. The meanings assigned by cultures to the biological differentiation of the sexes.

Genocide

The extermination of one people by another, often in the name of "progress."

Hetaira, pl. hetairai

A courtesan or higher class prostitute

Heterosexuality

Sexual attraction to members of the opposite sex

History

What happened in the past; the use of evidence to reconstruct and interpret the past

Homosexuality

Sexual desire for others of one's own sex; sexual activity with another of the same sex

Hypothesis

A tentative explanation of the relation between certain phenomena

IGLWU

International Ladies Garment Workers Union

Incest taboo

The prohibition of sexual relations between specified individual, usually parent-child and sibling relations at a minimum.

Culture

The symbolic and learned aspects of human society, including language, custom and convention.

Construction of gender

The process by which individuals actively build, or 'construct' a sense of themselves as gendered. For education practitioners, it is important to understand the active part that young people play in this process, testing out behaviour and language which enables them to operate comfortably within a range of complex social relations. They interact with adults, with peers, and with media images within a variety of contexts, making sense of many competing agendas. Although young people are actively engaged in this process, it is also important to understand that real choice is limited by the power relationships and structures within which we live: through these, young people can learn to 'desire' ways of being masculine or feminine which ultimately restrict them. The phrase 'construction of gender' reflects a development from the limitations of earlier theories of 'sex role.

Double Role of Women

In contrast to the common European interpretation of the double role of women, in the sense of double burden of women in their reproductive as well as their productive role, the term has a rather positive association within the Indonesian context. Double, or multiple roles of women in Indonesia mostly refer to the myriad opportunities and tasks a woman can take advantage of in a society, in addition to her preliminary role as a housewife and mother.

The multiple role of women is officially explained as the role of a woman as an independent person, as housewife, as mother of the nation, as educator of children, as wife, as well as member of society, as member of the workforce and last but not least as resident of the Republic of Indonesia and as resident of the world.

Discrimination on the basis of sex and gender roles

Also called gender discrimination – remains pervasive. There are very few countries in the world where women are equal to men from the point of view of legal, social and economic rights, and gender gaps are widespread in access to and control over resources, in economic opportunities, in power and political voice.

Deconstruction

Most often applied as a method of literary analysis, "deconstructive readings emphasize the indeterminacy of textual meaning and the ceaseless play of signification."

Ecriture Feminine

(A term originated by Helene Cixous) To designate a form of discourse that has been "marginalized, silenced, and repressed" by a male-dominated culture. Proponents say the form creates an opportunity for feminine expression to be developed and `articulated.' Critics counter that certain characteristics of writing, such as "imprecision, prolixity, and digression," are not necessarily feminine. Furthermore, a fine distinction exists between recognizing and celebrating difference and asserting difference to the extent that it creates another form of marginalization.

Ethics

A practical tool for assessing gender considerations in reproductive health research was developed in 1998. The gender tool is now being tested through its inclusion in the Guidelines and Forms which are sent to prospective researchers seeking support from WHO's Department of Reproductive Health and Research. The purpose of this tool is to ensure that no intervention or research aggravates gender inequalities, but rather that it contributes to the promotion of gender equality wherever possible. This tool will be evaluated for its efficacy in enabling issues of gender inequality to be addressed by reproductive health researchers. More information

Efficiency Approach (as a WID policy)

The efficiency approach is the third and now predominant WID approach, particularly since the 1980s debt crisis. Its purpose is to ensure that development be more efficient and effective through women's economic contribution. Women's participation is seen as associated with equity. It seeks to meet practical gender needs, while relying on all three roles and the flexibility of women's time. Women are seen entirely in terms of their capacity to compensate for declining social services by extending their working day. Like the anti-poverty approach, the efficiency approach has been very popular during the implementation of structural adjustment policies. The consequence is increased pressure on women to produce goods and services for those who cannot pay, (children and other dependants), or will not pay (husbands and others) enjoying women's free services.

Equality

In the Indonesian translation "equality" has been interpreted as "equal partnership". The official definition of equal partnership, published by the Ministry for the Role of Women reads as follows:

"The concept of a harmonious equal Partnership between men and women, which is harmonious, homogeneous and balanced, means conditions, where men and women posses the same rights, duties, positions, roles and chances, based on a behaviour and an attitude of mutual esteem, mutual respect, mutual help and mutual assistance in the development of various fields."

(Source: Kantor Menteri Negara Urusan Peranan Wanita 1997, Petunjuk Penyusunan Perencanaan Pembangunan Berwawasan Kemitrasejajaran dengan pendekatan Jender, Jakarta).

Equity Approach (as a WID policy)

The equality approach is the original WID approach, used within the 1975 - 1985 UN Women's Decade. Women found that legal equality does not guarantee equal benefits. A fox and a stork may be given equal opportunity to eat from a dish, but who gets most depends on whether the dish is wide and shallow to suit the fox or deep and narrow to suit the stork. For equitable impact, each would have to eat a share of food from its own dish. In development, do we seek equality of opportunity or equitable impact?

Thus, the equity approach aims at gaining equity for women in the development process. Women are seen as active participants in development. The triple role of women is recognised, seeking to meet strategic gender needs through direct state intervention, encouraging political and economic autonomy, and reducing inequality with men. This approach challenges women's subordinate position and is criticised as Western feminism; it is considered threatening and is not popular with governments.

Feminism

The term feminism, from the Latin femina - woman - began to be used in the 1890s in reference to the theory of sexual equality and the movement for women's rights. Currently, international dictionaries usually define it as the advocacy of women's rights based on a belief in the equality of the sexes. In its broadest sense, the word refers to everyone who is aware of and seeking to end women's subordination. However in the Indonesian context the term Feminism is sometimes associated with a radical women's lib movement.

Focal Point

A GAD Focal Point is a mechanism designed to co-ordinate, provide direction to, monitor, and serve as a technical advisor for programs and projects on women or gender and development concerns within an agency. It may be established:

• In any government agency (departments, bureau's, government-owned universities, agencies, local governments etc.),

• Within an agency or local council (such as developing or coordinating councils on the regional, provincial, city, municipal levels).

The size, form, membership composition and structure, may vary depending on the needs of the agency it serves.

Feminism

A handy definition of feminism emerged in the early days of the second wave of the women's movement: Feminism is the "radical" notion that women are human. This notion has not yet been fully embraced in the United States, as is illustrated by the failure to pass the Equality Rights Amendment, as well as by the high rates of violence against women, wage discrimination, etc. In the most basic definition of the term, a goal of equal opportunity without regard to sex. The philosophy recognizes that women have been oppressed and that "gender relations are neither inscribed in natural differences between the sexes, nor immutable." It also strives for political commitment to transcend the inequities. The movement has spawned many sub-groups—black feminists, Marxist feminists, radical feminists—that do not agree on what the term means or on what the philosophy should entail. However, the movement has galvanized people and produced

progress. Moreover, it has produced "a rich seam of social and cultural critical theory, and political practice which has had a major impact on culture".

Gender relations

Depend on economic conditions and change together with them. The notion of sex is linked with different functions of men and women in the biological reproduction. Gender refers to the social and cultural structure superimposed on a pure conception of sex. The difference between gender and sex testifies to that a subordinate status of women is not an inherent quality of our organism. It is not inherent; it may change, be assessed and criticized like any other social phenomenon, Gender policies is a planning and implementation of decisions based on recognizing that women and men play different roles in society due to different requirements to them.

Gender

Refers to socially & culturally constructed differences between the sexes.

Gender-identity disorder

The diagnosis applied to a person who behaves too much like members of the gender to which they have not been assigned, or to a person who identifies as a member of the other sex. When the American Psychiatric Association eliminated homosexuality as an illness, gender identity disorder was added as a new diagnosis. Thus, it is no longer an "illness" to be gay or lesbian or bisexual, so long as you act like the gender to which you have been assigned. Members of the transgender movement are working politically to have this diagnosis eliminated in order to destigmatise and invite a wide range of gender expressions, however atypical they may be.

Gender socialization

Patterns of behavior taught to children and adults in order to help them learn to behave as acceptable females or males. It begins at birth via naming, clothing, and treatment of the infant and it continues to be taught and reinforced throughout life within most social institutions.

Gender and Sex

(According to Robert Stoller), "Gender" indicates socio-cultural designations while "sex" indicates biological differences. Once again, understanding and acceptance of these distinctions remains complex. The differentiation may be a "necessary construction," but opponents question if we can completely separate the terms since we know that culture encroaches on biology

Gyno-criticism

A term given by Elaine Showalter to describe a feminist approach to literary analysis examining women as writers, i.e. the producers of meaning. This method represents a dominant approach to challenge male images of women. Critics decry its "essentialist premise," and claim that it has not established a concrete theory of language to replace the male model.

GAD (Gender and Development)

Has defined the basic problem in the subordinate status of women in relation to men. In insisting that women cannot be viewed in isolation, it aims at changing unbalanced relationships of power between men and women by addressing their specific potentials and needs.

GAM

Gender Analysis Matrix

The Gender Analysis Matrix is another tool for gender analysis developed by A. Rani Parker, published in 1993 by Unifem. It determines the different impacts of development interventions on women and men at the community and grassroot level. The analysis is done by a group within the community which preferably should include women and men in equal numbers. It can be used at the planning and design stage of a project and during monitoring and evaluation.

Gender

Gender identifies the social relationship between men and women, shaped by different social, historical and cultural values. These values determine the roles that women and men play in all fields of life. It identifies socially learned behavior and expectations associated with the two sexes. It also refers to the socially differentiated roles and characteristics attributed by a given culture to women and men.

Gender Analysis

Gender analysis is a technique considering the position of women and men in all spheres of society in order to identify their specific potentials, aspirations and needs.

The gender aspect is analysed in all sectors at micro and macro levels, in the context of the existing socio-economic and socio-cultural structures. It is applied in the planning, management, monitoring and evaluation of a project.

Gender Analysis Tools

The gender analysis framework, developed by the Harvard Institute, uses 3 main tools:

1. The activity profile which identifies the division of labour, time allocation and income between men and women in a specific context

2. The access and control profile which measures access and control over resources of men and women 3. The participation profile which focuses on gender-differentiated quantitative as well as qualitative participation.

Gender and Development (GAD) Approach

Since the mid-eighties, we have found a shift from the "Women in Development "(WID) approach to "Gender and Development" (GAD), which is reflected in international discussion and the policies of many countries. This shift was a reaction to the marginalisation of

women-only programmes under the WID approach. While the WID concept promoted separate development activities for women, GAD measures attempt to integrate gender awareness and competence into mainstream development. The GAD approach seeks to understand women's subordination through analysis of the relation between men and women within the framework of important and relevant factors like social class, race and age, etc. Gender as an analytical concept has supplanted WID precisely because the position of women cannot be understood or altered without having a broader vision of women's and men's roles and positions in society. For the recognition of women's interests in development programming, the GAD approach is based on a two-pronged strategy: special measures for women and men, and consideration of women's and men's interests in general programmes. Because women often benefit from a position of relative disadvantage, special support is necessary in order to enable women to fully participate and benefit.

Gender Approach of the Ministry for the Role of Women

The adaptation of the gender approach has been subject to long discussions within the Ministry for the Role of Women. Finally the Ministry agreed on the following definition:

"Men UPW has determined that the efforts to increase women's role in State development should be undertaken on a concept of a harmonious equal partnership between men and women, which is harmonious, homogeneous and balanced, with the help of the gender approach."

(Source: Kantor Menteri Negara Urusan Peranan Wanita 1997, Petunjuk Penyusunan Perencanaan Pembangunan Berwawasan Kemitrasejajaran dengan pendekatan Jender, Jakarta)

Gender Awareness

Gender Awareness means that both women and men are working together in a harmonious way, possessing the same rights, duties, positions, roles and opportunities, and paying careful attention to the specific needs and strengths of both.

Gender Entry Strategy

The gender entry strategy is the first step of intervention necessary to overcome the gender constraints and utilise the assets identified in a project. With the entry strategy the most effective strategy out of several possible other options of gender responsive planning is chosen.

Gender Gap

A gender gap identifies imbalances in the relationship between men and women in the development process. Gender gaps can be identified through gender analysis.

Gender Needs

One of the key assumptions underlying gender and development analysis is that women and men, because they have different gender roles and positions in society, also have different interests and needs. For the analysis of development projects and programmes it is helpful

to make a distinction between improving the immediate, difficult conditions that poor Third World women face - addressing their practical gender needs - and considering the underlying structural causes and the arising long-term or strategic gender needs. A distinction between practical and strategic gender needs or interests is furthermore an important issue for project sustainability. The traditional emphasis of development co-operation on women's practical gender needs has failed to recognise that these practical gains can easily be reversed if women lack the power to protect them when resources are scarce - which often happens in the context of structural adjustment politics.

Gender Planning Tools

The gender planning methodology, developed by Caroline Moser, uses the following tools for diagnosis and planning of gender responsive development:

1. Gender roles identification of productive, reproductive, or community managing and community politics roles of men and women

2. Gender needs assessment of different practical and strategic gender needs.

3. Disaggregated data at the household level to ensure identification of control over resources and power of decision-making within the household.

4. WID/GAD policy matrix as an indicator to measure to what extent interventions satisfy practical and strategic gender needs.

5. Gender entry strategy and gender-responsive planning to ensure better balancing of tasks within the existing gender division of labour.

Gender Responsive Indicators

Indicators are objective data which measure achievements in terms of quantity, quality, time and location.

They should be:

• Realistic – describe the situation to be achieved

• Independent of one another

• Capable of being verified

• Contain information about the target group (who), the quantity (how much), the quality (what, how well), the time scale (when) and the location (where).

As such, they are the reference points of monitoring and evaluation. Practical experience demonstrates the need to differentiate by gender within the development of indicators. An indicator which reads "household income boosted by x% says little about who is to benefit from the rise in income. General wording in the planning (farmers, family) are often equated with the male members of the target group during project implementation. Differentiating the indicators by gender is the only way to ensure that there is a binding provision to record the gender-specific impacts of the project.

Gender-Responsive Monitoring and Evaluation

A visible anchoring of the gender perspective in the project strategy and the differentiation of indicators by gender are the precondition for a gender-specific monitoring and evaluation system.

A gender-responsive monitoring and evaluation should consider:

A. Gender-responsive project progress monitoring

• Monitoring of project activities and results, referring to the gender-specific indicators defined during project planning, involving men and women as project implementers, representatives of collaborating institutions and the target group.

• Analysis of access and control of men and women over project facilities and services

• Monitoring of staff members, counterparts and target groups to analyse participation of men and women in project decision-making and management tasks.

• Monitoring of staff performance with regard to their Terms of Reference including their gender responsiveness.

• Formulation of recommendations for the project management team regarding the adjustment of gender-responsive project activities, resource allocation and internal management structures.

Gender-responsive impact monitoring

• Assessment of the project's expected and unexpected impact on target groups, affected groups and institutions with regard to practical and strategic gender needs.

• Updating of gender-specific baseline data for all variables monitored through indicators.

• Formulation of gender-differentiated recommendations for the adjustment of the project strategy and for re-planning.

Gender-Responsive Participation

Gender responsive participation means equal participation of men and women at all steps of a project cycle as beneficiaries of the project but also as decision-makers and project implementers.

Gender Responsive Planning

Gender Responsive Planning is the use and integration of the Gender and Development framework into the entire development planning cycle of a project. It comprises the appraisal, planning, implementation, monitoring and evaluation of a project in order to ensure an equal participation of men and women, respecting their specific needs and potentials.

Gender-Responsive Target Group Analysis

A gender responsive target group analysis is obligatory for all GTZ projects except those which are classified as "gender unspecific". The differentiation of target groups, such as "the family" or "micro entrepreneurs" must be dismissed as being too unspecific. A gender-specific analysis is required to detect the different problems, potentials and needs of the different actors.

Elements of a gender-differentiated target group analysis include:

• The identification of the social and economic activities of different actors

• Their access to and control over resources

• Their access and control over income

• Their role in decision-making in the household and in the community

• The pattern of gender-specific participation in community Organisations and solidarity groups

• An investigation of the socio-cultural, political and economic factors which influence the specific characteristics of gender roles in a society.

Gender Role

Gender roles are the roles both sexes fulfill in a society as defined by their virtue of being female or male. The role of a mother and father, for example, incorporates the right and the obligation to care for the children and to provide a living for the family. Both sets of roles are associated with sets of behaviours, and consequently, social values. If individuals do not fulfill their gender roles according the expectations of society, they might face serious social sanctions. While women and men both undertake different activities and produce different goods and services, they are mutually dependent on each other. However, this allocation of tasks and values varies greatly from one culture to another, from community to community and at different time periods. This is an indication that the gender role itself is a social construction affected by the form of the respective society and its economic and political set-up. The behaviours, attitudes values, beliefs and so on that a particular cultural group considers appropriate for males and females on the basis of their biological sex. Given the confusion about this terminology in the literature, sex role refers to whether someone lives a male or female role, while gender role is how he, or she, lives that role. Gender roles vary from culture to culture; it appears that many of the behavioural differences between males and females are caused by socialisation as well as male and female hormones, and other innate causes. As increasing numbers of Western women are employed in wage labour, divisions between the gender roles are shifting, but very much still exist. Gender roles vary from culture to culture; it appears that many of the behavioural differences between males and females are caused by socialisation as well as male and female hormones, and other innate causes. As increasing numbers of Western women are employed in wage labour, divisions between the gender roles are shifting, but very much still exist. *Gender role/identity* refers to a person's understanding and acceptance of gender roles. In other words it is how an individual adapts the prescribed sex role to his, or her, individual identity. Gender role concerns the activities ascribed to men and women on the

basis of perceived gender differences. While men are mainly identified with productive roles, women have a triple role: a productive role; a reproductive (or domestic) role; and a community managing role. Gender roles and responsibilities vary between cultures and can change over time. "Gender role", has two meanings that in individual cases may be divergent:

- First, people's gender roles are the totality of the ways by which they express their gender identities.

- Second, people's gender roles may be defined as the kinds of activities that society determines to be appropriate for individuals possessing their kind of external genitalia.

Some examples of commonly seen gender role descriptions:

- A man enjoys sex, has a career, and has difficulty expressing his emotions.

- A woman wears cosmetics, and wants to get married, start a family and be a housewife.

- An effeminate man is a man who is more or less like a stereotypical woman.

- A girl wears skirts and dresses, plays with dolls, likes the colour pink, has long hair, and wants to wear make-up.

- A tomboy is a girl who behaves like a stereotypical boy.

- A boy wears rugged clothing, likes the colour blue, plays with toy soldiers, participates in competitive team sports, enjoys fighting, doesn't cry, and has short hair.

- A sissy is a boy who behaves like a stereotypical girl.

- After the sexual revolution, gay liberation, and feminism movements of the mid to late 20th century (the 1960s in particular), new roles became available in Western societies, and gender roles became rather more flexible. Narrowly defined gender roles, such as those listed here, are generally recognised as stereotypes. *Other stereotypes:*

- Man

- Head and breadwinner of the family

- Responsible for contacts outward

- Strong, rational, sexually active

- Men as "hunters"

- Woman

- Dependent on and subject to a male commander (father, husband etc...)

- Responsible for the social connections within the family

- Weak, emotional and irrational, compensatorily sexually passive or uninterested

- Woman "nests".

Gender or sex role behaviour

Refers to what people's behaviours are actually like. We feel it is an inadequate description since it does not, on the face of it, account for physical characteristics such as, for instance, broad shoulders on a woman.

Gender Training

In the past decade a wide range of different analytical gender approaches have been developed, which have resulted in different training strategies and techniques. Of the diversity of approaches three training, three approaches have emerged as dominant:

Gender Analysis Training, first developed in 1980 by Catherine Overholt, Mary Anderson and Kathleen Cloud from Harvard and therefore also called the "Harvard approach". It is a diagnostic tool based on gender analysis. It consists of a sequential, threefold analytical framework to address the division of labour between men and women and their different access to and control over resources. The intention is to train participants to be able to use gender analysis as a tool in their own work. A second well known approach, which emerged at the end of the eighties, is Gender Planning Training, developed by Caroline Moser in London. The basis of this approach is planning rather than analysis. The purpose of the training is to provide tools, not only for the gender-responsive analysis of a situation but also for its translation into specific interventions in planning practice. Gender dynamics is a third, and very different training approach. It mainly comes from the training experience of Third World grass-roots Organisations. The Philippines have a lot of experience with this approach. Gender dynamics is a consciousness-raising training to identify gender bias at home, at work and in society at large. It comprises several highly participatory methodologies such as role play, interpersonal dynamics and popular theatre.

Gender analysis in the area of health

• Understanding differences in risk factors and exposures, manifestation, severity and frequency of disease

• Understanding differences in social and cultural responses to disease.

• Highlighting inequalities between men and women in access to resources to promote and protect health, in responses from the health sector and in the ability to exercise the right to health.

Gender Issues and Concerns

Issues, concerns and problems arising from the different roles by women and men, as well as those that arise from a questioning of the relationship between them.

Gender-Responsive Indicator System

A set of statistical measurements for monitoring the situation of women, relative to men in various sectors and for determining whether development programs respond to their problems and needs.

Gender-Responsive Development Training

The use and integration of the Gender and Development (GAD) framework into the entire development planning cycle. It rests on the premise that introducing gender considerations makes development planning/programming more "people oriented or people focused." Gender is one source of heterogeneity along with education, ethnicity, class and other socio-demographic variables, all of which determine to a large extent the manner by which development plans and programs/projects impact on different groups of people.

Gender-Responsive Programs/Project

Programs and projects that systematically incorporate or address gender concerns. They are of three types: a) integrated programs or projects; b) women's components; and c) for women only programs or projects.

Gender

Gender refers to the economic, social and cultural attributes and opportunities associated with being male or female in a particular point in time.

Gender equality

Gender equality means equal treatment of women and men in laws and policies, and equal access to resources and services within families, communities and society at large.

Gender equity

Gender equity means fairness and justice in the distribution of benefits and responsibilities between women and men. It often requires women-specific programmes and policies to end existing inequalities.

Gender discrimination

Gender discrimination refers to 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 Identity

In sociology, gender identity describes the gender with which a person identifies (i.e, whether one conceives oneself to be a man, a woman, or describes oneself to oneself in some less conventional way), but also can be used to refer to the gender that other people attribute to the individual on the basis of what they know from gender role indications (clothing, hair style, etc.). Gender identity may be affected by a variety of social structures, including the person's ethnic position, employment status, religion or irreligion, and family.

Gender differences

Those differences in behaviours and attitudes which are constructed through social practice, which are dynamic and are capable of challenge and change.

Gender-based harassment

Harassment based on an individual's gender, including Harassment relating to the way in which an individual's gendered behaviour, appearance, language and attitudes conform to dominant local norms. There is a growing understanding and acceptance that homophobic harassment is a form of gender-based harassment.

Harassment

Behaviour (physical, verbal and social) which makes an individual feel embarrassed, frightened, hurt, angry or uncomfortable. Harassment frequently relates to an individual's gender, race or ethnicity, and constitutes an abuse of power by one individual or group over another. Schools are coming to reject the use of terms such as teasing and bullying to label behaviours of this type, and to develop policies

Homophobia

Fear or dislike of an individual based on their perceived failure to conform to dominant local norms of masculinity and femininity. This term has come to refer particularly to hatred of homosexuals and homosexuality, and the harassing behaviour which it produces.

Homophobic harassment

Verbal and physical harassment, including social exclusion and violence, which arises from individual or group homophobia. Homophobia can create a limiting environment in a school or workplace for young people wishing to exercise choice in relation to subject choice, cultural and recreational activities, relationships, attitudes and behaviours. It represents the exertion of power by a dominant group over girls and women, boys and men who are perceived to be different.

Hegemonic masculinity

The dominant, white, heterosexual, patriarchal, privileged masculinity that controls many aspects of people's lives. It includes a tough, take-charge, don't-feel image of masculinity that frequently dominates male socialization even when other forms of masculinity are present.

Heterosexuality

Attraction to people of the opposite sex.

Homophobia

Fear of, hatred toward, or prejudice/discrimination against people who identify as gay, lesbian, or bisexual. In some contexts, it is also used to refer to men's fear of judgment or humiliation by other men even when sex per se is not a factor in the interaction.

Homosexuality/lesbianism

Attraction to people of the same sex.

Intersecting identities

No one lives with simply one identity. Everyone has an array of identities that intersect within her or him; some identities are privileged, others oppressed. Thus, a person might be white, male, economically comfortable, and disabled. Another might be able-bodied, female, bisexual, and Asian American.

Legends

Stores told as true, set in the post-creation world.

Lesbian

A woman who is a homosexual

Leveling mechanism

A societal obligation compelling a family to distribute goods so that no one accumulates more wealth than anyone else.

Leviratic marriage, the levirate

The system in which upon the death of a husband, a wife is inherited by her husband's brother

Lineage

A descent groups whose members trace their genealogical links to a common ancestor.

Mainstreaming Women in Development

Mainstreaming in this sense means ensuring the recognition of the past and present roles and contributions of women both in the productive and reproductive spheres, and facilitating their access to the use and control of all existing resources. At the same time, mainstreaming means bringing women and their concerns to the forefront of planning so that the development process itself is shaped by the needs and aspirations of both women and men.

Mother's Day

Should better be translated as "women's day" as this day celebrates the first national women's congress, organised by 30 women's Organisations on 22 December 1928. The main issues of the early women's Organisations were the struggle for better education, the right of women to vote (granted in 1941) and the struggle for a new marriage law which forbids repudiation of wives and polygamy.

Masculinities

Speaking of 'masculinities' in the plural is a way of drawing attention to the fact that there are many different ways of being masculine; that 'masculinity' is not a single static entity within a homogenous culture. Boys are presented with many 'masculinities' within popular culture, in formal school areas of learning and within their own environment, and experiment with a range of masculine ways of being.

Masculine

Of or pertaining to men or boys; suggestive or characteristic of a man; mannish

Matriarchy

System in which women rule

Matrilineal

Tracing descent through the mother

Matrilocal

After marriage, the couple lives with bride's relatives; same as uxorilocal

Mendicant

A person who depends upon alms for a living; a member of a mendicant order of friars or monks

Midwife

A woman who assists women in childbirth

Modernization

The process of cultural and socioeconomic change, whereby developing societies acquire some of the characteristics of Western industrialized societies.

Monk

A member of a religious brotherhood living in a monastery

Monogamy

The custom or condition of being married to only one person at a time (or for life)

Mystic

One who practices or believes in mysticism

Mysticism

A spiritual discipline aiming at direct union or communion with ultimate reality or God through deep meditation or trancelike contemplation

Myth

A sacred narrative explaining how the world came to be in its present form.

Participation Profile

The participation profile is a tool of gender analysis focusing on men's and women's involvement in formal and informal institutions in the project environment. It shows:

• The power and decision-making structures in a community

• How men and women communicate and participate in decision-making in these institutions

• How many women and men participate in which capacities in which institutions?

Practical Gender Needs

Practical gender needs are the needs of women and men arising from the traditional gender division of labour in which women's subordinate position are unquestioned. Practical gender needs are a response to immediate perceived necessity, identified within a specific context. They are practical in nature, and often are concerned with inadequacies in living conditions such as drinking water, health care, shelter etc.

Productive Role

Productive work involves the production of goods and services for consumption and trade (farming, fishing, employment and self-employment) done by both women and men, remunerated in cash or kind. It includes both market production with an exchange value, and subsistence/home production with actual use value, but also potential exchange value. In most cultures, productive work is divided into men's tasks (e.g. ploughing, working with machinery) and women's (e.g. planting, weeding, milk processing etc.).

Positive discrimination of women

This notion designates many limitations imposed on women due to their reproductive role (a prohibition to do night, over-time or heavy physical job, to lift heavy things, etc.). From a feminist viewpoint, a woman must herself decide about the sources of her income, profession and labor conditions, depending on her strivings and life circumstances. The wording of the Labor Law «a woman is prohibited» as such violates the principle of gender equity and attaches a subordinate role to women. In conditions of unstable economic development and staff redundancies, the «positive» discrimination of women may act as a veiled mechanism for forcing out women from sources of income.

Reproductive rights

Reproductive rights rest on the recognition of the basic right of all couples and individuals 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. They also include the right of all to make decisions concerning reproduction free of discrimination, coercion and violence.

Sexual harassment

Unwanted sexual attention of various kinds: demand for sexual favors in exchange for promotions or admission to educational or occupational settings; hostile or offensive atmosphere characterized by sexualized comments, objects, or images. Sexual harassment is considered a form of sex discrimination, although same-sex sexual harassment has also been found unacceptable by the Supreme Court. Sexual harassment does not include mutually acceptable flirting, unless the latter is offensive to a third party. Unlike most other kinds of discrimination, it is victim-defined - thus, a behavior defined as unwanted by one person might be defined as acceptable by another.

Sexual orientation

Sexual orientation refers generally to the gender of people to whom one is sexually attracted. Although, typically, this encompasses heterosexuality (attraction to people of the opposite sex), bisexuality (attraction to people of either sex), or homosexuality/lesbianism (attraction to people of the same sex), these terms can become confusing in the context of transgender issues. Thus, is a man who is married to a woman and who dates a male transvestite on the side straight or bisexual? A heterosexual man who becomes a woman and is still attracted to women is labeled a lesbian. Has his/her sexual orientation really changed? In Texas, a transsexual man who became a woman was allowed to marry her lesbian partner because she is genetically male even though she identifies as female.

Social construction of gender

A process by which gender differences are taught and reinforced in social interaction within social institutions (e.g., the family, schools, religious settings, workplaces, etc.). Thus, gender goes well beyond the simple learning of sex roles, embedded as it is in every aspect of social life. Male superiority characterizes most aspects of the institutions involved in the social construction of gender.

Sociological imagination

The possession of a sociological imagination allows a person to make sense of her or his life in the context of larger social and historical dynamics. This includes the ability to distinguish between difficulties that lie in the realm of the individual and his or her family (personal troubles) and difficulties that emerge from the larger social context (public issues). Solutions to problems can emerge once individuals and groups are able to understand the sources of their difficulties.

Sex typing

Refers to the differential treatment of people according to their biological sex. In practice, this term is used in a more subtle way. If one has very rigid views about how one should behave, or how others should behave, one is said to be highly sex-typed. (Or highly sex

stereotyped) Thus the Bem Sex-role Inventory (BSRI) [1] is about whether subjects are more or less likely to describe themselves in masculine or feminine, rather than simply more or less socially acceptable, ways. In her terms an androgynous person is not someone who has characteristics of both sexes, but someone who has less rigid and proscribed views about appropriate behaviour.

Sexuality

Sexuality is a central aspect of being human throughout life and encompasses sex, gender identities and roles, sexual orientation, eroticism, pleasure, intimacy and reproduction. Sexuality is experienced and expressed in thoughts, fantasies, desires, beliefs, attitudes, values, behaviours, practices, roles and relationships. While sexuality can include all of these dimensions, not all of them are always experienced or expressed. Sexuality is influenced by the interaction of biological, psychological, social, economic, political, cultural, ethical, legal, historical and religious and spiritual factors.

Sexual health

Sexual health is a state of physical, emotional, mental and social well-being related to sexuality; it is not merely the absence of disease, dysfunction or infirmity. Sexual health requires a positive and respectful approach to sexuality and sexual relationships, as well as the possibility of having pleasurable and safe sexual experiences, free of coercion, discrimination and violence. For sexual health to be attained and maintained, the sexual rights of all persons must be respected, protected and fulfilled.

Sexual rights

Sexual rights embrace human rights that are already recognized in national laws, international human rights documents and other consensus documents. *These include the right of all persons, free of coercion, discrimination and violence, to:*

• The highest attainable standard of health in relation to sexuality, including access to sexual and reproductive health care services;

• seek, receive and impart information in relation to sexuality;

• Sexuality education;

• Respect for bodily integrity;

• Choice of partner;

• Decide to be sexually active or not;

• Consensual sexual relations;

• Consensual marriage;

• Decide whether or not, and when to have children; and

• Pursue a satisfying, safe and pleasurable sexual life.

The responsible exercise of human rights requires that all persons respect the rights of others.

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The National Commission on the Status of Women

It is a semi-governmental autonomous body, established on the advice of the United Nations. Its task is to assist the women's ministry through research and studies on the role of women.

Violence against Women (VAW)

Any act of gender-based 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 occurring in public or in private life. It encompasses all forms of violation of women's rights, including threats and reprisals, exploitation, harassment and other forms of control.

Women's rights movement

The movement for women's equality has been characterized by three waves of activity. The first wave began in 1848 and ultimately focused on the struggle for the vote, which was attained in 1920 after 72 years of work.

The second wave, known more commonly as the women's liberation movement, began in the 1960s and early 1970s and continued into the 1990s. It was characterized by individual and collective empowerment strategies, many of which continue today. These strategies include the development of anti-discrimination legislation and policy focusing especially on abortion rights, prevention of violence against women, gender equality in employment and education, policies against sexual harassment, etc. (action; sexual harassment); conscious-raising groups designed to help women empower themselves in their personal lives and understand how forces in the wider social order affect individual lives; the growth of large women's organizations such as the National Organization for Women, the National Women's Studies Association, the National Women's Health Network, the Black Women's Health Network, the National Welfare Rights Organization, and the Feminist Majority Foundation, among others; the development of a network of services for women including rape crisis centers, health centers (e.g., birth control, family planning, and abortion services), shelters for battered women, childcare centers, women's newspapers, women's bookstores, feminist counseling centers, and multipurpose women's centers; the growth of women's studies departments in colleges and universities; increased awareness of the situations of women

worldwide; and the increasing involvement of women in politics and political office. The third wave began in the 1990s, led by young feminists involved in publishing feminist books and magazines addressing the needs of girls and young women, and in mobilizing young activists to fight inequality based on age, gender, sexual orientation, economic status, or level of education.

Women's studies

An interdisciplinary field of study focusing on women's experiences. Since its beginning, it has focused on analyzing patriarchy and women's limited power worldwide; bringing women's voices into areas of knowledge where they were previously absent; building theoretical explanations for women's lower status in most of the world; and working actively for the empowerment of all women and for their ultimate equality as human beings. Increasing attention to all kinds of women across differences of age, social class, race, culture, religion, national origin, sexual orientation, and ability has helped scholars and students to better understand the experiences of women around the globe.

Role modeling

An aspect of socialisation, in which adults or peers provide a 'model' of the behaviours young people, should learn.

Socialisation' and 'role modeling'

The process has been described in this way:

In reality the choices are multiple and many dimensional, and come from home, from peers of both sexes with many different backgrounds, views and embodiments of gender, from a variety of views and modeled behaviours among the staff, and from the traditions and rules of the school itself. Students must undertake the difficult task of constructing themselves in ways which enable them to feel comfortable inside this confusion. This whole spiral of gender-shaping experience, personal reaction and self-modification is called 'the construction of gender" ... (Dr Cherry Collins) difference—the focus on difference in recent work on gender recognises that there is little value in comparing 'boys' and 'girls' as if these were simple, single-dimensional variables within homogenous groups. Consciously and unconsciously, young people make choices between many conflicting ways of being masculine and feminine, and are influenced by factors including place, socio-economic status, ethnicity and race. Disaggregated data which reflects these variables is needed for meaningful reporting on the education outcomes of girls and boys.

Sex-based harassment

Sex-based harassment is the broad term which includes sexist harassment, sexual harassment, gender-based harassment and homophobic harassment. The variety of such terms reflects the effort to find language to describe the many forms which harassment may take. Sex-based harassment is the imposition of behaviour based on sex stereotyping. It is often unrecognised, trivialised or accepted as teasing, but it is one of the factors most commonly identified by girls as limiting their participation in schooling. It can include verbal and physical abuse, social exclusion and other forms of emotional trauma.

Sexist harassment

Harassment based on assumptions about an individual's ability to enter and succeed in various types of work or courses of study, based on their gender. Sexist harassment relegates girls and women, and activities related to the domestic sphere, to an inferior position in Australian society. Because of this, boys and men can themselves become targets of sexist harassment when they actively participate in activities which are perceived as 'female'.

Sexual harassment

This term is used in some states to include all sex-based harassment. It can refer particularly to harassment which relates to an individual's sexuality, and which may include comments about an individual's sex, their relationships, sexual preferences, sexual behaviour or appearance, and includes unwanted sexual attentions, sexual propositions and physical contact.

Sex differences

Biological differences between males and females.

Nun

A woman who belongs to a religious order devoted to religious service or meditation, usually under vows of poverty, chastity and obedience

Onanism

Masturbation

Open-class societies

Stratified societies that permit a great deal of social mobility.

Pantheon

The several gods and goddesses of a people.

Patriarchy

System in which men rule. Also used to describe the aspects of male dominance in all or most societies. Some suggest that "patriarchy" should be used to describe systems where exert power through their role as father or head of a kin group.

Patrilocal

After marriage, the couple lives with the groom's relatives; same as virilocal

Patrineal

Tracing descent through the father

Pederasty

The act of engaging in anal intercourse, especially with a boy

Pluralistic societies

Societies in which there exists a diversity of cultural patterns.

Polyandry

Marriage in which a wife has more than one husband

Polygamy

Marriage in which one has more than one spouse

Polygamy

Marriage in which a husband has more than one wife

Primogeniture

System of inheritance in which the eldest male inherits the entire estate

Protective legislation

Special legislation to protect women, especially in relationship to their role as mothers

Separate spheres

The idea that men and women function in different spheres, e.g. public vs. private; workplace vs. home

Sex

Males or females collectively; the condition of being male or female, as defined biologically or physiologically with respect to genitalia

Sexuality

The condition of being characterized and distinguished by sex or sexual preference

Slave

One bound in servitude to a person or household as an instrument of labor; a person treated as property

Social class

A set of families that enjoy equal or nearly equal prestige according to the system of evaluation.

Social Darwinism

Application of "survival of the fittest" to human society.

Social mobility

The ability to change one's class position.

Social structure

The relationship of groups within a society that hold it together.

Society

A group of people who occupy a specific locality and who share common cultural traditions.

Sororate

A marriage custom according to which a widower marries his dead wife's sister.

Suffragette

A female advocate of suffrage for women, often employing radical tactics

Suffragist

An advocate of the extension of political voting rights (or suffrage), especially to women

Tradition

In a modernizing society, old cultural practices, which may oppose new forces.

Tribe

A group of nominally independent communities occupying a specific region, sharing a common language and culture, which are integrated by some unifying factor.

Urning

Late 19th-early 20th century term for a homosexual, especially a male homosexual; same as gay (man)

Virgin

 A person who has not experienced sexual intercourse; a chaste or unmarried woman; maiden; an unmarried woman who has taken religious vows of chastity

WCTU

Women" s Christian Temperance Union

Wet nurse

A woman who suckles another woman's child

Women's colleges

Separate institutions of higher learning established for women, especially in 19th century US and England

Women's history

The study of the status and lives of women in the past

Comparable value

The principles of equal pay to men and women for equal work, including the comparable levels of expertise.

Desegregation

Gender-based division of statistical data. Not infrequently the statistics mentions only the aggregated figure, e.g., per capita income level or the total number of leaders. The data are gender neutral, i.e. they do not specify the relations between sexes in a given society. In fact, if income level is computed separately for the groups of men and women, it turns out, quite often, that it is higher for men. Or, as was the case with leaders, statistics demonstrates that women do not hold the responsible positions and usually hold the positions of deputies. Thus, desegregation of data provides an opportunity to find out in which sectors women (more seldom men) are in an unfavorable situation and where, hence, special efforts are required to restore the upset gender balance.

Discrimination

The action or practice of systematic humiliation of a group or a person.

Eco-feminism

The merger of environmentalism and feminism; rehabilitation of the society by way of awakening the dormant potential of women and of improving the environment. The starting point of feminism and environmentalism is the same, since both nature and women suffer harm from men as conquerors, aggressors and consumers.

Emancipation

Liberation of women from the psychological dependence on males and, as a result, gaining legal, economic, moral and cultural autonomy and freedom. The term originated in the

period of French Revolution and was in wide circulation in the 19th century in Europe, USA and Russia.

Equality between men and women

The process, which results in legal equality, i.e., the application of the principle of justice in those spheres of social life where there is still inequality between sexes.

Equality between sexes

The principle of liberal-reformist feminism that was formulated back in 1794 by Mary Walstoncraft and Olympia de Gouche. The actual equality between sexes has never been in existence anywhere. The acquisition of legal rights went through several stages. The first was the movement advocating suffrage for women. Even now there are countries where legal equality between sexes does not exist yet. The slogan of "equality between sexes" was specific for the first stage of feminism (before 1920s).

Feminism

Women's movement that seeks to attain equal rights with men in all spheres.

Feminist woman

Woman who espouses feminist ideology or who has a feminist life style (equality in difference) or who is independent in her creative life by creative unique women's culture.

Feminization of poverty

Tendency of increasing number of women and children among the poor.

Femocracy

Women bureaucrats in State agencies. Typical for some European countries where women's participation in State affair is high. Femocracy is a feminist compromise to State ideology.

Gender and development

While planning, implementing and evaluating the activities to be undertaken, the conceptual framework for development takes into consideration the balance of power between the sexes. Such an approach puts forward not simply the goal of improving economic/social situation but (in the final analysis) of establishing more just gender relations.

Gender balance

De facto or planned situation when social, economic and political situation of men and women become equal. The attainment of gender balance is grounded in the entirety of core indices, among which equal distribution of incomes, holding the prominent political and governance positions, the degree of being burdened with keeping the household and doing local public affairs, level of educational attainment, health status and life expectancy are of crucial importance.

Gender identity

Characterization of Self based on the realization of what it means to be woman or man.

Gender institute

Universal example of relations between sexes reflected in various institutes of the society.

Gender roles

1. Examples of women and men's behavior based on traditional expectations related to their sex.

2. In cultural perspective, the entirety of accepted norms and behaviors, which are dictated by people's certain social-cultural situation. In countries with different cultures gender roles are different and change over time.

Gender sensitivity

One of the criteria for the evaluation of planned changes, programs, research methods and analysis. The planned changes and methods are gender sensitive if they take into consideration the current situation of men and women, do not aggravate it and assist in achieving gender balance.

Gender socialization

Internalisation, by a person, of a social role determined by the society and depending on whether they were born male or female (i.e. depending on gender role).

Gender stereotypes

The entirety of accepted opinions and norms, which are related to the current situation of men and women and to their behavioral norms, motives and requirements. Gender stereotypes reinforce the existing gender differences and obstruct the changes in the status quo in the field of gender relations.

Gender stratification

Gender-based hierarchic distribution of the society's economic and social resources

Glass ceiling

A well-known expression, which describes an invisible "ceiling" which serves as a road block on the women's progress up the hierarchy.

House work

As a concept it describes all those household functions that have to be carried out on a daily basis to keep it going. The division of labor in the household, i.e. the division of functions between men and women is marked be specific inequality, since women's burden is

incomparably higher. The introduction of household appliances only insignificantly eased the woman's burden; not infrequently these innovations were accompanied by the transfer of functions from men to women. The growth in women's employment outside home did not change the division of that labor: women continue to perform the same functions at home alongside their employment. Even if a man loses his job, woman is still in charge of the larger part of work about the house.

Legal equality between men and women

The principle of equal rights, equal status and reciprocal respect on the part of men and women.

Liberalism

Political philosophy that emphasizes human rights and equality of opportunity.

Liberal-reformist feminism

Proposes to combine in harmony the interests and life experience of men and women and not to focus merely on the issue of the education of men and women.

Liberated woman

Feminist ideal broadly conceived. It presupposes woman's freedom from coercion, moral pressure and legislatively stipulated constraints in her life style and in her selection of values and of the means for realizing her intellectual and physical potential. "Liberated woman" does not mean a lonely woman. She may or may not

have a partner or a husband. Being a "liberated woman" does not necessarily presuppose absolute liberation, including sex liberation, as it is usually construed by uncritical reflection. Freedom is an inner state of a person; it is the independence of the human spirit from material and other constraints.

Marginality of women

The status of being insignificant, of secondary importance and pushed from the social life to the margins, which is manifested in women's absence from politics, top-level State bodies, economy and the sector of financial management, in polarization of men's and women's incomes, in denied access to the possessions and real property disposal-related decision-making, etc.

Masculine

It is a psychological description of behavior and mentality, which fits the stereotypes about men in contrast to those about women, feminine.

Masculinism

Social order based on men's behavior and mentality and on the supremacy of men's values.

Maternalism

Mother's patronage (not to be confused with matriarchy). Caring attitude towards other people and children. An important factor in pacifism, in the struggle for peace, disarmament and for terminating ethnic-political conflicts.

Matriarchy

A historical type of human society where power functions were carried out by women.

Misandry

In its essence it is as aggressive and discriminatory as misogyny is. Almost the same set of negative features is ascribed to men.

Misogyny

A set of ideas and sentiments typical of some men, which express scorn and hate towards female sex. Among the accusations leveled at women are light-mindedness, lack of intellectual interests, cunningness, insidiousness, greed, etc.

Mother's deprivation

There is an opinion that small children need stable, lengthy and loving relationships with their mothers and that mother's deprivation, i.e. the lack of such relationships, can lead to mental illnesses. Thus, according to this theory, it is imperative that women should stay at home with their children.

Neo-feminism

Second wave of women's movement in the US and Western Europe. The major slogan of neo-feminism is "equality in difference", since total equality levels not only the physical capabilities of individuals but also their intellectual potential rejecting the creative and philosophical peculiarities of women. Women use the neo-feminist principle of "equal but different" to defend their rights to individual uniqueness, to autonomy and personal identity. Hence, different appraisals of women's and men's behaviors and the rejection of femino-masculine stereotypes.

Nuclear family

Family that consists of a couple and their children.

Paternalism

Social relations typical for patriarchal society and based on male supremacy and on subordinate position of women.

Patriarchy

The established power relations that enable men to lord it over women.

Person's sex

Can be determined in terms of biological differences (biological sex) and of social roles (gender or social sex). Thus, there exist two biological sexes, male and female, and two social-cultural. The basic theoretical and political problem is whether sex-gender, as a socially constructed phenomenon, is connected to and determined by human biology. Anthropological studies revealed that sex-gender, sexuality and sex roles are culturally determined. Despite the wide spread of gender differentiation, social tasks of men and women are volatile, and in different societies the ties between social and biological roles are not the same. Psychologists tend to perceive gender identity as an outcome of education. Ethno methodologists study sex-gender as an issue of formation of individual sexuality.

Positive discrimination

One of the ways to attain gender balance. In practice that means giving preference to women over men in all the core sectors, viz. in appointments to high-visibility, well-remunerated positions and in admissions to colleges and universities, in nominating candidates to the positions in power structures, in awarding State prizes, etc. The policy is grounded in the idea that if the selection between equally qualified men and women is made on the "same grounds", the preference is given to the former almost by inertia reinforcing the stereotype of men's superiority. If the positive discrimination principle is applied, women are given a fairer chance. In its turn, the increase in the number of women in high positions in the governance and in other core areas is conducive to more just gender stereotypes.

Practical gender needs

1. Needs as perceived by women in the roles they perform in the society. These do not pose a challenge to a gender division of labor or to the subordinate status of women in the society, even though they follow from those.

2. Response to an immediate, manifest necessity in a certain context, e.g., water supply, medical services, etc.

Radical feminism

Trend in North American and European feminism that goes back to 1960s. Proceeds from the assumption that the first type of exploitation in human history was sexual exploitation of women, hence without abolition of it the equality between sexes is impossible. The slogan of that trend is that women should be in the control of means of reproduction. Radical feminism attaches special significance to the issues of sex. Radical feminism blows the protection of personal sphere in women's lives out of proportion taking it to total isolation by way of creation of women's collectives, communes, of their own language and culture.

Reproductive rights

According to the Platform of Action adopted by the Cairo international conference on anthropology and development (1994), the reproductive rights are the major rights of the married couple and individual to decide, in a free and responsible manner, the number of

children, the place and time of childbirth, to make use of the relevant information and means to regulate fertility and as well as the accessibility of high standards of sexual and reproductive health. The reproductive rights also include the right to make the couple's and the individual's reproductive behavior- related decisions free from discrimination, coercion and crime, as it has been stipulated by documents on human rights.

Sexism, Sex-based discrimination against a person.

The concept was coined along the lines of concepts of racism (race-based discrimination) and ageism (violation of the rights of the elderly). It was put into circulation by American feminist, political scientist Kirsten Amundsen in her book "Silent majority. Women and American democracy" (1971).

Sexist stereotypes of social consciousness

The stereotypes of inequality between sexes. Originating in the depths of mass social consciousness they are many a time reproduced and reinforced via the press, mass media, fiction and education system. As a rule, these manifest themselves through malevolent, distorting or degrading ideas and images of women: exploitation of women sexuality for advertisement, the reduction of women's roles to three functions of a wife, mother and housekeeper, capitalizing on the pornography, etc. On the hand, the ideal of superman whose goals are success, conquest of women, etc., is advocated.

Social "sex"

The concept which takes into consideration not only biological differences between men and women but also the entire set of social and cultural characteristics of sexual differentiation in the society.

Sexual harassment

The man's behavior which is degrading to woman's honor and dignity and which is manifested through explicit hints, indecent proposals, expressions and derision thrown at her. That may be an encroachment by a man in the street, on the job or in public place. Woman finds herself in especially vulnerable situation when sexually harassed by her superior, since very often her career growth is impossible without his consent. The methods of withstanding are openness, legal action, skillful maneuvering, maintaining dignity, etc.

Socially determined behavior and expectations related to men and women

The procedure for scrutinizing gender relations in certain situations or for the implementation of the program of change of that situation. Various methodologies of gender analysis make possible a more impartial effort at examining the de facto situation of men and women in various areas of their lives today.

Sexual rights

The right of a person to decide freely when, where and with whom they wish to have sex.

Social construction of gender

Social beliefs and expectations determined by the existence of female and male sex.

Strategic gender needs

The needs identified by women as a result of their position of subordination to men. They are differentiated depending on context and are relate to gender division of labor, power and control. They may include the issues of legal rights, family violence, equal pay, women's health, etc. The satisfying of strategic gender needs helps women to achieve gender equality and, consequently, challenges the subordinate status of women.

Suffragism

The struggle of women for their voting rights in many European countries, Russia and USA in the 19th and in early 20th century. As a result women were granted the rights to elect and to be elected to legislative bodies, to own property and the rights to property and children in case of divorce. They also obtained the opportunity to engage in science, in civic, State and political activities.

Women in development

The conceptual framework which places women at the heart of development activities. That approach presupposes activities carried out by women and for women as well as assistance to women's groups and organizations. Not infrequently the framework is used mostly to meet only practical gender needs.