

Gender Equality Concepts



Term	Definition
Gender	Refers to the socially constructed expectations, beliefs, norms attributed to girls, women, boys and men which are learnt from families and friends in the home, school, the community, workplace as well as the media, religion and the government. They vary from place to place and change over time.
Gender stereotypes	These are socially constructed unquestioned beliefs about the different characteristics, roles and relations of women and men that are seen as true and unchangeable which are reproduced and reinforced through processes such as the education and the influence of media.
Sex	Biological differences between women and men eg the fact that women can reproduce. Generally these don't change.
Women's and girls' empowerment	This is about the expansion of women and girls' abilities to make and influence choices that affect their lives. It is a process of transformative changes that are dynamic, iterative, and non-linear. It is about redistributing power between women and girls, and boys and men. It is context-specific and driven by women and girls themselves.
Gender sensitive	This is when sex disaggregated data is used to highlight the differences between women and men. Specific solutions to address the practical needs of women and men are considered to improve their daily condition based on an analysis of their practical needs.
Gender discrimination	This describes a situation where people are treated differently simply because they are male or female, rather than on the basis of their individual skills or capabilities. Often, women and girls are disproportionately disadvantaged in all spheres of life. For example, social exclusion, inability to participate in decision-making processes, and restricted access to and control of services and resources are common results of this.
Gender blind/unaware	There is no analysis of the differing needs and concerns of women and men and data is not broken down by sex. Issues that prevent girls and women from enjoying equal rights and achieving full equality with men and boys are not identified.
Gender analysis	This is a process to examine the different roles and responsibilities of women and men, their access to and control of resources and their different but equally significant experiences, priorities and capacities. It helps us understand women's and men's roles and position in society, who does what and why. It can help understand the power dynamics within the household and the wider community. This analysis of relations, roles and power can help to identify what makes someone marginalised and programmes can be designed accordingly.
Gender transformative	This is when an attempt is made to challenge the root causes of gender discrimination for example through addressing discriminatory gender norms, stereotypes and unequal power relationships between the sexes. Activities/methodologies might focus on more strategic needs which improve women and girls' position in society
Gender equality	This is when women and men, girls and boys enjoy the same status in society; have the same entitlements to all human rights; enjoy the same level of respect in the community; can take advantage of the same opportunities to make choices about their lives; and have the same amount of power to shape the outcomes of these choices. It does not mean that women and men, or girls and boys are the same.

