Gender Equality and Social Inclusion Glossary

Gender
Gender refers to the socially constructed roles, behaviours, expectations, activities, and attributes that a given society considers appropriate for men and women.

Sex
Refers to the biological and physiological characteristics that define 'male' and 'female'.

Intersectionality
Intersectionality is the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, classism, homophobia) combine, overlap and intersect especially in the experiences of marginalised individuals or groups.

An intersectional analysis aims to acknowledge the multiple identities of each individual, exposing the different forms of discrimination and disadvantage that occur as a consequence. These multiple identities should not be understood as additively increasing a person's burden, but rather producing different lived experiences.

Social Inclusion
The process of improving the ability, opportunity, and dignity of people, disadvantaged on the basis of their identity, to take part in society

Twin track approach
The first track involves taking specific, targeted measures designed to advance gender equality and women's empowerment. This means for example action to address gender inequalities where they are particularly challenging or where progress is slow.

The second track requires integrating gender equality across all areas and sectors – or **gender mainstreaming**. This is process of integrating gender equality across all areas and sectors, thereby ensuring that women and men have equal access to and control over resources, benefits and decision-making, at all stages of any planned action, project, program or policy.

Do no harm
A 'do no harm' approach to gender equality requires that projects/programmes conduct an analysis of the potential risks of unintentionally perpetuating or reinforcing gender inequalities in the context of the intervention, proactively monitor risks, and take corrective/compensatory measures if applicable.

Backlash
Resistance by men to gender equality programming which may include increased risk of further violence against women and girls as a result of challenging male power.

Power

Power is most commonly understood as a form of authority, control or domination. Those with authority over others are considered powerful, while those who are dominated are seen as powerless. This kind of power can be labelled as 'power over'. There are other kinds of power:

- 'Power to' is about being able to act.
- 'Power with' describes collective action or agency, and includes both the psychological and political power that comes from being united.
- 'Power with' is often used to describe how those faced with overt or covert domination can act to address their situation.
- 'Power within' describes the sense of confidence, dignity and self-esteem that comes from gaining awareness of one's situation and realising the possibility of doing something about it.

Gender equality

Equal access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviours, aspirations and needs equally, regardless of gender.

Gender equity

Gender equity means fairness of treatment for women and men, according to their respective needs.

Disaggregated data

Quantitative statistical information on differences and inequalities between women and men. For a gender analysis, all data should be separated by sex in order to allow differential impacts on men and women to be measured.

All data relating to people should be disaggregated not only by sex, but also by age, disability and indigenous status and, where relevant, by rural–urban differences, sexual orientation, and gender identity.

Gender analysis

The methodology for collecting and processing information about gender. Gender analysis is the process of analysing information in order to ensure benefits and resources are effectively and equitably targeted to both women and men, and to successfully anticipate and avoid any negative impacts which interventions may have on women or on gender relations.