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Appendix   *Glossary of terms*

Gender

Gender can be defined as the set of characteristics, roles and behaviour patterns that distinguish women from men which are constructed not biologically but socially and culturally. The sex of an individual is biologically determined, whereas gender characteristics are socially constructed, a product of nurturing, conditioning, and socio-cultural norms and expectations. These characteristics change over time and from one culture to another. The concept of gender refers not only to women and men but, importantly to the relations of power between them. Gender relations are constantly being renegotiated in the context of changing political, economic, social, and cultural environments at the local, national and international level.

Gender analysis

Gender analysis is the qualitative and quantitative analysis of any information from a gender perspective, in order to draw out gender imbalances and inequities, and expose instances of gender discrimination. It involves collecting sex-disaggregated data to be fed into the policy process, and assessing the impact of existing policies and programmes on gender inequalities. It also involves assessing how gender-inequitable power relations may impact on the achievement of a range of development goals including the goal of gender equality.

Gender equality/equity

Gender equality can be understood in two ways: firstly, *formal equality* means treating everyone identically, regardless of circumstances. It is premised on the theory that all people are equal, and that treating all people in the same way is therefore fair. *Substantive equality*, on the other hand, is concerned with arriving at equality of outcomes rather than with giving identical treatment. This is the essence of gender equity (Status of Women Canada, 1996). Women's gender roles often prevent them from accessing resources and opportunities, even when these are offered without overt discrimination to either sex. In recognising the differential impact on women and men of policies which may appear to be non-discriminatory, gender equity involves taking whatever steps are necessary to ensure that women and men benefit equally from resources and opportunities.

Gender mainstreaming

Gender mainstreaming means ensuring that a gender perspective is included in the formulation and implementation of all government policies, programmes and decisions. It also includes extending a gender awareness to the broader civil society.

Gender-sensitive indicator

A gender-sensitive indicator is defined as a piece of statistical information on some aspect of women's lives, status or situation vis-à-vis that of men, and on how that situation is changing over time. Such indicators are necessary tools for measuring progress towards attaining the objective of gender equality and ensuring that the benefits of development are shared equitably.