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## Appendix Glossary of terms

### Development

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Development as a concept and process is defined in many ways depending on who uses it and for what purpose. In this guide, development is understood as economic and social activities the basic objective of which is to enlarge people's choices by providing equality of opportunity for all people in society, sustaining such opportunities from one generation to the next and empowering people so that they participate in and benefit from development processes (UNDP, 1995: 1). This definition means that development is not only measured according to economic indicators such as gross national product but also according to health (life expectancy) and education (literacy and enrolment).

### Development planning

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"Planning can be defined as a conscious effort on the part of any government to follow a definite pattern of economical development in order to promote rapid and fundamental change in the economy and society" (Waterston, 1982: 23). Development planning is the process through which economic development is planned. Many countries, irrespective of their political ideology, use the process of development planning to achieve national goals.

### Gender

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Gender is a term used to refer to the socially constructed characteristics that define and relate to male and female ways of being and behaviour within specific contexts. Gender also refers to the web of cultural symbols, normative concepts, institutional structures and internalised self-images which, through a process of social construction, define masculine and feminine roles and articulate these roles within power relationships.

### Gender diagnosis

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Gender diagnosis refers to the gender analysis of various indicators, including economic status, employment/unemployment patterns,

participation in decision-making, and health, education and other sectoral indicators to determine the specific nature of the gender situation in a given country/society/organisation, so that appropriate remedial interventions can be designed.

### **Gender division of labour**

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The term 'gender division of labour' refers to the fact that generally women and men are allotted different work roles. These work roles deeply discriminate since women tend to be confined to menial, low-skilled, low status and poorly paid jobs while men usually have jobs with higher status and pay. Also women dominate in unpaid domestic work and subsistence food production and men dominate in waged employment and cash crop production.

### **Gender needs assessment**

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The final stage of gender diagnosis (see above), this entails identifying what the specific practical and strategic needs are of women and men in a given society.

### **Gender-neutral policies**

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These policies are seen as having no significant gender dimension. However, government policies seldom if ever have the same effect on women as they do on men, even if at first sight they may appear to exist in a context where gender is irrelevant. In order to determine that a policy is genuinely gender-neutral, it is necessary to have complete and accurate information about the gender-based division of resources and responsibilities relating to the policy. Otherwise, policies which may be gender-neutral may in fact be gender-blind and biased in favour of males because they presuppose that those involved in and affected by the policy are males with male needs and interests.

### **Gender planning**

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"Gender planning can be defined as that approach to development planning which is based on an explicit recognition of the unequal relations between men and women in society, which are justified by symbolical codes" (Wieringa, 1994: 51). This definition is based on the premise that societal structures and the symbolic codes

which emanate from cultural patterns, laws, processes and procedures reinforce and perpetuate gender inequalities.

Gender planning, as an approach, recognises unequal relations between men and women but intervenes to change these patterns and symbolic codes. It seeks to address unequal gender relations which result in a skewed sexual division of labour, unequal access of women to basic resources, limited political representation of women in decision-making, a tacit acceptance of male violence against women and the continued subordination of women.

### **Gender-aware/redistributive/transformational policies**

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These are aimed at transforming existing gender relations to achieve democracy by redistributing the division of resources, responsibilities and power between women and men more evenly. This policy approach is politically challenging since it seeks to redirect resources to women and requires men to give up certain privileges while taking on responsibilities which result in equity in development outcomes. But they also go furthest towards addressing not only practical gender needs but also strategic gender interests.

### **Gender roles identification**

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The identification of the respective roles played by women and men in the productive, reproductive and community management spheres. It forms an integral part of gender diagnosis (see above).

### **Gender-specific policies**

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A policy that is gender-specific takes into account gender differentials, and targets women or men specifically, but leaves the current distribution of resources and responsibilities intact.

### **Incremental planning**

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The process of making slight adjustments to an existing framework without major changes to its goals or priorities.

### **Partial planning**

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This entails planning for part of the economy, usually the government's investment plan, with the setting of estimates and goals.

### **Sex-disaggregated data**

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This is data collected – via questionnaires, observation or other techniques – that reveal the different roles and responsibilities of men and women. Having data disaggregated by sex is extremely important to being able to assess the impact of a project on women separately from its impact on men.

### **Strategic planning**

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The process of linking needs and conditions in the policy in the policy environment to strategic choices within organisations.