

Gender Concepts and Definitions

Gender Equality

All persons, regardless of their gender, 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.

PARTICIPATION

Explores gender differences in who participates, who makes decisions and who is excluded from participation and decision making at household, community and other levels

VALUE

Considers how gender impacts on who and what is valued

Empowerment

A strategy to increase girls', boys' and young people's (woman and men's) agency over their own lives, and their capacity to influence the relationships and social and political conditions that affect them.

Gender Power Relations

Ways in which gender shapes the distributions of power at all levels of society.

Gender roles

Behaviours deemed appropriate for women or girls and men or boys in a given culture. For example undertaking care and domestic work.

Gender Equity

The deliberate process of being fair in order to produce equal and measurable outcomes. A more equitable outcome might require different or additional actions or inputs for some people compared to others.

For example, built-in measures to compensate for the historical and social disadvantages of women

Gender Identity

How an individual feels about their own gender. Individuals may identify as male, female or as something else and their identity may or may not be the same as the sex that they were assigned at birth.

Participation and decision making

Extent to which women and girls, men and boys can participate in and make decisions relevant to their lives at the household level and community and national levels

**Access to and
control over
resources**

Explores gender differences in who has access to what resources in the household, community , Sector, economy?
Who exercises power over the use of these resources?
Who has control over the resources? Who benefits?

Exclusion

The process that prevents certain individuals or groups from fulfilling their rights that is caused by inequality in the distribution of resources and power, by inequality in the value assigned to different groups, and by the social norms that perpetuate these differences.

PRACTICAL
NEEDS
(condition)

Immediate/practical needs women, girls, boys & men have for survival, which do not challenge existing culture, tradition, the gender division of labour, legal inequalities or any other aspects of women's lower status or power

STRATEGIC INTERESTS
(position)

Focus on advancing equality between males & females by

- transforming gender relations in some way, by challenging women's/girls' disadvantaged position or lower status
- or by focusing on/challenging men's/boys' roles, responsibilities or expectations

GENDER DIVISION OF LABOUR

The different type of work assigned to women and men, boys and girls and who does what within the household, community, sector, economy. A key focus is unequal domestic and caring responsibilities undertaken by women and men, boys and girls.

Gender

The socially and culturally constructed ideas of what it is to be male or female in a specific context.

Diversity

Recognising, accepting, celebrating and finding strength in individual differences such as gender, age, nationality, race, ethnicity, ability, sexual orientation, socio-economic status, religious beliefs, political beliefs, or other ideologies.

***Gender
Transformative
Approach***

Explicitly tackles the root causes of gender inequality, particularly unequal gender power relations, discriminatory social norms and legislation. *The focus goes beyond improving the condition of women and girls and seeks to improve their social position (how they are valued in society) as well as the full realisation of their rights.*

Gender Aware

Programs that improve the daily condition of women and girls by addressing practical gender issues. Recognise the differing needs and constraints of women and men and seek to reduce gender gaps in access to resources for example by improving the daily condition of women and girls. gender issues. They do not try to transform gender relations.

Gender Relations

Socially constructed power relations between females and males of all ages.

Intersectionality

Each individual can have many identities that impact on how they interact with and **are viewed by society**. For example Gender is never separate from socioeconomic class, race, ethnicity, age, language, disability, income, religion, sexual orientation or other diversities

Gender discrimination

- The systematic, unfavorable treatment of individuals on the basis of their gender

LGBTIQ

An overarching term for people who identify as lesbian, gay, bisexual, transgender or intersex (LGBTI) or those who have questions about their sexual orientation and/or gender identity (Q).

Social Norms

Shared beliefs about what is typical and appropriate behaviour in a group of people, including women, girls, men and boys. They are like informal rules, which also influence (and are influenced by) formal rules such as laws and regulations. They shape expectations and attitudes and can sustain and prescribe inequality.

Gender norms

- The collectively held expectations and beliefs about how women, men, girls, and boys should behave and interact in specific social settings and during different stages of their lives.

SEX

- A person's biological status, which is typically categorized as male, female, or intersex

Gender Analysis

- Critical and systematic examination of differences in the constraints and opportunities available to an individual or group of individuals based on their gender.

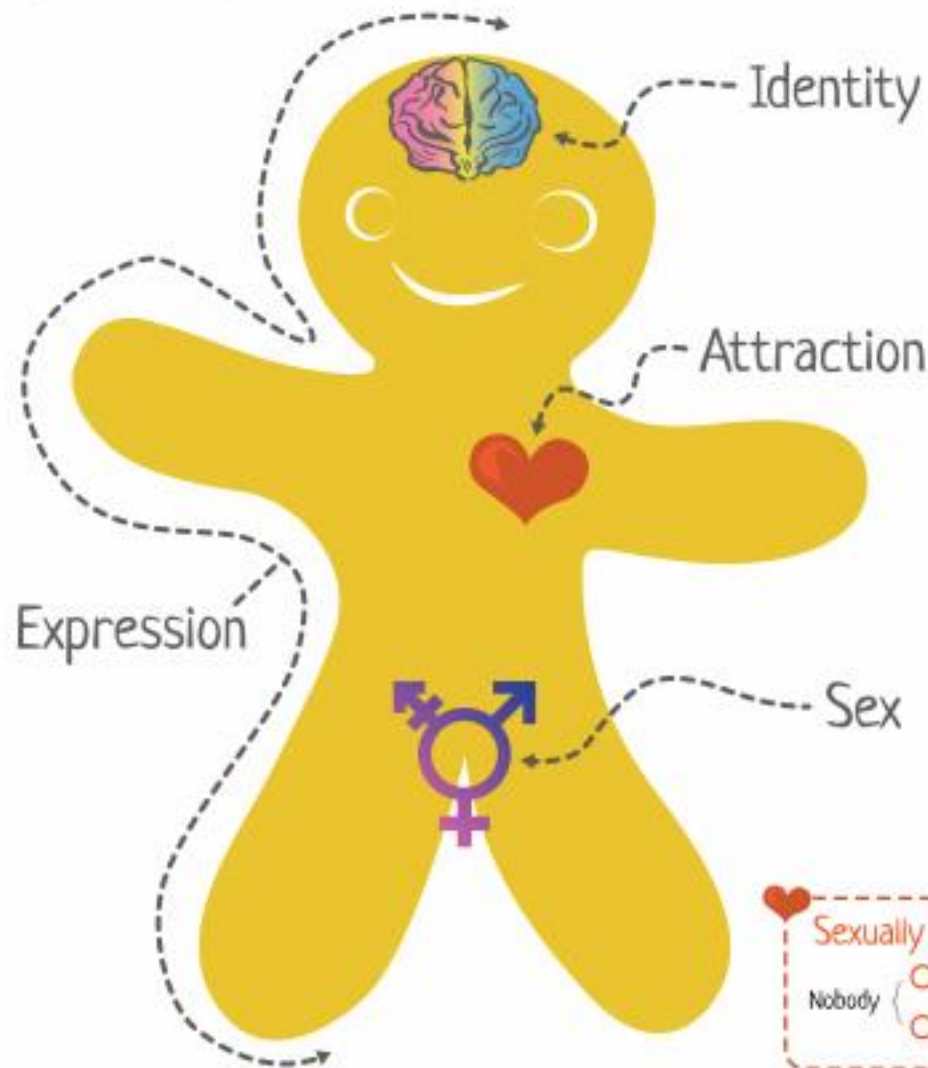
Gender Unaware

Programs that do not take gender into account and tend to perpetuate or can even exacerbate gender inequalities.

The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*, Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



Gender Identity

⊗ Indicates a lack of what's on the right.

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Pick a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread. 4 (lol infinite) possible plot and label combos

Woman-ness	Man-ness
Two-spirit	Genderqueer

Gender Expression

⊗ Indicates a lack of what's on the right.

The ways you present gender; through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Feminine	Masculine
Androgynous	Gender neutral

Biological Sex

⊗ Indicates a lack of what's on the right.

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Female-ness	Male-ness
Intersex	Not Female

Sexually Attracted to

Nobody {

(Women/Females/Femininity)
(Men/Males/Masculinity)

Romantically Attracted to

Nobody {

(Women/Females/Femininity)
(Men/Males/Masculinity)

For a bigger bite, read more at <http://bit.ly/genderbread>

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

Acknowledgements and references

Plan's Policy on Gender Equality and Inclusion 2017

Sue Cavill and Joanna Mott Practical approaches to gender transformative WASH April 2018

Juliet Hunt Gender Analysis Training Plan Australia