

GLOSSARY OF TERMS - EQUALITY BETWEEN WOMEN AND MEN

POSITIVE ACTION	Measures targeted at a particular (disadvantaged) group and intended to eliminate and prevent discrimination or to offset disadvantages arising from existing attitudes, behaviours and structures. (sometimes denominated "positive Discrimination")
LOCAL AGENDA XXI:	Agenda 21 is a comprehensive plan of action to be taken globally, nationally and locally by organizations of the United Nations System, Governments and Major Groups in every area in which human impacts on the environment.
GENDER ANALYSIS:	The study of differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision-making powers, etc. between women and men in their assigned gender
GENDER POLICY AUDIT:	<p>Gender audits analyse the income and expenditure of governments, institutions, policies and programmes from a gender perspective in order to establish the budget's differential impact on women and men.</p> <p>In Spain in some projects this term is also understood as a technical evaluation of the actions addressed to promote Equal Opportunities and/or gender analysis in the public policy.</p>
INVISIBLE BARRIERS:	Difficulties faced by women when trying to move laterally into strategic areas such as product development or finance and from there upwards to key executive positions in the pyramidal structure characteristic of large organisations.
RECONCILING FAMILY AND PROFESSIONAL LIFE:	The introduction of family and parental leave schemes, child and elderly care arrangements, and the development of a working environment structure and organisation which facilitates the combination of work and family / household responsibilities for women and men.
GENDER SOCIAL CONTRACT	A set of implicit and explicit rules governing gender relations which allocate different work and value, responsibilities and obligations to men and women and is maintained on three levels - cultural superstructure - the norms and values of society; institutions - family welfare, education and employment systems, etc.; and socialisation processes, notably in the family.

QUOTA:	A defined proportion or share of places, seats or resources to be filled by or allocated to a specific group, generally under certain rules or criteria, and aimed at correcting a previous imbalance, usually in decision making positions or in access to training opportunities or jobs.
DIRECT DISCRIMINATION	Means to give differential treatment to individuals on the grounds of their gender.
INDIRECT DISCRIMINATION	Situation when a law, policy, practice or treatment, which although apparently neutral, have a disproportionately adverse impact on the members of one sex or another. Indirect sex discrimination occurs where the effect of certain requirements, conditions or practices imposed by an employer or education provider has an adverse impact disproportionately on one group or other. Indirect discrimination generally occurs when a rule or condition, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group, the rule is to their disadvantage, and it cannot be justified on other grounds.
EMPOWERMENT:	Women's empowerment is a process by which women gain access to resources and are able to develop their capacities with a view to actively participating in shaping their own lives as well as that of their communities in economic, social and political terms.
FLEXIBLE WORKING FORMULAS:	Specific ways that aim at reconciling work and life time with special regard for family and personal interests. It is a particularly important target for women, as they usually carry the greater part of care responsibilities. Flexible formulas offer the opportunity to complete work hours at times and in ways that take into account the needs of the employee and are also effective and favourable for employer.
GENDER/SEX, TAKEN IN SOCIOLOGICAL SENSE.	Gender refers to the social differences, as opposed to the biological ones, between men and women that have been learned, are changeable over time and have wide variations within and between cultures.
EQUALITY OF OPPORTUNITIES BETWEEN WOMEN and MEN	Equality of opportunity means that there is no structural discrimination standing in the way of any individual or social group, everybody has an equal chance, especially for equal access.
GENDER EQUITY	Fairness of treatment for women and men, according to their respective needs.

GENDER EQUALITY	Gender equality means that all human beings are free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally.
INTEGRATION OF THE GENDER PERSPECTIVE IN THE POLICIES:	Integrate the situations, priorities and respective necessities of women and men in all the policies, with views to promote the equality between men and women, and to resort to all the policies and general measures with the specific aim to obtain the equality openly, considering active and, from the phase of planning their effects in the respective situations of and others when it is applied, supervise and evaluate (Communication of 67 Commission COM (96) end, of 21/02/96.)
GENDER BALANCE	Equilibrium in numbers and power between women and men taking part in an activity, a structure or an organisation. (Recommendation 96/694 of the Council, of 2 of December of 1996, D.O n° L 319).
PARENTAL LEAVE:	Parental leave is a right for <u>parents (mothers and fathers)</u> to take time off work to look after a new born-child or make arrangements for the child's welfare. Parents can use it to spend more time with children and strike a better balance between their work and family commitments.
PATERNAL LEAVE	Paternal leave is understood as the right for <u>fathers</u> to take time off work to look after a new born-child or make arrangements for the child's welfare. Father can use it to spend more time with children and strike a better balance between their work and family commitments (and allow the mother to devote time to her own interests, work and career). It is a form of shared responsibility.
GENDER PERSPECTIVE:	To apply a gender perspective means an awareness of the imbalance of power between men and women and that gender and gender roles are social created in order to promote the achievement of gender equality.
GENDER RELEVANCE	Relevance of policies or actions in order to ensure gender equality.
GENDER PLANNING	Gender planning is an approach that recognizes that because women and men play different roles in society, they often have different needs. Therefore, an understanding of gender roles, responsibilities and needs must be part of the initial planning activities.

<p>SHARED RESPONSIBILITY and SHARED FAMILY RESPONSIBILITY</p>	<p>In its wider, more public meaning, the concept of “SHARED RESPONSIBILITY”, i.e., the participation of all the bodies concerned in planning and undertaking positive actions, implies greater dialogue and collaboration at all levels of government (European, National, Local, etc...) and private sectors. Its principle must be realised at a concrete level through the establishment of definite targets and activities. (See European Commission Environment, Ch.5 - SUBSIDIARITY AND SHARED RESPONSIBILITY).</p> <p>‘SHARED FAMILY RESPONSIBILITIES’, in addition, refers to the full participation of both partners in family life and domestic tasks. “Promoting more equitable sharing of family responsibilities between women and men, stimulating public debate on the need for greater flexibility in social roles and fostering recognition of the diversity of existing family structures” (Strategic Guideline VI of Regional Programme of Action for the Women of Latin America and The Caribbean, 1995-2001).</p>
<p>JOB SEGREGATION:</p>	<p>The separation of women and men in various contexts - on playgrounds, in schools, in religious institutions, in workplaces, etc. This is frequently caused by sex discrimination in which women are denied access to traditionally male spaces. (horizontal segregation) Their lack of access to high-paying, traditionally male jobs explains women's lower incomes in many situations. (vertical segregation)</p>
<p>HORIZONTAL SEGREGATION:</p>	<p>The concentration of women and men into different sectors and occupations. (See “job segregation”)</p>
<p>VERTICAL SEGREGATION:</p>	<p>The concentration of women and men in different grades, levels of responsibility or positions. (See “job segregation”)</p>
<p>GENDER SENSITIVITY:</p>	<p>Refers to being sensitive to the different situations and needs of women, and men, throughout the decision-making process, in order to promote the achievement of gender equality.</p>
<p>SEX (IN BIOLOGICAL SENSE)</p>	<p>Sex refers to the biological characteristics which define humans as female or male.</p>

GENDER SYSTEMS	<p>Sets of socio-economic and political structures that supports the traditional masculine and feminine roles, as well as what is usually (historically) attributed to men and women (see GENDER SOCIAL CONTRACT).</p> <p>Gender systems are established in different socio-cultural contexts which determine what is expected, allowed and valued in a woman/man and girl/boy in these specific contexts. Gender systems are institutionalised through education systems, political and economic systems, legislation, and culture and traditions.</p>
"MAINSTREAMING" :	<p>The systematic integration of the respective situations, priorities and needs of women and men in all policies, with a view to promoting equality between men and women. Mobilising all general policies and measures specifically for the purpose of achieving equality by actively and openly taking into account, at the planning stage, their effects on the respective situations of women and men in implementation, monitoring and evaluation.</p>
POSITIVE DISCRIMINATION	<p>Positive discrimination refers to measures that specifically favour a particular category of people – in this case, women – in order to make up for their consistent under-representation in society. They are usually applied in relation to employment but also in public office and other positions of representation.</p>
EQUAL PAY FOR WORK OF EQUAL VALUE	<p>When the amount of payment for employee (salary) is connected with the value of the job, but not with sex or gender. Sometimes, women are paid less than men for doing the same job. In other cases, women are paid less than men for doing work of equivalent value for their employer. Both these forms of discrimination may be unlawful. Men paid less than their female colleagues also have a right to equal pay.</p> <p>Equal pay is not just about wages and salaries. Pay also covers bonuses and overtime, holiday pay, sick pay, performance related pay or occupational pensions.</p>

GENDER NEUTRAL LANGUAGE	<p>The expression usually refers to language use: traditionally, European languages reveal a strong sexist bias: e.g. 'man' used for <u>all</u> human beings, the masculine pronoun used for both 'he' and 'she', etc., and certain loaded choices --or changes of meaning-- of words when referring to women or men. It is now obligatory in the USA to use gender neutral language in official documents and in academic writing. It is more difficult in languages with a strong <u>grammatical gender system</u>, (e.g., Latin and Germanic languages etc.-- most European languages, in fact). There are European, as well as national governments', directives to encourage the use of gender neutral language in documents, offices, textbooks etc. The issue becomes very very crucial when the interpretation of existing rules or Laws is concerned.</p>
GENDER NEUTRAL POLICY	<p>These are policies that 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.</p> <p>Thus policies which may appear to be gender-neutral are often in fact gender-blind, and are 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 Management System, Commonwealth Secretariat)</p>
GENDER NEUTRAL ACTION	<p>Any actions that can not have effect of placing one of the sexes in a worse position than the other.</p>
GENDER ROLES	<p>Learned behaviors that condition activities, tasks, and responsibilities viewed within a given society as "masculine" or "feminine."</p>