

Glossary

Access and control

Productive, reproductive and community roles require the use of resources. In general, women and men have different levels of both access (the opportunity to make use of something) to the resources needed for their work, and control (the ability to define its use and impose that definition on others) over those resources.

Agribusiness and Agro-industry

Agribusiness is a broad concept that covers input suppliers, agro-processors, traders, exporters and retailers. 'Agro-industry' also is a broad concept that refers to the establishment of enterprises and supply chains for developing, transforming and distributing specific inputs and products in the agricultural sector. Both terms refer to commercialization and value addition in the agricultural sector with a focus on pre- and post-production enterprises and building linkages among enterprises.

Agro-enterprise

A unit of economic organization or activity, especially a private business that operates along the agro-industry value chain.

Contract farming

An agreement between farmers and processing and/or marketing firms for the production and supply of agricultural products under forward agreements, frequently at predetermined prices.

Disaggregated Data (Sex): For a gender analysis, all data should be separated by sex in order to allow differential impacts on men and women to be measured. Sex disaggregated data is quantitative statistical information on differences and inequalities between women and men. Sex disaggregated data might reveal, for example, quantitative differences between women and men in morbidity and mortality; differences between girls and boys in school attendance, retention and achievement; differences between men and women in access to and repayment of credit; or differences between men and women in voter registration, participation in elections and election to office.

Discrimination (direct and indirect) occurs in various forms in everyday life. As defined by the ILO (2003a). Any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity and treatment in employment or occupation is discriminatory. Alongside racial discrimination, gender discrimination can be seen as one major form of discrimination. Discrimination can be distinguished into two forms: direct and indirect. The first form arises if, without being less qualified, certain groups of society are explicitly excluded or disadvantaged by the legal framework due to characteristics such as gender. Indirect discrimination occurs if intrinsically neutral rules or laws negatively affect certain groups, e.g. female workers. Discrimination of part-time workers against full time employees is still present in nearly every country. As a major proportion of part-time workers are female, this disadvantages women as well.

Discrimination (Gender): The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), approved by the United Nations in 1979, states that "Discrimination against women shall mean distinction, exclusion, or restriction made on the basis of sex which has the purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field". It refers to any distinction, exclusion or restriction made on the basis of socially constructed gender roles and norms, which prevents a person from enjoying full human rights.

Domestic Work: Work done primarily to maintain households. Domestic includes the provision of food and other necessities, cleaning, caring for children and the sick and elderly, etc. Domestic work is mostly performed by women and is therefore poorly valued in social and economic terms.

Empowerment

A series of processes and changes whereby women and men's agency is expanded, i.e. the processes by which the capacity to make strategic life choices and exert influence is acquired by those who have so far been denied it. Empowerment implies an expansion in women's ability to make strategic life choices in a context where this ability was previously denied to them. In most cases the empowerment of women requires transformation of the division of labour and of society.

Entrepreneurs

Are defined as persons aged 15 years and older who work in their own business, farm or professional practice to make a profit, and spend time on the operation of a business, or are in the process of setting up a business. These entrepreneurs consider the running of their enterprises to be their main activity.

A distinction is made between solo entrepreneurs and employers. Solo entrepreneurs are persons who operate their own economic enterprise, or engage independently in a profession or trade. They do not hire employees nor are family workers or volunteers active in their enterprise. Solo entrepreneurs are also known as own account workers.⁶ Employers are persons who operate their own economic enterprise, or engage independently in a profession or trade. They employ one or more persons and/or family workers.

Gender

The term gender refers to culturally based expectations of the roles and behaviours of men and women. The term distinguishes the socially constructed from the biologically determined aspects of being male and female. Unlike the biology of sex, gender roles and behaviours and the relations between women and men (gender relations) can change over time, even if aspects of these roles originated in the biological differences between sexes.

Gender Awareness: Is an understanding that there are socially determined differences between women & men based on learned behaviour, which affect their ability to access and control resources. This awareness needs to be applied through gender analysis into projects, programs and policies. Gender Division of Labour: The "gender [or "sexual"] division of labour" refers to the allocation of different jobs or types of work to men and women, usually by tradition and custom. In feminist economics, the institutional rules, norms and practices which govern the allocation of tasks between men and women, girls and boys, also constitute the gender division of labour, which is seen as variable over time and space and constantly under negotiation. Unequal gender division of labour refers to a gender division of labour where there is an unequal gender division of reward. Discrimination against women in this sense means that women are likely to get most of the burden of labour, and most of the unpaid labour, whereas men collect most of the income and rewards resulting from the labour. In many countries, the most obvious pattern in the gender division of labour is that women are mostly confined to unpaid domestic work and unpaid food production, while men dominate in cash crop production and wage employment.

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Gender Empowerment Measure (GEM)

Developed by the UN system in 1995, GEM is a tool to use in developing and applying gender equality indicators in your programmes. It is annually updated. It provides a trends tracking mechanism for comparison between countries as well as for one country over time.

GEM uses a three-step calculation process:

Gender equality

Gender equality between women and men refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

Gender in Development (GID)

The GID or Gender in Development perspective emerged in the late 1980's as an alternative to the prevailing Women in Development or WID approach. Unlike WID, which focused on women only, and called for their integration into development as producers and workers, GID focuses on the interdependence of men and women in society and on the unequal relations of power between them. The GID approach aims for a development process that transforms gender relations in order to enable women to participate on an equal basis with men in determining their common future. The GID approach emphasises the importance of women's collective organisation for self empowerment.

Gender equity

Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities. In the development context, a gender equity goal often requires built-in measures to compensate for the historical and social disadvantages of women. Equity is a means. Equality is the result.

Gender mainstreaming

Gender mainstreaming is the process by which reducing the gaps in development opportunities between women and men and working towards equality between them become an integral part of an organisation's strategy, policies and operations, and the focus of continued efforts to achieve excellence.

Gender Policies: Gender policies are divided into three categories depending on the extent to which they recognize and address gender issues.

Gender-aware policies: Gender-aware policies recognise that women as well as men are actors in development and that they are often constrained in a different way to men. Their needs, interests and priorities may differ and at times conflict. Gender aware-policies can be sub-divided into two policy types: *Gender-neutral policies* approaches use the knowledge of gender differences in a given context to target and meet the practical needs of both women and men. Gender-neutral policies do not disturb existing gender relations. *Gender-specific policies* use the knowledge of gender differences in a given situation to respond to the practical gender needs of either women or men. These policies do not address the existing division of resources and responsibilities.

Gender Pay Gap

The percentage difference between the median hour by earnings of men and women, excluding overtime payments. The causes of the gender pay gap are complex - key factors include: human capital differences: i.e. differences in educational levels and work experience; part-time working; travel patterns and occupational segregation. Other factors include: job grading practices, appraisal systems, and pay discrimination.

Gender Planning

Refers to the process of planning developmental programs and projects that are gender sensitive and which take into account the impact of differing gender roles and gender needs of women and men in the target community or sector. It involves the selection of appropriate approaches to address not only women and men's practical needs, but also identifies entry points for challenging unequal relations (i.e., strategic needs) and for enhancing the gender-responsiveness of policy dialogue.

Gender relations

Gender relations are one type of social relations between men and women that are constructed and reinforced by social institutions. They include the routine ways in which men and women interact with each other in social institutions: in sexual relationships, in friendships, in workplaces, and in different sectors of the economy. Gender relations are socially determined, culturally based, and historically specific.

Gender roles

Gender roles are the behaviors, tasks, and responsibilities that are considered appropriate for women and men because of socio-cultural norms and beliefs. They change over time, through individual choices or as a result of social and/or political changes emerging from changed opportunities (more education, different economic environment) or during times of social upheaval (such as disasters, war, and post-conflict situations).

Gender-Sensitive Budgets

Or 'women's budgets,' refers to a variety of processes and tools, which attempt to assess the impact of government budgets, mainly at national level, on different groups of men and women, through recognising the ways in which gender relations underpin society and the economy. Gender or women's budget initiatives are not separate budgets for women. They include analysis of gender targeted allocations (e.g. special programs targeting women); they disaggregate by gender the impact of mainstream expenditures across all sectors and services; and they review equal opportunities policies and allocations within government services.

Literacy Gender Parity Index (GPI)

The GPI is the ratio of the female to male adult literacy rates which measures progress towards gender equity in literacy and the level of learning opportunities available for women in relation to those available to men. It serves also as a significant indicator of the empowerment of women in society.

Norms and Institutions are the "rules of the game" or the organizational and social systems that govern activities and mediate relations between individuals and their social and economic environment. Norms and institutions influence how resources are distributed and used. Norms include gender defined roles, taboos, prohibitions and expectations such as whether or not it is appropriate for women to be in public spaces, hold certain types of jobs, or manage money. Institutions include legal and policy structures, economic systems, market structures, marriage, inheritance and education systems.

Power represents the ability of women to control and share in resource use. The idea of "power" is at the root of the term empowerment.

Rural women represent the female population living in rural areas. **Rural areas** are described as "geographic area that is defined by the following criteria: small number of population or low density of population; specific socio economic characteristics."

Resources

Are the building blocks women can draw on to succeed economically or to exercise power and agency. Resources can be at the individual or community level. They are more than financial or monetary in nature, and include: Human capital (e.g., education, skills, training); Financial capital (e.g., loans, savings); Social capital (e.g., networks, mentors); Physical capital (e.g., land, machinery).

Sex

Refers to biological characteristics that distinguish males and females. These do not change from one culture to another and can be recognized as independent and distinct from one another.

SMEs

Small and medium enterprises are companies whose headcount or turnover falls below certain limits. Size thresholds and the legal definition of an SME can vary according to the sector of economic activity and country.

Well-being

A state of being with others, where human needs are met, where one can act meaningfully to pursue one's goals, and where one enjoys a satisfactory quality of life.

Women's economic empowerment

A woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions. To succeed and advance economically, women need the skills and resources to compete in markets, as well as fair and equal access to economic institutions. To have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions and control resources and profits.

Women's empowerment

Is about the process by which women that have been denied the ability to make strategic life choices acquire such ability. The ability to exercise choice incorporates three interrelated dimensions: resources (defined broadly to include not only access, but also future claims, to both material and human and social resources); agency (including processes of decision-making as well as less measurable manifestations of agency such as negotiations); and achievements (well-being outcomes).

Women's Studies

By focusing on the extent to which traditional questions, theories and analyses have failed to take gender into account, Women's Studies (as a field) adopts scholarly and critical perspective toward the experiences of women. The objectives of Women's Studies include:

- Finding out about women by raising new questions and accepting women's perceptions and experiences as real and significant;
- Correcting misconceptions about women and identifying ways in which traditional methodologies may distort our knowledge;
- Theorizing about the place of women in society and appropriate strategies for change;
- Examining the diversity of women's experiences and the ways in which class, race, sexual orientation and other variables intersect with gender. Although studying women is its starting point, by uncovering the ways in which social and cultural assumptions and structures are shaped by gender, Women's Studies also studies men and the world around us. It is interdisciplinary, integrating insights from many different experiences and perspectives. Drawing from scholarly work within nearly every academic discipline as well as from the work of "grassroots" feminism, Women's Studies has its own distinctive, evolving theories and methodologies.

Source: AWID, Feminism and Women's Studies, IFAD, ILO, UNDP, UNICEF, UNIDO, World Bank

