



GENDER GLOSSARY

This section provides brief descriptions of key gender concepts that are relevant for gender responsive budgeting ¹.

Gender and Sex

Gender refers to the social differences that exist in a particular society between women and men and girls and boys.

Sex refers to the biological differences between male and female people. Sex is fixed and does not change over time, across countries, and across cultures.

Gender division of labor

The gender division of labour refers to who (women or men, young or old) does what in terms of different types of work such as *productive* work in factories, offices and on the land, *reproductive* work such as cooking, cleaning and caring for family members, and *community* activities such as attending meetings. Economists are trained to see productive work that is paid because this is the work that is counted when calculating gross domestic product. Budget and policy makers need to think about all three types of work because all of them are necessary, contribute to society's well-being and must be done properly if people are to thrive.

Practical and strategic gender needs

Practical needs are needs related to daily activities and responsibilities. Practical

needs are linked to helping women and men with the roles they are given by society.

Strategic needs are needs related to changing the relationships, roles and responsibilities of women and men in society.

Gender equality

Gender equality is often understood as *equality of opportunity*. This means that women and men, girls and boys, are not discriminated against in access to opportunities. It refers to norms, values, attitudes and perceptions required to attain equal status between women and men without neutralizing the biological differences between women and men.

Gender equity

Gender equity is about *equality of outcome or result*. This is a stronger concept than equality of opportunity. It means that women and men, girls and boys, have an equal chance of reaching the finishing line rather than *only* an equal chance at the starting line. Gender equity is about fairness. It takes account of the different situation of women and men, girls and boys. Gender equity is not about 50-50 because where, for example, the needs of women in respect of health are greater than men because of their greater reproductive needs, 50-50 is not "fair" (equitable).

¹Source: Debbie Budlender



...gender glossary

Gender mainstreaming

Gender mainstreaming is about considering gender in all policies, planning, and budgets and monitoring instead of addressing gender as a separate issue through separate programmes.

Gender budgeting

Gender budgeting (also sometimes called *gender-responsive budgeting*, or *gender-sensitive budgeting*) is about ensuring that the needs and interests of women and men, girls and boys are addressed when allocating budgetary resources and implementing programmes and projects using the allocated funds. Effective gender budgeting requires that gender issues be considered from the situation analysis stage that should start the budgeting cycle to the final stage of monitoring and evaluation.

Gender and equity budgeting

Gender and equity budgeting is a value-added approach to gender budgeting that considers not only the different needs and interests of women and men, girls and boys, but also the differences between groups of women, men, girls and boys. For example, it takes into account the differences in needs and interests of rural and urban, rich and poor, young and old, those with disabilities and those without.

Gender analysis

Gender analysis is about analysing the situation of women and men, girls and

boys and the relations between them. Gender analysis also considers other social divisions, such as rich and poor, urban and rural, educated and less educated, and how these affect relations between males and females.

Sex disaggregated data

Statistical information which differentiates between men and women, e.g., "number of women in the labour force" instead of "number of people in the labour force." Sex disaggregated data shows the differences between the situation of women and men, girls and boys.

Gender-sensitive or gender-responsive

A gender-sensitive or gender-responsive policy addresses the different situation, roles, needs and interests of women, men, girls and boys rather than assuming that all people and groups are the same.

Gender-blind

Gender-blind policy ignores differences in the situation, roles, needs and interests of women, men, girls and boys. Gender-blind policies assume that there are no differences between women and men, girls and boys.

Gender-neutral

Gender-neutral policy is not affected by, and does not affect, the different situation, roles, needs and interests of women, men, girls and boys. In reality, very few policies are gender-neutral. When policy-makers claim a policy is gender-neutral, they are usually being gender-blind!

