

## Some Gender Mainstreaming Definitions

Capacity Development	The process by which individuals, organizations, institutions and societies develop their abilities individually and collectively to perform functions, solve problems and set and achieve objectives. (Results-oriented Monitoring and Evaluation Handbook – UNDP)
Empowerment	The process of gaining control over the self, over ideology and the resources which determine power. (Srilata Batliwala – “Empowerment of Women in South Asia, Concepts and Practices)
Engender	Be the cause of (a situation or condition). Example: some people believe that poverty engenders crime. (Oxford Advanced Learner’s Dictionary: Fourth Edition, Indian Edition)
GAD	Gender and Development. GAD looks at the larger inequities of unequal relations between the rich and the poor, the advantaged and the disadvantaged and within that, the additional inequities that women face.
GDI	Gender-related development index – from UNDP Human Development Report
GEM	Gender Empowerment Measure
Gender	Refers to the comparative or differential roles, responsibilities and opportunities for women and men in a given society.
Gender Balance	Participation of an equal number of women and men within an activity or organisation. Examples are representation in committees or indecision making structures.
Gender Blind	Interventions which appear neutral as they are couched in abstract, generic categories but are implicitly male biased.
Gender Disaggregation of Data	The collection of data on men and women separately in relation to all aspects of their functioning – ethnicity, class, caste, age, location.
Gender Equality	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	Fairness in women’s and men’s access to socio-economic resources. Example: access to education, depending on whether the child is a boy or a girl. A condition in which women and men participate as equals and have equal access to socio-economic resources.
Gender Mainstreaming (UNDP)	Taking account of gender equality concerns in all policy, programme, administrative and financial activities, and in organisational procedures, thereby contributing to a profound organisational transformation. Specifically... Bringing the outcome of socio-economic and policy analysis into all decision-making processes of the organisation, and tracking the outcome. This includes both the core policy decisions of the organisation, and the small every-day decisions of implementation.
Gender Neutral	Interventions targeted at the actors – be they women or men, which are appropriate to the realization of predetermined-goals, which leave the existing division of resources and responsibilities intact.
Gender Relations	Ways in which a culture or society prescribes rights, roles, responsibilities, and identities of women and men in relation to one another.
Gender Sensitive	Recognition of the differences and inequities between women’s and men’s needs, roles, responsibilities and identities.
Gender Specific	Targeted only at the needs and interests of either women or men, as in separate categories.
Genderising	Make gender sensitive
GIDP	Gender in Development Programme
GM	Gender Mainstreaming
HDI	Human Development Index

HDR	Human Development Report
Indicator	Signal that reveals progress (or lack thereof) towards objectives; means of measuring what actually happens against what has been planned in terms of quantity, quality and timeliness. Example: women's annual income from small-scale and micro enterprises assisted by a project over a five-year period, to show if there has been an increase in the women's level of income as planned. (Results-oriented Monitoring and Evaluation Handbook – UNDP)
NGO	Non-governmental organisation
Sex	The biological differences between men and women, which are universal, obvious and generally permanent. Sex describes the biological, physical and genetic composition with which we are born.
UNDP	United Nations Development Programme
UNIFEM	United Nations Development Fund for Women
UNV	United Nations Volunteers
WAD	Women and Development. WAD recognizes that women have always been economic actors and emphasizes structural change of the global political economy. It does not address the linkage between patriarchy and economic exploitation.
WID	Women in Development. A WID approach seeks to integrate women into the development process by targeting them as passive beneficiaries of programming.