

Handout 1.3.1

Gender Terms Relevant to Human Capacity Development

Gender refers to the economic, social, political and cultural attributes and opportunities associated with being female and male. The social definitions of what it means to be female or male vary among cultures and changes over time.

Sex refers to the biological differences between women and men. Sex differences are concerned with women's and men's physiology. Compare and contrast with "Sex and Gender" slide.

Gender Analysis is the examination of information on gender differences and social relations in order to identify, understand and redress gender inequalities. A gender analysis poses at least two broad questions: How will gender relations affect the achievement of sustainable results? How will the proposed results of a project affect gender relations and the relative status of women?

Gender Disparities refer to differences in men's/boys' and women's/girls' access to education, health, services, resources, status and power. Gender disparities often favor men and are institutionalized through laws and customs. Gender disparities may contribute to or result in de facto or de jure gender discrimination.

Gender Discrimination (CEDAW): "Any distinction, exclusion or restriction made on the basis of sex, which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, of their human rights and fundamental freedoms in the political, social, civil, cultural or any other field." HR policy, planning and practice must strive to eliminate gender, as well as other forms of arbitrary discrimination.

Gender Equity is the process of being fair to women and men. To ensure fairness, measures must be available to compensate for historical and social disadvantages that prevent women and men from operating on a level playing field. Gender equity strategies are used to eventually gain gender equality. Equity is the means; equality is the result.

Gender Equality permits women and men equal enjoyment of human rights, socially valued goods, opportunities, resources and the benefits from development results. Show the PowerPoint slide with relationship between *gender equity* (a process) and *gender equality* (an outcome).

Gender Integration means taking into account both the differences and the inequalities between women and men in program planning, implementation and evaluation. The roles of women and men and their relative power affect who does what in carrying out an activity and who benefits.