

ANNEX 2: GENDER TERMS
(TERM OF REFERENCE AND RULES OF PROCEDURES REVISED BY AGGI 2022)



ANNEX 2: GENDER TERMS

GENDER

Gender refers to the social attributes and opportunities association with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable. Gender determines what is expected, allowed and valued in a women or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities, assigned, activities undertaken, access to and control over resources as well as decision making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.¹

GENDER ANALYSIS

“Gender analysis” is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situation or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.²

“Gender analysis” is 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 on their assigned gender roles³

GENDER AUDIT

A participatory gender audit is a tool and a process based on a participatory methodology to promote organizational learning at the individual, work unit and organizational levels on how to practically and effectively mainstream gender. A gender audit is essentially a “social audit” and belongs to the category of “quality audits”, which distinguishes it from traditional “financial audits”. It considers whether internal practices and related support systems for gender mainstreaming are effective and reinforce each other and whether they are being followed. It establishes a baseline;

¹ *Gender Mainstreaming: Strategy for Promoting Gender Equality*, Office of the United Nations Secretary-General’s Special Advisor on Gender Issues and Advancement of Women (August 2001)

² *Source*: UNICEF, UNFPA, UNDP, UN Women. “Gender Equality, UN Coherence and You” .

³ Council of Europe Manual Supporting Gender Equality Rapporteurs in their role, 2014. Source for this term: European Commission, 100 words for equality.

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identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality. A gender audit enhances the collective capacity of the organization to examine its activities from a gender perspective and identify strengths and weaknesses in promoting gender equality issues. It monitors and assesses the relative progress made in gender mainstreaming and helps to build organizational ownership for gender equality initiatives and sharpens organizational learning on gender.⁴

GENDER-BASED VIOLENCE (GBV)

Gender-based violence is a phenomenon deeply rooted in gender inequality and continues to be one of the most notable human rights violations within all societies. Gender-based violence refers to any type of harm that is perpetrated against a person or group of people because of their factual or perceived sex, gender, sexual orientation and/or gender identity. Gender-based violence, and in particular violence against women, is one of the most pronounced expressions of the unequal power relations between women and men. Both women and men experience gender-based violence but the majority of victims are women and girls. Gender-based violence and violence against women are terms that are often used interchangeably as it has been widely acknowledged that most gender-based violence is inflicted on women and girls, by men.. There is no single factor that can explain gender-based violence in our societies, but rather a myriad of factors contribute to it, and the interplay of these factors lies at the root of the problem. Four types of factors can be identified: cultural, legal, economic and political.⁵

GBV is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance.⁶

There are different kinds of violence, including (but not limited to) physical, verbal, sexual, psychological, and socioeconomic violence.

1. **Physical violence:** Physical violence is an act attempting to or resulting in pain and/or physical injury. It includes beating, burning, kicking, punching, biting, maiming, the use of objects or weapons, or tearing out hair. At its most extreme, physical violence may lead to femicide, or the gender-based killing of a woman. Some classifications also include trafficking and slavery in the category of physical violence because initial coercion is often experienced, and the young

⁴ Source: ILO (2008) ILO Participatory Gender Audit: A tool for organizational change. Geneva.

⁵ <https://eige.europa.eu/gender-based-violence/what-is-gender-based-violence>

⁶ source: UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".

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women and men involved end up becoming victims of further violence as a result of their enslavement.

2. Verbal violence: Verbal abuse can include put-downs in private or in front of others, ridiculing, the use of swear-words that are especially uncomfortable for the other, threatening with other forms of violence against the victim or against somebody or something dear to them. Other times the verbal abuse is related to the background of the victim, insulting or threatening her on the basis of religion, culture, language, (perceived) sexual orientation or traditions.
3. Sexual violence: Sexual violence includes many actions that are equally hurtful to every victim and are used similarly in the public and private sphere. Examples include rape (sexual violence including some form of penetration of the victim's body), marital rape and attempted rape. Other types of forced sexual activities include being forced to watch somebody *****, forcing somebody to ***** in front of others, forced unsafe sex, sexual harassment, and, in the case of women, abuse related to reproduction (forced pregnancy, forced abortion, forced sterilization).
4. Psychological violence: Psychological violence can include, for example, threatening behaviors that do not necessarily involve physical violence or even verbal abuse. It can include actions that refer to former acts of violence, or purposeful ignorance and neglect of the other. Psychological violence may also be perpetrated through isolation or confinement, withholding information, disinformation, etc.
5. Socio-economic violence: Socio-economic violence is both a cause and an effect of dominant gender power relations in societies. Some of the most typical forms of socio-economic violence include taking away the victim's earnings, not allowing her to have a separate income (forced 'housewife' status, working in the family business without a salary), or making her unfit for work through targeted physical abuse. In the public sphere this can include denial of access to education or (equally) paid work (mainly to women), denial of access to services, exclusion from certain jobs, denial of the enjoyment and exercise of civil, cultural, social, or political rights.⁷

GENDER-BASED VIOLENCE AGAINST WOMEN

Article 3D of the Istanbul Convention: "Gender-based violence against women shall mean violence that is directed against a woman because she is a woman or that affects women disproportionately".

'Violence against women' Article 3A of the Istanbul Convention: is understood as a violation of human rights and a form of discrimination against women and shall mean all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life".

Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. Violence against women shall be understood to encompass, but not be limited to, the following:

⁷ Definition of the Glossary of the UN Women training Centre

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- a. Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, intimate partner violence, non-spousal violence and violence related to exploitation;
- b. Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment in public spaces and sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;
- c. Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.⁸

GENDER BLIND /GENDER NEUTRAL /GENDER SENSITIVE /GENDER TRANSFORMATIVE

Gender blind : Ignoring/failing to address the gender dimension (as opposed to gender sensitive).⁹ ***Gender Neutral*** :Having no differential positive or negative impact for gender relations or equality between women and men¹⁰ ***Gender Sensitive*** :Addressing and taking into account the gender dimension¹¹

Other definitions:

- Gender-neutral, gender-sensitive, and gender transformative

The primary objective behind gender mainstreaming is to design and implement development projects, programs and policies that:

1. Do not reinforce existing gender inequalities (gender neutral)
2. Attempt to redress existing gender inequalities (gender sensitive)
3. Attempt to re-define women and men's gender roles and relations (gender positive / transformative)

The degree of integration of a gender perspective in any given project can be seen as a continuum from gender negative to gender transformative (UN Women)¹².

- ***Gender Blind*** His term refers to the failure to recognize that the roles and responsibilities of men/boys and women/girls are assigned to them in specific social, cultural, economic, and political contexts and backgrounds. Projects, programs, policies and attitudes which are gender blind do not take into account these different roles and diverse needs. They maintain the status quo and will not help transform the unequal structure of gender relations.¹³
- ***Gender Neutral*** refers to anything – a concept, an entity, a style of language – that is un-associated with either the male or female gender. The nature of systemic and

⁸ Source: *Articles 1 and 2 of the United Nations General Assembly. Declaration on the Elimination of Violence Against Women. In: 85th Plenary Meeting. December 20, 1993. Geneva, Switzerland; 1993.*

⁹ Council of Europe *Manual Supporting Gender Equality Rapporteurs in their role*, 2014. Source for this term: European Commission, 100 words for equality

¹⁰ Ibidem

¹¹ Ibidem

¹² *Definition of the Glossary of the UN Women training Centre*

¹³ Source: UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".

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embedded or internalized bias is such that, unfortunately often, what is perceived to be 'gender neutral' is in fact 'gender blind' (UNICEF).¹⁴

- **Gender sensitive** Gender is a means to reach set development goals .Addressing gender norms, roles and access to resources in so far as needed to reach project goals
- **Gender Transformative**
- Gender is central to promoting gender equality and achieving positive development outcomes.Transforming unequal gender relations to promote shared power, control of resources, decision-making, and support for women's empowerment¹⁵

GENDER EQUALITY implies that the interests, needs and priorities of both women and men are taken into consideration- recognizing the diversity of different groups of women and men. Gender equality is not a "women's issues" but should concerns 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 centered development. ¹⁶

GENDER EQUITY

refers to the process of giving fair treatment to women and men. The goal of gender equity looks beyond equality of opportunity as it requires transformative change. Gender equity recognizes that different measures might be required for men and women where: they reflect different needs and priorities; or where their existing situation means that some groups of women or men need special or additional supportive measures to ensure that all are on a 'level playing field'.¹⁷

GENDER GAP

The gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits.¹⁸

The term gender gap refers to any disparity between women and men's condition or position in society. It is often used to refer to a difference in average earnings between women and men, e.g. "gender pay gap." However, gender gaps can be found in many areas, such as the four pillars that the World Economic Forum uses to calculate its Gender Gap Index, namely: economic participation and opportunity, educational attainment, health and survival and political empowerment.¹⁹

GENDER IMPACT ASSESSMENTS

A policy tool for the screening of a given policy proposal, in order "to detect and assess its differential impact or effects on women and men, so that these imbalances can be redressed before the proposal is endorsed. An analysis from a gender perspective helps to see whether the needs of women and men are equally taken into account and served by this proposal. It enables policy-makers to develop policies with an understanding of the socio-economic reality of women and men and allows for policies to take (gender) differences into account. Gender impact assessment can be applied to legislation, policy plans, policy programmes, budgets, concrete actions, bills and reports or calls for research. Gender impact assessment methods do not only have to be applied to policy in the making, they can also be applied to existing policies. They can be used in the

¹⁴ UNICEF, *Gender Equality Training Glossary*

¹⁵ Source: UN-INSTRAW (now part of UN Women), *Glossary of Gender-related Terms and Concepts*

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administration as well as by external actors; in both cases they require a considerable amount of knowledge of gender issues. The advantage of these tools lies in the fact that they draw a very accurate picture of the effects of a given policy²⁰

GENDER IMPACT ASSESSMENT

“Gender impact assessment is the process of comparing and assessing, according to gender relevant criteria, the current situation and trend with the expected development resulting from the introduction of the proposed policy. Gender impact assessment is the estimation of the different effects (positive, negative or neutral) of any policy or activity implemented to specific items in terms of gender equality.”²¹

Gender impact assessment has been defined as an ex ante evaluation, analysis or assessment of a law, policy or programme that makes it possible to identify, in a preventative way, the likelihood of a given decision having negative consequences for the state of equality between women and men. The assessment involves a dual-pronged approach: the current gender-related position in relation to the policy under consideration, and the projected impacts on women and men once the policy has been implemented. It is important that the assessment is structured, i.e. systematic, analytical and documented. The final aim of the gender impact assessment is to improve the design and the planning of the policy under consideration, in order to prevent a negative impact on gender equality and to strengthen gender equality through better designed, transformative legislation and policies. A primary objective is to adapt the policy to make sure that any discriminatory effects are either removed or mitigated. Beyond avoiding negative effects, a gender impact assessment can also be used in a more transformative way as a tool for defining gender equality objectives and formulating the policy so as to proactively promote gender equality.²²

GENDER MAINSTREAMING

a gender perspective is the process of assessing the implication for women and men of any planned action, including legislation, policies or programmes in all areas and at all levels. It is a strategy for making women as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.²³ **Gender** refers to the social attributes and opportunities association with being male and female and the relationships between women and men and girls and

¹⁶ *Gender Mainstreaming: Strategy for Promoting Gender Equality*, Office of the United Nations Secretary-General’s Special Advisor on Gender Issues and Advancement of Women (August 2001).

¹⁷ *Gender in Local Government: A Source Book for Trainers*, UN-Habitat (2008).

¹⁸ 1 European Commission, 100 words for equality - A glossary of terms on equality between women and men, (1998).

¹⁹ Un Women Training centre

²⁰ Council of Europe Committee of Ministers Recommendation CM/Rec (2007) 17 on Gender equality standards and mechanisms, Explanatory Memorandum (CM (2007)153 add, paragraph 20

²¹ How the European Commission defines the gender impact assessment

²² <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-impact-assessment/what-gender-impact-assessment>

²³ Report of the Economic and Social Council for 1997 (A/52/3), chap. IV, agreed conclusions 1997/2 (18 September 1997) (from the special session of the Council on gender mainstreaming).

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boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities, assigned, activities undertaken, access to and control over resources as well as decision making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.²⁴

GENDER PAY GAP

The gender pay gap is the difference in average gross hourly earnings between women and men. It is based on salaries paid directly to employees before income tax and social security contributions are deducted. Only companies of ten or more employees are taken into account in the calculations.²⁵

GENDER PERSPECTIVE

Es un método para analizar de forma más equitativa y no androcéntrica la realidad social al permitir identificar las situaciones de desigualdad y asegurar que mujeres y hombres influyan, participen y se beneficien de igual manera en todos los ámbitos de la política, la sociedad y la cultura

The term is a way of seeing or analysing which looks at the impact of gender on people's opportunities, social roles and interactions. This way of seeing is what enables one to carry out gender analysis and subsequently to mainstream a gender perspective into any proposed programme, policy or organisation -(UN Women).²⁶

GENDER / SEX DISAGGREGATED DATA

“Data on the current situation of women and men, and on current gender relations, are an absolute necessity for gender mainstreaming. In addition to lack of data and statistics disaggregated by sex, data can also be gender biased. Good statistics comprise data that are relevant for both women and men and that are split up by sex as well as by other background variables²⁷

“The knowledge of women’s and men’s living conditions must be ensured by routinely working out statistics split up by sex and other background variables depending on the context, for example, age and educational background. There is a huge need for identifying, collecting, using and disseminating such data. This means that data and data collection methods have to be reconsidered: which data are split up by sex; what criteria are used to gather data and what assumptions and values lie behind these criteria. Special attention should be paid to data providing information on the dynamics of gender relations: relations: what is changing, where and at what rate? Statistics form the

²⁴ *Gender Mainstreaming: Strategy for Promoting Gender Equality*, Office of the United Nations Secretary-General’s Special Advisor on Gender Issues and Advancement of Women (August 2001)

²⁵ European Parliament :*Understanding the gender pay gap: definition and causes*, 2022

²⁶ Source:UN Women Training Centre

²⁷ Council of Europe, *Gender Mainstreaming conceptual framework, methodology and presentation of good practices* - Final Report of Activities of the Group of Specialists on Mainstreaming (2004), page 17.

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basis for analysing the current gender relations, for developing forecasts or for assessing policies in the making. Furthermore, data can also be used for awareness-raising “²⁸

Other definitions of “gender-disaggregated data”:

The collection and separation of data and statistical information by gender to enable comparative analysis/gender analysis (European Commission).²⁹

Sex-disaggregated data is data that is cross-classified by sex, presenting information separately for men and women, boys and girls. Sex-disaggregated data reflect roles, real situations, general conditions of women and men, girls and boys in every aspect of society. For instance, the literacy rate, education levels, business ownership, employment, wage differences, dependants, house and land ownership, loans and credit, debts, etc. When data is not disaggregated by sex, it is more difficult to identify real and potential inequalities. Sex-disaggregated data is necessary for effective gender analysis.³⁰

GENDER STEREOTYPES

Gender stereotypes are simplistic generalizations about the gender attributes, differences and roles of women and men. Stereotypical characteristics about men are that they are competitive, acquisitive, autonomous, independent, confrontational, concerned about private goods. Parallel stereotypes of women hold that they are cooperative, nurturing, caring, connecting, group-oriented, concerned about public goods. Stereotypes are often used to justify gender discrimination more broadly and can be reflected and reinforced by traditional and modern theories, laws and institutional practices. Messages reinforcing gender stereotypes and the idea that women are inferior come in a variety of “packages” – from songs and advertising to traditional proverbs.³¹

“Gender stereotyping presents a serious obstacle to the achievement of real gender equality and feeds into gender discrimination. Gender stereotypes are preconceived ideas whereby males and females are arbitrarily assigned characteristics and roles determined and limited by their sex. Sex stereotyping can limit the development of the natural talents and abilities of boys and girls, women and men, their educational and professional experiences as well as life opportunities in general. Stereotypes about women both result from and are the cause of deeply engrained attitudes, values, norms and prejudices against women. They are used to justify and maintain the historical relations of power of men over women as well as sexist attitudes which are holding back the advancement of women.³² According to the European Court of Human Rights:³³ “[...] the advancement of gender equality is today a major goal in the member states of the Council of Europe and very weighty reasons would have to be put forward before such a difference in treatment could be regarded as compatible with the Convention. [...] In particular, references to traditions, general assumptions or prevailing social attitudes in a particular country are insufficient justification for a difference in treatment on grounds of sex. For example, States are prevented from imposing traditions that derive from the man’s primordial role and the woman’s secondary role in the family.” The Court added

²⁸ Ibid, page 20.

²⁹ European Commission, *100 words for equality - A glossary of terms on equality between women and men*

³⁰ Source: UNICEF, UNFPA, UNDP, UN Women. “*Gender Equality, UN Coherence and You*”; UNESCO (2003) *Gender Mainstreaming Implementation Framework*

³¹ Glossary UN Women Training Centre

³² Council of Europe Gender Equality Strategy 2014-2017, page 9.

³³ O ECtHR, Konstantin Markin v. Russia [GC] (No. 30078/06) 22 March 2012, paragraphs 127 and 143.

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“[...] gender stereotypes, such as the perception of women as primary child-carers and men as primary breadwinners, cannot, by themselves, be considered to amount to sufficient justification for a difference in treatment, any more than similar stereotypes based on race, origin, colour or sexual orientation.”

HARASSMENT AND SEXUAL HARASSMENT

Harassment is said to occur “where an unwanted conduct related to the sex of a person occurs with the purpose or effect of violating the dignity of a person, and of creating an intimidating, hostile, degrading, humiliating or offensive environment”. Sexual harassment is “where any form of unwanted verbal, nonverbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment”.³⁴

Article 40 of the Istanbul Convention: “Any form of unwanted verbal, nonverbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment”. The Istanbul Convention requests Parties to criminalise sexual harassment or to subject it to other legal sanctions.

INTERSECTIONALITY

Gender inequality is not experienced the same way by all women, nor expressed the same way in all contexts. To achieve equality and respect for all women, gender inequality cannot be seen as separate from other forms of discrimination and disadvantage that women face.

Everyone’s identities, social positions and experiences are shaped not just by gender, but by a range of other social categories of difference, Aboriginality, culture, race, ethnicity, faith, socio-economic status, ability, sexuality, gender identity, education, age, and migration status. The consideration of how people experience multiple and intersecting forms of discrimination and disadvantage is referred to as ‘intersectionality’³⁵

INTERSECTIONAL FEMINISM APPROACH

All inequality is not created equal. An intersectional approach shows the way that people’s social identities can overlap, creating compounding experiences of discrimination. “We tend to talk about race inequality as separate from inequality based on gender, class, sexuality or immigrant status. What’s often missing is how some people are subject to all of these, and the experience is not just the sum of its parts,” Crenshaw said.³⁶

An intersectional approach to gender equality acknowledges the fact that women have different experiences based on aspects of their identity including race, social class, ethnicity, sexual orientation, religion, age as well as other forms of identity.

³⁴ Harassment and sexual harassment are also defined in EU Directive 2002/73/EC

³⁵ *PG_Equality-and-respect-for-all-women_UpdatedFeb2019.pdf*

³⁶ Kimberlé Crenshaw, the law professor at Columbia and UCLA who coined the term intersectionality to describe the way people’s social identities can overlap.

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Intersectional feminism centres the voices of those experiencing overlapping, concurrent forms of oppression in order to understand the depths of the inequalities and the relationships among them in any given context.³⁷

Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination,

It starts from the premise that people live multiple, layered identities derived from social relations, history and the operation of structures of power. Intersectional analysis aims to reveal multiple identities, exposing the different types of intersectional and multiple discrimination and disadvantage that occur as a consequence of the combination of identities and the intersection of sex and gender with other grounds.³⁸

MULTIPLE DISCRIMINATION

Concept used to describe the complexity of discrimination implicating more than one ground, also known as “additive,” “accumulative,” “compound,” “intersectional,” “complex bias” or “multi-dimensional inequalities.

Though the terminology may seem confusing, it tends to describe two situations: (1) situation where an individual is faced with more than one form of grounds-based discrimination (i.e. sex plus disability discrimination, or gender plus sexual orientation). In such circumstances, all women and all persons with disabilities (both male and female) are potentially subject to the discrimination. (2) Situation where discrimination affects only those who are members of more than one group (i.e. only women with disabilities and not men with disabilities), also known as intersectional discrimination.

Regarding discrimination against women, CEDAW General Recommendation no. 25 recognizes the following: “Certain groups of women, in addition to suffering from discrimination directed against them as women, may also suffer from multiple forms of discrimination based on additional grounds such as race, ethnic or religious identity, disability, age, class, caste or other factors. Such discrimination may affect these groups of women primarily, or to a different degree or in different ways than men. States parties may need to take specific temporary special measures to eliminate such multiple forms of discrimination against women and its compounded negative impact on them.”³⁹

The term “multiple discrimination of women” is used to refer to any discrimination against a woman which does not only involve gender (European Commission).⁴⁰

³⁷ Source: <https://www.un.org/webcast/pdfs/170313am-csw61-se-netherlands.pdf>;
<https://www.unwomen.org/en/news/stories/2020/6/explainer-intersectional-feminism-what-it-means-and-why-it-matters>

³⁸ Mediterranean Institute of Gender Studies (2009). *Glossary of Gender-Related Terms*.

³⁹ Sources: Sheppard, Colleen. 2011. *Multiple Discrimination in the World of Work*, Working Paper no. 66. International Labour Organization: Geneva.

Convention on the Elimination of All Forms of Discrimination against Women, General recommendation No. 25 on temporary special measures, article 4, paragraph 1

⁴⁰ Multiple Discrimination in EU Law, *Opportunities for legal responses to intersectional gender discrimination?* European Network of Legal Experts in the Field of Gender Equality, Susanne Burri and Dagmar Schiek, European Commission, 2009.

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“Certain groups of women, due to the combination of their sex with other factors, such as their race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status, are in an especially vulnerable position. In addition to discrimination on the grounds of sex, these women are often subjected simultaneously to one or several other types of discrimination”.⁴¹

SEX (BIOLOGICAL SEX)

The physical and biological characteristics that distinguish males and females.⁴²

WOMEN’S EMPOWERMENT is related to gender equality but distinct from it. The core of empowerment lies in the ability of a woman to plan and control her own destiny. This implies that to be empowered women must not only have equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment) they must also have the UN-Habitat to use those rights, capabilities, resources and opportunities to make strategic choices and decisions (such as are provided through leadership opportunities and participation in political institutions). And to exercise UN-Habitat, women must live without the fear of coercion and violence.⁴³

WOMEN’S HUMAN RIGHTS

The articulation and definition of women’s rights as human rights was achieved in a series of international conferences that have produced significant political commitments to women’s human rights and equality, including thanks to the mobilisation of activists throughout the world: the Vienna World Conference on Human Rights in 1993, the Cairo International Conference on Population and Development in 1994 and more prominently, the Beijing Fourth World Conference on Women in 1995, which is considered a significant achievement in explicitly articulating women’s rights as human rights. The concept of women’s human rights puts the spotlight on violations of women’s rights, including violations of women’s bodily integrity and issues related to women’s ability to control their own fertility, which were previously unaddressed in human rights policies and instruments focusing on formal political and civil rights because they were considered part of the private sphere, taboo or simply accepted as an inevitable part of women’s lives⁴⁴ Article 9 of the Beijing Declaration adopted at the Beijing World Conference on Women also affirms the commitment of governments to “Ensure the full implementation of the human rights of women and of the girl child as an inalienable, integral and indivisible part of all human rights and fundamental freedoms and Article 14 states that “Women’s rights are human rights”. These articles express the recognition that women experience injustices, discrimination and violence solely because of their sex.

The Council of Europe Committee of Ministers Recommendation (2007)¹⁷ on gender equality standards and mechanisms⁴³ , establishes gender equality as “a principle of

⁴¹ 3 Council of Europe Committee of Ministers Recommendation CM/Rec (2007) 17 on Gender equality standards and mechanisms, Section 12 “*Specific situation of vulnerable groups exposed to multiple discrimination*”, Paragraph 59.

⁴² Glossary UN Women Training Centre

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human rights” and women’s human rights as “an inalienable, integral and indivisible part of universal human rights”

Human rights-based approach (HRBA)

A human rights-based approach entails consciously and systematically paying attention to human rights in all aspects of program development. A HRBA is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. The objective of the HRBA is to empower people (rights-holders) to realize their rights and strengthen the State (duty-bearers) to comply with their human rights obligations and duties. States’ obligations to human rights require them to respect, protect and fulfill women’s and girls’ rights, along with the rights of men and boys. When they fail to do so, the United Nations has a responsibility to work with partners to strengthen capacity to more effectively realize that duty.

A human rights-based approach (HRBA) to gender issues uncovers how human rights issues affect women and men differently and how power relations and gender-based discriminations affect the effective enjoyment of rights by all human beings. HRBA and gender mainstreaming are two of the five UN programming principles (the others are results-based management, environmental sustainability and capacity-development). As such, every UN staff member should use them in their programming work.⁴⁵

⁴³ *Taking Action: Achieving Gender Equality and Empowering Women*, UN Millennium Project Task Force on Education and Gender Equality 2005

⁴⁴ *Women’s Rights are Human Rights*, United Nations, Office of the High Commissioner for Human Rights, 2014, Chapter II, Global Commitments.

⁴⁵ Sources: UNICEF, UNFPA, UNDP, UN Women. “Gender Equality, UN Coherence and You”; HRBA portal