Annex 2 – Gender Glossary

Gender glossary

Cis gender

Cis is the Latin word for “on this side of” or “this world” whereas trans is the Latin word for “beyond”. A cis person identifies with their sex or rather with the gender that has been ascribed to them at birth. This ascription at birth, the sex, is linked to physical categories such as a vulva, breasts or a penis. A cis woman would most probably have body parts such as a vulva or breasts and could identify with the sentence “I am a girl/I am a woman during her life.

Ecofeminism

For WECF ecofeminism means, using an intersectional feminist approach when fighting structural barriers that prevents us from enjoying a healthy environment. Meaning, we take a holistic approach, recognizing that we all come with a different baggage of discrimination (or lack thereof) depending on our gender, age, race, sexual identity, education, religion, ability or social economic status. These barriers, among others, include capitalism, extractivism, militarism, gender-based violence and shrinking space for civil society to influence. We believe that we cannot fight the climate crisis without fighting at the same time all forms of oppression.¹

Empowerment

When discussing empowerment, it is important we do not use it as a buzzword, for example vague statements about ‘empowering’ groups can often come from a saviourist standpoint which is not helpful. Additionally, people cannot be ‘empowered’ out of the structures that oppress them, so any discussion of empowerment should be in parallel with addressing such structures otherwise the onus is left on the individual. Agents of change is an alternative conceptualization to “empowerment”. Recognizing the agency of a person, means that you listen to what they have to say, and you respect their experiences and knowledge. An agent of change is someone who is working to create systematic change for themself and their community. You cannot give a voice to someone who already has a voice, but you can lend them your megaphone and give them your seat at the decision-making table. It is separate from “empowerment” which infers that a saviour is “giving power” to someone, or “giving a voice to the voiceless” - recognizing that people are agents of change is to recognize their autonomy.

Extractivism

Process of exploitation and appropriation of natural, human, and/or epistemic resources as part of a persistent mechanism of colonial plunder and oppression over time.²

Gender

Gender can be conceptualized as the complex interrelationship between somebodies’ physical body, their identity (how they view

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¹ WECF, Reclaiming ecofeminism, https://www.wecf.org/reclaiming_ecofeminism/
² WECF, 2022, Transformative Pathways: Climate and gender-just alternatives to intersecting crises, 2022. Pg 7
their gender), and their social gender (the attributes society gives). This interrelationship is dynamic, these categories are not fixed, and a persons’ gender can change.³

**Gender Action Plan (GAP)**

Gender Action Plan is a roadmap containing activities and strategies to mainstream gender in a field of interest (e.g., a company, a NGO, a university or a project). It aims to reach the overall objective of gender equality by redressing existing gender inequalities and re-defining gender roles and relations through guidance. The idea of a GAP is to address gaps and take actions where there is space for improvement, usually identified through a gender analysis and/or a gender self-assessment or audits, in order to ensure that everyone benefit equally from policy/programs/projects.

**Gender Analysis**

Gender analysis is the process of analyzing gender data and gender dynamics in order to ensure that policy/program/project development benefits equally and that resources are effectively and equitably targeted to all genders. A gender analysis enables to successfully anticipate and avoid any negative impacts that development interventions may have on women and men and other genders or on existing gender relations. A gender analysis is conducted through a variety of tools and frameworks. It includes a methodology for collecting and processing information about gender.⁴

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³ Gender Spectrum, Understanding Gender, https://genderspectrum.org/articles/understanding-gender
(attitudes) of and discrimination (behavior) towards all gender in its definition.\(^7\)

**Gender binary**

System in which gender is constructed into two strict categories of male or female. Gender identity is expected to align with the sex assigned at birth and gender expressions and roles fit traditional expectations.\(^8\) We want to move beyond binary thinking for all identities, which are often used to place one group in a hierarchy over others (e.g., straight-queer, white-not white, abled-disabled, man-woman).

**Gender blind**

Gender blind refers to the concept of not recognizing the difference between all genders, gender roles, gender opportunities, needs, etc. It can be considered a negative concept when the specific needs of women and all non-cis male genders are neglected. It must be strengthened that gender blindness is a controversy term that might be discussed: This has to do with the fact that the perception of our world or society is mainly shaped by a patriarchal system dominated by men. Hence, the perception of world itself is not gender-blind but rather reproduces a cis-male point of view.

**Gender budgeting**

Gender budgeting is the application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.\(^9\)

**Gender gaps**

Refers to the disparities between different genders in terms of their position and roles in the society. It also includes disparity in gender pay, pension, care, their participation in different areas, access to opportunities, exercising their basic rights, financial conditions, access to resources, etc.\(^10\)

The Gender Care Gap shows the different amount of time that women and men spend on unpaid care work. These activities include household and gardening work, caring for children and adults, as well as volunteering and unpaid help for other households. Travel time is also included in the calculation of the gender care gap.

The Gender Care Gap shows that women often spend more time on housework and care than men. Consequently, women work more often part-time which results in lower incomes over the course of their lives leading to lower independent pension entitlements, called gender pension gap. Sharing care work between partners can therefore be a prerequisite for equal opportunities for women and men on the labor market.\(^11\)

**Gender disaggregated data or gender statistics**

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\(^8\) HRC foundation, Glossary of terms, [https://www.hrc.org/resources/glossary-of-terms](https://www.hrc.org/resources/glossary-of-terms)


\(^10\) Ibid.

Statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Gender statistics are defined by the sum of the following characteristics: (a) data are collected and presented disaggregated by sex as a primary and overall classification, (b) data are reflecting gender issues, (c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives, and (d) data collection methods take into account stereotypes and social and cultural factors that may induce gender biases.¹²

**Gender equality**

Gender equality is the state in which all people, regardless of their gender, have equal rights, freedoms, conditions and opportunities. It does not mean that people – for example women and men – become the same, but rather that they have equal life chances and are valued equally. This applies not only to equality of opportunity but also to equality of impact and benefits arising from economic, social, cultural and political development – as well as opportunity to shape and influence those values, norms and systems.¹³

**Gender Equality Plan**

A Gender Equality Plan (GEP) is a set of commitments and actions that aim to promote gender equality in an organisation through a process of structural change. A GEP is a systematic and strategic instrument that establishes priorities and concrete objectives (based on a thorough status quo assessment), and the specific measures that will be implemented to improve gender equality within an organisation. The timelines of the measures to be implemented and for measuring progress and success need to be included in the GEP. GEPs are to be designed as tools promoting reflexivity and learning by encompassing monitoring and evaluation activities. Finally, a GEP needs to establish clear responsibilities for different activities and to specify the general governance and leadership accountability for steering the GEP implementation and for the GEP’s progress and results.¹⁴

**Gender Impact Assessment**

Examining policy proposals, activities and measures to see whether they will affect women and men differently, with a view to adapting these proposals to make sure that discriminatory effects are neutralized and that gender equality is promoted. It is an ex-ante procedure that should be performed before the final decision on the policy proposal is taken. It involves comparing and assessing, according to gender relevant criteria, the current situation and trends in relation to the expected outcome resulting from the introduction of the proposed policy. Gender impact assessment is used to assess the impact

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of a given policy proposal on women and men and on gender relations in general.\textsuperscript{15, 16}

**Gender indicators**

Gender indicators are established to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (based on statistics broken down by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions and feelings). Gender-sensitive indicators allow changes to be measured in the relations between women and men in relation to a certain policy area, a specific programme or activity, or changes in the status or situation of women and men.\textsuperscript{17}

**Gender Mainstreaming**

The process of ensuring that women and men and all genders have equal access to and control over resources, development benefits and decision-making, at all stages of development process, projects, programmes or policy. It means the integration of equality concerns into all policies, programmes and activities.\textsuperscript{18}

**Gender Needs**

Leading on from the fact that women and men have differing roles based on their gender, they will also have differing gender needs. These needs can be classified as either strategic or practical needs.\textsuperscript{19}

**Gender responsiveness**

Gender responsiveness is identifying and understanding gender gaps and biases, and then acting on them, developing and implementing actions to overcome challenges and barriers toward improving and achieving gender equality. In comparison to gender sensitive, gender responsive has come to mean more than “doing no harm”; it means “to do better”.\textsuperscript{20}

**Gender Roles**

Social and behavioral norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls. Gender-specific roles are often conditioned by household structure, access to resources, specific impacts of the global economy, occurrence of conflict or disaster, and other locally relevant factors such as ecological conditions.\textsuperscript{21}

**Gender Self-Assessment**

Gender self-assessment is a tool to examine the existing status of practices, policies and programs within the organisation, to identify and assess differential impacts and effects on men, women and other genders. GSA is conducted internally so it acts as a self-reflection to initiate learning, adapting, and building a mutual capacity strengthening in a Trainers (ToT). [http://www.wecf.org/wp-content/uploads/2018/11/GenderTOTInstrumentsupdatedversion.pdf](http://www.wecf.org/wp-content/uploads/2018/11/GenderTOTInstrumentsupdatedversion.pdf)

\textsuperscript{19} Ibid.


safe environment. The self-assessment study becomes the foundation of gender equality plans such as gender action plan (GAP) or gender equality plan (GEP).

**Gender transformative approach**

A gender transformative approach is an approach that challenges the root causes of gender inequality and addresses structural gender inequalities, gender roles, norms and behaviour. A gender transformative approach applies an intersectional framework and pays attention to intersectional identities: modes of discrimination and privilege depend on a person’s multiple social and political identities including gender and further include caste, race, class, sexuality, religion, disability, physical appearance, age, etc. It recognizes historical and social/colonial systems of oppression, and the valuing and reorganizing of care work as central to the sustainability of life, Indigenous peoples and local communities, nature, biodiversity and territory/landscape.\(^\text{22}\)

**Gender-based violence (GBV)**

GBV is violence directed against a person because of that person’s gender or violence that affects persons of a particular gender disproportionately. Violence against women 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 harm, sexual harm, psychological, or economic harm or suffering to women. It can include violence against women, domestic violence against women, men or children living in the same domestic unit. Although women and girls are the main victims of GBV, it also causes severe harm to families and communities.\(^\text{23}\)

**Gender-sensitive language**

Language not only reflects the way we think; it also shapes the thinking of listeners or readers and influences their beliefs and behaviour. Gender-sensitive language relates to the use of the written and spoken language so that women and men are equally treated and considered. It requires avoiding talking in generic masculine terms, excluding women or reflecting stereotyped assumptions about gender roles.

Being aware of the importance of gender-sensitive language could lead to the promotion of gender sensitivity, and also to a higher degree of precision.\(^\text{24}\)

**Gender-stereotypes**

Gender stereotypes ascribe certain attributes, characteristics and roles to people based on their gender. They can be negative (i.e., women are bad drivers, men can’t change diapers) or benign (i.e., women are better caregivers, men are stronger). Gender stereotypes become harmful when they limit a person’s life choices, such as developing personal abilities or pursuing a specific professional path. Wrongful gender stereotyping frequently leads to discrimination against women. Compounded gender

\(^{22}\) WECF, 2022, Towards a Gender transformative Organisation: Toolkit for an assessment of organisational gender policies and practices
stereotypes occur when layered with stereotypes about other characteristics of the person, such as disability, ethnicity or social status.\textsuperscript{25}

**Glass ceiling and walls experience**

Artificial impediments and invisible barriers that militate against women's access to top decision-making and managerial positions in an organization, whether public or private and in whatever domain.\textsuperscript{26}

**Glass Cliff**

Phenomenon whereby individuals belonging to particular groups are more likely to be found in leadership positions that are associated with a greater risk of failure and criticism.\textsuperscript{27}

**Intersectionality**

Intersectionality examines the intersections of racism/colonialism, capitalism, and patriarchy; and their by-products: classism, homo- and transphobia, cis- and ableism. The concept is used to highlight the fact that people can experience multiple forms of discrimination at the same time. The concept of intersectionality, coined by Kimberlé Crenshaw, is grounded in decades of activism that battled the simultaneous challenges of racism and sexism throughout the 20th century. The core idea is that you cannot separate a person's identity markers, but these coexist and affects the opportunities available to them in society.

**LGBTQIA+**

Acronym for lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and more. The "+" sign is to recognize the limitless sexual orientations and gender identities used by members of the community.\textsuperscript{28}

**Productive roles**

The productive role of women relates to work performed by women and men for pay in cash or kind (market production, informal production, home production, subsistence production).\textsuperscript{29}

**Prosumer**

The word “prosumer” combines the words “producer” and “consumer” and refers to an individual who can produce, sell and consume a certain good, e.g. energy. As prosumers, consumers actively participate in the energy market. This means, the electricity generated by a solar system on the roof of a private household is directly used and the excess electricity is fed into the grid. If, on a cloudy day, the demand for electricity is higher than the electricity generated by the solar system, additional electricity is purchased from the market.\textsuperscript{30}

**Reproductive role**

\textsuperscript{26} European Institute for Gender Equality. https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions
\textsuperscript{27} Ibid.
\textsuperscript{28} HRC foundation, glossary of terms, https://www.hrc.org/resources/glossary-of-terms
\textsuperscript{29} European Institute for Gender Equality, Women’s triple role, https://eige.europa.eu/thesaurus/terms/1442#:~:text=The%20productive%20role%20of%20women,home%20production%2C%20subsistence%20production%20production).
\textsuperscript{30} BMWI, Energiewende Direkt, 2016, Was ist ein "Prosumer?", https://www.bmwi-energiewende.de/EWD/Redaktion/Newsletter/2016/06/Meldung/direkt-erklärt.html
The reproductive role of women includes the care and maintenance of the actual and future workforce of the family. Reproductive work is mainly unpaid care work such as taking care of children, older persons, household chores and community work.

Unpaid care work in mostly provided by women. This contributes to gender differences in energy consumption patterns since care work is mostly home based. Even though women tend to use less energy overall (for the gendered use of transport see the following section), they consume more within the household given their care activities.

### Structural discrimination

Word ‘structure’ here implies that such systems have existed for a long time, and therefore the way they oppress and discriminate against groups is not always overt. Patriarchy and (Neo-)Colonialism are examples of such structures that are embedded into every-day life, meaning that some forms of racism and sexism are often invisible to those not affected. Name the structure not the person, e.g., being a woman is not a barrier, but patriarchy itself is.

### Unpaid care work

Historical stereotypical gender roles have meant that women in all their diversity have been expected to perform care tasks without being renumerated for them. Women and girls undertake more than three-quarters of unpaid care work in the world, when valued at minimum wage this would represent a contribution to the global economy of at least $10.8 trillion a year. This burden is compounded by inter alia the:

- **Gender Pay Gap**: The disparity in earnings between women and men that are due to the care burden, as well as the fact that women are less likely to receive promotions.
- **Gender Pension Gap**: women receive less in their pension due to the gender pay gap and the time taken away from income generating activities (since care work is most of the time not generating income).

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33 OXFAM, Not all gaps are created equal: the true value of care work, https://www.oxfam.org/en/not-all-gaps-are-created-equal-true-value-care-work