

Syllabus Gender Equality



Gender

A social and cultural construct, which distinguishes differences in the attributes of men and women, girls and boys, and accordingly refers to the roles and responsibilities of men and women. Gender-based roles and other attributes, therefore, change over time and vary with different cultural contexts.



Gender Based Violence

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.





Gender Discrimination

Any distinction, exclusion or restriction based on sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. Discrimination can stem from both law (de jure) or from practice (de facto).

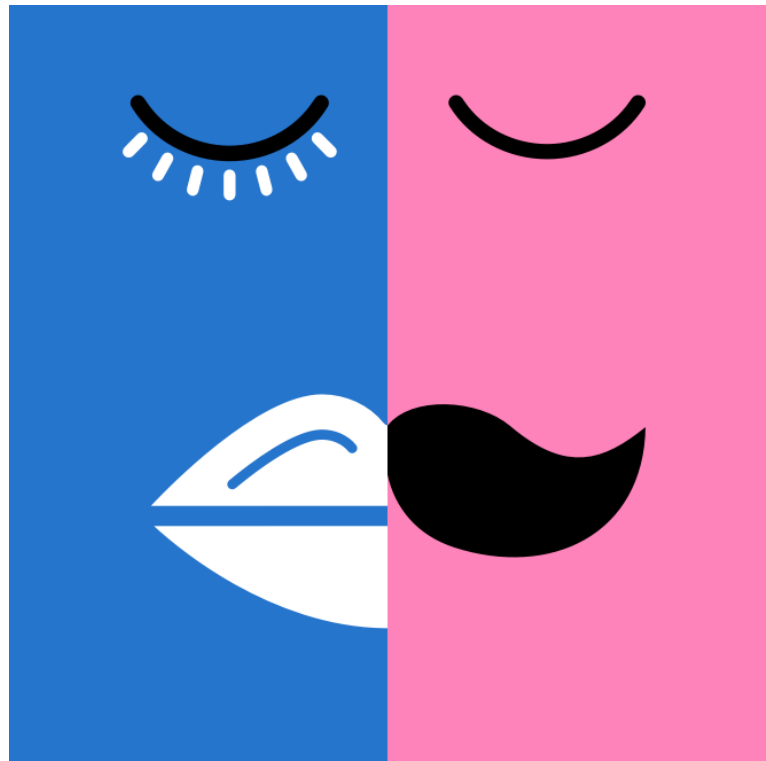


Gender Equality

The concept that women and men have equal conditions, treatment and opportunities for realizing their full potential, human rights and dignity, and for contributing to (and benefitting from) economic, social, cultural and political development. It is also known as equality of opportunity – or formal equality.

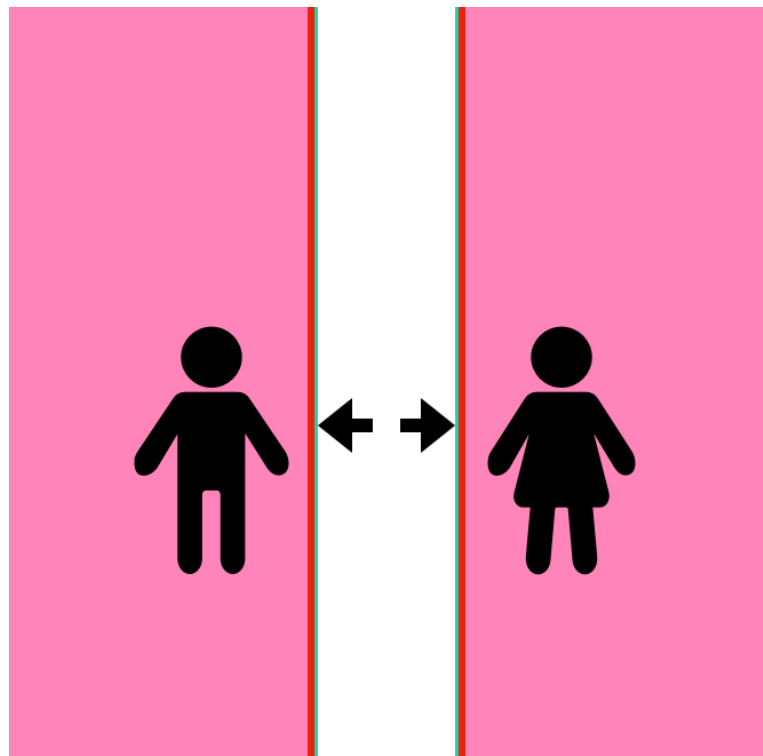
Gender Equity

The process of being fair to men and women and importantly the equality of outcomes and results. Gender equity may involve the use of temporary special measures to compensate for historical or systemic bias or discrimination. This may mean that different treatment is needed to ensure equality of opportunity.



Gender Gap

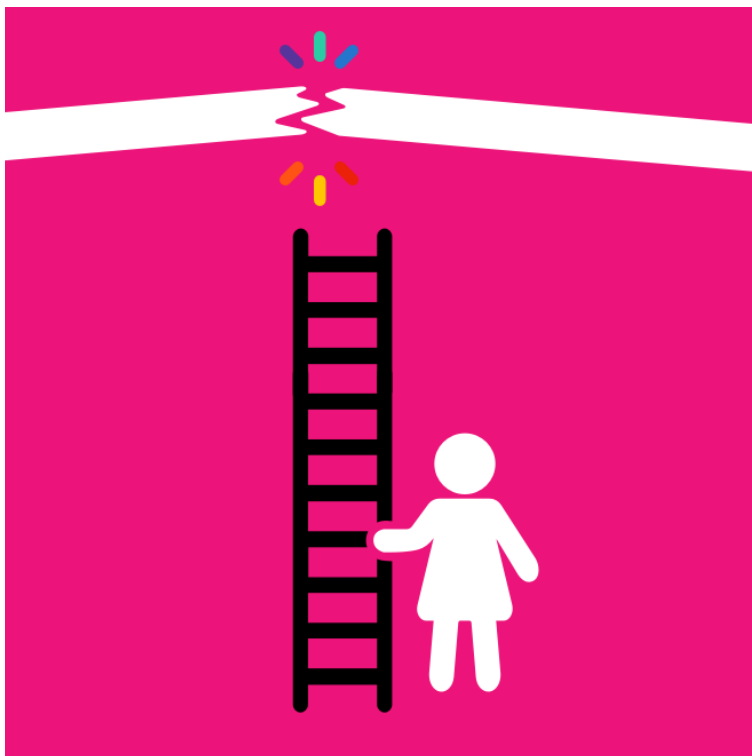
A disproportionate difference between women and men as reflected in attainment of development goals, access to resources and levels of participation





Gender Norms

Refer to beliefs about women and men, boys and girls that are passed from generation to generation through the process of socialization. They change over time and differ in different cultures and populations. Gender norms lead to inequality if they reinforce: a) mistreatment of one group or sex over the other; b) differences in power and opportunities.



Glass Ceiling

a metaphor used to represent an invisible barrier that keeps a given demographic (typically applied to minorities) from rising beyond a certain level in a hierarchy.

Woman Empowerment

Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. Empowerment of women concerns women gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.





The Thinking Watermill Society 2021
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