USAID INTEGRATED YOUTH ACTIVITY

GENDER EQUALITY AND SOCIAL INCLUSION

GLOSSARY OF TERMS & CONCEPTS

August 2022

INTRODUCTION

The United States Agency for International Development (USAID) Ethiopia's Integrated Youth Activity – Kefeta, is a five-year, $60 million activity recently awarded to Amref Health Africa (Amref) and its consortium partners. Integrating democracy and governance, basic education, higher education and health, Kefeta takes a holistic approach to support economic and social opportunities for youth in Ethiopia.

The Amref-led consortium's vision of success for Kefeta is Ethiopian youth who are game changers: empowered to advance their own economic, civic, and social development; resilient in the face of shocks; actively promoting development within their communities and contributing to the country's peace and prosperity. Kefeta will benefit the lives of at least 2 million Ethiopian youth in 18 cities, building their agency and capacity for advocacy, linking them to economic opportunities, and improving their access to youth-friendly services (YFS).

Addressing inequitable gender and social norms that limit the participation of young women, people living with disabilities and other marginalized groups is one of the important focus areas of Kefeta.

Kefeta's Gender Equality and Social Inclusion (GESI) dictionary is written to define frequently used terms across the project with the purpose of creating common understanding and smooth communications among Kefeta implementers and stakeholders.

The major objective of this dictionary is: to standardize definitions of frequently used GESI terms and create uniform understanding of the terms across all actors of the project.

The selected GESI terms and their definitions are listed **alphabetically** and **revision of the document** will be done periodically in order to accommodate missed and newly identified terms.

Attitude

Describes an individual's state of mind with respect to a situation, person or thing.

Adolescents

The age range of 10-19 years. This period between childhood and adulthood is a pivotal opportunity to consolidate any loss/gain made in early childhood. All adolescents - especially girls - are endangered by violence, limited by a lack of quality education and unable to access critical health services.

Affirmative Action

Deliberate and usually short-term measures in order to create a gender balance, e.g. employment of only women in senior positions until parity is achieved.

Community Backlash

Unintended harm inflicted on project participants from any stakeholder in the community in which they work.

Disaggregated Data

Distinguishing men and women, ethnic minorities, people with a disability, people with HIV, and other excluded/ vulnerable people in the data to reveal quantitative differences between them.

Discrimination (Gender Discrimination)

"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, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field" [United Nations, 1979. 'Convention on the Elimination of all forms of Discrimination Against Women,' Article 1].

Discrimination can stem from both law (de jure) or from practice (de facto). The CEDAW Convention recognizes and addresses both forms of discrimination, whether contained in laws, policies, procedures or practice.

Do-no-harm Approach

Requires ongoing analysis to ensure the potential risks of unintentionally perpetuating or reinforcing gender context of an intervention are continuously assessed and proactively monitored, and that corrective/compensatory measures are taken, if applicable.

Empowerment

The enhancement of the assets and capabilities of diverse individuals and groups to function and engage, influence, and hold accountable the institutions that affect them. It is about the people - both women and men - taking control over their lives, setting their priorities, gaining skills, building self-confidence, solving problems, and developing self-reliance.

Feminine

A noun, pronoun, adjective, or inflectional form or class of the feminine gender.

Feminism

The belief in social, economic, and political equality of the sexes.

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 Accommodating

Means not only being aware of gender differences but also adjusting and adapting to those differences.

Gender Analysis

A critical examination of how differences in gender roles, activities, needs, opportunities, and rights/entitlements affect men, women, girls and boys in certain situations or contexts. It examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other.

Gender Awareness

The recognition that women and men perform different roles in society and therefore have different needs which must be recognized.

Gender Balance

Calling for equal participation of women and men in all areas of work and in programmes that interventions initiate or support (e.g. Youth coalition, Youth Empowerment Fund in Integrated Youth Activity-Kefeta)

Gender-Based Constraints

Constraints that women or men face that are a result of their gender. E.g., women get less income than men. Constraints not based on gender are referred to as general constraints.

Gender-Based Violence(GBV)

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, honor killings, and widow inheritance. **GBV** has significant and long-lasting impacts on the health and psychological, social and economic wellbeing of survivors and their families.

Gender Bias

Making decisions based on gender that result in favoring one gender over the other which often results in contexts that are favoring men and/or boys over women and/or girls.

Gender-Biased Sex Selection

Sex selection can take place before a pregnancy is established, during pregnancy through prenatal sex detection and selective abortion, or following birth through child neglect.

Gender Blindness

The failure to recognize that the roles and responsibilities of men/boys and women/girls are given to them in specific social, cultural, economic and political contexts and backgrounds. Projects, programmes, policies and attitudes which are gender blind do not consider these different roles and diverse needs, maintain status quo, and will not help transform the unequal structure of gender relations.

Gender Division of Labor

Refers to the way each society divides work among men and women, boys and girls, according to socially-established gender roles or what is considered suitable and valuable for each sex.

Gender Disparities

Statistical differences between men and women, boys and girls that reflect an inequality in some quantity.

Gender Equality

Means women and men, girls and boys 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.

Gender Equity

The process of being fair to men and women, boys and girls, and importantly the equality of outcomes and results.

Gender Equality Programming

Strategies to achieve gender equality. Important examples include gender mainstreaming, gender analysis, prevention and response to gender-based violence and sexual exploitation and abuse, promotion and protection of human rights, empowerment of women and girls, and gender balance in the programme.

Gender Gap

Disproportionate difference between men and women and boys and girls, particularly as reflected in attainment of development goals, access to resources and levels of participation. A gender gap indicates gender inequality.

Gender Indicators

Criteria used to assess gender-related change in a condition and to measure progress over time toward gender equality. Indicators used can be quantitative (data, facts, numbers) and qualitative (opinions, feelings, perceptions, experiences).

Gender Equality and Social Inclusion (GESI)

Refers to a concept that addresses unequal power relations between women and men and between different social groups. It focuses on the need for action to re-balance these power relations and ensure equal rights, opportunities, and respect for all individuals regardless of their social identity.

Gender Impact Analysis/Assessment

Examines policies and practices to ensure they have beneficial effects on women and men. It identifies the existence and extent of differences between women and men and the implications of these differences for specific policy areas.

Gender Mainstreaming

The process of assessing the implications for girls and boys and men and women of any planned action, including legislation, policies and programmes. It is a strategy for making girls' and women's, as well as boy's and men's, concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes so that girls and boys and women and men benefit equality, and inequality is not perpetuated.

Gender-Neutral

Anything – a concept, an entity, a style of language – that is unassociated with either the male or female gender.

Gender Need

The different needs resulted from the different roles of men and women in a society.

Gender Norms

Accepted attributes and characteristics of male and female gendered identity at a particular point in time for a specific society or community.

Gender Parity

A numerical concept concerning relative equality in terms of numbers and proportions of men and women, girls and boys. Gender parity addresses the ratio of female-to-male values (or males-to females, in certain cases) of a given indicator.

Gender Planning

A planning approach that recognizes the different roles that women and men play in society and the fact that they often have different needs.

Gender Relation

A specific sub-set of social relations uniting men and women as social groups in a particular community. Since gender relations are a social construct, they can be changed.

Gender Responsive

Aware of gender, disparities, and their causes. And take actions to address and overcome gender-based inequalities.

Gender Responsive Budgeting (GRB)

Organizational planning, programming, and budgeting that contributes to the advancement of gender equality and the fulfillment of women's rights. It entails identifying and reflecting needed interventions to address gender gaps in sector and local government policies, plans and budgets.

Gender Roles

Behaviors, activities, tasks, and responsibilities that females or males learn in society (e.g., cooking, income generation, and decision making). They are social and behavioral norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex.

Gender-Neutral Programming and Policies

Programming and policies that do not center gender concerns or distinguish between genders in their design, interventions and monitoring.

Gender-Responsive Programming and Policies

Intentionally employing gender considerations to affect the design, implementation and results of programmes and policies. Gender-responsive programmes and policies reflect girls' and women's realities and needs.

Gender-Sensitive

Properly aware of the different needs, roles, and responsibilities of women and Men.

Gender-Sensitive Programming and Policies

Programmes and policies that are aware of and address gender differences.

Gender-Socialization

The process of girls and boys, women and men learning social roles based on their sex, which leads to different behaviors and creates differing expectations and attitudes by gender.

Gender Stereotyping

Ascribing certain attributes, characteristics and roles to people based on their gender. Gender stereotypes can be negative (i.e., women are bad drivers, men can't change diapers) and benign (i.e., women are better caregivers, men are stronger). Gender stereotyping becomes harmful when it limits a person's life choices.

Gender Transformative Approaches (GTA)

Programs and interventions that create opportunities for individuals to actively challenge gender norms, promote positions of social and political influence for women in communities, and address power inequities between persons of different genders.

GESI Absent

Gender norms and unequal power relations or potential patterns of social inclusion are not considered in the design or delivery of activities. This will also feature a lack of disaggregated data by sex, disability or other social characteristics or groupings.

GESI Accommodating

Acknowledges but works around gender, disability or other social differences and inequalities to achieve project objectives. Activities will address the practical needs of girls but will not address the underlying inequalities that would address unequal gender norms or roots of exclusion.

GESI Data Analysis and Reporting

Include GESI data and analysis in annual reports (outcome reporting, lessons learned and areas of improvement).

GESI Exploitative

This approach reinforces and/or takes advantage of inequitable gender norms and/or social inequalities and stereotypes. This includes, for example, expecting women to volunteer to support project initiatives without compensation or direct benefit to themselves. Involvement in these activities exploits women's' unpaid labor and could deepen their economic vulnerability.

GESI Integration

A process and strategy for ensuring that the concerns of women and men from all social groups (ethnicity, economy, age, disability, geographical locations) are an integral dimension in the design, implementation, monitoring and evaluation of projects.

GESI Mainstreaming

Refers to the process where barriers and issues of women, the poor, and excluded people are identified and addressed in all functional areas of infrastructure development system: policies, institutional systems, work environment and culture, program and budget formulation, service delivery, monitoring and evaluation, and research.

GESI Responsive Budgeting (GRB)

A budget that works for everyone by ensuring gender equitable distribution of resources and equal opportunities for all.

GESI Sensitive

Being GESI sensitive means that the different needs of women and men, marginalized groups of the society, unequal power relations, and inequalities are addressed to ensure that women, PWDs, IDPs, Street Youth, and the excluded society have access to resources and opportunities.

GESI Transformative

Actively seeks to engage with and transform gender and social inequalities in the long term to achieve sustainable change, gender equality and reverse social exclusion. Gender stereotypes and discriminatory norms are challenged, and the project seeks to transform unequal power relations between social groups, boys and girls, men and women through changes in roles, status and through the redistribution of resources.

GESI Unresponsive

Gender norms and social inequalities are acknowledged as key aspects of context but not brought into any aspects of planning, delivery or feedback.

GEYSI Responsive Approach

Can be seen as a development approach striving to ensure that all people are included and can participate fully in and benefit from development efforts. A growing body of evidence demonstrates that an inclusive development approach leads to better development outcomes.

Harmful Traditional Practices (HTP)

Forms of violence which have been committed primarily against women and girls in certain communities and societies for so long that they are considered, or presented by perpetrators, as part of accepted cultural practice.

Inclusion of ALL Young People

Including youth with disability (YWD), vulnerable and/marginalized youth.

Intersectionality

The interplay of multiple social characteristics (such as gender, race, class, disability, and marital status, immigration status, geographical location level of education, religion, and ethnicity) that increases vulnerability and inequality in privilege and power, and further entrenches inequalities and injustice. These characteristics are interconnected and cannot be examined separately from one another.

LGBTQ+

Umbrella term for all persons who have a nonnormative gender or sexuality. It stands for lesbian, gay, bisexual, transgender, and queer and/or questioning. Sometimes a + at the end is added to be more inclusive

Marginalization

A process of systematic segregation, oppression, and invisibility of certain individuals and communities, in this case, the youth, from larger social life processes including political and economic.

Masculinities/Femininities

These are dynamic socio-cultural categories used in everyday language that refer to certain behaviors and practices recognized within a culture as being "feminine" or "masculine," regardless of which biological sex expresses them.

Meaningful Participation

Engaging a diverse group of stakeholders who are representative of the communities that policies and programs will impact, not only in consultative roles to provide input, but also to co-plan or lead program development efforts, have access to data and resources to make informed decisions.

Patriarchy

Social system in which men hold the greatest power, leadership roles, privilege, moral authority and access to resources and land, including in the family. Most modern societies are patriarchies.

Persons with Disabilities

Those who have long term physical, mental, intellectual or sensory impairments, which in interaction with attitudinal and environmental barriers hinders the full and effective participation in society on equal terms.

Positive Youth Development (PYD)

An approach that guides communities in the way they organize services, supports, and opportunities so that all young people can develop to their full potential.

Practical Gender Needs

Needs of women or men that relate to responsibilities and tasks associated with their traditional gender roles or to immediate perceived necessity; needs related to leaving conditions.

Psychological Well-being

Refers to inter- and intra-individual levels of positive functioning that can include one's relatedness with others and self- referent attitudes that include one's sense of mastery and personal growth.

Reproductive Rights and Sexual and Reproductive Health

Reproductive rights include the rights of all individuals and couples to decide freely and responsibly the number, spacing and timing of their children, and to have the information and means to do so.

Safeguarding

Protecting people's health, wellbeing and human rights, and enabling them live free from harm, abuse and neglect.

Safety Plan

A plan made to protect project participants (including project teams) from potential unintended harm or backlash from any stakeholder in the community in which they live or work.

Sexual and Gender Based Violence (SGBV)

Any action that is perpetrated against a person's will and is based on gender norms and unequal power relationships.

Sex

Refers to the biological and physiological reality of being a male or a female.

Sex Disaggregated Data

Data that is cross-classified by sex, presenting information separately for men and women, boys and girls. 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.

Sex Roles

Biologically and physiologically determined functions distinct to females and males.

Social Exclusion

Describes the experience of groups that are historically disadvantaged because of discrimination based on the status of disability, income, gender, caste, ethnicity or religion, or location.

Sexual Exploitation

Any abuse of a position of vulnerability, differential power or trust for sexual purposes.

Sexual Harassment

Any covert or overt act of a sexual nature that is unwelcome, uninvited and unrequited and which makes its target uncomfortable, offended, demeaned, humiliated, coerced and undignified. The act could be physical, verbal, pictorial, electronic, or carried out in any form and could be targeted at and coming from a person of the same or opposite sex.

Social Norms

Unwritten rules of behaviors, beliefs and attitudes that are considered acceptable and appropriate in a particular social group.

Social Inclusion

Refers to a process that ensures that those at risk of poverty and social exclusion gain the opportunities and resources they need to participate fully in economic, social, and cultural life and to enjoy a standard of living and well-being that is considered normal in the society in which they live. It ensures that they participate more in decision-making on matters that affect them and on access to resources, opportunities, and services to enjoy their fundamental rights.

Social Inclusion Mainstreaming

Refers to the process whereby barriers and issues of vulnerable and excluded youth are identified and addressed in all program and project development and implementation processes of Kefeta including policies, institutional systems, work environment and culture, program and budget formulation, service delivery, monitoring, and evaluation.

Social Inequality

Refers to differential access to and use of resources across various domains (e.g., health, education, occupations) that result in disparities across gender, race/ethnicity, class, and other important social markers.

Social Mapping

A method to identify households based on predefined indicators relating to socio-economic conditions (e.g. status, skills, property, education, the status of disability income, etc.). It results in information about households' relative wellbeing, rather than an absolute assessment.

Strategic Gender Needs

Fundamental issues related to women's (or, less often, men's) subordination and gender inequities. Strategic gender interests are long-term).

Universal Design

The principle of universal design specifies that the design of products, environments, programs, and services must be usable by all vulnerable and excluded youth. The universal design intends to simplify life for everyone and it can benefit the youth of all ages and abilities.

Violence

A tool of oppression and is used by a group/individual to exert power and control over another group/individual.

Vulnerability

The high probability of being exposed to several risks such as violence, crime, natural disasters, or death. Vulnerability also includes loss of employment opportunity, lack of confidence in one's place and rights in the public domain, and unable to participate in the markets or social and political institutions.

Vulnerable Groups/ Marginalized Groups

Are defined as a population that has some specific characteristics that make it at higher risk of falling into poverty than others living in areas targeted by a project. These include young women, orphans, street youth, destitute families, Persons with HIV, persons with chronic health, person with disability.