

**OPERATIONAL TOOLKITS
FOR GENDER EQUALITY
AND EMPOWERMENT OF
WOMEN AND GIRLS:**

GENDER GLOSSARY



**AGENZIA ITALIANA
PER LA COOPERAZIONE
ALLO SVILUPPO**



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Editorial coordination:

Marta Collu

Edited by:

Livia Canepa, Marta Collu

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SUMMARY

AGENCY

The concept of agency involves the capacity to act and choose independently and to be agents of change and self-determination; it implies the freedom of women and girls to independently acquire power and capacity.

(Source: CICS, Linee Guida sull'Uguaglianza di Genere e l'Empowerment di Donne, Ragazze e Bambine (2020-2024), 2021)*

ASSESSMENT OF THE STRATEGIC IMPACT OF EQUAL OPPORTUNITIES (VISPO)

The VISPO model - Assessment of the Strategic Impact of Equal Opportunities - was developed by the Department for Equal Opportunities of the Presidency of the Council of Ministers, on the basis of European guidelines, to assist in the evaluation of regional and provincial Operational Programs.

The aims of VISPO are to:

- Create context analysis and an assessment of scenarios aimed at an effective reading of one's own territory from a gender perspective;
- Identify and define equal opportunities criteria for the selection of projects, which are valid for different types of actions to be financed, that make it possible to assign a preference and to identify those most representative;
- Identify indicators for output and result that allow for ongoing evaluation focusing on equal opportunities.

(Source: EIGE)

AUTONOMY

The concept of autonomy refers to people's capacity to make free and informed decisions about their lives, enabling them to be and act in accordance with their own aspirations and desires, given a historical context that makes those possible. Women's autonomy is often conceptualized as having three dimensions:

- Physical autonomy (the freedom to make decisions regarding sexuality, reproduction and the right to live a life free from violence);
- Economic autonomy (right to work and earn one's own income, distribution of paid and unpaid work between women and men);
- Autonomy in decision-making (women's participation in all branches of government).

(Source: UNWOMEN - Gender Equality Glossary)

BACKLASH AGAINST GENDER EQUALITY

A backlash can be defined as resistance to progressive social change, regression on acquired rights or maintenance of a non-egalitarian status quo. The backlash against gender equality and women's rights is a combination of hostile, aggressive and intimidating behaviours aiming to discredit, query and pushback gender equality gains. It can be exercised regardless of one's social background or age, can be of both a formal or informal nature, and can involve passive or active strategies to counter further progress by trying to change laws or policies which would ultimately limit citizens' acquired rights. The backlash can be accompanied by the dissemination of fake news and harmful stereotypical beliefs.

(Source: GAP III Glossary)

CARE ECONOMY

Part of human activity, both material and social, that is concerned with the process of caring for the present and future labour force, and the human population as a whole, including the domestic provisioning of food, clothing and shelter. Care work is to be found in a variety of settings and across formal and informal economies. Some care is provided by the health and social services sector, most of which is formal and public. Public services for

childcare, early childhood education, disability and long-term care, and elder care are other areas of the care economy. Health, education and social services overlap with other forms of paid and unpaid care. Around the world women spend two to ten times more time on unpaid care work – reproductive work – than men (OECD 2014).

(Source: GAP III Glossary/EIGE)

CHILD/EARLY AND FORCED MARRIAGE

Child marriage is a legal or customary union between two people where at least one of the parties is below the age of 18.

A child marriage is interpreted by the CEDAW (Committee on the Elimination of Discrimination against Women) and CRC (Committee on the Rights of the Child) as a form of forced marriage, since children – given their age – inherently lack the ability to give their full, free and informed consent to their marriage or its timing.

Forced marriage is a form of violence against women that entails serious violations of fundamental rights, and in particular of women's and girls' rights to physical integrity, physical and mental health, sexual and reproductive health, education, private life, freedom and autonomy. Men and boys who are victims of forced marriage face many similar violations of their rights. Neither culture, custom, religion, tradition nor so-called "honour" can justify such violations. The defining characteristic of forced marriage is the lack of consent of at least one of the two parties. A marriage in which (at least) one of the parties is not free to put an end to the marriage or to leave his or her spouse is also a forced marriage.

(Source: GAP III Glossary/EIGE)

CONFLICT-RELATED SEXUAL VIOLENCE

Rape, sexual slavery, forced prostitution, forced pregnancy, forced abortion, enforced sterilization, forced marriage, trafficking in persons when committed in situations of conflict for the purpose of sexual violence/ exploitation and any other form of sexual violence of comparable gravity perpetrated against women, men, girls or boys that is directly or indirectly linked to a conflict.

(Source: EIGE)

DECENT WORK

Decent work is productive work for women and men in conditions of freedom, equity, security and human dignity. In general, work is considered as decent when:

- it pays a fair income;
- it guarantees a secure form of employment and safe working conditions;
- it ensures equal opportunities and treatment for all;
- it includes social protection for the workers and their families;
- it offers prospects for personal development and encourages social integration;
- workers are free to express their concerns and to organise.

Decent work is reflected in the Sustainable Development Goal (SDG) 8, among others.

(Source: GAP III Glossary)

DIRECT DISCRIMINATION

Discrimination where one person is treated less favourably on grounds such as sex and gender, age, nationality, race, ethnicity, religion or belief, health, disability, sexual orientation or gender identity, than another person is, has been or would be treated in a comparable situation.

(Source: EIGE)

DISCRIMINATION AGAINST WOMEN AND GIRLS

Any distinction, exclusion or restriction made on the basis of sex and gender that has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, and on a basis of equality between women and men, 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 discrimination) or from practice (de facto discrimination). The CEDAW Convention recognises and addresses both forms of discrimination, whether contained in laws, policies, procedures or practice.

(Source: GAP III Glossary/EIGE; "Convention on the Elimination of All Forms of Discrimination Against Women" CEDAW, art. 1, United Nations, 1979)

DIVERSITY

Differences in the values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, gender identity, skills, knowledge and life experiences of each individual in any group of people.

(Source: GAP III Glossary/EIGE)

DOMESTIC VIOLENCE

All acts of physical, sexual, psychological or economic violence that occur within the family or domestic unit, irrespective of biological or legal family ties, or between former or current spouses or partners, whether or not the perpetrator shares or has shared the same residence as the victim.

(Source: EIGE)

DOMESTIC WORK

Unremunerated work of maintaining a household that is performed by household members (synonym "housework")

(Source: GAP III Glossary/EIGE)

EQUAL OPPORTUNITIES FOR WOMEN AND MEN

Absence of barriers to economic, political and social participation on grounds of sex and gender. Such barriers are often indirect, difficult to discern and caused and maintained by structural phenomena and social representations that have proved particularly resistant to change. Equal opportunities as one of a set of gender equality objectives is founded on the rationale that a whole range of strategies, actions and measures are necessary to redress deep-rooted and persistent inequalities.

(Source: EIGE)

EQUAL TREATMENT OF WOMEN AND MEN

A state of no direct or indirect discrimination based on sex and gender, including less favourable treatment of women for reasons of pregnancy and maternity.

(Source: EIGE)

FEMALE GENITAL MUTILATION/ CUTTING (FGM/C)

Female genital mutilation (FGM) comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons.

Female genital mutilation is classified into 4 major types:

TYPE 1

this is the partial or total removal of the clitoral glans (the external and visible part of the clitoris), and/or the prepuce/ clitoral hood (the fold of skin surrounding the clitoral glans).

TYPE 2

this is the partial or total removal of the clitoral glans and the labia minora (the inner folds of the vulva), with or without removal of the labia majora (the outer folds of skin of the vulva).

TYPE 3

Also known as infibulation, this is the narrowing of the vaginal opening through the creation of a covering seal. The seal is formed by cutting and repositioning the labia minora, or labia majora, sometimes through stitching, with or without removal of the clitoral prepuce/clitoral hood and glans.

TYPE 4

This includes all other harmful procedures to the female genitalia for non-medical purposes, e.g. pricking, piercing, incising, scraping and cauterizing the genital area.

Female genital mutilation is internationally recognized as a violation of the human rights of girls and women. The practice reflects deep-rooted inequality between the sexes, and constitutes an extreme form of discrimination against women. Female genital mutilation is nearly always carried out on minors and is therefore a violation of the rights of the child. The practice also violates the rights to health, security and physical integrity of the person, the right to be free from torture and cruel, inhuman or degrading treatment, and the right to life when the procedure results in death.

The Istanbul Convention (art.38) provides that the following intentional acts are punished as crimes:

- Excising, infibulating or performing any other mutilation to the whole or any part of a woman's labia majora, labia minora or clitoris;
- Coercing or procuring a woman to undergo any of the acts listed in point a;
- Inciting, coercing or procuring a girl to undergo any of the acts listed in point a.

(Source: EIGE; Convention on preventing and combating violence against women and domestic violence, Istanbul – 2011; WHO (2008). Eliminating Female Genital Mutilation: An Interagency Statement – UNAIDS, UNDP, UNECA, UNESCO, UNFPA, UNHCHR, UNHCR, UNICEF, UNIFEM, WHO)

FEMINICIDE / FEMICIDE

Femicide is generally understood to involve the intentional murder of women / girls because they are women. Broader definitions of femicide include any killings of women or girls. Femicide is usually perpetrated by men, but sometimes female family members may be involved. Femicide differs from male homicide in specific ways. For example, most cases of femicide are committed by partners or ex-partners, and involve ongoing abuse in the home, threats or intimidation, sexual violence or situations where women have less power or fewer resources than their partner.

Intimate partner is understood as a former or current spouse or partner, whether or not the perpetrator shares or has shared the same residence with the victim.

(Source: GAP III Glossary/EIGE; WHO)

FEMININITIES

Different notions of what it means to be a woman, including patterns of conduct linked to a women's assumed place in a given set of gender roles and relations.

(Source: EIGE)

FEMINISATION OF POVERTY

A series of phenomena within poverty affect men and women differently, resulting in poor women outnumbering poor men, women suffering more severe poverty than men, and female poverty displaying a more marked tendency to increase, largely because of the rise in the number of female-headed households.

(Source: UNWOMEN – Gender Equality Glossary)

FEMINISM

Political stance and commitment to change the political position of women and promote gender equality, based on the thesis that women are subjugated because of their gendered body, i.e. sex.

(Source: EIGE)

GENDER

Social attributes and opportunities associated with being a woman and a man and to the relationships between women and men and girls and boys, as well as to the relations between women and those between men, in a specific society and historical moment.

These attributes, opportunities and relationships are socially constructed, are learned through socialisation processes, and institutionalised through education systems, political and economic systems, legislation, culture and tradition. They are not fixed. They are context- and 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 substantive enjoyment of rights, such as freedom to act and be recognised as autonomous individuals, in responsibilities assigned, activities undertaken, access to and control over resources, and decision-making opportunities. Gender is part of the broader sociocultural context. Other important criteria for sociocultural analysis include class, race, caste, ethnicity, income level, age, disability status and migration status.

Not all individuals identify with a binary concept of sex or gender categories of male and female (non-binary). Gender and sex are related, but different from, gender identity. Gender identity refers to a person's deeply felt, internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth.

(Source: GAP III Glossary/EIGE; UNWOMEN – Gender Equality Glossary; WHO)

GENDER (OR SEXUAL) DIVISION OF LABOR

The division of labour 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.

(Source: UNWOMEN – Gender Equality Glossary)

GENDER ACTION PLAN (UE) - GAP III

The Gender Action Plan (GAP) III 2021-2025 is the new action plan adopted with conclusions of the Presidency of the Council of the EU in 2021 in order to promote gender equality and women's empowerment through all external action of the European Union. The GAP III aims to accelerate progress on empowering women and girls, and safeguard gains made on gender equality during the 25 years since the adoption of the Beijing Declaration.

(Source: GAP III Glossary)

GAP III - GENDER COUNTRY PROFILE

A 'Gender Country Profile' (GCP) is the result of a comprehensive analysis of a country, from a gender perspective. It covers policy and legislative frameworks, status of government ratification and implementation of international, regional and national commitments, and other equality measures and actions, and gender data (gender-specific and sex-disaggregated data and information) on violence, education, health, employment, political participation, obstacles to gender equality, and specific issues related to discriminatory social norms and attitudes, and harmful practices. It analyses the differences between different groups of women and men, in all their diversity, in their assigned gender roles, their socio-economic position, needs and interests, economic participation, access to and control over resources, decision-making power, legal status and individual freedoms, and human rights conditions.

(Source: GAP III Glossary)

GAP III - SECTOR GENDER ANALYSIS

A 'Sector Gender Analysis' (SGA) is required by GAP III for all selected priority areas/sectors¹ under the programming cycle 2021-2027. The SGA provides the necessary data and information to integrate a gender perspective into programming processes, policies, strategies, dialogues and actions. The SGA analyses the importance of the sector in the economy and social fabric of the country or region, the institutional and legal framework that regulates the sector, the gender issues in the sector, how the sector implements national gender equality and anti-discrimination policies, and how it responds currently to the different gender needs and interests of women and men (and girls and boys, as appropriate), in all their diversity, as citizens, clients, consumers, workers and managers, suppliers. It explores and documents gender gaps and barriers in policy and practice, and the impact of discriminatory social norms and attitudes for employment, work force segregation, and leadership in the sector. It assesses who benefits from the service or provision and why. And, importantly, it identifies what opportunities exist in the sector to promote gender-sensitive, gender-responsive and gender-transformative outcomes, good or promising practices, and entry points and opportunities for EU cooperation to promote gender equality using all instruments and investment frameworks and policy dialogue.

(Source: GAP III Glossary)

GENDER ANALYSIS

Critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect women, men, girls and boys in a given policy area, situation or context. Gender analysis examines the relationships between women and men and the constraints they face relative to each other in achieving gender equality in a given policy area, situation or context. Gender analysis may be conducted on the basis of qualitative information and methods and/or based on quantitative information provided by gender statistics.

(Source: GAP III Glossary/EIGE)

GENDER AUDIT

Assessment of the extent to which gender equality is effectively institutionalised in policies, programmes, organisational structures and proceedings (including decision making processes), and in the corresponding budgets.

(Source: GAP III Glossary/EIGE)

GENDER BLINDNESS

Failure to recognise that the roles and responsibilities of women/girls and men/boys are ascribed to, or imposed upon, them in specific social, cultural, economic and political contexts. Gender-blind projects, programmes, policies and attitudes do not take into account these different roles and diverse needs. They therefore maintain status quo and will not help transform the unequal structure of gender relations.

(Source: EIGE; UNWOMEN - Gender Equality Glossary)

GENDER BUDGETING

The term gender budget refers to a budget document that analyses and evaluates the political choices and economic-financial commitments of an administration from a gender perspective.

Gender budgeting has a close relationship with social audits, sharing with it structure, purposes and recipients: like the social audit, the gender budget has the purpose of assessing the management of resources and the effectiveness and efficiency of actions and expenses made. The gender budget can therefore be seen as a complementary document to the social audit, which by pursuing its specific mission (the promotion of effective and real equality between women and men) integrates such audit with the analysis of the gender variable.

The experiences gained at international level, in the context of different social, cultural and political contexts, highlight among the fundamental objectives of gender budgeting:

- Raise awareness of the impact that public policies can have on gender inequalities;
- Ensure greater effectiveness of interventions, through a clear definition of gender objectives to be taken into consideration also in identifying the implementation methods;
- Promote greater transparency of the public administration, activating mechanisms aimed at highlighting potentially discriminatory practices.

(Source: Department of Public Administration; Italian Ministry of Economy and Finance - State General Accounting Office; EIGE)

GENDER DIVERSITY

Gender diversity is a term that recognizes that many peoples' preferences and self-expression fall outside commonly understood gender norms.

(Source: UN WOMEN - Gender Equality Glossary)

GENDER EDUCATION

Necessary part of curricula at all levels of the education system, which would enable both girls and boys, women and men to understand how constructions of masculinities and femininities and models for assigning social roles – which shape our societies – influence their lives, relationships, life choices, career trajectories, etc.

(Source: EIGE)

GENDER EQUALITY

Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, thereby recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern 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-centred development.

(Source: EIGE; UN WOMEN – Gender Equality Glossary)

GENDER EQUALITY CONTINUUM

The gender equality continuum is a way of representing gender equality on a line of continuity, which starts from the most negative approach to the one considered most positive, up to the transformative one. The continuum is a helpful tool for thinking about transformative change and for identifying what type of impact a development intervention may have.

The continuum categorises gender equality objectives and impacts on a scale (of approaches):

- “Negative” or “exploitative” approach: to the gender issue: it causes harm, implies a risk.
- “Blind”, “neutral” or “accommodating” approach: ignores and works around existing gender inequalities, without seeking to reduce gender inequality or address gender systems that contribute to differences and inequalities.
- “Sensitive” or “aware” approach: considers gender inequalities.
- “Responsive” or “positive” approach: strengthens gender equality.
- “Transformative” approach: changes gender norms and power relations.

(Source: UN WOMEN - Gender Equality Glossary; OECD Guidance “Gender equality and the empowerment of women and girls in development co-operation)

GENDER FOCAL POINT

Gender focal points are change agents whose overriding role is one of advocating for increased attention to and integration of gender equality and women's empowerment in his or her agency's policy and programming and in the related work of development partners. Basic functions may include: coordinating the organization/office/program gender mainstreaming strategy; contributing gender information and technical support for inclusion of gender issues; supporting capacity development on gender equality within the organization; knowledge management; and coordination on interagency initiatives, among others.

(Source: UN WOMEN – Gender Equality Glossary)

GENDER GAP

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

(Source: EIGE)

GENDER IDENTITY

Gender identity refers to a person's innate, deeply felt internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth. It includes both the personal sense of the body, which may involve, if freely chosen, modification of bodily appearance or function by medical,

surgical, or other means, and other expressions of gender, including dress, speech, and mannerisms. Cisgender is the term used to describe someone whose internal sense of gender corresponds with the sex the person had or was identified as having at birth. Transgender is an umbrella term for persons whose gender identity, gender expression or behaviour does not conform to that typically associated with the sex to which they were assigned at birth.

(Source: UN WOMEN – Gender Equality Glossary; UNAIDS Terminology Guidelines; HRC Glossary of Terms)

GENDER IMPACT ASSESSMENT

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.

(Source: EIGE)

GENDER INDICATORS

Tools for monitoring gender differences, gender-related changes over time and progress towards gender equality goals.

(Source: EIGE)

GENDER MAINSTREAMING

Gender mainstreaming ensures that policies and programmes maximise the potential of all – women and men, girls and boys, in all their diversity. The aim is to redistribute power, influence and resources in a fair and gender-equal way, tackling inequality, promoting fairness, and creating opportunity.

It is an approach that ensures that the differences between the conditions, situations, strategic interests and practical needs of women and men, in all their diversity, are integral to the planning, identification, design, implementation, monitoring and evaluation of all policies and programmes in all political, economic and societal spheres. Gender mainstreaming facilitates the transformation of relations, institutions and systems so that inequality and gender-based discrimination are not reinforced or perpetuated. The ultimate goal is to achieve gender equality.

Gender mainstreaming is a complementary strategy and not a substitute for gender targeted, women-centred policies and programmes, gender equality legislation, institutional mechanisms for gender equality, and specific interventions that aim to close the gender gap. Mainstreaming can reveal the need for changes in goals, strategies and actions to ensure that both women and men, in all their diversity, can influence, participate in and benefit equally from development processes. It requires changes in the culture and ways of working of institutions to create environments which are conducive to the promotion of gender equality.

(Source: GAP III Glossary/EIGE)

GENDER NEGATIVE APPROACH

Gender inequalities are reinforced to achieve desired development outcomes. Uses gender norms, roles and stereotypes that reinforce gender inequalities.

(Source: UNWOMEN - Gender Equality Glossary)

GENDER NEUTRAL APPROACH

Gender is not considered relevant to development outcome. Gender norms, roles and relations are not affected (worsened or improved).

(Source: UN WOMEN – Gender Equality Glossary)

GENDER NORMS

Gender norms are ideas about how men and women should be and act. They are the standards and expectations to which gender identity generally conforms, within a range that defines a particular society, culture and community at that point in time. Internalized early in life, gender norms can establish a life cycle of gender socialization and stereotyping.

(Source: UNICEF)

GENDER PAY GAP

Percentage of men's earnings and represents the difference between the average gross hourly earnings of female and male employees. The pay gap is linked to a variety of cultural, legal, social and economic factors that go far beyond the mere issue of equal pay for equal work.

(Source: EIGE; Istat)

GENDER PERSPECTIVE

Perspective taking into account gender-based differences when looking at any social phenomenon, policy or process.

The gender perspective focuses particularly on gender-based differences in status and power, and considers how such discrimination shapes the immediate needs, as well as the long-term interests, of women and men. In a policy context, taking a gender perspective is a strategy for making women's 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.

(Source: EIGE)

GENDER POSITIVE APPROACH

Gender is central to achieving positive development outcomes. Changing gender norms, roles and access to resources a key component of project outcomes.

Gender positive approach is often considered synonymous with the gender responsive approach.

(Source: UNWOMEN - Gender Equality Glossary)

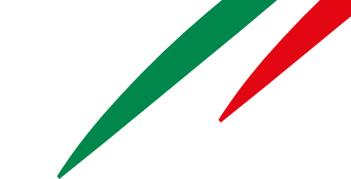
GENDER QUOTAS

Positive measurement instrument aimed at accelerating the achievement of gender-balanced participation and representation by establishing a defined proportion (percentage) or number of places or seats to be filled by, or allocated to, women and/or men, generally under certain rules or criteria. Quotas can be applied in order to correct a previous gender imbalance, including decision-making positions or equal access to training opportunities or jobs.

(Source: EIGE)

GENDER RELATIONS

Gender relations are the specific sub-set of social relations uniting men and women as social groups in a particular community, including how power and access to and control over resources are distributed between the sexes. Gender relations intersect with all other influences on social relations – age, ethnicity, race, religion –



to determine the position and identity of people in a social group. Since gender relations are a social construct, they can be transformed over time to become more equitable.

(Source: UN WOMEN – Gender Equality Glossary)

GENDER ROLES

Gender roles refer to 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 (see gender division of labor). 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. Like gender itself, gender roles can evolve over time, in particular through the empowerment of women and transformation of masculinities.

(Source: UN WOMEN – Gender Equality Glossary)

GENDER SEGREGATION (HORIZONTAL & VERTICAL)

Differences in patterns of representation of women and men in the labour market, public and political life, unpaid domestic work and caring, and in young women's and men's choice of education. Due to the occupational segregation of the labour market, women often find themselves confined to a narrower range of occupations than men (horizontal segregation) and lower levels of responsibility (vertical segregation).

(Source: EIGE)

GENDER SENSITIVE APPROACH

Aim of understanding and taking account of the societal and cultural factors involved in gender-based exclusion and discrimination in the most diverse spheres of public and private life.

(Source: GAP III Glossary/EIGE)

GENDER STATISTICS



Gender statistics 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.

Gender statistics allow monitoring progress towards gender equality and the SDGs by using gender indicators that provide actual figures and baseline data for future comparisons and help guide programme and policy development.

(Source: GAP III Glossary/EIGE)

GENDER STEREOTYPES

Preconceived ideas whereby females and males are arbitrarily assigned characteristics and roles determined and limited by their gender. Gender stereotyping can limit the development of the natural talents and abilities of girls and boys, women and men, as well as their educational and professional experiences and 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 that hold back the advancement of women.

(Source: EIGE)

GENDER SYSTEM

System of economic, social, cultural and political structures that sustain and reproduce distinctive gender roles and the attributes of women and men.

(Source: EIGE)

GENDER-BALANCED PARTICIPATION

Representation of either women or men in any decision-making body in public and political life not falling below 40 % as a parity threshold, at different levels, which constitutes an important condition for equality between men and women (recommendation of the European Council 96/694/EC of 02/12/96, OJ L 319).

(Source: EIGE)

GENDER-BASED VIOLENCE (GBV)

Violence directed against a person because of that person's gender, gender identity or gender expression, or which affects persons of a particular gender disproportionately.

Violence that is directed against a person because of that person's gender, gender identity or gender expression or that affects persons of a particular gender disproportionately, is understood as gender-based violence. It may result in physical, sexual, emotional or psychological harm, or economic loss, to the victim. Gender-based violence is understood to be a form of discrimination and a violation of the fundamental freedoms of the victim and includes violence in close relationships, sexual violence (including rape, sexual assault and harassment), trafficking in human beings, slavery, and different forms of harmful practices, such as forced marriages, female genital mutilation and so-called 'honour crimes'. Women victims of gender-based violence and their children often require special support and protection because of the high risk of secondary and repeat victimisation, of intimidation and of retaliation connected with such violence.

Where violence is committed in a close relationship, it is committed by a person who is a current or former spouse, or partner or other family member of the victim, whether or not the offender shares or has shared the same household with the victim. Such violence could cover physical, sexual, psychological or economic violence and could result in physical, mental or emotional harm or economic loss. Violence in close relationships is a serious and often hidden social problem which could cause systematic psychological and physical trauma with severe consequences because the offender is a person whom the victim should be able to trust. Victims of violence in close relationships may therefore be in need of special protection measures. Women are affected disproportionately by this type of violence and the situation can be worse if the woman is dependent on the offender economically, socially or as regards her right to residence.

The term 'gender-based violence' is also used by some actors to describe violence perpetrated against lesbian, gay, bisexual, transgender and intersex (LGBTI) persons.

(Source: GAP III Glossary/EIGE; Inter-Agency Standing Committee, Guidelines for Integrating Gender-Based Violence in Humanitarian Action, 2015)

GENDER-DISAGGREGATED DATA

Gender disaggregated data is numerical or non numerical information collected through multiple sources and based on multiple variables and measures. It is broken down by specific categories that reflect individual and societal gender, intersecting factors, and context specific dimensions, for example, sex, age, gender, ethnicity, religion, marital status, socio economic situation, geographical location, managerial level, access to decision making or services, etc.

Gender disaggregated data include (but must not be confused with) sex disaggregated data (see entry Sex disaggregated data).

(Source: GAP III Glossary/EIGE)

GENDER PARITY

Gender parity is another term for equal representation of women and men in a given area, for example, gender parity in organizational leadership or higher education. Working toward gender parity (equal representation) is a key part of achieving gender equality, and one of the twin strategies, alongside gender mainstreaming.

(Source: UN WOMEN – Gender Equality Glossary)

GENDER-RESPONSIVE APPROACH

An approach aiming to increase accountability and accelerate implementation of commitments to gender equality with a rights-based approach at international, national and community level.

(Source: GAP III Glossary/EIGE)

GENDER-RESPONSIVE LEADERSHIP

The gender-responsive leader: (i) leads by example both in the workplace and when directing implementation of the mandate; (ii) mainstreams gender equality; (iii) motivates and enable staff to deliver on gender equality; (iv) consults and strategically involves gender advisers, gender focal points and other gender equality experts and (v) holds staff and mission to account for implementing gender equality commitments.

(Source: GAP III Glossary)

GENDER-TRANSFORMATIVE APPROACH

An approach is gender-transformative when it aims to shift gender-power relations for a positive change of the societal and cultural paradigm(s) that produce discrimination and inequalities in a given context. 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 empowerment.

(Source: GAP III Glossary/EIGE; UNWOMEN - Gender Equality Glossary)

GLASS CEILING

The term "glass ceiling" is a metaphor that has often been used to describe invisible barriers ("glass") through which women can see elite positions, for example in government or the private sector, but cannot reach them (coming up against the invisible "ceiling"). These barriers prevent large numbers of women and ethnic minorities from obtaining and securing the most powerful, prestigious, and highest-paying jobs in the workforce.

(Source: EIGE; UN WOMEN – Gender Equality Glossary)

HETERONORMATIVITY

Heteronormativity is an expressed used to describe or identify a social norm relating to standardized heterosexual behaviour, whereby this standard is considered to be the only socially valid form of behaviour and anyone who does not follow this social and cultural posture is placed at a disadvantage in relation to the rest of society. This concept is the basis of discriminatory and prejudiced arguments against LGBT, principally those relating to the

formation of families and public expression.

(Source: UNWOMEN – Gender Equality Glossary)

HONOUR CRIMES

Acts of violence that are disproportionately, though not exclusively, committed against girls and women, because family members consider that certain suspected, perceived or actual behaviour will bring dishonour to the family or community.

(Source: EIGE)

HUMAN RIGHTS

Human rights are commonly understood as being those rights which are inherent to the human being. The concept of human rights acknowledges that every single human being is entitled to enjoy his or her human rights without distinction as to race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Human rights are legally guaranteed by human rights law, protecting individuals and groups against actions which interfere with fundamental freedoms and human dignity. They are expressed in treaties, customary international law, bodies of principles and other sources of law. Human rights law places an obligation on States to act in a particular way and prohibits States from engaging in specified activities.

All human rights and instruments that concern them apply equally to men and women. In addition, the CEDAW has specified and complemented some of them from the perspective of women's rights.

(Source: UN WOMEN - Gender Equality Glossary; OHCHR)

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. 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. A human rights-based approach 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.

(Source: UNWOMEN - Gender Equality Glossary)

INDIRECT DISCRIMINATION

Discrimination occurring where an apparently neutral provision, criterion or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex, unless that provision, criterion or practice is objectively justified by a legitimate aim, and the means for achieving that aim are appropriate and necessary.

(Source: EIGE)

INTERSECTIONAL DISCRIMINATION

Discrimination that takes place on the basis of several personal grounds or characteristics/identities, which operate and interact with each other at the same time in such a way as to be inseparable.

(Source: EIGE)

INTERSECTIONALITY

The theory of “intersectionality” suggests that social identifiers (such as race, ethnicity, faith, socioeconomic status, class, caste, geographic location, age, ability, sexual orientation, religion, migration status) and gender come together – or intersect – to result in an individual’s lived experience and contributing to unique discriminatory experiences.

Intersectionality 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. (See also: intersectional discrimination, multiple discrimination).

(Source: GAP III Glossary/EIGE; OECD Guidance “Gender equality and the empowerment of women and girls in development co-operation)

INTIMATE PARTNER VIOLENCE

Physical, sexual, psychological or economic violence between current or former spouses as well as current or former partners. It constitutes a form of violence which affects women disproportionately and which is therefore distinctly gendered.

(Source: EIGE)

LGBTIQ+

This acronym includes individuals from the lesbian, gay, bisexual, trans, intersex and queer (LGBTIQ) community. LGBTIQ people are people: who are attracted to others of their own gender (lesbian, gay) or any gender (bisexual); whose gender identity and/or expression does not correspond to the sex they were assigned at birth (trans, non-binary); who are born with sex characteristics that do not fit the typical definition of male or female (intersex); and whose identity does not fit into a binary classification of sexuality and/or gender (queer). It is worth being aware that variations of this term exist, such as LGB, LGBT, GLBT, LGBTI, LGBTQ+. The last of these includes other gender identities. There are also versions that encompass Asexual people (for example, LGBTQA). Broadly speaking, these acronyms group together individuals who have a non-normative gender identity or sexuality.

These definitions should be regarded as “open”, in the sense that they are not intended to qualify individuals into rigid categories but rather to represent a plurality of diversity that is continually evolving temporally and/or varying on the basis of culture.

(Source: GAP III Glossary/EIGE)

MASCULINITY

A gender perspective, or way of analysing the impact of gender on people’s opportunities, social roles and interactions, allows us to see that there is pressure on men and boys to perform and conform to specific roles. Thus, the term masculinity refers to the social meaning of manhood, which is constructed and defined socially, historically and politically, rather than being biologically driven. There are many socially constructed definitions for being a man and these can change over time and from place to place. The term relates to perceived notions and ideals about how men should or are expected to behave in a given setting. Masculinities are not just about men; women perform and produce the meaning and practices of the masculine as well.

(Source: UN WOMEN – Gender Equality Glossary)

MULTIPLE DISCRIMINATION

Any combination of forms of discrimination against persons on the grounds of sex, racial or ethnic origin, religion or belief, disability, age, sexual orientation, gender identity or other characteristics, and to discrimination suffered by those who have, or who are perceived to have, those characteristics.

(Source: EIGE)

PATRIARCHY

This term refers to a traditional form of organizing society which often lies at the root of gender inequality. According to this kind of social system, men, or what is considered masculine, is accorded more importance than women, or what is considered feminine. Traditionally, societies have been organized in such a way that property, residence, and descent, as well as decision-making regarding most areas of life, have been the domain of men. This is often based on appeals to biological reasoning (women are more naturally suited to be caregivers, for example) and continues to underlie many kinds of gender discrimination.

(Source: UN WOMEN – Gender Equality Glossary)

POSITIVE DISCRIMINATION/ACTION/MEASURE

Action aimed at favouring access by members of certain categories of people, in this particular case, women, to rights which they are guaranteed, to the same extent as members of other categories, in this particular case, men.

(Source: EIGE)

SEX

Biological and physiological characteristics that define humans as female or male.

(Source: EIGE)

SEX-DISAGGREGATED DATA

Data collected and tabulated separately for women and men allowing the measurement of differences between women and men in terms of various social and economic dimensions and are one of the requirements to obtaining gender statistics.

(Source: GAP III Glossary/EIGE)

SEXUAL ABUSE

Any actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

(Source: Secretary-General Bulletin ST/SGB/2003/13; DAC Recommendation on Ending Sexual Exploitation, Abuse, and Harassment in Development Co-operation and Humanitarian Assistance: Key Pillars of Prevention and Response del 12.07.2019; Codice PSEAH AICS – art.2)

SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

Sexual and reproductive health and rights encompass the multiple physical, psychological, mental, and social aspects related to the spheres of sexuality and reproduction, including intersectional individual and socio-cultural factors. SRHR are a basic human right that should be treated with a holistic factual and financial response to ensure that no one is left behind.

(Source: GAP III Glossary)

SEXUAL EXPLOITATION

This includes any behaviour, even if only attempted, to abuse positions of vulnerability, imbalance in terms of power or trust, for sexual purposes, including behaviours aimed at temporarily, socially or politically taking advantage of the sexual exploitation of others.

(Source: UN Secretary-General Bulletin ST/SGB/2003/13; DAC Recommendation on Ending Sexual Exploitation, Abuse, and Harassment in Development Co-operation and Humanitarian Assistance: Key Pillars of Prevention and Response; PSEAH AICS Code of conduct – art. 2)

SEXUAL HARASSMENT

Unacceptable and unwelcome behaviours and practices of a sexual nature that may include, but are not limited to, sexual suggestions or demands, requests for sexual favours and sexual, verbal or physical conduct or gestures, that are or might reasonably be perceived as offensive or humiliating.

(Source: A/RES/73/148; DAC Recommendation on Ending Sexual Exploitation, Abuse, and Harassment in Development Co-operation and Humanitarian Assistance: Key Pillars of Prevention and Response; PSEAH AICS Code of conduct – art. 2)

SEXUAL ORIENTATION

Sexual orientation refers to each person's capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different sex/gender or the same sex/ gender or more than one sex/gender. Basically there are three predominant sexual orientations: towards the same sex/ gender (homosexuality), towards the opposite sex/gender (heterosexuality) or towards both sexes/genders (bisexuality).

(Source: UN WOMEN – Gender Equality Glossary)

SEXUAL VIOLENCE

Sexual violence can take the form of rape or sexual assault. Acts of sexual violence attack the right to sexual freedom, autonomy, control, integrity and security, as well as the right to experience pleasure and to have a healthy, safe and satisfying sexual life. At the same time, these rights are intimately related to reproductive rights, such as the freedom and autonomy to decide when to have children, how many children to have, and which contraceptive to use.

The term includes all forms of violence deriving from the use or threat of physical or emotional coercion, including rape, abuse of spouse, extra marital, sexual harassment, incest and paedophilia.

(Source: EIGE, UN WOMEN – Gender Equality Glossary)

SEXUALITY EDUCATION

Sexuality education means learning about the cognitive, emotional, social, interactive and physical aspects of sexuality. Sexuality education starts early in childhood and progresses through adolescence and adulthood. For children and young people, it aims at supporting and protecting sexual development and it enables them to make choices which enhance the quality of their lives and contribute to a compassionate and just society.

(Source: GAP III Glossary)

THEORY OF CHANGE FOR GENDER EQUALITY

Theories of change have become important tools to test assumptions about how gender equality change happens and to build better and more strategic linkages between expected results and the activities that are supported. A theory of change approach involves asking a series of questions, such as:

- What do we want to change?
- What do we know about how change happens in relation to the change we want to see (is there evidence to back this up or are there assumptions to be tested)?
- How can that change be supported?
- How will we know change has happened?

(Source: OECD Guidance "Gender equality and the empowerment of women and girls in development co-operation")

UNPAID CARE WORK

The term unpaid care work encompasses all the daily activities that sustain our lives and health, such as house work (food preparation, cleaning, laundry) and personal care (especially of children, the elderly, people who are sick or have a disability). These activities are most commonly performed by women in the household for free. The little social and economic value assigned to this work contrasts sharply with its actual importance to families and society at large. Because care work is considered "women's work" it is mostly unpaid; because it is not assigned a monetary value, it is not measured; because it is not visible, it is not taken into account in policymaking

(Source: UN WOMEN – Gender Equality Glossary)

VICTIM BLAMING

Victim blaming is the tendency to blame, in whole or in part, the victims of violence, as co-responsible for the treatment inflicted on them. Victim blaming exists to a certain degree with all forms of violence. In order not to question the safety of the world around us when we hear of a violent incident, we may examine the behaviour of the victim and assure ourselves that if we avoid such risks and behaviour (e.g. being out late alone, venturing into certain areas, leaving our door unlocked, dressing in a 'provocative' way) we will avoid violence. This natural act of psychological self-defence, however, focuses our attention on the perceived responsibility of the victim, and may neglect to fully question the conduct of the perpetrator. By shifting the blame to the victim in gender-based violence, the focus is on the victim, often a woman, and her behaviour, rather than on the structural causes and inequalities underlying the violence perpetrated against her.

(Source: UN WOMEN – Gender Equality Glossary)



WOMEN, PEACE AND SECURITY

In 2000 the United Nations Security Council unanimously adopted Resolution 1325 on “Women, Peace and Security”, the first Council’s Resolution to expressly consider the impact of wars and conflicts on women and the contribution of women to conflict resolution and lasting peace. Since 2000, the United Nations Security Council has adopted further Resolutions on Women, Peace and Security, which underline the disproportionate impact of armed conflict on women, and stress the importance of involving women in resolution and conflict prevention, peace negotiations, peace-building, peacekeeping, and post-conflict reconstruction. Furthermore, sexual violence is considered a tactic of war and a threat to international peace and security.

(Source: CIDI, IV Piano d’azione Nazionale Donne, Pace e Sicurezza)

WOMEN’S EMPOWERMENT

Process by which women gain power and control over their own lives and acquire the ability to make strategic choices.

Women’s empowerment has many components. These include women’s sense of self-worth, their right to have and to determine choices, and their right to have access to opportunities and access to and control over resources. Included too is women’s right to have power to control their own lives, both within and outside the home, and their ability to challenge and transform the relations, structures and institutions that reinforce and perpetuate gender discrimination and inequality. An understanding of empowerment needs to begin from women’s own experience, rather than focus on a predictable set of outcomes. Women may feel empowered in different ways, and at different times, e.g., through self-confidence, family support, collective action, education, etc. Simultaneously, a woman may feel disempowered in certain circumstances, e.g., if threatened with violence, harassment, or denied access to decision-making. The intersection of different layers of inequalities is critical here (see Intersectionality).

(Source: GAP III Glossary/EIGE)

WOMEN’S HUMAN RIGHTS DEFENDERS (WHRDS)

Women of all ages who engage in the promotion and protection of all human rights and fundamental freedoms, and all people who engage in the defence of the rights of women and gender equality, either individually or in association with others.

(Source: EIGE)

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ON THE COVER



EL SALVADOR

Activities of the Italian Cooperation in El Salvador.
Photo by *Luigi Carta*



MOZAMBICO

Activities of the Italian Cooperation in Mozambique..
Photo by *Ilaria Quintas*



SENEGAL

Figure 8. Activities of the Italian Cooperation in Senegal.
Photo by *Audy Valera*



AFGHANISTAN.

Activities of the Italian Cooperation in Afghanistan..
Photo by *UNFPA*



SUDAN

Activities of the Italian Cooperation in Sudan.
Photo by *Francesca Nardi*