

## BOX 1

### Explanation of important gender concepts

**Sex** is a biological term and indicates the physical differences between women and men, based on their sexual and reproductive functions. **Gender** refers to the socially constructed differences between women and men. It involves gender identities and attributes, roles and relationships, including power relations. Gender roles vary substantially across different cultures and societies and shape the gender division of labour, as well as the access, use, control and property of assets, goods and opportunities. These can be used as an analytical tool to analyze social processes and change over time. Gender roles cause women to spend more hours in the household and the community sphere, performing reproductive and care work that is not paid or underpaid. For example, women work two-thirds of the world's working hours, yet they receive only 10 per cent of the world's income. Of the 550 million low-paid workers in the world, 330 million (60 per cent) are women. In Pakistan in 2001, women owned fewer than 3 per cent of the plots, even though in most cases, legal regulations allowed them to own land (GGCA, 2009).

**Gender equality** means that women and men have equal conditions for realizing their full human rights and the equal valuing by society of both the similarities and differences between women and men, and the varying roles that they play.

**Gender equity** is the process of being fair to women and men. To ensure fairness, it is often necessary to have measures that compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field.

To be **gender sensitive** is to take into consideration sociocultural norms and discrimination in order to acknowledge the different rights, roles and responsibilities of women and men in the community and the relationships between them. Gender-sensitive policies, programmes, administrative and financial activities, and organizational procedures will: differentiate among the capacities, needs and priorities of women and men; ensure that the views and ideas of both women and men are taken seriously; consider the implications of decisions on the situation of women relative to men; and take actions to address inequalities or imbalance between women and men.

**Gender mainstreaming** is the process of assessing the implications of any planned action for women and men, in all areas and at all levels, and as 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 in political, economic and social spheres, so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is gender equality. Gender mainstreaming was formally introduced at the Fourth UN World Conference on Women in Beijing in 1995, and into all policies and programmes in the United Nations system in 1997 (ECOSOC resolution 1997/66; see also ECOSOC Resolution 2008/34).

SOURCES: GGCA (2009), *Training Manual on Gender and Climate Change*, International Union for Conservation of Nature (IUCN), United Nations Development Programme (UNDP), and the Global Gender and Climate Alliance (GGCA), 262 pages; also WEDO and REDD+SES (2013), *From Research to Action, Leaf by Leaf: Getting Gender Right in the REDD+ Social and Environmental Standards (Booklets 1 & 2)*, Women's Environment & Development Organization (WEDO), New York.