

Gender Equality & Social Inclusion (GESI) Key Terminologies:

This document provides an introduction to some of the key terminologies applicants and projects should be familiar with when considering approaches to Gender Equality & Social Inclusion (GESI).

Please note this document should be used as an overview and is not an exhaustive list of terminologies. If you would like to know more about any specific term, please use this document to help inform further research.

Gender	refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a women, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time ¹ .
Sex	refers to the biological and physical characteristics of individuals. This differs from gender in that sex is not a social construction.
Intersectionality	describes the complex ways in which the effects of multiple forms of discrimination (such as racism, sexism and classism) combine, overlap or intersect and attempts to recognise the impact of these effects on the experiences of individuals and groups ² .
Gender Equity	is about the process of being fair to men and women, boys and girls and ensuring the equality of outcomes and results. It refers to the process of differential treatment that is fair and positively addresses a bias or disadvantage that is due to gender roles or norms or differences between the sexes ³ .
Gender Equality	is about addressing inequalities and transforming the distribution of opportunities, choices and resources available to girls, women and non-binary individuals so that they have equal power to shape their lives and participate in the process thereby increasing equality between people of all genders.
Social Inclusion	refers to the process of improving the terms of individuals and groups to take part in society, and the process of improving the ability, opportunity and dignity of people disadvantage and historically excluded from decision making and spheres of influence on the basis of their identity to take part in society.

¹ Definition from World Health Organisation (WHO), as outlined [here](#).

² Definition from IUCN Gender Analysis Guide, Spring 2021, available [here](#).

³ Definition from Unicef Gender Equality Glossary, available [here](#).

GESI Scale

the BCFs GESI Scale has three components:

GESI Sensitive: The GESI context has been considered and project activities take this into account in their design and implementation. The project addresses basic needs and vulnerabilities of women and marginalised groups and the project will not contribute to or create further inequalities.

GESI Empowering: These projects have all the characteristics of a 'sensitive' approach whilst also increasing equal access to assets, resources and capabilities for women and marginalised group

GESI Transformative: The project has all the characteristics of an 'empowering' approach whilst also addressing unequal power relationships and seeking institutional and societal change.

Meaningful Participation

meaningful participation is defined in the [Law Insider Dictionary](#) as “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 informal decisions”. Meaningful participation also means facilitating engagement with stakeholders in way that enables and supports participation i.e. ensuring the environment and those engaging with participants is appropriate for the context.

Gender Norms

a set of socially constructed behaviours or attitudes that are deemed appropriate based on an individual's sex. These norms are embedded within society and are produced and re-produced through social interactions and impact individuals' voice, power and sense of self in being restricted by these norms⁴.

GESI Analysis

a process of collecting information to understand the gender dynamics and context of a specific social group. It specially focuses on understanding how these gender dynamics affect men and women's and their access to opportunities and benefits⁵.

GESI Risk

due to gender and social roles and norms, different identities access, use and interact with natural environments, resources and ecosystems differently, and have differentiated risks and opportunities in addressing challenges and responding to threats to these

⁴ Please see Cislighi, B and L. Heise, 'Gender norms and social norms: differences, similarities and why they matter in prevention science' (13 December 2019) <https://doi.org/10.1111/1467-9566.13008>

⁵ Please see IUCN, Gender Analysis, Spring 2021, available [here](#).

environments. GESI risk should be identified from conducting a GESI Analysis at the start of a project and risks carefully managed throughout the lifetime of the project.