

# Gender Language<sup>i</sup>

## **Gender**

Gender refers to the norms, attributes, roles and rights associated with being identified as male or female and is a dynamic social construct that changes according to time, place and cultural context.

## **Gender Considerations**

All aspects of a person's life that are determined by gender-based and/or sex-based differences between all gender and age groups, such as unequal norms, roles, and relations. Taking into account gender considerations means not only being aware of how being identified with a certain gender influences a person's rights, duties, opportunities, and access, but also adjusting and adapting activities, projects, programmes, and organisational structures to those differences.

The term 'gender issues' should be avoided due to the negative connotations that the word 'issue' entails. It would be preferable to replace it with the term 'gender considerations' to promote a positive framing of efforts to support gender equality and end gender-based and sex-based discrimination.

## **Gender Perspective**

Taking a gender perspective means focusing on the impact of differences based on gender in status and power. A gender perspective considers how such discriminations and biases shape the immediate needs, as well as the long-term interests, of all gender and age groups. Therefore, a 'gender perspective' can be described as a way of seeing or analysing which looks at the impact of being identified with a certain gender on opportunities, social roles, and interactions.

In a policy context, taking a gender perspective is a strategy for considering the concerns and experiences of people from all age and gender groups (gender considerations) an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that all benefit equally and inequality is not perpetuated.

The term 'gender perspective' can be used to describe the approach taken to analyse activities, projects, and programmes at all stages of the project cycle and organisational systems and structures in a way that is reflective of the different realities of people from all gender and age groups.

## **Gender Lens**

The terms 'gender lens' and 'gender perspective' may be used interchangeably for the purpose of describing the practice of analysing how situations affect people from all age and gender groups differently.

A gender lens is a way of focusing on how actions may or may not benefit people from diverse gender and age groups in different ways, to ensure that activities, projects and

programmes support equality for all. Applying a gender lens does not mean treating everyone the same or only focusing on women but making activities more effective by targeting them to the unique realities, priorities and needs of people from all age and gender groups.

### **Diversity**

Diversity refers to the different aspects that make up a person's social identity, for example age, (dis)ability, faith, ethnicity, etc.

### **Intersectionality**

Intersectionality is a concept that captures the various layers of advantages and disadvantages everyone experiences based on societal and structural systems.<sup>ii</sup>

Women, girls, older persons, minorities, persons with disabilities and other marginalised groups tend to experience reduced access to opportunities. When several of these factors overlap, they can cause increased discrimination, leading to exclusion.

Intersectionality should be taken into consideration from identification and design to implementation, and in monitoring and evaluation, in order to address the needs and protect the rights of marginalised communities.

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<sup>i</sup> This is language used and suggested by the informal Gender Working Group that aims to support the mainstreaming of gender and diversity provisions within the Anti-Personnel Mine Ban Convention (APMBC) and the Convention on Cluster Munitions (CCM). The Gender Working Group members are: Colombian Campaign to Ban Landmines, Danish Church Aid, Geneva International Centre for Humanitarian Demining, The HALO Trust, Humanity and Inclusion, International Campaign to Ban Landmines-Cluster Munition Coalition (ICBL-CMC), Mines Action Canada, Mines Advisory Group, Mine Action Review, and Norwegian People's Aid.

<sup>ii</sup> These systems include capitalism, colonialism, patriarchy, and racism.