Annex 1: Glossary[17]

Country offices will be developing their own glossaries, highlighting the language/terminology suited to their context.

Accountability	The process of using power responsibly, taking account of, and being held accountable by, different stakeholders, and primarily those who are affected by the exercise of such power
Civil Society[18]	Community-based groups, or issue-based organisations, both (non) faith-based and voluntary, which are not considered private sector or state but may be quasi NGO.
Do No Harm	Do no harm is an approach that ensures communities and individuals are not negatively affected by an intervention, and are more prepared, resilient and less at-risk as a result.
Empowerment	Empowerment is expanding opportunities and power for a group or individual and providing conditions for actualisation of those opportunities, thereby increasing their ability to make and act on choices. This might entail expanding people's conception as to what is in their power, and what they can choose. Empowerment has economic, political, social and psychological dimensions.
Gender Equality	Gender equality is the absence of discrimination on the basis of gender in opportunities and outcomes, in the allocation of resources or benefits or in the access to services, such that all individuals can enjoy equal standards of well-being. It is the full and equal exercise by all, regardless of gender and sexual orientation, of their human rights: in this situation, all groups and individuals, have equal rights and equal access to socially and economically valued goods, resources, opportunities and benefits/outcomes and positions of leadership; the different gender roles are valued equally and do not constitute an obstacle to their wellbeing and finally; the fulfilment of their potential as responsible members of society is possible.
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.[19]
Gender Roles	Gender roles refer to social and behavioural 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 labour). 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, through the empowerment of women and transformation of masculinities.[20]
GESI Audit	A GESI Audit is a tool and a process based on a participatory methodology to promote organisational learning at the individual, work unit and organisational levels on how to practically and effectively mainstream gender equality and social inclusion. It considers whether internal practices and related support systems for GESI mainstreaming are effective and reinforce each other and whether they are being followed. It establishes a baseline; identifies critical gaps and challenges; and recommends ways of addressing them, suggesting possible improvements and innovations. It also documents good practices towards the achievement of gender equality and social inclusion.
GESI-Exploitative	GESI exploitative programmes take advantage of rigid gender norms and existing imbalances in power to achieve programme objectives.
GESI-Blind or Neutral	GESI blind or GESI neutral programs intentionally or unintentionally fail to acknowledge the role of gender or exclusion in their theory of change. GESI blind or neutral programs do not necessarily do harm but may indirectly support the status quo and often miss an opportunity to address an important determinant that would likely add impact to their programmes.
GESI-Sensitive	GESI sensitive programmes include an understanding and an awareness of existing norms and inequalities between different groups and individuals based on their gender or sexual orientation. This awareness is applied through gender equality and social inclusion analysis to ensure that inequalities are addressed in strategies and plans.

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GESI-Transformative	GESI transformative programmes address broader structural relations and unequal power structures that underpin gender inequality and social exclusion, often through collective action and influencing the enabling environment. These programmes seek to establish meaningful and sustainable changes for women and marginalised groups.
Intersectionality	The interconnected nature of social categorisations such as race, gender identity, sexual orientation, religion, ability and social class, which overlap to create interdependent systems of discrimination or disadvantage.
Mainstreaming	Mainstreaming is the process of assessing the implications for different groups and individuals, of any planned action, including legislation, policies or programmes in any area and at all levels. It is a strategy for making the concerns of these groups an integral dimension in the design, implementation, monitoring and evaluation of policies, programmes.
Practical needs	Practical needs are needs women and marginalised groups identify in their socially accepted roles (they do not challenge gender or social divisions) – they are usually a response to immediate and perceived necessity and are often practical in nature i.e. water provision, food, education, health and employment
Sexual Orientation	An individual's emotional, romantic and/or sexual attraction to a given sex or gender.
Strategic needs	Strategic needs are needs women and marginalised groups identify because of their subordinate position in society and vary according to the context. Examples include building legal rights and awareness of rights and legislation, advocating for equal wages, empowering women and others to take control over their bodies and building capabilities to participate in the labour market more effectively (e.g. by equal access to credit).
Social Inclusion	Social inclusion is the removal of institutional barriers and the enhancement of incentives to increase the access of diverse individual and groups to development opportunities. These barriers may be formal (written laws on spousal property for instance), or they may be informal (e.g. time village girls spend carrying water instead of attending school). In short, social inclusion is about positive action to address social exclusion and to even the playing field by making the 'rules of the game' fairer.
Social Exclusion	Social exclusion is the process by which certain groups and individuals are systematically disadvantaged, excluded, marginalised, discriminated against or stigmatised. Exclusion often involves the lack or denial of rights, respect, resources, goods and services, and opportunities, and the inability to participate in the normal relationships and activities available to all humans the majority of people in society, whether in economic, social, cultural or political arenas. For example, ethnicity, race, religion, gender or sexual orientation, caste, descent, age, disability, HIV or other health status, migrant status, or location. Social exclusion is a complex and multidimensional phenomenon not limited to material deprivation; poverty is one important dimension of exclusion. Unequal power relations and discriminatory social norms support and perpetuate the system of exclusion and oppression (discrimination, inequality, injustice).
Systemic Barriers	Systemic barriers are formal or informal obstacles and/or practices that exclude groups or communities from full participation in, and the benefits of, social, economic, and political life. They may be hidden or unintentional but are built into how society works, and are reinforced by policies, practices, procedures, assumptions, stereotypes and societal norms.

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[17] As noted in Strategic Area 2, each country office will develop country level strategies including glossaries suited to their context.

[18] This is still being defined by the programme.

[19] UNFPA and Promundo (2010). Engaging Men and Boys in Gender Equality and Health. A Global toolkit for action; UNAIDS (2011). UNAIDS Terminology Guidelines.

[20] UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You"

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