



IDI GENDER POLICY

March 2021

CONTENTS

1. PREFACE	01
2. ABOUT THIS POLICY	02
3. DEFINITIONS	04
4. PURPOSE	04
5. OBJECTIVES	04
6. GENDER COMMITMENTS	04
7. ACCOUNTABILITY FRAMEWORK	07
8. MONITORING, REPORTING AND EVALUATION: TRACKING IMPLEMENTATION OF THE GENDER POLICY	09
9. ACRONYMS	09
ANNEX 1: IDI'S 6 GOLDEN GENDER COMMITMENTS	10
ANNEX 2: GLOSSARY	11



1. PREFACE

It is my pleasure to present the updated IDI Gender Policy, which will drive our organisation and our work on gender equality and women's empowerment over the next few years.

The launch of this Gender Policy is timely. COVID-19 has changed and is still changing the world. It has taken a toll on so many of us. Sadly, it also threatens to unravel progress made on gender equality and inclusiveness. In light of these developments, our IDI vision - of a world where effective, accountable and inclusive Supreme Audit Institutions (SAIs) make a difference in the quality of public sector governance and deliver services for the value and benefit of everyone - is more relevant than ever. To be able to benefit everyone, SAIs clearly need to be gender-responsive and leave no one behind.

Personally, and as Director General of IDI, I firmly support and stand behind our objectives made in this Policy, to:

- I) Support Supreme Audit Institutions in developing countries to be gender-responsive organisations and to conduct audits that contribute to gender equality
- II) Lead by example ourselves by being a gender-responsive organisation.

The updated IDI Gender Policy is one important step among others that we have taken on our “gender journey” so far. In 2016, we conducted a Gender Institutional Assessment. It was a starting point for many of our actions:

- We now have an IDI Strategic Plan 2019-2023 that has introduced a gender perspective in our work and organisation as a strategic shift.
- We have a Code of Ethics that includes issues of sexual harassment and abuse and a Safeguarding Policy in place.
- We are committed to mainstreaming gender further in IDI's governance.
- We have started to involve all our staff on gender issues and to develop staff competence.
- Where necessary, we draw from external gender expertise.

This is a journey we are all undertaking together in IDI. One of the most recent steps in this IDI-wide gender journey was the new IDI Gender Strategy (2020). While this Gender Policy represents the guiding principles for us, the Gender Strategy - and the rolling Gender Action Plan linked to it – provide a clear Gender Road Map for IDI that we will follow in the coming years.

I am deeply convinced that through our work and our support to SAIs, we can contribute to a more gender equal world. In IDI, we all have a role to play, and we truly hope that we will take our partners and stakeholders on this journey with us.

Dated: March 2021

2. ABOUT THIS POLICY

Gender inequalities continue to persist everywhere. They stagnate social progress and sustainable development. At the same time, governments across the world have committed to international and regional gender equality frameworks and translated them into national approaches. Supreme Audit Institutions (SAIs) have a leading role to play in holding governments to account for gender commitments made.

IDI is committed to inclusiveness, empowerment and equality which are at the heart of the 2030 Agenda for Sustainable Development. Gender equality is a Sustainable Development Goal (SDG) itself and cuts across other SDGs as part of the 2030 Agenda.

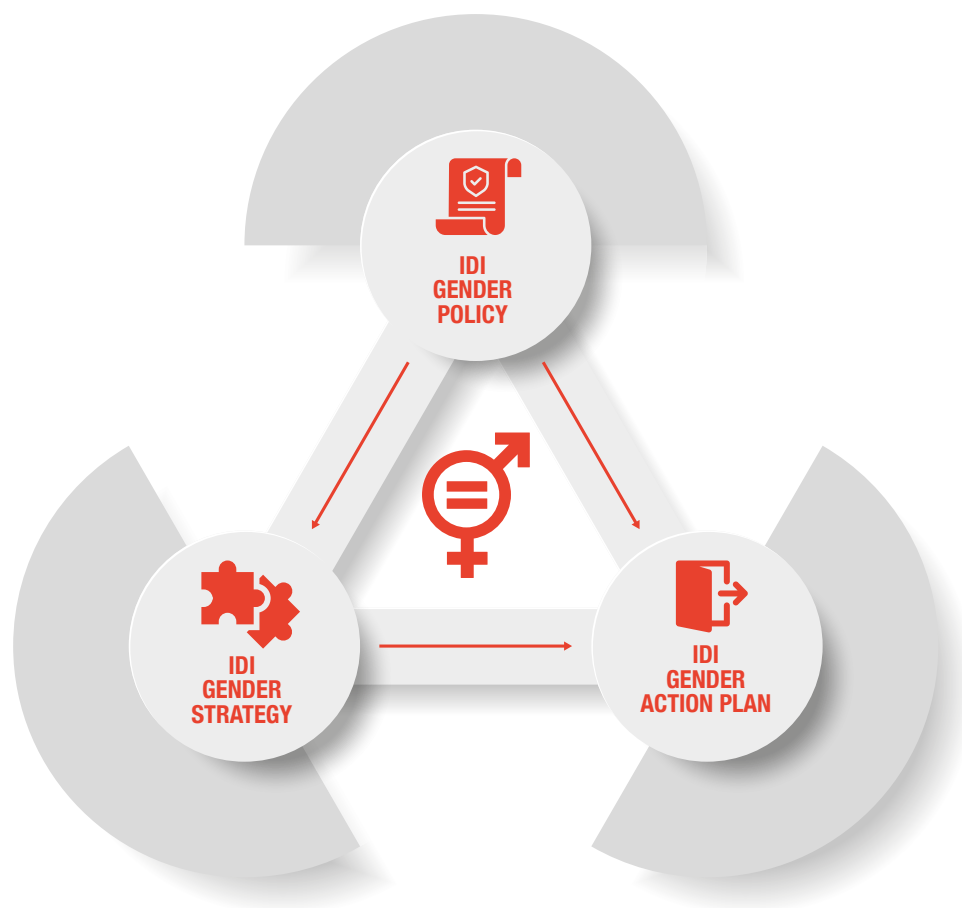
Intersectionality: Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination. (European Institute for Gender Equality)

Intersectionality refers to the simultaneous experience of categorical and hierarchical characteristics/ classifications including but not limited to gender, race, ethnicity, class, income, ability, age, sexuality, culture and nationality.

IDI visualises a world where gender-responsive SAIs leave no one behind and benefit everyone. As defined in our Strategic Plan 2019-2023, our mission is to support SAIs in developing countries with sustainably enhancing their performance and capacities, supporting SAIs' audit work as well as their development as gender-responsive organisations.

In the IDI Strategic Plan 2019-2023, we committed to a strategic shift to fully integrate a gender perspective in IDI. Through this Gender Policy, we reconfirm our commitment to advancing this gender agenda by addressing gender and intersectionality with SAIs as organisations, in their audit work and within our own organisation.

The Gender Policy serves as high-level guidance for IDI's work. It is closely linked to our IDI Gender Strategy and multi-annual Gender Action Plan that focus on strategic priorities and how to implement them.



SCOPE AND APPLICABILITY

With this policy, IDI seeks to ensure that IDI, its staff and all who work on behalf of the organisation act together to advance gender equality and inclusiveness in our engagement. It applies to IDI's Board members, management, staff, resource persons working on behalf of IDI, to anyone representing IDI and to those contracted to work for or on behalf of IDI in any situations.

IDI will review this Gender Policy as necessary. After a period of seven years, IDI will assess whether a complete update of the Gender Policy is necessary.



OUR GENDER JOURNEY

This *Gender Policy* is the guiding document for IDI's gender commitments and replaces the *IDI Gender Policy (2013)*. It responds to recommendations of the Gender Institutional Assessment of 2016. It is as an umbrella for *IDI's Gender Strategy (2020)*¹, *IDI's multi-annual Gender Action Plan (2020-2023)* and *IDI's Gender Analysis Framework and Guidance (2019)*.

IDI has built commitments to Gender Equality, women's empowerment and non-discrimination into the following IDI policies and documents²:

- Procurement Policy
- Code of Ethics and Complaints Framework
- Safeguarding Policy³
- Evaluation Policy and Guidance
- Employee Handbook

In addition, IDI will build gender commitments into new or updated policies and other IDI documents.

The implementation of this policy is a shared responsibility of all IDI staff. It is a joint journey where different staff members, partners and stakeholders have a role to play in advancing gender equality (see section 7).

IDI's response to the Gender Institutional Assessment, 2016

Recommendations	Response
Strengthen gender knowledge and awareness	✓ Ongoing efforts, addressed in IDI Gender Policy & Strategy & Gender Action Plan
Commission practical guidance on how to ensure gender awareness in initiative design	✓ IDI Gender analysis framework & guidance (2019)
Establish Gender Focal Point in IDI	✓ Established in Strategic Support Unit, 2018
Improving IDI's role in advocacy of gender awareness within the SAI community	✓ Ongoing efforts, addressed in IDI Gender Policy & Strategy & Gender Action Plan

1 The IDI Board approved the IDI Gender Strategy in November 2020.

2 See: <https://idi.no/our-resources/idi-administrative> for all IDI policies. The Employee Handbook is an internal document.

3 Both the Code of Ethics and the Safeguarding Policy include the issue of sexual exploitation and abuse.

3. DEFINITIONS

IDI recognises that gender is non-binary. Gender also intersects with other characteristics such as class, race, income, ethnicity, culture, religion, sexual orientation, age, and ability. Terms and definitions related to gender and sexuality are diverse and continue to evolve. This policy recognises this fact and will be implemented in the context of the Norwegian and relevant local legal environments. See the glossary in this document for definitions and the gender terminology used by IDI.

4. PURPOSE

This IDI Gender Policy represents IDI's commitment to take a cohesive and coordinated gender approach. It defines our explicit intention to support gender equality and the principles expressed in international frameworks.⁴

The purpose of the Policy is to:

- Establish commitments for IDI - internally and for our work with SAls
- Communicate these commitments within IDI, with SAls and our other stakeholders
- Continue to strengthen our efforts to promote gender equality in IDI as organisation, thus increasing IDI's integrity and credibility amongst stakeholders

5. OBJECTIVES

We commit ourselves to working towards two key gender objectives:

- I. Supporting SAls in being gender-responsive as organisations and through their work
- II. Being gender-responsive ourselves as IDI

In our efforts to reach these objectives and being aware of the danger of multiple discrimination, we seek to apply an intersectionality lens.

6. GENDER COMMITMENTS

In IDI, we embrace different identities, promote the value of a diverse and inclusive society and guard against all discrimination in our actions.

We respect different views on gender and diversity within societies and differing legal frameworks across nations. IDI carefully takes into account how gender intersects with class, race, income, ethnicity, culture, religion, sexual orientation, age, and ability in our work. We will be responsive to these intersections wherever possible and in the given settings of our work as long as this supports the aim of enhancing gender equality and inclusiveness.

Hence, in working towards our two key gender objectives and to maintain an intersectionality lens, IDI will fulfil the following specific gender commitments and ensure their monitoring and evaluation. (Annex 1 on "IDI's Golden Gender Commitments", provides a short visual summary of IDI's specific gender commitments and connects them to underlying and supporting commitments.)



⁴ These include: UN Commission of the Status of Women (1947), UN Convention on the Elimination of Discrimination Against Women (CEDAW, 1979), UN Beijing Conference on Women and the Platform for Action (1995), Millennium Development Goals (2000-2015) Goal 3- Promote Gender Equality and Empower Women; UN Security Resolution 1325 on Women, Peace and Security; Agenda 2030 and the SDGs, Goal 5: "Achieve gender equality and empower all women and girls".



BETTER MAINSTREAMING GENDER IN IDI'S PROCESSES AND DECISION-MAKING - THUS AFFECTING SAIS AND IDI ITSELF

- Incorporate gender in our planning, design, implementation, monitoring, reporting and evaluation as a matter of routine
- Address gender as part of our IDI management and governance routine. This includes:
 - Having clear responsibilities for IDI gender champions
 - Applying a gender perspective in IDI decision making
 - Documenting gender integration
 - Ensuring accountability for IDI management to integrate gender in all departments
 - Involving the IDI Board to support IDI in integrating gender in IDI's governance, decision-making and influencing of INTOSAI bodies

Aligning with IDI's results framework, planning and reporting

- Continue monitoring gender equality and women's empowerment aspects in IDI's results frameworks
- Adapt gender indicators where necessary
- Integrate measures from the gender action plan in IDI's operational planning and reporting



SUPPORTING SAIS BEING GENDER-RESPONSIVE AS ORGANISATIONS AND THROUGH THEIR WORK

IDI will seek to enhance Gender Equality and Women's Empowerment in our work with SAIs by:

- Addressing gender in SAIs as organisations and in their auditing work through our engagement
- Conducting a gender analysis for new initiatives and integrating the results into our work
- Supporting gender responsive work in SAIs where feasible, including a three-tier approach of gender mainstreaming, women's empowerment and engaging men for gender equality
- Raising awareness and advocating for gender equality with SAIs. This includes engaging our Board in awareness raising effort, and collaborating with INTOSAI Bodies and Regions to promote gender equality
- Forming partnerships with women's rights organisations or movements to collaborate in the achievement of shared goals. Generally, engaging key stakeholders in the struggle for gender equality including CSOs, SAIs, donors and other stakeholders



IDI BEING A GENDER-RESPONSIVE ORGANISATION

Gender equality and diversity are an intrinsic part of our core principle of an "inclusive IDI". It also cuts across the core principles of an "effective and accountable IDI". Gender and diversity are key features in our organisational culture, policies, and guidance. We actively promote staff awareness, training and effective systems for reporting and monitoring on:

Respect, Diversity, Equal Opportunity

Being an equal opportunity employer, and leading by example, we reflect a culture of respect, diversity and tolerance. Diversity manifests itself in ideas, across cultures, in religious practices, abilities and gender⁵. We ensure that our working environment and staff behaviour are free of intimidation, hostility, offence, discrimination, harassment and abuse.



Gender-balanced human resources

We develop our human resource policies and practices with a gender lens and provide a basis for equal opportunities, equal pay and gender balance.⁶ We reflect this in recruitment processes, in our IDI competency framework, professional and career development and in considerations of staff well-being. We continue to keep track and report on gender balance in staffing, governance structures and base salaries. IDI will seek to redress any evidence of inequality in gender and diversity balance and pay levels.

Prevention of sexual exploitation and abuse

Our IDI Code of Ethics (CoE) lays down a zero-tolerance for sexual exploitation, harassment and abuse (PSEA). The CoE defines harassment and abuse and makes both IDI as an organisation and individual staff accountable. IDI will continue to take relevant measures to prevent and respond to all forms of PSEA in line with the CoE, our Complaints Framework and Safeguarding Policy.

Resources and capacity

- *Develop gender expertise and staff competence*

We recruit and retain staff committed to gender equality and develop staff capacity and gender skills by offering or finding adequate online gender courses in line with our competency framework. We collect gender capacity development needs and facilitate internal and external gender support for staff. IDI will ensure that job descriptions and performance appraisals echo IDI's gender commitments.

- *Effectively share knowledge and information on gender equality and women's empowerment*

We facilitate learning within IDI and share gender knowledge and information internally and with external stakeholders. We nominate departmental gender champions to promote gender within our organisation.

- *Strengthen communication, advocacy and visibility on gender equality and women's empowerment*

We will integrate gender into our annual communications and advocacy work plans and budget. We will also develop and maintain a gender webpage on the IDI webpage and seek to develop an IDI knowledge/resource centre for gender equality. This naturally links to our commitment of "supporting SAs in being gender-responsive as organisations and through their work."

By integrating a gender lens, we ensure that our stakeholder management, fundraising, advocacy and communications respect and uphold our commitment for gender equality and women's empowerment. This includes using respectful, inclusive, and positive language and images and avoiding stereotypes, particularly those based on gender.

- *Financial resources*

IDI currently has a two-pronged approach to include gender in its budget. We have a separate ring-fenced gender budget and also integrate gender in our budget for work streams and other strategic priorities. Gender resources are part of IDI's annual operational plans and budgets. Gender related costs will be marked in IDI's accounting system.



7. ACCOUNTABILITY FRAMEWORK

Implementing this Gender Policy and its gender commitments⁷ is a shared IDI responsibility. IDI management and staff have to demonstrate gender responsive behaviour across the organisation.

Ultimately, the IDI management team (Director General and the Deputy Director Generals), is accountable for progress made on gender equality and women's empowerment in line with the IDI Gender Policy and Gender Strategy. IDI's management team is expected to ensure that the IDI Strategic Support Unit (SSU), IDI Gender Champions and all staff under their supervision have sufficient capacities and resources to address gender dimensions in their areas of work.

To ensure a strategic, coordinated and consistent approach to IDI's gender work and to the implementation of this Gender Policy and related documents such as the IDI Gender Strategy, IDI relies on support from the IDI Gender Focal Point. The latter will closely work with IDI management, IDI Gender Champions and all IDI staff.

While the IDI Gender Focal Point in SSU provides guidance and support, the implementation of many parts of this Policy and related documents, will be led by and depend on different IDI staff and beyond (see roles and responsibilities below). The IDI Gender Champions have a particular role within their departments. This role is defined in a detailed, separate profile.

⁷ This refers to the specific gender commitments as described in section 6. The 6 Golden IDI Gender Commitments in the annex are condensed version of these commitments complemented by two underlying and one supporting commitment.

ROLES AND RESPONSIBILITIES



IDI BOARD (NON-EXECUTIVE)

- Sets IDI's strategic directions & monitors performance, including on gender equality and women's empowerment
- Approves key policies, among them the Gender Policy and the Gender Strategy
- Upholds IDI's core principles and is governed by the IDI Code of Ethics and other IDI policies



IDI DIRECTOR GENERAL (DG)

- Leads by example on gender equality across IDI
- Drives gender-responsive culture & tone for how IDI works
- Communicates on & promotes gender equality in IDI and its work - also in her/his role as the senior external face of IDI
- Leads IDI's management team (DG & DDGs) and ensures accountability and delegated responsibility on gender mainstreaming



DEPUTY DIRECTOR GENERALS (DDGs)

- Have delegated accountability for the implementation of IDI's Gender Policy & commitments; and of the Gender Strategy in their departments
- Ensure accountability for their staff & assess progress based on documentation & data
- Appoint Gender Champions and allow them to dedicate necessary time to gender-related work
- Hold staff accountable for gender-related results through performance appraisals
- Invest in strengthening the gender capacities of staff



IDI GENDER FOCAL POINT (IN SSU)

- Coordinates implementation of the Gender Policy & related gender documents by providing strategic guidance and support; by facilitating capacity development for staff, particularly for IDI Gender Champions
- Raises awareness both in IDI & with stakeholders
- Generates & disseminates gender-related evidence and knowledge
- Analyses data, develops strategies, policies, tools & guidance materials
- Responsible for monitoring & reporting on gender
- Provides technical advice to IDI staff and stakeholders



IDI GENDER CHAMPIONS

- Have a profile with clear roles & responsibilities which allows them to allocate necessary time to support the implementation of the Gender Policy & related documents in the departments
- Have gender performance goals
- Liaise with SSU Gender Focal Point and among each other
- Support their DDGs & colleagues in gender related work

IDI STAFF

- Seek to develop gender skills & knowledge in their areas of work
- Abide by the IDI Gender Policy and related gender documents
- Use available tools, guidance materials or reach out for support to integrate gender in their areas of work
- Collect sex-disaggregated data, document & report on gender-related issues & achievements

CONSULTANTS AND RESOURCE PERSONS (WORKING FOR IDI)

- Abide by IDI Gender Policy & related gender documents
- Reach out to IDI counterparts for guidance, material & support on gender issues wherever relevant for their work.
- Collect sex-disaggregated data

Other stakeholders, including INTOSAI Bodies, Regions, partners and donors are not accountable for IDI's gender work. However, they monitor IDI's achievements and influence IDI's gender work.

To motivate IDI staff, partners and stakeholders and to underpin accountability for better gender integration in line with this Policy, IDI will consider periodic gender awards.

8. MONITORING, REPORTING AND EVALUATION: TRACKING IMPLEMENTATION OF THE GENDER POLICY

The IDI Strategic Support Unit coordinates and facilitates the monitoring, reporting and evaluation of the Gender Policy supported by IDI staff (see section 7).

Monitoring will also take place through tracking of the indicators of IDI's rolling multi-annual Gender Action Plan which is linked to the IDI Gender Strategy. This is supported by IDI's in-year monitoring which helps to keep track on the implementation of gender measures. IDI management regularly reports on gender issues at Board Meetings.

Gender equality is addressed across IDI's strategic priorities and as a focus area under IDI's corporate issues in IDI's annual Operational Plans and Performance and Accountability Reports.

IDI's implementation of a gender perspective will be part of the evaluations of IDI Strategic Plans. A further Gender Institutional Assessment is planned towards the end of the IDI Strategic Plan 2019-2023.



9. ACRONYMS

CoE	Code of Ethics
CSOs	Civil Society Organisations
IDI	INTOSAI Development Initiative
INTOSAI	International Organisation of Supreme Audit Institutions
SAI	Supreme Audit Institution
SDG	Sustainable Development Goal
SSU	Strategic Support Unit

ANNEX 1: IDI'S 6 GOLDEN GENDER COMMITMENTS

IDI's Golden Gender Commitments bring together IDI's gender commitments:

- IDI's underlying gender commitments,
- IDI's specific gender commitments (section 6), and
- our supporting commitment of having an IDI accountability framework for gender (section 7).



UNDERLYING GENDER COMMITMENTS

1

HAVING A POLICY & STRATEGY

IDI has a Gender Policy & Strategy as a starting point for our gender work. IDI implements, monitors, reports on and reviews the IDI Gender Policy & Strategy.

2

GENERATING EVIDENCE

IDI collects, analyses & uses sex-disaggregated data. This includes data on gender balance in IDI and in all IDI initiatives & gender data in the INTOSAI Global Survey & Stocktaking Report. IDI manages its response & gender engagement based on evidence.

SPECIFIC GENDER COMMITMENTS

3

MAINSTREAMING GENDER IN IDI'S PROCESSES & DECISION-MAKING

- IDI routinely addresses gender in IDI's management & governance. The IDI accountability framework on gender defines clear roles and responsibilities (section 7 & below)
- Gender is integrated in IDI's Results Framework, in regular planning and reporting

4

SUPPORTING SAIS BEING GENDER-RESPONSIVE AS ORGANISATIONS & THROUGH THEIR WORK

- IDI raises awareness on & advocates for gender equality and women's empowerment with SAIs, INTOSAI Bodies & Regions
- IDI addresses gender responsiveness with SAIs as institutions & in SAIs' auditing work
- To find adequate entry points, IDI conducts appropriate gender analyses for new initiatives and integrates the results into its work (from design to evaluation)
- IDI seeks to collaborate & form partnerships with relevant stakeholders within and beyond the INTOSAI community

5

IDI BEING A GENDER-RESPONSIVE ORGANISATION

IDI strengthens culture & capacity & promotes shared gender responsibility as per the accountability framework

- IDI fosters a culture of respect, diversity & equal opportunity
- IDI is diverse & gender balanced (incl. at Board level)
- IDI prevents sexual exploitation and abuse
- IDI strengthens resources & capacity. IDI
 - » Has/develops necessary gender capacity, expertise & staff competence - supported by management
 - » Builds a gender perspective into new policies
 - » Strengthens knowledge sharing, communication, advocacy & visibility on gender equality & women's empowerment
 - » Mobilises resources by providing & allocating adequate budget & human resources for gender integration across IDI priorities

SUPPORTING GENDER COMMITMENT

6

ACCOUNTABILITY FRAMEWORK

Advancing Gender equality is a shared responsibility in IDI. IDI has an appropriate accountability framework defining roles & responsibilities.

ANNEX 2: GLOSSARY⁸

Diversity: The different values, attitudes, cultural perspectives, beliefs, ethnic background, nationality, sexual orientation, gender identity, ability, health, social status, skill and other specific personal characteristics.

Empowerment: Women and men taking control over their lives: setting their own agendas, gaining skills, building self-confidence, solving problems, and developing self-reliance.

Gender: Gender refers to the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialisation processes. They are context/ time-specific and changeable.

Gender Analysis: The study of differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision-making powers, etc., between women and men in their assigned gender roles.

IDI has different levels of engagement (bilateral, SAI-level, regional and global support). Gender analyses will be adapted to IDI's needs and approaches.

Gender Awareness: The recognition of the fact that life experience, expectations, and needs of women and men are different, that they often involve inequality and are subject to change.

Gender Balance: Having the same (or a sufficient) number of women and men at all levels within the organisation to ensure equal representation and participation in all areas of activity and interest.

Gender Based Analysis Plus (GBA+): An analytical process used to assess how diverse groups of women, men and non-binary people may experience policies, programmes and initiatives. The “plus” in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences. We all have multiple identity factors that intersect to make us who we are; GBA+ also considers many other identity factors, like race, ethnicity, religion, age, and mental or physical disability.

Gender Based Violence: Gender-based violence is a phenomenon deeply rooted in gender inequality and continues to be one of the most notable human rights violations within all societies. Gender-based violence is violence directed against a person because of their gender. Both women and men experience gender-based violence but the majority of victims are women and girls.

Gender Blind: Ignoring or failing to address the gender dimension.

Gender Discrimination: Directly or indirectly treating girls, boys, men and women differently in a way which prevents them from enjoying their rights. Discrimination can be direct or indirect. Direct sex discrimination is when an employee is treated unfavourably because of their sex. Indirect sex discrimination can occur if employers or managers hold assumptions about what sort of work women and men are capable, or not capable, of doing.

Gender Division of Labour: The different work that women and men generally do within the community or inside the home.

Gender Equality: Women and men enjoy the same status and have equal opportunity to realise their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results. The equal valuing by society of both the similarities and differences between women and men, and the varying roles they play.

⁸ Multiple sources were used to identify commonly used definitions of these key gender concepts and terms including from UN Women, the OECD, the International Federation of the Red Cross, Global Affairs Canada and the European Institute for Gender Equality.

Gender Equity: Being fair to women and men. To ensure fairness, measures are often needed to compensate for historical and social disadvantages that prevent women and men from otherwise operating as equals. Equity leads to equality.

Gender Focal Point: A person within the organisation (field or headquarters) who is identified as being a reference point for issues concerning gender.

Gender Identity: One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

Gender Mainstreaming: The systematic integration of the respective needs, interests and priorities of men and women in all the organisation's policies and activities. This rejects the idea that gender is a separate issue and something to be tacked on as an afterthought.

Gender Quotas / Targets: Several countries use (relative) quotas or annual targets to be achieved at a certain deadline to increase the representation of women in the public domain.

Gender Result: Results of an activity, initiative, intervention that contribute to a reduction in inequality between women, men, girls and boys.

Gender Sensitive / Responsive: Refers to programmes, projects or initiatives where gender norms, roles and inequalities have been considered, and measures have been taken to actively address them. Such programmes go beyond raising sensitivity and awareness and actually do something about gender inequalities.

Gender Sensitive Indicator: Measures that show gender-related changes (changes in relations between women and men) within a given domain over a period of time. They are used to assess the status and roles of women and men over time and thus to measure progress towards achieving gender equality. They can be quantitative indicators based on sex disaggregated data – e.g. school enrolment for girls and boys, and they can also capture qualitative changes – for example, increases in women's levels of empowerment, or in attitude changes about gender equality.

Gender-specific or gender-targeted: Interventions, activities which seek to tackle specific areas where women are unrepresented or disadvantaged, including through the adoption of temporary special measures, and are part of a comprehensive gender mainstreaming approach.

Gender Stereotype: Simplistic generalisations about the gender attributes, differences and roles of women and men. Stereotypical characteristics about men are that they are competitive, acquisitive, autonomous, independent, confrontational, concerned about private goods. Parallel stereotypes of women hold that they are cooperative, nurturing, caring, connecting, group-oriented, concerned about public goods. Stereotypes are often used to justify gender discrimination more broadly and can be reflected and reinforced by traditional and modern theories, laws and institutional practices.

Gender Responsive Budgeting: An approach to budgeting that uses fiscal policy and administration to promote gender equality, and girls and women's development.

Gender Roles: The sets of behaviour, roles and responsibilities attributed by society to women and men respectively which are reinforced at the various levels of society i.e. through its political and educational systems and institutions, employment patterns, norms and values, and through the family.

Inclusion: Incorporating the voice and interests of all people, including marginalised groups, regardless of their specific characteristics (such as gender, religion, age, gender identity, physical/mental disability, ethnicity, sexual orientation, political orientation, etc.).

Intersectionality: Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination.

Intersectionality refers to the simultaneous experience of categorical and hierarchical classifications including but not limited to race, class, gender, sexuality, and nationality. It also refers to the fact that what is often perceived as disparate forms of oppression, like racism, classism, sexism, and xenophobia, are actually mutually dependent and intersecting in nature, and together they compose a unified system of oppression. Thus, the privileges we enjoy and the discrimination we face are a product of our unique positioning in society as determined by these social classifiers. The term “intersectionality” was first popularised by critical legal and race scholar Kimberlé Williams Crenshaw. (see: <https://www.thoughtco.com/intersectionality-definition-3026353>)

Non-binary: Term for people who do not necessarily identify with the two categories ‘man’ or ‘woman’.

Practical Gender Needs: Immediate necessities (water, shelter, food, income and health care) of women, men, boys and girls within a specific context. Projects that address practical needs generally include responses to inadequate living conditions.

Productive Role: Activities carried out by men and women in order to produce goods and services either for sale, exchange, or to meet the subsistence needs of the family. Work for income and subsistence, including work in informal sector enterprises either at home or the neighbourhood, formal employment.

Reproductive Role: Activities needed to ensure the reproduction of society’s labour force. This includes housework like cleaning, cooking, childbearing, rearing, and caring for family members. These tasks are done mostly by women.

Sex: The biological characteristics of being male or female that are genetically determined.

Sex / Gender Disaggregated Data: Data broken down by sex, age or other variables to reflect the different needs, priorities and interests of women and men, and their access to and control over resources, services and activities.

Strategic Gender Interests: Refer to the relative status of women and men within society. These interests vary in each context and are related to roles and expectations, as well as to gender divisions of labour, resources and power. Strategic interests may include gaining legal rights, closing wage gaps, protection from domestic violence, increased decision making, and women’s control over their bodies.