



VWB NA Gender Equality Policy

June 2024

Approved by the VWB/VSF & VWB USA Board of Directors on June 17th, 2024

Contents

- 1. Definitions..... 1
- 2. Background 1
- 3. Application 3
- 4. Purpose 3
- 5. Expected Policy Outcomes:..... 3
- 6. Applicable Requirements 4
- 7. Our Commitment 4
- 8. Gender Equality in Humanitarian Action..... 5
- 8. Implementation 6
 - 8.1Strategies: 6
 - 8.2Roles and Responsibilities of VWB NA’s staff and Country Offices 8
- Annex 1 - Commonly Used Gender Concepts 10

1. Definitions

“VWB NA” refers to “Veterinarians without Borders North America”, which consists of two organizations,

Veterinarians without Borders/Vétérinaires sans frontières (VWB/VSF) is a charity registered under the Canada Corporations Act

Veterinarians without Borders USA registered as a 501 (c)(3) in the United States

2. Background

VWB NA’s mission is to work for, and with, communities in need to foster the health of animals, people and the environments that sustain us. This is what we call an ecosystem approach to health, or a One Health approach. For a number of year now, our approach has been to incorporate food security and gender equality in all our programming in collaboration with all our local partners in more than 10 countries. That said, we reaffirm as part of our core values and principles, the importance that VWB NA gives to women’s rights and the recognition of women as central actors in their development and decisions and in their communities. For example, we recognize the impacts of climate change and the exploitation of natural resources on women and support their initiatives for ecological justice and access to land. In order to ensure that we contribute to eliminating all forms of discriminations against women, we undertake to design and implement programs geared towards promoting gender equality and equity, protecting the rights of women and enhancing women’s empowerment and voice within their communities.

Our One Health Approach

- We focus on animal health care as integrally tied to human and ecosystem health. By treating all three, we create sustainable solutions for the planet.
- We respect people, culture, local knowledge, human rights, laws and customs, animal welfare, and the environment.
- We are guided by the communities we work with and we are committed to participatory and inclusive approaches to development. We believe that sustainable solutions are most often created when locally identified and owned.
- We actively seek to engage local women's organizations, both formal and informal (e.g., women's sharing networks), to ensure the voices of the most vulnerable are brought to the forefront.
- Our work happens on the ground in every program country: in community meetings, training local people on animal health care, delivering vaccinations, helping to form co-ops, training women, children and families in food production, nutrition, husbandry and disease control.
- Our projects are built to be repeatable and to promote sustainability over the long term, so that communities can grow independent and strong and act as models for others.
- We are committed to sharing our expertise and knowledge and continuously learning from our partners.
- Our supporters believe in us: they enable us to make our dreams for the planet into reality. Together, we can create a better future for all.

Around the world, women are more likely than men to live in poverty. They are less educated, more likely to go hungry, and underrepresented at all levels of decision making. The impacts of poverty are more pronounced among women and girls because of gender stereotypes and the gender (or sexual division) of labour, their disproportionate responsibility for unpaid care work and household chores, their unequal access to productive resources, and their marginalization from decision making. Women and girls are also more likely to be affected by natural disasters and humanitarian crises because of their inferior social status.

Gender inequality and exclusion vary in their expression from place to place but, in all countries where we work, we encounter different forms of gender-based discrimination, gender stereotyping and an unequal distribution of power between women, men, girls and boys, and other genders, as well as exclusion based on multiple factors. These factors include identities such as race, class, ethnicity, ability, language, sexual orientation, and gender identity, among others. We recognize that individuals have multiple identities that shape their experiences. We believe that our work on tackling gender inequality can be strengthened by examining how these identities intersect, and by using this learning to inform programs and influencing. Gender inequality intensifies the negative effects of all other forms of exclusion and as a result, exclusion is different and often worse for girls and women. Women often face the most significant barriers to exercising their rights among excluded groups, which is why gender equality remains a distinct priority for our work. Although we acknowledge that gender is non-binary, we refer to women, men, boys, and girls in this policy because of the specific composition of the populations we serve. Our demographic data collection allows community members to identify as genders beyond male and female. We are committed to including individuals who identify as other gender identities and aim to understand and address their unique challenges in our programming.

Despite long-standing international commitments and the demonstrated benefits of addressing gender inequalities, incorporating gender perspectives into development work remains a significant challenge. One of the most important lessons is that actions to address gender inequalities must be explicit throughout development planning and programming if consistent progress is to be made toward gender equality. Without explicit policies, objectives, strategies, targets, and actions to ensure women's equal participation and outcomes, the needs of women and girls continue to be overlooked.

Addressing gender inequalities helps VWB NA to harness all available resources, financial and human, to benefit women, men, boys and girls in an equitable manner thus ensuring adherence to international and national standards and objectives including the Sustainable Development Goals 2015 – 2030; Goal No.5, “achieve **Gender Equality** and empower all women and girls”. Attention to gender-specific rights violations is clear in the SDGs, as evidenced by a hard-won stand-alone goal which calls on the world to “achieve gender equality and empower all women and girls” (Goal 5) and a goal to reduce inequality within and among countries (Goal 10). Such commitments provide a solid foundation for our priority focus on gender equality and inclusion.

Realizing gender equality and the empowerment of women and girls will make a definitive contribution to progress across all development and humanitarian interventions. The achievement of full human potential of sustainable development is not possible if one half of humanity continues to be denied its full human rights and opportunities.

3. Application

"There are issues of right or wrong in any culture but, there are also issues of success and failure. Any nation that fails to educate its girls or employ its women and allow them to maximize their potential is doomed to fall behind the global economy. Imagine if you have a team and don't let half of the team play; that makes no sense." "Treating women as second-class citizens is a bad tradition, it holds you back. There's no excuse for sexual assault or domestic violence, there's no reason that young girls should suffer genital mutilation, there's no place in a civilized society for the early or forced marriage of children. These traditions may go back centuries; they have no place in the 21st century."

Barack Obama, President of United states

This policy applies to:

- a) VWB NA staff in Canada, US and around the globe.
- b) All our partner organization staff in Canada, Africa and Asia; and
- c) All external stakeholders involved in VWB NA programming including Board Directors.

This Policy was a collaborative and joint effort between VWB/VSF Canada staff, VWB USA staff, Board of Directors for USA and Canada and local partners staff. All of the stakeholders have agreed upon guidelines of this Policy and shall enact their own procedures, regulations or other regulatory documents that enable compliance by its employees (and/or, when appropriate, contractors and other partners) with this Policy.

4. Purpose

The purpose of this policy is to establish a clear vision, direction, common language and consistent message to operationalize and communicate our commitment to the promotion of gender equality and inclusion for all of our staff and partners, at all levels. The ultimate goal of this policy is to contribute to a world where relations among all genders are equal, and where the most vulnerable, such as women and girls, can play a leading role in advancing sustainable development and social justice.

This policy strategy has been established in order to provide guidance to VWB NA staff, consultants and other relevant stakeholders on pursuing more effective evidence-based gender sensitive and gender responsive programming that enhances gender equality and women's empowerment, and incorporates these efforts into core humanitarian assistance and development programming. In order to hasten positive change on gender equality and women's empowerment and to maximize the benefits of development to women and men, the policy will include targeting and influencing humanitarian and development partners. Systematic gender mainstreaming will take place at all levels of VWB operations in all their beneficiary countries.

5. Expected Policy Outcomes:

1. Influence local policies with our partner organizations in support of gender equality and equal access to resources and benefits of development.
2. Foster equal opportunities in promoting women's participation in decision making at all levels of communities.
3. Promote an organizational culture that prioritizes, budgets and contributes to long term changes in reducing gender gaps, in favor of gender equality at the individual, collective and institutional level.
4. Reduce gender disparities in livelihoods and incomes, and improved food security for vulnerable women, girls, men and boys.
5. Increase productivity by women and girls, men and boys in agriculture, livestock, horticulture, fisheries, forestry, livestock, postharvest processing, and marketing.
6. Reduce gender-based violence (GBV) and mitigation of its harmful effects on women, girls, men, and boys.
7. Empower women to play an increased decision-making role at all levels of the community.
8. Strengthen rural women's organizations and networks to coordinate women's activities and empowerment efforts.
9. Influence national and local governments; opinion leaders, community leaders, community-based organizations to effectively embrace gender mainstreaming in all services or program delivery.
10. Enhance knowledge on gender mainstreaming through awareness raising, capacity enhancement trainings to all VWB NA's key stakeholders and its staff.

6. Applicable Requirements

In order to effectively promote gender equality and inclusion we are committed to:

1. Design, implement, monitor, and evaluate quality gender sensitive and gender responsive and inclusive development programmes and influencing.
2. Integrate gender equality and inclusion measures with our partner organizations, management functions and leadership, and the way we conduct our work. We do not tolerate practices that result in gender-based discrimination, exclusion or inequality based on gender or other forms of identity;
3. Build partnerships that promote respect for gender equality, diversity and inclusion.
4. Engage partners in joint approaches to promote gender equality, women and girls' rights, and inclusion.
5. Support women's movement, indigenous rights organizations, organizations that work with people with disabilities and other organizations dedicated to advocating for the rights, well-being, and inclusion of individuals who identify within the broader spectrum of sexual orientations and gender identities.
6. Strengthen our efforts to influence decision makers at all levels to embrace gender equality, women and girls' rights and inclusion;
7. Mobilize and dedicate the appropriate/necessary human, technical and financial resources in line with and to meet our commitments to gender equality and inclusion

7. Our Commitment

VWB NA works towards improving the health and welfare of animals, health and livelihoods of vulnerable or disadvantaged groups and approaches its work in a gender sensitive and responsive manner. The projects have a clear implementation strategy that focuses on gender mainstreaming and promoting equitable participation of women, girls, boys and men in the project activities. VWB NA starts mainstreaming gender in its program cycle right from the onset of project planning, through to the design, implementation and monitoring and evaluation.

VWB NA ensures the presence of gender focal persons (specialists, officers) who are basically dedicated to ensuring gender mainstreaming is conducted by all project staff and key stakeholders.

VWB NA conducts capacity enhancement training for staff, project beneficiaries and government counterparts building up the teams' capacities to fully mainstream gender equality and empowerment of women and girls.

VWB NA not only integrates gender as required, but also clearly spells out its mainstreaming strategies right from the baseline assessment, gap analysis/gender analysis, the stakeholder analysis and objective analysis. These studies are done in a participatory way involving women and men in the analysis process, where the results from which determine the interventions on gender equality and women's empowerment.

Gender specific indicators are formulated from the gender analysis results to measure progress towards addressing the different needs for women, men, girls and boys.

Gender disaggregated targets are set to avoid neglecting the disadvantaged groups, such as women, and girls. This strategy has proven effective in ensuring promoting enhanced representation, participation and enjoyment of project benefits for women and girls.

The organization also creates an enabling environment to facilitate the full realization and development of individual potential, providing equal opportunities in terms of access and control over resources as well as equal treatment of women, girls, men and boys in program delivery.

The VWB NA's beneficiary selection strategy is put in place to guide the selection of beneficiaries in any given project. This improves equal distribution and enjoyment of equal project benefits for women, men, girls and boys.

VWB NA conducts gender assessments/analysis and evaluations and formulates rightful intervention strategies to ensure the projects are meeting the real gender specific needs and addressing the real gaps.

8. Gender Equality in Humanitarian Action

VWB NA recognize that, women, men, girls and boys are affected differently during crisis and acknowledge their traditional roles may change. During a humanitarian crisis, VWB NA ensures that humanitarian assistance meets the entire population's different and distinct needs. Crises impact women, girls, boys and men of all ages differently. As a result, their needs and interests differ, as do their resources, capacities and coping strategies. Women are often the first responders to a crisis, and they play a central role in the survival and resilience of families and communities.

VWB NA will therefore address gender equality during a humanitarian crisis in its planning and implementing providing protection and assistance according to the needs of the different groups in a community. This ensures that the humanitarian response benefits all people affected equitably and avoids putting some at greater risk.

To achieve this, all groups must be consulted and actively participate in any needs assessments and decision-making processes. Women must be included in decision-making about the forms of assistance and protection they need. Humanitarian action can also present opportunities for new and more progressive gender roles and relationships to emerge.

Improved gender equality programming in humanitarian settings lead not only to improved quality of life for all community members, but also to greater access to services, better identification of the needs of beneficiaries, and heightened empowerment and aspirations among young women and men.

8. Implementation

VWB NA's gender equality policy will strive to use gender sensitive, and gender responsive mainstreaming strategies for the different needs of women, men, girls and boys. This will be supported by project teams and key stakeholders undertaking regular gender monitoring and evaluations. We consult partner organizations to examine their gender policies and explore opportunities for further improving outcomes for women, men, boys, and girls, including through learning and sharing among partners.

8.1 Strategies:

VWB NA commits **strategic investments** to promote gender equality and women's empowerment. Integrated approaches and actions will be included throughout the organization's program cycle ensuring that the perspective of gender mainstreaming is within the formulation of all policies, planning, programming, implementation, monitoring and evaluation of the organization.

Responding to different challenges in crisis and conflict affected environments: VWB will work in conflict affected and fragile countries and promote women's participation in all efforts to prevent, resolve and rebuild following conflict; prevent and respond to GBV; and ensure that relief and recovery efforts address the different needs and priorities of women and men.

Pursue an **inclusive approach** to foster equality for all, regardless of age, sexual orientation, gender identity, disability status, religion, ethnicity, socio economic status, geographic area, migratory status, forced displacement or HIV/AIDS status.

Establish networks across a wide range of stakeholders: VWB will partner with host governments, civil societies, the private sector and other donors and organizations to ensure that program efforts are coordinated and non-duplicative, build on the skills and initiatives of local actors, and reflect country's' priorities in efforts to bring gender equality.

VWB NA will establish **monitoring and evaluation accountability and learning strategy** whereby it will measure performance in closing key gender gaps and empowering women and girls, learn from

successes and failures and disseminate best practices on gender integration throughout the organization and beyond.

Ensuring that any gender analysis is mainstreamed, **sex-disaggregated data** will be generated, collected, analyzed and used to inform the development of gender disaggregated targets and gender sensitive and responsive strategies.

VWB NA will support interventions that encourage and support changes in attitudes, structures and mechanisms in order to eliminate gender biases; gender inequalities, and retrogressive cultural practice and ensure women's economic empowerment and equal access to and control over resources and opportunities. Special attention will be given to positive and **affirmative actions** that may be required to redress all gender inequalities.

Allocation of **gender specific budgets** for the different needs of women, men, boys and girls will ensure adequate financial and other resources for mainstreaming gender perspectives into activities made available to respond to specific gender needs. VWB will not only be gender sensitive but rather responsive to those gender concerns, gaps and issues. Resources will be made available to address the concerns appropriately.

Women and youth friendly spaces or social centers will be established for information sharing, networking and skills transfer opportunities. Those centers will act as points of contact for the women and youth to share their knowledge, learn from each other and transfer those skills to apply in their lives.

Advance equal opportunities for women and men at all staff levels within the organization especially in countries where female personnel are under-represented can be done from the outside; for instance, giving chances to female graduates to gain experience and on-the-job trainings, mentoring, coaching of other experience that enhances performance and increases participation in the empowerment sector.

VWB NA will promote a **gender sensitive and responsive organizational culture** which is mindful of creating an equitable and equal world for women, girls, men and boys regardless of their sex, age, race, ethnicity, religion and sexual orientation.

Programs will initiate **community gender dialogue** where members of the community will discuss gender issues in a gender forum, share challenges of advancing gender equality, identify retrogressive cultural practices that hinders development and access and control over resources or one's life, and come up with action plans to address those challenges. Community dialogues can be mixed bringing together those of different genders or organized separately for different gender groups and age groups.

VWB NA will devise and implement effective programs to achieve gender equality, based on **detailed understanding and analysis** of the specific and distinct needs of women and girls. Sharing and responding to key gaps, obstacles, innovative initiatives and program approaches from the gender analysis results will increase gender equality and female empowerment appropriate for the specific region or countries within or across the regions.

Recognizing and appreciating special acts of accomplishments in the promotion of gender equality and women and girls' empowerment ensures outstanding individuals "**gender champions**" are engaged to promote these values in the organization, the community and key local government officials. These champions are to be recognized and rewarded for their special efforts as a way of motivating and converting more gender champions to join the emancipation. We aim to incorporate positive masculinity into our programs, engaging men in women's empowerment initiatives to demonstrate how empowering women and girls can lead to improved household outcomes.

Programs will plan to coordinate **gender working groups** for cross sector issues such as gender-based violence and women's empowerment programming. These will facilitate learning across departments, partners, and allow for sharing experiences, operational challenges, lessons learned, good practices, reporting and advocating on critical gender issues.

Creating **gender sensitive community awareness and outreach** activities on gender equality and women empowerment will facilitate sharing and dissemination and provide networking opportunities.

Programming will include **advocacy initiatives** involving the local authorities like the chiefs and commissions, to promote change in policies, cultural norms, and rules that affect especially women's full participation. Advocacy messages will be developed to support the initiatives.

All employees and key stakeholders will receive the training necessary on **gender and other human and civil rights awareness** and meet the standards for delivery of appropriate technical support for the promotion of gender equality and women empowerment. When necessary, refresher training can be organized to enhance knowledge.

VWB NA programs will include the development and documentation of **best practices**, success stories on gender integration that include topics related to gender analysis, project design, implementation and monitoring and evaluation.

VWB NA employs a **gender point of contact (PoC) or focal person** to coordinate internal and external gender matters, providing technical support to the team and implementing partners. The gender focal person will also monitor progress and advocate on key gender issues.

8.2 Roles and Responsibilities of VWB NA's staff and Country Offices

VWB NA believes in team responsibility in order for gender equality and gender equity to be achieved. The organisation recognises the particular responsibility for those in positions of leadership and management as they influence decisions and hold themselves accountable for policy adoption and compliance by all stakeholders. This policy applies equally to international and Canadian contexts.

All of our staff members and country office teams, regardless of function or location, are responsible for the implementation of the requirements outlined in this policy. These requirements are reflected in recruitment processes, job descriptions and performance reviews of staff at all levels and in the way we hold each other to account. Training on gender equality and social inclusion will be provided for all staff. New staff will receive this training during onboarding. Additionally, we will facilitate opportunities for VWB staff and various stakeholders to share success stories and ideas, fostering discussions on promoting gender equality.

In order to ensure adherence to gender mainstreaming and integration in the program cycle, VWB NA and country offices are committed to:

1. Be accountable for the implementation of the Gender Equality Policy in VWB NA's portfolios and staff performance objective.
2. Ensure that gender mainstreaming and female empowerment becomes an integral part of the project and holds implementing partners responsible for their share: integrating gender into programming, developing indicators that measure specific gender equality goals for each activity, and consistently reporting on results related to gender equality and female empowerment for decision making processes.
3. Provide feedback on lessons learned for the implementation of the policy and offer technical advice and direction for achieving planned objectives.
4. Act as primary liaison between the gender point of contact/focal persons, (PoC) implementing partners and the donors.
5. In case of sub-contracting, ensure that gender equality and women's empowerment objectives are integrated into the programming, and that solicitations and contracts that are awarded reflect the mandated gender analyses.
6. Advise implementing partners of the gender policy's requirements and provide appropriate oversight to ensure that all implementing partners comply with these requirements.
7. Ensure that gender issues are incorporated into all trainings, programs organized by the project teams.
8. Ensure accountability for implementation of the Gender Equality Policy in staff roles and responsibilities.
9. Communicate and highlight to key stakeholders including partners, governments, civil society organization the importance of gender equality and female empowerment as key development objectives for the achievement of holistic development.
10. Ensure budget allocations are being attributed to the gender specific issues; needs and policy functions which results in advancement and achievement of gender equality and women's empowerment objectives.
11. Conduct policy compliance monitoring spot checks and balances to ensure partner adherence to the policy requirements at all stages of the program. Monitor policy compliance by implementing partners to determine issues encountered during the policy implementation and necessary review required for better outcomes.
12. Conduct recruitment procedures that are gender sensitive, mainstream gender issues and promote fair and equal opportunities for women and men.

Annex 1 - Commonly Used Gender Concepts

Disability: The term “persons with disabilities” is used to apply to all persons with disabilities including those who have long-term physical, mental, intellectual or sensory impairments that, in interaction with various attitudinal, environmental and institutional barriers, hinder the full realisation of their rights as well as their full and effective participation in society on an equal basis with others.

Diversity: The acknowledgement that each individual is unique. It means recognizing, accepting, celebrating and finding strength in individual differences such as gender, age, nationality, race, ethnicity, ability, sexual orientation, socio-economic status, religious beliefs, political beliefs, or other ideologies.

Empowerment: is about people – both women and men – taking control of their lives, setting their own agendas, gaining skills, building self-confidence, solving problems and developing self-reliance. It is not only a collective, social and political process, but an individual one as well and it is not only a process but an outcome as well.

Exclusion: consists of dynamic, multi-dimensional processes driven by unequal power relationships interacting across four main dimensions—economic, political, social and cultural—and at different levels including individual, household, group, community, country and global levels. It results in a continuum of inclusion/exclusion characterized by unequal access to resources, capabilities and rights which leads to health inequalities.

Gender: denotes certain behaviours, activities, roles and responsibilities, opportunities and attributes considered appropriate for men and women by a given society at a certain point in time. Gender determines what is valued in women and men, what they are allowed to do and what is expected from them. Gender also refers to relationships between women and men, as well as the relationships between men and the relationships between women. These relationships, attributes and opportunities are socially constructed and learned. Hence, they are flexible, can change over time and differ across societies (UN Women, n.d.-b).

Gender (or sexual) division of labour: This is an important concept in basic gender analysis that helps deepen understanding about social relations as an entry point to sustainable change through development. The division of labor refers to the way each society divides work among men and women, boys and girls, according to socially-established gender roles or what is considered suitable and valuable for each sex. Anyone planning a community intervention needs to know and understand the division of labor and allocation of assets on a sex-and-age disaggregated basis for every community affected by development interventions (UN Women, n.d.).

Gender equality: refers to equal responsibilities, opportunities, and rights of women and men. However, “equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender

equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development" (UN Women, n.d.-b).

Gender equity: is very much related to the concept of fairness – the process of being fair to women and men. It considers women and men's different needs, capacities and interests in the allocation of and access to any resources, services and goods. It also addresses imbalances in benefits available to women and men (CAAWS, 2013). Gender equity can include equal treatment as well as different treatment of men and women that is considered equivalent regarding benefits, opportunities, rights and obligations (UN Women, n.d.-b).

Gender gap: refers to any disparity between women and men's condition or position in society. It is often used to refer to a difference in average earnings between women and men, e.g. "gender pay gap." However, gender gaps can be found in many areas, such as the four pillars that the World Economic Forum uses to calculate its Gender Gap Index, namely: economic participation and opportunity, educational attainment, health and survival and political empowerment (Hausmann, Ricardo, Tyson, Zahidi, 2012).

Gender sensitive activities consider gender norms, roles and relations but do not address inequalities generated by these. While gender-sensitivity indicates gender awareness, no significant remedial action is undertaken (Cadondon, Heller, & Strohmeier, 2015).

Gender stereotypes: Gender stereotypes are simplistic generalizations about the gender attributes, differences and roles of women and men (UN Women, n.d.). These stereotypes dictate the expected roles, behaviors, and characteristics of men and women. Example: The belief that men should be providers and protectors while women should be caregivers and homemakers.

Gender mainstreaming is the process of ensuring that women and men have equal access and control over resources, development benefits and decision-making, at all stages of the development process. The goal is to facilitate stakeholders to routinely integrate the interests of women as well as men at every stage of the program cycle from planning to implementation and evaluation.

Gender-Based Violence (GBV) is an umbrella term which refers to any harmful act that is perpetrated against a person's will and that such an act is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution domestic violence; trafficking; forced /early marriages; harmful traditional practices such as female genital mutilation; honor killings; and widow inheritance.

Gender analysis examines the relationships between females and males and their access to and control of resources, their roles and the constraints they face relative to each other. A gender analysis approach should be integrated into the development needs assessment, and in all sector assessments or situational analyses, to ensure that gender-based injustices and inequalities are not perpetuated and that where possible greater equality and justice in gender relations are promoted.

Gender-blind policies ignore the different socially determined roles, responsibilities and capabilities of men and women. It is based on information derived from men's activities and/or assumes those affected by the policy have the same (male) needs and interests

Gender impact assessment: examining policy proposals for purposes of determining how they affect women and men differently, with a view to adapting these proposals to make sure that discriminatory effects are neutralized, and that gender equality is promoted.

Gender norms: are social norms defining acceptable and appropriate actions for women and men in a given group or society. They are embedded in formal and informal institutions, nested in the mind, and produced and reproduced through social interaction. They play a role in shaping women and men's (often unequal) access to resources and freedoms, thus affecting their voice, power and sense of self.

Gender responsive: describes processes or outcomes that explicitly take gender equality into account, for example through research, data collection, analyses, consultation and other processes. Gender responsiveness implies consistent and systematic attention to gender-based differences and inequalities between women and men, with a view to addressing systemic and structural constraints to gender equality, as well as underlying causes of gender inequality, discrimination and exclusion. Processes or outcomes that are gender-responsive could be laws, policies, programs, services and other inputs that are formulated, planned and delivered in a manner that facilitates the achievement of gender equality (UN Women, n.d.).

Gender transformative approach (GTA): programs and interventions that create opportunities for individuals to actively challenge **gender** norms, promote positions of social and political influence for women in communities, and address power inequities between persons of different genders.

Gender role: is a [social role](#) encompassing a range of behaviors and attitudes that are generally considered acceptable, appropriate, or desirable for a person based on that person's biological or perceived [sex](#). Gender roles are usually centered on conceptions of [masculinity](#) and [femininity](#), although there are [exceptions](#) and [variations](#). The specifics regarding these gendered expectations may vary substantially among cultures, while other characteristics may be common throughout a range of cultures. There is ongoing debate as to what extent gender roles and their variations are [biologically determined](#), and to what extent they are [socially constructed](#).

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.

Intersectionality: The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage; a theoretical approach based on such a premise.

Social inclusion: the process of improving the terms of participation in society for people who are disadvantaged on the basis of age, sex, disability, race, ethnicity, origin, religion, or economic or other status, through enhanced opportunities, access to resources, voice and respect for rights.

Social Norms: informal rules, which also influence (and are influenced by) formal rules such as laws and regulations. Norms shape expectations and attitudes and can sustain and prescribe gender inequality. Around the world, social norms on gender shape the unequal status of women and girls and the expectations of their role in society.