

Inclusiveness and Gender Terms and Definitions

Term	Definition
Sex	Biological and physiological characteristics of men and women
Gender	The set of social attributes associated with being male and female learned through socialisation.
Gender roles	A social construct that defines what it means to be a man or woman, boy or girl in a particular society
Gender equity	The process of being fair to men and women. Equity leads to equality.
Gender equality	The equal enjoyment by women, girls, boys and men of rights, opportunities, resources and rewards.
Gender mainstreaming	The process of assessing the implications for women and men of any planned action in all areas and at all levels. This means making both the concerns and experiences of women and men an integral dimension of all agriculture and rural development efforts.
Empowerment (Women's and Men's)	Awareness raising, building of self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions that reinforce and perpetuate discrimination (including gender) and inequality. People empower themselves.
Gender and Inclusion Transformative Approach	Program or research approaches or activities that seek to build equitable social norms and structures in addition to individual gender and inclusion equitable behaviour by addressing the fundamental causes and sources of inequality. A crucial approach for agricultural development
People with disabilities	Women, men, girls and boys who have episodic or long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others: Disabilities = impairments + barriers
Disability inclusive development	An inclusive approach seeks to identify and address barriers that prevent people with disabilities from participating in and benefiting from development.