GENDER EQUALITY COMMISSION
(DECS-GEC)

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CONCEPT NOTE FOR THE

COUNCIL OF EUROPE GENDER EQUALITY GLOSSARY

Rationale and context of the Council of Europe Gender Equality Glossary

The Gender Equality Commission (GEC) discussed the need for developing a Council of Europe Gender Equality Glossary based on the definitions and terms of Council of Europe instruments and standards (including case law of the European Court of Human Rights (ECtHR)). During its fifth meeting, which took place in Strasbourg on 2-5 April 2014, the GEC decided to produce such a glossary, and instructed the Secretariat to prepare an information paper outlining the background relating to the Gender Equality Glossary request, listing existing and known glossaries available and identifying gaps and needs which may require further work, including draft preliminary terms of reference about the objectives and expected results. In the course of the discussions on this issue, it was agreed that instead of having one glossary which would group together gender equality and lesbian, gay, bisexual and transgender (LGBT) issues, the glossary should focus on gender equality only, as LGBT issues do not come under the remit of the GEC.

GEC members put forward ideas as to the development of the Gender Equality Glossary, such as:

- the collection and cataloguing of resources;
- the creation of a working group of experts;
- a listing of different definitions;
- the need for clarity of terminology and harmonisation in naming appropriately all aspects of discrimination and equality leading to a common understanding of concepts.

Moreover, it was pointed out that the glossary must take into account and reflect the priorities of the Council of Europe. The need not to duplicate or overlap with the work of other organisations was also mentioned, with particular reference to the work that the European Institute for Gender Equality (EIGE) is currently undertaking in the development of a thesaurus on gender equality. In view of this, the GEC agreed as a first step to have a mapping of gender-related terms glossaries, gender studies and relevant gender training tools to be able to identify gaps and be in a position to decide how to proceed and what the Gender Equality Glossary of the Council of Europe would eventually cover. This mapping exercise (which is included in the appendix to this document) was also considered useful for guidance regarding the determination of the time-frame for the development of the Gender Equality Glossary.

Furthermore, GEC members debated whether the Gender Equality Glossary should be a technical or non-technical document. Different views emerged on this matter and following discussions, it was recognised that a compromise must be found about this issue, considering that the Gender Equality Glossary is intended to benefit different target groups, i.e. experts and non-experts. There was general agreement that gender equality concepts translated into common language will be sufficient for awareness-raising and training purposes of those who do not have specific gender expertise, but that international and national gender experts and policy makers in the member states will benefit mostly from more detailed explanations of technical terminology and related concepts. The usefulness of supporting definitions with concrete examples and best practices was also highlighted. The

GEC agreed that the Gender Equality Glossary should have a user-friendly format and layout, and should be easy to read and to understand the information contained therein.

The current interest of the Council of Europe for devising a new Gender Equality Glossary is also in line with its long-standing promotion of the utilisation of non-sexist language. On 21 February 1990, the Committee of Ministers adopted Recommendation No. R (90)4 on the elimination of sexism from language. In 1992, the Committee of Ministers expressed the wish that a technical revision of the Staff Regulations be undertaken to remove all sexist connotations in accordance with the above mentioned Recommendation. On 1 June 1994, the Secretary General adopted Instruction No. 33 concerning the use of non-sexist language at the Council of Europe. In the following years some discussions to revise and update Instruction No. 33 took place, but to date no revision has been agreed upon.

Finally, the GEC agreed to discuss the issue further and take a decision at its sixth meeting (19-21 November 2014) on the basis of discussions on this concept note.

Existing gender-related glossaries and resources
The Secretariat has mapped available gender-related glossaries and other relevant resources produced by various institutions. The identified glossaries and resources are diverse in scope, length and format: some are lengthy and technical, others are more general, some are supported with examples and others deal with gender in close relation with the work of the organisation that produced it. The list of identified glossaries and resources, including a brief description of each of them, is provided in Appendix 1 to this document. In addition to resources produced by various institutions, there is a growing body of academic textbooks and sourcebooks that review key concepts related to gender equality in fields such as sociology, political science and law. Appendix 1 includes recent titles as an illustration.

Objectives of the Gender Equality Glossary
The main objective of a Council of Europe Gender Equality Glossary is to map the terminology that covers all the relevant areas of gender equality, including non-discrimination on other grounds (excluding LGBT issues) and provide adequate explanation, taking into account the new developments and activities that the Council of Europe is undertaking in the field of gender equality. The Gender Equality Glossary should include definitions from relevant conventions and other documents adopted by the Council of Europe, taking into consideration the fact that they have contributed to substantive and updated, if not new, terminology compared to the one used in the past. The glossary should take account of the dynamic development of international law in the field of human rights and also look at the terminology of relevant decisions of the European Court of Human Rights.

Deliverables
The Gender Equality Glossary should include:

1. A short history of how the promotion of gender equality issues has evolved in the past ten years.
2. Definitions of gender-related terms.
3. A list of the relevant Council of Europe instruments.

4. A list of pertinent international instruments.
5. A list of existing gender-related glossaries, based on the one that is provided in the appendix to this document.

The length of the Gender Equality Glossary and related appendices will depend on the GEC decision with respect to the type of glossary to be developed by the Council of Europe.

Thematic Areas

The Gender Equality Glossary should cover, in particular but not exclusively, the areas that are most relevant for the Council of Europe Gender Equality Strategy 2014-2017, namely its five strategic objectives.[1] The Gender Equality Glossary should support definitions with good examples and promising practices, including relevant national legislations and policies.

Methodological Approach

The Gender Equality Glossary should comprise and give definitions of gender-related terminology and areas of work, which are relevant to the interests and activities of the Council of Europe. Definitions should include references to Council of Europe standards, instruments and activities in the sector under consideration. For instance, in all areas related to violence against women, which is one of the five objectives of the Council of Europe Gender Equality Strategy 2014-2017, the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (2011) should be taken as a landmark treaty.[2] Reference to key international conventions such as the United Nations Convention on the Elimination of All forms of Discrimination against Women (CEDAW, 1979) and its optional Protocol (1999), as well as to the work of other international organisations in the field under consideration should also be included.

Timeline

The precise timeline will depend on the approach that the GEC will take with regard to the type and length of the Gender Equality Glossary, as well as on availability of resources.

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[1] For further information on the five strategic objectives of the Council of Europe in the area of gender equality see: the Council of Europe Gender Equality Strategy 2014-2017 at the following link:
http://www.coe.int/t/dghl/standardsetting/equality/02_GenderEqualityProgramme/Council%20of%20Europe%20Gender%20Equality%20Strategy%202014-2017.pdf.

[2] The Convention for the Protection of Human Rights and Fundamental Freedoms (1950) and its Protocols, the European Social Charter (1961, revised in 1996), the Council of Europe Convention on Action against Trafficking in Human Beings (2005), the Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse (2007), Recommendation CM/Rec (2002)5 on the protection of women against violence, Recommendation CM/Rec (2007)17 on gender equality standards and mechanisms, Recommendation CM/Rec (2010)10 on the role of women and men in conflict prevention, the growing body of case law of the European Court of Human Rights which sets important standards in the field of violence against women as well as General Recommendation No. 19 of the CEDAW Committee on violence against women should also be regarded as points of reference in this area.

APPENDIX
List and description of glossaries (non-exhaustive)

Gender Equality

- *AGENCE CANADIENNE DE DEVELOPPEMENT INTERNATIONAL* **(ACDI) and UN WOMEN**, *Lexique des principaux termes liés à l'égalité entre les sexes et à l'autonomisation économique des femmes* **(last update 2012).**[3]
  Description: Online glossary, providing the terminology relevant to gender equality in French, English and Spanish.

- **BRIDGE INSTITUTE OF DEVELOPMENT STUDIES, Development Gender Report No. 48,** *Glossary on Macroeconomics from a gender perspective*, prepared by Bridge in collaboration with GTZ, Authors: Patricia Alexander with Sally Baden **(2000).**[4]
  Description: This glossary provides a concise introduction to the key concepts relevant to macroeconomics and its applications, highlighting the gender dimensions of current economic thinking. It also indicates aspects of policy formation and evaluation where these dimensions are increasingly taken into account. This glossary is well done and because of its specific technical focus, it is interesting and relevant (42 pages).

- **COUNCIL OF EUROPE, Recommendation No. R (90) 4 of the Committee of Ministers to Member States on the elimination of sexism from language**[5], adopted by the Committee of Ministers on 21 February 1990 at the 434th meeting of the Ministers' Deputies.
  Description: This document recommends that "*the governments of member states promote the use of language reflecting the principle of equality of women and men, and take any measures they consider appropriate with a view to: 1. encouraging the use, as far as possible, of non-sexist language to take account of the presence status and role of women in society, as current linguistic practice does for men; 2. bringing the terminology used in legal drafting, public administration and education into line with the principle of sex equality; 3. encouraging the use of non-sexist language in the media.*"

- **COUNCIL OF EUROPE, Instruction No 33 concerning the use of non-sexist language at the Council of Europe,** adopted by the Secretary General on 1 June **1994**.
  Description: In Instruction No. 33 of 1 June 1994, the Secretary General decided that sexism shall be removed from language at all levels of the Council of Europe and the use of non-sexist language be included in all Council of Europe texts, publications and audio-visual materials in accordance with the guidelines appended to the Instruction.

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[3] http://www.acdi-cida.gc.ca/acdi-cida/ACDI-CIDA.nsf/fra/CAR-121913336-P7B.

[4] http://www.iiav.nl/epublications/2000/glossary_on_macroeconomics.pdf.

[5] https://wcd.coe.int/com.instranet.InstraServlet?command=com.instranet.CmdBlobGet&InstranetImage=1234348&SecMode=1&DocId=590474&Usage=2.

- **EUROPEAN COMMISSION,** *Glossary of Gender and Development terms*. This glossary is the third section of the *"Toolkit on mainstreaming gender equality in EC development cooperation"* **(2004).[6]**
  Description: The glossary includes main definitions of gender-related concepts, with a focus on a gender and development (6 pages).

- **EUROPEAN COMMISSION-DG JUSTICE**, *Égalité entre les femmes et les hommes – glossaire.*[7]
  Description: This online glossary is short and not very detailed.

- **FEDERAL DEPARTMENT OF FOREIGN AFFAIRS (FDFA) AND THE SWISS CENTRE OF EXPERTISE IN HUMAN RIGHTS (SCHR),** *Women's Human Rights applications for Android, Blackberry and Apple*.
  Description: In September 2013, the Federal Department of Foreign Affairs (FDFA) and the Swiss Centre of Expertise in Human Rights (SCHR) developed a new application for smartphones and tablets to make the texts and content of international agreements, UN resolutions and other documents relating to women's human rights more easily accessible. Women's Human Rights application is a practical tool for easy access to relevant international legal instruments as well as agreed language contained in 128 UN documents on women's human rights adopted by UN bodies. In addition, it also comprises a range of regional documents. This new innovative tool serves stakeholders as a basis for strong argumentation and allows for more coherent and efficient negotiation processes. It helps to safeguard negotiated achievements and to make further progress in the field of women's human rights and gender equality.

- **FRIBOURG UNIVERSITY,** *Glossaire pour un enseignement supérieur sensible au genre*.[8]
  Description: This is an online glossary and is very interesting as it is within a framework of promoting gender sensitive teaching in higher education.

- **INTERDISCIPLINARY CENTRE FOR GENDER STUDIES (izfg), University of Bern,** *Glossary on maternal health with additional focus on gender issues*, author Christina Eng **(2010).[9]**
  Description: Good compilation of terminology related to maternal health and gender. This publication includes a useful annex listing declarations, protocols, statements, conventions and relevant articles on sexual rights, reproductive rights, right to health, women's rights and human rights.

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[6] http://ec.europa.eu/europeaid/sp/gender-toolkit/en/pdf/section3.pdf.
[7] http://ec.europa.eu/justice/gender-equality/glossary/index_fr.htm.
[8] http://www3.unifr.ch/equal/fr/glossaire.
[9] http://www.izfg.unibe.ch/unibe/rektorat/izfg/content/e3785/e4677/e4734/GlossarMaternalHealthupdated_ger.pdf.

- **INTER PRESS SERVICE (IPS), IPS Gender and Development Glossary 3rd Edition, A Tool for Journalists and Writers (2010).**[10]
  Description: Very good document, directed at journalists. It contains a glossary and a chapter with troublesome terms and alternatives (88 pages).

- **INTERNATIONAL LABOUR ORGANIZATION (ILO),** *ABC of women workers' rights and gender equality* **(2007).**[11]
  Description: This glossary is well researched and very detailed, and includes gender concepts as well as general labour concepts which are relevant to gender. This publication aims to be an accessible guide to international labour standards relevant to women workers' rights and the promotion of gender equality in the world of work, based on a wide reading of ILO documentation and consultation with numerous experts on the topics. Arranged alphabetically by topic, it focuses primarily on States' and employers' obligations and workers' rights as regards equality between men and women, enshrined in the ILO's body of international labour standards. It also refers to other relevant developments and trends in international law, supranational law and national legislation and practice (221 pages).

- **INTERNATIONAL ORGANIZATION FOR MIGRATION (IOM), Guidelines on implementing the IOM programme policy on migrants and gender issues (2006).**[12]
  Description: This publication contains a glossary of two pages on gender (9 pages).

- **MEDITERRANEAN INSTITUTE OF GENDER STUDIES,** *Glossary of Gender-related Terms*, *Compiled by Josie Christodoulou* (***August 2005***) *and updated by Anna Zobnina,* (***August 2009***)**.**[13]
  Description: A good detailed glossary (32 Pages).

- **ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT (OECD),** *DAC Source Book on Concepts and Approaches Linked to Gender Equality* (1998).[14]
  Description: Comprehensive glossary, but a bit dated (*80 pages).*

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[10] http://www.endvawnow.org/uploads/browser/files/gender-devtglossary_ips_2010_en.pdf.
[11] http://www.ilo.org/wcmsp5/groups/public/—dgreports/—gender/documents/publication/wcms_087314.pdf.
[12] www.un.org/.../IOM_Guidelines_on_implementing_the_IOM_programme_policy_on_migrants_and_gender.pdf.
[13] http://www.peacewomen.org/assets/file/AdvocacyEducationTools/genderglossary_migs_aug2005.pdf.
[14] http://www.oecd.org/social/gender-development/dacsourcebookonconceptsandapproacheslinkedtogenderequality.htm.

- **ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT (OECD) DEVELOPMENT CENTRE, Wikigender.**[15]
  Description: Wikigender is a website initiated by the OECD Development Centre to facilitate exchange and improve the knowledge about gender equality-related issues around the world. A particular focus lies on gathering empirical evidence and identifying adequate statistics to measure gender equality. Based on the work of the OECD Gender, Institutions and Development Data Base, Wikigender aims to highlight the importance of social institutions such as norms, traditions and cultural practices that impact on women's empowerment. Glossaries related to different gender-related areas of work, including education, employment, health and violence against women are available on Wikigender.

- **ORGANIZATION FOR SECURITY AND CO-OPERATION IN EUROPE (OSCE),** *Glossary on gender related terms* **(May 2006).**[16]
  Description: Good glossary of gender-related terms, providing examples of the terms and a list of links referring to other glossaries (4 pages).

- **UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP),** *Gender Mainstreaming Learning and Information pack* **(2001).**[17]
  Description: This information pack was developed for use both as a basic resource on gender analysis and in a training setting. It was developed to reflect UNDP's needs in particular, especially those of gender focal points in UNDP country offices, but may be useful for other purposes. It contains some interesting references, links, exercises and suggestions for reading. This publication has a very effective visual impact and an attractive format (134 pages).

- **UNITED NATIONS EDUCATION, SCIENTIFIC AND CULTURAL OFFICE (UNESCO),** *Gender mainstreaming implementation framework* **(2002).**[18]
  Description: This publication is UNESCO Gender Mainstreaming Strategy 2002-2007. It is listed among available gender glossaries, because in its Annex 2, it contains one and a half pages of baseline definitions of key gender concepts. Since it focuses mainly on gender mainstreaming (including the history of the term "gender mainstreaming"), it might be a source of reference for any work/publication on gender mainstreaming. It provides a good overview of how to conduct a gender analysis and of how to mainstream gender in the execution of programmes (18 pages).

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[15] http://www.wikigender.org/index.php/New_Home
[16] http://www.osce.org/gender/26397?download=true.
[17] http://www.undp.org/content/dam/undp/library/gender/Institutional%20Development/TLGEN1.6%20UNDP%20GenderAnalysis%20toolkit.pdf.
[18] http://portal.unesco.org/en/ev.php-URL_ID=11481&URL_DO=DO_TOPIC&URL_SECTION=201.html.

- **UNITED NATIONS EDUCATION, SCIENTIFIC AND CULTURAL OFFICE (UNESCO),** *Guidelines on Gender-Neutral Language* **(1999).**[19]
  Description: The publication contains meaningful examples of gender neutral language and a gender glossary of six pages at the end of the document (58 pages, in English and French).

- **UNITED NATIONS INTERNATIONAL RESEARCH AND TRAINING INSTITUTE FOR THE ADVANCEMENT OF WOMEN (UN-INSTRAW),** *Glossary of Gender-related terms and Concepts.*[20]
  Description: Good Glossary of gender-related terms (3 pages).

- **UNITED NATIONS ON DRUGS AND CRIME (UNODC), Gender mainstreaming in the work of UNODC - Guidance note for UNODC staff (2013).**[21]
  Description: A guidance note for UNODC staff designed for non-gender specialists. It explains the concept of gender mainstreaming and how to do it. It also provides five gender briefs on how to gender mainstream throughout UNODC operations, namely on: 1. Gender and countering transnational organised crime and trafficking; 2. Gender and countering corruption; 3. Gender and terrorism prevention; 4. Gender and justice; 5. Gender and health and livelihoods. It also provides definitions of gender-related concepts, gender analysis, gender sensitive indicators and gender theories (112 pages).

- **UNITED NATIONS,** *WomenWatch*
  Description: WomenWatch is the central gateway to information and resources on the promotion of gender equality and the empowerment of women throughout the United Nations system, including the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), the United Nations Secretariat, regional commissions, funds, programmes, specialised agencies, and academic and research institutions.[22] There are no gender glossaries available on this website, nonetheless the portal contains a directory of resources on selected topics including the critical areas of concern of the Beijing Platform for Action, statistics and indicators, gender mainstreaming and online clearinghouses on themes currently on the United Nations global agenda.[23]

- **FOOD AND AGRICULTURAL ORGANIZATION (FAO),** *Agri-Gender Toolkit.*[24]
  Description: This database was developed by the Food and Agriculture Organization of the United Nations (FAO) in support of enhanced production and use of sex-disaggregated agricultural data. It presents examples of gender relevant questions and tables jointly developed by national statisticians and FAO, for agricultural censuses undertaken in Africa between 1993 and 2006. It contains English-French and French-English glossaries of gender-related terms (without definitions). The examples included in the database have been obtained from agricultural censuses.

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[19] http://unesdoc.unesco.org/images/0011/001149/114950mo.pdf.
[20] http://unamid.unmissions.org/Default.aspx?tabid=11012&language=en-US.
[21] http://www.un.org/womenwatch/directory/docs/UNODC-GuidanceNote-GenderMainstreaming.pdf.
[22] http://www.un.org/womenwatch/.
[23] http://www.un.org/womenwatch/topics/
[24] http://www.fao.org/gender/agrigender/agri-gender-toolkit/en/.

- **UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT (USAID), <u>Glossary of Gender Terms and Concepts.</u>**[25]
  Description: Basic glossary (1 page).

- **WORLD HEALTH ORGANIZATION (WHO),** *<u>Transforming Health Systems: Gender and Rights in Reproductive Health</u>.* **A Training Curriculum for Health Programme Managers (2001).**[26]
  Description: This publication is a very detailed training manual focusing on gender and health issues. It contains definitions of gender concepts related to health such as reproductive rights, sexual rights and reproductive health and explanations of general gender-related concept in areas such as education, politics, employment, economic activities, power and decision-making. Case studies from Australia and South Africa are presented (499 pages).

- **WORLD METEOROLOGICAL ORGANIZATION (WMO),** *<u>Glossary of Key Gender Terms and Concepts.</u>*[27]
  Description: Good glossary of gender-related terms (3 pages).

Academic textbooks and sourcebooks (illustrative only):

- Evans, Mary, and Carolyn Williams, eds. *Gender: the key concepts*. Routledge, 2013.
- Freeman, Marsha A., Beate Rudolf, and Christine Chinkin, eds. *The UN Convention on the Elimination of All Forms of Discrimination against Women: a commentary*. Oxford University Press, 2012.
- Georgina Waylen, Karen Celis, Johanna Kantola and S. Laurel Weldon, eds. *The Oxford Handbook of Gender and Politics*. Oxford University Press, 2013.
- Goertz, Gary, and Amy Mazur. *Politics, Gender and Concepts*. Cambridge University Press, 2008.
- Kimmel, Michael S., and Amy Aronson. *The gendered society reader*. Oxford University Press, 2010.
- Renzetti, Claire M., Daniel J. Curran, and Shana Maier. *Women, Men, and Society*. Pearson Higher Ed, 2012.

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[25] http://www.ungei.org/infobycountry/files/Glossary_of_Gender_Terms_and_Concepts.pdf
[26] http://whqlibdoc.who.int/hq/2001/WHO_RHR_01.29.pdf?ua=1
[27] https://www.wmo.int/pages/themes/gender/documents/Glossary_gender.pdf.

Violence against women

- **CISCSA, UNIFEM, AECI,** *La violencia hacia la mujeres en los medios de comunicación- Glosario para el uso de un lenguaje no sexista en el tratamiento periodístico de la violencia hacia las mujeres* **(2007).**[28]
  Description: The specific objective of this publication is to sensitise journalists regarding their responsibilities when dealing with information on gender based violence (41 pages, in Spanish).

- **COMMITTEE ON THE STATUS OF WOMEN,** *Glossaire de la violence contre le femmes*, **(2007)**[29], prepared by the NGO working group on Violence against Women.
  Description: Glossary in French related to gender based violence terminology, including an interesting list of harmful practices and links of useful websites (23 pages).

- **DC COALITION AGAINST DOMESTIC VIOLENCE,** *Commonly used terms in case involving domestic violence*.[30]
  Description: Guide on terms related to domestic violence (7 pages).

- *Health Gender Violence* **(website developed by WAVE and UNFPA Regional Office for Eastern Europe and Central Asia).**[31]
  Description: Online resource with definitions of terminology related to violence.

- **INTER PRESS SERVICE (IPS),** *Reporting Gender Based Violence - A handbook for Journalists* **(2009).**[32]
  Description: This publication includes definitions and explanations of terminology linked to gender based violence, boxes with examples and real life stories, fact checks, discussion points and a glossary in the strict sense (76 pages).

- **UNITED NATIONS ENTITY FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN (UN WOMEN),** *Glossary of Terms from Programming Essentials and Monitoring and Evaluation Section*.[33]
  Description: Online glossary of terms related to gender based violence.

Academic textbooks and sourcebooks (illustrative only):
- Renzetti, Claire M., Jeffery L. Edleson, and Raquel Kennedy Bergen, eds. *Sourcebook on violence against women*. Second edition. Sage, 2010.

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[28] http://www.endvawnow.org/uploads/browser/files/vaw_medios_ciscsa_2007_es.pdf.

[29] http://www.genreenaction.net/IMG/pdf/Glossaire_de_la_Violence_2007.pdf.

[30] http://www.dccadv.org/img/fck/Frequently%20Used%20Terms%20Glossary.pdf.

[31] http://www.health-genderviolence.org/glossary/42.

[32] http://www.ips.org/mdg3/GBV_Africa_LOWRES.pdf.

[33] http://www.endvawnow.org/en/articles/347-glossary-of-terms-from-programming-essentials-and-monitoring-and-evaluation-sections.html.