GENDERING DISASTER RISK REDUCTION:
A Working Glossary in Support of the GDN Gender Note Series

EMPOWERMENT is about all people taking control over their lives: setting their own agenda, gaining skills, increasing self-confidence, solving problems, and developing self-reliance. It is both a process and an outcome.

FAMILY-FRIENDLY DISASTER ORGANIZATIONS recognize the relevance and legitimacy of family concerns. Family-friendly organizations emphasize flexibility and evaluation of employees on what they produce, not the hours they put in, and provide reasonable accommodation to differing needs. When their benefits, personnel policies, training and evaluation systems are able to utilize the skills and leadership of all people, disaster-related organizations are better able to meet their operational goals and objectives. Family-friendly organizations in disaster contexts are also better able to recruit and retain women whose community knowledge and contacts are needed for effective outreach and collaboration with high-risk populations.

GENDER refers to the array of socially constructed roles and relationships, personality traits, attitudes, behaviors, values, relative power and influence that society ascribes to people on a differential basis. It is not biologically pre-determined but refers to the economic, social and cultural attributes and opportunities associated with being male or female in a particular point in time. Gender may also be imposed on individuals or groups not identifying with the dimorphic model of sex and gender (his and hers/male and female).Gender is also relational, meaning that gender roles and characteristics do not exist in isolation, but are defined in relation to one another and through the demonstration or "doing" of gender in relation to others. Gender attributes and opportunities may be affirmed or challenged (or both) in disaster contexts; gender may also be imposed or inferred in disasters to the disadvantage of individuals whose gender identity is transitional or emergent.

GENDER AND DEVELOPMENT approaches focus on social, economic, political and cultural forces that determine how men and women participate in, benefit from, and control project resources and activities differently. This approach shifts the focus from women as a group to the socially determined relations between women and men, which shape the everyday lives of women and men in risky conditions. Gender-sensitive approaches to development promote disaster risk reduction, and gender-sensitive disaster reduction promotes sustainable and safer development.

GENDER-BASED ANALYSIS is a**n** analytical tool that uses sex and gender as an organizing principle or a way of conceptualizing information. It is an approach that examines relationships between women and men in order to understand their respective access to resources, their activities, and the constraints they face as women and men. It identifies the varied roles played by women and men, girls and boys in the household, community, workplace, political processes, and economy, whether routinely or in crisis contexts. These different roles usually result in women having less access than men to resources and decision-making processes, and less control over them. Analyzing gender as a factor in hazard and disaster assessments is an example. Gender analysis is also useful for examining disaster management organizations and how disaster initiatives are planned and implemented.

GENDER-BASED VIOLENCE is an umbrella term for any harmful act that is perpetrated against a person's will, and that is based on socially ascribed gender differences between males and females. The term highlights the gender dimension of these acts which, while committed more often against women and girls, can also be experienced by boys and men, especially sexual violence. Frequently, domestic abuse increases following disasters and sexual coercion, too, can increase in the context of

emergency relief operations. Forced marriage and increased risk of sex trafficking also jeopardize the safety and well-being of women and children in crisis situations.

GENDER BIAS is the root of gender inequalities and falls into three broad problem types: over-generalization- adopting the perspective or experience of one sex and applying it to both sexes; gender insensitivity - ignoring sex and gender as important variables; and double standards -assessing the same or essentially the same situation, trait or behavior differently on the basis of sex.

GENDER BLIND refers to ignoring different gender roles, responsibilities and capabilities. It is based on information derived from men's activities and/or assumes those affected by the policy have the same needs and interests.

GENDERED DISASTER VULNERABILITIES arise from barriers to resilience based on sex or gender or both. These may multiply the effects of poverty or people's exposure to health hazards or other patterns of social vulnerability such as literacy or mobility. Gendered disaster vulnerability may also be a root cause of increased risk, for example when gender violence constrains women's freedom of movement and ability to participate or limits the ability of girls and women to access shelters. Men may be at increased risk due to risk-taking, norms of masculinity or over-representation in dangerous occupations and roles in disaster contexts. Gendered vulnerabilities reduce the capacity of households and communities to anticipate, survive, resist and recover from disasters.

GENDERED COMMUNITY RISK ASSESSMENT extends traditional hazard and risk assessments to reflect a context-specific understanding of gender relations. Research methods and tools are used that build on the ideas, feelings and observations of women. Fully engaging grassroots women and women in disaster management, scientific and technical positions in risk assessment is a vital planning strategy for reducing risk.

GENDERED DISASTER CAPACITIES reflect the skills, relationships and knowledge gained through women's and men's life experience. In hazardous environments, women's capacities are frequently less often recognized or credited though their leadership at the grassroots level, interpersonal and group networks and skills, cultural and environmental knowledge are vital survival and recovery resources in risky environments. Gendered disaster capacities increase the capacity of households and communities to adapt to identify and mitigate known hazards, adapt to change and recover from disaster in ways that reduce future vulnerability to hazards and disasters.

GENDER DISCRIMINATION refers to any distinction, exclusion or restriction made on the basis of socially constructed gender roles and norms which prevent a person from enjoying full human rights. Gender discrimination in any dimension of disaster preparedness or mitigation, emergency relief, or long-term reconstruction inhibits people's realization of their human rights and can reduce individual and community resilience to hazards and disasters.

GENDER DIVISION OF LABOR refers to areas of work in the household, community, and society as allocated or deemed appropriate in different ways for women and men, throughout the life cycle. The division of labour based on gender organizes our everyday routines and so exposes people differently to different hazards. Women and children, for example, may suffer greater harm in building collapse if the customary gender division of labor entails indoor activities. Effective disaster risk reduction demands context-specific analysis of the gendered division of labor, both domestic labor and paid labor.

GENDER EQUALITY reflects the value that both men and women are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, or prejudices. Gender equality means that all persons are free to realize their full human rights and potential to

contribute to national, political, economic, social, personal and cultural development, and to benefit equally from them, regardless of their gender. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female, or how they self-identify. For example, gender-based livelihoods and coping strategies of girls and boys, women and men generally differ. These differences must be understood and approaches adopted which value different life experience equally in disaster reduction initiatives, emergency relief and recovery programs.

GENDER EQUITY means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but considered equivalent. As women and men, and boys and girls, often have different needs before, during and after a disaster, gender equity may call for differential targeting of resources in relief operations and to facilitate women's full participation in preparedness and mitigation campaigns. Equity is simply the process of being fair to all by taking measures to compensate for historical and social disadvantages that prevent women and men, girls and boys from operating on a level playing field. Treating everyone identically can perpetuate rather than remedy inequality. The guiding principle of gender equity is to create equal outcomes for women and men, girls and boys.

GENDERED LIFE EXPERIENCE refers to the influence of both sex and gender (biology and culture) on people's activities, relationships and capacities. Sexual difference creates distinct needs, for example for reproductive health care in disasters. Gender difference may place men and women at increased risk due to the nature of their livelihood, family responsibilities and community roles. Disaster initiatives to reduce risk must recognize that these vary for boys and girls as well as adults, and that they cut across all other social categories such as class, caste, age, ability and ethnicity.

GENDER MAINSTREAMING is the process of bringing a gender perspective into the mainstream activities of government, institutions and organizations at the policy, program and project levels.

GENDER MAINSTREAMING DISASTER RISK REDUCTION is the process of assessing the implications for women and men of any planned action to reduce hazards and prevent and mitigate the effects of disasters, including legislation, policies or program. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programs such that inequalities between men and women are not perpetuated through the routine operations of disaster management.

GENDER NEUTRAL refers to approaches not specifically aimed at either men or women and is assumed to affect both sexes equally. However it may actually be gender blind.

GENDER REDISTRIBUTIVE approaches seek to change the distribution of power and resources in the interest of gender equality.

GENDER RELATIONS refer to social relations based on gender and embedded in societal institutions such as the family, schools, workplaces and governments. These structural power relationships shape social systems, organizations and everyday life, and are supported by values, rules, resource allocation and routine activities.

GENDER SPECIFIC recognizes gender difference and targets either men or women within existing roles and responsibilities.

GENDER-RESPONSIVE BUDGETING refers to analyzing the impact of actual government expenditure and revenue on women and girls as compared to men and boys. It does not require or imply separate budgets for women but does help governments monitor expenditure and reallocate resources as

necessary to respond fairly to both women and men. This is a useful planning tool for achieving gender-fair disaster risk reduction when combined with indicators and benchmarks to assess progress in achieving equitable outcomes for all.

GENDER-FAIR DISASTER POLICY OR PRACTICE is supported by gender-disaggregated data, gender analysis that is context specific and outcomes that empower women by addressing gender inequality. Whether based on differential or equal treatment, the outcome supports the efforts and abilities of both women and men equally to reduce avoidable harm and increase community resilience to hazards and disasters.

GENDER-SENSITIVE DISASTER POLICY OR PRACTICE implies the effort to incorporate gender concerns into all phases of program and project design, implementation, monitoring and evaluation. These policies are supported by family-friendly organizations with strong leadership for the process and outcomes of gender mainstreaming.

GENDER RELATIONS IN DISASTER are relations of power between women and men that shape the everyday social world in which disasters unfold. The term is often used to highlight cultural difference and change between generations and throughout the life course. It underlines the need to examine socially constructed differences and power imbalances that make "gender" as much a part of men's lives as women's. In disaster contexts, it is vital to understand these overarching patterns **between** women and men to forestall unintended consequences, for example of increased violence against women due to woman-targeted emergency relief systems. Like the gender division of labor, gender relations may be changed both by disaster events and the collaborative process of working to prevent these or mitigate their effects.

INTERSECTIONAL ANALYSIS recognizes that gender cuts across all other social relationships affecting risk such as age, ability, ethnicity, caste and social class. Equally, it is true that gender is not a stand-alone category but shaped by these and other factors. In disaster risk reduction projects, thinking about gender in this multidimensional way, for example in risk communication projects or recovery planning, is essential to ensure that gender patterns are neither over-generalized nor overlooked.

MEN AND MASCULINITIES are under-examined subjects in disaster contexts. Women are often regarded as the 'problem' while men are regarded as the unquestioned universal category. Researchers have found that boys often learn that they are superior to girls and also learn to resolve conflict through physical violence, not showing the full range of their emotions. Gender socialization can lead boys to become men who, in crisis situations, feel justified in dominating community dialogue, controlling the mobility of girls and women or the distribution of relief resources. However, conceptualizing the plural term "masculinities" emphasizes that these social expectations can and do change over time and from place to place: no single manifestation of "manhood" (or womanhood) exists. Masculinity and femininity are both relational concepts that gain meaning only through interaction with others.

PRACTICAL GENDER NEEDS arise from the different material conditions of women and men, due to the roles ascribed to them by society. They reflect women's position in society, but do not include challenging it.

SEX refers to the biological characteristics which, as traditionally used, define humans as female or male. These sets of biological characteristics are not mutually exclusive as there are individuals who possess both, but these characteristics tend to differentiate humans as males and females.

SEX-DISAGGREGATED DATA present information separately for women and men, and ideally through the life cycle to include boys and girls. These data help planners take into account women's and men's

everyday realities such as differences in literacy, education levels, business ownership, employment, wage differences, dependants, home and land ownership, loans and credit, debts. These critical determinants of social vulnerability and capacity in disasters must be assessed by gender for effective planning and use of resources.

STRATEGIC GENDER NEEDS relate to women's empowerment and to what is required to challenge the gender balance of power and control to achieve gender equality.

WOMEN'S EMPOWERMENT is expansion in women's ability to make strategic life choices in a context where this ability was previously denied to them. It is the process of building capacity, confidence and experience to exercise greater control over the social, economic and political aspects of one's life. Gender-fair disaster risk reduction efforts can empower women in these ways and thereby increase the safety and well-being of families and communities. Disasters can also be empowering life experiences if women's needs, resources and leadership are recognized, developed and supported.

PLEASE SEND US YOUR THOUGHTS AND IDEAS FOR REVISION AS YOU PUT THESE TERMS TO USE.