Appendix

Glossary

Gender refers to the socially constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to males and females on a differential basis. Gender is relational and refers not simply to women or men, but to the relationship between them.[1] Although notions of gender are deeply rooted in every culture, they are also changeable over time and have wide variations both within and between cultures.

Gender equality refers to the equal rights, responsibilities and opportunities of all individuals. Equality means that rights, responsibilities and opportunities will not depend on one's sex as determined at birth. Gender equality does not imply that all individuals are the same, but rather that the interests, needs, capacities and priorities of all are taken into consideration.

Gender mainstreaming in IOM refers to the process of assessing the gendered implications for all migrants of any planned action, including policies, programming or legislation. It is a strategy for making the concerns and experiences of women, men, boys and girls an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes so that all migrants benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.[2]

Gender balance in staffing refers to ensuring equal representation of male and female staff members at all levels in an organization. It is also known as gender parity in staffing.

Empowerment is a basic concept of human rights and development that refers to the process through which people individually and collectively become conscious of how power relations operate in their lives and gain the necessary confidence and strength to change inequalities and strengthen their economic, political and social position.[3]

Gender analysis is an assessment of the roles of, and relations between, women and men, girls and boys. It recognizes that all individuals' lives, and therefore experiences, needs, issues and priorities, are different. A gender analysis should be integrated into all sector assessments and situational analyses, starting with the conceptualization phase.

---

[1] UN-Women, *Guidance Note: Gender Mainstreaming in Development Programming* (2014).
[2] United Nations, Report of the Economic and Social Council for 1997, chapter IV, agreed conclusions 1997/2 (A/52/3 of 18 September 1997).
[3] United Nations Millennium Project, Task Force on Education and Gender Equality, *Taking Action: Achieving Gender Equality and Empowering Women* (2005).