



United Nations
Economic Commission for Africa

AFRICAN GLOSSARY OF GENDER STATISTICS

An African glossary of terms and concepts
related to gender statistics

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ABOUT THIS PUBLICATION

One of the challenges facing African countries in producing and using reliable gender statistics is a reduced capacity in understanding issues at a conceptual level, in relation to the terminologies and definitions used to develop and implement international gender statistics programmes. With this in mind, the “African Glossary of Gender Statistics” has been developed to meet this challenge.

Purpose

An essential component of developing capacity is to provide consistent definitions of the terms and concepts used to interpret and analyse gender statistics. The African Glossary of Gender Statistics provides a full range of meanings commonly used to define each term and concept.

Target audience

This document is primarily aimed at producers of official statistics in the African region. This includes national statistics offices and the various government ministries responsible for collecting, producing and publishing data.

ACKNOWLEDGEMENTS

This document was prepared by consultant, Jessica Gardner, under the guidance of the Economic Commission for Africa (ECA) and the United Nations Population Fund (UNFPA).

Definitions have been sourced from relevant international mandated institutions and stakeholders working in the area of international gender statistics. Sources are acknowledged below each definition.

GLOSSARY OF TERMS

Term **African Gender and Development Index**

Definition The African Gender and Development Index (AGDI) is a statistical tool developed by ECA to provide African policymakers and their partners with an appropriate way to monitor progress towards gender equality and women's advancement. It is a composite index that combines both quantitative indicators on gender equality and qualitative indicators on women's empowerment through its two parts, the Gender Status Index (GSI) and the African Women's Progress Scoreboard (AWPS).

Source publication African Centre for Gender and Development (2005). Introducing the African Gender and Development Index – AGDI. October. Available from http://www.fao.org/fileadmin/templates/ess/ess_test_folder/Workshops_Events/AFCAS_19/AFCAS_05_7_2_b.pdf.

Term **Beijing Platform for Action**

Definition The Beijing Platform for Action aims at accelerating the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women and at removing all the obstacles to women's active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making. The Beijing Platform for Action was adopted in September 1995, at the United Nations Fourth World Conference on Women in Beijing, China.

Source publication United Nations Entity for Gender Equality and the Empowerment of Women (1995). Fourth World Conference on Women. Beijing Declaration and Platform for Action. Available from http://www.unwomen.org/~media/headquarters/attachments/sections/csw/pfa_e_final_web.pdf.

Term **Convention for the Elimination of All Forms of Discrimination against Women**

Definition The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was adopted in 1979 by the General Assembly. It is commonly referred to as the international bill of rights for women. It defines what constitutes discrimination against women and girls and sets out a comprehensive framework for tackling gender inequality, underlining how inequality in one area of a woman's life can impact upon another.

Source publication Equality and Human Rights Commission (2010). A Lever for Change: Using the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women. Available from http://www.equalityhumanrights.com/sites/default/files/documents/humanrights/a_lever_for_change.pdf.

Term **Empowerment of women and girls**

Definition Empowerment of women and girls concerns women and girls gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices and increased access to, and control over, resources and actions to transform the structures and institutions that reinforce and perpetuate gender discrimination and inequality.

Statistics on empowerment of women and girls should cover the following dimensions:

- A. Equal capabilities for women and men (such as education and health);
- B. Equal access to resources and opportunities for women and men (such as land, employment and credit);
- C. Women's agency to use these rights, capabilities, resources and opportunities to make strategic choices and decisions in all areas of life (such as political participation, decision-making in communities, and intra-household decision-making).

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Equal remuneration and equal pay**

Definition Equal remuneration and equal pay is the right to equal remuneration for men and women for work of equal value, and is commonly referred to as 'equal pay'.

Source publication International Labour Organization (2013). Equal Pay – an introductory guide. October. Available from http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_216695.pdf.

Term **Equal remuneration and pay equity**

Definition Equal remuneration and pay equity is the equal remuneration for men and women for work of equal value, and is the principle that is designed to achieve pay equity between men and women. Pay equity is about fairness in pay.

Source publication International Labour Organization (2013). Equal Pay – an introductory guide. October. Available from http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_216695.pdf.

Term **Evidence and Data for Gender Equality**

Definition The Evidence and Data for Gender Equality Initiative is a new partnership that seeks to push current efforts to have comparable gender indicators on education, employment, entrepreneurship and assets. This initiative was launched by the United States of America at the Organization for Economic Cooperation and Development Ministerial Session on Gender and Development, and builds on the work of the Inter-agency and Expert Group on Gender Statistics.

The joint initiative will establish a flexible mechanism co-managed by UN-Women and the United Nations Statistics Division. It will run from March 2012 to February 2015 and will include the development of an international database of education and employment indicators, the development of standards and guidelines for entrepreneurship, and assets indicators and piloting data collection in several countries.

Source publication United Nations Statistics Division (2012). EDGE Initiative Summary. (ESA/STAT/AC.253/103). Available from http://unstats.un.org/unsd/gender/Jordan_Mar2012/EDGE%20summary%204th%20GFGS.pdf.

Term **Female genital mutilation**

Definition Female genital mutilation comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons.

Source publication World Health Organization (2014). Female genital mutilation – Fact-sheet No. 241. Available from <http://www.who.int/mediacentre/factsheets/fs241/en/>.

Term **Femicide**

Definition Femicide involves the intentional murder of women or girls because they are women or girls. It is usually perpetrated by men, but sometimes female family members may be involved. Femicide differs from male homicide in specific ways. For example, most cases of femicide are committed by partners or ex-partners, and involve ongoing abuse in the home, threats or intimidation, sexual violence or situations where women have less power or fewer resources than their partner.

Source publication World Health Organization (2012). Understanding and addressing violence against women: Femicide. Available from http://apps.who.int/iris/bitstream/10665/77421/1/WHO_RHR_12.38_eng.pdf.

Term **Gender**

Definition Gender refers to socially constructed differences in attributes and opportunities associated with being female or male, and to the social interactions and relations between women and men. Gender determines what is expected, allowed and valued in a woman or a man in a given context.

In most societies, there are differences and inequalities between women and men in roles and responsibilities assigned, activities undertaken, access to and control over resources, and decision-making opportunities. These differences and inequalities between the sexes are shaped over by the history of social relations, and change over time and across cultures.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender analysis**

Definition Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities, rights and entitlements affect women, men, girls and boys in certain situations or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. Gender analysis may be conducted based on qualitative information and methods, or based on quantitative information provided by gender statistics.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender balance**

Definition Gender balance is commonly used in reference to human resources and equal participation of women and men in all areas of work, projects or programmes. In a scenario of gender equality, women and men are expected to participate proportionally to their shares in the population. In many areas, however, women participate less than what is expected based on the sex distribution in the population (underrepresentation of women) while men participate more than expected (overrepresentation of men).

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term Definition **Gender-based violence**

Acts of physical, mental or social abuse that is attempted or threatened with some type of force (such as violence, threats, coercion, manipulation, deception, cultural expectations, weapons or economic circumstances), and is directed against a person because of his or her gender roles and expectations in a society or culture.

A person facing gender-based violence has no choice to refuse or pursue other options without severe social, physical or psychological consequences. Forms of gender-based violence include sexual violence, sexual abuse, sexual harassment, sexual exploitation, early marriage or forced marriage, gender discrimination, denial (such as education, food, freedom) and female genital mutilation.

Source publication UN-Women. Glossary of Terms from Programming Essentials and Monitoring and Evaluation Sections. Available from <http://www.endvawnow.org/en/articles/347-glossary-of-terms-from-programming-essentials-and-monitoring-and-evaluation-sections.html>.

Term **Gender blindness**

Definition Gender blindness is the failure to recognize that the roles and responsibilities of men and boys, women and girls are given to them in specific social, cultural, economic and political contexts and backgrounds. Projects, programmes, policies and attitudes, which are gender blind, do not take into account these different roles and diverse needs, maintain status quo, and will not help transform the unequal structure of gender relations.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term Definition **Gender-related development index**
A composite index measuring average achievement in the three basic dimensions captured in the human development index – a long and healthy life, knowledge and a decent standard of living – adjusted to account for inequalities between men and women. The United Nations Development Programme’s Human Development Reports used the gender-related development index in conjunction with the gender empowerment measure as a measure of gender equality. These indices were replaced by the Gender Inequality Index in the 2010 Human Development Report.

(See also Gender Inequality Index.)

Source publication United Nations Development Programme (2009). Human Development Report 2009 – Overcoming Barriers: Human mobility and development. Available from http://hdr.undp.org/sites/default/files/reports/269/hdr_2009_en_complete.pdf.

_____(2010). Human Development Report 2010 – The Real Wealth of Nations: Pathways to Human Development. Available from http://hdr.undp.org/sites/default/files/reports/270/hdr_2010_en_complete_reprint.pdf.

Term Definition **Gender discrimination**
Gender discrimination refers to any distinction, exclusion or restriction made on the basis of socially constructed gender roles and norms which prevents a person from enjoying full human rights.

Source publication Organization for Security and Co-operation in Europe (2006). Glossary on Gender-Related Terms. May. Available from <http://www.osce.org/gender/26397?download=true>.

Term **Gender empowerment measure**

Definition A composite index measuring gender inequality in three basic dimensions of empowerment – economic participation and decision-making, political participation, and decision-making and power over economic resources.

The United Nations Development Programme's Human Development Reports used the gender-related development index, in conjunction with the gender empowerment measure, as a measure of gender equality. These indices were replaced by the Gender Inequality Index in the 2010 Human Development Report.

(See also Gender Inequality Index and gender-related development index.)

Source publication United Nations Development Programme (2009). Human Development Report 2009 – Overcoming Barriers: Human mobility and development. Available from http://hdr.undp.org/sites/default/files/reports/269/hdr_2009_en_complete.pdf.

_____ (2010). Human Development Report 2010 – The Real Wealth of Nations: Pathways to Human Development. Available from http://hdr.undp.org/sites/default/files/reports/270/hdr_2010_en_complete_reprint.pdf.

Term **Gender equality**

Definition Gender equality means equal opportunities, rights and responsibilities for women and men, girls and boys. Equality does not mean that women and men are the same, but that the opportunities, rights and responsibilities of women and men do not depend on whether they are born female or male. It implies that the interests, needs and priorities of both women and men are taken into consideration.

While gender equality is an important goal in itself – an issue of human rights and social justice – steps toward greater equality can also contribute to the achievement of other social and economic objectives.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender equity**

Definition Gender equity refers to the process of being fair to women and men, girls and boys, by taking into account the different needs of women and men, cultural barriers and (past) discrimination of a specific group. Gender equity may involve the use of temporary special measures of differential treatment to compensate for historical or systemic bias or discrimination against one sex, in order to obtain equality of outcomes and end results. It is a means to ensure that women and men, girls and boys have an equal chance not only at the starting point but also when reaching the finishing line.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender indicators**

Definition Gender indicators are a useful tool in monitoring gender differences, gender-related changes over time and progress towards gender equality goals. In general, indicators are statistics with a reference point (a norm or a bench-mark) against which value judgments can be made. Indicators have a normative nature, in the sense that a change from the reference point in a particular direction can be interpreted as 'good' or 'bad'.

In the case of gender statistics, the status of women in a particular country is usually evaluated by reference to (or comparison with) the situation of men in that country. In a few cases, such as for maternal mortality or access to antenatal services, the norm is the situation of women in other countries.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender Inequality Index**

Definition A composite measure reflecting inequality in achievements between women and men in three dimensions – reproductive health, empowerment and the labour market. The Index is designed to provide empirical foundations for policy analysis and advocacy efforts. A high value indicates high inequality between women and men.

Source publication United Nations Development Programme (2013). Human Development Report 2013 – The Rise of the South: Human Progress in a Diverse World. Available from http://hdr.undp.org/sites/default/files/reports/14/hdr2013_en_complete.pdf.

Term **Gender issues**

Definition Gender issues refer to questions, problems and concerns related to all aspects of the lives of women and men, including their specific needs, opportunities, or contributions to society. Gender equality issues should be the centre of analysis and policy decisions, medium-term plans, programme budgets, and institutional structures and processes. From a statistics perspective, gender issues should also be at the core of plans and programmes for developing gender statistics by the national statistical systems.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender mainstreaming (general)**

Definition Defined as the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making the concerns and experiences of women and men an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender mainstreaming in national statistics**

Definition Gender mainstreaming in national statistics means that gender issues and gender-based biases are taken into account systematically, in the production of all official statistics and at all stages of data production.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender neutral**

Definition Gender neutral means not being associated with either women or men, and may refer to various aspects such as concepts or style of language. However, what is perceived to be gender neutral, including in areas of statistics or dissemination of data collected in reference to a population, is often gender blind (a failure to recognize gender specificities).
(See also Gender blindness.)

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender norms**

Definition Gender norms are the accepted attributes and characteristics of being a woman or a man (ideas of how men and women should be and act) at a particular point in time for a specific society or community. They are internalized early in life through the process of gender socialization, are used as standards and expectations to which women and men should conform, and result in gender stereotypes.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender parity**

Definition Gender parity (or more accurately, sex parity) is a numerical concept. Gender parity concerns relative equality in terms of numbers and proportions of women and men, girls and boys. Gender parity is often calculated as the ratio of female-to-male values of a given indicator. When males-to-females ratios are calculated instead, the label “sex ratio” is used instead of “gender parity”.

Gender (or sex) parity does not necessarily imply gender equality. For example, in terms of health, men and boys are biologically more vulnerable to diseases and health conditions, and they are expected to have higher mortality levels than women and girls. Equal levels of mortality for women and men (girls and boys) therefore, should be interpreted as discrimination against women (and girls) in terms of nutrition, care, and access to health services.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender perspective**

Definition A “gender perspective” is a way of understanding how gender may be addressed or related to a particular issue, and applying this to the design, planning, implementation and evaluation of policies and programmes. It is the notion that problems and solutions should be examined with sensitivity to the implications of gender in mind.

Source publication Organization for Security and Co-operation in Europe (2006). Glossary on Gender-Related Terms. May. Available from <http://www.osce.org/gender/26397?download=true>.

Term **Gender planning**

Definition Gender planning is an approach based on gender analysis and an awareness that seeks to include women, on an equal basis with men, as participants and beneficiaries. Gender planning also attempts to redress gender disparities created or intensified by sociocultural factors.

Source publication Economic and Social Commission for Western Asia. Gender Statistics Programmes – Glossary. Available from <http://www.escwa.un.org/gsp/glossary/g.html>.

Term **Gender-related development index**

Definition The gender-related development index includes the same basic data as the human development index, but focuses on the differences between women and men in terms of life expectancy, literacy, primary, secondary and tertiary enrolment, and earned income.

Source publication United Nations Economic and Social Commission for Western Asia. Gender Statistics Programmes – Glossary. Available from <http://www.escwa.un.org/gsp/glossary/g.html>.

Term **Gender-related objectives**

Definition Gender-related objectives are the aims of a policy, programme or activity that function particularly to promote gender equality.

Source publication Organization for Security and Co-operation in Europe (2006). Glossary on Gender-Related Terms. May. Available from <http://www.osce.org/gender/26397?download=true>.

Term **Gender roles**

Definition Gender roles are social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine differences in the responsibilities and tasks assigned to women, men, girls, and boys inside and outside the private sphere of their household.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender-sensitive concepts and methods of data collection**

Definition Gender-sensitive concepts and methods of data collection take into account the diversity of various groups of women and men, their specific activities and challenges; and aim to reduce sex and gender bias in data collection, such as underreporting of women's economic activity, underreporting of violence against women, or undercounting of girls, their births or their deaths.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender-sensitive indicators**

Definition Gender-sensitive indicators provide information about progress in the move towards gender equality. An indicator summarizes a large amount of information in a single figure, in such a way as to show an aspect of the relative advantage or disadvantage between men and women and give an indication of change over time. Indicators differ from statistical data in that, rather than merely presenting facts, indicators involve comparison.

Source publication Organization for Security and Co-operation in Europe (2006). Glossary on Gender-Related Terms. May. Available from <http://www.osce.org/gender/26397?download=true>.

Term **Gender statistics**

Definition Gender statistics are defined as statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Gender statistics are defined by the sum of the following characteristics:
Data are collected and presented disaggregated by sex as a primary and overall classification;
Data are reflecting gender issues;
Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives;
Data collection methods take into account stereotypes and social and cultural factors that may induce gender biases.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Gender stereotypes**

Definition Gender stereotypes, or gender bias, are generic attitudes, opinions or roles applied to a particular gender and which function as unjustifiably fixed assumptions.

Source publication Organization for Security and Co-operation in Europe (2006). Glossary on Gender-Related Terms. May. Available from <http://www.osce.org/gender/26397?download=true>.

Term **Intimate partner**

Definition A person whom a woman maintains an intimate relationship, whether formally (marriage), through a cohabitating relationship or by regular or steady dating. These relationships must be differentiated as current marital partner, current de facto partner, and current steady dating partner, and former marital partner, former de facto partner, and former steady dating partner. If a woman does not have a current partner, the most recent partner may be distinguished from other former intimate partners in the analysis, as needed. Occasional dating partners should not be considered intimate partners, but rather friends or acquaintances.

Source publication United Nations Statistics Division (2013). Guidelines for producing statistics on violence against women. Available from http://unstats.un.org/unsd/gender/docs/Guidelines_Statistics_VAW.pdf.

Term **Marital status**

Definition Marital status is the legally defined marital state. There are typically five categories of marital status: single (never married), married, separated, widowed and divorced. Some countries may choose to include de facto marriages, those where people are living together as husband and wife but are not contractually married.

Source publication United Nations Statistics Division (2008). Principles and Recommendations for Population and Housing Censuses, Revision 2. Available from http://unstats.un.org/unsd/publication/seriesM/seriesm_67Rev2e.pdf.

Term **Mean age of women at first birth**

Definition Mean age at first birth is the mean age of mothers at the birth of the first child. It is obtained from age-specific fertility rates derived from information on first births only. Data on first births by age of mother are normally obtained from a civil registration system. For developing countries lacking a reliable civil registration system, the median age at the birth of the first child for women aged 25–29 at the time of a survey has been used instead of mean age at first birth. In this case, the indicator refers to a period located about ten years before the survey.

Source publication United Nations Population Division (2011). World Fertility Report 2009. Available from http://www.un.org/esa/population/publications/WFR2009_Web/Data/WFR2009_Report.pdf.

Term **National mechanisms for gender equality**

Definition These include those bodies and institutions in different branches of the State (legislative, executive and judicial branches) and independent, accountability and advisory bodies that, together, are recognized as national mechanisms for gender equality by all stakeholders. These may include:

National mechanisms for the advancement of women in Government (e.g. a ministry, department or office. See paragraph 201 of the Beijing Platform for Action);

Interministerial bodies (e.g. task forces, working groups, commissions or similar arrangements);

Advisory or consultative bodies, with multi-stakeholder participation;

Gender equality ombud;

Gender equality observatory;

Parliamentary committee.

(See also National women's machinery.)

Source publication UN-Women (2013). Directory of National Mechanisms for Gender Equality. July. Available from <http://www.un.org/womenwatch/daw/documents/National-Mechanisms-Web.pdf>.

Term **National statistical system**

Definition The national statistical system is the ensemble of statistical organizations and units in a country that jointly collect, process and disseminate official statistics on behalf of national government.

Source publication Organization for Economic Cooperation and Development (2002). Measuring the Non-Observed Economy: A Handbook. Available from <http://www.oecd.org/std/na/1963116.pdf>.

Term **National women's machinery**

Definition National women's machinery is the central policy coordinating unit inside government. Its main task is to support government-wide mainstreaming of a gender-equality perspective in all policy areas. (See also National mechanisms for gender equality.)

Source publication United Nations Entity for Gender Equality and the Empowerment of Women (1995). Fourth World Conference on Women. Beijing Declaration and Platform for Action. Paragraph 201. Available from http://www.unwomen.org/~media/headquarters/attachments/sections/csw/pfa_e_final_web.pdf.

Term **Own-use production work**

Definition Production of goods and services for own final use. Own-use production of goods – for example, producing agricultural and fishing products, fetching water, collecting firewood, repairing own dwelling – falls within the 2008 System of National Accounts (SNA) production boundary and therefore counts towards calculation of gross domestic product.

Own-use production of services – for example, preparing meals, cleaning, caring for children and elderly – is beyond the 2008 SNA production boundary.

Own final use is interpreted as production where the intended destination of the output is mainly for final use by the producer, their household members, or family members living in other households.

Source publication Nineteenth International Conference of Labour Statisticians (2013). Resolution concerning statistics of work, employment and labour underutilization. Available from http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_230304.pdf.

Term **Paid work**

Definition Paid work covers work performed for others for pay or profit and is synonymous with the definition of employment. “For pay or profit” refers to work done as part of a transaction in exchange for remuneration payable in the form of wages or salaries for time worked or done. It includes remuneration in cash or in kind, either payable directly to the person performing the work or indirectly to a household or family member.

Source publication Nineteenth International Conference of Labour Statisticians (2013). Resolution concerning statistics of work, employment and labour underutilization. Available from http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_230304.pdf.

Term **Sex as individual biological characteristic**

Definition Sex as an individual biological characteristic (female or male) is recorded during data collection in censuses, surveys or administrative sources. By comparison to gender differences, which are shaped over by the history of social relations, and change over time and across cultures, biological differences in sex are fixed and unchangeable and do not vary across cultures and overtime. Sex-disaggregated data have the capacity to reveal differences in the lives of women and men that are the result of gender roles and expectations. For example, gender may determine differences in education or work for women and men. Statisticians reveal these gender differences by collecting and analysing data on education, and work disaggregated by sex and other characteristics.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Sex bias in data collection**

Definition Sex bias in data collection refer to underreporting or misreporting of demographic, social or economic characteristics being associated with one of the sexes. Some examples of sex bias in data collected are: underreporting of women's economic activity, undercounting of girls, their births or their deaths, or underreporting of violence against women.

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Sex-disaggregated statistics**

Definition Sex-disaggregated statistics are data collected and tabulated separately for women and men. They allow for the measurement of differences between women and men on various social and economic dimensions, and are one of the requirements in obtaining gender statistics. However, gender statistics are more than data disaggregated by sex. Having data by sex does not guarantee, for example, that concepts, definitions and methods used in data production are conceived to reflect gender roles, relations and inequalities in society. (See also Gender statistics.)

Source publication United Nations Statistics Division (2013). Gender Statistics Manual: Integrating a gender perspective into statistics: Glossary of terms. May. Available from <http://unstats.un.org/unsd/genderstatmanual/>.

Term **Sex ratio**

Definition The sex ratio is the number of women per 100 men. This can be specified for an age group (e.g. 65+, 80+).

Source publication United Nations Economic and Social Commission for Western Asia. Gender Statistics Programmes Glossary. Available from <http://www.escwa.un.org/gsp/glossary/s.html>.

Term **Subsistence foodstuff producers**

Definition A subgroup of persons in own-use production work defined as those who performed activities to produce goods from agriculture, fishing, hunting or gathering that contribute to the livelihood of the household or family. Excluded are persons who engaged in such production as recreational or leisure activities.

Source publication Nineteenth International Conference of Labour Statisticians (2013). Resolution concerning statistics of work, employment and labour underutilization. Available from http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_230304.pdf.

Term **Total fertility rate**

Definition Total fertility rate is the average number of children that would be born alive to a woman during her lifetime, if she were to pass through her childbearing years conforming to the age-specific fertility rate of a given year.

Source publication United Nations Economic and Social Commission for Western Asia. Gender Statistics Programmes Glossary. Available from <http://www.escwa.un.org/gsp/glossary/t.html>.

Term **Trafficking in women**

Definition Trafficking in women is defined as the illicit and clandestine movement of persons across national and international borders with the end goal of forcing women and girl-children into sexually or economically oppressive and exploitive situations for the profit of recruiters, traffickers, crime syndicates as well as other illegal activities related to trafficking, such as forced domestic labour, false marriages, clandestine employment and forced adoption.

Source publication United Nations Economic and Social Commission for Western Asia. Gender Statistics Programmes Glossary. Available from <http://www.escwa.un.org/gsp/glossary/t.html>.

Term **Unemployment**

Definition Persons in unemployment are defined as all those of working age who were not in employment, carried out activities to seek employment and were currently available to take up employment. Unemployment is usually measured through household surveys, such as Labour Force Surveys. Countries are encouraged to separately identify discouraged jobseekers who did not actively seek employment for labour-market related reasons (lack of experience, lack of jobs, poor infrastructure such as roads and employment services).
(See also Paid work.)

Source publication Nineteenth International Conference of Labour Statisticians (2013). Resolution concerning statistics of work, employment and labour underutilization. Available from http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_230304.pdf.

Term **Unpaid work**

Definition Unpaid work comprises own-use production of goods and services, unpaid trainee work (e.g. work performed for others without pay to acquire workplace experience or skills) and volunteer work (e.g. non-compulsory work performed for others without pay). The involvement in unpaid work is measured through population surveys, such as labour force surveys and time-use surveys. This information is particularly important for gender analysis as it provides evidence of the division of labour between men and women.
(See also Own-use production work.)

Source publication Nineteenth International Conference of Labour Statisticians (2013). Resolution concerning statistics of work, employment and labour underutilization. Available from http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_230304.pdf.

Term **Violence against women**

Definition Violence against women means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.

Source publication General Assembly (1993). Declaration on the Elimination of Violence against Women. Eighty-fifth plenary meeting on 20 December. (A/RES/48/104). Available from http://www.un.org/en/ga/search/view_doc.asp?symbol=A/RES/48/104.

Term **Women in development**

Definition Women in development is a movement originating among liberal feminist development professionals in the early 1970s, which seeks, through institutional change, social policy and programme measures to fully integrate women in development processes.

The basic aim of the movement has been equity and social justice, and has often focused on the economic role of women and emphasized the gains of integrating women into development.

Source publication United Nations Economic and Social Commission for Western Asia. Gender Statistics Programmes Glossary. Available from <http://www.escwa.un.org/gsp/glossary/w.html>.