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**Promoting gender balance and inclusion in research,
innovation and training**

PLOTINA
GA nr. 666008

PLOTINA Working Lexicon

Contact of the deliverable's lead beneficiary:

Alison Rodger & Charikleia Tzanakou
University of Warwick

Email:

A.Rodger@warwick.ac.uk

Charikleia.Tzanakou@warwick.ac.uk

ALL PARTNERS HAVE CONTRIBUTED TO THIS DELIVERABLE

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Objectives and process followed

One of the deliverables of this project was to agree definitions on Gender Equality, Work-Life Balance and Culture to ensure that all partners have a similar ‘working’ language with a common understanding of the concepts within the PLOTINA project. The following lexicon includes concepts that are important to be defined for the purposes of this project.

A number of different definitions were collected for each concept and presented at the kick off meeting of the project. Partners and Advisory Board (AB) members discussed the tabled definitions informally during the kick-off meeting. A revised draft document was circulated to the partners and AB members present at the meeting for further comments. They were asked to indicate their preferences among the presented definitions and comment on whether these definitions were sufficiently clear, comprehensive and useful for the aims of PLOTINA. It was emphasised that some of the concepts are complex and pragmatic working definitions were needed to deliver the tasks of PLOTINA. They were also invited to add/edit/delete any definitions if they believed it would benefit the project. The processes followed are summarised in figure 1.

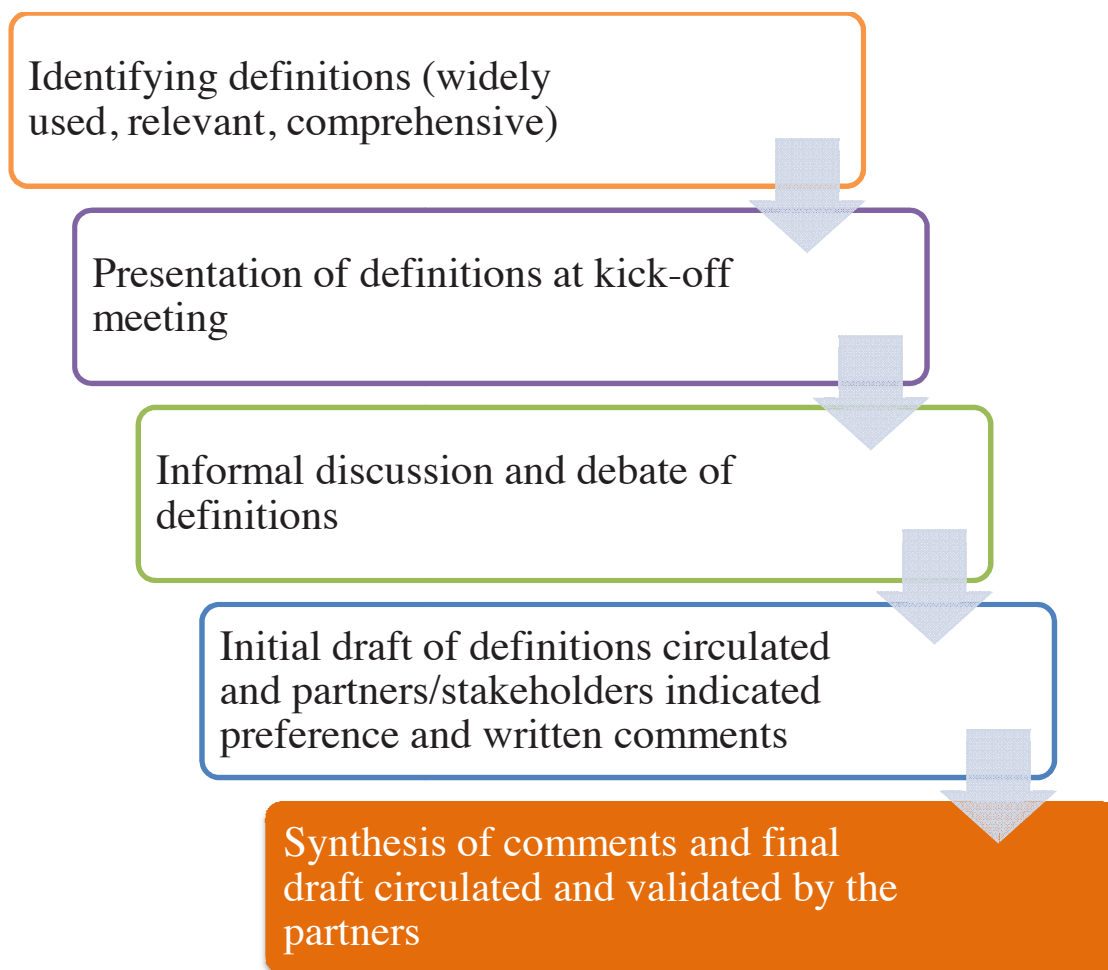


Figure 1 Process followed for establishing the initial Lexicon

The Consortium is aware that the definitions adopted are not perfect for every situation. The ones chosen have been selected on the basis of their wide use across different communities; their relevance to the project; and with the requirement that they will support the development of Gender Equality Plans in the cross-national variations that will underline the work packages. It is anticipated that the **definitions will be dynamic and may need to be changed as PLOTINA evolves based on our experience and our reflections in operationalizing these concepts within this project**. Last but not least, we expect that this Lexicon will be further enriched by more concepts that will need to be clarified as the project proceeds.

Gender Equality

PLOTINA DEFINITION

Gender equality is the result of the absence of discrimination on the basis of a person's gender in opportunities and the allocation of resources or benefits or in access to services

(European Commission (EC), Strategy for equality between women and men 2010-2015, amended see notes)

OTHER DEFINITIONS

1. “The enjoyment of equal rights, opportunities and treatment [...] in all spheres of life. It does not mean, however, that men and women are the same or must become the same”, rather that they should be “free to develop their personal abilities and make life choices without the limitations set by stereotypes or prejudices about gender roles or the characteristics of men and women.” (International Labour Organisation)
2. Gender equality means an equal visibility, empowerment and participation of both sexes in all spheres of public and private life. Gender equality is the opposite of gender inequality, not of gender difference, and aims to promote the full participation of women and men in society. It means accepting and valuing equally the differences between women and men and the diverse roles they play in society. Gender equality includes the right to be different. This means taking into account the existing differences among women and men, which are related to class, political opinion, religion, ethnicity, race or sexual orientation. Gender equality means discussing how it is possible to go further, to change the structures in society which contribute to maintaining the unequal power relationships between women and men, and to reach a better balance in the various female and male values and priorities”. (Council of Europe)

Notes

This definition was adapted from the definition in the European Commission document ‘Strategy for equality between women and men 2010-2015’.

It was suggested by the Consortium to replace sex by gender since sex and gender are different concepts as reflected in the definitions below. Since we are talking about gender equality, gender was considered more appropriate. This definition was preferred by most partners and stakeholders since it was argued to be the only non-binary definition (the one that does not distinguish just between men and women) of the available definitions. The problematic nature of a binary understanding of gender was emphasised since there is a whole range of possible positions between the stereotypical understanding of women and men.

Gender Equity

PLOTINA DEFINITION

Fairness of treatment for women and men, according to their respective needs and interests. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities.

(International Labour Organisation)

OTHER DEFINITIONS

1. “Gender equity entails the provision of fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes.” (EC, Strategy for equality between women and men 2010-2015)

Notes

The highlighted definition was preferred by most partners because it was considered more straightforward and easier to understand.

Work-Life Balance/Work and Personal Life Integration

PLOTINA DEFINITION

Work and Personal Life Integration:

Work is part of life, and therefore to see it in terms of a work/life interface is misleading; and **‘Personal life’** captures the range of commitments and duties which an individual may have, and which can vary across the life course, while still allowing family to be a large part of personal life for most people.

(ILO report –Fagan et al., 2012)

(International Labour Organisation).

OTHER DEFINITIONS

1. Work life balance refers not only to caring for dependent relatives, but also to “extracurricular” responsibilities or important life priorities. Work arrangements should be sufficiently flexible to enable workers of both sexes to undertake lifelong learning activities and further professional and personal development, not necessarily directly related to the worker’s job. (International Labour Organisation)

Notes

The Consortium agreed that the Work and Personal Life Integration is the most appropriate concept instead of Work-Life Balance for PLOTINA since there were great difficulties in getting consensus about the ‘balance element’. The Consortium considered Definition 1 as useful in elaborating on the work and personal life included in the preferred definition. For example, work arrangements should be sufficiently flexible to enable workers to undertake lifelong learning activities and further professional and personal development, not necessarily directly related to the worker’s job. Personal life should refer not only to caring for dependent relatives, but, also to “extracurricular” responsibilities or important life priorities.

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Culture/Organisational culture

PLOTINA DEFINITIONS

Culture consists of patterns, explicit and implicit, of and for behaviour acquired and transmitted by symbols, constituting the distinctive achievements of human groups, including their embodiment in artifacts; the essential core of culture consists of traditional (i.e. historically derived and selected) ideas and especially their attached values; culture systems may, on the one hand, be considered as products of action, on the other, as conditional elements of future action.

(Kroeber & Kluckhohn 1952: 181; cited by Adler 1997: 14)

[Anthropological]

Organizational culture is a set of shared mental and implicit assumptions that guide interpretation and action in organizations by defining appropriate behavior for various situations

(Ravasi and Schultz, 2006, amended)

[Organisation Studies]

Notes

The Consortium agreed to include both definitions because they would be both useful for this project since definition 1 comes from an anthropology perspective and definition 2 from an organisation studies' perspective. They were both endorsed by the Consortium.

We added implicit to the mental assumptions in the organizational culture definition to reflect the potential implicit assumptions that individuals have.

Sex

PLOTINA DEFINITION

Sex is a biological quality or classification of sexually-reproducing organisms, generally female, male, and/or intersex, according to functions that derive from the chromosomal complement, reproductive organs, or specific hormones or environmental factors that affect the expression of phenotypic traits that are strongly associated with females or males within a given species

(Gendered Innovations Website)

OTHER DEFINITIONS

1. Sex identifies the biological differences between men and women, such as women can give birth, and men provide sperm. Sex roles are universal. (EC, Strategy for equality between women and men 2010-2015)
2. A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics and hormonal balances. Common terms are “male, “female” and "intersex." (UC Berkeley Website, Gender Equity Resource Centre)

Notes

The Plotina definition and definition 2 were both considered appropriate due to clear reference to medical/biological characteristics and the absence of binary distinctions. However the preferred one was endorsed by most partners in the Consortium.

Gender

PLOTINA DEFINITION

Gender—a socio-cultural process—refers to cultural and social attitudes that together shape and sanction "feminine" and "masculine" behaviors, products, technologies, environments, and knowledges. "Feminine" and "masculine" describe attitudes and behaviors on a continuum of gender identities. Gender does not necessarily match sex.

(Gendered Innovations Website)

OTHER DEFINITIONS

1. Gender identifies the social relations between men and women. It refers to the relationship between men and women, boys and girls, and how this is socially constructed. Gender roles are dynamic and change over time. (EC, Strategy for equality between women and men 2010-2015)
2. Gender refers to the socially constructed differences and relations between males and females. These vary widely among societies and cultures and change over time. The term “gender” is not interchangeable with the term “sex”, which refers exclusively to the biological differences between men and women, which are universal and do not change. Statistical data are disaggregated according to sex, whereas gender characterizes the differing roles, responsibilities, constraints, opportunities and needs of females and males in all areas and in any given social context. (International Labour Organisation)

Notes

The highlighted definition was endorsed by the Consortium because it distinguished between “sex” and “gender” and avoids the binary distinction between men and women.

Gender identity

PLOTINA DEFINITION

An individual's internal sense of gender, which may or may not be the same as one's gender assigned at birth. Some gender identities are "woman," "transman" and "agender" but there are many more. **Gender identities** refer to how individuals and groups perceive and present themselves, and how they are perceived by others. **Gender identities** are context-specific.

(Adapted, see notes)

OTHER DEFINITIONS

1. An individual's internal sense of gender, which may or may not be the same as one's gender assigned at birth. Some gender identities are "woman," "transman" and "agender" but there are many more. Since gender identity is internal it isn't necessarily visible to others. (UC Berkeley Website, Gender Equity Resource Centre)
2. A person's sense of being male or female, resulting from a combination of genetic and environmental influences and a person's concept of being male and masculine or female and feminine, or ambivalent. (EC, Strategy for equality between women and men 2010-2015)
3. Gender identities refer to how individuals and groups perceive and present themselves, and how they are perceived by others (Schiebinger, 1999). Gender identities are context-specific. Any individual engages in multiple femininities and masculinities (consciously or unconsciously), depending on the particular context. Transgender describes "expressions of gender characteristics, including identities that are not stereotypically associated with one's assigned sex at birth" (WPATH, 2011). Cisgender refers to people whose sex assigned at birth is aligned with their gender identity. (Gendered Innovations Website)

Notes

The Consortium decided to adapt the definition 1 adding the element of perceptions of gender identity by others and the influence on the context (using definition 3).

Gender roles

PLOTINA DEFINITION

Gender roles are learned behaviours in a given society, community or other social group. They condition which activities, tasks and responsibilities are perceived as appropriate to males and females respectively. Gender roles are affected by age, socio-economic class, race/ethnicity, religion, and the geographical, economic, political and cultural environment.

(Gendered Innovations Website)

OTHER DEFINITIONS

1. Gender roles are learned behaviours in a given society/community or other special group that condition what activities, tasks and responsibilities are perceived as male or female. Gender roles are affected by age, class, race, ethnicity or religion and by the geographical, economic and political environment. Changes in gender roles often occur in response to changing economic, social or political circumstances. (EC, Strategy for equality between women and men 2010-2015)

Notes

Both definitions have been endorsed by a number of partners but the highlighted one was preferred due to the non-binary element and the inclusion of cultural environment as an important factor affecting gender roles.

Stereotypes

PLOTINA DEFINITION

A **stereotype** is a widely held, simplified, and essentialist belief about a specific group. Groups are often stereotyped on the basis of sex, gender identity, race and ethnicity, nationality, age, socioeconomic status, language, and so forth. Stereotypes are deeply embedded within social institutions and wider culture. They are used to justify and maintain the historical relations of power. They are often evident even during the early stages of childhood, influencing and shaping how people interact with each other.

(Gendered Innovations Website – amended see notes)

OTHER DEFINITIONS

1. Gender stereotypes are preconceived ideas whereby males and females are arbitrarily assigned characteristics and roles determined and limited by their sex. Sex stereotyping can limit the development of the natural talents and abilities of boys and girls, women and men, their educational and professional experiences as well as life opportunities in general. Stereotypes about women both result from and are the cause of deeply engrained attitudes, values, norms and prejudices against women. They are used to justify and maintain the historical relations of power of men over women as well as sexist attitudes which are holding back the advancement of women”. (Council of Europe Gender Equality Strategy 2014-2017, page 9.)

Notes

The first definition has been endorsed by most partners. The Consortium added a sentence about power relations in the highlighted definition, which is part of definition 1.

Gender mainstreaming

PLOTINA DEFINITION

Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and all stages, by the actors normally involved in policy-making.

(European Commission)

Gender dimension (in research, in relation to WP4)

PLOTINA DEFINITION

Gender dimension means integrating sex and gender analysis into research [...] integrating into all phases of basic and applied research—from setting priorities, to funding decisions, to establishing project objectives and methodologies, to data gathering, analyzing results, and evaluation.

(Gendered Innovations Website)

Femininities and Masculinities

PLOTINA DEFINITION

"**Femininities**" and "**masculinities**" describe gender identities. They describe socio-cultural categories in everyday language; these terms are used differently in biology (see below). Because femininities and masculinities are gender identities, they are shaped by socio-cultural processes, not biology (and should not be essentialized). Femininities and masculinities are plural and dynamic; they change with culture and with individuals.

(Gendered Innovations Website)

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