

Female Academic Role Model Empowerment, Equality and Sustainability at Universities in Mediterranean Region toward Agenda 2030 ("FREE")

Erasmus+ Capacity Building in Higher Education
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GLOSSARY OF TERMS

INTRODUCTION

This product has been produced under the Erasmus+ FREE Project and has the objective of clarifying a number of concepts that will be used throughout the cycle of the project and to serve partners explain certain aspects of this project's implementation. It shall also be useful to trainees and personnel getting acquainted with terminology and use of language within our virtual training courses on gender awareness and empowerment, designed by FREE experts. Please don't hesitate to contribute to the amelioration and/or enlargement of this open tool by sending us your comments.

GLOSSARY OF TERMS ¹

Activity – Task undertaken to produce outputs.

Assumption – Hypotheses about factors or risks which could affect the progress or success of an action.

Attribution – The identification of a causal link between observed (or expected to be observed) outcomes or impact and a specific action. Attribution represents the extent to which observed results can be attributed to a specific action.

Baseline – Starting point of the Action. A baseline provides information on the situation the action aims to change. It provides a reference point for assessing results, as it establishes a basis for comparing the situation before and after the action. Normally, each indicator would have a baseline value but qualitative or descriptive baselines are also important.

Contribution - Contribution analysis is a methodology used to identify the contribution a development intervention has made to a change or set of changes. The aim is to produce a credible, evidence-based narrative of contribution that a reasonable person would be likely to agree with, rather than to produce conclusive proof. Contribution analysis is based on a recognition that it is difficult to prove attribution for many development interventions. This is because (i) there are usually many different steps between activities and eventual desired changes; (ii) external factors often influence the changes brought about through development interventions; and (iii) many different development interventions can contribute to a single change

Data collection tools – Methods used to identify information sources and collect information during monitoring or during an evaluation (e.g. questionnaires, interview guides, focus group discussion guide, etc.).

Development results - Intended impact contributing to physical, financial, institutional, social, environmental, or other benefits to a society, community, or group of people via one or more development interventions

Discrimination – The CEDAW defines discrimination against women as "...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field"

Empowerment – Process by which people -both women and men- taking control over their lives: setting their own agendas, gaining skills, building self-confidence, solving problems and developing self-reliance. No one can empower another: only the individual can empower herself or himself to make choices or to speak out. However, institutions can support processes that can nurture self-empowerment of individuals or groups.

Evaluation – The systematic and objective assessment of an on-going or completed project, Project or policy, its design, implementation and results. The aim is to determine the relevance, effectiveness, efficiency, coherence and added value. An evaluation should provide information that is credible and useful, enabling the incorporation of lessons learned into decision-making processes. Evaluation is different from monitoring in terms of depth, scope and purpose. Evaluations are usually more in-depth than monitoring and often involve search for evidence-based progress towards the outputs, outcomes, etc.

External monitoring - The monitoring of a development intervention - conducted by entities and/or individuals outside the donor and implementing organizations

Gender – Concept refers to the roles and responsibilities of men and women that are created in our families, our societies and our cultures. The concept of gender also includes the expectations held about the characteristics, aptitudes and likely behaviors of both women and men (femininity and masculinity). Gender is not biologically

¹ Selected and simplified from the Glossary of the Partnership Instrument Monitoring System (PIMS) Guidelines v1.1. October 2017. European Commission.

predetermined nor is it fixed forever. Gender roles and expectations are learned and can change over time and they vary within and between cultures. Systems of social differentiation such as political status, class, ethnicity, physical and mental disability, age and more, modify gender roles. The concept of gender is vital because, applied to social analysis, it reveals how women's subordination (or men's domination) is socially constructed. As such, the subordination can be changed or ended. Source: <https://www.un.org/sustainabledevelopment/gender-equality/>

Gender Analysis - is the collection and analysis of sex-disaggregated information. Men and women both perform different roles. This leads to women and men having different experience, knowledge, talents and needs. Gender analysis explores these differences so policies, programs and projects can identify and meet the different needs of men and women. Gender analysis also facilitates the strategic use of distinct knowledge and skills possessed by women and men.

Gender egalitarianism - The degree to which a collective minimizes gender inequality. High Gender Egalitarianism institutions have characteristics such as (i) More women in positions of authority; (ii) Less occupational sex segregation; (iii) Similar levels of educational attainment for males and females; (iv) Afford women a greater decision-making role in community affairs. (House et al, 2004 p. 30). See https://www.tlu.ee/~sirvir/IKM/Leadership%20Dimensions/gender_egalitarianism.html

Gender Equality - means that women and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development. Gender equality is therefore the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in their home, their community and their society.

Gender Equity - is the process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a means. Equality is the result.

Goal – Synonym for "objective".

Impact / Overall Objective – Long-term result(s) to which an action is expected to contribute in the social (incl. political), economic and environmental global context involving other stakeholders. Impacts are in the sphere of indirect influence of the intervention.

Indicators – Quantifiable or qualitative variables or factors that can be observed, in order to provide reliable information to assess / measure performance and change, or progress towards the achievement of outputs, outcomes and impact over time.

Inputs – The political, technical, and financial and human resources used for the action.

Intervention logic – Management tool used in the design of actions. It shows the logical link from an intervention's input to its output and, subsequently, to its results and impacts.

Leadership - The position, state or action of leading a group of people /organization or motivating them to act towards achieving a common goal

Logframe – Management tool used in the design, monitoring and evaluation of actions. It involves identifying strategic elements (inputs, outputs, specific objectives and overall objectives) and their causal relationships, indicators, and the assumptions or risks that may influence success and failure. It facilitates planning, execution and evaluation of an action.

Lessons learned - Generalizations based on evaluation experiences with projects, programs, or policies that abstract from the specific circumstances to broader situations. Frequently, lessons highlight strengths or weaknesses in preparation, design, and implementation that affect performance, outcome, and impact.

Monitoring – A continuing function that uses systematic collection of data on specified indicators to provide management and the main stakeholders of an ongoing intervention with indications of the extent of progress and achievement of objectives in the use of allocated funds.

Outcome / Specific Objective – Medium-term result an action is expected to achieve in the social (incl. political), economic or environmental area (of the action) and/or on direct beneficiaries of the action (participants/target groups). In order for an outcome to materialize, a change in behaviour/perception/engagement is necessary. Outcomes are expected to materialize within the lifetime of the action and are under its direct influence. However, other external factors and players also influence the outcome and participants / target groups.

Output – Direct products generated by activities under an action, produced or accomplished with the resources allocated to the action. Outputs are in the sphere of control of an action.

Performance – The degree to which an intervention or a partner operates according to specific criteria / standards / guidelines or achieves results in accordance with stated goals or plans.

Process – How a policy decision is made in any area (e.g. gender equality, employment, economic growth, etc.). An activity (e.g. a seminar on women's empowerment and corporate policies or a conference on market access) or a series of activities (e.g. a series of stakeholder workshops) are implemented to influence how EU partners approach / decide on a particular topic.

Quality assurance – The term encompasses any activity that is concerned with assessing and improving the merit or the worth of an intervention or its compliance with given quality standards.

Results – Results include the output, outcome or impact (intended or unintended, positive and / or negative) of an action. While activities describe what is being done, results describe ensuing changes.

Results chain – The causal sequence for an intervention that stipulates the necessary sequence to achieve desired results. It starts from inputs, moving through activities and outputs, and culminating in outcomes and impacts.

Results framework - The program logic that explains how the development objective is to be achieved, including causal relationships and underlying assumptions

Sex-Disaggregated Data - is data that is collected and presented separately on men and women.

Sustainability - The continuation of benefits from a development intervention after major development assistance has been completed. The probability of continued long-term benefits. The resilience to risk of the net benefit flows over time

Target – Indicates the desired quantitative result for a given indicator at the end of the action and beyond.

Triangulation – The combined use of theories, sources or types of information, or types of analysis to verify and substantiate an assessment

Women empowerment - Process by which women gain power and control over their own lives and acquire the ability to make strategic choices. Women's empowerment has five components: women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally. See <https://eige.europa.eu/thesaurus/terms/1102>