

"100 words for equality"

A glossary of terms on equality between women and men

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FOREWORD

Since the very beginning, the European Union has played a significant role in the promotion of equality between women and men. In recent years, through four consecutive mid-term action programmes for equal opportunities and through legislation where necessary, we have developed this role and intensified our action.

Most recently, the signature of the Treaty of Amsterdam has given a fresh impetus as it not only explicitly includes equality between women and men among the Community objectives but also states that, in all its activities, the Community shall aim at eliminating inequalities and promoting equality between women and men.

This glossary is part of that impetus. It is the first attempt to put together all the terms commonly used in the area of equality policy, and it will go some way towards creating a common language in Europe for all actors in this field.

I see the glossary as serving two extremely important objectives. First, by creating a common understanding of terms and issues at European level it will facilitate the promotion of equality between women and men as foreseen by the Amsterdam Treaty. Secondly, and not less important, it will serve the Community concern of getting the information about European policies out of the circle for initiated people and making them accessible and understandable by all citizens. The glossary will bring our work in this area closer to the citizen - by clarifying the terms we use and so, making what we do, easier to understand.

These are worthy objectives.

I believe that the glossary you now hold in your hands will prove itself to be an invaluable tool and point of reference. It is addressed to policy makers, to Members of Parliament, both at national and European level, to those working in the field, to those simply interested, to all women and men.

Equality is a question of Democracy and Fundamental Rights, it is a matter for us all. I commend this glossary to you.

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Member of the European Commission

TABLE OF CONTENTS

A

ACTIVITY RATE
AFFIRMATIVE ACTION
ASSISTING SPOUSES
ATYPICAL WORK/EMPLOYMENT

B

BALANCED PARTICIPATION OF WOMEN AND MEN
BENCHMARKING
BURDEN OF PROOF

C

CHILDCARE

D

DEMOCRATIC DEFICIT
DEPENDENT CARE
DERIVED RIGHTS
DESEGREGATION OF THE LABOUR MARKET
DIGNITY AT WORK
DIRECTIVES ON EQUAL TREATMENT
DIVERSITY
DIVISION OF LABOUR (BY GENDER)
DOMESTIC VIOLENCE/FAMILY VIOLENCE

E

ECONOMICALLY ACTIVE POPULATION
EMPOWERMENT
EQUALITY BETWEEN WOMEN AND MEN
EQUALITY DIMENSION
EQUAL OPPORTUNITIES FOR WOMEN AND MEN
EQUAL PAY FOR WORK OF EQUAL VALUE
EQUAL TREATMENT FOR MEN AND WOMEN

F

FAMILY LEAVE
FAMILY VIOLENCE
FAMILY WORKER
FEMINISATION OF POVERTY
FLEXIBILITY OF WORKING TIME/WORKING HOURS

G

GENDER
GENDER ANALYSIS
GENDER AUDIT
GENDER BASED VIOLENCE
GENDER BLIND
GENDER CONTRACT
GENDER DIMENSION
GENDER DISAGGREGATED DATA
GENDER DISTRIBUTION OF PAID AND UNPAID WORK
GENDER EQUALITY
GENDER EQUITY
GENDER GAP
GENDER IMPACT ASSESSMENT
GENDER MAINSTREAMING
GENDER NEUTRAL
GENDER PAY DIFFERENTIAL
GENDER PAY GAP
GENDER PERSPECTIVE
GENDER PLANNING
GENDER PROOFING
GENDER RELATIONS
GENDER RELEVANCE
GENDER ROLES
GENDER SENSITIVE
GLASS CEILING

H

HIDDEN UNEMPLOYMENT
HOMEWORK
HORIZONTAL SEGREGATION
HUMAN RIGHTS OF WOMEN

I

ILLEGAL WORK
INACTIVITY RATE
INDIVIDUALISATION OF RIGHTS
INDIVIDUAL RIGHTS
INFORMAL ECONOMY/WORK
INTEGRATION OF EQUAL OPPORTUNITIES/GENDER PERSPECTIVE
INVISIBLE BARRIERS
IRREGULAR AND/OR PRECARIOUS EMPLOYMENT

J

JOB SEGREGATION/EMPLOYMENT SEGREGATION
JOB SHARING

M

MAINSTREAMING
MATERNITY LEAVE
MENTORING
MINIMUM WAGE

O

OCCUPATIONAL SEGREGATION

P

PAID WORK
PARENTAL LEAVE
PARITY DEMOCRACY
PARTICIPATION RATES
PART TIME EMPLOYMENT
PATERNAL LEAVE
POSITIVE ACTION
POSITIVE DISCRIMINATION
PREFERENTIAL TREATMENT

Q

QUOTA

R

RECOGNITION AND VALUATION OF UNPAID WORK
RECONCILIATION OF WORK AND FAMILY/HOUSEHOLD LIFE
REFUGE
REGULATION OF PART TIME WORK
REPRODUCTIVE HEALTH
REPRODUCTIVE RIGHTS

S

SATELLITE ACCOUNT
SEGREGATION OF THE LABOUR MARKET
SEX
SEX DISAGGREGATED STATISTICS
SEX DISCRIMINATION - DIRECT
SEX DISCRIMINATION - INDIRECT
SEX/GENDER SYSTEM
SEX TRADE
SEXUAL HARASSMENT
SEXUAL ORIENTATION
SEXUAL VIOLENCE

T

TIME USE SURVEY
TRAFFICKING/TRADING IN HUMAN BEINGS/IN WOMEN AND CHILDREN

U

UNEMPLOYMENT
UNPAID/UNREMUNERATED WORK

V

VERTICAL SEGREGATION
VOCATIONAL TRAINING

W

WIFE BATTERING/BEATING
WOMEN's STUDIES/GENDER STUDIES

A

EN : ACTIVITY RATE	FR :TAUX D'ACTIVITE	DE :ERWERBSQUOTE
ES :TASA DE ACTIVIDAD	DA : ERHVERVSFREKVEN	PT : TAXA DE ACTIVIDADE
NL : ARBEIDSDEELNAME / PARTICIPATIEGRAAD	FIN : TYÖSSÄKÄYNTIASTE	SV : FÖRVÄRVSFREKVEN
IT : TASSO DI ATTIVITÀ	EL : ΠΟΣΟΣΤΟ ΣΥΜΜΕΤΟΧΗΣ ΣΤΟΝ ΟΙΚΟΝΟΜΙΚΑ ΕΝΕΡΓΟ ΠΛΗΘΥΣΜΟ	
Represents the labour force as a percentage of the population of working age (15-64).		

EN : AFFIRMATIVE ACTION	FR :ACTION POSITIVE	DE : FÖRDERMASSNAHMEN
ES : ACCIÓN POSITIVA	DA : POSITIV SÆRBEHANDLING	PT : ACÇÃO POSITIVA
NL : POSITIEVE ACTIE/ POSITIEVE DISCRIMINATIE	FIN : POSITIIVISET ERITYISTOIMET	SV : AKTIVA ÅTGÄRDER
IT :AZIONI POSITIVE	EL : ΘΕΤΙΚΗ ΔΡΑΣΗ	
See Positive action.		

EN :ASSISTING SPOUSES	FR :CONJOINTS AIDANTS / COLLABORATEURS	DE : MITHELFENDE EHEGATTINNEN / EHEGATTEN
ES :CÓNYUGES COLABORADORES	DA : MEDHJÆLPENDE ÆGTEFÆLLE	PT : CÓNJUGES COLABORADORES
NL : MEEWERKENDE ECHTGENOTEN	FIN : AVUSTAVAT PUOLISOT	SV : MEDHJÄLPANDE MAKAR
IT : COADIUVANTI	EL : ΣΥΜΒΟΗΘΟΥΝΤΕΣ ΣΥΖΥΓΟΙ	
The spouses of people who are engaged in work usually of a self employed or independent nature, where the spouse is an important contributor to the work but does not necessarily receive direct remuneration for this work and is often not entitled to social protection benefits.		

EN :ATYPICAL WORK/EMPLOYMENT	FR :TRAVAIL/EMPLOI ATYPIQUE	DE :ATYPISCHE ARBEIT / BESCHÄFTIGUNGSVERHÄLTNISSE
ES : EMPLEO/ TRABAJO ATÍPICO	DA : ATYPISK ARBEJDE	PT : EMPREGO/ TRABALHO ATÍPICO
NL : FLEXIBELE ARBEID	FIN : EPÄTYYPILLINEN TYÖ	SV : ATYPISKT ARBETE
IT :LAVORO ATIPICO	EL : ΑΤΥΠΗ ΕΡΓΑΣΙΑ / ΑΠΑΣΧΟΛΗΣΗ	
Work which is other than full time and permanent, including part time, evening and weekend work, fixed term work, temporary or sub-contract home based working, teleworking and outwork.		

B

EN : BALANCED PARTICIPATION OF WOMEN AND MEN	FR :PARTICIPATION EQUILIBREE DES FEMMES ET DES HOMMES	DE : AUSGEWOGENE MITWIRKUNG VON FRAUEN UND MÄNNERN
ES :PARTICIPACIÓN EQUILIBRADA DE MUJERES Y HOMBRES	DA : JÆVN KØNSFORDELING	PT : PARTICIPAÇÃO EQUILIBRADA DE MULHERES E HOMENS
NL : EVENWICHTIGE DEELNAME VAN MANNEN EN VROUWEN	FIN : NAISTEN JA MIESTEN TASAPUOLINEN OSALLISTUMINEN	SV : JÄMN FÖRDELNING MELLAN KVINNOR OCH MÄN
IT :PARTECIPAZIONE EQUILIBRATA DI DONNE E UOMINI	EL : ΊΣΟΠΡΟΪΗ ΣΥΜΜΕΤΟΧΗ ΓΥΝΑΙΚΩΝ ΚΑΙ ΑΝΔΡΩΝ	
The sharing of power and decision-making positions (40-60 per cent representation of either sex) between men and women in every sphere of life, which constitutes an important condition for equality between men and women (Council Recommendation 96/694/EC of 02/12/96, OJ L 319).		

EN : BENCHMARKING	FR :ETALONNAGE DES PERFORMANCES	DE : “BENCHMARKING”
ES :EVALUACIÓN COMPARATIVA	DA : “BENCHMARKING”	PT : AVALIAÇÃO/ ANÁLISE COMPARATIVA
NL : IJKING	FIN : ESIKUVA-ANALYYSI	SV : BENCHMARKING
IT : ANALISI COMPARATIVA DELLE PRESTAZIONI	EL : ΟΡΟΘΕΤΗΣΗ/ ΣΥΓΚΡΙΤΙΚΗ ΑΝΑΛΥΣΗ ΤΩΝ ΕΠΙΔΟΣΕΩΝ	
The establishment of a criterion, standard or reference point against which to establish targets and measure progress.		

EN : BURDEN OF PROOF	FR :CHARGE DE LA PREUVE	DE :BEWEISLAST
ES :CARGA DE LA PRUEBA	DA : BEVISBYRDE	PT : ÓNUS DA PROVA
NL : BEWIJSLAST	FIN : TODISTUSTAAKKA	SV : BEVISBÖRDA
IT :ONERE DELLA PROVA	EL : ΒΑΡΟΣ ΑΠΟΔΕΙΞΗΣ	
If a person files a legal complaint, it is in principle up to him or her to prove that she/he has been a victim of discrimination. In the area of equal treatment between men and women, a directive, based on the case law of European Court of Justice, shifts the burden of proof between the parties (defendant and complainant).Where persons consider themselves wronged by failure to apply the principle of equal treatment, and where there is a prima facie case of discrimination, it is for the respondent to prove that there has been no contravention of the principle (Judgement of 17.10.89 in Case C 109/88, Danfoss, [1989] ECR 3199, para 16; Council Directive of 15.12.97 on the burden of proof in cases of discrimination based on sex).		

C

EN : CHILDCARE	FR :GARDE D'ENFANTS	DE : KINDERBETREUUNG
ES :ATENCIÓN A LA INFANCIA	DA : BØRNEPASNING	PT : ACOLHIMENTO DE CRIANÇAS
NL : KINDEROPVANG	FIN : LASTENHOITO	SV : BARNOMSORG
IT : CUSTODIA DEI BAMBINI	EL : ΦΡΟΝΤΙΔΑ ΠΑΙΔΙΩΝ	
A broadly based concept covering the provision of public, private, individual or collective services to meet the needs of children and parents (Council Recommendation 92/241/EEC of 31/03/92, OJ L 123).		

D

EN : DEMOCRATIC DEFICIT	FR :DÉFICIT DÉMOCRATIQUE	DE : DEMOKRATIEDEFIZIT
ES :DÉFICIT DEMOCRÁTICO	DA : DEMOKRATISK UNDERSKUD	PT : DÉFICE DEMOCRÁTICO
NL : DEMOCRATISCH TEKORT	FIN : DEMOKRATIAVAJE	SV : DEMOKRATISKT UNDERSKOTT
IT :DEFICIT DEMOCRATICO	EL : ΔΗΜΟΚΡΑΤΙΚΟ ΕΛΛΕΙΜΜΑ	
The impact of (e.g.) inadequate gender balance on the legitimacy of democracy.		

EN : DEPENDANT CARE	FR : SOINS AUX PERSONNES DEPENDANTES	DE : BETREUUNG ABHÄNGIGER
ES : ATENCIÓN A PERSONAS DEPENDIENTES	DA : OMSORG (ELLER PLEJE)	PT : CUIDADOS A PESSOAS DEPENDENTES
NL : VERZORGING VAN AFHANKELIJKE PERSONEN	FIN : OMAISHOITO	SV : VÅRD AV NÄRSTÅENDE
IT : ASSISTENZA ALLE PERSONE NON AUTONOME	EL : ΦΡΟΝΤΙΑΑ ΕΞΑΡΤΩΜΕΝΩΝ ΑΤΟΜΩΝ	
Provision of care for those who are young, ill, elderly or less able and dependent on another.		

EN : DERIVED RIGHTS	FR :DROITS DÉRIVÉS	DE :ABGELEITETE ANSPRÜCHE/ RECHTE
ES :DERECHOS DERIVADOS	DA : AFLEDEDE RETTIGHEDER	PT : DIREITOS DERIVADOS
NL : AFGELEIDE RECHTEN	FIN : JOHDETUT OIKEUDET	SV : HÄRLEDDA RÄTTIGHETER
IT :DIRITTI DERIVATI	EL : ΠΑΡΑΓΩΓΑ ΔΙΚΑΙΩΜΑΤΑ	
Rights, notably to social security benefits or residence, which accrue to an individual but which originate from and depend on their relationship with another person, usually of parenthood, marriage or cohabitation.		

EN : DESEGREGATION OF THE LABOUR MARKET	FR :DESEGREGATION DU MARCHÉ DU TRAVAIL	DE : ABBAU DER TEILUNG DES ARBEITSMARKTES
ES : DESEGREGACIÓN DEL MERCADO DE TRABAJO	DA : DESEGREGERING AF ARBEJDSMARKEDET	PT : NÃO-SEGREGAÇÃO DO MERCADO DE TRABALHO
NL : DESEGREGATIE VAN DE ARBEIDSMARKT	FIN : TYÖMARKKINOIDEN ERIYTYMISEN VÄHENTÄMINEN	SV : DESEGREGERING AV ARBETSMARKNADEN
IT : DESAGREGAZIONE DEL MERCATO DEL LAVORO	EL : ΕΞΑΛΕΙΨΗ ΤΩΝ ΔΙΑΧΩΡΙΣΜΩΝ ΣΤΗΝ ΑΓΟΡΑ ΕΡΓΑΣΙΑΣ	
Policies aiming to reduce or eliminate segregation (vertical/horizontal) in the labour market.		

EN : DIGNITY AT WORK	FR :DIGNITE AU TRAVAIL	DE :WÜRDE AM ARBEITSPLATZ
ES :DIGNIDAD EN EL TRABAJO	DA : VÆRDIGHED PÅ ARBEJDSPLADSEN	PT : DIGNIDADE NO TRABALHO
NL : WAARDIGHEID OP HET WERK	FIN : IHMISARVOINEN KOHTELU TYÖPAIKOILLA	SV : VÄRDIGHET PÅ ARBETSPLATSEN
IT :DIGNITÀ SUL LAVORO	EL : ΑΞΙΟΠΡΕΠΕΙΑ ΣΤΗΝ ΕΡΓΑΣΙΑ	
The right to respect and in particular freedom from sexual and other forms of harassment in the workplace (Council Resolution 90/C 157/02 of 29/05/90, OJ C 157).		

EN : DIRECTIVES ON EQUAL TREATMENT	FR :DIRECTIVES SUR L'EGALITE DE TRAITEMENT	DE : GLEICHBEHANDLUNGSRICHTLINIEN
ES : DIRECTIVAS SOBRE LA IGUALDAD DE TRATO	DA : DIREKTIVER OM LIGEBEHANDLING	PT : DIRECTIVAS SOBRE A IGUALDADE DE TRATAMENTO
NL : RICHTLIJNEN INZAKE GELIJKE BEHANDELING	FIN : TASA-ARVOISTA KOHTELUA KOSKEVAT DIREKTIIVIT	SV : DIREKTIV OM LIKA BEHANDLING
IT : DIRETTIVE SULLA PARITÀ DI TRATTAMENTO	EL : ΟΔΗΓΙΕΣ ΠΟΥ ΑΦΟΡΟΥΝ ΤΗΝ ΊΣΗ ΜΕΤΑΧΕΙΡΙΣΗ	

Directives which extend the scope of the principle of equal treatment for men and women (which initially, in the Treaty of Rome, only concerned pay). The principle was extended to access to employment, vocational training and promotion, and working conditions (Council Directive 76/207 of 09/02/76, OJ L 39), statutory social security schemes (Council Directive 79/7 of 19/12/78, OJ L 6), occupational social security schemes (Council Directive 86/378/EEC of 24/07/86, OJ L 225), to those engaged in activity, including agriculture, in a self-employed capacity (Council Directive 86/613/EEC of 11/12/86, OJ L 359), to pregnant workers and workers who have recently given birth (Council Directive 92/85/EEC of 19/10/92, OJ L 348) and to those who are on parental leave (Council Directive 96/34/EEC of 19/06/96, OJ L 145).

EN : DIVERSITY	FR :DIVERSITE	DE : UNTERSCHIEDLICHKEIT
ES :DIVERSIDAD	DA : FORSKELLIGHED	PT : DIVERSIDADE
NL : DIVERSITEIT	FIN : MONIMUOTOISUUS	SV : MÅNGFALD
IT :DIVERSITÀ	EL : ΠΟΙΚΙΛΟΜΟΡΦΙΑ	

The differences in the values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, skills, knowledge and life experiences of each individual in any group of people.

EN : DIVISION OF LABOUR (BY GENDER)	FR :DIVISION DU TRAVAIL (SELON LE SEXE)	DE : (GESCHLECHTSSPEZIFISCHE) ARBEITSTEILUNG
ES :DIVISIÓN DEL TRABAJO (EN FUNCION DEL GÉNERO)	DA : ARBEJDSDELING EFTER KØN	PT : DIVISÃO SEXUAL DO TRABALHO
NL : ARBEIDSVERDELING (NAAR GESLACHT)	FIN : SUKUPUOLTEN VÄLINEN TYÖNJAKO	SV : FÖRDELNING AV ARBETE (EFTER KÖN)
IT : DIVISIONE DEL LAVORO (PER SESSO)	EL : ΚΑΤΑΜΕΡΙΣΜΟΣ ΤΗΣ ΕΡΓΑΣΙΑΣ (ΚΑΤΑ ΦΥΛΟ)	

The division of paid and unpaid work between women and men in private and public life.

EN : DOMESTIC VIOLENCE/FAMILY VIOLENCE	FR :VIOLENCE DOMESTIQUE/DANS LA FAMILLE	DE : HÄUSLICHE GEWALT/GEWALT IN DER FAMILIE
ES :VIOLENCIA DOMÉSTICA/VIOLENCIA EN LA FAMILIA	DA : VOLD I HJEMMET/FAMILIEN	PT : VIOLÊNCIA DOMÉSTICA/NA FAMILIA
NL : HUISELIJK GEWELD/GEWELD BINNEN HET GEZIN	FIN : PERHEVÄKIVALTA	SV : VÅLD I HEMMET/VÅLD INOM FAMILJEN
IT : VIOLENZA IN AMBITO DOMESTICO/FAMILIARE	EL : ΒΙΑ ΜΕΣΑ ΣΤΟ ΣΠΙΤΙ /ΒΙΑ ΜΕΣΑ ΣΤΗΝ ΟΙΚΟΓΕΝΕΙΑ	

Any form of physical, sexual or psychological violence which puts the safety or welfare of a family member at

risk and/or the use of physical or emotional force or threat of physical force, including sexual violence, within the family or household. Includes child abuse, incest, wife battering and sexual or other abuse of any member of the household.

E

EN : ECONOMICALLY ACTIVE POPULATION	FR : POPULATION ACTIVE	DE : ERWERBSBEVÖLKERUNG/ ERWERBSPERSONEN
ES : POBLACIÓN ACTIVA	DA : DEN ØKONOMISK AKTIVE BEFOLKNING	PT : POPULAÇÃO ECONOMICAMENTE ACTIVA
NL : ECONOMISCH ACTIEVE BEVOLKING	FIN : TYÖVOIMA	SV : FÖRVÄRVSARBETANDE BEFOLKNING
IT : POPOLAZIONE ATTIVA	EL : ΟΙΚΟΝΟΜΙΚΑ ΕΝΕΡΓΟΣ ΠΛΗΘΥΣΜΟΣ	
All persons of either sex who supply labour for the production of economic goods and services as defined by the UN System of National Accounts, during a specified time period (United Nations).		

EN : EMPOWERMENT	FR : RENFORCEMENT DE POUVOIR	DE : "EMPOWERMENT"
ES : CAPACITACIÓN (para una plena participación en los procesos de toma de decisiones). En América: «empoderamiento»	DA : SÆTTEN I STAND TIL AT DELTAGE I SAMFUNDET PÅ LIGE FOD	PT : CAPACITAÇÃO
NL : "EMPOWERMENT"	FIN : VAIKUTUSVALLAN LISÄÄMINEN	SV : ÖKAD DELAKTIGHET
IT : CONFERIMENTO DI RESPONSABILITÀ	EL : ΕΝΔΥΝΑΜΩΣΗ	
The process of gaining access and developing one's capacities with a view to participating actively in shaping one's own life and that of one's community in economic, social and political terms.		

EN : EQUALITY BETWEEN WOMEN AND MEN (SEX EQUALITY)	FR : EGALITE ENTRE LES FEMMES ET LES HOMMES (EGALITE DES SEXES)	DE : GLEICHSTELLUNG VON FRAUEN UND MÄNNERN (GLEICHSTELLUNG DER GESCHLECHTER)
ES : IGUALDAD ENTRE MUJERES Y HOMBRES	DA : LIGESTILLING MELLEM KVINDER OG MÆND (KØNSLIGESTILLING)	PT : IGUALDADE ENTRE MULHERES E HOMENS (IGUALDADE ENTRE OS SEXOS)
NL : GELIJKHEID VAN VROUWEN EN MANNEN	FIN : NAISTEN JA MIESTEN VÄLINEN TASA-ARVO	SV : JÄMSTÄLLDHET MELLAN KVINNOR OCH MÄN
IT : PARITÀ TRA DONNE E UOMINI (PARITÀ TRA I SESSI)	EL : ΙΣΟΤΗΤΑ ΜΕΤΑΞΥ ΓΥΝΑΙΚΩΝ ΚΑΙ ΑΝΔΡΩΝ (ΙΣΟΤΗΤΑ ΤΩΝ ΦΥΛΩΝ)	
The principle of equal rights and equal treatment of women and men (see also Gender equality).		

EN : EQUALITY DIMENSION	FR : DIMENSION DE L'EGALITE	DE : GLEICHSTELLUNGSDIMENSION
ES : DIMENSIÓN DE LA IGUALDAD	DA : LIGESTILLINGS-DIMENSION	PT : DIMENSÃO DA IGUALDADE
NL : GELIJKHEIDSDIMENSIE/ EMANCIPATIE-ASPECTEN	FIN : TASA-ARVOULLOTTUVUUS	SV : JÄMSTÄLLDHETSDIMENSION
IT : DIMENSIONE DI PARITÀ	EL : ΔΙΑΣΤΑΣΗ ΤΗΣ ΙΣΟΤΗΤΑΣ	
The aspect of any issue which relates to equality.		

EN : EQUAL OPPORTUNITIES FOR WOMEN AND MEN	FR : EGALITE DES CHANCES ENTRE LES FEMMES ET LES	DE : CHANCENGLEICHHEIT FÜR FRAUEN UND MÄNNER
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	HOMMES	
ES :IGUALDAD DE OPORTUNIDADES ENTRE MUJERES Y HOMBRES	DA : LIGE MULIGHEDER FOR KVINDER OG MÆND	PT : IGUALDADE DE OPORTUNIDADES ENTRE MULHERES E HOMENS
NL : GELIJKE KANSEN VOOR VROUWEN EN MANNEN	FIN : NAISTEN JA MIESTEN TASA-ARVOISET MAHDOLLISUUDET	SV : LIKA MÖJLIGHETER FÖR KVINNOR OCH MÄN
IT : PARI OPPORTUNITÀ PER DONNE E UOMINI	EL : ΊΣΕΣ ΕΥΚΑΙΡΙΕΣ ΓΙΑ ΓΥΝΑΙΚΕΣ ΚΑΙ ΑΝΔΡΕΣ	
The absence of barriers to economic, political and social participation on the grounds of sex.		

EN : EQUAL PAY FOR WORK OF EQUAL VALUE	FR : REMUNERATION EGALE POUR TRAVAIL DE VALEUR EGALE	DE : GLEICHES ENTGELT BEI GLEICHWERTIGER ARBEIT
ES :IGUALDAD DE RETRIBUCIÓN POR UN TRABAJO DE IGUAL VALOR	DA : LIGE LØN FOR ARBEJDE AF SAMME VÆRDI	PT : IGUALDADE DE REMUNERAÇÃO POR TRABALHO DE IGUAL VALOR
NL : GELIJK LOON VOOR ARBEID VAN GELIJKE WAARDE	FIN : SAMA PALKKA SAMANARVOISESTA TYÖSTÄ	SV : LIKA LÖN FÖR LIKVÄRDIGT ARBETE
IT :PARITÀ DI RETRIBUZIONE PER LAVORO DI PARI VALORE	EL : ΊΣΗ ΑΜΟΙΒΗ ΓΙΑ ΕΡΓΑΣΙΑ ΊΣΗΣ ΑΞΙΑΣ	
Equal pay for work to which equal value is attributed without discrimination on grounds of sex or marital status with regard to all aspects of pay and conditions of remuneration (Art. 141 (ex 119) of the Treaty).		

EN :EQUAL TREATMENT FOR WOMEN AND MEN	FR :EGALITE DE TRAITEMENT ENTRE LES LES FEMMES ET LES HOMMES	DE : GLEICHBEHANDLUNG VON FRAUEN UND MÄNNERN
ES :IGUALDAD DE TRATO ENTRE MUJERES Y HOMBRES	DA : LIGEBEHANDLING AF KVINDER OG MÆND	PT : IGUALDADE DE TRATAMENTO ENTRE MULHERES E HOMENS
NL : GELIJKE BEHANDELING VAN VROUWEN EN MANNEN	FIN : NAISTEN JA MIESTEN YHTÄLÄINEN KOHTELU	SV : LIKA BEHANDLING AV KVINNOR OCH MÄN
IT : PARITÀ DI TRATTAMENTO PER DONNE E UOMINI	EL : ΊΣΗ ΜΕΤΑΧΕΙΡΙΣΗ ΓΥΝΑΙΚΩΝ ΚΑΙ ΑΝΔΡΩΝ	
Ensuring the absence of discrimination on the grounds of sex, either directly or indirectly (see Sex discrimination).		

F

EN : FAMILY LEAVE	FR : CONGES POUR RAISONS FAMILIALES	DE : URLAUB AUS FAMILIÄREN GRÜNDEN
ES : PERMISO POR RAZONES FAMILIARES	DA : ORLOV AF FAMILIEHENSYN	PT : LICENÇA PARA ASSISTÊNCIA A FAMÍLIA
NL : VERLOF WEGENS FAMILIEOMSTANDIGHEDEN	FIN : PERHEVAPAA	SV : LEDIGHET AV FAMILJESKÄL
IT : CONGEDO PER MOTIVI FAMILIARI	EL : ΑΔΕΙΑ ΓΙΑ ΟΙΚΟΓΕΝΕΙΑΚΟΥΣ ΛΟΓΟΥΣ	
A right to leave for family reasons which may or may not be shared between the parents.		

EN : FAMILY VIOLENCE	FR : VIOLENCE DANS LA FAMILLE	DE : GEWALT IN DER FAMILIE
ES : VIOLENCIA EN LA FAMILIA	DA : VOLD I FAMILIEN	PT : VIOLÊNCIA NA FAMÍLIA
NL : GEWELD BINNEN HET GEZIN	FIN : PERHEVÄKIVALTA	SV : VÅLD INOM FAMILJEN
IT : VIOLENZA NEL CONTESTO FAMILIARE	EL : ΒΙΑ ΜΕΣΑ ΣΤΗΝ ΟΙΚΟΓΕΝΕΙΑ	
See Domestic violence.		

EN : FAMILY WORKER	FR : AIDE FAMILIALE	DE : MITHELFENDE FAMILIENANGEHÖRIGE
ES : AYUDA FAMILIAR	DA : MEDHJÆLPENDE FAMILIEMEDLEM	PT : TRABALHADOR FAMILIAR
NL : MEEWERKEND GEZINSLID	FIN : PERHEYRITYKSESSÄ TYÖSKENTELEVÄ	SV : MEDHJÄLPANDE FAMILJEMEDLEM
IT : COLLABORATORE NELL'IMPRESA FAMILIARE	EL : ΕΠΓΑΖΟΜΕΝΟΣ (Η) ΣΤΗΝ ΟΙΚΟΓΕΝΕΙΑΚΗ ΕΠΙΧΕΙΡΗΣΗ	
A family member working in a family business such as a farm, shop, small business or professional practice, frequently a wife, daughter or son.		

EN : FEMINISATION OF POVERTY	FR : FEMINISATION DE LA PAUVRETE	DE : FEMINISIERUNG DER ARMUT
ES : FEMINIZACIÓN DE LA POBREZA	DA : FEMINISERING AF FATTIGDOMMEN	PT : FEMINIZAÇÃO DA POBREZA
NL : FEMINISERING VAN DE ARMOEDE	FIN : KÖYHYIDEN NAISISTUMINEN	SV : FEMINISERING AV FATTIGDOMEN
IT : FEMMINILIZZAZIONE DELLA POVERTÀ	EL : ΑΥΞΗΣΗ ΤΟΥ ΠΟΣΟΣΤΟΥ ΤΩΝ ΓΥΝΑΙΚΩΝ ΜΕΤΑΞΥ ΤΩΝ ΦΤΩΧΩΝ	
The increasing incidence and prevalence of poverty among women as compared to men.		

EN : FLEXIBILITY OF WORKING TIME/ WORKING HOURS	FR : FLEXIBILITE DU TEMPS/ DES HORAIRES DE TRAVAIL	DE : FLEXIBLE ARBEITSZEIT
ES : HORARIO FLEXIBLE	DA : FLEKSIBEL ARBEJDSSTID	PT : FLEXIBILIDADE DO TEMPO DE TRABALHO/ HORÁRIO FLEXIVEL
NL : FLEXIBILE ARBEIDSDUUR / WERKTIJDEN	FIN : TYÖAIKAJOUSTO/ JOUSTAVA TYÖAIKA	SV : FLEKSIBEL ARBETSTID
IT : FLESSIBILITÀ DELL'ORARIO DI LAVORO	EL : ΕΥΕΛΙΞΙΑ ΤΟΥ ΧΡΟΝΟΥ/ ΤΩΝ ΩΡΩΝ ΕΡΓΑΣΙΑΣ	
Formulas of working time which offer a range of possibilities in relation to numbers of hours worked and the		

arrangements of rosters, shifts or work schedules by day, week, month or year.

G

EN : GENDER	FR : GENRE/SEXE (RAPPORTS SOCIAUX DE SEXE)	DE : SOZIALES GESCHLECHT
ES : GÉNERO/SEXO, TOMADO EN SENTIDO SOCIOLÓGICO	DA : KØN	PT : GÉNERO
NL : GENDER	FIN : SUKUPUOLI (GENDER)	SV : GENUS
IT : GENERE	EL : ΦΥΛΟ (ΚΟΙΝΩΝΙΚΟ)	
A concept that refers to the social differences between women and men that have been learned, are changeable over time and have wide variations both within and between cultures.		

EN : GENDER ANALYSIS	FR :ANALYSE SELON LE GENRE	DE : GESCHLECHTSSPEZIFISCHE ANALYSE
ES :ANÁLISIS POR GÉNERO	DA : KØNSSPECIFIK ANALYSE	PT : ANÁLISE DAS QUESTÕES DE GÉNERO
NL : GENDER ANALYSE	FIN : TASA-ARVOANALYYSI	SV : JÄMSTÄLLDHETSANALYS
IT : ANALISI COMPARATIVA DI GENERE	EL : ΑΝΑΛΥΣΗ ΩΣ ΠΡΟΣ ΤΟ ΦΥΛΟ	
The study of differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision making powers, etc. between women and men on their assigned gender roles.		

EN :GENDER AUDIT	FR :AUDIT SELON LE GENRE	DE : GLEICHSTELLUNGSKONTROLLE
ES : AUDITORIA DE GÉNERO	DA : LIGESTILLINGSMÆSSIG VURDERING	PT : COMPROVAÇÃO DA INTEGRAÇÃO DA PERSPECTIVA DE GÉNERO
NL : GENDER AUDIT	FIN : TASA-ARVOTARKASTUS	SV : JÄMSTÄLLDHETSREVISION
IT : VERIFICA DELL'INTEGRAZIONE DELLA DIMENSIONE DI GENERE	EL : ΕΛΕΓΧΟΣ ΩΣ ΠΡΟΣ ΤΟ ΦΥΛΟ	
The analysis and evaluation of policies, programmes and institutions in terms of how they apply gender-related criteria.		

EN : GENDER BASED VIOLENCE/ SEXUAL VIOLENCE	FR : VIOLENCE LIEE AU GENRE/ SEXE	DE : GESCHLECHTSBEZOGENE GEWALT
ES : VIOLENCIA SEXISTA O SEXUAL	DA : KØNSBASERET VOLD	PT : VIOLÊNCIA COM BASE NO SEXO/ VIOLÊNCIA SEXUAL
NL : SEKSUEEL GEWELD	FIN : SUKUPUOLISTUNUT VÄKIVALTA	SV : KÖNSRELATERAT VÅLD
IT : VIOLENZA CONNESSA AL SESSO	EL : ΒΙΑ ΠΟΥ ΣΥΝΔΕΕΤΑΙ ΜΕ ΤΟ ΦΥΛΟ	
Any form of violence by the use or threat of physical or emotional force, including rape, wife battering, sexual harassment, incest and pedophilia.		

EN : GENDER BLIND	FR : IGNORANT LA SPÉCIFICITÉ DE GENRE	DE : GLEICHSTELLUNGSINDIFFERENT
ES : INSENSIBLE A LAS	DA : KØNSBLIND	PT : INSENSÍVEL À DIMENSÃO DE

DIFERENCIAS DE GÉNERO		GÉNERO
NL : GENDERBLIND	FIN: SUKUPUOLISOKEA	SV : KÖNSBLIND
IT : INSENSIBILE ALLA SPECIFICITÀ DI GENERE	EL : ΑΓΝΟΩΝ (ΟΥΣΑ) ΤΗ ΔΙΑΣΤΑΣΗ ΤΟΥ ΦΥΛΟΥ	
Ignoring/failing to address the gender dimension (as opposed to gender sensitive or gender neutral).		

EN : GENDER CONTRACT	FR : CONTRAT SOCIAL DE GENRE	DE : GESCHLECHTERVERTRAG
ES : CONTRATO SOCIAL DE GÉNERO	DA : KØNSKONTRAKT	PT : CONTRATO SOCIAL DE GÉNERO
NL : GENDERCONTRACT/ CONTRACT TUSSEN VROUWEN EN MANNEN	FIN : SUKUPUOLISOPIMUS	SV : GENUSKONTRAKT
IT : CONTRATTO SOCIALE IN BASE AL SESSO	EL : ΚΟΙΝΩΝΙΚΟ ΣΥΜΒΟΛΑΙΟ ΤΟΥ ΦΥΛΟΥ	
A set of implicit and explicit rules governing gender relations which allocate different work and value, responsibilities and obligations to men and women and is maintained on three levels - cultural superstructure - the norms and values of society; institutions - family welfare, education and employment systems, etc.; and socialisation processes, notably in the family.		

EN : GENDER DIMENSION	FR : SPECIFICITE DE GENRE	DE : GESCHLECHTSSPEZIFISCHE DIMENSION
ES : DIMENSIÓN DEL GÉNERO	DA : KØNSDIMENSION	PT : DIMENSÃO DE GÉNERO
NL : GENDERDIMENSIE/ EMANCIPATIEASPECTEN	FIN : SUKUPUOLIULOTTUVUUS	SV : KÖNSASPEKT/ JÄMSTÄLLDHETSASPEKT
IT : SPECIFICITÀ DI GENERE	EL : ΔΙΑΣΤΑΣΗ ΤΟΥ ΦΥΛΟΥ	
The aspect of any issue which relates to gender/the differences in the lives of women and men.		

EN : GENDER DISAGGREGATED DATA	FR : DONNEES VENTILEES PAR SEXE	DE : NACH GESCHLECHT AUFGESCHLÜSSELTE DATEN
ES : DATOS DESAGREGADOS POR SEXO	DA : KØNSOPDELTE DATA	PT : DADOS REPARTIDOS POR SEXO
NL : NAAR GESLACHT UITGESPLITSTE GEGEVENS	FIN : SUKUPUOLEN MUKAAN ERITELLUT TIEDOT	SV : KÖNSUPPDELADE UPPGIFTER
IT : DATI DISAGGREGATI IN BASE AL SESSO	EL : ΣΤΟΙΧΕΙΑ ΚΑΤΑ ΦΥΛΟ	
The collection and separation of data and statistical information by gender to enable comparative analysis/gender analysis.		

EN : GENDER DISTRIBUTION OF PAID AND UNPAID WORK	FR : REPARTITION DU TRAVAIL REMUNERE ET NON REMUNERE ENTRE LES FEMMES ET LES HOMMES	DE : GESCHLECHTSSPEZIFISCHE AUFTEILUNG VON BEZAHLTER UND UNBEZAHLTER ARBEIT
ES : DISTRIBUCIÓN DEL TRABAJO REMUNERADO Y NO REMUNERADO EN FUNCIÓN DEL GÉNERO	DA : FORDELING AF LØNNET OG ULØNNET ARBEJDE MELLEM KØNNENE	PT : DIVISÃO/ REPARTIÇÃO DO TRABALHO REMUNERADO E NÃO REMUNERADO EM FUNÇÃO DO SEXO
NL : VERDELING VAN BETAALDE EN ONBETAALDE ARBEID TUSSEN VROUWEN EN MANNEN	FIN : PALKALLISEN JA PALKATTOMAN TYÖN JAKAUTUMINEN SUKUPUOLEN MUKAAN	SV : KÖNSFÖRDELNING NÄR DET GÄLLER AVLÖNAT OCH OAVLÖNAT ARBETE

IT : RIPARTIZIONE DI LAVORO RETRIBUITO E NON RETRIBUITO IN BASE AL SESSO	EL : ΚΑΤΑΝΟΜΗ ΚΑΤΑ ΦΥΛΟ ΤΗΣ ΑΜΕΙΒΟΜΕΝΗΣ ΚΑΙ ΜΗ ΑΜΕΙΒΟΜΕΝΗΣ ΕΡΓΑΣΙΑΣ	
See Division of labour by gender.		

EN : GENDER EQUALITY	FR :ÉGALITE DES SEXES	DE : GLEICHSTELLUNG DER GESCHLECHTER / GLEICHSTELLUNG VON FRAUEN UND MÄNNERN (IN SOZIALER HINSICHT)
ES :IGUALDAD ENTRE LOS SEXOS	DA : LIGESTILLING MELLEM KØNNENE	PT : IGUALDADE DE GÉNERO
NL : GELIJKHEID VAN VROUWEN EN MANNEN	FIN : SUKUPUOLTEN TASA-ARVO	SV : JÄMSTÄLLDHET MELLAN KVINNOR OCH MÄN
IT : UGUAGLIANZA DEI SESSI	EL : ΙΣΟΤΗΤΑ ΤΩΝ ΦΥΛΩΝ	
The concept meaning that all human beings are free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally.		

EN : GENDER EQUITY	FR :TRAITEMENT EQUITABLE ENTRE LES SEXES	DE : GLEICHHEIT VON FRAU UND MANN
ES :EQUIDAD ENTRE HOMBRES Y MUJERES	DA : RIMELIG BALANCE MELLEM KØNNENE	PT : EQUIDADE ENTRE GÉNEROS
NL : GELIJKWAARDIGE BEHANDELING VAN VROUWEN EN MANNEN	FIN : SUKUPUOLTEN OIKEUDENMUKAINENKOHTE LU	SV : LIKVÄRDIG BEHANDLING
IT : UGUAGLIANZA DI GENERE	EL : ΙΣΟΤΙΜΙΑ ΤΩΝ ΦΥΛΩΝ	
Fairness of treatment by gender, which may be equal treatment or treatment which is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.		

EN : GENDER GAP	FR : DISPARITÉ ENTRE LES GENRES	DE : GESCHLECHTSSPEZIFISCHE DISKREPANZ
ES : DIFERENCIA DEBIDA AL GÉNERO	DA : KØNSSKÆVHED	PT : FOSSO ENTRE GÉNEROS
NL : GENDERKLOOF/ VERSCHILLEN TUSSEN VROUWEN EN MANNEN	FIN : SUKUPUOLTEN VÄLINEN KUILU	SV : KLYFTAN MELLAN KÖNEN
IT : DISPARITÀ TRA I GENERI	EL : ΑΠΟΣΤΑΣΗ ΜΕΤΑΞΥ ΤΩΝ ΦΥΛΩΝ	
The gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits.		

EN : GENDER IMPACT ASSESSMENT	FR :EVALUATION DE L'IMPACT SELON LE GENRE	DE : BEWERTUNG DER GESCHLECHTSSPEZIFISCHEN AUSWIRKUNGEN
ES :EVALUACIÓN DEL IMPACTO EN FUNCIÓN DEL GÉNERO	DA : KØNSSPECIFIK KONSEKVENSANALYSE	PT : AVALIAÇÃO DO IMPACTO EM FUNÇÃO DO GÉNERO
NL : EMANCIPATIE-EFFECT RAPPORTAGE	FIN : SUKUPUOLIVAIKUTUSTEN ARVIOINTI	SV : KONSEKVENSANALYS UR ETT JÄMSTÄLLDHETSPERSPEKTIV
IT : VALUTAZIONE D'IMPATTO	EL : ΕΚΤΙΜΗΣΗ ΤΩΝ	

RISPETTO AL SESSO	ΕΠΙΠΤΩΣΕΩΝ (ΜΙΑΣ ΠΟΛΙΤΙΚΗΣ) ΑΝΑΛΟΓΑ ΜΕ ΤΟ ΦΥΛΟ	
The assessing of policy proposals on any differential impact on women and men, with a view to adapting these proposals to make sure that discriminatory effects are neutralised and that gender equality is promoted.		

EN : GENDER MAINSTREAMING	FR : INTEGRATION DE LA DIMENSION DE GENRE	DE : "GENDER MAINSTREAMING"/ EINBEZIEHUNG DER DIMENSION DER CHANCENGLEICHHEIT IN SÄMTLICHEN BEREICHEN DER POLITIK /QUERSCHNITSAUFGABE FRAUEN UND GLEICHSTELLUNGSPOLITIK
ES : INTEGRACIÓN DE LA PERSPECTIVA DE GÉNERO EN EL CONJUNTO DE LAS POLÍTICAS/TRASVERSALIDAD	DA : INTEGRATION AF KØNSASPEKTET (MAINSTREAMING)	PT : INTEGRAÇÃO DA PERSPECTIVA DE GÉNERO
NL : INTEGRATIE VAN DE GENDER DIMENSIE/ EMANCIPATIEASPECTEN IN HET BELEID	FIN : VALTA-VIRTAISTAMINEN (MAINSTREAMING)	SV : INTEGRERING AV ETT JÄMSTÄLLDHETSPERSPEKTIV
IT : MAINSTREAMING (INTEGRAZIONE DELLA DIMENSIONE DELLE PARI OPPORTUNITÀ)	EL : ΕΝΤΑΞΗ ΤΗΣ ΔΙΑΣΤΑΣΗΣ ΤΟΥ ΦΥΛΟΥ	
The systematic integration of the respective situations, priorities and needs of women and men in all policies and with a view to promoting equality between women and men and mobilising all general policies and measures specifically for the purpose of achieving equality by actively and openly taking into account, at the planning stage, their effects on the respective situations of women and men in implementation, monitoring and evaluation (Commission Communication COM (96) 67 final of 21/02/96).		

EN : GENDER NEUTRAL	FR : NON DISCRIMINATOIRE/NON SEXISTE	DE : GESCHLECHTSNEUTRAL
ES :NO DISCRIMINATORIO CON RESPECTO AL SEXO/ NO SEXISTA	DA : KØNSNEUTRAL	PT : NEUTRO EM TERMOS DE GÉNERO
NL : SEKSENEUTRAAL	FIN : SUKUPUOLINEUTRAALI	SV : KØNSNEUTRAL
IT : NEUTRO RISPETTO AL GENERE/ SESSO	EL : ΟΥΔΕΤΕΡΟΣ (Η) (Ο) ΩΣ ΠΡΟΣ ΤΟ ΦΥΛΟ	
Having no differential positive or negative impact for gender relations or equality between women and men.		

EN : GENDER PAY DIFFERENTIAL	FR : DIFFERENTIEL DE REMUNERATION ENTRE LES SEXES	DE : GESCHLECHTSSPEZIFISCHE LOHNUNTERSCHIEDE
ES : DIFERENCIAL RETRIBUTIVO ENTRE MUJERES Y HOMBRES	DA : UENS LØN TIL KVINDER OG MÆND	PT : DIFERENCIAL DE REMUNERAÇÃO ENTRE HOMENS E MULHERES
NL : BELONINGSVERSCHILLEN TUSSEN VROUWEN EN MANNEN	FIN : SUKUPUOLTEN VÄLISET PALKKAEROT	SV : LÖNESKILLNADER MELLAN KVINNOR OCH MÄN

IT : DIFFERENZIALE RETRIBUTIVO FRA I SESSI	EL : ΔΙΑΦΟΡΑ ΣΤΙΣ ΑΜΟΙΒΕΣ ΤΩΝ ΔΥΟ ΦΥΛΩΝ	
The gap between the average earnings of men and women arising from job segregation and direct discrimination.		

EN : GENDER PAY GAP	FR : ECART DE REMUNERATION ENTRE LES SEXES	DE : GESCHLECHTSSPEZIFISCHES LOHNGEFÄLLE
ES : DIFERENCIA DE RETRIBUCIÓN ENTRE MUJERES Y HOMBRES	DA : KØNSBETINGET LØNFORSKEL	PT : FOSSO SALARIAL ENTRE GÉNEROS
NL : ONGELIJKE BELONING VAN VROUWEN EN MANNEN	FIN : SUKUPUOLTEN VÄLINEN PALKKAKUILU	SV : LÖNEKLYFTAN MELLAN KVINNOR OCH MÄN
IT : DIVARIO RETRIBUTIVO FRA I SESSI	EL : ΨΑΛΛΙΑ ΤΩΝ ΑΜΟΙΒΩΝ ΤΩΝ ΔΥΟ ΦΥΛΩΝ	
The gap between the average earnings of men and women.		

EN : GENDER PERSPECTIVE	FR : PERSPECTIVE DE GENRE	DE : GESCHLECHTSSPEZIFISCHE PERSPEKTIVE
ES : PERSPECTIVA DE GÉNERO	DA : KØNSPERSPEKTIV	PT : PERSPECTIVA DE GÉNERO
NL : GENDERPERSPECTIEF	FIN : SUKUPUOLINÄKÖKULMA	SV : JÄMSTÄLLDHETSPERSPEKTIV
IT : CONSIDERAZIONE DELLA SPECIFICITÀ DI GENERE	EL : ΟΠΤΙΚΗ ΤΟΥ ΦΥΛΟΥ	
The consideration and attention to the differences in any given policy area/activity.		

EN : GENDER PLANNING	FR : PLANIFICATION INTEGRANT LA DIMENSION DE GENRE	DE : GLEICHSTELLUNGSORIENTIERTER ANSATZ
ES : PLANIFICACIÓN SENSIBLE AL GÉNERO	DA : LIGESTILLINGSPLANLÆGNING	PT : PLANEAMENTO EM FUNÇÃO DO GÉNERO
NL : GENDER PLANNING	FIN : TASA-ARVOSUUNNITTELU	SV : PLANERING UR ETT JÄMSTÄLLDHETSPERSPEKTIV
IT : PROGRAMMAZIONE SECONDO LA SPECIFICITÀ DI GENERE	EL : ΣΧΕΔΙΑΣΜΟΣ ΠΟΥ ΕΝΤΑΣΣΕΙ ΤΗ ΔΙΑΣΤΑΣΗ ΤΟΥ ΦΥΛΟΥ	
An active approach to planning which takes gender as a key variable or criteria and which seeks to integrate an explicit gender dimension into policy or action.		

EN : GENDER PROOFING	FR : VERIFICATION DE LA PRISE EN COMPTE DU GENRE	DE : GLEICHSTELLUNGSPRÜFUNG
ES : EVALUACION GLOBAL TENIENDO EN CUENTA EL GÉNERO	DA : LIGESTILLINGSVURDERING	PT : VERIFICAÇÃO DA INTEGRAÇÃO DA PERSPECTIVA DE GÉNERO
NL : EMANCIPATIETOETS	FIN : TASA-ARVONÄKÖ KULMIEN HUOMIOONOTTAMISEN TARKASTUS	SV : KONTROLL AV ATT JÄMSTÄLLDHETSASPEKTEN BEAKTAS
IT : VERIFICA IN BASE AL GENERE	EL : ΕΠΙΛΗΘΕΥΣΗ ΩΣ ΠΡΟΣ ΤΗΝ ΕΝΤΑΣΗ ΤΗΣ ΔΙΑΣΤΑΣΗΣ ΤΟΥ ΦΥΛΟΥ	
A check carried out on any policy proposal to ensure that any potential gender discriminatory effects arising from		

that policy have been avoided and that gender equality is promoted.

EN : GENDER RELATIONS	FR : RAPPORTS DE GENRE	DE : GESCHLECHTERVERHÄLTNISSE
ES : RELACIONES ENTRE HOMBRES Y MUJERES	DA : KØNSRELATIONER	PT : RELAÇÕES DE GÉNERO
NL : VERHOUDINGEN TUSSEN VROUWEN EN MANNEN	FIN : SUKUPUOLTEN VÄLINEN SUHDE	SV : RELATIONER MELLAN KÖNEN
IT : RAPPORTO DI GENERE	EL : ΣΧΕΣΕΙΣ ΦΥΛΟΥ	
The relation and unequal power distribution between women and men which characterise any specific gender system (see Gender contract).		

EN : GENDER RELEVANCE	FR : PERTINENCE (AU REGARD) DU GENRE	DE : GESCHLECHTSSPEZIFISCHE RELEVANZ
ES : PERTINENCIA CON RESPECTO AL GÉNERO	DA : KØNSRELEVANS	PT : RELEVÂNCIA EM TERMOS DE GÉNERO
NL : GENDERRELEVANTIE	FIN : MERKITYS SUKUPUOLEN KANNALTA	SV : RELEVANS UR ETT JÄMSTÄLLDHETSPERSPEKTIV
IT : SIGNIFICATIVO IN RELAZIONE AL GENERE	EL : ΣΥΝΑΦΗΣ(ΕΣ) ΜΕ ΤΗ ΔΙΑΣΤΑΣΗ ΤΟΥ ΦΥΛΟΥ	
The question of whether a particular policy or action is relevant to gender relations/equality between women and men.		

EN : GENDER ROLES	FR : ROLES EN FONCTION DU GENRE	DE : GESCHLECHTERROLLEN
ES : ROLES ESTABLECIDOS EN FUNCIÓN DEL SEXO	DA : KØNSROLLER	PT : PAPÉIS EM FUNÇÃO DO GÉNERO
NL : ROLPATRONEN VAN VROUWEN EN MANNEN	FIN : SUKUPUOLIROOLIT	SV : KØNSROLLER
IT : RUOLI DI GENERE	EL : ΡΟΛΟΙ ΤΩΝ ΦΥΛΩΝ	
A set of prescriptions for action and behaviour allocated to women and men respectively, and inculcated and maintained as described under 'Gender Contract'.		

EN : GENDER SENSITIVE	FR : SENSIBLE A LA DIMENSION DE GENRE	DE : GLEICHSTELLUNGSORIENTIERT
ES : SENSIBILIDAD CON RESPECTO AL GÉNERO	DA : KØNSOPMÆRKSOM	PT : SENSÍVEL À DIMENSÃO DE GÉNERO
NL : GENDERBEWUST/ SEKSE BEWUST/ VROUWVRIENDELIJK	FIN : SUKUPUOLISENSITIIVINEN	SV : MEDVETEN HET OM JÄMSTÄLLDHETSPERSPEKTIVET
IT : SENSIBILE ALLE SPECIFICITÀ DI GENERE	EL : ΕΥΑΙΣΘΗΤΟΠΟΙΗΜΕΝΟΣ (Η) (Ο) ΩΣ ΠΡΟΣ ΤΗ ΔΙΑΣΤΑΣΗ ΤΟΥ ΦΥΛΟΥ	
Addressing and taking into account the gender dimension.		

EN : GLASS CEILING	FR : PLAFOND DE VERRE	DE : "GLÄSERNE DECKE"
ES : TECHO DE CRISTAL	DA : GLASLOFT	PT : TECTO DE VIDRO
NL : GLAZEN PLAFOND	FIN : LASIKATTO	SV : GLASTAK
IT : GLASS CEILING (SOFFITTO DI CRISTALLO, SOFFITO DI VETRO)	EL : ΓΥΑΛΙΝΗ ΟΡΟΦΗ	

The invisible barrier arising from a complex set of structures in male dominated organisations which prevents women from accessing senior positions.

H

EN : HIDDEN UNEMPLOYMENT	FR :CHOMAGE CACHE/INVISIBLE	DE : VERSTECKTE ARBEITSLOSIGKEIT
ES : DESEMPLEO OCULTO	DA : SKJULT ARBEJDSLØSHED	PT : DESEMPREGO OCULTO
NL : VERBORGEN WERKLOOSHEID	FIN : PIILOTYÖTTÖMYYS	SV : DOLD ARBETSLÖSHET
IT : DISOCCUPAZIONE OCCULTA	EL : ΑΦΑΝΗΣ ΑΝΕΡΓΙΑ	

Those who are unemployed but who do not meet the requirements of national systems of unemployment registration (requirements which may exclude women in particular).

EN : HOMEWORK	FR :TRAVAIL A DOMICILE	DE : HEIMARBEIT
ES : TRABAJO A DOMICILIO	DA : HJEMMEARBEJDE	PT : TRABALHO NO DOMICÍLIO
NL : THUISWERK	FIN : KOTONA TEHTÄVÄ TYÖ	SV : ARBETE I HEMMET
IT : LAVORO A DOMICILIO	EL : ΕΡΓΑΣΙΑ ΚΑΤ' ΟΙΚΟΝ	

Work carried out by a person in his or her home or in other premises of his or her choice, other than the workplace of the employer, for remuneration, which results in a product or a service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used (ILO Convention n° 177).

EN : HORIZONTAL SEGREGATION	FR :SEGREGATION HORIZONTALE/ SECTORIELLE	DE : HORIZONTALE TRENNUNG
ES : SEGREGACIÓN HORIZONTAL	DA : HORISONTAL KØNSOPDELING	PT : SEGREGAÇÃO HORIZONTAL
NL : HORIZONTALE SEGREGATIE	FIN : HORISONTAALINEN ERIITYMINEN	SV : HORISONTELL SEGREGERING
IT : SEGREGAZIONE ORIZZONTALE	EL : ΟΡΙΖΟΝΤΙΟΣ ΕΠΑΓΓΕΛΜΑΤΙΚΟΣ ΔΙΑΧΩΡΙΣΜΟΣ	

The concentration of women and men into different sectors and occupations (see Job segregation).

EN : HUMAN RIGHTS OF WOMEN	FR :DROITS DES FEMMES INHERENTS AUX DROITS HUMAINS	DE : MENSCHENRECHTE DER FRAUEN
ES : DERECHOS HUMANOS ESPECÍFICOS DE LA MUJER	DA : KVINDERS MENNESKERETTIGHEDER	PT : DIREITOS HUMANOS DAS MULHERES
NL : RECHTEN VAN DE VROUW/VROUWENRECHTEN	FIN : NAISTEN IHMISOIKEUDET	SV : KVINNORS MÄNSKLIGA RÄTTIGHETER
IT : DIRITTI UMANI DELLE DONNE	EL : ΔΙΚΑΙΩΜΑΤΑ ΤΩΝ ΓΥΝΑΙΚΩΝ ΩΣ ΑΝΘΡΩΠΙΝΑ ΔΙΚΑΙΩΜΑΤΑ	

The rights of women and the girl child as an inalienable, integral and indivisible part of universal human rights and including the concept of reproductive rights.

I

EN : ILLEGAL WORK	FR : TRAVAIL CLANDESTIN	DE : ILLEGALE BESCHÄFTIGUNG
ES : EMPLEO ILEGAL	DA : ULOVLIG BESKÆFTIGELSE	PT : TRABALHO CLANDESTINO
NL : ILLEGALE ARBEID	FIN : ILMAN LAILLISTA TYÖLUPAA TEHTY TYÖ	SV : ILLEGALT ARBETE
IT : LAVORO CLANDESTINO	EL : ΠΑΡΑΝΟΜΗ ΕΡΓΑΣΙΑ	
Work performed by people who do not have a legal work permit.		

EN : INACTIVITY RATE	FR : TAUX D'INACTIVITE	DE : QUOTE DER NICHTERWERBSTÄTIGEN
ES : TASA DE INACTIVIDAD	DA : FREKVENS AF IKKE ERHVERVSAKTIVE	PT : TAXA DE INACTIVIDADE
NL : INACTIEVEN	FIN : TYÖMARKKINOIDEN ULKOPUOLELLA OLEVIEN OSUUS	SV : ANDELEN UTANFÖR ARBETSKRAFTEN
IT : TASSO DI INATTIVITÀ	EL : ΠΟΣΟΣΤΟ ΑΕΡΓΩΝ	
All persons who are not classified as employed or unemployed, expressed as a percentage of the population of working age (16-64).		

EN : INDIVIDUALISATION OF RIGHTS	FR : INDIVIDUALISATION DES DROITS	DE : INDIVIDUALISIERUNG DER ANSPRÜCHE / RECHTE
ES : INDIVIDUALIZACIÓN DE LOS DERECHOS	DA : INDIVIDUALISERING AF RETTIGHEDER	PT : INDIVIDUALIZAÇÃO DOS DIREITOS
NL : INDIVIDUALISERING VAN RECHTEN	FIN : OIKEUKSIEN YKSILÖLLISTÄMINEN	SV : INDIVIDUALISERING AV RÄTTIGHETER
IT : INDIVIDUALIZZAZIONE DEI DIRITTI	EL : ΕΞΑΤΟΜΙΚΕΥΣΗ ΤΩΝ ΔΙΚΑΙΩΜΑΤΩΝ	
Developing taxation and social security systems whereby rights accrue directly to the individual.		

EN : INDIVIDUAL RIGHTS	FR : DROITS INDIVIDUELS/PROPRES	DE : EIGENSTÄNDIGE ANSPRÜCHE / INDIVIDUELLE RECHTE
ES : DERECHOS INDIVIDUALES	DA : INDIVIDUELLE RETTIGHEDER	PT : DIREITOS INDIVIDUAIS
NL : INDIVIDUELE RECHTEN	FIN : YKSILÖLLISET OIKEUDET	SV : INDIVIDUELLA RÄTTIGHETER
IT : DIRITTI INDIVIDUALI	EL : ΑΤΟΜΙΚΑ ΔΙΚΑΙΩΜΑΤΑ	
Rights which accrue directly to an individual (as opposed to derived rights).		

EN : INFORMAL ECONOMY/WORK	FR : ECONOMIE INFORMELLE/ TRAVAIL INFORMEL	DE : INFORMELLE WIRTSCHAFT / ARBEIT
ES : ECONOMÍA SUMERGIDA/ TRABAJO SUMERGIDO	DA : UFORMEL ØKONOMI/ BESKÆFTIGELSE	PT : ECONOMIA/ TRABALHO INFORMAL
NL : INFORMELE SECTOR/ ARBEID	FIN : TALKOOTOYÖ	SV : INFORMELL EKONOMI/ INFORMELLT ARBETE
IT : ECONOMIA SOMMERSA/ LAVORO SOMMERSO	EL : ΠΑΡΑΟΙΚΟΝΟΜΙΑ/ ΑΤΥΠΗ ΕΡΓΑΣΙΑ	
Unpaid economic activities done for the direct benefit of the household or of related and friends' households on a reciprocal basis, including everyday domestic work and a great variety of self provisioning activities and/or professional activity, whether as a sole or secondary occupation, exercised gainfully and not occasionally, on the		

limits of, or outside, statutory, regulatory or contractual obligations, but excluding informal activities which are also part of the criminal economy.

EN : INTEGRATION OF EQUAL OPPORTUNITIES/ GENDER PERSPECTIVE	FR :INTEGRATION DE L'EGALITE DES CHANCES/ PERSPECTIVE DE GENRE	DE : EINBEZIEHUNG DER DIMENSION DER CHANCENGLEICHHEIT / DER GESCHLECHTSSPEZIFISCHEN PERSPEKTIVE
ES : INTEGRACIÓN DE LA IGUALDAD DE OPORTUNIDADES/ PERSPECTIVA DE GÉNERO	DA : INTEGRATION AF LIGESTILLING/ KØNSPERSPEKTIVET	PT : INTEGRAÇÃO DA IGUALDADE DE OPORTUNIDADES/ PERSPECTIVA DE GÉNERO
NL : INTEGRATIE VAN GELIJKE KANSEN/ HET GENDER PERSPECTIEF IN HET BELEID	FIN : TASA-ARVOULLOTTUVUUDEN / SUKUPUOLIULOTTUVUU DEN SISÄLLYTTÄMINEN	SV : INTEGRERING AV LIKA MÖJLIGHETER/ JÄMSTÄLLDHETSPERSPEKTIV
IT : INTEGRAZIONE DELLE PARI OPPORTUNITÀ/ DELLA PROSPETTIVA DI GENERE	EL : ΕΝΤΑΞΗ ΤΗΣ ΔΙΑΣΤΑΣΗΣ ΤΗΣ ΙΣΟΤΗΤΑΣ ΕΥΚΑΙΡΙΩΝ/ ΤΗΣ ΟΠΤΙΚΗΣ ΤΟΥ ΦΥΛΟΥ	
See Gender Mainstreaming.		

EN :INVISIBLE BARRIERS	FR : BARRIERES INVISIBLES	DE : UNSICHTBARE SCHRANKEN
ES :BARRERAS INVISIBLES	DA : USYNLIGE BARRIERER	PT : BARREIRAS INVISÍVEIS
NL :VERBORGEN BELEMMERINGEN	FIN : NÄKYMÄTTÖMÄT ESTEET	SV : OSYNLIGA HINDER
IT : OSTACOLI INVISIBILI	EL : ΑΟΡΑΤΟΙ ΦΡΑΓΜΟΙ	
Attitudes and their traditional assumptions, norms and values which prevent (women's) empowerment / full participation in society.		

EN : IRREGULAR AND/OR PRECARIOUS EMPLOYMENT	FR :EMPLOI IRREGULIER ET/OU PRECAIRE	DE : UNREGELMÄSSIGE UND/ODER UNGESCHÜTZTE BESCHÄFTIGUNGSVERHÄLTNISSE
ES : EMPLEO/ TRABAJO REMUNERADO IRREGULAR Y PRECARIO	DA : UREGELMÆSSIGT OG USTABILT ABREJDE	PT : EMPREGO IRREGULAR E/OU PRECÁRIO
NL : NIET-REGULIERE EN/OF MARGINALE VORMEN VAN ARBEID	FIN : EPÄVIRALLINEN TALOUS / PIMEÄ TYÖ	SV : OREGELBUNDET OCH OTRYGGT ARBETE
IT : OCCUPAZIONE IRREGOLARE E PRECARIA	EL : ΑΚΑΝΟΝΙΣΤΗ Η / ΚΑΙ ΕΠΙΣΦΑΛΗΣ ΑΠΑΣΧΟΛΗΣΗ	
Employment which is casual and generally not properly contracted or governed by any pay or social protection regulations.		

J

EN : JOB SEGREGATION /EMPLOYMENT SEGREGATION	FR :SEGREGATION PROFESSIONNELLE/ SEGREGATION DES EMPLOIS	DE : AUFTEILUNG DER BERUFSFELDER
ES : SEGREGACIÓN EN EL TRABAJO/ EN EL EMPLEO	DA : JOB SEGREGERING	PT : SEGREGAÇÃO NO EMPREGO/TRABALHO
NL : SEKSESEGREGATIE VAN DE ARBEIDSMARKT	FIN : TYÖMARKKINOIDEN ERIYTYMINEN	SV : SEGREGERING PÅ ARBETSMARKNADEN
IT :SEGREGAZIONE OCCUPAZIONALE	EL : ΕΠΑΓΓΕΛΜΑΤΙΚΟΣ ΔΙΑΧΩΡΙΣΜΟΣ	
The concentration of women and men in different types and levels of activity and employment, with women being confined to a narrower range of occupations (horizontal segregation) than men, and to the lower grades of work (vertical segregation).		

EN : JOB SHARING	FR :EMPLOI PARTAGÉ	DE : “JOB-SHARING”
ES : TRABAJO COMPARTIDO	DA : JOBDELING	PT : PARTILHA DO TRABALHO
NL : DUOBAAN	FIN : TYÖN JAKAMINEN	SV : ARBETSDELNING
IT : CONDIVISIONE DEL LAVORO	EL : ΕΠΙΜΕΡΙΣΜΟΣ ΤΗΣ ΘΕΣΗΣ ΕΡΓΑΣΙΑΣ	
Where a single job, and its remuneration and conditions, is shared by two (typically) or more people working to an agreed pattern or roster.		

M

EN : MAINSTREAMING	FR : MAINSTREAMING / INTEGRATION DE LA DIMENSION DE GENRE	DE : "MAINSTREAMING" / EINBEZIEHUNG DER DIMENSION DER CHANCENGLEICHHEIT IN SÄMTLICHEN BEREICHEN DER POLITIK/ QUERSCHNITTSAUFGABE FRAUEN UND GLEICHSTELLUNGSPOLITIK
ES : "MAINSTREAMING" / INTEGRACIÓN DE LA PERSPECTIVA DE GÉNERO EN EL CONJUNTO DE LAS POLÍTICAS / TRANSVERSALIDAD	DA : MAINSTREAMING	PT : MAINSTREAMING/ INTEGRAÇÃO DA IGUALDADE DE OPORTUNIDADES EM TODAS AS POLÍTICAS
NL : MAINSTREAMING	FIN : VALTAVIRTAISTAMINEN	SV : "MAINSTREAMING"
IT : MAINSTREAMING / INTEGRAZIONE DELLA DIMENSIONE DI GENERE	EL : "MAINSTREAMING"	
See Gender mainstreaming.		

EN : MATERNITY LEAVE	FR : CONGE DE MATERNITE	DE : MUTTERSCHAFTSURLAUB
ES : PERMISO POR MATERNIDAD	DA : BARSELORLOV	PT : LICENÇA POR MATERNIDADE
NL : ZWANGERSCHAPS- EN BEVALLINGSVERLOF	FIN : ÄITIYSLOMA	SV : MAMMALEDIGHET
IT : CONGEDO DI MATERNITÀ	EL : ΑΔΕΙΑ ΜΗΤΡΟΤΗΤΑΣ	
Leave to which a woman is entitled for a continuous period allocated before and/or after giving birth in accordance with national legislation and practice (Council Directive 92/85/EEC of 19/10/92, OJ L 348/1).		

EN : MENTORING	FR : TUTORAT	DE : "MENTORING"
ES : TUTORÍA	DA : MENTORORDING	PT : TUTORIA
NL : MENTORSCHAP	FIN : MENTOROINTI	SV : MENTORSKAP
IT : TUTORAGGIO	EL : ΚΑΘΟΔΗΓΗΣΗ	
A sheltered relationship that allows learning and experimentation to take place and personal potential and new skills to flourish through a process in which one person, the mentor, supports the career and development of another, the mentee, outside the normal superior/subordinate relationship. Mentoring is increasingly used to support the personal/professional development of women.		

EN : MINIMUM WAGE	FR : SALAIRE MINIMAL	DE : MINDESTLOHN
ES : SALARIO MÍNIMO	DA : MINIMUMSLØN	PT : SALÁRIO MÍNIMO
NL : MINIMUMLOON	FIN : VÄHIMMÄISPALKKA	SV : MINIMILÖN
IT : SALARIO MINIMO	EL : ΕΛΑΧΙΣΤΟΣ ΜΙΣΘΟΣ	
A wage level defined in law or by agreement which is the lowest possible rate which an employer is permitted to pay.		

O

EN : OCCUPATIONAL SEGREGATION	FR :SEGREGATION PROFESSIONELLE	DE : TRENNUNG IN DER BERUFSWELT
ES : SEGREGACIÓN EN EL TRABAJO/ EN EL EMPLEO	DA : BESKÆFTIGELSESMÆSSIG KØNSOPDELING	PT : SEGREGAÇÃO PROFISSIONAL
NL : SEKSESEGREGATIE VAN DE ARBEIDSMARKT	FIN : AMMATILLINEN ERIYTYMINEN	SV : YRKESMÄSSIG SEGREGERING
IT : SEGREGAZIONE OCCUPAZIONALE	EL : ΕΠΑΓΓΕΛΜΑΤΙΚΟΣ ΔΙΑΧΩΡΙΣΜΟΣ	
See Job segregation.		

P

EN : PAID WORK	FR :TRAVAIL REMUNERE	DE : BEZAHLTE ARBEIT
ES : TRABAJO REMUNERADO	DA : LØNNET ARBEJDE	PT : TRABALHO REMUNERADO
NL : BETAALDE ARBEID	FIN : PALKKATYÖ	SV : AVLÖNAT ARBETE
IT : LAVORO RETRIBUITO	EL : ΑΜΕΙΒΟΜΕΝΗ ΕΡΓΑΣΙΑ	
Work which is remunerated in cash or in kind.		

EN : PARENTAL LEAVE	FR :CONGE PARENTAL	DE : ELTERNURLAUB
ES : PERMISO PARENTAL	DA : FORÆLDREORLOV	PT : LICENÇA PARENTAL
NL : OUDERSCHAPSVERLOF	FIN : VANHEMPAINLOMA	SV : FÖRÄLDRALEDIGHET
IT : CONGEDO PARENTALE	EL : ΓΟΝΙΚΗ ΑΔΕΙΑ	
The individual right, in principle on a non transferable basis, to leave for all male and female workers following the birth or adoption of a child, to enable them to take care of that child (Council Directive 96/34/EEC, of 19/06/96, OJ L 145).		

EN : PARITY DEMOCRACY	FR :DEMOCRATIE PARITAIRE	DE : PARITÄTISCHE DEMOKRATIE
ES : DEMOCRACIA PARITARIA	DA : PARITETS-DEMOKRATI	PT : DEMOCRACIA PARITÁRIA
NL : PARITAIRE DEMOCRATIE	FIN : PARITEETTIDEMOKRATIA	SV : JÄMSTÄLLD DEMOKRATI
IT : DEMOCRAZIA FONDATA SULLA PARITÀ	EL : ΔΗΜΟΚΡΑΤΙΑ ΤΗΣ ΠΙΛΗΡΟΥΣ ΙΣΟΤΗΤΑΣ	
The concept of society as equally composed of women and men and that their full and equal enjoyment of citizenship is contingent upon their equal representation in political decision making positions, and that the close or equivalent participation of women and men, within a 40/60 range of representation, in the full democratic process is a principle of democracy.		

EN : PARTICIPATION RATES	FR :TAUX DE PARTICIPATION	DE : BETEILIGUNGSQUOTEN
ES : TASAS DE PARTICIPACIÓN	DA : DELTAGELSESFREKVENNS	PT : TAXAS DE PARTICIPAÇÃO
NL : PARTICIPATIEGRAAD	FIN : OSALLISTUMISASTE	SV : DELTAGARFREKVENNS
IT : TASSI DI PARTECIPAZIONE	EL : ΠΟΣΟΣΤΑ ΣΥΜΜΕΤΟΧΗΣ	
The rate of participation by a defined group - e.g. women, men, lone parents, etc. - as a percentage of overall participation, usually in employment.		

EN : PART-TIME EMPLOYMENT	FR :TRAVAIL A TEMPS PARTIEL	DE : TEILZEITARBEIT / TEILZEITBESCHÄFTIGUNG
ES : TRABAJO A TIEMPO PARCIAL	DA : DELTIDSARBEJDE	PT : EMPREGO/ TRABALHO A TEMPO PARCIAL
NL : DEELTIJDARBEID	FIN : OSA-AIKATYÖ	SV : DELTIDSARBETE
IT : LAVORO A TEMPO PARZIALE	EL : ΕΡΓΑΣΙΑ ΜΕΡΙΚΗΣ ΑΠΑΣΧΟΛΗΣΗΣ	
Employment for working hours which are shorter than the normal or standard full time hours.		

EN : PATERNAL LEAVE	FR :CONGE DE PATERNITE	DE : VATERSCHAFTSURLAUB
ES : PERMISO POR PATERNIDAD	DA : FÆDREORLOV	PT : LICENÇA POR PATERNIDADE

NL : VADERSCHAPSVERLOF	FIN : ISYYSLOMA	SV : PAPPALDIGHET
IT : CONGEDO DI PATERNITÀ	EL : ΑΔΕΙΑ ΠΑΤΡΟΤΗΤΑΣ	
Usually a fixed amount of leave for the father of a child which may be taken at the time of birth, or fixed amounts of time in any year or period of years which may be taken for reasons concerning the care responsibilities of a father for his child.		

EN : POSITIVE ACTION	FR : ACTION POSITIVE	DE : POSITIVE AKTIONEN/ MASSNAHMEN
ES : ACCIÓN POSITIVA	DA : POSITIVE FORANSTALTNINGER	PT : ACÇÃO POSITIVA
NL : POSITIEVE ACTIE	FIN : TASA-ARVON EDISTÄMINEN/ POSITIIVISET ERITYISTOIMET	SV : AKTIVA ÅTGÄRDER
IT : AZIONE POSITIVA	EL : ΘΕΤΙΚΗ ΔΡΑΣΗ	
Measures targeted at a particular group and intended to eliminate and prevent discrimination or to offset disadvantages arising from existing attitudes, behaviours and structures (sometimes referred to as positive discrimination).		

EN : POSITIVE DISCRIMINATION	FR : DISCRIMINATION POSITIVE	DE : POSITIVE DISKRIMINIERUNG
ES : DISCRIMINACIÓN POSITIVA	DA : POSITIV DISKRIMINERING	PT : DISCRIMINAÇÃO POSITIVA
NL : POSITIEVE DISCRIMINATIE	FIN : POSITIIVINEN ERITYISKOHELU	SV : AKTIVA ÅTGÄRDER
IT : DISCRIMINAZIONE POSITIVA	EL : ΘΕΤΙΚΗ ΔΙΑΚΡΙΣΗ	
See Positive action.		

EN : PREFERENTIAL TREATMENT	FR : TRAITEMENT PREFERENTIEL	DE : BEVORZUGTE BEHANDLUNG
ES : TRATO PREFERENTE	DA : FORTRINSBEHANDLING	PT : TRATAMENTO PREFERENCIAL
NL : VOORKEURSBEHANDELING	FIN : ERITYISKOHELU	SV : POSITIV SÄRBEHANDLING
IT : TRATTAMENTO PREFERENZIALE	EL : ΠΡΟΝΟΜΙΑΚΗ ΜΕΤΑΧΕΙΡΙΣΗ	
The treatment of one individual or group of individuals in a manner which is likely to lead to better benefits, access, rights, opportunities or status than those of another individual or group of individuals. May be used positively when it implies a positive action intended to eliminate previous discriminatory practice or negatively where it is intended to maintain differentials or advantages of one individual/group of individuals over another.		

Q

EN : QUOTA	FR :QUOTA	DE : QUOTEN
ES : CUOTA	DA : KVOTE	PT :QUOTA
NL : QUOTA	FIN : KIINTIÖ	SV : KVOTERING
IT : QUOTA	EL : ΠΟΣΟΣΤΩΣΕΙΣ	

A defined proportion or share of places, seats or resources to be filled by or allocated to a specific group, generally under certain rules or criteria, and aimed at correcting a previous imbalance, usually in decision making positions or in access to training opportunities or jobs.

R

EN : RECOGNITION AND VALUATION OF UNPAID WORK	FR : RECONNAISSANCE DU TRAVAIL NON REMUNERE	DE : ANERKENNUNG UND WERTSCHÄTZUNG UNBEZAHLTER ARBEIT
ES : RECONOCIMIENTO Y VALORACIÓN DEL TRABAJO NO REMUNERADO	DA : ANERKENDELSE OG VÆRDIANSÆTTELSE AF ULØNNET ARBEJDE	PT : RECONHECIMENTO E VALORIZAÇÃO DO TRABALHO NÃO REMUNERADO
NL : ERKENNING EN WAARDERING VAN ONBETAALDE ARBEID	FIN : PALKATTOMAN TYÖN TUNNUSTAMINEN JA ARVOTTAMINEN	SV : ERKÄNNANDE OCH VÄRDERING AV OAVLÖNAT ARBETE
IT : IDENTIFICAZIONE E VALUTAZIONE DEL LAVORO NON RETRIBUITO	EL : ΑΝΑΓΝΩΡΙΣΗ ΚΑΙ ΑΠΟΤΙΜΗΣΗ ΤΗΣ ΜΗ ΑΜΕΙΒΟΜΕΝΗΣ ΕΡΓΑΣΙΑΣ	
Measurement, in quantitative terms, including by assessing and reflecting its value in satellite accounts, of unremunerated work that is outside the scope of national accounts (UN system of national accounts) such as domestic work, caring for children and other dependants, preparing food for the family, community and other voluntary work.		

EN : RECONCILIATION OF WORK AND FAMILY/ HOUSEHOLD LIFE	FR : CONCILIATION DU TRAVAIL ET DE LA VIE FAMILIALE	DE : VEREINBARKEIT VON FAMILIE UND BERUF
ES : CONCILIACION DEL TRABAJO Y LA VIDA FAMILIAR	DA : BEDRE FORENING AF ARBEJDE OG FAMILIELIV	PT : CONCILIAÇÃO DA VIDA PROFISSIONAL E FAMILIAR
NL : COMBINATIE VAN BEROEP EN GEZIN	FIN : TYÖN JA PERHE-ELÄMÄN YHTEENSOVITTAMINEN	SV : FÖRENA ARBETE OCH FAMILJEANSVAR
IT : CONCILIAZIONE DI VITA PROFESSIONALE E VITA FAMILIARE	EL : ΣΥΝΔΥΑΣΜΟΣ ΕΠΑΓΓΕΛΜΑΤΙΚΟΥ ΚΑΙ ΟΙΚΟΓΕΝΕΙΑΚΟΥ ΒΙΟΥ	
The introduction of family and parental leave schemes, child and elderly care arrangements, and the development of a working environment structure and organisation which facilitates the combination of work and family / household responsibilities for women and men.		

EN : REFUGE	FR : CENTRE D'ACCUEIL	DE : FRAUENHAUS
ES : CENTRO DE ACOGIDA	DA : KRISECENTER	PT : REFÚGIO
NL : BLIJF-VAN-MIJN-LIJFHUIS (VLUCHTHUIS)	FIN : TURVAKOTI	SV : MOTTAGNINGSCENTRUM
IT : CENTRO D'ACCOGLIENZA	EL : ΚΕΝΤΡΟ ΥΠΟΔΟΧΗΣ ΚΑΚΟΠΟΙΗΜΕΝΩΝ ΓΥΝΑΙΚΩΝ	
A safe place for women and children who are victims of violence in the home (shelter, crisis centre).		

EN : REGULATION OF PART-TIME WORK	FR : REGLEMENTATION DU TRAVAIL A TEMPS PARTIEL	DE : REGULIERUNG DER TEILZEITARBEIT
ES : REGULACIÓN DEL TRABAJO A TIEMPO PARCIAL	DA : REGULERING AF DELTIDSARBEJDE	PT : REGULAMENTAÇÃO DO TRABALHO A TEMPO PARCIAL
NL : REGELGEVING ROND DEELTIJDARBEID	FIN : OSA-AIKATYÖN SÄÄNTELY	SV : REGLERING AV DELTIDSARBETE
IT : REGOLAMENTAZIONE DEL LAVORO PART-TIME	EL : ΡΥΘΜΙΣΗ ΤΗΣ ΕΡΓΑΣΙΑΣ ΜΕΡΙΚΗΣ ΑΠΑΣΧΟΛΗΣΗΣ	
The introduction of rules which govern the scope and use of part time work, aimed at preventing any form of discrimination against part-time workers, improving the quality of part-time work and facilitating the development		

of part-time work as a choice.

EN : REPRODUCTIVE HEALTH	FR : SANTE EN MATIERE DE PROCREATION	DE : REPRODUKTIONSGESUNDHEIT
ES : SALUD EN MATERIA DE PROCREACIÓN/ SALUD REPRODUCTIVA	DA : REPRODUKTIV SUNDHED	PT : SAÚDE REPRODUTIVA
NL : REPRODUCTIEVE GEZONDHEID	FIN : LISÄÄNTYMISTERVEYS	SV : REPRODUKTIV HÄLSA
IT : SALUTE RIPRODUTTIVA	EL : ΑΝΑΠΑΡΑΓΩΓΙΚΗ ΥΓΕΙΑ	
A state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes.		

EN : REPRODUCTIVE RIGHTS	FR : DROITS EN MATIERE DE PROCREATION	DE : REPRODUKTIONSRECHTE
ES : DERECHOS EN MATERIA DE PROCREACIÓN/ DERECHOS REPRODUCTIVOS	DA : REPRODUKTIVE RETTIGHEDER	PT : DIREITOS REPRODUTIVOS
NL : REPRODUCTIEVE RECHTEN	FIN : LISÄÄNTYMISOIKEUDET	SV : REPRODUKTIVA RÄTTIGHETER
IT : DIRITTI IN MATERIA DI PROCREAZIONE	EL : ΔΙΚΑΙΩΜΑΤΑ ΣΧΕΤΙΚΑ ΜΕ ΤΗΝ ΑΝΑΠΑΡΑΓΩΓΙΚΗ ΛΕΙΤΟΥΡΓΙΑ	
The right of any individual or couple to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so, and the right to attain the highest standard of sexual and reproductive health.		

S

EN : SATELLITE ACCOUNT	FR : COMPTE SATELLITE	DE : SATELLITENKONTEN
ES : CUENTA COMPLEMENTARIA	DA : SATELLIT KONTO	PT : CONTA SATÉLITE
NL : SATELLIETREKENING	FIN : SATELLIITITILINPITO	SV : SATELLITRÄKENSKAPER
IT : CONTO COMPLEMENTARE	EL : ΣΥΜΠΛΗΡΩΜΑΤΙΚΟΣ ΛΟΓΑΡΙΑΣΜΟΣ	
An official account that is separate from but consistent with core national accounts.		

EN : SEGREGATION OF THE LABOUR MARKET	FR : SEGREGATION DU MARCHÉ DU TRAVAIL	DE : TEILUNG DES ARBEITSMARKTES
ES : SEGREGACIÓN DEL MERCADO LABORAL	DA : SEGREGERING AF ARBEJDSMARKEDET	PT : SEGREGAÇÃO DO MERCADO DE TRABALHO
NL : SEGREGATIE VAN DE ARBEIDSMARKT	FIN : TYÖMARKKINOIDEN ERIYTYMINEN	SV : ARBETSMARKNADSSEGREGATION
IT : SEGREGAZIONE DEL MERCATO DEL LAVORO	EL : ΔΙΑΧΩΡΙΣΜΟΣ ΤΗΣ ΑΓΟΡΑΣ ΕΡΓΑΣΙΑΣ	
See Job segregation.		

EN : SEX	FR : SEXE	DE : (BIOLOGISCHES) GESCHLECHT
ES : SEXO (EN SENTIDO BIOLÓGICO)	DA : KØN	PT : SEXO
NL : SEKSE	FIN : SUKUPUOLI (SEX)	SV : KÖN
IT : SESSO	EL : ΦΥΛΟ (ΒΙΟΛΟΓΙΚΟ)	
The biological characteristics which distinguish human beings as female or male.		

EN : SEX DISAGGREGATED STATISTICS	FR : STATISTIQUES VENTILEES PAR SEXE	DE : NACH GESCHLECHT AUFGESCHLÜSSELTE STATISTIKEN
ES : ESTADÍSTICAS DESAGREGADAS POR SEXO	DA : KØNSSPECIFIK STATISTIK	PT : ESTATÍSTICAS DESAGREGADAS POR SEXO
NL : NAAR GESLACHT UITGESPLITSTE STATISTIEKEN	FIN : SUKUPUOLEN MUKAAN ERIYTETTY	SV : KÖNSUPPDELAD STATISTIK
IT : DATI STATISTICI DISAGGREGATI PER SESSO	EL : ΣΤΑΤΙΣΤΙΚΕΣ ΚΑΤΑ ΦΥΛΟ	
The collection and separation of data and statistical information by sex to enable comparative analysis, sometime referred to as gender disaggregated statistics.		

EN : SEX DISCRIMINATION – DIRECT	FR : DISCRIMINATION SEXUELLE DIRECTE	DE : DISKRIMINIERUNG, UNMITTELBARE (DIREKTE)
ES : DISCRIMINACIÓN DIRECTA (EN FUNCION DEL SEXO)	DA : KØNSDISKRIMINERING – DIREKTE	PT : DISCRIMINAÇÃO SEXUAL DIRECTA
NL : SEKSEDISCRIMINATIE, DIRECTE-	FIN : SUKUPUOLINEN SYRJINTÄ - SUORA	SV : KÖNSDISKRIMINERING DIREKT
IT : DISCRIMINAZIONE - DIRETTA	EL : ΑΜΕΣΗ ΔΙΑΚΡΙΣΗ ΛΟΓΩ ΦΥΛΟΥ	
Where a person is treated less favourably because of his or her sex.		

EN : SEX DISCRIMINATION – INDIRECT	FR :DISCRIMINATION SEXUELLE INDIRECTE	DE : DISKRIMINIERUNG, MITTELBARE (INDIREKTE)
ES :DISCRIMINACIÓN INDIRECTA (EN FUNCION DEL SEXO)	DA : KØNSDISKRIMINERING - INDIREKTE	PT : DISCRIMINAÇÃO SEXUAL INDIRECTA
NL : SEKSEDISCRIMINATIE, INDIRECTE-	FIN : SUKUPUOLI SYRJINTÄ - VÄLILLISEN	SV : KØNSDISKRIMINERING INDIREKT
IT :DISCRIMINAZIONE - INDIRETTA	EL : ΕΜΜΕΣΗ ΔΙΑΚΡΙΣΗ ΛΟΓΩ ΦΥΛΟΥ	

Where a law, regulation, policy or practice, apparently neutral, has a disproportionate adverse impact on the members of one sex, unless the difference of treatment can be justified by objective factors (Council Directive 76/207 of 09/02/76, OJ L 39).

EN : SEX/GENDER SYSTEM	FR : SYSTEME SOCIAL DE GENRE	DE : GESCHLECHTERORDNUNG
ES : SYSTEMA DE GÉNEROS	DA : KØNSSYSTEM	PT : SISTEMA SOCIAL DE GÉNERO
NL : GENDER SYSTEEM	FIN : SUKUPUOLIJÄRJESTELMÄ	SV : GENUSSYSTEM
IT : SISTEMA SESSUATO/ FONDATO SUL GENERE	EL : ΣΥΣΤΗΜΑ ΔΗΜΙΟΥΡΓΙΑΣ ΤΟΥ ΚΟΙΝΩΝΙΚΟΥ ΦΥΛΟΥ	

A system of economic, social and political structures which sustain and reproduce distinctive gender roles and attributes of men and women (see Gender contract).

EN : SEX TRADE	FR : COMMERCE DU SEXE	DE : MENSCHENHANDEL ZUM ZWECHE DER SEXUELLEN AUSBEUTUNG
ES : COMERCIO SEXUAL	DA : MENNESKEHANDEL I SEKSUELT ØJEMED	PT : COMÉRCIO DO SEXO
NL : SEKSHANDEL	FIN : SUKUPUOLIKAUPPA	SV : KØNSHANDEL
IT : COMMERCIO DEL SESSO	EL : ΣΩΜΑΤΕΜΠΟΡΙΑ	

The trade in human beings, largely in women and children, for the purpose of sexual exploitation.

EN : SEXUAL HARASSMENT	FR : HARCELEMENT SEXUEL	DE : SEXUELLE BELÄSTIGUNG
ES : ACOSO SEXUAL	DA : SEKSUEL CHIKANE	PT : ASSÉDIO SEXUAL
NL : SEKSUELE INTIMIDATIE	FIN : SUKUPUOLINEN HÄIRINTÄ/ SUKUPUOLINEN AHDISTELU	SV : SEXUELLA TRAKASSERIER
IT : MOLESTIE SESSUALI	EL : ΣΕΞΟΥΑΛΙΚΗ ΠΑΡΕΝΟΧΑΗΣΗ	

Unwanted conduct of a sexual nature or other conduct based on sex affecting the dignity of women and men at work including conduct of superiors and colleagues (Council Resolution 90/C 157/02 of 29/05/90, OJ C 157).

EN : SEXUAL ORIENTATION	FR : ORIENTATION SEXUELLE	DE : SEXUELLE ORIENTIERUNG
ES : INCLINACIÓN/ ORIENTACIÓN SEXUAL	DA : SEKSUEL ORIENTERING	PT : ORIENTAÇÃO SEXUAL
NL : SEKSUELE GEAARDHEID	FIN : SUKUPUOLINEN SUUNTAUTUMINEN	SV : SEXUELL LÄGGNING
IT : PROPENSIONI SESSUALI	EL : ΣΕΞΟΥΑΛΙΚΕΣ ΠΡΟΤΙΜΗΣΕΙΣ	

Sexual preference for a person of either the same or the opposite sex (homosexuality, lesbianism, heterosexuality, bisexuality).

EN : SEXUAL VIOLENCE	FR : VIOLENCE SEXUELLE	DE : SEXUELLE GEWALT
ES : VIOLENCIA SEXUAL	DA : SEKSUEL VOLD	PT : VIOLÊNCIA SEXUAL
NL : SEKSUEEL GEWELD	FIN : SUKUPUOLISTUNUT VÄKIVALTA	SV : SEXUALISERAT VÅLD
IT : VIOLENZA SESSUALE	EL : ΣΕΞΟΥΑΛΙΚΗ ΒΙΑ	
See Gender based violence.		

T

EN : TIME USE SURVEY	FR : ENQUETE SUR L'EMPLOI DU TEMPS	DE : ZEITNUTZUNGSKONZEPT
ES : ENCUESTA SOBRE EL USO DEL TIEMPO	DA : TIDSANVENDELSESUNDERSØGELSE	PT : INQUÉRITO AO USO DO TEMPO
NL : TIJDSBESTEDINGSONDERZOEK	FIN : AJANKÄYTTÖTUTKIMUS	SV : TIDSANVÄNDNINGSSTUDIE
IT : INCHIESTA SULL'IMPIEGO DEL TEMPO	EL : ΜΕΛΕΤΗ ΤΗΣ ΔΙΑΘΕΣΗΣ ΤΟΥ ΧΡΟΝΟΥ	
A measurement of the use of time by women and men, particularly in relation to paid and unpaid work, market and non market activities, leisure and personal time.		

EN : TRAFFICKING/TRADING IN HUMAN BEINGS/IN WOMEN AND CHILDREN	FR : TRAITE DES ETRES HUMAINS/DES FEMMES ET DES ENFANTS	DE : MENSCHENHANDEL / FRAUEN- UND KINDERHANDEL
ES : TRATA DE SERES HUMANOS/DE MUJERES Y NIÑOS	DA : MENNESKEHANDEL/ HANDEL MED KVINDER OG BØRN	PT : TRÁFICO DE SERES HUMANOS/ DE MULHERES E CRIANÇAS
NL : MENSENHANDEL/ VROUWEN EN KINDERHANDEL	FIN : IHMISKAUPPA / NAIS- JA LAPSIKAUPPA	SV : MÄNNISKOHANDEL/ HANDEL MED KVINNOR OCH BARN
IT : TRATTA DI ESSERI UMANI/DONNE E BAMBINI	EL : ΕΜΠΟΡΙΑ ΑΝΘΡΩΠΙΝΩΝ ΟΝΤΩΝ/ ΓΥΝΑΙΚΩΝ ΚΑΙ ΠΑΙΔΙΩΝ	
The trade in people, primarily in women and children, for the purposes of modern slavery or cheap labour or for sexual exploitation (see Sex trade).		

U

EN : UNEMPLOYMENT	FR : CHOMAGE	DE : ARBEITSLOSIGKEIT
ES : DESEMPLEO	DA : ARBEJDSLØSHED	PT : DESEMPREGO
NL : WERKLOOSHEID	FIN : TYÖTTÖMYYS	SV : ARBETSLÖSHET
IT : DISOCCUPAZIONE	EL : ANEPIA	
Measured against the total labour force, the number of persons who are registered as being without work, seeking work and currently available for work (European Community Labour Force Survey).		

EN : UNPAID/UNREMUNERATED WORK	FR : TRAVAIL NON REMUNERE	DE : UNBEZAHLTE / UNENTGELTLICHE ARBEIT
ES : TRABAJO NO REMUNERADO	DA : UBETALT ARBEJDE	PT : TRABALHO NÃO REMUNERADO
NL : ONBETAALDE ARBEID	FIN : PALKATON TYÖ	SV : OAVLÖNAT ARBETE
IT : LAVORO NON RETRIBUITO/ NON REMUNERATO	EL : ΜΗ ΑΜΕΙΒΟΜΕΝΗ ΕΡΓΑΣΙΑ	
Work which carries no direct remuneration or other form of payment (see also Recognition and valuation of unpaid work).		

V

EN : VERTICAL SEGREGATION	FR : SEGREGATION VERTICALE/ HIERARCHIQUE	DE : VERTIKALE TRENNUNG
ES : SEGREGACIÓN VERTICAL	DA : VERTIKAL KØNSOPDELING	PT : SEGREGAÇÃO VERTICAL
NL : VERTICALE SEGREGATIE	FIN : VERTIKAALINEN ERIYTYMINEN	SV : VERTIKAL SEGREGERING
IT : SEGREGAZIONE VERTICALE	EL : ΚΑΘΕΤΟΣ ΕΠΑΓΓΕΛΜΑΤΙΚΟΣ ΔΙΑΧΩΡΙΣΜΟΣ (ΚΑΤΑ ΒΑΘΜΟ/ ΚΑΙΜΑΚΙΟ ΕΥΘΥΝΗΣ)	
The concentration of women and men in different grades, levels of responsibility or positions (see Job segregation).		

EN : VOCATIONAL TRAINING	FR : FORMATION PROFESSIONNELLE	DE : BERUFS(AUS)BILDUNG
ES : FORMACIÓN PROFESIONAL	DA : FAGLIG UDDANNELSE	PT : FORMAÇÃO PROFISSIONAL
NL : BEROEPSOPLEIDING	FIN : AMMATTIKOULUTUS	SV : YRKESUTBILDNING
IT : FORMAZIONE PROFESSIONALE	EL : ΕΠΑΓΓΕΛΜΑΤΙΚΗ ΚΑΤΑΡΤΙΣΗ	
Any form of education which prepares for a qualification for a particular profession, trade or employment or which provides the necessary skills for such a profession, trade or employment (European Court of Justice, Gravier Case 293/83 ECR 1985).		

W

EN : WIFE BATTERING/BEATING	FR : VIOLENCE CONJUGALE/ FEMMES BATTUES	DE : MISSHANDLUNG VON FRAUEN / KÖRPERLICHE GEWALT GEGEN FRAUEN
ES : MALTRATO DE MUJERES	DA : HUSTRUMISHANDLING/ HUSTRUVOLD	PT : VIOLÊNCIA CONTRA AS MULHERES NA FAMILIA
NL : VROUWENMISHANDELING	FIN : NAISIIN KOHDISTUVA VÄKIVALTA	SV : HUSTRUMISSHANDEL
IT : VIOLENZE CONIUGALI NEI CONFRONTI DELLA MOGLIE	EL : ΕΥΛΟΔΑΡΜΟΣ/ΚΑΚΟΠΟΙΗΣΗ ΣΥΖΥΓΟΥ	
Violence against women by their partner (see also Domestic violence).		

EN : WOMEN'S STUDIES/ GENDER STUDIES	FR : ETUDES FEMINISTES/ FEMININES/ ETUDES DE GENRE	DE : FRAUENFORSCHUNG
ES : ESTUDIOS SOBRE LA MUJER	DA : KVINDEFORSKNING	PT : ESTUDOS SOBRE AS MULHERES/ DE GÉNERO
NL : VROUWENSTUDIES/ GENDER STUDIES	FIN : NAISTUTKIMUS	SV : KVINNOFORSKNING/ GENUSFORSKNING
IT : STUDI SULLA DONNE/STUDI DI GENERE	EL : ΓΥΝΑΙΚΕΙΕΣ ΣΠΟΥΔΕΣ /ΣΠΟΥΔΕΣ ΤΟΥ ΦΥΛΟΥ	
An academic, usually interdisciplinary approach to the analysis of women's situation and gender relations as well as the gender dimension of all other disciplines.		