

Gender concepts glossary

Key concepts and terms to be aware of

(B) GENDER ISSUES

These are concepts which provide a deeper understanding of the nature of gender issues and pain points that exist across businesses and society and impact all types of agriculture service providers.

A clear understanding of these concepts is especially important while trying to (re)design products and services for women smallholders, as a deeper understanding of gender issues and pain points can enable creation of solutions which eventually address issues of agency and decision making power.

1. **Gender gap** refers to the disparity in men and women's social, political, intellectual cultural and/or economic condition or position in society, often based on underlying socio-cultural norms. It reflects the unequal distribution of resources, opportunities and outcomes across genders. **For instance, women smallholder farmers have less access to digital financial services indicating a gender gap in access to resources.**

For more details: [World Economic Forum](#)

2. **Gender bias** refers to the conscious or unconscious, explicit or implicit prejudiced actions or thoughts that could lead to unfair treatment of people based on their perceived gender. **For instance, male farm laborers hired by women farm owners are likely to be less hardworking and reliable due to the lower perceived strictness of women.**

For more details: [USAID](#), [IPS-Inter Press Service](#), [World Bank](#)

3. **Gender/ social norms** collectively held standards to which people are expected to conform at different stages of their lives based on their sex or gender identity. These are norms that seek to represent beliefs and values of what it means to male or female in different societal contexts. **For instance gendered expectations for women to engage in unpaid caregiving work limits their time to engage in productive agricultural activities.**

For more details: [European Institute for Gender Equality](#) , [World Bank](#)

4. **Gender based constraints** refer to formal laws, attitudes, perceptions, values, or practices that limit people's access to resources and/or opportunities based on their sex or gender identity. **For instance, cultural norms that limit women's ownership of agricultural land are gender-based constraints.**

For more details: [USAID](#)