

One hundred words for equality

A glossary of terms on equality
between women and men

Equal opportunities & family policy

ES	ES	ES	ES	ES	ES	ES	ES	ES	ES	ES
DE	DE	♀	DE	DE	DE	DE	DE	♀	DE	DE
FR	FR	FR	FR	FR	♂	FR	FR	FR	FR	FR
EL	EL	EL	EL	EL	EL	EL	EL	EL	♂	EL
FI	FI	FI	♀	FI	FI	FI	FI	FI	FI	FI
SV	SV	SV	SV	SV	SV	SV	SV	♀	SV	SV
DA	♂	DA	DA	DA	DA	DA	DA	DA	DA	DA
EN	EN	EN	EN	EN	EN	EN	EN	EN	EN	EN
IT	IT	IT	IT	IT	IT	♂	IT	IT	IT	IT
NL	NL	NL	♀	NL	NL	NL	NL	♂	NL	NL
PT	PT	PT	PT	PT	PT	PT	PT	PT	PT	PT

Employment & social affairs



European Commission

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European Commission
Directorate-General for Employment, Industrial Relations
and Social Affairs
Unit V/D.5

Manuscript completed in January 1998

Acknowledgements

The European Commission unit in charge of equal opportunities would like to express its gratitude to colleagues in other services and experts in Member States consulted for their assistance in the production of this glossary. The gratitude extends particularly to the European Commission Translation Service in Luxembourg for its commitment and involvement.

The contents of this publication do not necessarily reflect the opinion or position of the European Commission, Directorate-General for Employment, Industrial Relations and Social Affairs.

A great deal of additional information on the European Union is available on the Internet. It can be accessed through the Europa server (<http://europa.eu.int>).

Cataloguing data can be found at the end of this publication.

Luxembourg: Office for Official Publications of the European Communities, 1998

ISBN 92-828-2627-9

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Printed in Germany

PRINTED ON WHITE CHLORINE-FREE PAPER

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 priority 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 the European level, it will facilitate the promotion of equality between women and men as foreseen by the Amsterdam Treaty. Second, and no less important, it will serve the Community concern of getting the information about European policies out of the circle of initiated people and making it accessible and understandable to all citizens. The glossary will bring our work in this area closer to the citizen, by clarifying the terms we use and thereby, making what we do easier to understand.

These are worthy objectives.

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



Pádraig Flynn

*Member of the European
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ACTIVITY RATE

ES:	TASA DE ACTIVIDAD	FR:	TAUX D'ACTIVITÉ
DA:	ERHVERVSFREKVENS	IT:	TASSO DI ATTIVITÀ
DE:	ERWERBSQUOTE	NL:	ARBEIDSDEELNAME / PARTICIPATIEGRAAD
EL:	ΠΟΣΟΣΤΟ ΣΥΜΜΕΤΟΧΗΣ ΣΤΟΝ ΟΙΚΟΝΟΜΙΚΑ ΕΝΕΡΓΟ ΠΛΗΘΥΣΜΟ	PT:	TAXA DE ACTIVIDADE
EN:	ACTIVITY RATE	FI:	TYÖSSÄKÄYNTIASTE
		SV:	FÖRVÄRVSFREKVENS

Represents the labour force as a percentage of the population of working age (15 to 64).

AFFIRMATIVE ACTION

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

See 'Positive action'.

ASSISTING SPOUSES

ES:	CÓNYUGES COLABORADORES	FR:	CONJOINTS AIDANTS/COLLABORATEURS
DA:	MEDHJÆLPENDE ÆGTEFÆLLE	IT:	COADIUVANTI
DE:	MITHELFENDE EHEGATTINNEN/ EHEGATTEN	NL:	MEEWERKENDE ECHTGENOTEN
EL:	ΣΥΜΒΟΗΘΟΥΝΤΕΣ ΣΥΖΥΓΟΙ	PT:	CÔNJUGES COLABORADORES
EN:	ASSISTING SPOUSES	FI:	AVUSTAVAT PUOLISOT
		SV:	MEDHJÄLPANDE MAKAR

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.

ATYPICAL WORK/EMPLOYMENT

ES:	EMPLEO O TRABAJO ATÍPICO	FR:	TRAVAIL/EMPLOI ATYPIQUE
DA:	ATYPISK ARBEJDE	IT:	LAVORO ATIPICO
DE:	ATYPISCHE ARBEIT/ BESCHÄFTIGUNGSVERHÄLTNISSE	NL:	FLEXIBELE ARBEID
EL:	ΑΤΥΠΗ ΕΡΓΑΣΙΑ/ΑΠΑΣΧΟΛΗΣΗ	PT:	EMPREGO/TRABALHO ATÍPICO
EN:	ATYPICAL WORK/EMPLOYMENT	FI:	ERÄTTYYPILLINEN TYÖ
		SV:	ATYPISKT ARBETE

Work other than full-time and permanent work, including part-time, evening and weekend work, fixed-term work, temporary or subcontract home-based work, telework and outwork.

BALANCED PARTICIPATION OF WOMEN AND MEN

ES:	PARTICIPACIÓN EQUILIBRADA DE MUJERES Y HOMBRES	IT:	PARTECIPAZIONE EQUILIBRATA DI DONNE E UOMINI
DA:	JÆVN KØNSFORDELING	NL:	EVENWICHTIGE DEELNAME VAN MANNEN EN VROUWEN
DE:	AUSGEWOGENE MITWIRKUNG VON FRAUEN UND MÄNNERN	PT:	PARTICIPAÇÃO EQUILIBRADA DE MULHERES E HOMENS
EL:	ΙΣΟΡΡΟΠΗ ΣΥΜΜΕΤΟΧΗ ΓΥΝΑΙΚΩΝ ΚΑΙ ΑΝΔΡΩΝ	FI:	NAISTEN JA MIESTEN TASAPUOLINEN OSALLISTUMINEN
EN:	BALANCED PARTICIPATION OF WOMEN AND MEN	SV:	JÄMN FÖRDELNING MELLAN KVINNOR OCH MÄN
FR:	PARTICIPATION ÉQUILIBRÉE DES FEMMES ET DES HOMMES		

The sharing of power and decision-making positions (40 to 60 % 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 2 December 1996, OJ L 319, 10.12.1996).

BENCHMARKING

ES:	EVALUACIÓN COMPARATIVA	IT:	ANALISI COMPARATIVA DELLE PRESTAZIONI
DA:	»BENCHMARKING«	NL:	IJKING
DE:	„BENCHMARKING“	PT:	AVALIAÇÃO/ANÁLISE COMPARATIVA
EL:	ΟΡΟΣΗΜΑΝΣΗ ΤΩΝ ΕΠΙΔΟΣΕΩΝ	FI:	ESIKUVA-ANALYYSI
EN:	BENCHMARKING	SV:	BENCHMARKING
FR:	ÉTALONNAGE DES PERFORMANCES		

The establishment of a criterion, standard or reference point against which to establish targets and measure progress.

BURDEN OF PROOF

ES: CARGA DE LA PRUEBA	IT: ONERE DELLA PROVA
DA: BEVISBYRDE	NL: BEWIJSLAST
DE: BEWEISLAST	PT: ÓNUS DA PROVA
EL: ΒΑΡΟΣ ΑΠΟΔΕΙΞΗΣ	FI: TODISTUSTAAKKA
EN: BURDEN OF PROOF	SV: BEVISBÖRDA
FR: CHARGE DE LA PREUVE	

If a person files a legal complaint, it is in principle up to him or her to prove that he or she has been a victim of discrimination. In the area of equal treatment between men and women, a directive, based on the case-law of the Court of Justice of the European Communities, 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 (judgment of 17 October 1989, Case C 109/88 *Danfoss* [1989] ECR 3199, paragraph 16; Council directive of 15 December 1997 on the burden of proof in cases of discrimination based on sex).

CHILDCARE

ES:	ATENCIÓN A LA INFANCIA	IT:	CUSTODIA DEI BAMBINI
DA:	BØRNEPASNING	NL:	KINDEROPVANG
DE:	KINDERBETREUUNG	PT:	ACOLHIMENTO DE CRIANÇAS
EL:	ΦΡΟΝΤΙΔΑ ΠΑΙΔΙΩΝ	FI:	LASTENHOITO
EN:	CHILDCARE	SV:	BARNOMSORG
FR:	GARDE D'ENFANTS		

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 March 1992, OJ L 123, 8.5.1992).

D

DEMOCRATIC DEFICIT

ES:	DÉFICIT DEMOCRÁTICO	IT:	DEFICIT DEMOCRATICO
DA:	DEMOKRATISK UNDERSKUD	NL:	DEMOCRATISCH TEKORT
DE:	DEMOKRATIEDEFIZIT	PT:	DÉFICE DEMOCRÁTICO
EL:	ΔΗΜΟΚΡΑΤΙΚΟ ΕΛΛΕΙΜΜΑ	FI:	DEMOKRATIAVAJE
EN:	DEMOCRATIC DEFICIT	SV:	DEMOKRATISKT UNDERSKOTT
FR:	DÉFICIT DÉMOCRATIQUE		

The impact of, for example, inadequate gender balance on the legitimacy of democracy.

DEPENDANT CARE

ES:	ATENCIÓN A PERSONAS DEPENDIENTES	IT:	ASSISTENZA ALLE PERSONE NON AUTONOME
DA:	OMSORG (eller pleje)	NL:	VERZORGING VAN AFHANKELIJKE PERSONEN
DE:	BETREUUNG ABHÄNGIGER	PT:	CUIDADOS A PESSOAS DEPENDENTES
EL:	ΦΡΟΝΤΙΔΑ ΕΞΑΡΤΩΜΕΝΩΝ ΑΤΟΜΩΝ	FI:	OMAISHOITO
EN:	DEPENDANT CARE	SV:	VÅRD AV NÄRSTÅENDE
FR:	SOINS AUX PERSONNES DÉPENDANTES		

Provision of care for those who are young, ill, elderly or disabled and dependent on another.

DERIVED RIGHTS

ES:	DERECHOS DERIVADOS	IT:	DIRITTI DERIVATI
DA:	AFLEDTE RETTIGHEDER	NL:	AFGELEIDE RECHTEN
DE:	ABGELEITETE ANSPRÜCHE/RECHTE	PT:	DIREITOS DERIVADOS
EL:	ΕΛΚΟΜΕΝΑ ΔΙΚΑΙΩΜΑΤΑ	FI:	JOHDETUT OIKEUDET
EN:	DERIVED RIGHTS	SV:	HÄRLEDDA RÄTTIGHETER
FR:	DROITS DÉRIVÉS		

Rights, notably to social security benefits or residence, which accrue to an individual but which originate from and depend on his or her relationship with another person, usually of parenthood, marriage or cohabitation.

DESEGREGATION OF THE LABOUR MARKET

ES: DESEGREGACIÓN DEL MERCADO DE TRABAJO	IT: DISGREGAZIONE DEL MERCATO DEL LAVORO
DA: AFSKAFELSE AF KØNSOPDELINGEN PÅ ARBEJDSMARKEDET	NL: DESEGREGATIE VAN DE ARBEIDSMARKT
DE: ABBAU DER TEILUNG DES ARBEITSMARKTES	PT: DESSEGREGAÇÃO DO MERCADO DE TRABALHO
EL: ΕΞΑΛΕΙΨΗ ΤΩΝ ΔΙΑΧΩΡΙΣΜΩΝ ΣΤΗΝ ΑΓΟΡΑ ΕΡΓΑΣΙΑΣ	FI: TYÖMARKKINOIDEN ERIITYMISEN VÄHENTÄMINEN
EN: DESEGREGATION OF THE LABOUR MARKET	SV: DESEGREGERING AV ARBETSMARKNADEN
FR: DÉSEGREGATION DU MARCHÉ DU TRAVAIL	

Policies aiming to reduce or eliminate segregation (vertical/horizontal) in the labour market.

DIGNITY AT WORK

ES: DIGNIDAD EN EL TRABAJO	IT: DIGNITÀ SUL LAVORO
DA: VÆRDIGHED PÅ ARBEJDSPLADSEN	NL: WAARDIGHEID OP HET WERK
DE: WÜRDE AM ARBEITSPLATZ	PT: DIGNIDADE NO TRABALHO
EL: ΑΞΙΟΠΡΕΠΕΙΑ ΣΤΟ ΧΩΡΟ ΕΡΓΑΣΙΑΣ	FI: IHMISARVOINEN KOHTELU TYÖPAIKOILLA
EN: DIGNITY AT WORK	SV: VÄRDIGHET PÅ ARBETSPLATSEN
FR: DIGNITÉ AU TRAVAIL	

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 May 1990, OJ C 157, 27.6.1990).

DIRECTIVES ON EQUAL TREATMENT

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

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/EEC of 9 February 1976, OJ L 39, 14.2.1976), to statutory social security schemes (Council Directive 79/7/EEC of 19 December 1978, OJ L 6, 10.1.1979), to occupational social security schemes (Council Directive 86/378/EEC of 24 July 1986, OJ L 225, 12.8.1986), to those engaged in activity, including in agriculture, in a self-employed capacity (Council Directive 86/613/EEC of 11 December 1986, OJ L 359, 19.12.1986), to pregnant workers and workers who have recently given birth (Council Directive 92/85/EEC of 19 October 1992, OJ L 348, 28.11.1992) and to those who are on parental leave (Council Directive 96/34/EC of 3 June 1996, OJ L 145, 19.6.1996).

DIVERSITY

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

The range of values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, skills, knowledge and life experiences of the individuals making up any given group of people.

DIVISION OF LABOUR (by gender)

ES:	DIVISIÓN DEL TRABAJO (debida al género)	FR:	DIVISION DU TRAVAIL (selon le sexe)
DA:	ARBEJDSDELING EFTER KØN	IT:	DIVISIONE DEL LAVORO (per sesso)
DE:	(geschlechtsspezifische) ARBEITSTEILUNG	NL:	ARBEIDSVERDELING (naar geslacht)
EL:	ΚΑΤΑΜΕΡΙΣΜΟΣ ΤΗΣ ΕΡΓΑΣΙΑΣ (κατά φύλο)	PT:	DIVISÃO DO TRABALHO (por género)
EN:	DIVISION OF LABOUR (by gender)	FI:	SUKUPUOLTEN VÄLINEN TYÖNJAKO
		SV:	ARBETSFÖRDELNING (efter kön)

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

DOMESTIC VIOLENCE/FAMILY VIOLENCE

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

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.

ECONOMICALLY ACTIVE POPULATION

ES:	POBLACIÓN ACTIVA	FR:	POPULATION ACTIVE
DA:	DEN ØKONOMISK AKTIVE BEFOLKNING	IT:	POPOLAZIONE ATTIVA
DE:	ERWERBSBEVÖLKERUNG/ ERWERBSPERSONEN	NL:	ECONOMISCH ACTIEVE BEVOLKING
EL:	ΟΙΚΟΝΟΜΙΚΑ ΕΝΕΡΓΟΣ ΠΛΗΘΥΣΜΟΣ	PT:	POPULAÇÃO ECONOMICAMENTE ACTIVA
EN:	ECONOMICALLY ACTIVE POPULATION	FI:	TYÖVOIMA
		SV:	FÖRVÄRVSARBETANDE BEFOLKNING

All persons of either sex who supply labour for the production of economic goods and services as defined by the UN (United Nations) system of national accounts during a specified time period.

EMPOWERMENT

ES:	CAPACITACIÓN (para una plena participación en los procesos de toma de decisiones)	EN:	EMPOWERMENT
DA:	SÆTTEN I STAND TIL AT DELTAGE I SAMFUNDET PÅ LIGE FOD	FR:	RENFORCEMENT DE POUVOIR
DE:	„EMPOWERMENT“	IT:	CONFERIMENTO DI RESPONSABILITÀ
EL:	ΕΝΔΥΝΑΜΩΣΗ	NL:	„EMPOWERMENT“
		PT:	CAPACITAÇÃO
		FI:	VAIKUTUSVALLAN LISÄÄMINEN
		SV:	ÖKAD DELAKTIGHET

The process of gaining access to resources 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.

EQUALITY BETWEEN WOMEN AND MEN (sex equality)

ES:	IGUALDAD ENTRE MUJERES Y HOMBRES (igualdad entre los sexos)	FR:	ÉGALITÉ ENTRE LES FEMMES ET LES HOMMES (égalité des sexes)
DA:	LIGESTILLING MELLEM KVINDER OG MÆND (kønligestilling)	IT:	PARITÀ TRA DONNE E UOMINI (parità tra i sessi)
DE:	GLEICHSTELLUNG VON FRAUEN UND MÄNNERN (Gleichstellung der Geschlechter)	NL:	GELIJKHEID VAN VROUWEN EN MANNEN
EL:	ΙΣΟΤΗΤΑ ΜΕΤΑΞΥ ΓΥΝΑΙΚΩΝ ΚΑΙ ΑΝΔΡΩΝ (ισότητα των φύλων)	PT:	IGUALDADE ENTRE MULHERES E HOMENS (igualdade entre os sexos)
EN:	EQUALITY BETWEEN WOMEN AND MEN (sex equality)	FI:	NAISTEN JA MIESTEN VÄLINEN TASA-ARVO
		SV:	JÄMSTÄLLDHET MELLAN KVINNOR OCH MÄN

The principle of equal rights and equal treatment for women and men (see 'Gender equality').

EQUALITY DIMENSION

ES:	DIMENSIÓN DE LA IGUALDAD	IT:	DIMENSIONE DI PARITÀ
DA:	LIGESTILLINGSDIMENSION	NL:	GELIJKHEIDSDIMENSIE/ EMANCIPATIEASPECTEN
DE:	GLEICHSTELLUNGSDIMENSION	PT:	DIMENSÃO DA IGUALDADE
EL:	ΔΙΑΣΤΑΣΗ ΤΗΣ ΙΣΟΤΗΤΑΣ	FI:	TASA-ARVOULOTTUVUUS
EN:	EQUALITY DIMENSION	SV:	JÄMSTÄLLDHETSASPEKT
FR:	DIMENSION DE L'ÉGALITÉ		

The aspect of any issue which relates to equality.

EQUAL OPPORTUNITIES FOR WOMEN AND MEN

ES:	IGUALDAD DE OPORTUNIDADES ENTRE MUJERES Y HOMBRES	IT:	PARI OPPORTUNITÀ PER DONNE E UOMINI
DA:	LIGE MULIGHEDER FOR KVINDER OG MÆND	NL:	GELIJKE KANSEN VOOR VROUWEN EN MANNEN
DE:	CHANCENGLEICHHEIT FÜR FRAUEN UND MÄNNER	PT:	IGUALDADE DE OPORTUNIDADES ENTRE MULHERES E HOMENS
EL:	ΙΣΕΣ ΕΥΚΑΙΡΙΕΣ ΓΙΑ ΓΥΝΑΙΚΕΣ ΚΑΙ ΑΝΔΡΕΣ	FI:	NAISTEN JA MIESTEN TASA-ARVOISET MAHDOLLISUUDET
EN:	EQUAL OPPORTUNITIES FOR WOMEN AND MEN	SV:	LIKA MÖJLIGHETER FÖR KVINNOR OCH MÄN
FR:	ÉGALITÉ DES CHANCES ENTRE LES FEMMES ET LES HOMMES		

The absence of barriers to economic, political and social participation on the grounds of sex.

EQUAL PAY FOR WORK OF EQUAL VALUE

ES:	IGUALDAD DE RETRIBUCIÓN POR UN TRABAJO DE IGUAL VALOR	IT:	PARITÀ DI RETRIBUZIONE PER LAVORO DI PARI VALORE .
DA:	LIGE LØN FOR ARBEJDE AF SAMME VÆRDI	NL:	GELIJK LOON VOOR ARBEID VAN GELIJKE WAARDE
DE:	GLEICHES ENTGELT BEI GLEICHWERTIGER ARBEIT	PT:	IGUALDADE DE REMUNERAÇÃO POR TRABALHO DE IGUAL VALOR
EL:	ΙΣΗ ΑΜΟΙΒΗ ΓΙΑ ΕΡΓΑΣΙΑ ΙΣΗΣ ΑΞΙΑΣ	FI:	SAMA PALKKA SAMANARVOISESTA TYÖSTÄ
EN:	EQUAL PAY FOR WORK OF EQUAL VALUE	SV:	LIKA LÖN FÖR LIKVÄRDIGT ARBETE
FR:	RÉMUNÉRATION ÉGALE POUR TRAVAIL DE VALEUR ÉGALE		

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 (Article 141 (ex 119) of the Amsterdam Treaty).

EQUAL TREATMENT FOR WOMEN AND MEN

ES:	IGUALDAD DE TRATO ENTRE MUJERES Y HOMBRES	IT:	PARITÀ DI TRATTAMENTO PER DONNE E UOMINI
DA:	LIGEBEHANDLING AF KVINDER OG MÆND	NL:	GELIJKE BEHANDELING VAN VROUWEN EN MANNEN
DE:	GLEICHBEHANDLUNG VON FRAUEN UND MÄNNERN	PT:	IGUALDADE DE TRATAMENTO ENTRE MULHERES E HOMENS
EL:	ΙΣΗ ΜΕΤΑΧΕΙΡΙΣΗ ΓΥΝΑΙΚΩΝ ΚΑΙ ΑΝΔΡΩΝ	FI:	NAISTEN JA MIESTEN YHTÄLÄINEN KOHTELU
EN:	EQUAL TREATMENT FOR WOMEN AND MEN	SV:	LIKA BEHANDLING AV KVINNOR OCH MÄN
FR:	ÉGALITÉ DE TRAITEMENT ENTRE LES FEMMES ET LES HOMMES		

Ensuring the absence of discrimination on the grounds of sex, either directly or indirectly (see 'Sex discrimination').

FAMILY LEAVE

ES:	PERMISO POR RAZONES FAMILIARES	IT:	CONGEDO PER MOTIVI FAMILIARI
DA:	ORLOV AF FAMILIEMÆSSIGE ÅRSAGER	NL:	VERLOF WEGENS FAMILIEOMSTANDIGHEDEN
DE:	URLAUB AUS FAMILIÄREN GRÜNDEN	PT:	LICENÇA PARA ASSISTÊNCIA À FAMÍLIA
EL:	ΑΔΕΙΑ ΓΙΑ ΟΙΚΟΓΕΝΕΙΑΚΟΥΣ ΛΟΓΟΥΣ	FI:	PERHEVAPAA
EN:	FAMILY LEAVE	SV:	LEDIGHET AV FAMILJESKÅL
FR:	CONGÉS POUR RAISONS FAMILIALES		

A right to leave for family reasons which may or may not be shared between the parents.

FAMILY VIOLENCE

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

See 'Domestic violence'.

FAMILY WORKER

ES:	AYUDA FAMILIAR	FR:	AIDE FAMILIALE
DA:	MEDHJÆLPENDE FAMILIEMEDLEM	IT:	COLLABORATORE NELL'IMPRESA FAMILIARE
DE:	MITHELFFENDE FAMILIENANGEHÖRIGE	NL:	MEEWERKEND GEZINSLID
EL:	ΕΡΓΑΖΟΜΕΝΟΣ/Η ΣΤΗΝ ΟΙΚΟΓΕΝΕΙΑΚΗ ΕΠΙΧΕΙΡΗΣΗ	PT:	TRABALHADOR FAMILIAR
EN:	FAMILY WORKER	FI:	PERHEYRITYKSESSÄ TYÖSKENTELEVÄ
		SV:	MEDHJÄLPANDE FAMILJEMEDLEM

A family member working in a family business such as a farm, shop, small business or professional practice; frequently a wife, daughter or son.

FEMINISATION OF POVERTY

ES:	FEMINIZACIÓN DE LA POBREZA	FR:	FÉMINISATION DE LA PAUVRETÉ
DA:	FEMINISERING AF FATTIGDOMMEN	IT:	FEMMINILIZZAZIONE DELLA POVERTÀ
DE:	FEMINISIERUNG DER ARMUT	NL:	FEMINISERING VAN DE ARMOEDE
EL:	ΑΥΞΗΣΗ ΤΟΥ ΠΟΣΟΣΤΟΥ ΤΩΝ ΓΥΝΑΙΚΩΝ ΜΕΤΑΞΥ ΤΩΝ ΦΤΩΧΩΝ	PT:	FEMINIZAÇÃO DA POBREZA
EN:	FEMINISATION OF POVERTY	FI:	KÖYHYDEN NAISISTUMINEN
		SV:	FEMINISERING AV FATTIGDOMEN

The increasing incidence and prevalence of poverty among women as compared with men.

FLEXIBILITY OF WORKING TIME/WORKING HOURS

ES:	HORARIO FLEXIBLE	FR:	FLEXIBILITÉ DU TEMPS/DES HORAIRES DE TRAVAIL
DA:	FLEKSIBEL ARBEJDSSTID	IT:	FLESSIBILITÀ DELL'ORARIO DI LAVORO
DE:	FLEXIBLE ARBEITSZEIT	NL:	FLEXIBELE ARBEIDSDUUR/WERKTIJDEN
EL:	ΕΥΕΛΙΞΙΑ ΤΟΥ ΧΡΟΝΟΥ/ΤΩΝ ΩΡΩΝ ΕΡΓΑΣΙΑ	PT:	FLEXIBILIDADE DO TEMPO DE TRABALHO/ /HORÁRIO DE TRABALHO
EN:	FLEXIBILITY OF WORKING TIME/ WORKING HOURS	FI:	TYÖAIKAJOUSTO / JOUSTAVA TYÖAIKA
		SV:	FLEXIBEL ARBETSTID

Formulas of working time which offer a range of possibilities in relation to the number of hours worked and the arrangements of rosters, shifts or work schedules on a daily, weekly, monthly or yearly basis.

GENDER

ES: GÉNERO/SEXO, TOMADO EN SENTIDO SOCIOLÓGICO	FR: GENRE/SEXE (rapports sociaux de sexe)
DA: KØN	IT: GENERE
DE: SOZIALES GESCHLECHT	NL: GENDER
EL: ΦΥΛΟ (κοινωνικό)	PT: GÉNERO
EN: GENDER	FI: SUKUPUOLI (GENDER)
	SV: GENUS

A concept that refers to the social differences, as opposed to the biological ones, between women and men that have been learned, are changeable over time and have wide variations both within and between cultures.

GENDER ANALYSIS

ES: ANÁLISIS POR GÉNERO	IT: ANALISI COMPARATIVA DI GENERE
DA: KØNSSPECIFIK ANALYSE	NL: GENDERANALYSE
DE: GESCHLECHTSSPEZIFISCHE ANALYSE	PT: ANÁLISE DAS QUESTÕES DO GÉNERO
EL: ΑΝΑΛΥΣΗ ΩΣ ΠΡΟΣ ΤΟ ΦΥΛΟ	FI: TASA-ARVOANALYYSI
EN: GENDER ANALYSIS	SV: JÄMSTÄLLDHETSANALYS/GENUSANALYS
FR: ANALYSE SELON LE GENRE	

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 in their assigned gender roles.

GENDER AUDIT

ES: ANÁLISIS EN FUNCIÓN DEL GÉNERO	IT: VERIFICA DELL'INTEGRAZIONE DELLA DIMENSIONE DI GENERE
DA: LIGESTILLINGSMÆSSIG VURDERING	NL: GENDERAUDIT
DE: GLEICHSTELLUNGSKONTROLLE	PT: COMPROVAÇÃO DA INTEGRAÇÃO DA PERSPECTIVA DO GÉNERO
EL: ΕΛΕΓΧΟΣ ΩΣ ΠΡΟΣ ΤΟ ΦΥΛΟ	FI: TASA-ARVOTARKASTUS
EN: GENDER AUDIT	SV: JÄMSTÄLLDHETSREVISION
FR: AUDIT SELON LE GENRE	

The analysis and evaluation of policies, programmes and institutions in terms of how they apply gender-related criteria.

GENDER-BASED VIOLENCE/SEXUAL VIOLENCE

ES:	VIOLENCIA SEXISTA	IT:	VIOLENZA CONNESSA AL SESSO
DA:	KØNSBASERET VOLD	NL:	SEKSUEEL GEWELD
DE:	GESCHLECHTSBEZOGENE GEWALT	PT:	VIOLÊNCIA LIGADA AO SEXO/VIOLÊNCIA SEXUAL
EL:	ΒΙΑ ΠΟΥ ΣΥΝΔΕΕΤΑΙ ΜΕ ΤΟ ΦΥΛΟ	FI:	SUKUPUOLISTUNUT VÄKIVALTA
EN:	GENDER-BASED VIOLENCE/SEXUAL VIOLENCE	SV:	KÖNSRELATERAT VÅLD
FR:	VIOLENCE LIÉE AU GENRE/SEXE		

Any form of violence by use or threat of physical or emotional force, including rape, wife battering, sexual harassment, incest and paedophilia.

GENDER BLIND

ES:	INSENSIBLE A LAS DIFERENCIAS DE GÉNERO	IT:	INSENSIBILE ALLA SPECIFICITÀ DI GENERE
DA:	KØNSBLIND	NL:	GENDERBLIND
DE:	GLEICHSTELLUNGSINDIFFERENT	PT:	INSENSÍVEL À DIMENSÃO DO GÉNERO
EL:	ΑΓΝΩΩΝ/ΟΥΣΑ ΤΗ ΔΙΑΣΤΑΣΗ ΤΟΥ ΦΥΛΟΥ	FI:	SUKUPUOLISOKEA
EN:	GENDER BLIND	SV:	KÖNSBLIND
FR:	IGNORANT LA SPÉCIFICITÉ DE GENRE		

Ignoring/failing to address the gender dimension (as opposed to gender sensitive or gender neutral).

GENDER CONTRACT

ES:	CONTRATO BASADO EN LAS DIFERENCIAS DE GÉNERO	IT:	CONTRATTO SOCIALE IN BASE AL SESSO
DA:	KØNSKONTRAKT	NL:	GENDERCONTRACT/CONTRACT TUSSEN MANNEN EN VROUWEN
DE:	GESCHLECHTERVERTRAG	PT:	CONTRATO SOCIAL DO GÉNERO
EL:	ΚΟΙΝΩΝΙΚΟ ΣΥΜΒΟΛΑΙΟ ΤΟΥ ΦΥΛΟΥ	FI:	SUKUPUOLISOPIMUS
EN:	GENDER CONTRACT	SV:	GENUSKONTRAKT
FR:	CONTRAT SOCIAL DE GENRE		

A set of implicit and explicit rules governing gender relations which allocate different work and value, responsibilities and obligations to men and women and 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.

GENDER DIMENSION

ES: DIMENSIÓN DEL GÉNERO	IT: SPECIFICITÀ DI GENERE
DA: KØNSDIMENSION	NL: GENDERDIMENSIE/EMANCIPATIEASPECTEN
DE: GESCHLECHTSSPEZIFISCHE DIMENSION	PT: DIMENSÃO DO GÉNERO
EL: ΔΙΑΣΤΑΣΗ ΤΟΥ ΦΥΛΟΥ	FI: SUKUPUOLILOTTUVUUS
EN: GENDER DIMENSION	SV: KÖNSASPEKT/JÄMSTÄLLDHETSASPEKT
FR: SPÉCIFICITÉ DE GENRE	

The aspect of any issue which relates to gender/the differences in the lives of women and men.

GENDER DISAGGREGATED DATA

ES: DATOS DESAGREGADOS POR SEXO	FR: DONNÉES VENTILÉES PAR SEXE
DA: KØNSOPDELTE DATA	IT: DATI DISAGGREGATI IN BASE AL SESSO
DE: NACH GESCHLECHT AUFGESCHLÜSSELTE DATEN	NL: NAAR GESLACHT UITGESPLITSTE GEGEVENS
EL: ΔΕΔΟΜΕΝΑ ΚΑΤΑ ΦΥΛΟ	PT: DADOS REPARTIDOS POR GÉNERO
EN: GENDER DISAGGREGATED DATA	FI: SUKUPUOLEN MUKAAN ERITELLYT TIEDOT
	SV: KÖNSUPPDELADE UPPGIFTER

The collection and separation of data and statistical information by gender to enable comparative analysis/gender analysis.

GENDER DISTRIBUTION OF PAID AND UNPAID WORK

ES: DISTRIBUCIÓN DEL TRABAJO REMUNERADO Y NO REMUNERADO EN FUNCIÓN DEL GÉNERO	IT: RIPARTIZIONE DI LAVORO RETRIBUITO E NON RETRIBUITO IN BASE AL SESSO
DA: FORDELING AF LØNNET OG ULØNNET ARBEJDE MELLE KØNNENE	NL: VERDELING VAN BETAALDE EN ONBETAALDE ARBEID TUSSEN MANNEN EN VROUWEN
DE: GESCHLECHTSSPEZIFISCHE AUFTEILUNG VON BEZAHLTER UND UNBEZAHLTER ARBEIT	PT: DISTRIBUIÇÃO POR GÉNEROS DO TRABALHO REMUNERADO E NÃO REMUNERADO EM FUNÇÃO DO GÉNERO
EL: ΚΑΤΑΝΟΜΗ ΚΑΤΑ ΦΥΛΟ ΤΗΣ ΑΜΕΙΒΟΜΕΝΗΣ ΚΑΙ ΜΗ ΑΜΕΙΒΟΜΕΝΗΣ ΕΡΓΑΣΙΑΣ	FI: PALKALLISEN JA PALKATTOMAN TYÖN JAKAUTUMINEN SUKUPUOLEN MUKAAN
EN: GENDER DISTRIBUTION OF PAID AND UNPAID WORK	SV: KÖNSFÖRDELNING NÄR DET GÄLLER AVLÖNAT OCH OAVLÖNAT ARBETE
FR: RÉPARTITION DU TRAVAIL RÉMUNÉRÉ ET NON RÉMUNÉRÉ ENTRE LES FEMMES ET LES HOMMES	

See 'Division of labour (by gender)'.

G

GENDER EQUALITY

ES: IGUALDAD ENTRE HOMBRES Y MUJERES	FR: ÉGALITÉ DES SEXES
DA: LIGESTILLING MELLEM KØNNENE	IT: UGUAGLIANZA TRA I SESSI
DE: GLEICHSTELLUNG DER GESCHLECHTER/ GLEICHSTELLUNG VON FRAUEN UND MÄNNERN (in sozialer Hinsicht)	NL: GELIJKHEID VAN MANNEN EN VROUWEN
EL: ΙΣΟΤΗΤΑ ΤΩΝ ΦΥΛΩΝ	PT: IGUALDADE ENTRE GÉNEROS
EN: GENDER EQUALITY	FI: SUKUPUOLTEN TASA-ARVO
	SV: JÄMSTÄLLDHET MELLAN KVINNOR OCH MÄN

The concept 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.

GENDER EQUITY

ES: EQUIDAD ENTRE HOMBRES Y MUJERES	NL: GELIJKWAARDIGE BEHANDELING VAN MANNEN EN VROUWEN
DA: RIMELIG BALANCE MELLEM KØNNENE	PT: EQUIDADE ENTRE GÉNEROS
DE: GLEICHHEIT VON FRAU UND MANN	FI: SUKUPUOLTEN OIKEUDENMUKAINEN KOHTELU
EL: ΙΣΟΤΙΜΙΑ ΤΩΝ ΦΥΛΩΝ	SV: LIKVÄRDIG BEHANDLING
EN: GENDER EQUITY	
FR: TRAITEMENT ÉQUITABLE ENTRE LES SEXES	
IT: UGUAGLIANZA DI GENERE	

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.

GENDER GAP

ES: DIFERENCIA DEBIDA AL GÉNERO	IT: DISPARITÀ TRA I GENERI
DA: KØNSSKÆVHED	NL: GENDERKLOOF/VERSCHILLEN TUSSEN VROUWEN EN MANNEN
DE: GESCHLECHTSSPEZIFISCHE DISKREPANZ	PT: FOSSO ENTRE GÉNEROS
EL: ΑΝΟΙΓΜΑ ΜΕΤΑΞΥ ΤΩΝ ΦΥΛΩΝ	FI: SUKUPUOLTEN VÄLINEN KUILU
EN: GENDER GAP	SV: KLYFTAN MELLAN KÖNEN
FR: DISPARITÉ ENTRE LES GENRES	

The gap in any area between women and men in terms of their levels of participation, access to resources, rights, remuneration or benefits.

GENDER IMPACT ASSESSMENT

ES:	EVALUACIÓN DEL IMPACTO EN FUNCIÓN DEL GÉNERO	FR:	ÉVALUATION DE L'IMPACT SELON LE GENRE
DA:	KØNSSPECIFIK KONSEKVENSANALYSE	IT:	VALUTAZIONE D'IMPATTO RISPETTO AL SESSO
DE:	BEWERTUNG DER GESCHLECHTS-SPEZIFISCHEN AUSWIRKUNGEN	NL:	EMANCIPATIE-EFFECTRAPPORTAGE
EL:	ΕΚΤΙΜΗΣΗ ΤΟΥ ΑΝΤΙΚΤΥΠΟΥ (μιας πολιτικής) ΣΤΟ ΦΥΛΟ	PT:	AVALIAÇÃO DO IMPACTO NO GÉNERO
EN:	GENDER IMPACT ASSESSMENT	FI:	SUKUPUOLIVAIKUTUSTEN ARVIOINTI
		SV:	KONSEKVENSANALYS UR ETT JÄMSTÄLLDHETS PERSPEKTIV

Examining policy proposals to see whether they will affect women and men differently, with a view to adapting these proposals to make sure that discriminatory effects are neutralised and that gender equality is promoted.

GENDER MAINSTREAMING

ES:	INTEGRACIÓN DE LA PERSPECTIVA DE GÉNERO EN EL CONJUNTO DE LAS POLÍTICAS/TRASVERSALIDAD	EN:	GENDER MAINSTREAMING
DA:	INTEGRERING AF KØNSASPEKTET I ALLE POLITIKKER	FR:	INTÉGRATION DE LA DIMENSION DE GENRE
DE:	„GENDER MAINSTREAMING“/EINBEZIEHUNG DER DIMENSION DER CHANCENGLEICHHEIT IN SÄMTLICHE BEREICHE DER POLITIK/ QUERSCHNITTAUFGABE FRAUEN- UND GLEICHSTELLUNGSPOLITIK	IT:	MAINSTREAMING (integrazione della dimensione delle pari opportunità)
EL:	ΕΝΤΑΞΗ ΤΗΣ ΔΙΑΣΤΑΣΗΣ ΤΟΥ ΦΥΛΟΥ	NL:	INTEGRATIE VAN DE GENDERDIMENSIE/ EMANCIPATIEASPECTEN IN HET BELEID
		PT:	INTEGRAÇÃO DA PERSPECTIVA DO GÉNERO
		FI:	VALTAVIRTAISTAMINEN (mainstreaming)
		SV:	INTEGRERING AV ETT JÄMSTÄLLDHETSPERSPEKTIV

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, 21.2.1996).

GENDER NEUTRAL

ES: NO DISCRIMINATORIO CON RESPECTO AL SEXO/NO SEXISTA	FR: NON DISCRIMINATOIRE/NON SEXISTE
DA: KØNSNEUTRAL	IT: NEUTRO RISPETTO AL GENERE/SESSO
DE: GESCHLECHTSNEUTRAL	NL: SEKSENEUTRAAL
EL: ΟΥΔΕΤΕΡΟΣ/Η/Ο ΩΣ ΠΡΟΣ ΤΟ ΦΥΛΟ	PT: NEUTRO EM TERMOS DE GÉNERO
EN: GENDER NEUTRAL	FI: SUKUPUOLINEUTRAALI
	SV: KÖNSNEUTRAL

Having no differential positive or negative impact for gender relations or equality between women and men.

GENDER PAY DIFFERENTIAL

ES: DIFERENCIAL RETRIBUTIVO ENTRE MUJERES Y HOMBRES	IT: DIFFERENZIALE RETRIBUTIVO FRA I SESSI
DA: UENS LØN TIL KVINDER OG MÆND	NL: BELONINGSVERSCHILLEN TUSSEN VROUWEN EN MANNEN
DE: GESCHLECHTSSPEZIFISCHE LOHNUNTERSCHIEDE	PT: DIFERENCIAL DE REMUNERAÇÃO ENTRE GÉNEROS
EL: ΔΙΑΦΟΡΟΠΟΙΗΣΗ ΣΤΙΣ ΑΜΟΙΒΕΣ ΤΩΝ ΔΥΟ ΦΥΛΩΝ	FI: SUKUPUOLTEN VÄLISET PALKKAEROT
EN: GENDER PAY DIFFERENTIAL	SV: LÖNESKILLNADER MELLAN KVINNOR OCH MÄN
FR: DIFFÉRENTIEL DE RÉMUNÉRATION ENTRE LES SEXES	

The existing difference between the earnings of men and women arising from job segregation and direct discrimination.

GENDER PAY GAP

ES: DIFERENCIA DE RETRIBUCIÓN ENTRE MUJERES Y HOMBRES	FR: ÉCART DE RÉMUNÉRATION ENTRE LES SEXES
DA: KØNSBETINGET LØNFORSKEL	IT: DIVARIO RETRIBUTIVO FRA I SESSI
DE: GESCHLECHTSSPEZIFISCHES LOHNGEFÄLLE	NL: ONGELIJKE BELONING VAN VROUWEN EN MANNEN
EL: ΑΝΟΙΓΜΑ ΜΕΤΑΞΥ ΤΩΝ ΑΜΟΙΒΩΝ ΤΩΝ ΔΥΟ ΦΥΛΩΝ	PT: FOSSO SALARIAL ENTRE GÉNEROS
EN: GENDER PAY GAP	FI: SUKUPUOLTEN VÄLINEN PALKKAKUILU
	SV: LÖNEKLYFTAN MELLAN KVINNOR OCH MÄN

The gap between the average earnings of men and women.

GENDER PERSPECTIVE

ES:	PERSPECTIVA DE GÉNERO	IT:	CONSIDERAZIONE DELLA SPECIFICITÀ DI GENERE
DA:	KØNSPERSPEKTIV	NL:	GENDERPERSPECTIEF
DE:	GESCHLECHTSSPEZIFISCHE PERSPEKTIVE	PT:	PERSPECTIVA DE GÉNERO
EL:	ΠΡΙΣΜΑ ΤΟΥ ΦΥΛΟΥ	FI:	SUKUPUOLINÄKÖKULMA
EN:	GENDER PERSPECTIVE	SV:	JÄMSTÄLLDHETSPERSPEKTIV
FR:	PERSPECTIVE DE GENRE		

The consideration and attention given to the differences in any given policy area/activity.

GENDER PLANNING

ES:	PLANIFICACIÓN SENSIBLE AL GÉNERO	IT:	PROGRAMMAZIONE SECONDO LA SPECIFICITÀ DI GENERE
DA:	LIGESTILLINGSPLANLÆGNING	NL:	GENDERPLANNING
DE:	GLEICHSTELLUNGSORIENTIERTER ANSATZ	PT:	PLANEAMENTO EM FUNÇÃO DO GÉNERO
EL:	ΣΧΕΔΙΑΣΜΟΣ ΠΟΥ ΕΝΤΑΣΣΕΙ ΤΗ ΔΙΑΣΤΑΣΗ ΤΟΥ ΦΥΛΟΥ	FI:	TASA-ARVOSUUNNITTELU
EN:	GENDER PLANNING	SV:	PLANERING UR ETT JÄMSTÄLLDHETSPERSPEKTIV
FR:	PLANIFICATION INTÉGRANT LA DIMENSION DE GENRE		

An active approach to planning which takes gender as a key variable or criterion and which seeks to incorporate an explicit gender dimension into policy or action.

GENDER PROOFING

ES:	EVALUACIÓN GLOBAL TENIENDO EN CUENTA EL GÉNERO	IT:	VERIFICA IN BASE AL GENERE
DA:	LIGESTILLINGSVURDERING	NL:	EMANCIPATIETOETS
DE:	GLEICHSTELLUNGSPRÜFUNG	PT:	VERIFICAÇÃO DA INTEGRAÇÃO DA PERSPECTIVA DO GÉNERO
EL:	ΕΠΑΛΗΘΕΥΣΗ ΩΣ ΠΡΟΣ ΤΗΝ ΕΝΤΑΣΗ ΤΗΣ ΔΙΑΣΤΑΣΗΣ ΤΟΥ ΦΥΛΟΥ	FI:	TASA-ARVONÄKÖKOHTIEN HUOMIOONOTTAMISEN TARKASTUS
EN:	GENDER PROOFING	SV:	KONTROLL AV ATT JÄMSTÄLLDHETSASPEKTEN BEAKTAS
FR:	VÉRIFICATION DE LA PRISE EN COMPTE DU GENRE		

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.

GENDER RELATIONS

ES:	RELACIONES ENTRE HOMBRES Y MUJERES	IT:	RAPPORTO DI GENERE
DA:	KØNSRELATIONER	NL:	VERHOUDINGEN TUSSEN MANNEN EN VROUWEN
DE:	GESCHLECHTERVERHÄLTNISSE	PT:	RELAÇÕES DE GÉNERO
EL:	ΣΧΕΣΕΙΣ ΦΥΛΟΥ	FI:	SUKUPUOLTEN VÄLINEN SUHDE
EN:	GENDER RELATIONS	SV:	RELATIONER MELLAN KÖNEN
FR:	RAPPORTS DE GENRE		

The relationship and unequal power distribution between women and men which characterise any specific gender system (see 'Gender contract').

GENDER RELEVANCE

ES:	PERTINENCIA CON RESPECTO AL GÉNERO	IT:	SIGNIFICATIVO IN RELAZIONE AL GENERE
DA:	KØNSRELEVANS	NL:	GENDERRELEVANTIE
DE:	GESCHLECHTSSPEZIFISCHE RELEVANZ	PT:	RELEVÂNCIA EM TERMOS DO GÉNERO
EL:	ΣΥΝΑΦΕΙΑ ΜΕ ΤΗ ΔΙΑΣΤΑΣΗ ΤΟΥ ΦΥΛΟΥ	FI:	MERKITYS SUKUPUOLEN KANNALTA
EN:	GENDER RELEVANCE	SV:	RELEVANS UR ETT JÄMSTÄLLDHETSPERSPEKTIV
FR:	PERTINENCE (AU REGARD) DU GENRE		

The question of whether a particular policy or action is relevant to gender relations/equality between women and men.

GENDER ROLES

ES:	GÉNERO-ROLES ESTABLECIDOS EN FUNCIÓN DEL SEXO	FR:	RÔLES EN FONCTION DU GENRE
DA:	KØNSROLLER	IT:	RUOLI DI GENERE
DE:	GESCHLECHTERROLLEN	NL:	ROLPATRONEN VAN MANNEN EN VROUWEN
EL:	ΡΟΛΟΙ ΤΩΝ ΦΥΛΩΝ	PT:	PAPÉIS ATRIBUÍDOS EM FUNÇÃO DO GÉNERO
EN:	GENDER ROLES	FI:	SUKUPUOLIROOLIT
		SV:	KØNSROLLER

A set of prescriptions for action and behaviour allocated to women and men respectively, and inculcated and maintained as described under 'Gender contract'.

GENDER SENSITIVE

ES: SENSIBILIDAD CON RESPECTO AL GÉNERO	IT: SENSIBILE ALLE SPECIFICITÀ DI GENERE
DA: KØNSOPMÆRKSOM	NL: GENDERBEWUST/SEKSEBEWUST/ VROUWVRIENDELIJK
DE: GLEICHSTELLUNGSORIENTIERT	PT: SENSÍVEL À DIMENSÃO DE GÉNERO
EL: ΕΥΑΙΣΘΗΤΟΠΟΙΗΜΕΝΟΣ/Η/Ο ΩΣ ΠΡΟΣ ΤΗ ΔΙΑΣΤΑΣΗ ΤΟΥ ΦΥΛΟΥ	FI: SUKUPUOLISENSITIIVINEN
EN: GENDER SENSITIVE	SV: KÖNSMEDVETEN
FR: SENSIBLE À LA DIMENSION DE GENRE	

Addressing and taking into account the gender dimension.

GLASS CEILING

ES: TECHO DE VIDRIO	IT: GLASS CEILING (soffitto di cristallo, soffitto di vetro)
DA: GLASLOFT	NL: GLAZEN PLAFOND
DE: „GLÄSERNE DECKE“	PT: TECTO DE VIDRO
EL: ΓΥΑΛΙΝΗ ΟΡΟΦΗ	FI: LASIKATTO
EN: GLASS CEILING	SV: GLASTAK
FR: PLAFOND DE VERRE	

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

HIDDEN UNEMPLOYMENT

ES: DESEMPLEO OCULTO	IT: DISOCCUPAZIONE OCCULTA
DA: SKJULT ARBEJDSLØSHED	NL: VERBORGEN WERKLOOSHEID
DE: VERSTECKTE ARBEITSLOSIGKEIT	PT: DESEMPREGO OCULTO
EL: ΑΔΗΛΗ ΑΝΕΡΓΙΑ	FI: PIILOTYÖTTÖMYYS
EN: HIDDEN UNEMPLOYMENT	SV: DOLD ARBETSLÖSHET
FR: CHÔMAGE CACHÉ/INVISIBLE	

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

HOMEWORK

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

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 (International Labour Organisation Convention No 177).

HORIZONTAL SEGREGATION

ES: SEGREGACIÓN HORIZONTAL	FR: SÉGRÉGATION HORIZONTALE/SECTORIELLE
DA: HORIZONTAL KØNSOPDELING	IT: SEGREGAZIONE ORIZZONTALE
DE: HORIZONTALE TRENNUNG	NL: HORIZONTALE SEGREGATIE
EL: ΟΡΙΖΟΝΤΙΟΣ ΕΠΑΓΓΕΛΜΑΤΙΚΟΣ ΔΙΑΧΩΡΙΣΜΟΣ	PT: SEGREGAÇÃO HORIZONTAL
EN: HORIZONTAL SEGREGATION	FI: HORIZONTAALINEN ERIYTYMINEN
	SV: HORIZONTAL SEGREGERING

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

HUMAN RIGHTS OF WOMEN

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

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

ILLEGAL WORK

ES:	EMPLEO ILEGAL	IT:	LAVORO CLANDESTINO
DA:	ULOVLIG BESKÆFTIGELSE	NL:	ILLEGALE ARBEID
DE:	ILLEGALE BESCHÄFTIGUNG	PT:	TRABALHO CLANDESTINO
EL:	ΠΑΡΑΝΟΜΗ ΕΡΓΑΣΙΑ	FI:	ILMAN LAILLISTA TYÖLUPAA TEHTY TYÖ
EN:	ILLEGAL WORK	SV:	ILLEGALT ARBETE
FR:	TRAVAIL CLANDESTIN		

Work performed by people who do not have a legal work permit.

INACTIVITY RATE

ES:	TASA DE INACTIVIDAD	IT:	TASSO DI INATTIVITÀ
DA:	FREKVENNS AF IKKE-ERHVERVS AKTIVE	NL:	INACTIEVEN
DE:	QUOTE DER NICHTERWERBSTÄTIGEN	PT:	TAXA DE INACTIVIDADE
EL:	ΠΟΣΟΣΤΟ ΑΕΡΓΩΝ	FI:	TYÖMARKKINOIDEN ULKOPUOLELLA OLEVIEN OSUUS
EN:	INACTIVITY RATE	SV:	ANDELEN EJ I ARBETSKRAFTEN
FR:	TAUX D'INACTIVITÉ		

All persons who are not classified as employed or unemployed, expressed as a percentage of the population of working age (15 to 64).

INDIVIDUALISATION OF RIGHTS

ES:	INDIVIDUALIZACIÓN DE LOS DERECHOS	FR:	INDIVIDUALISATION DES DROITS
DA:	INDIVIDUALISERING AF RETTIGHEDER	IT:	INDIVIDUALIZZAZIONE DEI DIRITTI
DE:	INDIVIDUALISIERUNG DER ANSPRÜCHE/ RECHTE	NL:	INDIVIDUALISERING VAN RECHTEN
EL:	ΕΞΑΤΟΜΙΚΕΥΣΗ ΤΩΝ ΔΙΚΑΙΩΜΑΤΩΝ	PT:	INDIVIDUALIZAÇÃO DOS DIREITOS
EN:	INDIVIDUALISATION OF RIGHTS	FI:	OIKEUKSIEN YKSILÖLLISTÄMINEN
		SV:	INDIVIDUALISERING AV RÄTTIGHETER

Developing taxation and social security systems whereby rights accrue directly to the individual.

INDIVIDUAL RIGHTS

ES: DERECHOS INDIVIDUALES	FR: DROITS INDIVIDUELS/PROPRES
DA: INDIVIDUELLE RETTIGHEDER	IT: DIRITTI INDIVIDUALI
DE: EIGENSTÄNDIGE ANSPRÜCHE/ INDIVIDUELLE RECHTE	NL: INDIVIDUELE RECHTEN
EL: ΑΤΟΜΙΚΑ ΔΙΚΑΙΩΜΑΤΑ	PT: DIREITOS INDIVIDUAIS
EN: INDIVIDUAL RIGHTS	FI: YKSILÖLLISET OIKEUDET
	SV: INDIVIDUELLA RÄTTIGHETER

Rights which accrue directly to an individual (as opposed to derived rights).

INFORMAL ECONOMY/WORK

ES: ECONOMÍA SUMERGIDA/TRABAJO SUMERGIDO	IT: ECONOMIA SOMMERSA/ LAVORO SOMMERSO
DA: UFORMEL ØKONOMI/BESKÆFTIGELSE	NL: INFORMELE SECTOR/ARBEID
DE: INFORMELLE WIRTSCHAFT/ARBEIT	PT: ECONOMIA/TRABALHO INFORMAL
EL: ΑΝΕΠΙΣΗΜΗ ΟΙΚΟΝΟΜΙΑ/ΕΡΓΑΣΙΑ	FI: EPÄVIRALLINEN TALOUS / PIMEÄ TYÖ
EN: INFORMAL ECONOMY/WORK	SV: INFORMELL EKONOMI/INFORMELLT ARBETE
FR: ÉCONOMIE INFORMELLE/TRAVAIL INFORMEL	

Unpaid economic activities carried out for the direct benefit of the household or of relatives 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, yet not, or only marginally so, in fulfilment of any statutory, regulatory or contractual obligations, but excluding informal activities which are also part of the criminal economy.

INTEGRATION OF EQUAL OPPORTUNITIES/GENDER PERSPECTIVE

ES: INTEGRACIÓN DE LA IGUALDAD DE OPORTUNIDADES/PERSPECTIVA DE GÉNERO	IT: INTEGRAZIONE DELLE PARI OPPORTUNITÀ/ DELLA PROSPETTIVA DI GENERE
DA: INTEGRATION AF LIGESTILLING/KØNSPERSPEKTIV	NL: INTEGRATIE VAN GELIJKE KANSEN/ HET GENDERPERSPECTIEF IN HET BELEID
DE: EINBEZIEHUNG DER DIMENSION DER CHANCENGLEICHHEIT/ DER GESCHLECHTSSPEZIFISCHEN PERSPEKTIVE	PT: INTEGRAÇÃO DA IGUALDADE DE OPORTUNIDADES/PERSPECTIVA DE GÉNERO
EL: ΕΝΤΑΞΗ ΤΗΣ ΔΙΑΣΤΑΣΗΣ ΤΗΣ ΙΣΟΤΗΤΑΣ ΕΥΚΑΙΡΙΩΝ/ΤΟΥ ΠΡΙΣΜΑΤΟΣ ΤΟΥ ΦΥΛΟΥ	FI: TASA-ARVOULOTTUVUUDEN SISÄLTYTTÄMINEN / SUKUPUOLILOTTU- VUUDEN SISÄLTYTTÄMINEN
EN: INTEGRATION OF EQUAL OPPORTUNITIES/ GENDER PERSPECTIVE	SV: INTEGRERING AV LIKA MÖJLIGHETER/ JÄMSTÄLLDHETSPERSPEKTIV
FR: INTÉGRATION DE L'ÉGALITÉ DES CHANCES/ PERSPECTIVE DE GENRE	

See 'Gender mainstreaming'.

INVISIBLE BARRIERS

ES:	BARRERAS INVISIBLES	IT:	OSTACOLI INVISIBILI
DA:	USYNLIGE BARRIERER	NL:	VERBORGEN BELEMNERINGEN
DE:	UNSICHTBARE SCHRANKEN	PT:	BARREIRAS INVISÍVEIS
EL:	ΑΟΡΑΤΟΙ ΦΡΑΓΜΟΙ	FI:	NÄKYMÄTTÖMÄT ESTEET
EN:	INVISIBLE BARRIERS	SV:	OSYNLIGA HINDER
FR:	BARRIÈRES INVISIBLES		

Attitudes and the underlying traditional assumptions, norms and values which prevent (women's) empowerment/full participation in society.

IRREGULAR AND/OR PRECARIOUS EMPLOYMENT

ES:	EMPLEO/TRABAJO REMUNERADO IRREGULAR Y PRECARIO	FR:	EMPLOI IRRÉGULIER ET/OU PRÉCAIRE
DA:	UREGELMÆSSIGT OG USTABILT ARBEJDE	IT:	OCCUPAZIONE IRREGOLARE E PRECARIA
DE:	UNREGELMÄSSIGE UND/ODER UNGESCHÜTZTE BESCHÄFTIGUNGSVERHÄLTNISSE	NL:	NIET-REGULIERE EN/OF MARGINALE VORMEN VAN ARBEID
EL:	ΜΗ ΚΑΝΟΝΙΚΗ Ή/ΚΑΙ ΕΠΙΣΦΑΛΗΣ ΑΠΑΣΧΟΛΗΣΗ	PT:	EMPREGO OCASIONAL E/OU PRECÁRIO
EN:	IRREGULAR AND/OR PRECARIOUS EMPLOYMENT	FI:	EPÄSÄÄNNÖLLINEN JA/TAI EPÄVARMA TYÖ
		SV:	OREGELBUNDET OCH OTRYGGT ARBETE

Employment which is casual and generally not the subject of a proper contract or governed by any pay or social protection regulations.

JOB SEGREGATION/EMPLOYMENT SEGREGATION

ES: SEGREGACIÓN EN EL EMPLEO	FR: SÉGRÉGATION PROFESSIONNELLE/ SÉGRÉGATION DES EMPLOIS
DA: KØNSBESTEMT ARBEJDSOPDELING	IT: SEGREGAZIONE OCCUPAZIONALE
DE: AUFTEILUNG DER BERUFSFELDER	NL: SEKSESEGREGATIE VAN DE ARBEIDSMARKT
EL: ΕΠΑΓΓΕΛΜΑΤΙΚΟΣ ΔΙΑΧΩΡΙΣΜΟΣ	PT: SEGREGAÇÃO NO EMPREGO/TRABALHO
EN: JOB SEGREGATION/EMPLOYMENT SEGREGATION	FI: TYÖMARKKINOIDEN ERIITYMINEN
	SV: SEGREGERING PÅ ARBETSMARKNADEN

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).

JOB SHARING

ES: TRABAJO COMPARTIDO	IT: CONDIVISIONE DEL LAVORO
DA: JOBDELING	NL: DUOBAAN
DE: „JOB-SHARING“	PT: PARTILHA DO TRABALHO
EL: ΕΠΙΜΕΡΙΣΜΟΣ ΤΗΣ ΘΕΣΗΣ ΕΡΓΑΣΙΑΣ	FI: TYÖN JAKAMINEN
EN: JOB SHARING	SV: ARBETSDELNING
FR: EMPLOI PARTAGÉ	

Where a single job, and its remuneration and conditions, is shared by two (typically) or more people working to an agreed pattern or roster.

MAINSTREAMING

ES:	«MAINSTREAMING» INTEGRACIÓN DE LA PERSPECTIVA DE GÉNERO EN EL CONJUNTO DE LAS POLÍTICAS / TRANSVERSALIDAD	FR:	<i>MAINSTREAMING/INTÉGRATION DE LA DIMENSION DE GENRE</i>
DA:	MAINSTREAMING	IT:	MAINSTREAMING (integrazione della dimensione di genere)
DE:	„MAINSTREAMING“/EINBEZIEHUNG DER DIMENSION DER CHANCENGLEICHHEIT IN SÄMTLICHE BEREICHE DER POLITIK/ QUERSCHNITTAUFGABE FRAUEN- UND GLEICHSTELLUNGSPOLITIK	NL:	MAINSTREAMING
EL:	«MAINSTREAMING» ΕΝΤΑΞΗ ΤΗΣ ΔΙΑΣΤΑΣΗΣ ΤΟΥ ΦΥΛΟΥ/ΤΗΣ ΙΣΟΤΗΤΑΣ ΤΩΝ ΦΥΛΩΝ	PT:	<i>MAINSTREAMING/INTEGRAÇÃO DA IGUALDADE DE OPORTUNIDADES EM TODAS AS POLÍTICAS</i>
EN:	MAINSTREAMING	FI:	“MAINSTREAMING”/LÄPÄISYPERIAATE/ VALTAVIRTAISTAMINEN
		SV:	“MAINSTREAMING”

See 'Gender mainstreaming'.

MATERNITY LEAVE

ES:	PERMISO POR MATERNIDAD	IT:	CONGEDO DI MATERNITÀ
DA:	BARSELORLOV	NL:	ZWANGERSCHAPS- EN BEVALLINGSVERLOF
DE:	MUTTERSCHAFTSURLAUB	PT:	LICENÇA DE MATERNIDADE
EL:	ΑΔΕΙΑ ΜΗΤΡΟΤΗΤΑΣ	FI:	ÄITIYSLOMA
EN:	MATERNITY LEAVE	SV:	MAMMALEDIGHET
FR:	CONGÉ DE MATERNITÉ		

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 October 1992, OJ L 348, 28.11.1992).

MENTORING

ES: TUTORÍA/MENTORÍA	IT: TUTORAGGIO
DA: MENTORORDNING	NL: MENTORSCHAP
DE: „MENTORING“	PT: TUTORIA
EL: ΚΑΘΟΔΗΓΗΣΗ	FI: MENTOROINTI
EN: MENTORING	SV: MENTORSKAP
FR: TUTORAT	

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.

MINIMUM WAGE

ES: SALARIO MÍNIMO	IT: SALARIO MINIMO
DA: MINIMUMSLØN	NL: MINIMUMLOON
DE: MINDESTLOHN	PT: SALÁRIO MÍNIMO
EL: ΕΛΑΧΙΣΤΟΣ ΜΙΣΘΟΣ	FI: VÄHIMMÄISPALKKA
EN: MINIMUM WAGE	SV: MINIMILÖN
FR: SALAIRE MINIMAL	

A wage level defined in law or by agreement which is the lowest possible rate which an employer is permitted to pay.

OCCUPATIONAL SEGREGATION

ES:	SEGREGACIÓN EN EL TRABAJO	IT:	SEGREGAZIONE OCCUPAZIONALE
DA:	BESKÆFTIGELSESMÆSSIG KØNSOPDELING	NL:	SEKSESEGREGATIE VAN DE ARBEIDSMARKT
DE:	TRENNUNG IN DER BERUFSWELT	PT:	SEGREGAÇÃO PROFISSIONAL
EL:	ΕΠΑΓΓΕΛΜΑΤΙΚΟΣ ΔΙΑΧΩΡΙΣΜΟΣ	FI:	AMMATILLINEN ERIYTYMINEN
EN:	OCCUPATIONAL SEGREGATION	SV:	YRKESMÄSSIG SEGREGERING
FR:	SÉGRÉGATION PROFESSIONNELLE		

See 'Job segregation'.

PAID WORK

ES:	TRABAJO REMUNERADO	IT:	LAVORO RETRIBUITO
DA:	LØNNET ARBEJDE	NL:	BETAALDE ARBEID
DE:	BEZAHLTE ARBEIT	PT:	TRABALHO REMUNERADO
EL:	ΑΜΕΙΒΟΜΕΝΗ ΕΡΓΑΣΙΑ	FI:	PALKKATYÖ
EN:	PAID WORK	SV:	AVLÖNAT ARBETE
FR:	TRAVAIL RÉMUNÉRÉ		

Work which is remunerated in cash or in kind.

PARENTAL LEAVE

ES:	PERMISO PARENTAL	IT:	CONGEDO PARENTALE
DA:	FORÆLDREORLOV	NL:	OUDERSCHAPSVERLOF
DE:	ELTERNURLAUB	PT:	LICENÇA PARENTAL
EL:	ΓΟΝΙΚΗ ΑΔΕΙΑ	FI:	VANHEMPAINLOMA
EN:	PARENTAL LEAVE	SV:	FÖRÄLDRALEDIGHET
FR:	CONGÉ PARENTAL		

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/EC of 3 June 1996, OJ L 145, 19.6.1996).

PARITY DEMOCRACY

ES:	DEMOCRACIA PARITARIA	IT:	DEMOCRAZIA FONDATA SULLA PARITÀ
DA:	PARITETSDEMOKRATI	NL:	PARITAIRE DEMOCRATIE
DE:	PARITÄTISCHE DEMOKRATIE	PT:	DEMOCRACIA PARITÁRIA
EL:	ΔΗΜΟΚΡΑΤΙΑ ΤΗΣ ΠΛΗΡΟΥΣ ΙΣΟΤΗΤΑΣ	FI:	TASA-ARVOISEN OSALLISTUMISEN TOTEUTTAVA DEMOKRATIA
EN:	PARITY DEMOCRACY	SV:	JÄMSTÄLLD DEMOKRATI
FR:	DÉMOCRATIE PARITAIRE		

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. Similar or equivalent participation rates for women and men, within a 40 to 60 range of representation, in the full democratic process is a principle of democracy.

P

PARTICIPATION RATES

ES:	TASAS DE PARTICIPACIÓN	IT:	TASSI DI PARTECIPAZIONE
DA:	DELTA GELSES FREKVENS	NL:	PARTICIPATIEGRAAD
DE:	BETEILIGUNGSQUOTEN	PT:	TAXAS DE PARTICIPAÇÃO
EL:	ΠΟΣΟΣΤΑ ΣΥΜΜΕΤΟΧΗΣ	FI:	OSALLISTUMISASTE
EN:	PARTICIPATION RATES	SV:	DELTA GARFREKVENS
FR:	TAUX DE PARTICIPATION		

The rate of participation by a defined group — for example women, men, lone parents, etc. — as a percentage of overall participation, usually in employment.

PART-TIME EMPLOYMENT

ES:	TRABAJO A TIEMPO PARCIAL	IT:	LAVORO A TEMPO PARZIALE
DA:	DELTIDSARBEJDE	NL:	DEELTIJDARBEID
DE:	TEILZEITARBEIT/TEILZEITBESCHÄFTIGUNG	PT:	EMPREGO/TRABALHO A TEMPO PARCIAL
EL:	ΕΡΓΑΣΙΑ ΜΕΡΙΚΗΣ ΑΠΑΣΧΟΛΗΣΗΣ	FI:	OSA-AIKATYÖ
EN:	PART-TIME EMPLOYMENT	SV:	DELTIDSARBETE
FR:	TRAVAIL À TEMPS PARTIEL		

Employment with working hours which are shorter than the normal or standard full-time hours.

PATERNAL LEAVE

ES:	PERMISO POR PATERNIDAD	IT:	CONGEDO DI PATERNITÀ
DA:	FÆDREORLOV	NL:	VADERSCHAPSVERLOF
DE:	VATERSCHAFTSURLAUB	PT:	LICENÇA DE PATERNIDADE
EL:	ΑΔΕΙΑ ΠΑΤΡΟΤΗΤΑΣ	FI:	ISYYSLOMA
EN:	PATERNAL LEAVE	SV:	PAPPALEDIGHET
FR:	CONGÉ DE PATERNITÉ		

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.

POSITIVE ACTION

ES: ACCIÓN POSITIVA	IT: AZIONE POSITIVA
DA: POSITIVE FORANSTALTNINGER	NL: POSITIEVE ACTIE
DE: POSITIVE AKTIONEN/MASSNAHMEN	PT: ACÇÃO POSITIVA
EL: ΘΕΤΙΚΗ ΔΡΑΣΗ	FI: TASA-ARVON EDISTÄMINEN / POSITIIVISET ERITYISTOIMET
EN: POSITIVE ACTION	SV: AKTIVA ÅTGÄRDER
FR: ACTION POSITIVE	

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).

POSITIVE DISCRIMINATION

ES: DISCRIMINACIÓN POSITIVA	IT: DISCRIMINAZIONE POSITIVA
DA: POSITIV DISKRIMINERING	NL: POSITIEVE DISCRIMINATIE
DE: POSITIVE DISKRIMINIERUNG	PT: DISCRIMINAÇÃO POSITIVA
EL: ΘΕΤΙΚΗ ΔΙΑΚΡΙΣΗ	FI: POSITIIVINEN ERITYISKOHELTU
EN: POSITIVE DISCRIMINATION	SV: AKTIVA ÅTGÄRDER
FR: DISCRIMINATION POSITIVE	

See 'Positive action'.

PREFERENTIAL TREATMENT

ES: TRATO PREFERENTE	IT: TRATTAMENTO PREFERENZIALE
DA: FORTRINSBEHANDLING	NL: VOORKEURSBEHANDELING
DE: BEVORZUGTE BEHANDLUNG	PT: TRATAMENTO PREFERENCIAL
EL: ΠΡΟΤΙΜΗΣΙΑΚΗ ΜΕΤΑΧΕΙΡΙΣΗ	FI: ERITYISKOHELTU
EN: PREFERENTIAL TREATMENT	SV: POSITIV SÄRBEHANDLING
FR: TRAITEMENT PRÉFÉRENTIEL	

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

QUOTA

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

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.

RECOGNITION AND VALUATION OF UNPAID WORK

ES:	RECONOCIMIENTO Y VALORACIÓN DEL TRABAJO NO REMUNERADO	IT:	IDENTIFICAZIONE E VALUTAZIONE DEL LAVORO NON RETRIBUITO
DA:	ANERKENDELSE OG VÆRDIANSÆTTELSE AF ULØNNET ARBEJDE	NL:	ERKENNING EN WAARDERING VAN ONBETAALDE ARBEID
DE:	ANERKENNUNG UND WERTSCHÄTZUNG UNBEZAHLTER ARBEIT	PT:	RECONHECIMENTO E VALORIZAÇÃO DO TRABALHO NÃO REMUNERADO
EL:	ΑΝΑΓΝΩΡΙΣΗ ΚΑΙ ΑΠΟΤΙΜΗΣΗ ΤΗΣ ΜΗ ΑΜΕΙΒΟΜΕΝΗΣ ΕΡΓΑΣΙΑΣ	FI:	PALKATTOMAN TYÖN TUNNUSTAMINEN JA ARVOTTAMINEN
EN:	RECOGNITION AND VALUATION OF UNPAID WORK	SV:	ERKÄNNANDE OCH VÄRDERING AV OAVLÖNAT ARBETE
FR:	RECONNAISSANCE DU TRAVAIL NON RÉMUNÉRÉ		

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, and community and other voluntary work.

RECONCILIATION OF WORK AND FAMILY/HOUSEHOLD LIFE

ES:	CONCILIACIÓN DEL TRABAJO Y LA VIDA FAMILIAR	IT:	CONCILIAZIONE DI VITA PROFESSIONALE E VITA FAMILIARE
DA:	BEDRE FORENING AF ARBEJDE OG FAMILIELIV	NL:	COMBINATIE VAN BEROEP EN GEZIN
DE:	VEREINBARKEIT VON BERUF UND FAMILIE	PT:	CONCILIAÇÃO DA VIDA PROFISSIONAL E FAMILIAR
EL:	ΣΥΝΔΥΑΣΜΟΣ ΕΠΑΓΓΕΛΜΑΤΙΚΟΥ ΚΑΙ ΟΙΚΟΓΕΝΕΙΑΚΟΥ ΒΙΟΥ	FI:	TYÖN JA PERHE-ELÄMÄN YHTEENSOVITTAMINEN
EN:	RECONCILIATION OF WORK AND FAMILY/HOUSEHOLD LIFE	SV:	FÖRENA ARBETE OCH FAMILJEANSVAR
FR:	CONCILIATION DU TRAVAIL ET DE LA VIE FAMILIALE		

The introduction of family and parental leave schemes, care arrangements for children and the elderly, and the development of a working environment structure and organisation which facilitates the combination of work and family/household responsibilities for women and men.

R

REFUGE

ES:	CENTRO DE ACOGIDA	IT:	CENTRO D'ACCOGLIENZA
DA:	KRISECENTER	NL:	BLIJF-VAN-MIJN-LIJFHUIS
DE:	FRAUENHAUS	PT:	REFÚGIO
EL:	ΚΕΝΤΡΟ ΚΑΚΟΠΟΙΗΜΕΝΩΝ ΓΥΝΑΙΚΩΝ	FI:	TURVAKOTI
EN:	REFUGE	SV:	MOTTAGNINGSCENTRUM
FR:	CENTRE D'ACCUEIL		

A safe place for women and children who are victims of violence in the home (shelter, crisis centre).

REGULATION OF PART-TIME WORK

ES:	REGULACIÓN DEL TRABAJO A TIEMPO PARCIAL	IT:	REGOLAMENTAZIONE DEL LAVORO PART-TIME
DA:	REGULERING AF DELTIDSARBEJDE	NL:	REGELGEVING ROND DEELTIJDARBEID
DE:	REGULIERUNG DER TEILZEITARBEIT	PT:	REGULAMENTAÇÃO DO TRABALHO A TEMPO PARCIAL
EL:	ΡΥΘΜΙΣΗ ΤΗΣ ΕΡΓΑΣΙΑΣ ΜΕΡΙΚΗΣ ΑΠΑΣΧΟΛΗΣΗΣ	FI:	OSA-AIKATYÖN SÄÄNTELY
EN:	REGULATION OF PART-TIME WORK	SV:	REGLERING AV DELTIDSARBETE
FR:	RÉGLEMENTATION DU TRAVAIL À TEMPS PARTIEL		

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.

REPRODUCTIVE HEALTH

ES:	SALUD EN MATERIA DE PROCREACIÓN/SALUD REPRODUCTIVA	FR:	SANTÉ EN MATIÈRE DE PROCRÉATION
DA:	REPRODUKTIV SUNDHED	IT:	SALUTE RIPRODUTTIVA
DE:	REPRODUKTIONSGESUNDHEIT	NL:	REPRODUCTIEVE GEZONDHEID
EL:	ΥΓΕΙΑ ΟΣΟΝ ΑΦΟΡΑ ΤΗΝ ΑΝΑΠΑΡΑΓΩΓΙΚΗ ΛΕΙΤΟΥΡΓΙΑ	PT:	SAÚDE REPRODUTIVA
EN:	REPRODUCTIVE HEALTH	FI:	LISÄÄNTYMISTERVEYS
		SV:	REPRODUKTIV HÄLSA

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.

REPRODUCTIVE RIGHTS

ES:	DERECHOS EN MATERIA DE PROCREACIÓN/ DERECHOS REPRODUCTIVOS	FR:	DROITS EN MATIÈRE DE PROCRÉATION
DA:	REPRODUKTIVE RETTIGHEDER	IT:	DIRITTI IN MATERIA DI PROCREAZIONE
DE:	REPRODUKTIONSRECHTE	NL:	REPRODUCTIEVE RECHTEN
EL:	ΔΙΚΑΙΩΜΑΤΑ ΣΧΕΤΙΚΑ ΜΕ ΤΗΝ ΑΝΑΠΑΡΑΓΩΓΙΚΗ ΛΕΙΤΟΥΡΓΙΑ	PT:	DIREITOS REPRODUTIVOS
EN:	REPRODUCTIVE RIGHTS	FI:	LISÄÄNTYMISOIKEUDET
		SV:	REPRODUKTIVA RÄTTIGHETER

The right of any individual or couple to decide freely and responsibly on 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.

SATELLITE ACCOUNT

ES:	CUENTA COMPLEMENTARIA	IT:	CONTO COMPLEMENTARE
DA:	SATELLITREGNSKAB	NL:	SATELLIETREKENING
DE:	SATELLITENKONTO	PT:	CONTA SATÉLITE
EL:	ΣΥΜΠΛΗΡΩΜΑΤΙΚΟΣ ΛΟΓΑΡΙΑΣΜΟΣ	FI:	SATELLIITITILINPITO
EN:	SATELLITE ACCOUNT	SV:	SATELLITRÄKENSKAPER
FR:	COMPTE SATELLITE		

An official account that is separate from but consistent with core national accounts.

SEGREGATION OF THE LABOUR MARKET

ES:	SEGREGACIÓN DEL MERCADO LABORAL	IT:	SEGREGAZIONE DEL MERCATO DEL LAVORO
DA:	KØNSOPDELING AF ARBEJDSMARKEDET	NL:	SEGREGATIE VAN DE ARBEIDSMARKT
DE:	TEILUNG DES ARBEITSMARKTES	PT:	SEGREGAÇÃO DO MERCADO DE TRABALHO
EL:	ΔΙΑΧΩΡΙΣΜΟΣ ΤΗΣ ΑΓΟΡΑΣ ΕΡΓΑΣΙΑΣ	FI:	TYÖMARKKINOIDEN ERIITYMINEN
EN:	SEGREGATION OF THE LABOUR MARKET	SV:	ARBETSMARKNADSSEGREGATION
FR:	SÉGRÉGATION DU MARCHÉ DU TRAVAIL		

See 'Job segregation'.

SEX

ES:	SEXO (en sentido biológico)	IT:	SESSO
DA:	KØN	NL:	SEKSE
DE:	(biologisches) GESCHLECHT	PT:	SEXO
EL:	ΦΥΛΟ (βιολογικό)	FI:	SUKUPUOLI (biologinen)
EN:	SEX	SV:	KÖN
FR:	SEXE		

The biological characteristics which distinguish human beings as female or male.

SEX DISAGGREGATED STATISTICS

ES:	ESTADÍSTICAS DESAGREGADAS POR SEXO	IT:	DATI STATISTICI DISAGGREGATI PER SESSO
DA:	KØNSSPECIFIK STATISTIK	NL:	NAAR GESLACHT UITGESPLITSTE STATISTIEKEN
DE:	NACH GESCHLECHT AUFGESCHLÜSSELTE STATISTIKEN	PT:	ESTATÍSTICAS REPARTIDAS POR SEXO
EL:	ΣΤΑΤΙΣΤΙΚΕΣ ΚΑΤΑ ΦΥΛΟ	FI:	SUKUPUOLEN MUKAAN ERIYTETYT TILASTOT
EN:	SEX DISAGGREGATED STATISTICS	SV:	KÖNSUPPELAD STATISTIK
FR:	STATISTIQUES VENTILÉES PAR SEXE		

The collection and separation of data and statistical information by sex to enable comparative analysis (sometimes referred to as gender disaggregated statistics).

SEX DISCRIMINATION — DIRECT

ES:	DISCRIMINACIÓN DIRECTA	IT:	DISCRIMINAZIONE DIRETTA
DA:	KØNSDISKRIMINERING — DIREKTE	NL:	SEKSEDISCRIMINATIE, DIRECTE —
DE:	DISKRIMINIERUNG, UNMITTELBARE (direkte)	PT:	DISCRIMINAÇÃO SEXUAL DIRECTA
EL:	ΑΜΕΣΗ ΔΙΑΚΡΙΣΗ ΛΟΓΩ ΦΥΛΟΥ	FI:	SUKUPUOLINEN SYRJINTÄ — SUORA
EN:	SEX DISCRIMINATION — DIRECT	SV:	KÖNSDISKRIMINERING — DIREKT
FR:	DISCRIMINATION SEXUELLE DIRECTE		

Where a person is treated less favourably because of his or her sex.

SEX DISCRIMINATION — INDIRECT

ES:	DISCRIMINACIÓN INDIRECTA	IT:	DISCRIMINAZIONE INDIRETTA
DA:	KØNSDISKRIMINERING — INDIREKTE	NL:	SEKSEDISCRIMINATIE, INDIRECTE —
DE:	DISKRIMINIERUNG, MITTELBARE (indirekte)	PT:	DISCRIMINAÇÃO SEXUAL INDIRECTA
EL:	ΕΜΜΕΣΗ ΔΙΑΚΡΙΣΗ ΛΟΓΩ ΦΥΛΟΥ	FI:	SUKUPUOLINEN SYRJINTÄ — VÄLILLINEN
EN:	SEX DISCRIMINATION — INDIRECT	SV:	KÖNSDISKRIMINERING INDIREKT
FR:	DISCRIMINATION SEXUELLE INDIRECTE		

Where a law, regulation, policy or practice, which is apparently neutral, has a disproportionate adverse impact on the members of one sex, unless the difference in treatment can be justified by objective factors (Council Directive 76/207/EEC of 9 February 1976, OJ L 39, 14.2.1976).

SEX/GENDER SYSTEM

ES:	SYSTEMA DE GÉNEROS	IT:	SISTEMA SESSUATO/FONDATO SUL GENERE
DA:	KØNSIDENTITETSSKABENDE SYSTEM	NL:	GENDERSYSTEEM
DE:	GESCHLECHTERORDNUNG	PT:	SISTEMA SOCIAL DE GÉNERO
EL:	ΣΥΣΤΗΜΑ ΔΗΜΙΟΥΡΓΙΑΣ ΤΟΥ ΦΥΛΟΥ	FI:	SUKUPUOLIJÄRJESTELMÄ
EN:	SEX/GENDER SYSTEM	SV:	GENUSSYSTEM
FR:	SYSTÈME SOCIAL DE GENRE		

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

SEX TRADE

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

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

SEXUAL HARASSMENT

ES:	ACOSO SEXUAL	IT:	MOLESTIE SESSUALI
DA:	SEKSUEL CHIKANER	NL:	SEKSUELE INTIMIDATIE
DE:	SEXUELLE BELÄSTIGUNG	PT:	ASSÉDIO SEXUAL
EL:	ΣΕΞΟΥΑΛΙΚΗ ΠΑΡΕΝΟΧΛΗΣΗ	FI:	SUKUPUOLINEN HÄIRINTÄ / SUKUPUOLINEN AHDISTELU
EN:	SEXUAL HARASSMENT	SV:	SEXUELLA TRAKASSERIER
FR:	HARCÈLEMENT SEXUEL		

Unwanted conduct of a sexual nature or other conduct based on sex affecting the dignity of women and men (including, at work, the conduct of superiors and colleagues) (Council Resolution 90/C 157/02 of 29 May 1990, OJ C 157, 27.6.1990).

SEXUAL ORIENTATION

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

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

SEXUAL VIOLENCE

ES:	VIOLENCIA SEXUAL	IT:	VIOLENZA SESSUALE
DA:	SEKSUEL VOLD	NL:	SEKSUEEL GEWELD
DE:	SEXUELLE GEWALT	PT:	VIOLÊNCIA SEXUAL
EL:	ΣΕΞΟΥΑΛΙΚΗ ΒΙΑ	FI:	SUKUPUOLISTUNUT VÄKIVALTA
EN:	SEXUAL VIOLENCE	SV:	SEXUELLT VÅLD
FR:	VIOLENCE SEXUELLE		

See 'Gender-based violence'.

TIME-USE SURVEY

ES:	ENCUESTA SOBRE EL USO DEL TIEMPO	IT:	INCHIESTA SULL'IMPIEGO DEL TEMPO
DA:	TIDSANVENDELSESUNDERSØGELSE	NL:	TIJDSBESTEDINGSONDERZOEK
DE:	ZEITNUTZUNGSKONZEPT	PT:	INQUÉRITO À UTILIZAÇÃO DO TEMPO
EL:	ΜΕΛΕΤΗ ΤΗΣ ΔΙΑΘΕΣΗΣ ΤΟΥ ΧΡΟΝΟΥ	FI:	AJANKÄYTTÖTUTKIMUS
EN:	TIME-USE SURVEY	SV:	TIDSANVÄNDNINGSSSTUDIE
FR:	ENQUÊTE SUR L'EMPLOI DU TEMPS		

A measurement of the use of time by women and men, particularly in relation to paid and unpaid work, market and non-market activities, and leisure and personal time.

TRAFFICKING/TRADING IN HUMAN BEINGS/IN WOMEN AND CHILDREN

ES:	TRATA DE SERES HUMANOS/DE MUJERES Y NIÑOS	FR:	TRAITE DES ÊTRES HUMAINS/DES FEMMES ET DES ENFANTS
DA:	MENNESKEHANDEL MED KVINDER OG BØRN	IT:	TRATTA DI ESSERI UMANI/DONNE E BAMBINI
DE:	MENSCHENHANDEL / FRAUEN- UND KINDERHANDEL	NL:	MENSENHANDEL/VROUWEN- EN KINDERHANDEL
EL:	ΣΩΜΑΤΕΜΠΟΡΙΑ ΑΝΘΡΩΠΙΝΩΝ ΟΝΤΩΝ/ ΓΥΝΑΙΚΩΝ ΚΑΙ ΠΑΙΔΙΩΝ	PT:	TRÁFICO DE SERES HUMANOS/DE MULHERES E CRIANÇAS
EN:	TRAFFICKING/TRADING IN HUMAN BEINGS/IN WOMEN AND CHILDREN	FI:	IHMISKAUPPA / NAIS- JA LAPSIKAUPPA
		V:	MÄNNISKOHANDEL/HANDEL MED KVINNOR OCH BARN

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').

UNEMPLOYMENT

ES: DESEMPLEO	IT: DISOCCUPAZIONE
DA: ARBEJDSLØSHED	NL: WERKLOOSHEID
DE: ARBEITSLOSIGKEIT	PT: DESEMPREGO
EL: ΑΝΕΡΓΙΑ	FI: TYÖTTÖMYYS
EN: UNEMPLOYMENT	SV: ARBETSLÖSHET
FR: CHÔMAGE	

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).

UNPAID/UNREMUNERATED WORK

ES: TRABAJO NO REMUNERADO	IT: LAVORO NON RETRIBUITO/ NON REMUNERATO
DA: ULØNNET ARBEJDE	NL: ONBETAALDE ARBEID
DE: UNBEZAHLTE/UNENTGELTLICHE ARBEIT	PT: TRABALHO NÃO REMUNERADO
EL: ΜΗ ΑΜΕΙΒΟΜΕΝΗ ΕΡΓΑΣΙΑ	FI: PALKATON TYÖ
EN: UNPAID/UNREMUNERATED WORK	SV: OAVLÖNAT ARBETE
FR: TRAVAIL NON RÉMUNÉRÉ	

Work which carries no direct remuneration or other form of payment (see 'Recognition and valuation of unpaid work').

VERTICAL SEGREGATION

ES: SEGREGACIÓN VERTICAL	FR: SÉGRÉGATION VERTICALE/HIÉRARCHIQUE
DA: VERTIKAL KØNSOPDELING	IT: SEGREGAZIONE VERTICALE
DE: VERTIKALE TRENNUNG	NL: VERTICALE SEGREGATIE
EL: ΚΑΘΕΤΟΣ ΕΠΑΓΓΕΛΜΑΤΙΚΟΣ ΔΙΑΧΩΡΙΣΜΟΣ (ΚΑΤΑ ΒΑΘΜΟ/ΚΛΙΜΑΚΙΟ ΕΥΘΥΝΗΣ)	PT: SEGREGAÇÃO VERTICAL
EN: VERTICAL SEGREGATION	FI: VERTIKAALINEN ERIITYMINEN
	SV: VERTIKAL SEGREGERING

The concentration of women and men in particular grades, levels of responsibility or positions (see 'Job segregation').

VOCATIONAL TRAINING

ES: FORMACIÓN PROFESIONAL	IT: FORMAZIONE PROFESSIONALE
DA: FAGLIG UDDANNELSE	NL: BEROEPSOPLEIDING
DE: BERUFS(AUS)BILDUNG	PT: FORMAÇÃO PROFISSIONAL
EL: ΕΠΑΓΓΕΛΜΑΤΙΚΗ ΚΑΤΑΡΤΙΣΗ	FI: AMMATTIKOULUTUS
EN: VOCATIONAL TRAINING	SV: YRKESUTBILDNING
FR: FORMATION PROFESSIONNELLE	

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 (Court of Justice of the European Communities, Case 293/83 *Gravier* [1985] ECR 593).

WIFE BATTERING/BEATING

ES: MALTRATO DE MUJERES	IT: VIOLENZE CONIUGALI NEI CONFRONTI DELLA MOGLIE
DA: HUSTRUMISHANDLING/HUSTRUVOLD	NL: VROUWENMISHANDELING
DE: MISSHANDLUNG VON FRAUEN/ KÖRPERLICHE GEWALT GEGEN FRAUEN	PT: VIOLÊNCIA CONTRA AS MULHERES NA FAMÍLIA
EL: ΞΥΛΟΔΑΡΜΟΣ/ΚΑΚΟΠΟΙΗΣΗ ΣΥΖΥΓΟΥ	FI: NAISIIN KOHDISTUVA VÄKIVALTA
EN: WIFE BATTERING/BEATING	SV: HUSTRUMISSHANDEL
FR: VIOLENCE CONJUGALE/FEMMES BATTUES	

Violence against women by their partner (see 'Domestic violence').

WOMEN'S STUDIES/GENDER STUDIES

ES: ESTUDIOS SOBRE LA MUJER	FR: ÉTUDES FÉMINISTES/FÉMININES/ÉTUDES DE GENRE
DA: KVINDEFORSKNING/STUDIER I KØNSROLLE-SPØRGSMÅL	IT: STUDI SULLA DONNA/STUDI DI GENERE
DE: FRAUENFORSCHUNG	NL: VROUWENSTUDIES/GENDERSTUDIES
EL: ΓΥΝΑΙΚΕΙΕΣ ΣΠΟΥΔΕΣ/ΣΠΟΥΔΕΣ ΦΥΛΟΥ	PT: ESTUDOS SOBRE AS MULHERES/DO GÉNERO
EN: WOMEN'S STUDIES/GENDER STUDIES	FI: NAISTUTKIMUS
	SV: KVINNOFORSKNING/GENUSFORSKNING

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.

European Commission

One hundred words for equality — A glossary of terms on equality between women and men

Luxembourg: Office for Official Publications of the European Communities

1998 — 57 pp. — 14.8 x 21 cm

ISBN 92-828-2627-9

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ISBN 92-828-2627-9



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