Gender Justice Policy	
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Scope: OAU Funded Programs	Review: June 2026
Approved by: OAU Board of Directors	

Oxfam Australia Gender Justice Policy

1.1 Definition[1]

> **OXFAM UNDERSTANDS:**
>
> ANTI-RACISM as more than being non-racist, anti-racism recognises racism has systemic and structural elements, and actively takes steps to combat them.
>
> FEMINISM by taking an 'intersectional' view of feminism, knowing that race goes hand-in-hand with other characteristics like gender identity and sex to create unique experiences of oppression and privilege.
>
> SHIFTING POWER as a rebalancing of power by moving more money, decision-making, and influence to local communities and organisations around the world who are driving change.
>
> RACIAL JUSTICE to be achieved when society is without systems that oppress people – instead it radically redistributes racial power, enabling people of all races to have the same opportunities, regardless of sex, gender, class or physical ability.

Gender justice is about *"securing a world where people in all their diversity are no longer subject to violence, injustice and inequality*[2] .

Oxfam Australia's (OAU) Strategic Framework 2020-2025 shifts focus from addressing **gender inequalit**y to working towards **gender justice**, to draw attention to the systems and structures that enable and heighten gender inequality.

Oxfam Australia takes a feminist and intersectional approach to gender justice, calling for a major shift in gender power relations. Gender inequality cannot be addressed without addressing other intersecting sources of inequality and marginalisation, such as race, class, educational status, dis/ability, sexuality and gender identity. This policy sets out an intersectional approach to pursuing gender justice through engaging with and addressing the intersecting systems of power and marginalisation that co-produce it.

1.2 Scope

This policy applies to all program activities[3] including long-term development programs, humanitarian response, advocacy and campaign activities, and to programs directly implemented by OAU or those implemented through partners or other Oxfam affiliates. This policy also applies to OAU's internal operations, where specified. Going forward, OAU commits to:

- **REDEFINE** ourselves to help rebalance power

- **REDESIGN** how we do things to address engrained inequalities

- **REMOVE** behaviour that reinforces attitudes that discriminate and harm

- **CO-CREATE** solutions with and for the people for whom this change must be meaningful

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[1] This program policy and implementation guide is in line with Oxfam Australia's Strategic Framework 2020-2025 (2020-CO-002-Strategic-Plan_FA_Digital.pdf (oxfam.org.au)) and in accordance with the organisation's feminist principles (What we believe | Oxfam International).

[2] Introduction to Oxfam Australia's thematic strategies, December 2021.

[3] 'Program activities' is used throughout this document to refer to all of OAU's development, humanitarian, campaigns and advocacy programs and projects and OAU-funded programs.

OAU recognises that Oxfam Australia's four dimensions of justice (Gender, Economic, Climate and First Peoples) are not independent from each other. We champion the ideology that there is no economic, social or environmental justice without gender justice, hence defining it not as an "add on" but, rather, as the **core of all we do**. Gender justice is at the front and centre of our economic justice, climate justice, First People's justice and Humanitarian strategies, through our commitment to 1) use a feminist lens for all program analysis; and 2) take action to transform systems that perpetuate gender inequality.

1.3 Background

Gender justice is essential to achieving OAU's vision of 'a just and sustainable world without the inequalities that keep people in poverty'.[4] Poverty is deeply rooted in inequality and is exacerbated by abuse of power, oppression and discrimination. Discrimination on the basis of gender[5], sexual identity, (dis)ability and race is a violation of human rights, and results in women, girls and people in marginalised groups often having inferior legal and cultural status, and less access to education, employment, training, social and medical services. In comparison to men, women have less access to and control over power, wealth, land and other resources. Discrimination on the basis of gender, sexual identity, (dis)ability and race also sees these groups facing increased risk of violence, abuse and exploitation.

Discrimination contributes to the way in which people experience poverty and these differences must be reflected in the design of responses to it. Where people fall into more than one of the groups targeted by this policy – for example a woman with disability, or a non-binary person from an ethnic minority – they are likely to experience even worse discrimination, and responses to this must reflect the multiple reasons behind it. OAU recognises that discrimination has multiple drivers and can be compounded by a range of factors including colonisation, location, social class, (dis)ability status, age, language, ethnicity, sexual orientation and gender identity.

Gender justice is a major pillar of OAU's work. The intrinsic links between gender inequality, justice and poverty mean that OAU cannot achieve its mission if it does not make women and girls and other marginalised people a central focus in all it does, in its program activities and in the culture, norms and organisational processes it develops and endorses. Programmatically, OAU recognises that poverty is multidimensional and so is committed to addressing gender justice through both stand-alone gender justice programs and by integrating gender justice in all other programs. OAU is also committed to promoting gender justice in its workplace norms and culture, and internal operations.

1.4 Key Principles underpinning this policy

OAU's gender justice policy is guided by the following principles:

a) *Human rights:* OAU uses a rights-based approach to everything it does, meaning that protecting and promoting human rights informs OAU's work. In regard to gender justice, these rights are particularly defined and described in the *Convention on the Elimination of Discrimination against Women* (CEDAW) (1979), the *Beijing Platform for Action* (BPFA) (1995), the *UN Convention on the Rights of the Child* (CRC) (1989) and Sustainable Development Goal 5. OAU recognises that exclusion and discrimination can be compounded for Indigenous women and draws upon the *UN Declaration on the Rights of Indigenous People* (2007) to frame its work. It recognises the rights of people with disability and references the *UN Convention on the Rights of Persons with Disabilities* (2008).

b) *Gender justice is a central pillar of OAU's work:* Gender justice informs all other thematic pillars of OAU's work, with gender outcomes being central to the work OAU does. OAU recognises that each individual is unique, and that it must support a culture that celebrates and acknowledges the strengths of individual difference and identities. OAU recognises that it must therefore uphold and promote gender justice in its internal operations and norms. OAU is committed to promoting safe spaces where staff and other internal and external stakeholders can raise concerns about attitudes

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[4] Oxfam Australia, *A just and sustainable world, Strategic Framework 2020-2025,* available at 2020-CO-002-Strategic-Plan_FA_Digital.pdf (oxfam.org.au).

[5] The term 'gender' is inclusive of non-binary and transgender identities.

and behaviours that do not contribute or promote gender equality in the workplace or in its program activities.

c) *Rejection of cultural justifications for rights violations:* OAU acknowledges the perspectives, contexts and lived experiences of the people it works with but will not support in any way cultural or religious justifications for identity-based human rights violations. This is non-negotiable: no exceptions to this rule will be accepted, whatever the basis for such exceptions to be sought, be they cultural, religious or resource-based.

d) *Flexibility of approaches in achieving gender justice:* OAU recognises that flexibility in the approaches taken to achieving gender justice is necessary, acknowledging that locally identified needs, capacity and resources will determine the most appropriate approach. OAU will promote gender justice by using responses that are sensitive to local circumstances, and respecting the pace, capacity and strategies of local people for change. OAU will strive to provide flexible and culturally adaptable methods to pursue gender justice in program activities.

e) *Do no harm and mitigate risk:* OAU will not intentionally cause harm to any person participating in program or project activity, including its own staff and partners, or worsen gender inequality in its work. It will identify and quantify any risk involved to participants of project activity and will take steps to mitigate such risk. OAU acknowledges that in some communities, participation in programs and projects may meet with the threat of reprisals, especially against women and marginalised groups in communities where they act outside of gender or societal norms.

f) *Zero tolerance for gender blindness.* OAU will work with staff and partners to progressively move towards using gender transformative approaches that focus on redefining harmful gender roles and relations that determine access to, and control of power and resources, explicitly addressing the root causes of gender inequality, and promoting the empowerment and agency of women, girls and other marginalised groups. Refer to Further Resources for guidance on the transformative gender justice continuum.

g) *Working with men and boys:* achieving gender justice involves men and boys, women and girls. While men and boys may often be seen as 'the problem', they are also often part of the solution to achieving gender justice. OAU will work with men and boys, women and girls together to address harmful norms about masculinities and to pursue society-wide acceptance of gender justice.

h) *Working in partnership:* OAU recognises the strengths of local partner organisations working in the areas in which it works, and in relation to gender justice aims particularly to partner with women's rights organisations. Local partners can ensure networking and facilitate sustainability of project outcomes, contributing both to the impact of programs/projects and their integration into local communities, networks and structures.

2. IMPLEMENTING THE GENDER JUSTICE POLICY

2.1 Minimum standards in the Project Cycle

In addition to upholding the above-mentioned key policy principles, OAU will make sure that gender justice is integrated throughout the program/project cycle:

- **Project identification:**
  - o From the very beginning of the program/project's conception, OAU will ensure that any background research, cause/effect analysis and data collection consider gender analysis, and that programs/projects include a clear rationale for how gender inequality will be addressed based on that analysis. The gender analysis should include, as relevant, an analysis of the intersection of factors such as power, culture, religion, class, disability, age, indigenous identity, gender identity, sexuality, sexual and reproductive health rights. All data collected should be disaggregated to allow, at a minimum, the specificities of sex, age, and (dis)ability status to be identified.

- **Project design and planning:**

  o OAU will seek to provide opportunities for, and support the meaningful participation of women, girls and other marginalised groups. Their perspectives and aspirations should be sought so that they can be considered and promoted. This contributes to broader efforts to enhance the voice of women and other marginalised groups in decision making leadership and peacebuilding.[6]

  o Gender justice-specific indicators should be identified so that the specific gender justice-related outcomes can be monitored and measured.

  o OAU commits to seek out and work in partnership with human/women's rights organisations, networks and movements. When possible, OAU will partner with organisations seeking and campaigning for the same gender justice changes that OAU seeks. Such organisations will have local knowledge and networks and will be able to provide the leverage OAU seeks through their outreach and the sustainability that is an essential element of all program/project design.

  o Ensure that the project budget is adequately resourced to meet Gender Justice related outcomes, including staff, monitoring evaluation accountability and learning (MEAL), capacity building and sensitisation initiatives.

  o OAU will identify and assess the gender related risks of OAU programs and projects and identify mitigation strategies, which will be incorporated into the project risk assessment.

- **Project implementation, monitoring and management:**

  o All participants will be provided access to meaningful informal and formal feedback and complaint mechanisms, not only to ensure that their rights are upheld, and their voices are heard but also so that the drop-out rate for participants is kept as low as possible and the planned outcomes can be reached. Refer to *OI Complaints and Feedback Policy*.

  o At all times, it is important to ensure that programs/projects follow the principles of 'do no intentional harm', and seek to mitigate risks to individuals, communities, partners and staff as part of program/project risk management. This is important to avoid participants becoming more vulnerable to violence (emotional and physical) if other sectors of their community seek reprisals for their attempts to improve their status.[7]

- **Project evaluation and exit:**

  o During the evaluation phase, it is vital to make sure that women, girls and other marginalised groups are included. This is important to allow OAU to measure and report on the impact of the program/project and is also an opportunity for learning. It is also important to evaluate and learn from the operational strengths and weaknesses of partner organisations so that this can be built into future collaborations.

2.2 Additional good practice

- During implementation, where possible, it is advisable to find ways that will enable the program/project to contribute to learning about the drivers of gender inequality in the target area. This allows OAU to address these drivers and over time contribute to reducing or eliminating them.[8]

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[6] DFAT Gender Equality and Women's Empowerment Strategy Priority 1.

[7] DFAT Gender Equality and Women's Empowerment Strategy Priority 3.

[8] OAU has identified two specific areas in which gender justice changes are to be sought: (1) *Feminist social movements and activism* – starting to change entrenched systems of patriarchy, sexism and racism; engaging with women from diverse backgrounds, people with disability and of diverse genders, as actors, decision makers and agents of change; strengthening partnerships and alliances and supporting feminist and rights-based movements. (2) *Ending violence* – intentionally addressing social norms that perpetuate violence, supporting local partners working with women, girls and minority communities to live free from all forms of violence by addressing and changing discriminatory social behaviours and beliefs, rules, institutions and laws.

- If possible before work begins, a gender justice-specific baseline should be produced so that the final evaluation is able to measure and report on whether the desired impact has been achieved (or is likely to be achieved after the program/project ends).

- Champion research and communications material that establishes Oxfam as a thought leader on gender and inequality with emphasis on care work.

2.3 Gender Justice Responsibilities and Accountabilities

Organisationally, OAU undertakes to develop a culture and internal operations that promote and support gender justice, build staff capacity in building stronger gender outcomes, and hold itself accountable to its commitments by:

a) ensuring all staff undertake training in gender justice and have knowledge and competencies in implementing practical strategies to promote gender mainstreaming

b) promoting awareness of and commitment to gender equality and a rights-based gender justice approach with internal and external stakeholders, including partner organisations; and

c) tracking investment in gender justice stand-alone programs in accordance with current OI expectations,[9] reporting on this investment to the senior management team and OAU Board and working towards tracking and reporting on investment in gender integration in all other program and operational activities.

Additionally, all OAU staff and partners have a responsibility for ensuring that gender justice considerations in their work. Some specific responsibilities and accountabilities for ensuring implementation are as follows:[10]

Accountable	Activity
Program Managers in-country and Contract Management Coordinators in Australia	• Responsible for ensuring all program staff understand how the program policy relates to their area of work. • Responsible for ensuring the key principles and minimum standards are adhered to and implemented in OAU program activities. • Responsible for ensuring the required capacity to implement is built into program activities and into the program/project budget. • Responsible for sharing the policy and implementation guide with partners and that they understand the policy and their role in implementing it.
Unit Manager or Country Director (or equivalent)	• Responsible for ensuring all staff have the necessary skills and attitudes to effectively implement the program policy and are held accountable to it. • Ensure the policy and minimum standards for implementation are incorporated in unit- and country-level planning, budgeting and resource allocation. • Responsible for ensuring that the selection of programs and projects takes into account OAU's commitment to working to ensure gender justice in both stand-alone programs/projects and more broadly across all other program activities.
Program Director and Executive Lead - Public Engagement	• Responsible for ensuring that all program activities and public policies and statements meet the principles and expectations of the policy.

Indicators have been identified (both DFAT and OAU) to monitor these target areas and are outlined in OAU's *Australian NGO Cooperation Performance Framework*.

[9] OI, *Beyond Gender Mainstreaming Roadmap 2014-2019.*

[10] Unless specified otherwise, these refer to OAU positions. In-country, job titles may differ and during inductions and training/briefings, these responsibilities should be clarified. It is important to make sure that all responsibilities are covered.

Head of People and Culture	• Ensure OAU's human resource management policies and practices both in Australia and in the field enhance the status of women, girls and marginalised groups, and promote equality at all levels of the organisation.
Management Team	• Ensure the implementation of the policy across all OAU areas. Promote a culture that reflects OAU's external commitments in its internal operations, policies and processes. • Ensure staff are given safe opportunities to raise concerns about areas where OAU is not promoting equality or where discrimination, either intentional or unintentional, is occurring. • Ensure the policy is regularly reviewed to align with Oxfam International (OI)direction, and that there is an integrated approach to gender justice throughout all OAU operational and programmatic activities.
Chief Executive	• Hold Section Directors accountable to the policy and promote policy principles in the OI confederation.
OAU Board	• Ensure that OAU work enhances gender justice in both its internal operations and in its program activities and hold OAU accountable to its gender justice commitments.

2.4   Further resources and Related Documents

This policy should be read in conjunction with:

- One Oxfam Safeguarding Policies and Procedures
https://compass.oxfam.org/communities/safeguarding-community/wiki/one-oxfam-safeguarding-documents
- Oxfam Safe Programming guidance Making our programmes safe.pdf | Powered by Box and
https://compass.oxfam.org/communities/program-quality/groups/safe-programming-compass-home-page
- OAU Domestic and Family Violence Policy
https://oxfam.box.com/s/2tw7w2e4dbl9f8acrsjp148jpq3iwg49
- OAU Workplace Discrimination and Harassment Policy
https://oxfam.box.com/s/pd856queshtbsixi7td1uc94cf73n608
- OAU Diversity Policy https://oxfam.box.com/s/8ncv0j1ptn2mqtf62vv9yhh228upz63k
- OI Feminist Principles https://compass.oxfam.org/communities/oxfam-culture/wiki/our-feminist-principles
- OI Beyond Gender Mainstreaming Roadmap and other resources
https://compass.oxfam.org/communities/gender-justice/wiki
- OI Sexual Diversity and Gender Identity Rights Policy
https://oxfam.box.com/s/0sfs8chle90p1dqae2akd4vqrni3zzm6

Annex 1

Conventions and Obligations

Gender equality is a human rights issue. OAU is guided by international conventions on rights as defined in key United Nations (UN) instruments. OAU is also a signatory to the Oxfam International (OI), Australian Council for International Development (ACFID) and Red Cross Code of Conduct which guide its actions in this area.

UN Convention on the Elimination of Discrimination against Women (CEDAW) (1979) and the Optional CEDAW Protocol (OP) (1999)	CEDAW is an international bill of rights for women and establishes an agenda for action. The Convention guarantees the right of all women to be free from discrimination and sets out obligations for States Parties to ensure legal and practical enjoyment of that right. Australia signed CEDAW in 1980 and it came into force when the Australian Parliament ratified the instrument in September 1981. Australia is subsequently committed to translating CEDAW into its national laws. The Optional Protocol establishes mechanisms designed to enable individuals or groups of individuals to seek redress for violations of their human rights. Australia became a party to the Protocol in 2008.
Beijing Platform for Action (BPFA) (1995)	BPFA is an agenda for women's empowerment and seeks to promote and protect the full enjoyment of human rights and fundamental freedoms of all women. BPFA endorsed gender mainstreaming as a global strategy to promote gender equality.
Declaration on the Elimination of Violence against Women (1993)	The Declaration was the first international agreement to situate violence against women (VAW) within a human rights framework. It contains within it the recognition of 'the urgent need for the universal application to women of the rights and principles with regard to equality, security, liberty, integrity and dignity of all human beings.
UN Convention on the Rights of Persons with Disabilities (2008).	The Convention is a human rights instrument with an explicit social development dimension. It adopts a broad categorization of people with disabilities and reaffirms that all people with all types of disabilities must enjoy all human rights and fundamental freedoms. It clarifies and qualifies how all categories of rights apply to people with disabilities and identifies areas where adaptations have to be made for them to effectively exercise their rights, areas where their rights have been violated, and where protection of rights must be reinforced.
UN Declaration on the Rights of Indigenous People (2007)	The Declaration is the most comprehensive international instrument on the rights of Indigenous peoples. It establishes a universal framework of minimum standards for the survival, dignity and well-being of the Indigenous peoples of the world and it elaborates on existing human rights standards and fundamental freedoms as they apply to Indigenous peoples. The Declaration is particularly significant because Indigenous peoples, including Aboriginal and Torres Strait Islander peoples, were involved in its drafting.
UN Convention on the Rights of the Child (UNCRC) (1989)	The guiding principles of the UNCRC are: non-discrimination, the best interests of the child as a primary consideration in all actions concerning children, the child's inherent right to life and State Parties' obligation to ensure to the maximum extent possible the

	survival and development of the child, and the child's right to express his or her views freely in all matters affecting the child, with those views being given due weight. Importantly, implementation of the UNCRC calls for gender equality to be always observed.
UN Convention on the Elimination of all Forms of Racial Discrimination (1965)	A UN Convention which commits ratifying parties to consider that all human beings are equal before the law and are entitled to equal protection against any discrimination and incitement to discrimination.
Australian Council for International Development (ACFID) Code of Conduct (June 2017)	The Code is underpinned by a set of values which inform the behaviours of all members all the time. The values are translated into high-level Quality Principles that are then translated into specific Commitments and associated Compliance indicators. *Quality Principle 2 - Participation, empowerment and local ownership* 2.3 We promote gender equality and equity. *Quality Assurance Framework – Compliance Indicators* 2.3.1. Members demonstrate an organisational commitment to gender equality and equity. 2.3.2. Members' planning process includes consultation with those marginalised due to their gender, in particular women and girls, contextual analysis of barriers to their inclusion and identification of opportunities for their participation. 2.3.3. Members promote opportunities for those marginalised due to their gender, in particular women and girls, to participate in decision-making. 2.3.4. Members monitor and evaluate their progress in promoting gender equality and equity. *Good Practice Indicators (Members to demonstrate progressive compliance)* • Gender focal person in place. • Initiatives with a primary or explicit focus on the promotion of women's rights and/or gender equality and equity are supported. • Gender training for governing body, staff, volunteers and partners is provided, covering topics such as gender analysis, gender programming, gender equality and equity, gender identity and gender rights. • Initiatives that seek to build the capacities of those marginalised due to gender identity, in particular women and girls, to determine their own priorities and advocate for their own equality and equity are supported. • Women's rights, gender equality and equity, and other relevant gender issues are promoted in communications with the public and external stakeholders.

OI Programs Standards	*Standard 1: Collaborative, iterative, analysis of root causes of poverty and injustice forms the basis of all programs.* "Collaborative" means that we do such analysis with partners and allies and with those whose rights are being denied or abridged. "Root causes" means that this collaborative analysis includes gender analysis, power analysis, vulnerability, trends, natural factors (e.g. climate change), and political economic analysis. *Standard 2: Program strategies are created in a participatory and collaborative manner...* Oxfam does not work alone. Long-term program strategies are developed jointly with others. In addition, in all our work, we need to pay close attention to gender dynamics and be explicit about the changes in gender relations that programs will foster. *Standard 9: Programs integrate OI's agreed cross-cutting objectives of Gender Equity and Active Citizenship and have strategies in place where appropriate for HIV and AIDS.*
Department of Foreign Affairs and Trade (DFAT) Gender Equality and Women's Empowerment Strategy (2016)	The strategy establishes three priorities that guide DFAT's work on gender equality: 1. Enhancing women's voice in decision-making, leadership and peacebuilding. 2. Promoting women's economic empowerment. 3. Ending violence against women and girls. The strategy also commits to a twin-track approach. It aligns to the targets in the DFAT *Making Performance Count* strategy and commits that more than 80 per cent of investments, regardless of their objectives, will effectively address gender issues in their implementation.
The Sphere Handbook – Humanitarian Charter and Minimum Standards for Disaster Response (2011)	Sphere standards apply to humanitarian responses, providing minimum standards of performance and operation. Gender is a cross-cutting theme to be applied across all technical minimum standards. The handbook states, "Humanitarian responses are more effective when they are based on an understanding of the different needs, vulnerabilities, interests, capacities and coping strategies of women and men, girls and boys of all ages and the differing impacts of disaster or conflict upon them".

Annex 2

Definitions

For the purposes of this policy, OAU uses these definitions:

Empowerment:	The process of gaining control of the self, over ideology, and over the resources which determine power.
Gender:	The social attributes and opportunities associated with being female, male or gender non-conforming, and the relationships between women and men and girls, boys and gender non-conforming people, as well as the relations between them. These attributes, opportunities and relationships are socially constructed and are learned through socialisation processes; they are not biologically determined and thus are changeable.
Gender analysis:	The systematic gathering and examination of information on gender differences and social relations in order to identify, understand and redress inequities based on gender.[11] Examines the relationships between women/girls and men/boys and their access to and control of resources, their roles, and the constraints they face relative to each other.
Gender equality:	The situation in which women, men, boys and girls, and people with diverse gender identities enjoy the same status, have equal conditions, responsibilities and opportunities for realising their full human rights and potential, and can benefit equally from the results.[12]
Gender equity:	The process of being fair to women and men and girls and boys regardless of sex or gender identity which may require different gender specific interventions; equity leads to equality.[13]
Gender identity:	An individual's experience of their own sex and how they wish to convey this externally and personally. Gender identity is a result of an individual's personal experiences with biological and social gender attributes.
Gender justice:	The goal of full equality and equity between women and men and people of diverse gender identities in all spheres of life; resulting in women jointly and on an equal basis with men defining and shaping the policies, structures and decisions that affect their lives and society as a whole, based on their own interests and priorities.14 For the purposes of OAU's Gender Justice policy, Gender Justice is also taken to include people in other marginalised groups who face discrimination based on who they are. Gender justice is an outcome and a process. As an outcome, it implies access to and control over resources, combined with agency (the ability to make choices). As a process, it brings an additional essential element of accountability, which implies the responsibility and answerability of precisely those social institutions set up to dispense justice.[15]
Gender mainstreaming:	A strategy which aims to bring about gender equality and advance the rights of women and other marginalised groups by taking account of gender equality concerns and building gender-specific capacity and accountability in all aspects of an organisation's policy and activities (including policy and program development and implementation, advocacy, organisational culture and resource allocation).[16]
Gender sensitive approach:	A gender sensitive approach recognises that gender determines the ways in which women and men, girls and boys access and control resources and power, and works towards addressing this inequality by considering and addressing the specific and different needs of women and men, boys and girls, as well as others who face discrimination on the basis of their identity, in program activities.

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[11] *One Oxfam – Gender Justice: An Introduction*, Online Learning Module
[12] *OI Gender Equity and Women's Rights in Emergencies Handbook*, 2011.
[13] *One Oxfam – Ibid*.
[14] *Ibid.*
[15] Oxfam Novib Position Paper on Gender Justice.
[16] OI Gender Justice – Conceptual Framework and Strategies, 2015.

Gender transformative approach:	A gender transformative approach works towards redefining and transforming harmful gender norms, structures roles and relations. A gender transformative approach addresses the root causes of gender inequality, including unequal power relations, harmful gender norms, and structural and systemic discrimination. A gender transformative approach recognises that, to effect sustainable change, it is not enough to consider and address the different access to and control over resources and power that men and women, girls and boys have, but to actively address the unequal gender relations that determine this access and control.
LGBTQIA+:	This includes those who identify as lesbian, gay, bisexual, transgender, queer, intersex and asexual and other diverse sexual identities, as well as those who have questions about their sexual orientation and/or gender identity.
SOGIESC:	Sexual orientation, gender identity and expression, and sex characteristics. This term is most usually used in legal and policy instruments.
Sex:	The biological differences between women and men, which are universal, obvious and generally permanent. Sex describes the biological, physical and genetic composition with which we are born.[17]
Sexual diversity/sexual orientation:	Where individuals are sexually, romantically and or emotionally attracted to a member of the same or different sexes. This sexual diversity may manifest itself in romantic, sexual and varying emotional behaviours between a range of sexes and gender identities.
Women's organisations	A group of people who work together to achieve a common goal: improving the status or situation of women.

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[17] *One Oxfam – Gender Justice: An Introduction.*