Learning Unit	16
Chapter/ Video Lecture	1/1 Key Terms and Concepts – Gender and Disarmament
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Before discussing how gender and disarmament fit together, it is important to understand key terms and concepts. It is necessary to first recognize the difference between sex and gender.

Sex refers to the biological and physical characteristics associated with being male or female at birth. Whereas **gender** refers to the roles, behaviours, activities and attributes that a society considers appropriate for men and women, boys and girls.

The roles are socially constructed and often referred to as "**gender norms**", which could determine opportunities as well as limitations available to different gender groups in a society. It is important to note that such gender norms are context- and time-specific and can be altered.

A way to address gender in the context of disarmament is through **gender mainstreaming**, which examines the gendered aspects of the impact of weapons on women and men, boys and girls, and assesses how gender roles shape disarmament policies and practices with a view to promoting equality and combating discrimination.

Important **gender mainstreaming tools** include:

- applying a **gender perspective** into every stage of the design, assessment, planning, implementation and evaluation of policy initiatives, by accounting for the needs and experiences of different gender identities, at the individual and structural levels when developing policies, legislation and programs;

- being conscientious of **gender bias** or prejudiced thoughts or actions based on gendered perceptions;

- including a **gender analysis** or a critical examination of the relationships between men and women, boys and girls, and their access to and control over resources, as well as the constraints they face relative to each other;

- incorporating **sex-disaggregated data**, broken down by different gender groups, along with other social factors, to inform decision making; and

- achieving **gender balance** among all position levels within a specific institution or organization to better inform policy- and decision-making.