

Gender Terminology Booklet

Sesotho sa Leboa, Tshivenda & Xitsonga



Commission for Gender Equality
A society free from gender oppression and inequality

In association with



PanSALB
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Gender Terminology

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Overview


The Commission for Gender Equality (CGE) is a Constitutional body established by the CGE Act 39 of 1996 to support democracy and promote gender equality. It has a Constitutional mandate to promote respect for gender equality and the protection, development and attainment of gender equality. Within this legislative mandate, Section 187 (2) of the Constitution of the Republic of South Africa provides the CGE with the power to monitor, investigate, research, educate, lobby, advise and report on issues concerning gender equality.

One of the strategic objectives of the CGE requires the promotion of respect and protection of gender equality by developing, conducting and managing public education and information programmes. It is for this reason that the institution has decided to produce a public education program that will indigenise and promote gender sensitive terminology. Gender terminologies booklet is an education resource created to mainstream and foster an inclusive language from a local and regional point of view. It is a resource that promotes language diversity whilst eliminating gender discrimination on how we should relate to each other. Language is a powerful tool in shaping perceptions, identities, and challenging stereotypes.

This language development resource is in line with the CGE's Public Education function which seeks to educate, empower individuals, challenge harmful stereotypes, and foster a more inclusive society where language reflects the rights and realities of all, irrespective of one's own sexual orientation, gender identity and expressions.

It is through this booklet that gender terms are clustered in a manner that covers all thematic spheres of life, including the day-to-day use of gender related terms in three official indigenous languages mainly spoken in Limpopo province. The Commission is in the process of producing gender terminologies of the other indigenous languages such as Zulu, Setswana, Ndebele, SiSwati.

CGE encourages the society to use these Sesotho sa Leboa, Tshivenda & Xitsonga gender terminologies in a way that upholds human dignity and the protection of human rights. Public information centres are also encouraged to disseminate this brochure broadly to communities so that social cohesion and appreciation of linguistic human rights can be achieved.



Dr Dennis Matotoka
Chief Executive Officer

5 March 2025

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
1	Abortion	Termination of pregnancy due to removal of an embryo or fetus before it can survive outside the uterus.	Phedišo ya boimana	Vhukwashathumbu Vhubvisathumbu Vhunulathumbu Vhuthuthathumbu	Nxixo
2	Adoption	A process of taking over the parenting of a child, from the child's biological or legal parent or parents by permanently transferring all rights and responsibilities, along with filiation from the biological parent/parents.	Mofepi/moledika semolao	Vhuunḡi U nwanakisa	Ncandzato wundloxinawu
3	Affirmative action	Encouragement of increased representation of women and minority-group members, especially in employment.	Tironetefatšo	Khwathisedzandinganelo	Endlelontlakuso
4	Aromantic	Someone who doesn't experience romantic attraction.	Setlhokakganyogo ya tša marato	Mushayanyemulo mushayazwipfhi kha lufuno	Nkatsakelo wa swa marhandzo

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
5	Asexual	Lack of sexual attraction to others, low or absent interest in or desire for sexual activity.	Motlhokakgano-yogo ya thobalano	Vhushayadzangalelo la vhudzekani	Nkatsakelamarhandzo
6	Assisting spouse	A supportive partner.	Mothušamolekane	Mufarisimutikedzi	Murhandziwa loyi a seketelaka
7	Asylum seeker	Person who has left their home country as a political refugee.	Mofaladi	Mufhalali	Mukombelavuchavelo Mukombelavutumbelo
8	Atypical work employment	Any job that is not a traditional full-time position. It can include temporary or contract-based jobs. Also known as non-standard or precarious work.	Thwalo ya go se tlwaelege	Mushumozwawo	Ntlolonkantoloveleko Ntirhonkantoloveleko
9	Advocate	A person who publicly supports or recommends a particular cause or policy.	Molweladitokelo	Muimeleli Muambeli Muthemendeli	Museketeri mulweri

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
10	Agender	A person who does not identify themselves as having a gender.	Mohlokabong	Mushayavhutalu-sambeu	Muakalarimbewu
11	Ally	A willing to act with and for others in pursuit of ending oppression and creating equality.	Molweladitokelo	Mutikedzi muim-anawe	Nakulobye
12	Androgyny	Combination of the characteristics or nature of both male and female.	Makgerematona	Vhutalusam-beumvangwa Nwambeudam-belamvangwa	Rimbewuxikarhi
13	Bias	An inclination or prejudice for or against one group in a way that is considered unfair.	Kgethollo	U dzhia sia	Mboyamelatlhe-lo
14	Baseline	A minimum or starting point used for comparisons.	Motheo	Mutheo	Masungulo

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
15	Benchmark	A standard by which others can be measured.	Tekanyetšo	Vhuvhambedzi	Nkambelamfanano mpimaxikalo
16	Beneficiary	A person who stands to benefit from a system, trust, insurance policy or will.	Moholegi	Muvhuelwa Mujaifa	Mudyandzhaka Muvuyeriwa
17	Benefit	An advantage or profit gained.	Kholego	Mbuelo	Mbuyelo
18	Bigender	A gender identity that can be translated as having two gender identities. Gender identities could be male and female or non-binary identities.	Bongpedi	Vhumbeumbili	Rimbewumbirhi
19	Breastfeeding	An act of a female feeding a child breast milk. A natural way to feed a baby by providing breast milk.	Go nyantšha/ amuša	U mamisa mikando	Mamiso an'wiso
20	Bride price	A payment in the form of livestock, money, property, or other asset that is made by or on behalf of a prospective husband to the bride's family.	Magadi	Lumalo mamalo	Ndzovolo xuma

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
21	Bullying	The use superior strength or influence to intimidate others by forcing them to do something.	Bokgowa	U tambudza U shengedza	Nkarhato nhlupho Nxaniso
22	Burden of care	The negative, physical, emotional, social, and financial impacts experienced by someone providing care to another person with a chronic illness or disability, essentially describing the stress and strain associated with caregiving responsibilities that can affect their wellbeing.	Kimelo ya tlhokomelo	Muhwalo wa Vhulondo	Ndzhwalo wa
23	Burden of proof	The obligation to prove one's statement.	Kimelo ya bohlatse	U țanziela	Ndzhwalo wa vumbhoni
24	Biological sex	The anatomy of an individual's reproductive system, and secondary sex characteristics.	Bong bja tlhago/ ka tswalo	Zwiřalusambeu	Rimbewuxidzi

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
25	Biphobia	Dislike of or prejudice against bisexual people.	Lehloyo la bongpedi	Vhuvhengam-beumbili	Rivengo ra Vambewumbirhi
26	Bisexual	Romantic attraction, sexual attraction, or sexual behavior toward both males and females, or romantic or sexual attraction to people of any sex or gender identity.	Bongpedi	Mutamambeumbili	Ntsakelarimbe-wumbirhi
27	Butch	A lesbian who exhibits a masculine identity.	Mmadifaka	Lesibieni mvum-botshinna Lesbieni mvum-botshinna	Xitavanaxisati Xa xinuna Wansatinavelana Wa vununa Wansatitsakelana wa vununa
28	Candle wife	A woman selected by the nation and married off to the royal household for the sole purpose of producing a male child.	Lebone/Mma-setšhaba	Mufamakadzi wa dzekiso Musadzi wa dzekiso	Maveleka hos i Matswalahosi
29	Care economy	Looking after the physical, psychological, emotional, and developmental needs of one or more other people.	Tirelo ya leago	Vhulondamuṭa	Ikhonominhlayiso

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
30	Care ethics	Ideas concerning both the nature of morality and normative ethical theory.	Maitshwarotlho-komelo/a leago	Vhulondamikhwa	Matikombelelonene ya nhlayiso
31	Care work	Looking after the physical, psychological, emotional, and developmental needs of one or more other people.	Tirelo ya leago/bodirelaleago	Vhulondolavhatu	Ntirhonhlayiso
32	Career	Vocation is undertaken for a period of a person's life and with opportunities for progress. It is composed of titles earned, accomplished work, and jobs held.	Mošomo	Mushumo Budo Sia Nyendavhutshilo	Ntirhovutomi
33	Career breaks	A period in which a person chooses not to work.	Kgaotšo ya mošomo	U awela mushumoni U awela kha buḡo U awela kha sia U awela nyendavhutshilo	Ku wisa ntirhovutomi kuumula Ntirhovutomi

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
34	Caring masculinity	Describes men who take on caregiving roles, rather than traditional provider roles. It is the opposite of hegemonic masculinity.	Badirelaleago ba banna	Vhunnandondoli Vhudifhinduleli ha tshinnani	Wanuna wo hlayisa
35	Celibacy	Celibacy is a vow of long-term restraint from sexual intercourse, often to uphold religious, spiritual, or cultural beliefs.	Go se nyalwe/go serobalane	Nyilavhudzekani nyilanzeo	Mpapalatama-sangu
36	Charter	A formal statement of the rights of a country's people, of an organisation or a particular social group, that is agreed by or demanded by a ruler or government. parents are at work or are absent for another reason.	Tšhatha	Thendelanonzwi-wa	Chatara
37	Childbirth	The act or process of giving birth to a child.	Pelego	U beba U vhofholowa	Ku veleka Ku tswala Ku bebula

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
38	Child marriage	Any formal or informal union between a child under the age of 18 and an adult or another child.	Nyadišo ya bana	Mbingano ya nwana nzekiso ya nwana	Vukati bya swihlangi vukati bya vana
39	Childcare	Care for children provided by either the government, an organisation, or a person, while parents are at work or are absent for another reason.	Tlhokomelo ya bana	U lela Ndondolavhana	Nhlayiso wa vana
40	Child maintenance	The obligation to provide a minor with housing, food, clothing, education and medical care.	Phepo ya bana	U unda nwana	Wundlo wa n'wana
41	Cisgender	A person whose gender identity matches the sex that they were assigned at birth.	Bongpelegong/ tswalong/bong bja tlhago	Mbeu ya mvelo	vona biological sex
42	Cissexual	A person who is comfortable with having the physical characteristics of their biological sex.	Boikamogelo bja bong	Mufushwa nga zwiṭalusambeu	Murhandzarim- bewuxi dzi

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
43	Claim to resources	Legal demand or assertion by a claimant for compensation, payment, or reimbursement for a loss under a contract, or an injury due to negligence.	Pako ya methopo	Mbilo ya ndiliso	nkoxo wa swipfuno
44	Civil society	Society is considered as a community of citizens linked.	Setšhaba	Lushaka Tshitshavha	Rixaka ro tirhisana
45	Civil union	A marriage entered between two persons and include persons of the same sex.	Kamano ya selegae	Bingano ya thanganela-nathundu	
46	Cohabitation	A living arrangement by two unmarried people.	Bodulammogo	U tahisana U dzulisana tshayambingano Vhudzulisani tshayanzeo	Vukati bya xilungu
47	Colonialism	The policy or practice of acquiring political control over another country by occupying it with settlers and exploiting it economically.	Bokoloniale	Vhukoloni	Ntlhakiso/ Vukoloni
48	Commercial sexual exploitation	The exchange of money for sexual objectification of another person.	Tlaišo ya bagweba ka mmele	Thambudzo kha vhurengisamuvhili	Nxaniso hi swa vuxavisamiri

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
49	Competence development	Knowledge, skills, and attributes needed for people within an organization.	Tlhabollo ya bokgoni	Mveledzisavhukoni	Nhluvukiso wa vuswikoti
50	Complementar-ianism	A theological view held by some in religions and cultures that men and women have different but complementary roles and responsibilities in marriage, family life, religious leadership, and elsewhere.	Phedišano ya setlwaedi	Vhufarisani Vhushumisani	Nkhomisano
51	Contraceptive	A method or device that prevents pregnancy.	Sethibelapelegi	Tshilangambebo tshithivhelambebo	Xisivelambeleko
52	Condom	Thin rubber sheath designed to cover the penis or vagina during sexual intercourse for contraceptives purposes.	Kgotlopo/ Khontomo	Khondomu	Khondomu
53	Convention	An agreement between states on a particular matter.	Kwano ya dinaga	Thendelano	Ntwanano

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
54	Convention on elimination of all forms of discrimination against women	UN agreed upon tool or document that helps women around the world to bring about change in their daily life and to eliminate discrimination against them.	Kwano ya dinaga go phedišo ya kgethollo go basadi	Thendelano ya u fhelisa tshaka dzothe dza u khethululwa ha vhafumakadzi Thendelano ya u fhelisa tshaka dzothe dza u khethululwa ha vhasadzi Thendelano ya u fhelisa tshaka dzothe dza u khethululwa ha vhakadzi	
55	Cross dresser	One who wears items of clothing and other accoutrements commonly associated with the opposite sex within a particular society.	Seaparatšohle	Muambara-phambanambeu muambaraz-wambeudzothe	Ntwanano wo herisa Mixaka hinkwawo ya Xihlawuhlawu ehenhla la Vavasati/ Muabalaxisati muambalax-inuna

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
56	Cultural violence	Aspects of culture used to justify or legitimize direct or structural violence by making it look and feel right.	Ntwa ka tša setšo	Mbuyaf-hadzakhan-deledzamvelele khakhathim-buyafhadzamvelele	Madzolongamfuwo
57	Custodial violence	Violence in police or judicial custody.	Ntwa ya semo-lao	khandeledzo kha vhulamukany-ivhuṅe	Madzolonga hi vusindzisanawu
58	Customary marriage	A union negotiated, celebrated, or concluded according to any of the systems of indigenous African customary law which exist in South Africa.	Lenyalo la setšo	Mbingano ya mvelele	Vukati bya xintu
59	Cyber harassment	The use of Information and Communication Technology (ICT) to harass, manipulate or habitually disparage a person, business, or group without direct or intended physical harm.	Tlaišo saebeng	U tambudza zwileludzini zwa vhudavhidzani	Nxaniso hi swa inthanete

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
60	Cyber stalking	The repeated use of electronic communications to harass or frighten someone.	Go nyonyobela/ nanabela saebeng	U tovholo zwileludzini zwa vhudavhidzani	Nandzelelanxani- so hi swa inthan- ete
61	Cyber violence	A form of bullying or harassment using electronic means.	Merusu saebeng	Khakhathi zwileludzini zwa vhudavhidzani	Madzolonga hi swa inthanete
62	Date rape	Rape by a person with whom the victim has gone on a date.	Kato morago ga go intšha mmo- go	U tzipya vho bva vhothe u tzipya vho qibvisa u binywa vho bva vhothe u binywa vho qibvisa u tzipya nga mufunwa u binywa nga mufunwa	Mpfinyo hi vahumesani
63	Dating violence	Perpetration or threat of an act of violence by at least one member of the unmarried couple or the other member within the context of dating or courtship.	Merusu go tša marato	Khakhathi dza vhafunani	Madzolonga yo humesana

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
64	Dead naming	The act of referring to a transgender person by the name they used before transition instead of their affirmed chosen name.	Leina pele ga phetogo ya bong	Ndambambeutshandulwa	Ku simula
65	Declaration	An official announcement or statement which has been signed and can be used as evidence in the court of law.	Phatlalatšo	Mulevho	Xihlambanyo
66	Declaration on the elimination of violence against women	The UN Declaration on the Elimination of Violence Against Women which was adopted by the United Nations General Assembly in 1993.	Phatlalatšo go phedišo ya ntwakgahlanong le basadi	Mulevhopheleli-sakhakhathinyitelwavhafumakadzi Mulevhopheleli-sakhakhathinyitelwavhasadzi Mulevhopheleli-sakhakhathi kha vhafumakadzi Mulevhopheleli-sakhakhathi kha vhasadzi	Xihlambanyo xo herisa mixaka ya Madzolonga ehenhla ka vavasati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
67	De facto gender equality	Gender Equality that exists even if it is not recognized by the law.	Tekatekano ya bong le ge e se molaong	Ndinganelo ya mbeu ya de facto	Ndzinganorimbe-wu entiyisweni
68	De jure gender equality	Equal access to justice for women and men.	Tekatekano ya toka go bong	Ndinganelo ya mbeu ya de jure	Ndzinganorimbe-wu hi nawu
69	Demiromantic	A person who does not experience romantic attraction unless they form a strong emotional connection with someone.	Mohlokatumo go tša marato	Mushayanyemu-lo	Nhlwelo wa swa rirhandzo nonoko wa swa rirhandzo
70	Demisexual	A person who does not experience sexual attraction unless they form a strong emotional connection with someone.	Mohlokatumo go tša thobalano	Mushayadzan-galelo la vhudzekani	Nhlwelo wa swa masangu nonoko wa swa masangu
71	Democracy	A system of government by the whole population or the eligible members of state through elected representatives.	Demokrasi	Vhuvhusavhothe Dimokirasi Dimokrasi	Xidemokirasi

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
72	Democratic deficit	Limited legitimacy of democracy and impact of an inadequate gender balance, i.e. of overrepresentation of men and underrepresentation of women, on the legitimacy of democracy.	Tlhaelelo go tša demokrasi	Thahelelo kha vhuvhushavhoṭhe Thahelelo kha dimokirasi Thahelelo kha dimokirasi	Nkayivelo wa xidemokirasi
73	Dependent care	Provision of care for those who are young, ill, elderly or less able, or deprived of abilities to care for themselves, and who are dependent on the care provided by another person.	Tlhokomelo ya bafokotšana	Ndon-dolavhaundwa	Ku hlayisa muhlayisiwa
74	Derived rights	Benefits that originate from and depend on a person's relationship with another, usually a relationship of parenthood, marriage, or cohabitation.	Ditokelo go ya ka dikamano	Pfanelondivhanywa na vhusaka	Timfanelo ta vuxaka

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75	Desegregation of the labour market	Policies aiming to reduce or eliminate gender segregation (vertical and/or horizontal) in the labour market.	Phedišo ya kgethollo mešomong	Phelisakhethululo mushumoni Phungudzakhethululo mushumoni Phelisakhethululo ya ngwana-mushumo Phungudzakhethululo ya ngwana-mushumo Phelisetshitalula mushumoni Phungudzatshitalula mushumoni	Heriso wa xihlawuhlawu makete wa vatirhi
76	Dignity at work	Right of all employees to be treated with dignity and respect and to enjoy a safe working environment that is free from sexual harassment, harassment, and any other act of gender-based violence.	Seriti mošomong	Tshirunzi mushumoni	Ndzhuti entirhweni

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
77	Direct discrimination	Treatment where one person is treated less favourably on grounds such as sex and gender, age, nationality, race, ethnicity, religion or belief, health, disability, sexual orientation, or gender identity, than another person is, has been or would be treated in a comparable situation.	Kgethollothwii	Khethululond-ivhwa Khethululon-dumbamiswa	Xihlawuhlawun-kongo mo
78	Direct violence	Violence focusing on all acts of gender-based violence that result in, or are likely to result in, physical, sexual, or psychological harm to, or suffering of, women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life.	Merusuthwii	Khakhthindivhwa Khakhathin-dumbamiswa	Dzolongankongomo
79	Disability	A physical or mental condition that limits a person's movements, senses, or activities.	Bogolofadi	Vhuholefhalii	Vutsoniwa

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
80	Disaggregated data	Presentation of data broken into subgroups.	Datha yeo e hlopholotšwego	Datakhethekanywa	Switiviwa leswi hambanisiweke data leyi hambanisiweke
81	Disadvantaged groups	Groups of persons that experience a higher risk of poverty, social exclusion, discrimination, and violence than the general population, including, migrants, people with disabilities, LGBTQIA+ person, isolated elderly people and children.	Dihlopha tšeo di gateletšwego	Zwigwada zwo siiwaho nnda	Ntlawankan-sirhelelo
82	Discrimination	When one person or group is treated less favourably on the grounds of sex, gender, age, nationality, ethnicity, religion or belief, health, disability, sexual orientation, gender identity than another person or group is in a comparable situation.	Kgethollo	Khethululo Tshiṭalula	Xihlawuhlawu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
83	Diversity	Differences in the values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, gender identity, skills, knowledge, and life experiences of each individual in any group of people.	Phapano	Phambano	Hambano
84	Division of labour	Work that has been divided amongst people to complete.	Karoganyo/ kabaganyo ya mošomo	Khethekanyo ya mushumo	Nkvaniso wa mitirho
85	Domestic division of labour	Division of care work and household responsibilities between women and men.	Kabo ya mešomo ka lapeng	Khethekanyo ya mishumo muṭani	Nkavaniso wa mitirho ya le mindyangwini
86	Domestic partner	A person who is living with another in a close personal and sexual relationship.	Molekane	Mufarekano mufarisi	Murhandziwa wa le ndyangwini

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
87	Domestic violence	All acts of physical, sexual, psychological, or economic violence that occur within the family or domestic unit, irrespective of biological or legal family ties, or between former or current spouses or partners, whether or not the perpetrator shares or has shared the same residence as the victim.	Mintwa tša/merusu ya ka lapeng	Khakhathi dza muṭani	Madzolonga emindyangwini
88	Domestic work	Household work which may include cooking, laundry and ironing, shopping for food and other household errands.	Mošomo wa ka lapeng	Mushumo wa hayani	Ntirho wa le ndyangwini
89	Dominant	Having power or influence over others.	Maatla	Thakhula, u laula	-Matimba Ku khonya
90	Dominant culture	The most powerful, widespread, or influential culture within a social or political entity in which multiple cultures are present.	Seišo se maatla	Mvelelethakhuli mvelelendauli	Mfuwo wa matimba mfuwo lowu khonyaka

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
91	Double standards	A rule or principle which is unfairly applied in different ways to different people or groups.	Go hloka nnete/ go ba ka mo le ka mo	Tshayavhuimo	Nawutihlo
92	Drag king	A female who dresses as a man and impersonates male characteristics for public entertainment.	Mosadi wa go itshwara senna	Nyambara sa munna	Muambalaswax- inuna
93	Drag queen	A male who dresses as a woman and impersonates female characteristics for public entertainment.	Monna wa go itshwara sesadi	Nyambaratsh- isadzi Nyambaratshifu- makadzi Nyambaratshi- kadzi	Muambalaswaxi- sati
94	Due diligence	An investigation, audit, or review performed to confirm facts or details of a matter under consideration.	Phethagatša tshwanelo/ maleba	Vhuronwane	Vurhon'wana
95	Early marriage	Marriage or union between two people in which one or both parties are younger than 18 years of age.	Nyalo pele ga nako	Mbinganoṭhavh- anyedzwa	Ku tekana ka vana ku tekana ka swihlangi

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
96	Economic abuse	Causing or attempting to cause an individual to become financially dependent on another person by obstructing her or his access to, or control over, resources and/or independent economic activity.	Tl'aišo ka tša ikonomi	Dambudzo ya ikonomi	Nxaniso hi swa ikhonomi
97	Economic violence	Acts of control and monitoring of the behaviour of an individual in terms of the use and distribution of money, and the constant threat of denying economic resources.	Merusu ya ikonomi	Khakhathi kha ikonomi	Madyolonga ya swa ikhonomi
98	Education	The process of receiving or giving systematic instruction, especially at a school or university.	Thuto	Pfunzo	Dyondzo
99	Elder abuse	Harmful acts towards an elderly person, such as physical abuse, sexual abuse, emotional or psychological abuse, financial exploitation and neglect.	Tl'aišo ya batšofadi	Tshengedza-vhaaluwa u tambudzwa ha vhaaluwa	Nxaniso wa mudyuhari

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
100	Emancipation of all women	Process, strategy, and myriad efforts by which women have been striving to liberate themselves from the authority and control of men and traditional power structures, as well as to secure equal rights for women, remove gender discrimination from laws, institutions, and behavioural patterns, and set legal standards that shall promote their full equality with men.	Maatlafatšo ya basadi ka moka	Mbofholowo ya vhafumakadzi Mbofholowa ya vhasadzi Mbofholowo ya vhakadzi	Ntshunxeko wa vavasati hinkwa-vo
101	Emergency contraception	Methods of contraception that can be used to prevent pregnancy in the first few days After unprotected intercourse.	Thibelapelegi ya tšhoganetšo	Vhulangambebo ha shishi Vhuthivhelambebo ha shishi	Nsivelambeleko wa xihatla
102	Emotional abuse	Belittling, humiliating, or undermining an individual's sense of self-worth/self-esteem through constant criticism, verbal insults, name-calling, etc.	Tlaišo ya maikutlo	U tambudzwa lwa muhumbulo	Nxaniso emoyeni nxaviswa wa matitwelo

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
103	Emotional attraction	The desire to engage in emotionally intimated behaviours with another person, like sharing, confiding, trusting.	Kamego ya maikutlo	Khungeo nga kuhumbulele	Navelano emoyeni nkokeko wa matitwelo
104	Employment segregation	Employment discrimination is a form of discrimination based on race, gender, religion, national origin, physical or mental disability, age, sexual orientation, and gender identity by employers.	Kgethollo mošomong	Khethululo mushumoni Tshitalula mushumoni	Xihlawuhlawu entirhweni
105	Empowerment of women	A process by which women gain power and control over their own lives and acquire the ability to make strategic choices.	Maatlafatšo ya basadi	Maandafhadza-vhafumakadzi Maandafhadza-vhasadzi	Ku nyika matimba eka vavasati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
106	Equal access to justice	Right of individuals and groups to obtain a quick, effective, and fair response to protect their rights, prevent or solve disputes and control the abuse of power through a transparent and efficient process, in which mechanisms are available, affordable, and accountable, and conducted based on equality.	Phihlelelo ya go lekana ya toka	Ndingan-elotswikelelavhulamukanyi	Mfikelelo wo ringana wa vululami
107	Equal access to resources	The right of the residents of jurisdictions that are members of a cooperative library system to use on an equal basis with one another the services and loan privileges of all other members of the same system.	Phihlelelo ya go lekana ya methopo	Ndingan-elotswikelelazwihumiswa Ndingan-elotswikelelatshomedzo	Mfikelelo wo ringana wa switirhisiwa mfikelelo wo ringana wa swipfuno
108	Equal opportunities	Absence of barriers to economic, political, and social participation on any ground.	Dibaka/menyetla ya go lekana	Zwikhalanding-anywa	Swivandlanene swo ringana

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
109	Equal pay for work of equal value	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.	Tefelo ya go lekana go mešomo ya boleng bja go lekana	Mbadelonding-anywa kha mushumonde-mendingana	Muholondzingano wa ntirho wo ringana
110	Equal remuneration of women and men	The same payment and benefits for men and women on the work on equal value done.	Megolo ya go lekana go banna le basadi	Mbadelonding-anywa kha vhanna na vhafumakadzi Mbadelonding-anywa kha vhanna na vhasadzi Mbadelonding-anywa kha vhanna na vhakadzi	Muholondzingano wa vavasati na vavanuna
111	Equal sharing of domestic responsibilities	Women and men equally sharing care tasks in the family as well as tasks relating to all aspects of household work.	Kabagano ya go lekana ya mešomo/maikarabelo a ka lapeng	Ndinganelak-hovhekanav-huḡifhindulelim-uṭani	Avelandzingano wa vutihlamuleri bya le ndyangwini

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
112	Equality	The state of being equal, especially in status, rights, or opportunities.	Tekatekano	Ndinganelo	Ndzingano
113	Equality bodies	Equality bodies are independent organisations assisting victims of discrimination, monitoring, and reporting on discrimination issues, and promoting equality.	Mekgatlo/ dihlongwa tša tekatekano	Zwiimiswandin- ganelo	Tihuvo ta ndzin- gano
114	Equality dimension	Aspect of any issue which relates to equality, such as sex, gender, age, race, ethnicity, disability, sexual orientation, or gender identity.	Mabaka/ lemanoga la tekatekano	Masia a ndingan- elo	Matlhelondzinga- no
115	Equality of opportunity	Absence of barriers to economic, political, and social participation on grounds of sex and gender.	Tekatekano ya menyetla	Ndinganelo ya tshikhala	Ndzingano wa xivandlanene

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
116	Equality of outcome	Achievement of equality in the broader, more results-oriented, redistributive sense, based on the insight that equality of opportunity and equal treatment may not be enough to redress the historical oppression and disadvantage of women.	Dipoelo tša go lekalekana	Ndinganelo ya mvelelo	Ndzingano wa mbuyelo
117	Equality of treatment	A state of no direct or indirect discrimination based on sex and gender, including less favourable treatment of women for reasons of pregnancy and maternity.	Tekatakano ya tshwaro	Kufarele kwao	Ndzingano wa makhomelo
118	Evaluation	A systematic determination of a subject's merit, worth and significance, using criteria governed by a set of standards.	Tekolo	Thaṭhuvho	Nkambelo

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
119	Family care	Provision of public, private, individual, or collective services to meet the needs of parents and children or members of the immediate family.	Tlhokomelo ya lapa	Ndondolamuṭa	Nhlayiso wa ndyangu
120	Family honour	Perceived quality of worthiness and respectability that affects the social standing and the self-evaluation of a group of related people, both corporately and individually.	Totlo/tlhompho ya lapa	khuliso ya muṭa, tḥompho ya muṭa	Nxiximo wa ndyangu
121	Family law	Legal practice area that deals with issues related to family relationships such as marriage, divorce, adoption, and child custody. It also includes domestic partnerships, domestic violence and the best interest of the child.	Molao wa tša lapa	Mulayo wa muṭa	Nawu wa mindyangu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
122	Family leave	Right to leave for family reasons, which may or may not be shared between the parents.	Maikhuṭšo a tša lapa	Livi ya muṭa ḽivi ya vhuḽifhinduleli ha muṭani	Livhi ya swa ndyangu
123	Family planning	Services or programmes aiming to ensure that couples and individuals are able to decide freely and responsibly the number and spacing of their children.	Peakanyo ya pelego	Vhuteamuṭa	Nkunguhato wa ndyangu
124	Family responsibility	Care of, and support for, dependent children and other members of the immediate family who needs help.	Maikarabelo a tša lapa	Huḽifhinduleli ha muṭani	Vutihlamuleri bya ndyangu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
125	Family violence	All acts of physical, sexual, psychological, or economic violence that occur within the family or domestic unit, irrespective of biological or legal family ties, or between former or current spouses or partners, whether or not the perpetrator shares or has shared the same residence as the victim.	Dintwa/merusu ya ka lapeng	Khakhathi dza muṭani	Vona domestic violence
126	Family worker	Social services professionals who provide assistance and guidance to children and families in need.	Mošomedi wa ka lapeng/mothuši	Mushumi wa muṭani	Mupfuni wa le ndyangwini
127	Female	Being of or subscribing to the sex that can bear offspring or produces eggs as distinguished biologically from one that produces sperm.	Mosadi	Tshisadzi tshikadzi tshifumakadzi	Nsati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
128	Female genital mutilation	Procedures involving partial or total removal of the female external genitalia or other injury to the female genital organs for non-medical reasons.	Kgonyo/go ripša ga ditho tša bosadi	Vhuṭhukhu-lavhudzimu ha vhafumakadzi Vhuṭhukhu-lavhudzimu ha vhasadzi Vhuṭhukhu-lavhudzimu ha vhakadzi	Ku tsemeleriwa ka swirho swa rimbewu swa xisati
129	Female infanticide	The intentional killing of baby girls due to preference for male babies and from the low value associated with the birth of females.	Polao ya bana ba basetsana	Bulayo la tshet-she vhasidzana	Ndlhayetelo wa tincecexisati yayarhelo wa tincecexisati
130	Female-headed households	Household in which an adult female is the sole or main income producer and decision-maker.	Malapa a go etwa pele ke basadi	Miṭamiuṅwa nga musadzi Miṭamiuṅwa nga mufumakadzi	Mindyangu yo rhangela hi vaxisati
131	Femicide	The killing of women and girls on account of their gender, perpetrated or tolerated by both private and public actors.	Polao ya basadi	Bulayo la vha tshisadzini Bulayo la vha tshikadzini	Ndlhayetelo wa vavasati yayarhelo wa vavasati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
132	Femidom	Female condom.	Kgotlopo/ khontomo ya basadi	Khondomu ya tshisadzini Khondomu ya tshikadzini Khondomu ya tshifumakadzini	Khondomu ya vaxisati
133	Feminisation of migration	Trend towards an increasing proportion of women amongst international migrant workers.	Bofaladi bja basadi	Mupfihluwon- divhanywavhafu- makadzi Mupfihluwon- divhany- wavhasadzi Mupfihluwon- divhany- wavhakadzi	Ku rhurha ka vaxisati
134	Feminisation of poverty	Increasing incidence and prevalence of poverty among women compared to men, as a result of structural discrimination that affects women's lives and is reflected in lower salaries, lower pensions, fewer benefits, etc.	Bohloki bja basadi	Vhushain- divhavhafuma- kadzi Vhushain- divhavhasadzi Vhushain- divhavhakadzi ndwelatshikadzi	Vusweti eka vaxisati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
135	Feminism	The advocacy of women's rights on the ground of the equality of the sexes.	Go lwela ditoke-lo tša basadi	Vhulwelavhafu-makadzi Vhulwelavhasadzi Vhulwelavhakadzi ndwelatshisadzi Ndwelatshifumakadzi Ndwelatshikadzi	Vulwelatim-faneloxisati
136	Feminist studies	Studies that aim mainly to provide a scholarly understanding of women's and girls' situations, roles and options in societies and cultures.	Dithuto tša lwela ditokelo tša basadi	Ngud-ondwelavhafu-makadzi Ngud-ondwelavhasadzi Ngud-ondwelavhasadzi	Tidyondzo ta vulwelatim-faneloxisati
137	Femininity	The quality of being female or womanliness.	Bosadisadi	Vhusadzi vhu-kadzi vhufumakadzi	Vuxisati
138	Flexitime	Flexible hours schedule that allows workers to alter workday start and finish times.	Dinako tša tlaleletšo	Tshifhinganzudzany wa	Nkarhi nkan-sindziso Nkarhinkambhoheko

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
139	Forced abortion	Intentional termination of pregnancy without the prior and informed consent of the woman.	Phedišo ya mpa ka kgapeletšo	Vhukwashathumbukhombetshedzwa Vhubvisathumbukhombetshedzwa Vhugulathumbukhombetshedzwa Vhuthuthathumbukhombetshedzwa	Nsindziso wo kulula
140	Forced marriage	Intentional conduct of forcing an adult or child to enter a marriage, lacking the personal expression of the full, informed and free consent of one or both of the parties.	Llenyalo la kgapeletšo	Mbinganokhombetshedzwa	Vukatinsindziso
141	Forced pregnancy	when a woman or girl becomes pregnant without having sought or desired it, and abortion is denied, hindered, delayed, or made difficult.	Go ima ka kgapeletšo	Vhuimanakhombetshedzwa Thumbukhombetshedzwa	Vuyimaninsindziso

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
142	Forced prostitution	Sexual slavery that takes place because of coercion by a third party.	Go gweba ka mmele ga kgapeletšo	Vhurengisamu-vhilikhombetshedzwa	Vuxavisamirinsindzis o
143	Forced sterilisation	A process or act that renders an individual incapable of sexual reproduction without consent.	Phedišo ya pelego ya kgapeletšo	Vhuvalambek-hombetshedzwa Phahulok-hombetshedzwa Mbofhambek-hombetshedzwa	Vudlayambele-konsindz iso
144	Formal gender equality	Principles of equality of women and men, equal recognition and the enjoyment and exercise of all human rights and fundamental freedoms, as well as measures providing for equal treatment of, and equal opportunities for, women and men in the political, economic, social, cultural, civil, domestic or any other field.	Tekatekano ya bong semmušo	Ndinganelo ya mbeu ya fomajla	Ndzinganorimbe-wu wa ximfumo

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
145	Gay	Sexual or romantic attraction to people of the same sex often used to refer to men only.	Setabane/keyi	Munnamufunambeungae Gei Geyi	Wanunanavelana wanunatsakelana vutavanaxinuna
146	Gender	Social attributes and opportunities associated with being female and male and to the relationships between women and men and girls and boys, as well as to the relations between women and those between men.	Bong	Vhūtalusambeu	Rimbewu
147	Gender analysis	Critical examination of how differences in gender roles, activities, needs, opportunities, and rights/entitlements affect different genders in a given policy area, situation or context.	Tshekatsheko/kahlaahlo ya bong	Tsengulusavhuta-lusambeu	Nxopaxoparimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
148	Gender and development	Approach focusing on the socially constructed basis of differences and unequal relations between women and men, emphasizing the need to challenge existing gender roles and relations and recognises different genders' contribution to development.	Bong le tlhabollo	Vhuṭalusambeu na mveledziso	Rimbewu na nhluvukiso
149	Gender disaggregated data	Data that reflects the realities of the lives of women and men and policy issues relating to gender.	Datha ya phokotšo ya bong	Data data tshayandin-ganelo ya vhuṭalusambeu	Switiviwa leswi hambanisiweke hi rimbewu data leyi hambanisiweke hi rimbewu
150	Gender audit	Assessment of the extent to which gender equality is effectively institutionalised in policies, programmes, organisational structures, and proceedings and in the corresponding budgets.	Tlhakišo ya bong	Odithi ya vhuṭalusambeu	Oditi ya rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
151	Gender awareness	The ability to view society from the perspective of gender roles and understand how this has affected women's needs in comparison to the needs of men.	Temogo ya bong	Phaṭhuso nga vhuṭalusambeu	Ndzemukisarimbewu
152	Gender balance	Equal participation of women and men in all areas of work, projects, or programmes.	Tekanyetšo ya bong	Ndinganelo ya vhuṭalusambeu	Ndzinganisarimbewu
153	Gender-based violence	Violence directed at an individual based on his or her biological sex or gender identity.	Merusu/dintwa tše di theilwego godimo ga bong	Khakhathi na vhuṭalusambeu Khakhathi dzo livhiswaho kha vhuṭalusambeu	Madzolonga ku ya hi rimbewu
154	Gender bias	Prejudiced actions or thoughts based on the gender-based perception that women are not equal to men in rights and dignity.	Go tšea lehlakore go tša bong	U sendamela kha vhuṭalusambeu U dzhia sia kha vhuṭalusambeu	Mboyamelatlhe-lo hi rimbewu
155	Gender binary	The classification of gender into two distinct, opposite forms of masculine and feminine, whether by social system or cultural belief.	Phapantšho ya bong	Mbekanyo nga mbeu vhuṭalusambeu mbili	Ntlawaha-tombirhi wa rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
156	Gender blindness	Failure to recognise that the roles and responsibilities of women/girls and men/boys are ascribed to, or imposed upon, them in specific social, cultural, economic, and political contexts.	Go hloka šedi go tša bong	Tshayanḑivho ya vhuṭalusambeu	Nkahambanisa-rimbewu
157	Gender budgeting	A strategy to achieve equality between men and women by including gender perspectives on how public resources are collected, allocated and spent.	Tekanyetšo ya bong	Vhugaganye-lavhuṭalusambeu	Mpimanyetarimbewu
158	Gender confirming surgery	Several surgical procedures that a transgender person may choose to undergo in order to obtain the physical characteristics that match their gender identity.	Karonetefatša-bong	Muarotshandukisambeu	Vuhandzuri bya ncincarimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
159	Gender contract	Set of implicit and explicit rules governing gender relations, and which allocate different work, value, responsibilities and obligations to women and men, and are maintained on three levels: cultural superstructure, institutions, and socialisation processes.	Kwano go tša bong	Khonṭhiraka ya vhuṭalusambeu Thendelano ya vhuṭalusambeu	Ntwanano wa rimbewu
160	Gender dimension	Integration of sex and gender analysis into research with a view to eliminating inequalities and avoiding their perpetuation, as well as to promoting gender equality within a particular policy, programme, or procedure.	Lemanoga/ mabaka a bong	Masia a vhuṭalu- sambeu	Matlhelorimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
161	Gender discrimination	Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, based on equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.	Kgethollo ya bong	Khethululo nga vhuṭalusambeu Tshiṭalula nga vhuṭalusambeu	Xihlawuhlawurimbewu
162	Gender disparities	Differences in gender towards access to resources, status, and well-being, which usually favour men and are often institutionalised through law, justice, and social norms.	Diphapano tša bong	Dhambano nga vhuṭalusambeu	Hambano hi rimbewu
163	Gender division of labour	Allocation of different jobs or types of work to women and men.	Karoganyo ya mošomo go ya ka bong	Khethekanyo ya mushumo nga vhuṭalusambeu	Nkavaniso wa mitirho hi rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
164	Gender dynamics	Interactions between people based on gender, and how these interactions are influenced by social and cultural ideas about gender.	Diphetogophetogo tša bong	Maiitele a vhuṭalusambeu	Swikhedzakhedza swa rimbewu
165	Gender education	The teaching of gender equality and gender roles in schools is a vital part of any education system. Gender-equitable education can help students develop life skills, reduce gender-based violence, and contribute to a more inclusive society.	Thuto ka ga bong	Pfhunzo ya vhuṭalusambeu	Dyondzorimbewu
166	Gender empowerment	Process of awareness and capacity building leading to greater participation in transforming gender power relations through individuals or groups developing awareness of women's subordination and building their capacity to challenge it.	Maatlafatšo ka ga bong	Maandafhadza-vhuṭalusambeu	Ku nyika matimba hi rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
167	Gender equality	Equal rights, responsibilities, and opportunities for people of all genders.	Tekatekano ya bong	Ndinganelo ya vhuṭalusambeu	Ndzinganarimbe-wu
168	Gender equality bodies	National independent bodies for the promotion of equal treatment of women and men and are responsible for providing independent assistance to victims of alleged sex- and gender-based discrimination, conducting independent surveys concerning discrimination, publishing independent reports, and making recommendations on any issue relating to such discrimination.	Mekgatlo/ dihlongwa tša tekatekano ya bong	Wiimiswandin-ganelavhuṭalusambeu	Tihuvo ta ndzinganarimbe-wu
169	Gender equality competence	Skills, attributes, and behaviours that people need to mainstream gender concerns effectively into policies and plans and help build gender equality.	Tekatekano ya bokgoni go ya ka bong	Vhukoni kha ndingan-elavhuṭalusambeu	Vuswikoti bya swa ndzinganarimbe-wu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
170	Gender equality competence development	Series of activities that aim at strengthening people's skills and knowledge on a certain matter, in this case gender equality.	Tlhabollo ya tekatekano ya bokgoni go ya ka bong	Mveledziso ya vhukoni kha ndingan-elavhuṭalusambeu	Nhluvukiso wa vuswikoti bya swa ndzinganarimbewu
171	Gender equality machinery	Formal government structures assigned to promote gender equality and improve the status and rights of women.	Dihlohleletša tekatekano ya bong	Zhendedzi la ndingan-elavhuṭalusambeu	Swiyenge swa ndzinganarimbewu
172	Gender equality training	Any educational tool or process that aims to make policymakers and other actors more aware of gender equality issues, build their gender competence and enable them to promote gender equality goals in their work at all levels.	Tlhahlo ya tekatekano ya bong	Pfhumbudzo ya ndingan-elavhuṭalusambeu Vhugudisi ha ndingan-elavhuṭalusambeu	Vuleteri bya ndzinganarimbewu
173	Gender equity	Provision of fairness and justice in the distribution of benefits and responsibilities between women and men.	Tokafatšo ya bong	Ndinganyiso ya vhuṭalusambeu	Vunene bya rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
174	Gender evaluation	A method of gender mainstreaming that integrates gender equality concerns into the evaluation objectives, evaluation methodology, approaches, and use.	Tekolo ya bong	Thaṭhuvho ya vhuṭalusambeu	Nkambisisarimbewu
175	Gender expression	A person's behaviour, mannerisms, interests, and appearance that are associated with gender, specifically with the categories of femininity or masculinity.	Boitaetšo bja bong	Vhuḡifari u ya nga vhuṭalusambeu	Mpaluxo hi rimbewu
176	Gender fluid	A gender identity that is not fixed.	Phetogophetogo ya bong	Vhuṭalusambeutshayavhuimo	Ncincacincarimbewu
177	Gender gap	The difference between women and men, especially as reflected in social, political, intellectual, cultural or economic attainments or attitudes.	Tlhaelelo go tša bong	Phambanovhuṭalusambeu	Vangwarimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
178	Gender identity	Each person's deeply felt internal and individual experience of gender, which may or may not correspond to the sex assigned at birth.	Tlhaolo ya bong	Vhuṭalusambeu	Vutitivisi hi rimbewu
179	Gender impact assessment	Policy tool for the screening of a given policy proposal, in order to detect and assess its differential impact or effects on women and men, so that these imbalances can be redressed before the proposal is endorsed.	Tekolo ya khuetšo ya bong	Ngaganyamasindoit wa kha zwa mbeu	Makambelelo ya nkhumbekorimbewu
180	Gender inequality index	A composite measure, reflecting inequality in achievements between women and men in three dimensions: reproductive health, empowerment, and the labour market.	Kelo ya go se lekalekane ga bong	Tshikalatshayandinganelo kha vhuṭalusambeu	Xikombankandzingano xa rimbewu
181	Gender indicators	Tools for monitoring gender differences, gender-related changes over time and progress towards gender equality goals.	Dilaetšabong	Tsumbavhuṭalusambeu	Swikombarimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
182	Gender inequality	Legal, social, and cultural situation in which sex and/or gender determine different rights and dignity for women and men, which are reflected in their unequal access to or enjoyment of rights, as well as the assumption of stereotypes social and cultural roles.	Go se lekalekane ga bong	Ttshayandinganelo ya vhuṭalusambeu	Nkandzingana-rimbewu
183	Gender issue(s)	Any issue or concern determined by gender-based and/or sex-based differences between women and men.	Morero ya bong	Thaidzo ya vhuṭalusambeu Mbilahelo ya vhuṭalusambeu	Timhaka ta swa rimbewu
184	Gender lens	Analytical framework that considers gender when making decisions, evaluating programmes, used in a variety of contexts, including investing, development and policymaking.	Mmono wa bong	Mbonalo kha vhuṭalusambeu	Xivonisi xa rimbewu
185	Gender mainstreaming	Systematic consideration of the differences between the conditions, situations and needs of women and men in all policies and actions.	tshepedišo ya tša bong	Vhu-katelavhuṭalusambeu	Ntekelanhlokweni wa rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
186	Gender marker	The designation of the registrant' sex on a birth record indicated as male, female, undetermined or X.	Taetšo ya bong	Tshisum-bavhuṭalusambeu	Xifungharimbewu
187	Gender needs	Types of needs usually identified in each society, namely practical gender needs and strategic gender needs.	Dinyakwa tša bong	Thoḏea dza vhuṭalusambeu	Swidingo swa rimbewu
188	Gender non-conforming	Denoting or relating to a person whose behaviour or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender.	Go se obamele/latele tša bong	Vhuḏifari tshayavhuṭalusambeu	Nkanandzelelarimbewu
189	Gender oppression	An oppression associated with the gender norms, relations, and stratification of a given society.	Kgatelelo ya bong	Tsikeledzo ya vhuṭalusambeu	Ntshikelelo wa rimbewu
190	Gender parity	The equal contribution of women and men to every dimension of life, whether private or public.	Ditshwano tša bong	Ndinganelo ya vhuṭalusambeu	Ndzinganarimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
191	Gender pay gap	Percentage of men's earnings and represents the difference between the average gross hourly earnings of female and male employees.	Papetšo ya megolo go ya ka bong	Phambano ya muholo kha vhuṭalusambeu	Vangwa ra miholo hi rimbewu
192	Gender perspective	A way of seeing or analysing which looks at the impact of gender on people's opportunities, social roles, and interactions.	Mmono wa bong	Kuvhonele kwa vhuṭalusambeu	Mavonelo ya rimbewu
193	Gender planning	An active approach to planning that takes gender as a key variable and seeks to integrate an explicit gender dimension into policy or action.	Peakanyo ya tša bong	Vhupulani ha vhuṭalusambeu	Nkunguhato wa rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
194	Gender position	Women's and men's social and economic standing in society, such as female/male disparities in wages and employment opportunities, unequal representation in the political process, unequal ownership of land and property, and vulnerability to violence.	Maemo go ya ka bong	Vhuimo ha vhuṭalusambeu	Xiyimo xa rimbewu
195	Gender power relations	Ways in which gender shapes the distributions of power at all levels of society.	Maatla a dikamano go ya ka bong	Vhushaka ha maanda a vhuṭalusambeu	Vuxakamatimba bya rimbewu
196	Gender procurement	Introduction of gender equality requirements in public procurement, in order to use these as an instrument to advance gender equality.	Dithekisetšano go ya bong	Khwaṭhisedzo ya vhuṭalusambeu	Maxavelo ya vukorhokerhi na nhundzu hi rimbewu
197	Gender proofing	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.	Netefatša ya bong	Vhukhwaṭhisedzavhuṭalusambe	Ntiyisiso wa rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
198	Gender quotas	Positive measurement instrument aimed at accelerating the achievement of gender-balanced participation and representation by establishing a defined proportion (percentage) or number of places or seats to be filled by, or allocated to, women and/or men, generally under certain rules or criteria.	Dikarolo go ya ka bong	Ttshikalavhuṭalusambeu	Xiavendzingano xa rimbewu
199	Gender redistributive policies	Policies aiming to transform the existing distribution of resources and responsibilities in order to create a more equal relationship between women and men.	Dipholisi tša kaboleswa go ya ka bong	Mbekanyamait-ele nzudzanyululam-beu	Tipholisi to hangalasa hi vuntswa ta rimbewu
200	Gender relations	Social relationships and power distribution between men and women in both the private and the public service.	Dikamano tša bong	Vhushaka ha vhuṭalusambeu vhushaka kha zwa mbeu	Vuxaka bya rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
201	Gender relevance	Question of whether a particular law, policy or action is relevant to gender relations and/or gender equality.	Nepagalo go ya ka bong	Ndivhanele ya vhuṭalusambeu Thutshelano ya vhuṭalusambeu	Mfambelano wa rimbewu
202	Gender roles	Social and behavioural norms which, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex.	Mešomo go ya ka bong	Mishumon-davhelelwa ya vhuṭalusambeu	Swiave swa rimbewu
203	Gender segregation	Differences in patterns of representation of women and men in the labour market, public and political life, unpaid domestic work and caring, and in young women's and men's choice of education.	Phapantšho go ya ka bong	Phethululo nga vhuṭalusambeu Tshiṭalula nga vhuṭalusambeu	Xihlawuhlawu xa rimbewu
204	Gender sensitivity	A way to reduce the barriers caused due to discrimination and gender bias.	Lekwela/ hlomphe ya bong	Vhudzhielanzhele kha vhuṭalusambeu	Ntekelanhlokweni swa rimbewu
205	Gender socialisation	Process by which individuals learn the cultural behaviours associated with the concepts of femininity or masculinity.	Phedišano ya bong	Pfhunzwavhuṭalusambeu	Ku hanyisana hi swa rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
206	Gender statistics	Statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life.	Dipalopalo tša bong	Mbalombalo dza vhuṭalusambeu	Tinhlayohlayo ta swa rimbewu
207	Gender stereotypes	Preconceived ideas whereby females and males are arbitrarily assigned characteristics and roles determined and limited by their gender.	Dikakaretšo go tša bong	Kuvhoneletsen-damelasia kha vhuṭalusambeu	Mboyamelothelo hi swa rimbewu Matlilapisi hi swa rimbewu
208	Gender studies	Academic, usually interdisciplinary, approach to the analysis of the situations of women and men and gender relations, as well as the gender dimension of all other disciplines.	Dinyakišišo ka tša bong	Ngudavhuṭalusambeu	Tidyondzo ta rimbewu
209	Gender system	Economic, social, cultural, and political structures that sustain and reproduce distinctive gender roles and the attributes of women and men.	Ditshepedišo ka tša bong	Ssiṣiteme ya vhuṭalusambeu Siṣiteme ya vhuṭalusambeu	Sisiteme ya rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
210	Gender training	Process of developing awareness and capacity on gender issues, to bring about personal or organizational change for gender equality.	Tliahlo ka tša bong	Pfumbudzo ya vhuṭalusambeu	Vuleteri bya rimbewu
211	Gender-balanced participation	Representation of either women or men in any decision-making body in public and political life not falling below 40 % as a parity threshold.	Bokgathatema bja golekalekana go ya ka bong	Ndinganyelo ya vhushelamulenzhendinganywa ya vhuṭalusambeu	Vutekaxiave bya rimbewu leri ringanansiweke
212	Gender-based bullying	Complex form of violence that targets a person's sex or sexuality, representing a pattern of behaviour rather than an isolated event.	Bokgowa bjo bo ithekgilego ka bong	Dambudzondivhanywavhuṭalusambeu u tambudza nga vhuṭalusambeu	Ku hlupha ku ya hi rimbewu ku karhata ku ya hi rimbewu ku xanisa ku ya hi rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
213	Gender-based discrimination	Unequal or disadvantageous treatment of an individual or group of individuals based on gender.	Kgethollo yeo e ithekgilego go bong	Khethululondivhanywavhuṭalusambeu tshiṭalulandivhanywavhuṭalusambeu khethululo nga vhuṭalusambeu tshiṭalula nga vhuṭalusambeu	Xihlawuhlawu ku ya hi rimbewu
214	Gender-based division of labour	The allocation of different jobs or types of work to women and men.	Karolo ya mošomo yeo e ithekgilego go bong	Khethekanyo ya mishumondivhanywavhuṭalusambeu	Nkavaniso wa mitirho hi rimbewu
215	Gender-based violence	Violence directed against a person because of that person's gender, gender identity or gender expression, or which affects persons of a particular gender disproportionately.	Merusu/dintwa tšeo di ithekgilego go bong	Khakhathi dza zwa mbe khakhathindivhanywavhuṭalusambeu u	Madzolonga ya rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
216	Gender-neutral language	Language that is not gender-specific and which considers people in general, with no reference to women and men.	Polelo ya go se kgetholle bong	Luambo tshayakhethululo	Ririminkathelo ra rimbewu
217	Gender-neutral legislation	Legislation that is drafted in universal terms, ignoring gender-specific situations and power relations between women and men that underpin sex-and gender-based discrimination, including gender-based violence against women.	Molawana wa go se kgetholle bong	Mulayotshay-akhethulu-lavhuṭalusambeu Mulayotshayatshīṭalulavhuṭalusambeu	Milawunkathelo ya rimbewu
218	Gender-neutral policy	Policies that are not specifically aimed at either women or men and are assumed to affect both sexes equally.	Pholisi ya go se kgetholle bong	Mbekanyamait-eletshayakhethululavhuṭalusambeu Mbekanyamait-eletshayatshīṭalulavhuṭalusambeu	Pholisinkathelo ya rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
219	Gender-sensitive accountability	A way of assessing how decisions made by public officials meet the needs of both men and women. It also involves using gender equity as a standard to measure how well decisions –makers are performing.	Maikarabelo a go šetša bong	Vhufhindlelivhudzhielan-zhelevhuṭalusambeu	Vutihlamuleri bya ntekelahlokweni wa rimbewu
220	Gender-based bullying	Process that aims to integrate gender equality into the regular rules, procedures, and practices of an institution, leading to its transformation of an institution, thus also impacting on the organizational culture.	Kagoleswa ya sehlongwa ya go šetša bong	Tshanduko ya tshiimiswa phimambeu	Ncinco wa mihlangano ya ntekelahlokweni wa rimbewu
221	Gender-sensitive language	Using and deploying language in a way that it addresses all gender or identities in an equal and appreciative manner.	Polelo ya go šetša bong	Luambonzhielan-zhele vhuṭalusambeu	Ririmi ra ntekelahlokweni wa rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
222	Gender-sensitive mediation	Alternative dispute resolution method that ensures women's participation and bringing in women's perspectives that contribute to different understanding of the causes and the consequence of conflict.	Bolamodi bja go šetša bong	Vhukonany-inzhielan-zhelevhuṭalusambeu	Vulamuri bya ntekelahlokweni wa rimbewu
223	Gender-sensitive monitoring and evaluation	A process that assesses how programmes impact gender relations and addresses the needs of both men and women. It also helps identify gender related changes over time.	Bohlokamedi le bosekaseki bja go šetša bong	Vhulavhelesi na ṭhaṭhuvho nzhiela u	Vuvekatihlo na nkambelo wa ntekelahlokweni wa rimbewu vulanguteri na nkambelo wa ntekelahlokweni wa rimbewu
224	Gendered	Involving gender differences or stereotypical gender roles.	Bongfadišwe	Zwa vhuṭalusambeu	Rimbewu
225	Gendering	Assigning or attributing of a gender to someone or something; division, classification, or differentiation according to gender.	Bongfatšwa	Mbeufhadzo	Nṭlawahatarimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
226	Genital	A person's external organs of reproduction.	Ditho tša bong	Nnyo/Vhudzimu Vumbo Vumbu	Swirho swa rimbewu
227	Glass ceiling	Artificial impediments and invisible barriers that militate against women's access to top decision-making and managerial positions in an organization, whether public or private and in whatever domain.	Dišitišaphihlelelo go basadi	Nzivhelanyaluwo	Xisive-lavugimamusi
228	Harassment	Aggressive pressure or intimidation.	Tlaišo/kgatelelo	U tambudza U shengedza	Nxaniso
229	Harmful traditional practices.	Forms of violence which are accepted as part of the cultural practices in specific countries and context.	Ditlwaedi tše kotsi tša setšo	Maitele a mvelele a vhaišo	Maendlelo ya ndhavuko yo onha
230	Hegemonic masculinity	Cultural norm that continuously connects men to power and economic achievements.	Maatla go ya ka bonna	Vhumaandaf-hadzavhanna	Vuxinuna lebyi khonyaka
231	Heteronormativity	Assumption of a person's heterosexuality.	Go ikamogela bong	Khumbulelavhu-funambeuiñwe	Mpfumelarimbe-wuha mbana

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
232	Heterosexism	Assumption that every person should be heterosexual, thus marginalising those who do not identify themselves as heterosexual.	Tumelo ya bongtee	Vhufunam-beiñwe	Vuvengarimbe-wuham bana
233	Heterosexist	A person who discriminates against homosexuals on the assumption that heterosexuality is the normal sexual orientation.	Modumela go bongtee	Mukhethululamu-tamambeungae Muṭalulamu-tamambeungae	Muvengamur-handza rimbewufana
234	Heterosexual	Person who is attracted to someone of opposite sex	Bongthwii	Mufunam-beiñwe	Murhandzarim-bewuha mbana
235	Heterosexuality	Sexual, emotional and/or romantic attraction to a sex other than one's own.	Go ba le bongthwii	Vhufunam-beiñwe	Vurhandza rimbewuhambana
236	Sororate marriage	When a wife dies, the husband takes the younger sister as a wife. Derived from the Latin word "Soror" meaning sister.	Hlatswadirope	Thanzwazwirumbi Thanzwamarumbi	Mupfulayindlu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
237	Home-based work	Work carried out by a person in her or his home or in other premises of her or his choice, other than the workplace of the employer.	Go šomela ka gae	Mushumonyitwahayani	Ntirho wa ntirhelakaya
238	Homophobia	Irrational fear of, and aversion to, homosexuality and to lesbian, gay and bisexual people based on prejudice.	Letšhogo la bong bjo bo sa tlwael-egago	Vhuofhambeufana vhuofhamufunambeungae	Rivengo ra rimbewufana
239	Homosexual	Person who is attracted to someone of the same sex.	Tumo ya bongtshwano	Mufunambeungae	Rimbewufana
240	Homosexuality	Sexual, emotional and/or romantic attraction to persons of the same sex.	Go ratana ka bongtshwano	Vhufunambeungae	Vumbewufana
241	Horizontal segregation	When a workforce of a specific industry is mostly made up of one particular gender.	Kgethollo go ya ka bong	Khethulu-lavhutengu	Xihlawuhlawuxo hingakanya
242	Housework	Unremunerated work of maintaining a household that is performed by household members.	Mošomo wa ka gae	Mushumo wa nḽuni	Mitirho ya le kaya

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
243	Human rights	Standards that recognize and protect the dignity of all human beings.	Ditokelo tša botho	Pfhanelo dza vhathu pfhanelo dza vhuthu	Timfanelo ta vanhu
244	Human trafficking	The action or practice of illegally transporting people from one country or area to another, typically for the purposes of forced labour or commercial sexual exploitation.	Go gweba ka batho	Vhurengisavhathu mbambadzavhathu	Ngungumeriso wa vanhu
245	Hypermasculinity	Exaggerated image of hegemonic masculinity, mainly in the media. It overemphasises' the ideals, such as physical strength, aggression and sexuality set out for men.	Go itira kgwenyepa	Vhumaandafhadzavhannakh-aluli	Vunkanyamba
246	Incest	Human sexual activity between family members or close relatives.	Thobalano ka meloko	Vhuṭudzi	Masangu exikarhi ka maxakangati
247	Intersex	Person born with reproductive or sexual anatomy that doesn't fit the boxes of "female" or "male".	Bongpedi/ makgarematona	Mbeumvangwa	Rimbewunkahambanis o

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
248	Indirect discrimination	Occurs where an apparently neutral provision, criterion or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex.	Kgethollo ya photlega	Khethululotshayandivhiswa Tshiṭalulatshayandivhiswa	Xihlawuhlawunkankon gomo
249	Indirect violence	Attitudes, stereotypes, and cultural norms that underpin gendered practices and may cause gender-based forms of direct violence.	Merusu/dintwa tša photlega	Khakhathitshayandivhiswa	Madzolongankankong omo
250	Individual rights	Rights that accrue directly to an individual.	Ditokelo tša motho	Pfhanelo dza muthu pfhanelo dza vhuṇe	Timfanelo ta munhu
251	Inequality	The phenomenon of unequal and unjust distribution of resources and opportunities among members of a given society.	Go se lekalekane	Tshayandinganelo	Nkandzingano

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
252	Informal economy	The part of the economy that is not regulated by the government. It includes economic activities that are not taxed or monitored.	Ikonomi ya go se be molaong	likonomi zwayo	Ikhonominkaximfumo
253	Informal work	A job that is not officially regulated or recognized by the government. It can include temporary or part – time work and may not offer benefits like paid leave or medical aid.	Mošomo wa go se be molaong	Mushumozwawo	Ntirhonkaximfumo
254	Intergender	A person whose gender identity is midway between male and female.	Makgerematona	Thalusambeutshikati	Rimbewuxikarhi
255	Intersectionality	The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.	Go ba le dikarolokarolo	Khethekanyomvang wa kheth-ekanyomvang-wa	Mitlawanhlanga-no

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
256	Intimate partner violence	A pattern of assaultive and coercive behaviours, including physical, sexual, and psychological acts, as well as economic coercion, which adults or adolescents may use against their intimate partners without their consent.	Berusu ya balekane	Khakhathi nga vhafunani	Madzolonga ya varhandzani
257	Intra-household resource distribution	Dynamics of how different resources that are generated within or which come into the household are accessed and controlled by its members.	Kabaganyo ya methopo ya ka lapeng	Phaḡalad-zazwishumi-swamuṭani	Hangalaso wa swipfuno swa le ndyangwini
258	Invisible barriers	Attitudes and the underlying traditional assumptions, norms and values that prevent women's empowerment/full participation in society.	Diṭshitišo tše di sa bonagalego	Zwikundisitshayambonalo Zwikundisinzumbama Zwikhakhisitshayambonalo Zwikhakhisinzumbama	Swihingakanyankambo nako

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
259	Job segregation	The distribution of workers across and within occupations, based upon demographic characteristics, most often gender.	Kgethologanyo mošomong	Khethelulo-mushumoni	Xihlawuhlawu Emitirhweni Tshītalulamushumoni
260	Job sharing	A work arrangement where two or more people share a full-time job on a part time or reduced time bases.	Kabelano ya mošomo	Khovhekanyamishumo	Nkavelano wa mitirho
261	Judicial stereotyping	Practice of judges ascribing to an individual specific attributes, characteristics, or roles on the sole basis of her or his membership of a particular social group.	Batlolola ka semolao	Tsendamelasia kha vhulamukanyi	Mboyamelatlhe-lo hi swa vululami
262	Legal aid	Assistance provided by the state to persons who do not have sufficient financial means to defend themselves in court.	Thušo ya semolao	Vhutikedzi ha mulayo	Mpfuneto hi swa nawu
263	Legislation	The process of making or enacting laws.	Molawana	Theo ya milayo	vuendlamilawu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
264	Lesbophobia	Irrational fear of, and aversion to, lesbians.	Letšhogo bosadi ba go ratana seng	Vhushavhalesibieni Vhushavhalesibieni Vhuofhalesibieni vhuofhalesbieni mushavhamufunatshisadzingae	Rivengo ra vasatinavelana Rivengo ra vasatitsakelana
265	Lover	A partner in a sexual or romantic relationship outside marriage.	Moratiwa	Mufunwa	xigangu muhlekisani
266	Lesbian	Woman who is attracted to other women.	Mosadi wa go ratana ka seng	Mufunatshisadzingae Lesibieni Lesbieni	Wansatinavelana Wansatitsakelana Xitavanaxisati
267	LGBTQIA	Umbrella term used to denote individuals from the Lesbian, Gay, Bisexual, Trans and Queer/Questioning, Intersex and Asexual Community.	LGBTQIA	LGBTQIA	LGBTQIA
268	Maid	A female domestic worker.	Mothuši wa ka lapeng	Muthusi wa nḡuni	Mupfunikaya wa xisati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
269	Male	Biologically based references to the sex of a man.	Monna	Tshiduna	Xinuna
270	Maledom	A worldview focusing on male supremacy and dominance.	Bonna	Maandandaulitshinna	Butitwamatimba bya vaxinuna
271	Man	A person assigned a male sex organ at birth.	Monna	Munna	Wanuna
272	Marginalised position	Position of insignificant importance, influence, or power.	Maemo a go kgetholwa	Vhuimonyadzwa vhuimotsiedzwa	Xiyimo xo tsan'wiwa
273	Marginalised groups	Different groups of people within a given culture, context, and history at risk of being subjected to multiple discrimination due to the interplay of different personal characteristics or grounds, such as sex, gender, age, ethnicity, religion or belief, health status, disability, sexual orientation, gender identity, education, or income, or living in various geographic localities.	Dihlopha tša go kgetholwa	Zwigwadanyadzwa zwigwadatsiedzwa	Mitlawa yo tsan'wiwa

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
274	Marital rape	Non-consensual vaginal, anal, or oral penetration of the body of another person where the penetration is of a sexual nature, with any bodily part or with an object, as well as to any other non-consensual acts of a sexual nature, by a spouse or a partner with whom a victim of rape is or has been living in a partnership recognised by the national law.	Kato ka gare ga lenyalo	U tzhipywa mbinganoni U binywa mbinganoni	Mpfinyano wa vatekani
275	Marital status	Situation of a person according to their civil status as single, married, widowed, or divorced or any other relationship recognised by national law.	Maemo go tša lenyalo	Tshiimo tsha mbingano Tshiimo tsha nzeo	Xiyimo xa vukati
276	Marriage	A legally or formally recognized union of two people as partners in a personal relationship.	Lenyalo	Mbingano, nzeo	Vukati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
277	Marriage migration	Migration within countries or across borders due to marriage.	Go nyalwa ka bofaladi	Mupfhuluwo nga mbingano Mupfhuluwo nga nzeo	Ku rhurha hi vukati
278	Maternity leave	Leave from work to which a woman is entitled for a continuous period before and after giving birth.	Maikhuṭšo a setšwetši	ḽivi ya vhuimana ḽivi ya vhudzadze	Livhi ya vuyimana
279	Maternity protection	Special protection for pregnant women and women workers who recently gave birth or are breastfeeding to prevent harm to their or their infants' health, and at the same time ensure that they will not lose their job simply because of pregnancy or maternity leave.	Tšhireletšo ya setswetši	Vhutsireledza-vhuimana Vhutsireledza-vhudzadze	Nsirhelelo wa vuyimana
280	Medical abortion	Safe and effective non-surgical method of terminating early pregnancy using certain medications taken orally or through injections.	Rhedišo ya dingaka ka boramaphelo	Vhuṅulathumbu nga dzilafho	Nxixo hi xidokodela

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
281	Mentoring	Sheltered relationships 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.	Rutiša/hlahla	Vhudabe	Vudyondzisanti-rho
282	Men's studies	An academic field that examines the social, cultural, and historical construction of masculinity , focusing on the experiences and perspectives of men including how norms impact their lives, health and behaviours. notions of masculinity and femininity.	Dinyakišišo tša bonna	Ngudo ya vhanna	Tidyondzo ta vaxinuna

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
283	Minimum wage	Wage level defined in law or by agreement, representing the lowest possible rate an employer is permitted to pay.	Mogolo wa motheo	Muholo wa fhasisa muholo muṭukusa malamba a fhasisa Malamba maṭukusa	Muholo wa mpimahansi
284	Minority women	Women who have been singled out from the others in the society in which they live for differential and unequal treatment.	Basadi bao ba kgetholotšwego	Vhasadzi vha si gathi Vhakadzi vha si gathi Vhafumakadzi vha si vhanzhi Vhafumakadzi vha si vhanzhi	Vavasati va nhlayotsongo
285	Multiple burden of women	The unfair expectation that that women take on unpaid labour, and community tasks. This burden can affect women's health, quality of life and economic opportunities.	Mešomo/merwalo ye boima	Mihwalo	Mimbhoheko-nyingi

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
286	Multiple discrimination	Any combination of forms of discrimination against persons on the grounds of sex, racial or ethnic origin, religion or belief, disability, age, sexual orientation, gender identity or other characteristics, and to discrimination suffered by those who have, or who are perceived to have, those characteristics.	Kgethollontši	Khethululo nga vhunzhi Tshitalula nga vhunzhi	Xi-hlawuhlawunyingi
287	National machinery for the advancement of women	The promotion of gender equality and women's empowerment as central policy-coordinating structure inside government machinery.	Ditlhohleletši sa bositšhaba go kaonafatšo ya basadi	Zhendedzi la lushaka la mveledziso ya vhafumakadzi Zhendedzi la lushaka la mveledziso ya vhasadzi Zhendedzi la lushaka la mveledziso ya vhakadzi	Swiyenge swa rixaka swo antwisa vavasati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
288	National women's helpline	Service provided specifically to serve only, or predominantly, women victims of violence.	Mogalathušo wa bošetšhaba wa basadi	Lutingo lwa lushaka luthusavhafumakadzi mahala	riqingho ro pfuna vavasati va rixaka
289	New household economics	Approach to the analysis of the household in which the latter is depicted as combining the time of household members with market goods to produce the outputs or commodities it ultimately desires.	Maemo a maswa a ikonomi ya ka lapeng	lkonomi ntswa ya muṭa	Ntivoikhonomi wa le ndyangwi-ni wuntshwa
290	Surrogate marriage	When a family marries a woman for her to bear children for them. This woman is not attached to any man/husband but to the family. It often carries a negative connotation as it implies the woman is treated primarily as means to an end not as an equal partner in a marriage with agency over her own reproductive choices.	Ngwetši ya lapa	Mumalelwamuṭa	N'wingi wa ndyangu nsati wa ndyangu nsati wa swik-wembu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
291	Neutrois	It being gender neutral – that is, they have no gender, an absence of gender, or are null gendered.	Sehlokabong/ mohlokabong	Tshayavhuṭalu- sambeu	Nkarimbewu
292	Non-consensual pornography	Online distribution of sexually graphic photographs or videos without the consent of the individual in the images.	Phonokrafi ya go se kwanelwe	Phonogirafi tshayathendela- no Phonogirafi tshayathendela- no	Phonogirafu ya nkampfumelela- no
293	Non-governmental organisations	Non-profit, voluntary citizens' groups, principally independent from government, which are organised on a local, national, or international level to address issues in support of the public good.	Dihlongwa tša go se be tša mmušo	Zwiimiswa zwi si zwa muvhuso	Mihlangano yo ka yi nga ri ya mfumo

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
294	Non-sexist use of language	Avoidance of both an ambiguous generic masculine gender in the grammatical forms of nouns and discriminatory expressions which describe women and men in terms of their physical appearance, or the qualities and gender roles attributed to their sex.	Tšhomišo ya polelo yeo e sa šetšego bong	Tshumiso ya luambotshayavhudziasia kha mbeu	Matirhiselo ririmi ya nkarimbewu
295	Nursing	The profession or practice of providing care for the sick and infirm.	Booki	Vhuongi, Vhunese	Vuongori
296	Occupational gender segregation	Actual dominance of one sex in a particular occupation or the higher share of one sex relative to the expected share.	Kgethollo mošomong go ya ka bong	Khethululo naga vhutalusambeu mushomomi Tshitalula nag vhutalusambeu moshomoni	Xihlawuhlawu xo ya hi rimbewu emitirhweni
297	Occupational segregation	The distribution of workers across and within occupations, based upon demographic characteristics, most often gender.	Kgethollomošong	Khethululo mushumoni tshitalula mushomoni	Xihlawuhlawu emitirhweni

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
298	Older women workers	Women workers who are 40 years of age or older and are in a threshold when employees might perceive those opportunities for training and development at the workplace seem less available to them.	Bašomi ba basadi ba bagolwane	Vhashumi vha vhafumakadzi vhahulwane Vhashumi vha vhasadzi vhahulwane Vahashumi vha vhakadzi vhahulwane	Vatirhi va vabvana
299	Ombudsperson	A person usually appointed by the government or by parliament, having a significant degree of independence and is mandated with representing the interests of the public by investigating and addressing complaints of maladministration or a violation of rights.	Molwedi wa semušo	Muambeli ombadi	Mulavisisaswivilelo ombadi
300	Pansexual	Not limited in sexual choice with regard to biological sex, gender, or gender identity.	Bongphatlalalo	Mufunambeudzothe	Nkahlawularimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
301	Paradox	A seemingly absurd or contradictory statement or proposition which when investigated may prove to be well-founded or true.	Makgethepolelo/kgakantšhano	Tshidihanedzi khanganyedzo	Xitikaneti nkane-to
302	Parental leave	Leave granted to either parent in order to care for a child.	Maikhutšo a botswadi	Livi ya mubebi ya vhlondarwana	Livhi ya vutswari
303	Parental rights	Rights and obligations of parents concerning their children.	Ditokelo tša botswadi	Pfhanelo dza mubebi	Timfanelo ta vutswari
304	Parenting	Be or act as a mother or father to someone.	Botswadi/go lela	Vhubebi	Vutswari
305	Parity	The state or condition of being equal, especially as regards status or pay.	Tekatekano	Ndinganelo	Ndzingano
306	Parity democracy	Full integration of women, on an equal footing with men, at all levels and in all areas of the workings of a democratic society, by means of multidisciplinary strategies.	Demokrasi ya tekatekano	Ndinganelo ya vhubehavhothe Ndinganelo ya dimokirasi Ndinganelo ya dimokrasi	Xidemokirasi xa ndzingano

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
307	Parity threshold	Achieving the goal of equal participation of women and men, a 50/50 participation rate is generally considered as the parity objective.	Poelo ya tekat-ekano	Ndinganelo ya kukalele	Mpimandzingano
308	Part-time employment	Employment where the worker works fewer hours than the usual number of full-time working hours.	Mošomo wa lebakanyana	Mushumo wa tshifhinganyana	Ntirhoxinkadyana
309	Participatory gender audit	Tool and a process based on a participatory methodology. It seeks to promote organisational learning at the individual, work unit and organisational levels on the subject of how to practically and effectively mainstream gender.	Tlhakišo ya botšeakarolo ba bong	Vhushelamulenzhe kha odithi ya vhuṭalusambeu	Oditi ya rimbewu ya vutekaxiave

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
310	Paternity leave	Fixed amount of leave that the father of a child may take at the time of birth, or to fixed amounts of time in any year or period of years.	Maikhušo a setswešhi a tate	Livi ya vhudzadze nga khotsi	Livhi ya vutatana
311	Patriarchy	Social system of masculine domination over women.	Kgatelelo ya basadi	Maandafhadzo kha vhanna	Nkhonyo wa vavavuna
312	Pay gap	Pay disparities between men and women.	Phapano ya megolo	Tshayingane-lo ya miholo	Vangwa hi miholo
313	Penis	The external male sex organ.	Ntoto	Nnyo Tshitungulo	Mbolo Xirho xa rimbewu ra xinuna
314	Physical violence	Bodily harm suffered because of the application of immediate and unlawful physical force often associated with sexual and psychological violence resulting in injuries, distress and health problems.	Merusu/dintwa	U tambudza muvhili	Madzolonga ya xinyama Madzolonga ya miri
315	Polyamory	Polyamory is a type of open or non-monogamous relationship that follows certain guidelines.	Pholiyamori	Vhumalavhan-navhanzhi	Pholiyamori vur-handzananyingi

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
316	Polyandry	When a woman is married to more than one husband at a time,	Pholiyandri	Vhumalavhan-navhanzhi	Wansati wa vavavunanyingi
317	Polygamy	The practice of marrying multiple spouses.	Pholikami	Vhumalavhasa-dzivhanzhi Vhumalavhafu-makadzivhanzhi Vhumala-vhakadzivhanzhi	Vukatinyingi
318	Polygyny	When a man is married to more than one wife at the same time.	Pholitšini	Vhumalwa nga vhasadzi vhanzhi Vhumalwa nga vhafumakadzi vhanzhi Vhumalwa nga Vhakadzi vhanzhi	Tshengwe
319	Positive action	when an employer takes steps to help or encourage certain groups of people with different needs, or who are disadvantaged in some way, access work or training.	Tlhohleletšo	Nyitokwayo Vhukandokwaho	Gozanene

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
320	Positive discrimination	The practice or policy of favouring individuals belonging to groups which suffer discrimination.	Kgethollo ya maleba	Khethululokwayo Tshiṭalulakwayo	Xhlawuhlaw-unene
321	Positive measure	Action aimed at favouring access by members of certain categories of people, in this particular case, women, to rights which they are guaranteed, to the same extent as members of other categories, in this case, men.	Magato a maleba	Magakwao	Vona positive action
322	Power relations	The set of roles, behaviours, and attitudes that societies define as appropriate for women and men ('gender') can be the cause, consequence, and mechanism of power relations, from the intimate sphere of the household to the highest levels of political decision-making.	Maatla a dika-mano	Maandandanga matshilisano	Vuxaka bya matimba

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
323	Practical gender needs of women	Needs women identify in their socially accepted roles in society.	Dinyakwa tša nnete tša bong bja bosadi	Thoḁeanyit-wavhuṭalusambeu dza vhafumakadzi Yhoḁeanyit-wavhuṭalusambeu dza vhasadzi ṭhoḁeanyit-wavhuṭalusambeu dza vhakadzi	Swidingorimbewu swo endla swa vaxisati
324	Pre-natal sex selection	Choosing to continue or terminate a pregnancy based on the baby's sex.	Kgetho ya bong pele ga pelego	Vhuthuthathumbuvhukhethambeu Vhubvisathumbuvhukhethambeu Vhukwashathumbuvhukhethambeu, Vhuṅulathumbuvhukhethambeu	Ku hlawula ku herisa vuyimana hi rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
325	Preferential treatment	Treatment of one individual or group of individuals in a manner that is likely to lead to greater benefits, access, rights, opportunities, or status than those of another individual or group of individuals.	Valafo ka go kgetholla	Kufarelweṭhaluli	Ku khoma hindlela yo tsakela
326	Pregnancy	Nine months during which a woman carries a developing embryo and fetus in her body.	Boimana	Vhuḡihwali Vhuimana Vhukole u vha na thumbu	Vuyimana
327	Prejudices	A preconceived opinion that is not based on reason or actual experience.	Go tšea lehlakore	Luvhengelambiluni	Vonelo ra nkavumbhoni
328	Principle of equal treatment	A state of no direct or indirect discrimination based on sex and gender, including less favourable treatment of women for reasons of pregnancy and maternity.	Molawana wa go se tšee lehlakore	Mulayo wa kufarelwe ku linganaho	Nsinya wa makhomelo yo ringana

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
329	Proactive measures	Legislative and other measures aimed to protect victims as well as their families and witnesses from any further form of violence and re-victimisation or secondary victimisation, at all stages of investigations and judicial proceedings.	Magato pele ga tiragalo	Magathangeli a tsireledzo	Magozanene ya nsivelo
330	Prosperity	The state of being prosperous.	Katlego	U bvelela	Humelelo
331	Protection order	A court order that tells an abuser to stop the abuse and sets certain conditions preventing the abuser from harassing or abusing the victim again.	Taelo ya tšhire-lešō	Ndaelatsireledzi	Xileriso xa nsirhelelo

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
332	Psychological assault	Assault that can vary from threats of violence and harm to emotional abuse. It includes tactic of control based on a wide variety of verbal attacks, humiliations or affective neglect, following a pattern of coercive behaviour towards the woman victim.	Tlhapalo	U tambudza lwa muhumbulo	Nxaniso wa miehleketo
333	Psychological violence	Any intentional conduct that seriously impairs another person's psychological integrity through coercion or threats.	Tlaišo ya maikutlo	Khakhathi dza muhumbulo	Madzolonga ya miehleketo
334	Public/private dichotomy	Dichotomy arises from its gendered nature, and from the association of masculinity and the public, and femininity and the private.	Phapano ya phatlalatša/ya sephiri	Phambano ya nnyi na nnyi Phambano yo khetheaho Phambano ya phuraivethe Phambano ya phraivethe	Ku hambana ka rimbewu ka mani na mani

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
335	Queer	All individuals fall outside of the gender and sexuality norms.	Maarogi go bong	Vhafunambeungavho	Rimbewunkan-tolovelek o
336	Queer theory	Theoretical reflection, developed in the humanities in the mid-1980s against a backdrop of growing theoretical interest in sexualities, which was coterminous with the civil movement's adoption of the word 'queer', which previously had a pejorative meaning.	Teori ya maarogi go bong	Thiyori ya vhafunambeungavho	Thiyori ya rimbewunkan-tolovelek o

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
337	Rape	Any non-consensual vaginal, anal, or oral penetration of the body of another person where the penetration is of a sexual nature, with any bodily part or with an object, as well as any other non-consensual acts of a sexual nature by the use of coercion, violence, threats, duress, ruse, surprise or other means, regardless of the perpetrator's relationship to the victim.	Kato	U tshipa U binya	Ku pfinya
338	Rape crisis center	An agency offering advice and support to victims of violent sexual crime.	Lefelo la masetlapelo a kato	Senthara ya zwiwo zwa u tshipywa Senthara ya zwiwo zwa u binywa	Senthara ya vapfinyiwa
339	Rape culture	Complex of beliefs that encourages male sexual aggression and supports violence against women.	Setlwaedi go kato	Mvelele ya u tshipa mvelele ya u binya	Mitolovelo yo pfinya

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
340	Re-victimization	To be victimized again.	Go sotlwa/ tlaišwaleswa	U pondwa hafhu	Nxanisetelo ntwisetela ku vava
341	Refuge	A place of safety.	Botšhabelo	Vhudzumbamo vhukhudo vhushavhelo	Vuchavelo vutumbelo
342	Refugee women	Any woman who meets the eligibility criteria under the applicable refugee definition, as provided for in international or regional refugee instruments, under the mandate of the United Nations High Commissioner for Refugees, and/or in national legislation.	Mosadi wa mofaladi	Vhafhalali vha vhafumakadzi Vhafhalali vha vhasadzi Vhafhalali vha vhakadzi Tshavhi dza vhafumakadzi Tshavhi dza vhasadzi Tshavhi dza vhakadzi	Mubaleki wa wansati mutum- berī wa wansati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
343	Regulation of part-time work	Introduction of rules that 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.	Taolo ya mošomo wa lebakanyana	Ndaulo ya mushumo wa tshifhinganyana	Ku lawula ka ntirhoxinkadyana
344	Religious law	Religious law refers to ethical and moral codes taught by religious traditions.	Molao wa sedumedi	Mulayo wa vhurerei	Nawu wa vukhonger
345	Representation of women of the same religion	People appointed to advocate for the interests of women.	Temelo ya basadi ba tumelotee	Vhuimelavhafu-makadzi vha vhurerei vhuthihi vhuimelavhasadzi vha vhurerei vhuthihi vhuimelavhakadzi vha vhurerei vhuthihi	Vuyimeri bya vavasati bya vukhongerifana

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
346	Reproductive health	State of complete physical, mental, and social well-being, not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes.	Lephelo la tša tswala/pelego	Mutakalo wa mbebo	Rihanyo ra mbeleko
347	Reproductive rights	The legal right to contraception, abortion, fertility treatment, reproductive health, and access to information about one's reproductive body.	Ditokelo go tša tswala/pelego	Pfhanelo dza mbebo	Timfanelo ta mbeleko
348	Reproductive work	All the tasks associated with supporting and servicing the current and future workforce – those who undertake or will undertake productive work. It includes childbearing and nurture but is not limited to these tasks.	Mošomo wa pelegišo/ tswadišo	Mushumo wa mbebo	Mitirho ya le ndyangwini

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
349	Revenge porn	The non-consensual distribution of a sexually explicit or nude photograph or video of individuals without their consent with the aim of revenge.	Boitefeletšo ka phono	Phonogirafindifhedzi Phonografindifhedzi	Phonogirafu yo rihisela
350	Sex	Biological and physiological characteristics that define humans as female or male.	Bong	Mbeu	Rimbewu
351	Sexual assault	When someone touches another person in a sexual manner without their consent or when someone makes another person take part in a sexual activity with them without that person's consent.	Tlaišo go tša bong	U tambudza lwa vhudzekani	Nxaniso hi swa masangu
352	Sexual preference	When a person can choose who they are sexually or romantically attracted to.	Kgetho go tša marato	Khetho kha vhudzekani	Ntsakelarimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
353	Sexuality	Central aspect of being human throughout life and encompasses sex, gender identities and role, sexual orientation, eroticism, pleasure, intimacy, and reproduction.	Tša bong	Khethadzan-galelombeuni vhukhethadzan-galelovhudze-kanini	Masangu
354	Safe housing	Emergency, transitional, or permanent shelter/housing that is confidentially located to respond to critical situations, usually related to domestic violence.	Lefelo la polokego	Nngu ya vhukhu-do Nngu ya tsireledzo	Tindlu to hlayiseka
355	Safe motherhood	Concept and conditions for ensuring that women receive the appropriate services in connection with pregnancy, childbirth, and the post-natal period, including family planning and emergency obstetric care.	Polokego ya bomma	Tsireledzo ya vhumme	Vumanana byo hlayiseka

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
356	Secondary victimization	The victimization that occurs not as a direct result of the criminal act but through the response of institutions and individuals to the victim.	Tšhošetšo ya tlaleletšo	Vhupondwahafu	Nxanisonkankongomis o
357	Segregation	The action or state of setting someone or something apart from others.	Kgethollo	Khethululo tshiṭalula	Xihlawuhlawu
358	Sex bias in data collection	Underreporting or misreporting of demographic, social or economic characteristics associated with one of the sexes.	Kgoboketšo ya dathakgetholla-bong	Vhudzhasia ha mbeu kha khuvhanganyo ya data	Mboyamelatlhe-lo wa rimbewu eka Nhlengeleto wa switiviwa Mboyamelatlhe-lo wa rimbewu eka nhlengeleto wa data
359	Sex discrimination	The practice of treating male and female people unequally.	Kgethollo go ya ka bong	Tshiṭalula nga mbeu khethululo nga mbeu	Xihlawuhlawu xa rimbewu
360	Sex stereotype	The formation or promotion of a fixed general idea or image of how men and women will behave.	Kakaretšo ya bong	Kuvhoneletsen-damelasia kha mbeu	Mboyamelatlhe-lo wa rimbewu matlilapisi ya rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
361	Sex trade	Trade in human beings, largely in women and children, for the purpose of sexual exploitation.	Kgwebo ka thobalano	Mbambadza-vhudzekanik-hombetshedzwa	Bindzu ra swa masangu
362	Sex trafficking	The action or practice of illegally transporting people from one country or area to another for the purpose of sexual exploitation.	Kgwebišano ka thobalano	Vhukhukhunisela zwa vhudzekani vhuvhambadza-vhudzekanik-hombetshedzwa	Ngungumeriso wa swa ma-sangu
363	Sex-disaggregated statistics	Data collected and tabulated separately for women and men allowing the measurement of differences between women and men in terms of various social and economic dimensions and are one of the requirements to obtaining gender statistics.	Dipalopalo tša go se lekalekane go tša bong	Mbalombalo ya khethululo ya mbeu mbalombalo ya tshiṭalula tsha mbeu	Tinhlayonhlayo to hambana ta rimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
364	Sex reassignment surgery	Surgical procedure by which transgender person's physical appearance and function of their existing sexual characteristics are altered to resemble those socially associated with their identified gender.	Tlhamoleswa ya bong	Yhushandukisambeu	Ncinco wa rimbewu
365	Sexism	Actions or attitudes that discriminate against people based solely on their gender.	Kgethollo ka bong	Vhuṭalulambeu	Cuhlawularimbe-wu
366	Sexual abuse	Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.	Tlaišo ya bong	U tambudza lwa vhudzekani	Nxaniso hi masangu
367	Sexual exploitation	Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another.	Tlaišo ya bong	U tambudzwa lwa vhudzekani u shumiswa kha vhudzekani	Vona sexual abuse

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
368	Sexual harassment	From gender-based violence encompassing acts of unwanted physical, verbal, or non-verbal conduct of a sexual nature, which have a purpose or effect of violating the victim's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment.	Tšhošetšo ya bong	U tambudzwa lwa vhudzekani	Nxaniso hi swa masangu
369	Sexual health	State of physical, emotional, mental, and social well-being related to sexuality; it is not merely the absence of disease, dysfunction, or infirmity.	Lephelo la bong	Mutakalo wa vhudzekani	Rihanyo ra rimbewu
370	Sexual identity	How one thinks of oneself in terms of attraction to the same sex or members of the other sex, based on one's own experiences, thoughts, and reactions, rather than defining oneself based on the gender or sex of one's sexual partner(s).	Tlhaolo ya bong	Vhuṭalusambeu	Vona gender identity

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
371	Sexual orientation	The sex of those to whom one is sexually and romantically attracted.	Kgetho ya bong	Thalulambeu vhuḍivhisambeu	Vutsakelarimbe- wu
372	Sexual rights	norms that emerge when existing human rights are applied to sexuality.	Ditokelo tša bong	Fhanelo dza mbeu	Timfanelo ta swa masangu
373	Sexual slavery	A particular form of enslavement which includes limitations on one's autonomy, freedom of movement and power to decide matters relating to one's sexual activity. Thus, crime also includes forced marriages, domestic servitude or other forced labor that ultimately involves forced sexual activity.	Bokgoba bja thobalano	Vhupuli ha vhudzekani	Vvuhlonga bya swa masangu
374	Sexual stereotype	Occurs when someone has a preconceived idea about how someone should be, act or behave based on the person's sex.	Akaretšo ya bong	Kuvhoneletsen- damelasia kha mbeu	Mboyamelatlhe- lo hi swa ma- sangu Matlilapisi ya swa masangu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
375	Sexual violence	Any non-consensual sexual act or attempt to obtain an act of a sexual nature that is performed on another person without her or his freely given consent, irrespective of the relationship between the perpetrator and the victim, in any setting, including but not limited to home and work.	Merusu ya thobalano	Khakhathi dza vhudzekani	Madzolonga ya swa masangu
376	Sexual violence referral Centre	Centre that provides specialised services to victims of sexual violence, such as immediate medical care and trauma support combined with immediate forensic examinations to collect the evidence needed for prosecution, plus long-term psychological counselling and therapy, support to victims during court proceedings, and other practical help.	Lefelo la go romela batlaišwa ba tša thobalano	Sentharaphiriselwa ya khakhathi dza vhudzekani	Senthara ya nkongomiso wa madzolonga ya swa masangu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
377	Shelter	A place that helps individual escape the instances of domestic violence and intimate partner violence and act as a place for protection.	Botšhabelo	vhukhudo, vhudzumbamo	vutumbelo
378	Single parent	A person bringing up a child or children without a partner.	Motswadinoši	Mubebiwoga mubebimuḽiimisi	Mutswarin'we
379	Sissy	A person regarded as effeminate or cowardly.	Mantetswane	Muḽifaratshisadzi Muḽifaratshikadzi muḽifaratshifu- makadzi	Mutikhomaxisati
380	Social equality	State of affairs in which all people within a specific society or isolated group have the same status in certain respects, including civil rights, freedom of speech, property rights and equal access to certain social goods and services.	Tekatekano go tša leago	Ndinganelo ya matshilisano	Ndzingano wa vaaki

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
381	Special measures	Generic measures are necessary to compare outcomes across different populations and interventions, particularly for cost-effective studies.	Magato a go ikgetha	Magakhethea maga o kheth-eaho	Magoza yo hlawuleka
382	Specific action	Measures targeted at a particular group and intended to eliminate and prevent discrimination or to offset disadvantages arising from existing attitudes, behaviours, and structures.	Tiro ye itšego	Vhukandon-divhiswa nyiton-divhiswa magandivhiswa	Goza ro kongomo
383	Spouse	A life partner in a marriage, civil union, or common-law marriage.	Molekane	Mufarisi	Muringani xipawusi
384	Stakeholder consultation	Consultation that helps to make law and policymaking transparent, well targeted, and coherent.	Ditherišano tša baamegi	vhuvhudzis-avhashelamulenzhe	Nkanelo wa Vakhomaxiave

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
385	Stalking of women	Form of violence against women defined as repeatedly engaging in threatening conduct directed at a woman, causing her to fear for her safety.	Tšhalomorago ya basadi	Vhusalamurahu-vhafumakadzi Vhusalamurahu-vhasadzi Vhusalamurahu-vhakadzi Vhushushedza-vhafumakadzi Vhushushedza-vhasadzi Vhushushedza-vhakadzi Vhutovholavhafumakadzi Vhutovholavhasadzi	Nandzelelanxani-so wa vavasati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
386	Stateless women	Women who, under national laws, does not have a legal bond of nationality with any state.	Mosadi hloka naga ya boššo	Vhafumakadzitshayatshidzulapo Vhasadzitshayatshidzulapo Vhakadzitshayatshidzulapo Vhafumakadzitshayamurafho Vhasadzitshayamurafho Vhakadzitshayamurafho	Vavasati vo pfumala tiko
387	Statistical gender bias	Effect that deprives a statistical result of representativeness by systematically distorting it, due to prejudiced actions or thoughts based on gender-based perceptions that women are not equal to men.	Phapogo ya dipalopalo tša bong	Mbalombalo dza vhudzhi-siavhuṭalusambeuni	Mboyamelathe-lo wa rimbewu hi tinhlayohlayo

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
388	Statutory rape	Nonforcible sexual activity in which one of the individuals is below the age of consent.	Kato ya ngwana	Vhudzekani na ñwana u tshipya ha ñwana u binywa ha ñwana	Bu pfinya vana
389	Sterilization	A permanent method of birth control that involves tubal ligation for women and vasectomy for men.	Go a tswalela pelego	Vhuvalambebo phahulo	Ndayambeleko
390	Sticky floor	A discriminatory employment pattern that keeps workers, mainly women, in the lower ranks of the job scale, with low mobility and invisible barriers to career advancement.		Vhuimotshayand- inganelo nga mbeu	Nkantlakuso wa vavasati
391	Strategic gender interest	Interests identified by women as a result of their subordinate social status, and tend to challenge gender divisions of labour, power and control, and traditionally defined norms and roles.	Tumo ya lea- notšhomo la bong	Dzangalelo la maitele nga vhuṭalusambeu	Ntsakelo wa rimbewu wa vuqhinga

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
392	Strategic gender needs	What women or men require in order to improve their position or status in regard to each other by placing them in greater control of themselves instead of limiting them to the restrictions imposed by socially defined roles.	Dinyakwa tša leanotšhomo la bong	Thodea dza maitela a vhuṭalusambeu	Swidingo swa rimbewu swa vuqhinga
393	Structural adjustment	A set of economic policy reforms that a country must adopt in order to receive International funding. The goal is to make the country more competitive and reduce economic dependence.	Peakanyoleswa ya ikonomi	Nzudzanyat-shivhumbeo	Antswiso wa xivumbeko
394	Structural inequality	Embedding of gender inequalities in social structures, based on institutionalised conceptions of gender differences.	Go se lekalekane ga dihlongwa	Yshayandinganelo ya tshiimiswa	Nkandzingano wa swivumbeko

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
395	Structural violence	From violence wherein a social structure or a social institution may harm people by preventing them from meeting their basic needs.	Dintwa tša dihlongwa	Khakhathi dza tshiimiswa	Madzolongwa ya swivumbeko
396	Substantive equality	fundamental aspect of human rights law that is concerned with equitable outcomes and equal opportunities for disadvantaged and marginalized people and groups in society.	Tekatekano go bohle	Ndinganelo ya mutheo	Ndzingano wo khomeka
397	Suffragette	A woman seeking the right to vote through organized protest.	Mosadi wa molweladitokelo	Mulwelapfhanelo dza vhafuma-kadzi Mulwelapfhanelo dza vhasadzi Mulwelapfhanelo dza vhakadzi	Wansati wo lwela fimfanelo to vhota

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
398	Survivor	A person with a frame of mind that promotes self-empowerment and a person's ability to overcome a traumatic event.	Mophologi	Muponyi	Muponi
399	Symbolic violence	The advantage that people and groups exert against others because of their higher status in the social structure of society.	Kgatelelo	Khakhathi nga zwigwa	Nadzolonga hi swiyimo
400	Transgender	Person who has a gender identity different to the gender assigned at birth and who wishes to portray gender identity in a different way to the gender assigned at birth.	Moiphetošabong	Mushandu-lavhuṭalusambeu	Muticincarimbe-wu
401	Transman	A person who has transitioned from being female to male	Moiphetošetša-bonneng	Musadzimushandul ambeu	Muticincarimbe-wu wa xinuna
402	Transphobia	Irrational fear, dislike and discrimination against transgender or transsexual people.	Letšhogo la baiphetošabong	Vhuofhavhushandu kisambeu	Rivengo ra vaticincarimbe-wu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
403	Transwoman	Person who has transitioned from being male to female.	Moiphetošetša-bosading	Munnamushan-dula mbeu	Vuticincarimbe-wu wa xisati
404	Temporary special measures	Measures aimed at accelerating the improvement of the position of women with a view to achieving substantive equality with men.	Magato a go ikgetha a nakwana	Magakhethea a tshifhinganyana	Magoza ya xinkadyana yo hlawuleka
405	Testosterone	A steroid hormone that stimulates development of male secondary sexual characteristics, produced mainly in the testes, but also in the ovaries and adrenal cortex.	Homoune ya bonna	Thesitositerouni Thestosterouni	Thesithesiteroni
406	Time use survey	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.	Kelotšhomišo ya nako	Tsedzuluso ya kushumisele kwa tshifhinga	Mbalango wo tirhisa nkarhi

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
407	Tokenism	The practice of doing something (such as hiring a person who belongs to a minority group) only to prevent criticism and give the appearance that people are being treated fairly.	Tirošhomišo	Swiswimbadise	Vukanganyisi
408	Tools for gender mainstreaming	Appropriate workplan and tools to implement and to monitor gender mainstreaming.	Mokgwatshepedišo wa tša bong	Zwishumiswa zwa vhu-katelavhuṭalu-sambeu	Switirho swa ntekelahlokweni wa rimbewu
409	Traditional harmful practices	Practices harmful to women and girls that are grounded in discrimination and associated with 'tradition'.	Ditlwaedi tše kotsi tša sešo	Maitela a sialala a vhaihah	Mitolovelo yo onha ya ndhavuko

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
410	Trafficking in women and girls	Form of trafficking that targets women and girls – in particular, but not limited to, those in the most disadvantaged positions.	Kgwebišano ka basadi le banen-yana/basetsana	Vhuvhambadza-vhafumakadzi na vhasidzana Vhuvhambadza-vhasadzi na vhasidzana Vhuvhambadza-vhakadzi na vhasidzana	Ngungumeriso wa vavasati na vanhwanyana
411	Transsexual	A person who prefers another gender than their birth gender and feels the need to undergo physical alterations to the body to express this feeling, such as hormone treatment and/or surgery.	Modumabong-bošele	Mushandulam-beu	Mucincarimbewu
412	Transsexuality	A person who is emotionally and psychologically feels that they belong to the opposite sex.	Boiphetošabong	Muḍipfham-beuphambana	Vucincarimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
413	Transitioning	A process of changing the way you look and how people see and treat you so that you become the gender you feel on the inside.	Mokgwaphetošo wa tebelelego ya bong	Vhushandukisambeu	Ku cinca
414	Transvestite	A person, typically a man, who derives pleasure from dressing in clothes primarily associated with the opposite sex.	Moaparatša-bong bošele	Muambara-phambanambeu	Vona drag king
415	Triple burden	The idea that women have three main responsibilities, viz paid work, housework, and caregiving. This can include childcare, domestic tasks, and emotional labour.	Kgatelelo matlafatšong	Muhwalokararu	Mbhohekonharhu
416	Triple role	Reproductive, productive and community managing role.	Tema ye e kgathwago ke basadi	Mushumokararu	Xavenharhu
417	Triple task	Reproductive, productive and community managing task.	Nešomo ye e dirwago ke basadi	Mushumokararu	Vona triple role
418	Unisex	Designed to be suitable for both sexes.	Diaparwa ke bong bohle	Zwa mbeu dzoṭhe	Nkarimbewu

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
419	Unpaid work	Work that produces goods and services, but which carries no direct remuneration or other form of payment like housework and care work.	Mošomo ntle le tefo	Mushumotshayambadelo	Nirhonkahakelo
420	Unsafe abortion	Procedures for terminating a pregnancy performed either by persons lacking the necessary skills or in an environment lacking the basic medical and standard sanitary conditions, or both.	Go ntšha mpa mo go sa bolokegago	Vhuthuthathumbutshayat-sireledzo vhukwashathumbutshayatsireledzo vhuṅulathumbutshayatsireledzo Vhubvisathumbutshayat-sireledzo	Nxixonkanhlayiseko
421	Vagina	The genital canal in the female leading from the opening of the valva to the cervix of the uterus.	Nnyo	Nnyo Vumbo Vumbu	Xitombo Xirho xa rimbewura Xisati
422	Vertical segregation	The situation where people do not get jobs above a particular rank in organizations because of their race, age or sex.	Kgethollo	Khethululondivhiswa	Xi-hlawuhlawuhenhlad zi

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
423	Victim	Natural person who has suffered harm (including physical, mental, or emotional harm or economic loss) directly caused by a criminal offence.	Motšwasehlabele	Shipondwa	Muxanisiwa mutwisiwaku- vavUa
424	Victimization	Any deliberate action taken by a person or institution to exploit, oppress or harm another, or illegally obtain another's property.	Go lweša bohloko/go dirwa motšwase- hlabele	U tambudzwa u shengedzwa u pondwa	Vuxanisi Vutwisakuvava
425	Violation	A breach, infringement, or transgression of a law or rule / rape, sexual assault, molesting/ravishing.	Go roba molao	U pfhuka	Vutlulanawu
426	Violence against women	Violation of human rights and a form of discrimination against women including all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological, or economic harm.	Twantšho ya basadi	Khakhathindivhis- wavhafumakadz- ini Khakhathindivhis- wavhasadzini Khakhathindivhis- wavhakadzini	Madzolonga ehenhla ka vavasati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
427	Violence against women in conflict situations	Violence experienced by women and girls during armed conflict.	Twantšho ya basadi nakong ya dithulano	Khakhathindivhiswavhafumakadzini hu re na khudano Khakhathindivhiswahasadzini hu re na khudano Khakhathindivhiswvhakadzini hu re na khudano	Madzolonga ehenhla ka Kavasati eka swiyimo swa mitlimbo
428	Violence at work	Any act or threat of physical violence, harassment, intimidation or other threatening disruptive behaviour that occurs at the workplace.	Dintwa mošomong	Khakhathi dza mushumoni	Nadzolonga emitirhweni
429	Vulnerable groups	Groups of people who due to factors usually considered outside their control do not have the same opportunities as other more fortunate groups in society.	Dihlopha tša go ba kotsing	Zwigwadatshayanungo zwigwadatshayavhudipileli	Mitlawwa ya nkansirheleleko

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
430	Widow	A woman who has lost her spouse by death and has not married again.	Mohlologadi/ mohwana	Tshilikadzi	Noni
431	Widow inheritance	A practice where a widow is married to a male relative of her late husband, with no regard to the man's character.	Lefa la mohlologadi	Vhumalwat-shiqingda	Ndzhaka ya noni
432	Widower	A man who has lost his spouse by death and has not married again.	Mohlolo	Munnamufelwa	Nguluve
433	Witch	A person thought to have magic powers, especially evil ones, popularly depicted as wearing a black cloak and pointed hat and flying on a broomstick.	Moloi	Muloi	Noyi
434	Woman	A person assigned female sex at birth or a person who identifies herself as a woman.	Mosadi	Musadzi mufu-makadzi	Wansati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
435	Womanizer	A man who engages in numerous casual sexual affairs with women.	Sejabana/ Seatlantepeng	Gwambudza- vhadzimba munna a no funesa vhasadzi Munna a no funesa vhafuma- kadzi Munna a no funesa vhakadzi	Murhandzaxiteke
436	Womankind	Women considered collectively.	Bosadi	Vhafumakadzi Vhufumakadzi Vhukadzi Vhusadzi	Vavaasati
437	Women entrepreneur	Female who organizes and manages an enterprise, especially a business.	Mmakgwebo	Vhafuma- kadzivhabindudzi Vhasadzivhabin- dudzi Vhakadzivhabin- dudzi	Van'wamabind- zu va vavasati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
438	Women's human rights	Revolutionary notion that is aimed at emphasizing that women's rights are human rights.	Ditokelo tša basadi tša botho	Pfhanelo dza vhuthu dza vhafumakadzi Pfhanelo dza vhuthu dza vhasadzi	Timfanelo ta vanhu ta vava-sati
439	Women's liberation	The emancipation of women from inequalities and subservient status in relation to men.	Tokologo ya basadi	Mbofholowo ya vhafumakadzi Mbofholowo ya vhasadzi Mbofholowo ya vhakadzi	Ntshunxeko wa vavasati
440	Women's shelter	A place of temporary protection and support for women and children escaping domestic violence and intimate partner violence.	Botšhabelo bja basadi	Vhudzumbam-avhafumakadzi Vhudzumbam-avhasadzi vhudzumbam-avhakadzi Vhukhudavhafumakadzi Vhukhudavhasadzi Vhukhudavhakadzi	Vutumbelo bya vavasati

	English	Definitions	Sesotho sa Leboa	Tshivenda	Xitsonga
441	Women's studies	An academic field that examines women's experiences and knowledge through a variety of methods. It drives on feminism and interdisciplinary approaches to study social and cultural constructs.	Dithuto tša basadi	Ngudavhafumakadzi Ngudavhasadzi Ngudavhakadzi	Tidyondzo ta vavasati
442	Work-family balance	Dual responsibility for maintaining the home and family and carrying out paid work.	Tekatekano ya mešomo (ka lapeng le mošomong)	Ndinganyisamushumo na muṭa	Ndzingano wa ntirho na ndyan-gu
443	Work-life balance	Division of time and focus between working and family or leisure activities.	Tekanyetšo ya bophelo moopa, lefetwa, kgope,	Ndinganyisamushumo na vhutshilo	Ndzingano wa ntirho na vutomi

Notes

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Lined area for writing notes.

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