Glossary

Equal pay: ‘Equal pay for Equal Work’ is the demand for equal remuneration for people doing work of equal value. The issue of equal pay has been a long standing and important discussion in the feminist movement.

Euro-centric: The practice of seeing the world from a European perspective and a European understanding of things.

Gender binary (and non-gender binary): The system of splitting sex and gender into male/female or masculine/feminine. Non-gender binary people do not identify as a man or woman and feel that gender is fluid.

Intersectionality: A term attributed to Professor Kimberlé Crenshaw. It stands for the recognition and consideration of multiple and overlapping identities and power structures. For example, the experiences of a black disabled woman might be very different from those of a white straight woman.

Multiculturalism: There is a lot of academic debate on what the term ‘multiculturalism’ refers to, but it is usually taken to mean the co-existence of different cultures (which may be defined by religious or racial/ethnic groups with their own set of values, behaviours and customary practices) in any given place and context.

Occupational gender segregation: This refers to the disproportionate distribution of people in different professions and industries based on their gender. For example, the concentration of women in administrative and secretarial work and the concentration of men in engineering and construction.

Suffragettes: Members of the suffrage movement who adopted militant tactics to demand the right to vote for women.

Suffragists: Also members of the suffrage movement but who disagreed with the suffragettes over their use of militant tactics to demand the right to vote.