Gender-based Analysis / Gender Mainstreaming
Annotated Bibliography

Status of Women Canada
Gender-based Analysis Directorate
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Guides and Tools

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INTERNATIONAL

ARCI-DONNA (2000). *Recipes, Best Practises of Gender Mainstreaming (National, Regional, Local)*. **Palermo, Italy: ARCI-DONNA - Mainstreaming: Medium Term Community Action Program of Equal Opportunities for Men and Women.**

This document outlines Sweden's gender equality policy and fundamental concerns regarding individual economic independence for women and men. Sweden's gender equality goals and equal opportunity strategies are presented for national, regional and local levels. Mainstreaming and its impact on power distribution, education, regional policy, employment, and resource allocation are discussed. Guidelines for ensuring gender equality is integrated into all government are highlighted. A guide for policy and program professionals interested in integrating gender mainstreaming into government policy.

Bureau for Gender Equality (2000*). Gender! A Partnership of Equals (Approaching Gender Issues)*. **Geneva: International Labour Organization (ILO).**

This resource briefly describes the genesis and basic principles of gender mainstreaming. It discusses the evolution of the concept of WID (women in development) to GAD (gender and development) as an important step toward gender equality. The ILO mainstreaming measures to implement this new strategy (policy statements and actions plans) are outlined. A checklist of UN milestones on the path to gender equality, as well as a gender glossary, is included. Intended audience: policy/program professionals, researchers and general public.

Cabinet Office, United Kingdom (2000). *Equality in Practise*. **London: Cabinet Office, United Kingdom.**

This paper details how the UK Government is working to improve women's lives. It describes some of the work being carried out with partner countries and organizations in Asia, Africa, Latin America and the Caribbean, and Eastern Europe. Examples of work in five vital areas are provided: (1) women and the economy; (2) making equality happen; (3) education; (4) health; (5) resolving violence and conflict. This is a resource for policy/program professionals, academics and general public interested in gender equality initiatives in the UK.

Commission on Gender Equality, South Africa (2000). *Genderlink: Best Practise Guidelines for Creating a Culture of Gender Equality in the Private Sector*. **Braamfontein: Commission on Gender Equality.**

This resource provides information on GenderLink, a series of guidelines designed to increase women's participation in the private sector. The objectives, goals and target groups of GenderLink are outlined. The framework of GenderLink is presented in terms of: (1) key steps necessary for formulating a gender policy; (2) guidance on aligning human resource policies to the objectives of gender equality; (3) guidelines relating to sexual harassment; (4) guidelines in terms of external relations; and (5) how to communicate the gender policy, monitoring and evaluation guidelines. A discussion on the importance of gender equality in business, as well as the positives and negatives of mainstreaming are included. Intended audience: policy and program professionals.

Commission on Gender Equality (1997*). The National Budget and Gender Equality Concerns in Public Allocation and Expenditure***. Braamfontein: Commission on Gender Equality, South Africa.**

This document examines the Commission on Gender Equality's response to the Ministry's 1997 budget and its lack of commitment to gender justice in its policy direction or in its allocations. Gender and macroeconomic policies are outlined and balancing the budget is discussed within the context of going beyond budget deficits. In addition, the government's prioritization of the private sector is discussed, as well as the impact of such priorities on women and the poor. The lack of gender awareness in the areas of micro-credit, income, and the labour market is also highlighted. A discussion of budget reform is included. Intended audience: policy/program professionals.

Commission on Gender Equality (2000*). Commission on Gender Equality Policy for Transformation***. Braamfontein: Commission on Gender Equality, South Africa.**

This document outlines the Commission of Gender Equality's gender equality framework. It highlights the need for a gender equality policy framework and outlines the strategic policy objectives: (1) provision of user friendly tools for policy makers; (2) facilitating the realization of freedom and security of women; (3) advocating for beneficiary involvement in public policy; and (5) generation of data for reporting and monitoring purposes. It also details South Africa's approach and guiding principles to gender equality. Areas of concern and intervention, and the linkages between the identified areas of concern in international, regional and national instruments are summarized. Intended audience: policy and program professionals.

Commonwealth Secretariat (1999). *Gender Management System (GMS) Series*. London: Commonwealth Secretariat.

This series of publications presents the Gender Management System (GMS), a system developed for gender mainstreaming. The GMS is a comprehensive network of structures, mechanisms and processes for bringing a gender perspective into all government policies, programs and projects. The series consists of handbooks, which present the GMS in detail, guides to gender mainstreaming in specific sectors and resource documents to assist in different aspects of gender mainstreaming. The following titles are included in the series:

Gender Management Systems Handbook
Gender Mainstreaming in Development Planning (A reference manual)
Using Gender Sensitive Indicators
Gender Mainstreaming in the Public Service

Gender Mainstreaming in Finance
Gender Mainstreaming in Education
Gender Mainstreaming in Information and Communications
Gender Mainstreaming in Trade and Industry
Gender Mainstreaming in Agriculture and Rural Development
Gender Mainstreaming in Trade and Technology

All titles have a corresponding Quick Guide – a short publication presenting the essential points. This is a useful resource for policy and program professionals, academics, and the general public that have a stake in advancing gender equality and equity.

Corner, L. (1999). *Capacity Building for Gender Mainstreaming.* **New York: United Nations Development Fund for Women.**

This document provides background on the gender mainstreaming initiatives in several UN agencies since the Beijing Platform for Action. It discusses the association between mainstreaming women and mainstreaming gender as complementary and equally necessary to attain gender equality. It reviews the use of mainstreaming in other international organizations and relates how it is currently being under-utilized and incorrectly applied. The requirements, tools, and techniques necessary for mainstreaming are categorized into four areas: (1) conceptual clarity; (2) appropriate organizational arrangements and processes for the implementation of mainstreaming; (3) gender tools and staff skilled in their application; and (4) capacity building to facilitate the participation and empowerment of women. Methods for improving gender mainstreaming and the role of women in these initiatives are highlighted. Intended audience: academics, researchers, gender audience, policy and programs professionals.

Council of Europe (1998). *Gender Mainstreaming: Conceptual framework, methodology and presentation of good practices.* **Strasbourg, France: Council of Europe.**

This report presents the conceptual framework for gender mainstreaming. It describes the origins of mainstreaming and its relation to specific gender equality policy and the difficulties that may accompany its implementation. The necessary prerequisites or facilitating conditions for gender mainstreaming are presented: political will, specific gender equality policy, statistics, knowledge, necessary human and financial resources, and the participation of women. Techniques and tools for integrating gender equality into practice are also outlined. A check list for constructing a gender mainstreaming policy plan, as well as examples of gender mainstreaming in various European countries, are provided. Intended audience: policy and program professionals.

European Commission (2000). *Gender equality in the European Union: Examples of good Practice (1996-2000).* **Brussels: European Commission, Directorate General for Employment and Social Affairs.**

Examples of approaches to best practices in gender equality, selected from a wide field of actions and supported by European and national funds are provided in this publication. The case studies are presented in three sections: integrating a gender dimension into all levels of policy-making, innovative approaches to gender equality, and the implementation of gender equality in social NGOs. Specific areas within each section include: (1) structural funds; (2) equal pay; (3) HIV/AIDS; (4) small-scale coastal fisheries; (5) vocational training; (6) trade unions; (7) family

businesses; (8) women entrepreneurs; (9) security industry; (10) single parent families; (11) older women; (12) children with special needs; and (13) trafficking in women. Intended audience: researchers, trainers and policy professionals.

Government of United Kingdom, Department for International Development (1999). *Gender Equality in Mainstreaming Information Resource*. London: Author.

This resource outlines a website with information that helps put gender policy into practice. It includes key texts, case studies, checklists, tools, methods, and facts and figures. Implementing mainstreaming initiatives, gender sensitive practices, and lessons learned are highlighted. It also examines the role of focal staff in gender mainstreaming, with particular emphasis on recruitment, support, consultants and good practice. Information on legislation, the project cycle, and organizational change is also provided. An annotated resource list for documents concerning gender mainstreaming, analyses of mainstreaming strategies, review and evaluations and national women's machineries is included. This is a resource for policy and program professionals interested in mainstreaming gender into organizations and governments.

Gibb, H. (2001). *Gender mainstreaming: Good Practises from the Asia Pacific Region.* Ottawa: The North-South Institute.

This booklet provides case studies of how gender is relevant to APEC committees and working groups. It focuses on three broad issue areas: promoting small and medium-size enterprises, science and technology, and sustainable food production. Specific topics include women in business, women exporters, information technology, women in science, the oil and gas industry, aquaculture, agriculture and employment training. This is a resource for researchers, and policy/program professionals interested in examples of gender mainstreaming in action.

Hamerschlag, K. & Reerink, A. (1998). *Best Practices for Gender Integration in Organizations and Programs from the InterAction Community: Findings of a Survey   of Member Agencies*. Washington: American Council for Voluntary International Action (InterAction), Commission on the Advancement of Women.

This document presents the results of a survey, undertaken by InterAction, on gender integration in programming and management policies among 30 of its member agencies. The survey focussed on key issues for gender integration such as gender policy statement and consultation, gender integration in program planning, gender integration training, evaluation of gender impact, gender equity in hiring, and family friendly work policies. The percentage of InterAction member agencies that engaged in each of these practices is presented. A brief checklist for gender integration in programming and management is provided. Intended audience: policy and program professionals.

Kitchener, M. (2000). *Science Policies in the European Union, Promoting Excellence through Mainstreaming Gender Equality*. Brussels: European Commission (EC).

This report examines the position of women in science and technology and discusses how a mainstreaming policy could be implemented in science. It presents a statistical review of the position of women in education, research institutes, industry, and senior scientific committees at the EU and Member State level. The scarcity of women in these areas is discussed in terms of the need

for these institutions to modernize, to address the life/work balance of women, adopt a more sophisticated means of assessing merit, and improve the peer review process. Recommendations for mainstreaming gender equality into science and technology include support for both female and male scientists in independent positions, one-time grants to provide innovative funding for women, resources for networks designed to increase communication between scientists and many other initiatives that benefit women. This is a resource for policy and program professionals interested in gender mainstreaming in the science and technology sector.

Landuyt, K. (1998). *Gender Mainstreaming: A how-to manual*. **Geneva: International Labour Organization (ILO).**

The main steps involved in mainstreaming gender concerns into the ILO's work are provided in this manual. It outlines the concepts and tools needed to define gender issues through gender analysis and to formulate gender responsive strategies through gender planning. This basic framework includes defining the issues, formulating strategies, identifying target groups, setting up institutional work, specifying objectives, defining inputs and outputs, and specifying monitoring and evaluation procedures. This manual also provides the steps, profiles and design options for gender analysis. Intended audience: policy and program professionals.

Larkin, J., & Baxter, B. (1993). *Towards Gender Equity for Women in Sport: A Handbook for National Sport Organizations*. **Ottawa: Canadian Association for the Advancement of Women in Sport and Physical Activity (CAAWS).**

This handbook aims to provide a better understanding of gender equity. Beginning with an analysis of the current situation, the handbook offers an assessment tool followed by four steps to achieving a gender equitable organization. The importance and benefits of gender equity are discussed. A comprehensive appendix provides background material on gender equity. This is a resource for policy and program professionals interested in creating gender equitable sports organizations.

Ministry of Women's Affairs (1996). *The Full Picture: Guidelines for Gender Analysis.* **Wellington: Ministry of Women's Affairs, New Zealand.**

This resource provides a framework on how to undertake a gender analysis. It explains gender analysis, the economic and social benefits of integrating gender analysis into policy, and provides steps for implementation in the public and private sectors. Within each stage of the framework, background issues and guidelines for action are outlined. A gender analysis model of the key questions at each stage is reproduced in a chart for easy reference. Possible applications of the gender analysis framework are demonstrated in two case studies. Intended audience: policy and program professionals in the public and private sector.

National Commission on the Role of Filipino Women (1993*). Guidelines for developing and implementing gender-responsive programs and projects*. **Philippines: National Commission on the Role of Filipino Women.**

This publication gives step-by-step guidelines for integrating gender concerns into every phase of project planning and implementation. In order to further the principles of gender as essential in development and the use of women's productive capacities as crucial to social and economic progress, a framework for gender integration is provided. Current issues that hinder the

development of gender-responsive plans and the general objectives of the guidelines are discussed. The guidelines, based on Gender and Development (GAD) theory, address different stages of the project cycle. The basic requirements for program/project development and implementation are outlined and guide questions are included to facilitate gender-responsive projects. Intended audience: policy and program professionals.

Organization for Economic Cooperation and Development (OECD) (1998). DAC Source Book on Concepts and Approaches Linked to Gender Equality. *Paris: OECD.*

This document presents a set of practical guidelines for advancing OECD's goals of gender equality and the empowerment of women. It illustrates improved efficiency, effectiveness and coherence in development co-operation. Key concepts such as accountability, gender training, institutional analysis, policy dialogue, monitoring, evaluation, rationale arguments and resistance to gender analysis are defined. Background information, gender equality issues and strategies to address these issues are discussed within each concept. A reference list on topics related to gender equality and gender analysis is included. Intended audience: policy and program professionals, researchers, and general public.

Organization for Economic Cooperation and Development (OECD) (1999*). DAC Guidelines on Gender Equality and Women's Empowerment in Development Co-operation*. Paris: OECD.

This resource summarizes the general principles and imperatives listed by the Development Assistance Committee (DAC). It outlines necessary efforts to ensure gender equality such as enhancing the role of women in development, and focusing on male attitudes and behaviour in tackling the causes of women's problems. It discusses gender equality as a central issue for society, and not just a "women's concern".   Implications for policy and for the DAC are outlined. Intended audience: policy/program professionals, academics and researchers.

Organization for Economic Cooperation and Development (OECD) (1999). *Reaching the goals in the S-21: Gender equality and education, health, and the environment (Volume I, II, III)*. Paris: OECD.

This series of reference documents illustrate how several Development Assistance Committee (DAC) Member organizations are promoting a gender equality perspective into education, health, and the environment. They identify best practices from various agencies, particularly methodologies and tools. Findings from all of the reports are discussed in terms of global framework of commitments, policies within agencies and project strategies to address education, health and the environment. General conclusions and policy recommendations that emerge from the studies are outlined. These are useful resources for policy and program professionals interested in gender mainstreaming initiatives in OECD member organizations.

Swedish Agency for Development Cooperation (SIDA) (1998). *Equality between women and men FACT SHEETS: Cadastral Systems, Social Insurance, Labour Standards, State Support for Families, The Police, Micro-credit, Waste Disposal, Biodiversity, Energy Policy, Participation, Electoral Support, Coastal Zone Management, Irrigation, Housing Programs, Organizational Change, Globalization, Post Conflict Initiatives*. Stockholm: SIDA.

This series of fact sheets provide information on the inequality of women and men in several policy areas of SIDA. The relevancy of gender equality, the gender issues within each sector, and how gender equality will benefit programs within these sectors are outlined. This is a resource for researchers, general public and policy and program professionals.

United Nations Development Program (2001). *Learning and Information Pack*. **New York: UNDP.**

This package provides information and learning materials for individual and organizational competence that are required for effective gender mainstreaming. It is a practical guide to teaching gender mainstreaming within a Learning, Consultation, and Briefing (LCB) methodology. Summary information, facilitator notes, worksheets, slides, exercises and additional resources are provided on topic areas relevant to the effective implementation of gender mainstreaming. These include: (1) gender-based analysis; (2) gender mainstreaming program and project entry points; (3) strategy development; (4) information, communication and knowledge sharing in supporting gender mainstreaming processes; and (5) process and advocacy skills necessary to effect behavioural and attitudinal change at the individual and institutional level. Practical advice and suggestions for integrating these skills into program and project development are provided. It is a useful resource for educators, policy and program professionals interested in training on gender-based analysis and gender mainstreaming.

United Nations, Food and Agriculture Organization (1998*). The Socioeconomic and Gender Analysis Programme, The SEAGA Package*. **New York: United Nations, FAO.**

This handbook consists of a set of practical tools and methods for undertaking socioeconomic and gender analysis (SEAGA) at regional, national and local levels. It provides a conceptual framework that supports participatory development and the processes involved in incorporating the concerns of women and other disadvantaged groups into policy planning and implementation. Incorporating SEAGA into macroeconomic policy and sectoral planning is facilitated through various checklists, worksheets and detailed policy steps. The rationale for using SEAGA and its core concepts are discussed. This comprehensive resource will be of interest to policy and program professionals, academics and researchers interested in incorporating SEAGA into policy and programming.

Vainio-Mattila, A. (1999*). Navigating gender: A framework and a tool of participatory development*. **Finland: Ministry for Foreign Affairs, Government of Finland.**

This guide to gender analysis provides descriptions of gender analysis tools, steps to follow in undertaking gender analysis and examples of policies that have been developed by various organizations to ensure gender equality of their development intervention efforts. A rationale for gender analysis and when to use it are discussed. In addition, alternative gender analysis frameworks are included: Rapid Gender Analysis (RGA), Gender Analysis Framework, and Gender Analysis Matrix. Strengths, weaknesses and steps to follow in using them are provided. This is a resource for professionals who are incorporating gender mainstreaming into programs and policies.

Woroniuk, B., & Hannan-Andersoon, C. (1999). *Mainstreaming gender equality in the 21st century: Goals on education, health and the environment (A synthesis of three reference documents).* **Paris: Organization for Economic Cooperation and Development (OECD).**

This resource provides a synthesis of the three reference documents on gender mainstreaming initiatives in DAC member organizations in the areas of education, health and the environment. Background and methodology of the studies are discussed, as well as overall findings and conclusions. In addition, issues raised from the studies, policy recommendations, and project strategies are included for each sector. Recommended actions for DAC members are discussed. Intended audience: policy/program professionals, academics and researchers.

NATIONAL

Canadian International Development Agency (CIDA) (1991). *A Handbook for Social/Gender Analysis.* Ottawa: CIDA, Coady International Institute for the Social and Human Resources Division.

This handbook is a tool for training in Social/Gender Analysis (SGA). It outlines an analytical framework for SGA and describes levels of participation and the methodological principles used. It reviews the application of SGA to the project development process including: (1) the project identification stage; (2) the planning stage; (3) project approval; (4) inception report and baseline study; (5) planning for monitoring and reporting; and (6) mid-term and final evaluation. A research tool kit is provided and includes information on research approaches, methods for collecting data, sampling, data presentation and framing baseline study research. A list of suggested readings is also included. Intended audience: policy/program professionals and trainers.

Canadian International Development Agency (1997). *Guide to gender sensitive indicators*. Ottawa: Canadian International Development Agency.

This is a comprehensive guide on gender sensitive indicators as useful tools for measuring the results of CIDA's development initiatives. This guide aims to promote conceptual and methodological understanding of indicators, especially gender sensitive indicators. It outlines practical elements involved in selecting and using gender sensitive indicators and includes definitions, objectives and criteria for selection. A discussion of indicators at the branch level, region/country levels and project levels and examples of indicators in health, participation, empowerment and education sectors are included. Qualitative and quantitative indicators and sample projects of indicator use at the international level are also presented. A useful resource for policy and program professionals interested in learning what gender sensitive indicators are and how to incorporate them into all levels of project development and outcome.

Canadian International Development Agency (1997). *The why and how of gender sensitive indicators: A project level handbook.* Ottawa: Canadian International Development Agency.

This handbook provides information on why gender sensitive indicators should be used and how to develop them. It outlines the steps involved in following the indicator work plan: identifying external factors as potential risks/enabling features, deciding which types of indicators are appropriate and developing a qualitative analysis. It summarizes guidelines, provides a checklist that can be used when developing gender sensitive indicators and presents sample projects and indicator examples. Intended audience: Policy and program professionals.

Health Canada (2000). *Gender-based analysis*. **Ottawa: Health Canada**

This fact sheet is one in a series that provide introductory information on gender-based analysis (GBA) and current issues related to women's health. These fact sheets include information on potential health risks for women such as breast implants, mammography, tobacco use, cardiovascular disease, HIV/AIDS and other sexual health related problems. In addition, the health of aboriginal women, senior women and the role that violence plays in the health of women is discussed. This educational tool is a useful reference for professionals, researchers and the general public.

Health Canada (2000). *Health Canada's Gender-based Analysis Policy*. **Ottawa: Health Canada.**

This booklet provides an introduction to the concept of gender-based analysis (GBA) within the department of Health Canada. It presents an overview of GBA, its roots in the Government of Canada and Health Canada's policy objectives. Health Canada's *Women's Health Strategy* contains certain requirements that will ensure full integration of gender into its everyday planning. A discussion of the relationship between women's equality and gender equality, as well as initiatives to make the health system more responsive to women's health, is also included. This document provides an overview of GBA policy and will be of direct interest to policy professionals.

Human Resources Development Canada (1997). *Gender-based Analysis Backgrounder*. **Ottawa: Human Resources Development Canada.**

This paper outlines why and how to perform gender-based analysis (GBA) in legislative, policy and program development. It includes a discussion on the inadequacy of gender-neutral policies and how they are unsuccessful in promoting equality if the impacts of different social, physical, and economic experiences are not taken into consideration. The benefits of GBA and including different perspectives in achieving gender equality are also presented. Gender trends in social and economic areas, such as wage gaps, occupational segregation, violence, education and sex discrimination are discussed in terms of significant implications for public policy. Intended audience: policy and program professionals, academics, and researchers.

Human Resources Development Canada (1997). *Gender-based Analysis Guide: Steps to incorporating gender considerations into policy development and analysis*. **Ottawa: Human Resources Development Canada.**

This guide summarizes steps involved in gender-based analysis and is to be used in conjunction with the *Backgrounder*. These steps define the policy issues, outcomes, research, development and communication involved in undertaking gender-based analysis. Within each step, gender analysis questions and examples are provided. The document emphasizes the diversity of women's and men's experiences in the process of research and development, and incorporating gender equality concerns into evaluation criteria. This handbook will be a useful guide for policy and program professionals interested in using gender-based analysis.

Indian and Northern Affairs Canada (2000). *A guide to gender equality analysis*. **Ottawa: Indian and Northern Affairs Canada.**

This is a comprehensive guide to incorporating gender-equality analysis into every facet of policy, programming and legislation. Separate chapters outline the step-by-step process of gender equality analysis in policy and programming, self-government negotiations, research, communication, legislation, regulations, litigation and evaluation. This resource describes the issues that may arise within each category and the questions professionals should be asking themselves when developing programs. Each chapter contains a checklist for integrating gender considerations into each category. An extensive list of information resources on gender-equality analysis, women's issues and human rights instruments is also provided. This resource will be of particular interest to researchers, and policy and program professionals.

Department of Justice (1998). *Diversity and Justice: Gender Perspectives: A guide to gender equality perspectives*. Ottawa: Department of Justice.

This guide contains general information on the fundamental principles of gender-equality analysis (GEA) and how it is incorporated into the Department of Justice. It highlights gender perspectives in gender-equality analysis and how it pertains to legal advice. Separate chapters outline questions and suggested actions for using GEA in litigation and dispute resolution, policy and program development, research and statistics, legislative services, communication and evaluation frameworks. An extensive list of information resources on gender-equality analysis, a directory of academics and a number of human rights instruments are also provided. This resource will be a useful reference tool to researchers, legal advisors, and policy and program professionals.

Shade, L.R. (1997). *Using a Gender-based Analysis in Developing a Canadian Access Strategy: Backgrounder Report*. Toronto: University of Toronto, Universal Access Office.

This resource discusses the implications of access to the information highway, in particular, the central research questions surrounding universal access to essential services, support mechanisms, and public space. It educates readers on the complex issues surrounding universal access, the current policy climate in Canada, and the gendered implications of access. It reports on recommendations from the University of Toronto Ad Hoc Committee's Workshop on Access to the Information Highway. Suggestions for increasing access for women and further questions for debate and discussion are highlighted. An outline of gender-based analysis and on-line resources for women's organizations are also included. This is a useful resource for policy/program professionals, researchers and members of the general public who are interested in gender-based analysis and Internet access issues.

Status of Women Canada (1998). *Gender-based analysis: A guide for policy-making*. Ottawa: Status of Women Canada.

This document provides guidelines on implementing gender-based analysis (GBA) in federal government departments. Eight steps to follow in incorporating GBA into policy are presented. These steps include identifying the issue, defining outcomes, conducting research, analyzing options, decision-seeking, communicating policy and assessing the quality of the analysis. A rationale for including gender into policy analysis and examples of how to apply each step are provided. This handbook will be a useful guide for policy and program professionals interested in using gender-based analysis.

PROVINCIAL

British Columbia Ministry of Women's Equality (1997*). Gender Lens: A guide to gender-inclusive policy and program development*. Victoria: British Columbia Ministry of Women's Equality, Government of British Columbia.

This is a guide for developing policy, legislation, programs and services that are based on gender-inclusion. It presents factors affecting the lives of women and men and relates how these need to be taken into consideration when developing policy or programs. The development cycle of gender-inclusive policies and programs is outlined and includes identifying the issues, defining goals, conducting research, developing and analyzing options, communication, and evaluation. Case examples and guidelines for implementation are provided. This is a functional guidebook for policy and program professionals.

Advisory Council on the Status of Women (1995*). Equity analysis guide: A tool for analysis of the impact of initiatives on gender equity*. Moncton: New Brunswick (NB), Advisory Council on the Status of Women.

This document provides guidelines for developing legislation, policies and practices necessary for achieving gender equity. Differences between men in women in areas such as income, family structure and education and how equity analysis can influence them are discussed. The framework for such an analysis is outlined in terms of establishing facts, auditing sources, and ensuring gender equity and evaluation. Data on the current gender gaps in New Brunswick such as family responsibilities, education, violence and poverty, and the goals and actions required to effect change in these areas are presented. This is a reference tool for policy and program professionals interested in including equity analysis into program development.

Saskatchewan Women's Secretariat (1998). *Gender-inclusive analysis: An overview*. Regina: Saskatchewan Women's Secretariat, Government of Saskatchewan.

This document provides a brief overview of the importance of gender-inclusive analysis (GIA) and the consideration of diversity within the context of gender. It presents key questions, concepts and guiding principles regarding the conceptual framework of gender-inclusive analysis. A sample case study is also included. Intended audience: policy and program professionals.

Saskatchewan Women's Secretariat (1998). *Gender-inclusive analysis: A guide for policy analysts, researchers, program managers and decision-makers*. Regina: Saskatchewan Women's Secretariat, Government of Saskatchewan.

This paper provides a conceptual framework for including gender as an analytical concept in developing public policy. Four guiding principles for gender-inclusive analysis are presented: (1) reflecting on values, goals and knowledge that enhance or limit analysis; (2) consideration of key factors in women's live; (3) gathering comprehensive gender-based information; and (4) incorporating gender into the communications strategy. Case studies, policy implications and a selection of resources relating to gender-inclusive analysis are included. Intended audience: policy and program professionals.

Women's Policy Office, Government of Newfoundland and Labrador (1998). *An integrated approach to policy/program development: Guidelines for gender inclusive analysis.* **St. John's: Government of Newfoundland and Labrador, Women's Policy Office.**

This document presents a detailed overview of the implementation of gender-inclusive analysis in all government departments. An examination of trends that demonstrate differences between men and women such as family structure, economy, violence, health and social issues are addressed in terms of the differential impact they have on the lives of women and men. Within this context, the benefits of gender-inclusive analysis are discussed. Application of gender analysis to policy is outlined in six steps: identifying the issues, defining goals and outcomes, research and consultation, analysis of options, communication and implementation and evaluation of policy/program. A series of questions and case examples are included with each step. Intended audience: policy and program professionals.

Policies and Official Documents

INTERNATIONAL

Alexander, P., & Baden, S. (2000). *Glossary on Macroeconomics from a Gender Perspective.* **Brighton: BRIDGE, Institute of Development Studies.**

This glossary provides an introduction to the key concepts relevant to macroeconomics and its applications, highlighting the gender dimensions of current economic thinking. It also indicates aspects of policy formation and evaluation where these dimensions are increasingly taken into account. A resource list for further reference is also provided. This is intended for policy professionals, gender specialists and economists who are concerned with how gender plays a role in economic processes.

Althing, Iceland Government (2000). *Act on the Equal Status and Equal Rights on Women and Men.* **Iceland: Althing, Iceland Government.**

This document outlines the Act on the Equal Status and Equal Rights on Women and Men, passed by the Icelandic Government in 2000. The aim of the act is to establish and maintain equal status and equal opportunities for women and men, which will promote gender equality throughout society. For public administration, the duties and roles of the Equal Status Bureau and other committees and councils are outlined. The rights and duties of women and men in several areas are summarized. These include labour market, pay equality, education, vocational training, sexual harassment, advertising and statistical analysis. The prohibition of discrimination on the basis of sex in employment and education are also stipulated under the Act. Intended audience: academics, researchers, policy and program professionals.

Bell, E. (2001). *Gender and Governance.* **Brighton: BRIDGE Institute of Development Studies.**

This bibliography was compiled for the Gender Unit of the Swiss Agency for Development and Cooperation (SDC) to aid in the development of a conceptual framework that reflects the Gender Unit's recent shift to the governance Department at SDC. The bibliography includes key materials on a broad range of issues relating to gender and governance. These include: (1) overview texts; (2) good governance policy documents; (3) effective public management; (4) public and financial sector reform; (5) gender budgets; (6) accountability of government (democratization, political representation, electoral systems and decentralization); (7) civil society; and (8) rights, policy and the rule of law. Intended audience: researchers, policy and program professionals.

Beneria, L., & Lind, A. (1995). *Engendering International Trade: Concepts, Policy and Action, GDS Working Paper Series No. 5, July 1995.* **Washington, United Nations Development program (UNDP), & Gender, Science and Development Program (GDS).**

This paper addresses both the engendering of the trade liberalization debate and the gender implications of trade policies and actions. It conceptualizes some of the relevant issues for future policy research on gender and trade and explores various areas in which connections between the two can be traced. These range from the effects of trade on employment to issues of gender and technology, the feminization of the labour force, free trade zones and the gender and trade aspects of structural adjustment. Conclusions and research suggestions are discussed. Intended audience: policy and program professionals with an interest in gender and trade liberalization.

Budlender, D., Sharp, R., & Allen, K. (1999). *How to do a Gender-Sensitive Budget Analysis: Contemporary Research and Practice.* **London: Commonwealth Secretariat.**

This document summarizes the concept of a gender-sensitive budget and provides tools for a gender-sensitive analysis of budgets. It discusses gender issues and gender relations within the context of the differential impact that resource allocation has on women and men. The functions of a budget, the benefits of reducing inequality in resource allocation, and examples of gender-sensitive budgets being implemented in different countries are presented. Tools for gender-sensitive budget analysis include gender aware policy appraisal, gender-disaggregated beneficiary assessments, gender-disaggregated public expenditure incidence analysis, gender-disaggregated tax incidence analysis and gender-aware budget statements. Techniques and examples for use are provided for each tool. Intended audience: policy and program professionals.

Commonwealth Secretariat (1998). *Gender Mainstreaming: Commonwealth Strategies on Politics, Macroeconomics and Human Rights.* **London: Commonwealth Secretariat.**

This booklet outlines gender mainstreaming strategies designed to promote women's participation and improvement within politics, macroeconomic policy and human rights. It discusses women's participation in politics, integrating gender issues into national budgetary policies, and combating violence against women. The commercial sexual exploitation of girl-children from an African and Asian perspective and recommendations for action are highlighted. Strategies for gender mainstreaming and tools for facilitating implementation of gender-sensitive budgets are also provided. Intended audience: policy and program professionals.

Commonwealth Secretariat (1999). *Engendering political decision-making*. **London: Commonwealth Secretariat.**

This document outlines the Commonwealth's plan for involving women in politics and decision-making processes. It discusses 'critical mass' as the target for getting 1/3 of parliamentarians in Commonwealth countries to be women. Obstacles and limitations to women's equal participation in political decision making are encompassed within four categories: cultural attitudes and factors, socio-economic factors, legal and political framework, and institutional structures and mechanisms. Examples of affirmative action measures and recommendations for mainstreaming gender concerns into local governments are highlighted. This is a resource for academics, researchers, and policy and program professionals.

Commonwealth Secretariat (1999). *Gender Management Systems in the Health Sector, Halifax, Nova Scotia, Sept 29-Oct 2, 1999: Background Paper, Commonwealth Health   Matters (April 1998, April 1999), Commonwealth Currents (2, 1999) and other   background information*. **London: Commonwealth Secretariat.**

This package contains various papers and magazines pertaining to the Gender Management System (GMS). It provides information on: (1) the goals, objectives and mandate of the GMS; (2) mainstreaming gender in the health sector; (3) training workshops to assist countries in mainstreaming gender; (4) empowering rural and urban poor women; (5) internationalism in health; (6) safe motherhood; and (7) models of good practice in women's health. Intended audience: policy and program professionals.

Commonwealth Secretariat (1999). *Advancing the Commonwealth agenda for gender equality into the new millennium (2002-2005)*. **London: Commonwealth Secretariat.**

This document provides an update to the 1995 Commonwealth Plan of Action on Gender and Development. It examines the Commonwealth's approach to the advancement of gender equality and considers the gender implication of critical social, political and economic changes such as human rights, political participation, and macroeconomic and social development issues. Strategies to advance the Commonwealth agenda for gender equality, particularly actions for achieving their goals and priorities for action related to good governance and mechanisms for gender mainstreaming are discussed. Highlights of the Secretary-General's report on progress to date are also included. Intended audience: policy and program professionals.

Council of Europe (1999). *Council of Europe action in the field of equality between women and men*. **Strasbourg: Council of Europe.**

This resource outlines the Council of Europe's efforts to ensure gender equality in a variety of areas. These efforts are: (1) improving the protection of the human rights of women; (2) combating violence against women; (3) recommendations to fight trafficking and sexual exploitation; (4) developing national legislation regarding free choice in reproduction; and (5) resolving conflicts between gender and human rights in the area of migration. Democracy and equality between women and men is discussed in terms of balanced representation of women and men in all facets of life and equality in work. Gender mainstreaming and the role of men, institutional mechanisms and

NGOs in advancing equality are also examined. Intended audience: policy and program professionals.

Council of Europe (1999*). List of Documents Concerning Equality between Women and Men***. Strasbourg: Council of Europe.**

This resource provides a list of documents concerning various facets of promoting equality between women and men and issues specific to women. The categories are: (1) background text; (2) equality and democracy – women in politics and decision making; (3) promoting equality in new member states; (4) violence against women; (5) trafficking in human beings; (6) migration and refugees; (7) reproductive rights; (8) mainstreaming; (9) role of NGOs; (10) national institutional machinery; and (11) miscellaneous. A list of information and documentation centres on the Council of Europe is also provided. Intended audience: researchers and policy/program professionals.

Council of Europe (1998*). Committee of Ministers: Recommendation #14 of the Committee of Ministers to Member States on Gender Mainstreaming.* **Strasbourg: Council of Europe.**

This document briefly outlines the Committee of Ministers' recommendations regarding gender mainstreaming and promoting gender equality in member states. It outlines the Committee's recommendation that the governments of member states disseminate the report from the Steering Committee on Equality between Women and Men (CDEG) on gender mainstreaming and encourages its use. It also recommends that decision-makers should be encouraged to create an enabling environment for the implementation of gender mainstreaming in the public sector. Intended audience: policy and program professionals.

Division of Family Health (Women, Health and Development) (1992*). Mainstreaming gender perspectives into family health***. Geneva: World Health Organization.**

This proposal defines the long-term objectives to mainstream gender into health development through women's leadership and participation. It also outlines an approach to improve women's participation by reducing gender inequality through a family health approach. It focuses on four major gender considerations: (1) discrimination of women in access to family resources; (2) discrimination of women in the access to and control over the means of health; (3) type and level of women's participation in health and related matters; and (4) gender considerations in assessing the impact of development strategies on women's health. Guidelines for implementation, monitoring and evaluation, and the institutional framework, are also discussed. Intended audience: policy/program professionals.

Doyal, L. (unknown date). *A Draft Framework for Designing Health Policies with an Integrated Gender Perspective***. New York: United Nations Division for the Advancement of Women.**

This paper provides an introduction to several conceptual and technical issues underlying the development of gender sensitive health policies. It clarifies the relationship between gender, health, and health care and presents an introductory framework for mainstreaming gender issues into the health sector. Brief observations about gender equity and equality and its overall significance in the public policy debate are presented. This is a resource for policy/program professionals, academics and researchers with an interest in integrating a gender perspective into policy development.

Elson, D. (1994). *Micro, Meso, Macro: Gender and Economic Analysis in the Context of Policy Reform.* **In Strategic Silence: Gender and Economic Policy, (Ed.) Isabel Bakker. London: Zed Books.**

This paper examines how concepts of micro, meso and macro are used by orthodox and critical economists in discussions of economic policy reform, and the extent to which these concepts recognize gender. Feminist strategies for enabling economic analysis at these three levels to contribute towards the empowerment of women, rather than the perpetuation of their sub-ordination, are considered. This is a resource for policy/program professionals, academics and researchers interested in feminist strategies in economic policy reform.

Elson, D. (1999). *Gender budget initiative: A Commonwealth initiative to integrate gender into national budgetary processes.* **London: Commonwealth Secretariat.**

This resource describes the Commonwealth's gender equality vision, which involves integrating a gender perspective into government policies and activities. It provides a framework for developing a gender sensitive national budget that will identify sources of revenue, allocate expenditures and implement development strategies based on gender sensitivity. It discusses the differential impact of budgetary resource allocation and macroeconomic policy on women and men and the need for strategic interventions. The incorporation of gender issues is presented in terms of the application of policy tools, use of gender disaggregated data, and strengthening dialogue. A discussion of their Gender Management System (GMS), pilot projects, and gender analysis policy evaluations is also included. Intended audience: policy and program professionals.

Goetz, A. (1998). *Mainstreaming gender equality to national development planning.* **In Missionaries and Mandarins, (Eds.) Carroll Miller & Shahra Razavi. London: United Nations Research Institute for Social Development (UNRISD).**

This document examines the processes of institutionalizing Gender and Development (GAD) concerns in the state and the strategic gains from efforts to integrate GAD through national 'women's machinery'. Women in Development (WID) and GAD are discussed within the context of economic and social change and the insufficiency of many sectors to incorporate a gender perspective into development. WID/GAD initiatives in various countries are examined. The constraints and opportunities demonstrated through the review of GAD efforts are also presented. This is a resource for policy/program professionals, researchers and academics interested in the process of mainstreaming GAD into policies and programs.

Government of New Zealand, Cabinet Office (2001). *Cabinet Office Circular: Gender analysis, inclusion of gender implications statement in submissions to the Cabinet Social Equity Committee.* **New Zealand: Government of New Zealand.**

This document outlines the mandatory inclusion of a gender implications statement in all policy papers submitted to the Cabinet Social Equity Committee (SEQ). It defines gender analysis and examines the content of the gender implications statement such as whether gender analysis has been undertaken, the findings and implications of the policy proposal, and a summary of the analysis results. It addresses the stage at which the statement should be prepared, its length and the role of the Ministry of Women's Affairs in reviewing the statement. An appendix of key questions to ask in gender analysis and an excerpt from *Panui*, a publication of the Ministry of Women's Affairs, are

also included. This is a resource for policy and program professionals interested in gender analysis initiatives in New Zealand.

Government of the Republic of Slovenia (1999*). Gender Mainstreaming in Slovene, Government Policy Development***. Slovenia: Government of the Republic of Slovenia.**

This resource summarizes the Slovene Government's policy on gender mainstreaming in public and private sectors. It outlines the prerequisites or facilitating conditions for gender mainstreaming: (1) political will; (2) special gender equality policy; (3) disaggregated statistics; (4) improvement and development of the state administration system; (5) participation of women in political and public spheres; and (6) financial and human resources participation of women in political and public spheres. The goals of the gender mainstreaming project and the key steps to attaining that goal (capacity building, education and training) are discussed. Intended audience: policy and program professionals.

Government of the United Kingdom, Women's Unit (2000). *Gender Mainstreaming for Policy Makers*. London: Government of the United Kingdom, Women's Unit.

This document explains gender mainstreaming and describes Gender Impact Assessment, a tool for recognizing and addressing the specific needs of women and men and the effects of policies and programs on them. To enable policy makers to include a gender perspective in policy and program development, the following steps are outlined: (1) define issues and goals; (2) collect data; (3) develop options; (4) communicate; (5) monitor; and (6) evaluate. Examples and statistical facts of gender inequalities are provided within each step and the benefits to Gender Impact Assessment are also discussed. This is a resource for policy and program professionals interested in incorporating a gender perspective into policy and program development.

Gibb, H. (1997). *Gender Front and Centre: An APEC Primer*. Ottawa: The North-South Institute (NSI).

This resource examines APEC's structures and work program and how gender differences are addressed in policies and programs. Trade and investment liberalization, and APEC's agenda and progress on its gender integration (initiatives, projects and programs) are discussed. It highlights APEC's decision-making path, how to access APEC, and other key considerations to secure gender equality. Discussions of The Women's Leaders' Network (WLM) and experiences in advancing gender concerns in Canada, Philippines and Thailand are also presented. Intended audience: researchers, general public, and policy/program professionals.

Hafner-Burton, E. & Pollack, M. (2000). *Mainstreaming Gender in Global Governance*. Madison: University of Wisconsin.

This research paper examines gender mainstreaming in various international organizations such as the World Bank, the United Nations Development Program (UNDP), and the Organization for Security and Cooperation in Europe (OSCE). It describes the social-approach movement to the study of gender-mainstreaming, and considers the causes of gender mainstreaming as a "policy frame" guiding the activities of international organizations and their member governments. It outlines the implementation, successes and shortfalls of mainstreaming in the UNDP and World Bank by presenting two case studies. The authors conclude that certain structural factors effect the

success or failure of gender mainstreaming in international organizations. A discussion on improving methodology for mainstreaming studies, such as measurement and comparative studies, is included. Intended audience: policy/program professionals, academics and researchers.

Hartmann, H. (1997). Through a Gendered Lens. *Boston Review, February* 1997.

This article describes using a gender lens to create alternative policy directions for changing the growing inequality between women and men in the United States. Contrary to a previous author's policy suggestions, Hartmann proposes new polices that address women's specific needs in areas such as the labour market and family. In particular, the author discusses national programs (such as income tax, universal childcare, healthcare and income support) that could benefit women and decrease the wage gap.   Intended audience: general public, researchers, academics and policy/program professionals.

Institute for Democracy in South Africa (IDASA) (2000*). The South African Women's Budget*. Cape Town: IDASA.

This paper briefly outlines the Women's Budget Initiative in South Africa, and its proposals to apply gender impact methodology into three new areas: local government budgets, employment creation, and public sector foreign donor funding. Achievements and outputs are discussed in terms of spin-off initiatives and key budgetary public policy work. Intended audience: academics, researchers and general public.

Liverpool School of Tropical Medicine (1998). *Guidelines for the Analysis of Gender and Health*. Liverpool: Liverpool School of Tropical Medicine.

This resource details strategies to address gender inequalities in health. It outlines mainstreaming a gender perspective into all health activities such as mainstreaming gender awareness in policy, training and awareness raising, changing service provision to improve access and quality, improving information systems, and developing indicators for mainstreaming gender in planning. Gender analysis case studies in various countries are presented. These include gender analysis of: (1) a District Integrated Population and Development Project in India; (2) a clinical investigation into the causes of 'smear negative' tuberculosis; (3) a double blind placebo controlled trial of pneumoccocal vaccine in HIV positive adults in Uganda; and (4) getting gender on the agenda in human resource planning and management in Zambia. This is a useful resource for policy/program professionals involved in gender mainstreaming activities in the health sector.

Macdonald, M., Sprenger, E., & Dubel, I. (1997*). Gender and Organizational Change: Bridging the Gap between Policy and Practise*. Amsterdam: Royal Tropical Institute, The Netherlands.

This book highlights the need to remedy the double standard involved with women in organizations and provides a practical approach to change, illustrated with experiences in gender interventions. Change processes that are relevant to organizations are explored. Specific chapters focus on (1) organizational development and gender; (2) gender dynamics within donor organizations; (3) gender intervention experiences with counterpart organizations; (4) a roadmap of gender and organizational change; (5) organizational culture, the change agent, and gender; and (6) strategies for developing more gender-sensitive practices. Monitoring and evaluation processes of

organizational change, as well as their implications, are discussed. Intended audience: policy and program professionals.

Menon-Sen, K. (1999). *Finding a Foothold: The Ecology of Gender Mainstreaming in a Large Organization***. New York: United Nations Development Program (UNDP).**

This paper analyzes the experience of developing a gender mainstreaming strategy for a multilateral development agency. The paper examines the extent to which UNDP's gender mainstreaming policy has been successful in creating spaces for renegotiation of gender relations and the colonization of these spaces by advocates for gender issues. A discussion of corporations as complex ecosystems and the gender implications of tensions and compulsions within the organization are explored. This is a resource for policy/program professionals, academics and researchers interested in gender mainstreaming.

Ministry of Children and Family Affairs, Norway (1995). *Gender Equality in Norway: The National Report to the Fourth UN Conference on Women in Beijing 1995***. Oslo: Ministry of Children and Family Affairs, Norway.**

This report presents developments in Norway since the UN International Conference on Women in Nairobi in 1985. It gives information on the situation with regard to gender equality in all spheres of society: (i) sharing of power and decision-making authority; (ii) gender equality machinery; (iii) statutory rights; (iv) education; (v) employment; (vi) economic equality; (vii) women and health; (viii) violence against women and children; (ix) culture and the media, sports, church, youth and immigrant policies; and (x) foreign policy and development assistance. Initiatives, action plans and policies are described within each area. A brief overview of comments from NGOs regarding the report is included. Intended audience: policy/program professionals, researchers and general public.

Ministry of Children and Family Affairs, Norway (1995*). Mainstreaming of Gender Equality in Norway***. Oslo: Ministry of Children and Family Affairs, Norway.**

This document gives a brief overview of gender mainstreaming in Norway. It discusses the current impact of gender on access to various public sectors, as well as the power differential between women and men. Gender mainstreaming is discussed in terms of increasing awareness of gender dimensions, accountability, routine application and recruitment. A checklist for mainstreaming gender equality which includes surveying, participation, gender impact, knowledge and expertise and evaluation is provided. This resource will be of interest to policy and program professionals involved in gender mainstreaming.

Ministry for Women's Policy, Australia (1998). *State Budget 1998-99: Women's Budget Package***. Queensland: Ministry for Women's Policy.**

This document outlines budget initiatives that aim to provide more opportunities for women and promote gender equality in Australia. Areas of budget allocations are: (1) employment; (2) child care; (3) education; (4) leadership; (5) law and safety; (6) health; (7) families; (8) housing; and (9) women in rural and regional Queensland. Intended audience: policy and program professionals.

Ministry of Foreign Affairs, Denmark. (2000*). Gender Equality in Danish Development Co-operation*. **Copenhagen: Ministry of Foreign Affairs.**

This working paper discusses experience with gender mainstreaming in Danish development co-operation since 1994. It briefly outlines important development trends in the area of gender. The development of Danish policy and the operationalization of gender in development are discussed. In addition, various bilateral experiences of working with gender in development co-operation are examined and a brief overview of some aspects of the Ministry's experience with promoting gender in multilateral co-operation is provided. Conclusions and recommendations for the future strategy process on gender issues in Danish development policy are discussed. Intended audience: policy and program professionals.

Ministry of Industry, Employment and Communication (1999*). Gender Mainstreaming in Sweden: A Gender Equality Perspectives in all Policy Areas*. **Stockholm: Sweden, Ministry of Industry, Employment and Communication**.

This document describes the overall objectives of gender equality policy and the incorporation of gender mainstreaming into the political and administrative work in the Swedish government. A fact sheet outlines what the government has achieved in developing working methods for the application of a gender perspective at different national levels. These include: (1) gender disaggregation of statistics; (2) courses on gender equality for government officials; (3) committee terms of reference; (4) gender equality analysis; (5) working groups for methodological development in gender equality work; and (6) follow-up and evaluation. Intended audience: policy and program professionals.

Ministry of Industry, Employment and Communication (1999*). National machinery for equality between men and women.* **Stockholm: Sweden, Ministry of Industry, Employment and Communication**.

This fact sheet briefly outlines the government departments and commissions involved in ensuring Sweden's gender equality policy is researched, implemented and maintained. Responsibilities and objectives of the Equality Affairs Division, Equal Opportunities Ombudsman, Equal Opportunities Commission and Regional Experts for gender equality are discussed. These responsibilities and objectives include supporting and developing methods for gender mainstreaming, initiating education, promoting equal representation of women and a gender perspective, and ensuring compliance with equality policy. Intended audience: policy and program professionals.

Ministry of Industry, Employment and Communication (1999). *Shared Power – Women and Men in Decision-making: fact sheet*. **Stockholm: Sweden, Ministry of Industry, Employment and Communication**.

This fact sheet provides information about gender equality in decision-making in Sweden. The proportions of women in various political bodies (government, parliament, municipalities and county councils) are presented. Facts and figures regarding women and men in boards of public authorities and committees and in the private and public sector are also provided. This is a resource for policy/program professionals, researchers, and general public interested in the representation of women in Sweden.

Ministry of Social Affairs and Employment, Netherlands (1999*). Netherlands Interdepartmental Plan of Action on Gender Mainstreaming***. Amsterdam: Ministry of Social Affairs and Employment, Netherlands.**

This document outlines the Netherlands' government plan of action for mainstreaming gender into various departments. The responsibilities of governmental departments when undertaking gender mainstreaming and achieving gender equity are presented. In particular, the focus is on increasing women's participation in the economy, reproductive rights, violence, trafficking of women, decision making and childcare. Background information, objectives, procedures, formation places, budget and organization, and monitoring are outlined for each department. This document will be of interest to policy and program professionals within governments.

Murphy, J. (1997*). Mainstreaming Gender in World Bank Lending: An Update. Washington***: World Bank.**

This document revises the preliminary findings of an Operations Evaluation Department (OED) study, which examined how gender was reflected in Bank policies and lending. It reviews lending and non-lending work for evidence of progress in implementing Bank policy and OED's recommendations. A discussion of 58 projects (FY87-FY95) with gender-related actions and of 120 projects (FY94-FY95) relating to gender integration is included. The characteristics of all investment lending with gender-related actions approved in FY94-FY96 are analyzed. This update also reviews the gender content of selected sector work and provides recommendations for future gender mainstreaming work. Intended audience: policy/program professionals, academics and researchers.

National Association of Women and the Law (NAWL) (2000). Brief on the proposed Immigration and Refugee Act, Bill C-31. Ottawa: NAWL.

This brief discusses Bill C-31 and some of the important avenues of reform, from the perspective of women and taking into account gender, race and class. In particular, mainstreaming a gender perspective, and adopting a human rights framework are discussed, as well as recommendations for amendments to Bill C-31. Family reunification, sponsorship, humanitarian and compassionate applications, temporary workers, refugee admissions, trafficking, and gender-based persecution of immigrants are discussed in terms of the Bill's lack of a gender perspective in these areas. A summary of recommendations is provided. Intended audience: policy/program professionals.

National Commission on the Role of Filipino Women (2000*). Linkages for GAD Mainstreaming: Insights from the Philippine Experience (International Technical Workshop on Gender Mainstreaming, Government of Bangladesh, Philippines, Indonesia and Canada, in Sanur, Bali-Indonesia, February 20-25, 2000***). Philippines: National Commission on the Role of Filipino Women.**

This package contains information on gender mainstreaming initiatives in the Philippines, Indonesia and Bangladesh. (1) Building linkages for gender and development (GAD) mainstreaming in the Philippines are outlined, and GAD concepts, framework and evaluation are provided. (2) The elements of Gender Analysis Pathway (GAP), the gender mainstreaming approach in Indonesia, are summarized as well as the methodology, tools and materials necessary for implementation. (3) A

gender mainstreaming case study in Bangladesh highlights the objectives and strategies of their Ministry of Women and Children's Affairs (MWCA) and its various programs that focus on advocacy and research programs, violence against women and capacity building. The strengths and weaknesses of the initiatives in these countries are evaluated. Intended audience: policy and program professionals.

Nordic Council of Ministers (unknown date*). *Mainstreaming a Gender Perspective in Substantive Policy Issues*. Paris: Organization for Economic Cooperation and Development (OECD).

An action framework for gender mainstreaming in the OECD is outlined in this document. It discusses the lack of gender-neutrality in economic policies and the OECD's role as a catalyst for change. Engendering policy formulation is discussed in terms of an action plan and requirements to mainstream gender equality perspectives. It briefly overviews measuring inequalities statistically, as well as gender analysis in policy making. Methodologies and definitions of terms are listed. Intended audience: policy/program professionals.

Office of the Status of Women, Australia (1994). *Women's Budget Statement 1994-1995*. Canberra: Office of the Status of Women.

This document outlines the Australian Women's Budget Statement for 1994-95. Targeted areas include: (1) women's health; (2) income support; (3) employment and training; (4) services for families; (5) industrial relations; (6) assistance for business; (7) women and the law; and (8) other initiatives including superannuation, aged care, women with disabilities, veterans, and Rural Communities Access Program. Intended audience: policy/program professionals.

Office of the Status of Women, Australia (1995). *Women's Budget Statement 1995-1996*. Canberra: Office of the Status of Women.

This document outlines the Australian Women's Budget Statement for 1995-96. Targeted areas include: (1) assistance to families; (2) employment and training; (3) retirement incomes; (4) women's health; (5) indigenous women; (6) women with disabilities; and (7) other initiatives including housing, care for older women, justice and Australian Development Assistance. Intended audience: policy/program professionals.

Organization for Economic Cooperation and Development (OECD) (2000). *What, Why and How? Gender Mainstreaming Competitiveness and Growth, 23-24 November 2000 (Compendium of National Approaches (Country responses to the questionnaire on gender mainstreaming)*. Paris: OECD*.

This document is a compilation of OECD member country responses to a questionnaire regarding their gender mainstreaming efforts and policies. The questionnaires, completed by 16 countries, had four specific topic areas: (1) who is responsible for gender mainstreaming and how it is organized; (2) the mechanisms that are in place for undertaking a gender analysis and incorporating a gender perspective into economic and financial policy, industry and the labour market; (3) specific challenges that need to be addressed in striving for gender mainstreaming; and (4) future plans for gender mainstreaming. Intended audience: academics, general public, and policy and program professionals.

Organization for Economic Cooperation and Development (OECD) (1999). *Mainstreaming Gender in the 21st Century Goals on Education, Health and the Environment: A synthesis of three reference documents*. **Paris: OECD.**

This document highlights the findings of three studies based on Development Assistance Committee (DAC) efforts to mainstream gender into education, sexual and reproductive rights and health, and the environment. The findings and conclusions from these studies have identified issues, policy recommendations, project strategies and additional actions required for incorporating gender into these areas and overcoming obstacles to full gender integration. Recommended actions for DAC members such as monitoring, research and analysis are outlined. Intended audience: policy and program professionals.

Oxall, Z., & Cook, S. (1998). *Health and poverty gender analysis*. **Brighton: Institute of Development Studies (IDS), United Kingdom.**

This paper reviews the complex relationship between health, poverty and gender. It examines the mainstream debates on health and poverty and the uneven progress in basic indicators (life expectancy, child mortality, and disease). It outlines how poor people lack basic access to health care, and the need for policy makers to understand individual or household demands for healthcare. It also discusses how gender equality has been addressed in health and poverty and the importance of incorporating a gender perspective into health and poverty concerns. Implications of a gender perspective for policy and programs and areas for future research/policy development are discussed. Intended audience: policy/program professionals in the health sector interested in mainstreaming gender and poverty concerns into policy planning.

Oxaal, Z. (1998). *Approaches to institutionalizing gender.* **Brighton: BRIDGE Institute of Development Studies.**

This document reviews approaches to institutionalizing gender issues in both governmental and non-governmental organizations. Institutional change, limited mainstreaming initiatives, and issues faced by national machineries for women are highlighted. It also examines the impact that mainstreaming has on feminist concepts such as empowerment. A list of key references on institutionalizing gender and key lessons learned from an international NGO (ACORD) are provided. Intended audience: policy and program professionals, academics and researchers.

Philipps, L. (2001). *Women, Taxes and Social Programs*. **Ottawa: Humanities and Social Science Federation of Canada (HSSFC).**

This document highlights the author's research on privatization, gender and the tax system. The research focussed on the current role of fiscal policy in promoting a culture of self-reliance, and how this trend impacts on women in particular. Three recent policy developments are discussed to illustrate that the shift toward private responsibility in tax law is reinforcing gendered inequalities in both the distribution of income and in the organization of paid and unpaid work. These developments are personal income tax cuts, tax recognition of unpaid caregiving work, and enriched tax benefits for charitable donors. Intended audience: policy/program professionals, academics, researchers and general public.

Pollack, M. & Hafner-Burton, E. (2000). Mainstreaming Gender in the European Union. *Journal of European Public Policy, vol. 7*(1).

This paper examines the expansion of the European Union's (EU) equal opportunities agenda and gender mainstreaming initiatives. It argues that although the EU has focused narrowly on women's issues, its equal opportunity policy has ambitiously pushed forward an agenda of legally enforceable rights. It highlights Rees's approaches to gender issues, which are equal treatment, positive action and gender mainstreaming. Social movement theory (political opportunity, mobilizing structures, and strategic framing) is discussed in terms of expanding the EU's equal opportunity agenda. The implementation of gender mainstreaming across five areas is examined and the strengths and weaknesses of the EU's new gender mainstreaming approach are discussed. Intended audience: policy and program professionals, academics, and researchers.

Quinn, P. (1996). Identifying Gendered Outcomes in Gender Neutral Policies. *Affilia: Journal of Woman and Social Work, vol. 11*(2), p. 195-206.

This article analyzes two polices – the Community Mental Health Centers Act of 1963, which was the basis for de-institutionalization, and the Social Security Amendments of 1983, which established diagnosis-related groups – both of which depend on unstated assumptions that women are informal caretakers. It discusses the short and long-term losses of women who are forced into unpaid, caretaking positions. To help uncover gendered assumptions that may have negative effects on women, the article concludes with some questions that can be used to supplement existing policy analysis models. Intended audience: policy/program professionals, academics, researcher and general public.

Razavi, S., & Miller, C. (1995). *Gender Mainstreaming, A Study of Efforts by the UNDP, the World Bank and the ILO to Institutionalize Gender Issues - Fourth World Conference on Women, Beijing*. **New York: United Nations Development Program (UNDP).**

This paper presents an account of the efforts to mainstream gender in the United Nations Development Program (UNDP), World Bank (WB) and International Labour Organization (ILO). It highlights some of the obstacles encountered in mainstreaming gender and the opportunities for future progress. The conceptual underpinnings of feminist attempts to promote women within development institutions are discussed. The background of initiatives, institutional changes, and procedures for mainstreaming WID (Women in Development) into these three agencies are also presented. This document is for policy and program professionals interested in integrating a gender perspective into development programs.

Reeves, H. & Heike, W. (1999). *Women's and Gender Budgets: An Annotated Resource List*. **Brighton: BRIDGE (Briefings on Development and Gender) IDS, UK, for the Swedish Agency for Development Cooperation (SIDA), Sweden.**

This annotated bibliography details publications and other resources on gender budgets. It provides references for the budget process from a gender perspective and of conceptual issues in gender budget analysis. Social and gender audits, as well as methodology and scope for future research are discussed. A list of contact individuals and organizations on national and institutional budgets is also provided. It is a useful resource for professionals and researchers interested in gender budget analysis.

Ruyter van Steveninck, M., & de Groot, A. (1998). *Gender and economic development: The work of Diane Elson, summary and comments.* **Rotterdam: Ministry of Foreign Affairs, the Netherlands.**

This paper contributes to the debate on how gender issues can best be integrated into the decision making process about the allocation of development aid. In Part I, Diane Elson's work is summarized, in particular the concept of gender, the usefulness of gender for sector program support, and integrating gender into public expenditure. In Part II, growth and poverty alleviation is discussed in terms of the possible trade-off between equity and efficiency. In addition, gender as a factor in human development and the lack of possible solutions for the problems raised in the work of Diane Elson are examined. The roles of development aid in improving women's well-being and gender issues in macro assessment are also discussed. Intended audience: policy/program professionals.

The Scottish Office (1998). *Mainstreaming Equal Opportunities*. **Edinburgh: United Kingdom, The Scottish Office.**

This report outlines a research project on mechanisms for mainstreaming equal opportunities in the work of Scottish parliament. The concept of gender mainstreaming and the political contexts of development are detailed. A summary of the work of parliaments in gender mainstreaming and a comprehensive list of parliamentary committees responsible for equal opportunities are outlined. In addition, experiments in mainstreaming at the national, regional/provincial and local levels, as well as the advantages and disadvantages of gender mainstreaming are discussed. Intended audience: policy and program professionals.

SOM Ad Hoc Task Force on the Integration of Women in APEC (1999*). Framework for the integration of women in APEC*. Singapore: SOM Ad Hoc Task Force on the Integration of Women in APEC.

This documents outlines APEC's framework for gender mainstreaming in terms of 3 inter-related elements: gender analysis, sex disaggregated data, and the involvement of women in APEC. A definition of each element and recommendations and rationale for their use are provided. It also highlights a report on a ministerial meeting that focused on the participation of women in several key sectors: economic development and cooperation, enterprise, industrial science and technology, and human resources development. Guides on undertaking a gender analysis and the collection and use of sex disaggregated data are also included. Intended audience: policy and program professionals.

South Africa, Commission on Gender Equality (1999). *Information and Evaluation Workshops: Executive Summary*. **Braamfontein: Commission on Gender Equality**

This report provides a brief summary of the information presented at workshops held by the Commission on Gender Equality. In particular, advances in gender equality such as a positive constitutional framework, greater participation of women in decision-making, political commitment to gender equality and gender equality legislation are reviewed. The national machinery in South Africa is also discussed in terms of structure, location, expertise, clarity of roles and problems of transformation. Gender policy development, constitutional and legal issues, safety and security and social services are also highlighted. Intended audience: policy and program professionals.

United Nations (1998). *Aide-Mémoire: UN Expert Group Meeting, National Machineries for Gender Equality*. New York: United Nations.

This document reports on the proceedings of a UN Expert Group Meeting which focused on analyzing new trends and proposing concrete actions and polices to strengthen the role of institutional mechanisms in implementing the Beijing Platform for Action. Gender mainstreaming is discussed in terms of the role of national machineries, the need for mechanisms to hold governments accountable and links with civil society. Conclusions and recommendations of strategies for national machineries to promote gender mainstreaming are discussed. A sample project proposal on strengthening national machineries for the advancement of women is highlighted. Intended audience: policy/program professionals, researchers and academics.

United Nations Development Fund for Women (1997*). UNIFEM's Experience in Mainstreaming for Gender Equality*. New York: UNIFEM.

This paper outlines the creation and goals of UNIFEM, and presents the 'truisms' regarding gender mainstreaming. It discusses UNIFEM's mainstreaming strategies for the 1980s and 1990s and the initiatives it has supported in different countries such as training in gender analysis, strengthening gender expertise at regional and national levels, building gender capacity, and mainstreaming women's human rights. Key dimensions for successful mainstreaming efforts are included. This is a resource for academics, researchers, general public, and policy and program professionals.

United Nations Development Fund for Women (UNIFEM) (2001*). Gender responsive budgets.* New York: UNIFEM.

This document defines a Gender Responsive Budget Analysis. Tools that have been developed, and examples of their use in various countries are presented. These include (1) Gender-aware Policy Appraisal; (2) Gender-disaggregated Public Expenditure Incidence Analysis; (3) Gender-disaggregated Beneficiary Assessments; (4) Gender-disaggregated Analysis of the Impact of the Budget on Time Use; (5) Gender-aware Medium Term Macroeconomic Policy Framework; (6) Gender-disaggregated Revenue Incidence Analysis; and (7) Gender-aware Budget Statements. UNIFEM's work in promoting Gender Responsive Budget Initiatives, collaborating partners and budget initiatives worldwide are discussed. Intended audience: policy and program professionals.

United Nations Development Program (2000). *The Windhoek Declaration: The Namibia Plan of Action on "Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations"*. New York: UNDP.

This paper outlines a plan of action for ensuring the equal participation of women and men in UN peacekeeping, peace building, and the attainment of political stability. Gender issues and gender mainstreaming are promoted within every aspect of the peace process. These include (1) negotiations; (2) mandate; (3) leadership; (4) planning, structure and resources of mission; (5) recruitment; (6) training; (7) procedures; (8) monitoring, evaluation and accountability. The priorities and expertise required within each area in order to ensure gender equity are discussed. Intended audience: policy and program professionals.

United Nations Development Program (1999*). UNDP Workshop on Pro-poor, Gender and Environment Sensitive Budgets, June 28-30.* **New York: UNDP.**

This annotated resource presents abstracts of papers presented at the UNDP workshop on Pro-poor, Gender- and Environment-Sensitive Budgets. Budget initiatives in various countries are discussed and include topics such as the South African Women's Budget, components of a sustainable budget, auditing local development expenditure from a gendered perspective, integrating gender into national budgetary processes, designing gender sensitive budgets, gender budget analysis, fiscal democracy, and using participatory tools. This is a resource for researchers, academics and policy/program professionals interested in learning about gender sensitive budgets.

United Nations, Division for the Advancement of Women (1998*). Women and Health: Mainstreaming the Gender Perspective into the Health Sector.* **New York: United Nations (UN), Division for the Advancement of Women.**

This document highlights gender inequalities and discrimination in the health sector in such areas as occupational and environmental health, sexual and reproductive health, disease control programs (including HIV/AIDS), and mental health. It communicates a need to mainstream a gender perspective into all aspects of healthcare and provides recommendations for applying gender-based analysis to all reforms within the health sector. In order to achieve a full integration of a gender perspective, a framework for designing national health polices with an integrated gender perspective is described. The focus is mainly on gender bias in research, gender inequalities in women and men's health, gender bias in health practice and mainstreaming gender into healthcare. Intended audience: policy and program professionals, academics, researcher and general public.

United Nations, Economic and Social Council (1997). *Mainstreaming the gender perspective into all policies and programmes of the United Nations.* **New York: United Nations (UN), Economic and Social Council.**

This report describes the UN's efforts in mainstreaming a gender perspective into policies and programs at the intergovernmental level and in the work of all UN systems. The focus is on capacity building for mainstreaming, gender balance, an information base for gender mainstreaming and experiences and lessons learned. Recommendations for achieving a gender perspective are presented within each of these categories. This is a resource for policy and program professionals interested in gender mainstreaming.

United Nations, Economic and Social Council (2001). *Mainstreaming a gender perspective into all policies and programmes in the United Nations system.* **New York: United Nations.**

At its substantive session, the Council held a panel discussion on mainstreaming a gender perspective into all policies and programs in the United Nations system. The discussion included; (1) the intergovernmental process of the United Nations; (2) institutional requirements for gender mainstreaming in all policies and programmes; (3) the role of gender units and focal points in gender mainstreaming; (4) capacity-building for gender mainstreaming; and (5) gender mainstreaming in the integrated follow-up to global United Nations conferences. This document also outlines the decisions that the Council made regarding mainstreaming gender into its policies and programs. Intended audience: policy and program professionals.

United Nations High Commissioner for Human Rights (2000). *Women's Rights are Human Rights, Gender Mainstreaming and Human Rights of Women OHCHR Policy Statement***. New York: United Nations (UN), United Nations High Commissioner for Human Rights.**

This document outlines a framework for OHCHR's gender mainstreaming through the ECOSOC Agreed Conclusions on gender mainstreaming, the resolutions from the Commission on Human Rights on integrating the human rights of women throughout the United Nations, and the OHCHR's policy statement on gender mainstreaming and the human rights of women. It discusses the anti—trafficking program, women's social, cultural and economic rights, the health of women and girls, and reproductive rights. A note on the Human Rights Committee's new General Comment concerning gender equality and the text of the Protocol on the human rights of women adopted by the African Commission on Human Rights and People's Rights is included. Four case studies from the field are also provided. Intended audience: policy and program professionals.

United Nations University (1996*). United Nations University Symposium on Women and Mainstreaming***. New York: United Nations University.**

This report provides a brief summary of the major themes and issues of discussion from the UNU Symposium on Women and Mainstreaming in Tokyo in 1996. Five main topic areas were highlighted: (1) mainstreaming women's issues; (2) gender in politics; (3) gender in the economy; (4) gender in society; and (5) women and human rights. An overview of gender-related initiatives undertaken by the UN and its agencies are outlined. A list of research questions and issue areas for future consideration in the development of a research agenda on women and mainstreaming is also provided. Intended audience: academics, policy/program professionals, and researchers.

United Nations Development Fund for Women (UNIFEM) (1998*). The South African Women's Budget Initiative as an Advocacy Instrument***. New York: UNIFEM.**

This document describes the Women's Budget Initiative, which tracks and advances the interest of women in the South African political and economic transition. The design of this initiative focused on the relationship between policies and budgets, targeting women as development priorities, and providing training to society and legislatures in budgetary and advocacy skills. The methodological approach to budget analysis and the rationale are provided. The achievements of the Women's Budget initiative are discussed in terms of partnerships, political-economy positioning, methodology, information dissemination and timing, and accessibility of information. Future directions for the project are briefly described. Intended audience: policy/program professionals, academics, researchers and general public.

United Nations Development Fund for Women (UNIFEM) (2000*). Gender-Sensitive Budget Initiatives for Latin America and the Caribbean***. New York: UNIFEM.**

This document outlines gender budget initiatives, including their objectives and advantages. It highlights the types of gender budget initiatives such as NGO initiatives, joint NGO and parliamentary initiatives, and governmental initiatives. It provides tools and steps for implementing gender-sensitive budgets: (1) gender-aware policy; (2) beneficiary assessments; (3) public expenditure incidence analysis; (4) gender-disaggregated analysis of the impact of budget on time use; (5) ender-aware economic policy framework; and (6) gender-aware budget statement. Case

studies in the Latin American and Caribbean region for gender-sensitive budgets and the future direction for this region are also presented. Intended audience: policy/program professionals.

World Bank (1995). *Advancing Gender Equality: From Concept to Action*. Washington: World Bank.

This booklet outlines the World Bank's work in supporting member countries in their efforts to mainstream gender into development projects and programs. It gives detailed examples of how gender issues are identified and incorporated into these efforts to promote gender equity. The examples are provided within five categories: (1) research and gender analysis; (2) removing barriers and improving access; (3) expanding women's skills and opportunities; (4) promoting women's participation; and (5) making institutions stronger and collaborating with partners. This is a resource for policy and program professionals interested in gender mainstreaming efforts of the World Bank.

World Bank (1996). *Implementing the World Bank's Gender Policies, Progress Report #1, March 1996.* Washington: World Bank.

This document is the first in a series of reports on the World Bank's progress in implementing gender policies that promote the full participation of women in social and economic development. It reviews the evolution and current status of World Bank operations (both lending and non-lending activities) with respect to gender. In particular, promoting the participation of grassroots women's groups in economic policy formulation and institutionalizing a gender perspective are discussed. It examines the initiatives that have been undertaken to support the Beijing Platform for Action and addresses the four sets of questions and recommendations included in the petition submitted to the World Bank President in Beijing. Intended audience: policy/program professionals.

World Bank (1998). *Mainstreaming gender and development in the World Bank: Progress and Recommendations*. Washington: World Bank.

This report presents the main findings of a completed study undertaken for the Social Development Family in the World Bank's Environmentally and Socially Sustainable Development (ESSD) Network. It identifies the current rationale, language and underlying policy approach to Gender and Development (GAD) adopted by the World Bank. The extent to which the policies are shared across the institution and recommendations concerning needs specifically identified by ESSD are outlined. This is a resource for policy and program professionals interested in gender mainstreaming in the World Bank.

NATIONAL

Canadian International Development Agency (1999). *CIDA's Policy on Gender Equity*. Ottawa: Canadian International Development Agency.

This policy paper presents the eight guiding principles behind gender-based analysis (GBA) required for all CIDA policies, programs and projects. These principles include achieving gender equality through the empowerment of women and promoting the participation of women as being equally instrumental in changing economic, social and political processes. To support the goal of

CIDA's gender equality policy of ensuring sustainable development by supporting equality between women and men, sample results, strategies, activities and guidelines are included. The relationship between gender equality and CIDA's programming priorities are discussed in terms of human rights, basic human needs, poverty, and development. Intended audience: researchers, policy and program professionals.

Department of Justice Canada (1997). *Policy of the Department of Justice on Gender Equality Analysis*. **Ottawa: Department of Justice.**

This policy paper outlines the fundamental principles and guidelines governing the application of gender equality analysis in the Department of Justice. A brief overview of why gender-equality analysis is used, the major policy points of the Department of Justice, and measures used to help employees make gender equality analysis an integral part of their work is provided. Intended audience: policy and program professionals.

Indian and Northern Affairs Canada (1999). *Gender Equality Analysis Policy*. **Ottawa: Indian and Northern Affairs Canada.**

This paper describes the policies of the Department of Indian and Northern Affairs (INAC) on gender equality analysis. It includes a description of gender equality analysis, information on when to undertake it, and why it is important for INAC to ensure gender equality issues are analyzed and resolved. A checklist on how to carry out gender equality analysis presents ideas on development, assessment, communication and evaluation. This quick overview provides a useful reference for policy and program professionals interested in the implementation of gender-based analysis.

Lawrence, W. (1998). *"Gender Mainstreaming: Reflections on Experience in CIDA" in Gender Equality News, November 1998 Edition*. **Ottawa: Canadian International Development Agency.**

This document discusses the institutionalization of WID (Women in Development) in CIDA. Two important and distinguishing features regarding WID institutionalization are discussed: (1) splitting off of WID as an issue from "women's advancement" in Canada; and (2) the lack of a separate agency 'women's program' that funds projects. The author discusses several major activities and events in 1995 that affected WID/GE: foreign policy review, results-based management, CIDA WID/GE policy revision, the Beijing Conference, and performance reviews. Major challenges of gender mainstreaming and key messages for those involved in mainstreaming are highlighted. Intended audience: policy/program professionals, academics and researchers.

McLaren, K., Seydegart, M., & Rowe, B. (1995). *Engendering Justice: Report of the Organizational Planning Study on Substantive Gender Equality Work in the Department of Justice*. **Ottawa: Department of Justice Canada.**

This study concerns the need for a structure and other mechanisms for supporting the substantive gender equality work of the Department of Justice. Areas of research include: (1) progress towards the Gender Action Plan of 1993; (2) barriers and sources of support for the plan; (3) accountability issues; (4) current resources allocated to gender-related work; (5) communication; education and relationships with independent women's organizations; and (6) views on decision-making ideas on alternative structures. Conclusions and recommendations are provided. This is a resource for

policy and program professionals interested in gender equality initiatives within the Department of Justice.

Rankin, P., & Vickers, J. (2001). *Women's movements and state feminism: Integrating diversity into public policy.* **Ottawa: Status of Women Canada.**

This study examines the relationship between women's movements and state feminism in order to explore the opportunities and constraints for integrating diversity questions into public policy making. The research compares women's policy machinery in Canada and Australia and focuses on the capacity of state feminist institutions to facilitate interaction between women's movements and the state in support of successful policy interventions around diversity issues. Case studies in the area of preventing violence against women in Quebec, New South Wales, Western and South Australia are presented. Intended audience: policy and program professionals.

Status of Women Canada (1998). *Economic gender equality indicators, Federal-Provincial/Territorial Ministers responsible for the Status of Women.* **Ottawa: Status of Women Canada.**

This document presents the results of a two-year project to design a limited, innovative set of indicators that provide an overall picture of women's economic status in Canada. Details about why economic gender equality indicators have been developed, how gender equality is measured and how indicators are selected are presented. The results of an analysis of the three categories of economic indicators in Canada: income, work and learning are discussed in terms of gender gaps and depicted graphically for the years of 1986, 1992 and 1997. Comparable data is provided for each province and territory. Lists of additional resources on social indicators, statistics on women in Canada, and issues related to women and the economy are provided. This booklet is a resource for policy and program professionals, academics, researchers and the general public.

Status of Women Canada (1995). *Setting the stage for the next century: The Federal plan for gender equality.* **Ottawa: Status of Women Canada.**

This policy paper presents details of the Federal Government's actions and policies regarding gender equality. It provides information on the 8 objectives of the federal plan, which include implementing gender-based analysis in every federal department and agency. Separate chapters provide an overview of GBA and its role in legislation, public policy, and improving women's status in Canada and outline the Federal Government's commitments and obligations to advancing gender equality. Specific strategies for executing this change within various aspects of women's lives and special measures to meet these goals are highlighted. Intended audience: policy and program professionals, academics and researchers.

Stone, L., Karman, Z., & Yaremko, W.P. (1998). *Gender Equality Indicators: Public Concerns and Public Policies.* **Ottawa: Status of Women Canada.**

This book contains the speeches and background papers from a symposium held at Statistics Canada (March 26-27, 1998) designed to highlight the four themes of the workshops: (1) gender equality indicators and gender-based analysis; (2) paradigms implicit in social and economic indicators; (3) "best practices" for developing, disseminating, and using gender equality indicators; and (4) technical problems and data gaps confronting gender equality indicator development.

Summaries of the outcomes of discussions in the related workshops are provided. Intended audience: policy/program professionals.

Williams, W. (1999). *Will the Canadian Government's commitment to use gender-based analysis result in public policies reflecting the diversity of women's lives***? Halifax: Health Canada, Maritime Centre of Excellence for Women's Health.**

This paper briefly discusses gender equity and gender-based analysis (GBA) in the federal government. It describes where gender-equity and gender-based analysis come from and future directions. Current debates, critiques and concerns are overviewed: (1) respect for differences; (2) gender-based analysis as a safety net; (3) gender-based analysis is not a feminist analysis; (4) accounting for diversity; and (5) does gender-based analysis work? A model for the health care delivery sector and recommendations for the use of gender-based analysis in the government are provided. Intended audience: policy/program professionals, academics, researchers, and general public.

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Training

INTERNATIONAL

Hayes, S. (1999). *NCRFW Gender Mainstreaming Study Tour: Report***. Philippines: National Commission on the Role of Filipino Women (CIDA-funded Institutional Strengthening Project).**

In order to reach the goal of supporting the full participation and integration of women in all aspects of Philippine national life, this CIDA-funded project involved a 2-week tour to gather information about Canada's mainstreaming experience and inspire the participants to take decisive steps to fast track gender mainstreaming in the Philippine bureaucracy. The tour focused on three themes: (1) models of gender mainstreaming; (2) gender-responsive human resources development programs; and (3) information systems. Members of the delegation are introduced with summaries of their responsibilities, training, and areas of interest. Strategic insights and re-entry plans are discussed. Summaries of evaluation responses from the delegation regarding the ability of the tour to reach its objectives are also included. Intended audience: policy/program professionals, academics, and general public.

International Labour Organization (ILO) (1998*). ILO/SEAPAT's online gender learning and information module.*** Geneva: ILO.**

This resource is a learning and information module on mainstreaming gender issues in ILO's areas of operation. It outlines a conceptual framework for gender analysis and planning and highlights gender issues in the world of work such as poverty, labour force participation, child labourers, technological change and violence against women. Information on how to mainstream gender in ILO operations, and tools for mainstreaming these gender concerns are provided. Statistics and

indicators on gender issues, gender-related working papers and gender-related guidelines are also highlighted. Intended audience: policy and program professionals.

International Service for National Agricultural Research (ISNAR) (1997). *Gender Analysis for Management of Research in Agriculture and Natural Resources*. **Netherlands: ISNAR.**

This series of training modules provide training plans and materials designed to improve the knowledge and skills required for effective agricultural research management. The workshop focuses on three main topics: (1) gender and policy; (2) gender and institutional organization; and (3) gender tools and analysis. Each module contains a curriculum, including learning objectives, descriptions of the training approach, methods, and techniques. Master copies of handouts, worksheets, overhead transparencies, evaluation forms, as well as a recommended bibliography for use by trainers is included. Intended audience: policy/program professionals, researchers.

Ministry of Foreign Affairs, Denmark (2001). *Danida's gender analysis training: A three module training package.* **Copenhagen: Ministry of Foreign Affairs.**

This document briefly outlines the training package developed by the Ministry of Foreign Affairs (Danida). This three module training package includes: (1) an obligatory one-day workshop for newly employed Danida headquarters staff; (2) a two to three-day workshop for experienced Danida headquarters personnel (technical service, country offices and multilateral development assistance); and (3) country specific workshops designed for Danida personnel working at the embassies, and others. Danida's WID policy and overall objectives of the Gender Analysis Training Program are presented. Intended audience: policy and program professionals.

Pan-American Health Organization (PAHO) (1997*). Workshop on Gender, Health and Development: Facilitator's Guide*. **Washington: PAHO.**

This manual outlines a workshop on gender, health and development. The modules in the workshop include: (1) sex and gender; (2) gender roles, access to and control of resources and household stereotypes; (3) the origin of health needs; (4) practical and strategic gender approaches; (5) development approaches; (6) applying the concepts to case studies; and (7) application of gender analysis to existing health projects. Each module contains an overview and discussion on how gender plays a role in each topic area. Handouts, worksheets, facilitator's notes and evaluation forms are provided. Intended audience: policy and program professionals interested in conducting a workshop on gender mainstreaming in the health sector.

Rees, T. (1999). *Mainstreaming Equality in Training Policy in the European Union*. **Bristol: Western Research Network on Education and Training, University of Bristol, United Kingdom.**

This document examines gender equality in European Union (EU) policy concerning skill development in the workforce. It outlines the EU's White Paper regarding the changing labour market structures of the EU and some of its criticisms such as a lack of gender consideration and androcentric bias. The subsequent steps that have been taken to introduce mainstreaming into EU policy are outlined. The author argues that research is needed on monitoring and evaluating gender mainstreaming to assess whether it can challenge sex role stereotyping and gender segregation in

developing skills for the global economy. Intended audience: policy/program professionals, academics and researchers.

Schalkwyk, J. (2000*). Exercises in Gender Mainstreaming, Gender in Development Monograph Series #8***. New York: United Nations Development Program (UNDP).**

This monograph series provides exercises in identifying relevant gender issues in various development projects. The exercises are based on hypothetical case studies in the following areas: (1) planning a governance program; (2) planning a poverty sustainable livelihoods program; (3) planning a human rights program; (4) planning a post-conflict demobilization/reintegration initiative, preliminary study for a community-based water resources project. The studies are discussed in terms of gender diversity and impacts, outcomes, outputs, and activities. Facilitator's notes and handouts are included. This is a useful resource for policy and program professionals interested in learning the skills required to integrate gender perspectives into programming.

United Nations Development Fund for Women (UNIFEM) (1993). *ANOTHER POINT OF VIEW: A Manual on Gender Analysis Training for Grassroots Workers***. New York: UNIFEM.**

This training manual was developed in response to the need for tools and methods for designing and implementing gender-sensitive programs for agencies experiencing funding and time constraints, illiteracy and insufficient data on gender roles. It presents a workshop on the Gender Analysis Matrix (GAM), a tool for gender analysis of development projects at the community level. It provides handouts, case studies and facilitator's notes for explaining, planning and applying GAM. Practical exercises to help participants build the skills necessary to facilitate GAM within a community group are outlined. Alternative gender training designs based on varying time slots are also provided. Intended audience: policy and program professionals.

Williams, S. (1994). *The Oxfam gender training manual***. Oxford: Oxfam.**

This manual details a workshop on gender training to promote gender-fair development. The topics include: (1) Gender awareness and self-awareness; (2) self-awareness for women and men; (3) gender roles and needs; (4) women in the world; (5) gender and development; (6) gender-sensitive appraisal and planning; (7) gender and global issues; (8) working with women and men; (9) communicating gender; (10) strategies for change; and (9) evaluations. Handouts, facilitator's notes, and activity forms for orientation are provided. Case studies that aid in skill development are also supplied. This is a useful resource for program professionals interested in presenting a workshop on gender training.

NATIONAL

Canadian International Development Agency (CIDA). (2000). *Accelerating Change: Resources for Gender Mainstreaming***. Ottawa: CIDA.**

This manual emerged from the proceedings of the Technical Workshop on Gender Mainstreaming in Sanur, Indonesia, 2000. It outlines the central concepts and definitions of gender mainstreaming including capacity development, enabling factors and key components of mainstreaming. National Women's Machineries, building linkages within government, along with practical examples are

examined. In addition, this manual provides information on tools for gender mainstreaming – enabling tools and technical tools such as gender analysis, sex-disaggregated data, gender budgets, and gender indicators. The need for mainstreaming in various sectors (private, academic, and religious) is also highlighted and a discussion on capacity development is included. Intended audience: policy/program professionals, academics, researchers and trainers.

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Research

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INTERNATIONAL

Akpalu, E.A., Ofei-Aboagye, E., & Derbyshire, H. (2000). *Gender Mainstreaming: Emerging Lessons from Ghana.* **London: Government of UK, Social Development Department.**

This report draws on discussions from the workshop "Mainstreaming Gender: Lessons from Experience" to outline the key lessons emerging from practical experiences of mainstreaming gender in the Ghanaian context. It outlines the strategies and processes involved in promoting attention to gender issues, as well as the constraints encountered. Emerging lessons are discussed in terms of reshaping legislation and developing policy, gender analytical research, sex disaggregated data, changing organizations to implement policy, and gender training. Examples of gender mainstreaming approaches in rural development, education, sanitation and predominantly male organizations are provided. This is a useful resource designed to assist policy and program professionals in mainstreaming gender into policy development, planning, service delivery and workplace procedures.

Ashworth, G. (1996). *Gendered Governance: An Agenda for Change***. New York: United Nations Development Program (UNDP).**

This paper discusses the lack of gender equity in various levels of governance: household/family, community, local government, national government, and international government. It outlines the need for gendered analysis of the processes and structures of governance in order to erase the conventional distinctions between private and public spheres. It also highlights the issue of representation within local and national governments and including women in decision-making. Examples of women affecting changes in the inequalities of governance, as well as future directions for addressing gender equalities are discussed. Intended audience: policy/program professionals, academics, researchers and general public.

Commission on the Advancement of Women (CAW) (2000*). How Mainstreamed is Gender Mainstreaming***? Washington: American Council for Voluntary International Action, InterAction.**

This report briefly overviews gender mainstreaming progress within the United States Agency for International Development (USAID), the World Bank, and the World Food Program. It discusses the assessment of these institutions and presents some limitations to each of their gender mainstreaming efforts. It examines the shortcomings of these programs with regard to the

unawareness of staff about the Gender Plan of Action, the failure to include a gender perspective at the local project level and a need to analyze the sources of inequality and develop a more strategic approach to addressing gender. Intended audience: researchers, academics, and general public.

Commonwealth Secretariat (2000). *Summary Report of the Commonwealth Secretariat Regional Workshop on Gender Mainstreaming, Antigua & Barbuda, 2-4 May 2000* **London: Commonwealth Secretariat.**

This document describes a workshop on gender mainstreaming which focussed specifically on: (1) gender analysis in several Caribbean countries; (2) capacity building in gender mainstreaming; (3) mechanisms for gender mainstreaming; and (4) evaluating best practices in gender mainstreaming. It outlines gender awareness initiatives and challenges in several Caribbean countries and provides recommendations for action. Mainstreaming concepts, tools and good practices, as well as obstacles to mainstreaming are included. A resource for researchers, academics and professionals interested in gender mainstreaming initiatives in Commonwealth countries.

Commonwealth Secretariat (2001). *Commonwealth Secretariat reviews gender mainstreaming efforts in the health sector in 'Health Matters'*. **London: Commonwealth Secretariat.**

This newsletter examines various topics related to women in health within the Commonwealth. This includes information on the work of the Technical Support Group with a particular emphasis on women and health. It also examines nurses as leaders in healthcare in the Caribbean, and how that country is tackling health personnel migration. Other topics include a review of gender mainstreaming efforts in the health sector, and a comprehensive section on HIV/AIDS in the Commonwealth. This is a resource for academics, researchers, policy/program professionals and the general public.

Council of Europe (1999). *Conference. Gender Mainstreaming: A step into the 21st century.* **Strasbourg: Council of Europe.**

This document provides the papers and proceedings of the Council of Europe's Conference in Athens, September 16-18, 1999. It includes keynote speeches on gender equality and outlines gender mainstreaming projects. Recommendations of the Working Groups and conclusions by the General Rapporteur are provided. A statement on integrating the gender perspective in the South Eastern Europe stabilization process and a list of participants is also included. Intended audience: researchers, policy/ program professionals and academics.

European League of Institutes of the Arts (2001). *Project Outcomes: Artemisia*. **Amsterdam: European League of Institutes of the Arts.**

This document outlines gender mainstreaming in higher arts education and in the cultural section. It overviews a handbook provided by the European League of Institutes of the Arts (ELIA) that gives the results of pilot surveys, provides a guide on gender mainstreaming in the cultural sector, and describes how to improve the gender focus in European projects screening the gender dimension in European programs. Outcomes from the Lisbon Seminar (June 2001) on gender equality in the arts and higher education are also highlighted. Intended audience: researchers, policy/program professionals and academics.

Greig, A., Kimmel, M., & Lang, J. (2000*). Men, Masculinities and Development: Broadening our Work Towards Gender Equality***. New York: United Nations Development Program (UNDP).**

This paper examines masculinity and the role it plays in program development and gender equality. The meanings and uses of masculinity are discussed in terms of power and patriarchy, production and social reproduction, governance, poverty, violence and conflict, health, and workplace and organizations. Suggested areas to help practitioners identify spaces for intervention include: (1) gender mainstreaming and institutional cultures; (2) policymaking; (3) focusing on socialization and youth; (4) addressing issues of class an other modifiers of inequality; and (5) sexuality. This is a resource for policy/program professionals and researchers with an interest learning about masculinity and the role it plays in gender relations.

Gurumurthy, A. (1998). *Women's Rights and Status: Questions of Analysis and Measurement.* **New York: United Nations Development Program (UNDP).**

This resource outlines various frameworks used to measure gender equality. In particular, it examines (1) the Women's Empowerment Framework; (2) UNDP Training for Gender Mainstreaming; and (3) Socio-Economic and Gender-Analysis (SEAGA) Approach. Gender analysis and the contribution of these frameworks in increasing gender equality are discussed. This is a resource for researchers, policy/program professionals and trainers interested in gender evaluation approaches.

Hedman, B., Percuui, F., & Sundstrom, P. (1996*). Engendering Statistics: A Tool for Change***. Stockholm: Statistics Sweden.**

This book describes the various phases of the production of gender statistics. The development of different policy approaches from women in development (WID) to gender and development (GAD) are summarized, and some conceptual issues and key principles behind them are presented. It also provides an overview of the main gender concerns in various policy areas – decision making, economic life, family and household, laws, health, violence, education, and environment. This book also examines: (1) statistics and indicators on gender issues; (2) data availability and quality, particularly in terms of problems and biases linked to the different roles of women and men in society; and (3) analysis and presentation of gender statistics in terms of the problems of data presentation and data dissemination. A chapter on training in gender statistics provides guidelines on how to conduct a one-week training session on gender statistics. Intended audience: statisticians, policy/program professionals, trainers, academics and researchers.

International Labour Organization (ILO) (1999). *Gender Analysis and Planning***. Geneva: ILO.**

This paper outlines gender analysis and planning in the context of ILO's work. It discusses gender analysis in terms of the identification of: (1) division of labour between women and men; (2) access to and control over resources and benefits; (3) the needs of women and men; (4) the constraints and/or opportunities in the socio-economic environment and (5) the capacity of ILO constituent and other partner organizations to promote equality between women and men in employment. Gender planning strategies such as capacity building, the active participation of women in their

organizations and the allocation of adequate human and material resources are also presented. Intended audience: researchers, and policy/program professionals.

Longwe, S. H. (1995). *The Evaporation of Policies for Women's Advancement, in A Commitment to the World's Women: Perspectives on Development for Beijing and Beyond.* New York: United Nations Development Fund for Women (UNIFEM).

This paper examines the various ways in which policies on women's advancement evaporate, even when these are fairly explicit in the guidelines and regulations of a typical development agency. The author argues that in the area of women's advancement, lack of progress on policy implementation has to be seen in terms of the common interests of both the development agency and the Third World Government. The process of policy evaporation is discussed in terms of patriarchy and concrete examples are provided. Intended audience: researchers, policy/program professionals.

McKinlay, R. (1993). *Gender Analysis of Policy.* Wellington: Ministry of Women's Affairs, New Zealand.

This paper argues that gender analysis is an aspect of quality policy analysis because good policy advice should consider the implications of policy changes on women and men. It examines the process of policy development and the lack of consideration of gender at various steps throughout this process. Problems that arise from this approach are illustrated through an accident compensation example. It also examines the key issues for women in a range of policy areas, how gender analysis is done, methodology of gender analysis and outlines the models for including gender into policy. Improving gender analysis in New Zealand is also explored. Intended audience: policy and program professionals.

Miller, C., & Razavi, S. (1998). *Gender Analysis: Alternative Paradigms.* New York: United Nations Development Program (UNDP).

This study reviews the growing body of work on gender analysis, including recent approaches, explaining their similarities and differences. It assesses the results of the incorporation of these approaches into training packages and programs. The principle conceptual frameworks examined are: (1) Gender Roles Framework (GRF); (2) University College-London Department of Planning Unit (DPU) Framework ('triple roles model'); (3) Social Relations Framework developed by the Institute for Development Studies (IDS); and (4) the approaches of feminist economics including both new-classical and critical feminist economics. Alternative analytical/training frameworks are also discussed. Intended audience: policy/program professionals.

Ministry of Foreign Affairs, Norway (1999). *WID/Gender units and the experience of gender mainstreaming in multilateral organizations: "Knights on white horses?"* Oslo: Author.

This report documents the history of the institutionalization of WID/gender concerns from 1985 onward in three multilateral organizations, namely UNDP, FAO and the World Bank. It considers WID/gender concerns within the organizational context and focuses on policy developments, organizational forms, and gender mainstreaming. It examines gender mainstreaming at the country level, providing examples from Uganda, Malawi and Bangladesh. The study also documents and

evaluates the efficacy of Norwegian funding aimed at strengthening WID/gender concerns in the multilateral organizations, giving recommendations for future areas of support. Intended audience: researchers and policy/program professionals.

Mondesire, A. (1998). *Gender Mainstreaming in UNDP's Country Programmes: Global Experiences and Lessons Learned (April 1998).* **New York: United Nations Development Program (UNDP).**

Gender mainstreaming experiences in several countries were analyzed in this report by UNDP in order to provide new insights into strategy for achieving gender equity. This assessment discusses the constraints and drawbacks of gender initiatives in these countries. The mainstreaming approaches, institutional arrangements in UNDP country offices, program delivery and resource allocation are summarized. The capacities and constraints of internal and external factors such as operations/use of resources, information and communication, legislation and policies of governments, cultural norms, and institutional and organizational support are discussed. Intended audience: policy/program professionals, academics and researchers.

Oxfam (2000). *The Essential Element: Mainstreaming Gender - What Does it Mean?* **Oxford: Oxfam.**

This resource provides information on Oxfam's gender mainstreaming initiatives. Gender mainstreaming initiatives in several different countries focus on: (1) increasing women's participation in the labour market in the Andes; (2) addressing the gender imbalance in rural villages in Kosovo; (3) integrating gender into relief-distribution in Bangladesh; (4) incorporating a gender perspective into a community health project in Scotland; and (5) capacity building in gender mainstreaming for staff in an East Asia Programme. Mainstreaming gender into human resources work and key elements in mainstreaming are briefly discussed. This resource will be of interest to policy/program professionals, academics and researchers interested in gender mainstreaming projects.

Rowan-Campbell, D. (1995). *National Machineries for Women, A Balancing Act, in A Commitment to the World's Women: Perspectives on Development for Beijing and Beyond.* **New York: United Nations Development Fund for Women (UNIFEM).**

This article explores the role that National Machineries have played in changing the status of women in various countries. In particular, it examines the achievements of National Machineries in institutionalizing a focal point for women's affairs in governments and national agencies. The author argues that in order for National Machineries to maintain the momentum of change, more must be achieved. She discusses the environment of challenge and National Machineries as agents of change particularly with regard to forging alliances, skills training, building structures and making language live. Intended audience: policy/program professionals, researchers, academics and general public.

Sawyer, M. (1996). *Femocrats and Ecorats: Women's Policy Machinery in Australia, Canada and New Zealand*. **New York: United Nations (UN) Research Institute for Social Development.**

Focussing at the national level, this paper provides case studies of women's policy machinery in Australia, Canada and New Zealand. The author examines the genesis of women's policy machinery and the specific political traditions and political opportunity structures in these three countries. It examines issues such as the degree to which "femocrats" can assist in the resourcing of the women's movement and the importance of a well-organized women's movement as an effective political base for feminist policy. The significance of bureaucratic location and entrenchment of accountability for gender outcomes is explored in each case study. Intended audience: policy/program professionals, researchers, academics and general public.

Schalkwyk, J. (1996). *Mainstreaming: A Strategy for Achieving Equality Between Women and Men: A Think Piece*. **Stockholm: Swedish Agency for Development Cooperation (SIDA).**

This discussion paper explores the concept of gender mainstreaming and presents a series of frequently asked questions about mainstreaming strategies. It focuses on women as a heterogeneous group and gender mainstreaming as a starting point for addressing other inequalities based on class, race, age and religion. It defines gender mainstreaming and the targets and goals of mainstreaming strategy. The frequently asked questions section aims to dispel common misconceptions about gender mainstreaming and the role of women in mainstreaming initiatives. Intended audience: academics, researchers, and general public.

United National Children's Fund (UNICEF) (2000). *Gender mainstreaming in WES (water, environment and sanitation)*. **New York: UNICEF.**

This document outlines gender mainstreaming and its role within WES (water, environment and sanitation). Ten key points to check for gender equity including topics such as needs and interests, investigating gender issues, and gender-balance in decision making are outlined. Case examples of gender mainstreaming in Lesotho and Nepal are provided. This is a resource for researchers and policy/program professionals interested in gender mainstreaming in UNICEF.

United Nations Development Program (UNDP) (1998). *Building Capacity for Gender Mainstreaming: UNDP's Experience*. **New York: UNDP.**

This report provides a review of UNDP's Capacity Building Support Programme for gender mainstreaming. It discusses the context and objectives of the program and describes the UNDP initiatives to implement gender mainstreaming strategy such as consolidation of a network of gender focal points, resource allocations of the advancement of women, a global gender programme and others. It reviews the evolution of the Learning, Consultation and Briefing (LCB) approach and the main elements of its methodology. The main themes of this approach are also discussed: (1) gender mainstreaming; (2) gender and economic analysis; (3) process and advocacy skills; (4) programme and project entry points for gender mainstreaming; (5) information systems; and (6) strategic planning and the development of country office mainstreaming strategies. Lessons learned about organizational constraints and developing a framework for capacity building, as well as the future directions of the program, are discussed. Intended audience: policy and program professionals.

United Nations Development Program (UNDP) (1998*). Tracking Gender Mainstreaming in MDGD Activities***. New York: UNDP.**

This paper reviews the status of gender mainstreaming in subprograms in the Management Development and Governance Division (MDGD). It discusses how gender is being addressed in the sub-programmes, and why it is not being addressed in all MDGD activities. The basic elements required by staff members for mainstreaming gender concerns are: (1) awareness of importance of gender issues; (2) commitment to addressing gender issues; (3) capacity for formulation of gender-focused questions; (4) capacity for undertaking gender analysis; (5) capacity for applying the findings of gender analysis; and (6) capacity for systematic monitoring and evaluation. Checklists for assessing and evaluating gender mainstreaming in sub-programme activities are provided. Intended audience: policy and program professionals.

United Nations Development Program (UNDP) (1999). *Gender Mainstreaming*. New York: UNDP.

This document discusses the UNDP's gender mainstreaming approach that focuses on decision-making. It details gender mainstreaming and organizational change in terms of making the UNDP more effective in attaining specific goals under its sustainable human development mandate, in particular gender equality as a policy priority. It describes the UNDP Learning, Consultation and Briefing (LCB) approach to gender mainstreaming and its methodology. It also outlines the six LCB themes, the functions of the facilitation team, and the workshop systems. Organizational constraints to gender mainstreaming, conclusions and future actions are discussed. Intended audience: policy and program professionals.

United Nations High Commissioner for Refugees (UNHCR) (2000). *Building Partnerships Through Equality: UNHCR Good Practises on Gender Mainstreaming*. Geneva: UNHCR.

This document provides information on gender mainstreaming programs designed by the UNHCR and its partners. The programs outlined are: (1) regional gender network in the Americas; (2) People oriented Planning in Action (POP); (3) gender equality in land rights, Guatemala; (4) female guardians, Tanzania; (5) Refugee Status Determination (RSD); (5) young women's experimental learning network, Mostar, Bosnia and Herzegovina; (6) reproductive health care, Azerbaijan; (7) education of Afghan refugee girls; and (8) UNHCR Magsaysay centres for women. The achievements, plans, and lessons learned for each of these programs is discussed. This is a resource for policy/program professionals and researchers interested in diverse gender mainstreaming programs.

United Nations High Commissioner for Refugees (UNHCR) (2001). *Gender Dimensions of Racial Discrimination.* Geneva: UNHCR.

This document provides an overview of the fundamental issues surrounding the intersection between racial and gender discrimination in the areas of gender-based violence, poverty, education, labour market, trafficking, health, armed-conflict and decision-making. The problem of racial and gender discrimination is discussed in terms of form, context, consequences of violation and the availability and accessibility of recourse procedures and remedies. An historical overview of the United Nations efforts to combat gender and racial discrimination is provided. Recommendations

for change are discussed. Intended audience: policy/program professionals, academics, researchers and other professionals.

World Bank (1995). *Toward Gender Equality: The Role of Public Policy.* **Washington: World Bank.**

This book examines the persistence of gender inequalities in resource allocation. In particular, gender inequalities in education, health and employment and work are highlighted. Gender inequalities hampering growth are discussed in terms of household and intrahousehold resource allocation, human capital and access to assets and services. Finally, the importance of public policy in modifying the legal framework, promoting gender equality, narrowing the gender gap and working in collaboration are examined. This is a resource for researchers and policy/program professionals interested in public policy and its role in promoting gender equality.

World Bank (1999). *Gender Equality: The Right Thing for Business*. **Washington: World Bank.**

This transcript presents a dialogue from Michael Cook, CEO of Deloitte & Touche, on gender equality in his organization and the challenges involved in its implementation. He discusses inequalities experienced by women such as a glass ceiling, high turnover among women, and a lack of gender sensitive policies regarding childbearing and the ramifications of this loss on business. He explains the subsequent change in the organization to ensure that the particular needs of women are considered in order to ensure their full participation in recruitment, advancement, and new business. A transcript of questions asked by the audience and his responses is also provided. Intended audience: general public, policy/program professionals, academics and researchers.

Woroniuk, B., Schalkwyk, J., & Thomas, H. (1997). *Overview: Gender equality and emergency assistance/conflict resolution*. **Stockholm: Swedish International Development Association (SIDA), Division for Humanitarian Assistance.**

This overview aims to facilitate the development of a gender perspective in the emergency assistance/conflict resolution sector. Rather than providing an exhaustive presentation of all of the implications of mainstreaming gender equality objectives in this sector, it sets out a starting point for the analysis. Specific examples are given to encourage further exploration of programming options. These examples include food aid as an element of disaster relief, refugee support and demobilization of soldiers. Key citations are also included. Intended audience: policy and program professionals.

Woroniuk, B., Thomas, H., & Schalkwyk, J. (1996*). Gender equality action plans: A think piece*. **Stockholm: Swedish Agency for Development Cooperation (SIDA).**

This discussion paper examines the process of action plans and the key themes relating to the implementation of these plans. The strengths and weaknesses of some specific strategies that have been used by development cooperation agencies to date are reviewed. In addition, areas that need improvement and specific initiatives to evaluate and learn from are outlined. An extensive bibliography of relevant documents is also provided. This is a useful resource for academics,

researchers and policy and program professionals interested in the development of gender equality action plans.

NATIONAL

Clark, W. (2001). *Economic gender equality indicators 2000*. **Ottawa: Statistics Canada.**

This document presents data on the economic gender equality indicators of income, work and learning in Canada. A breakdown of the gender equality indexes is provided for 1986, 1991, 1994, and 1997. The indexes include total income, total after-tax income, total earnings, paid versus unpaid work, and training. Tables and graphs representing the data and a discussion on the narrowing of the gender gap are included. Intended audience: policy and program professionals, researchers, academics and general public.

Canadian International Development Agency (CIDA) (2000*). Study of Gender Mainstreaming in the Caribbean*. **Ottawa: CIDA.**

This paper describes and analyzes how various countries in the Caribbean have sought to institutionalize the responsibility for gender equity throughout government activities. It examines the effectiveness and impact of these gender-mainstreaming initiatives. Mechanisms for incorporating a gender perspective, such as gender-sensitization training, inter-ministerial committees, gender focal points, and planning instrument and processes are highlighted. It outlines the limitations and challenges of these countries, which include political will and commitment, lack of understanding of gender, and inadequate resources. Enabling factors for gender-mainstreaming and future directions are also presented. Intended audience: policy/program professionals, academics and researchers.

Family Health International (FHI) and USAID (1997*). Through a Gender Lens: Resources for Population, Health and Nutrition Projects*. **New York: FHI.**

This paper reviews existing models and methodologies for incorporating a gender perspective into U.S. Agency for International Development (USAID) development initiatives. Its purpose is to make preliminary recommendations and to initiate discussion among those working in the Population, Health and Nutrition (PHN) sector about their specific gender needs and how best to adapt current models and methodologies to meet them. It discusses the importance of integrating gender issues into PHN projects. The paper illustrates the key ideas necessary for understanding how gender might affect PHN projects and provides a list of key documents that may be useful and relevant to PHN work. Intended audience: policy/program professionals, and researchers.

Horne, T., Donner, L., & Thurston, W. (1999). **I***nvisible Women: Gender and Health Planning in Manitoba and Saskatchewan and Models for Progress*. **Winnipeg: Health Canada, Prairie Women's Health Centre of Excellence for Women's Health.**

This resource outlines a study that developed evaluation frameworks to analyze needs assessment and health plan documents. It examines the consideration of gender in assessing local health needs, the formulation of sex disaggregated data, and misinformation regarding women's health needs. In particular, issues such as evidence of women's health as a priority, the recognition of context and

determinants of women's health, approaches to women's health issues and accessibility are examined. Evaluation of documents and interviews with representatives of regional health bodies are analyzed and conclusions and recommendations made. In addition, strategies for enhancing gender analysis and sensitivity are discussed in terms of gender analysis guidelines and tools, gender equity, and models of gender-inclusive health planning. Intended audience: policy/ program professionals and researchers.

ICA: Business and Professional Women International (1999*). Mainstreaming and Business Success in the Private Sector***. Geneva: Business and Professional Women International (ICA).**

This document outlines examples of gender mainstreaming initiatives being undertaken in businesses in the UK, EU and North America. Brief descriptions are given of programs, goals and results for various companies: Littlewoods, British Telecom, Switzerland's Winterthur, Bank of Montreal, Catalyst, Motorola and NIKE. Issues such as promoting equality between women and men, allowing employees to design their working patterns, meeting women's needs, expanding staff diversity and the advancement of women in management positions are discussed. Intended audience: policy/program professionals, researcher and general public.

International Development Research Centre (IDRC) (1998). *Gender Analysis as a Development Research Tool.* **Ottawa: IDRC.**

This resource examines gender analysis as an important development research tool for sustainable and equitable development. It defines gender, gender roles and gender analysis and discusses the importance of gender in research. The quality of research and the effective application of research are also discussed. This is a resource for researchers and policy program professionals interested in gender analysis as a research tool.

Janzen, B.L. (1998). *Women, Gender and Health: A Review of Recent Literature.* **Winnipeg: Health Canada, Prairie Women's Health Centre of Excellence.**

This study presents a broad overview and synthesis of the recent research literature on the major psychosocial influences on women's health. It reviews the variability of health among women, with a particular emphasis on diversities in health according to women's major social roles. The health issues of older women, Aboriginal women, and immigrant and refugee women are highlighted. The research on the differences between women and men on various health and ill-health indicators is also reviewed. General gaps in knowledge on women's health, particularly within the Canadian context, are discussed. This is a resource for policy/program professionals, health practitioners and researchers interested in women's health and social roles.

Juteau, D. (2000). Patterns of Social Differentiation in Canada: Understanding their Dynamics and Bridging the Gaps. *Canadian Social Trends***, Volume XXVI (2).**

This article argues that social differentiation represents an effective conceptual tool for understanding the connections between diversity and polarization and between difference and inequality. The author focuses on the economically based and normatively informed processes that constitute social differentiation in Canada. It documents age, spatially related, gender and racial inequalities and examines the mechanisms underlying these patterns. It explores the relationship between public policy, social differentiation, and the production and reduction of social inequality.

Finally, it suggests that reducing socio-economic disparities is the best tool for disassociating diversity and polarization. Intended audience: policy/program professionals, academics and researchers.

Maritime Centre of Excellence for Women's Health (1999*). Synthesis Papers - Made to Measure: Designing Research, Policy and Action Approaches to Eliminate Gender Inequality, National Symposium***. Halifax: Health Canada, Maritime Centre of Excellence for Women's Health**

This compilation of research papers focuses on promoting gender equity in women's health. A background to gender equity, improving women's health and policy approaches to mainstreaming gender are discussed. The titles included in this compilation are:

 (1) Women and Social Reform
 (2) Gender Equality in the Genuine Progress Index
 (3) Measuring Genuine Progress
 (4) Gender Equity: An International Perspective
 (5) Social Justice and Women's Health: A Canadian Perspective
 (6) The Legal System and its Impact on Women's Health: A largely uninvestigated terrain
 (7) The Social Determinants of Health – Equity across the Life-span
 (8) Building Alliances to Improve Women's Occupational Health
 (9) Shaping Women's Health Research: Scope and Methodologies
(10) Organizational Approaches to Building Gender Equity
(11) Centering Women's Diverse Interests in Health Policy and Practice
(12) Will the Canadian Government's Commitment to use a Gender Based Analysis Result in Public
(13) Policies reflecting the Diversity of Women's Lives?
(14) Equity and Diversity Approaches for Women Caregivers: The Impact of Health Reform

Intended audience: researchers, policy/program professionals, academics and general public.

McCann, B. (1998). *Building Bridges: A review of infrastructure services projects addressing gender integration***. Ottawa: Canadian International Development Agency (CIDA).**

This resource provides a review of a sample of CIDA bilateral infrastructure projects from 1990 to 1996 with specific gender based interventions. This document considers gender perspectives in planning, implementing and outcome within four infrastructure services: 1) water, irrigation and sanitation; 2) transportation; 3) energy; and 4) information and communication technologies. Details of several projects within each service are discussed in terms of applying gender and development (GAD) frameworks and ensuring GAD is considered in all project decisions. Methodology, implications and conclusions on project outcome and efficacy are discussed. This resource will be of particular interest to program and policy professionals interested in developing projects within a gender and development framework.

National Association of Women and the Law (NAWL) (1999*). Gender Analysis of Immigration and Refugee Protection Legislation and Policy***. Ottawa: NAWL.**

The paper addresses the role of immigrant and refugee women's experience and gender analysis in the legislative consultation process. It discusses issues such as: (1) involving women and gender analysis in immigration and refugee protection; (2) gender and family issues in immigration and refugee protection; (3) the policy directions for immigrant and refugee women's economic status and labour force participation; (4) preventing and challenging violence; and (5) protecting refugee women. It examines how proposed policy directions do not adequately consider the general circumstances and ongoing needs of immigrant and refugee women in Canada. Recommendations for policy development are also included. Intended audience: policy/program professionals and researchers.

Peters, N. (2000). *Gender Mainstreaming in Development Organizations: A summary of mainstreaming components with examples from Nepal***. Ottawa: Canadian Centre for International Studies and Cooperation (CECI) Asia.**

This manual overviews gender mainstreaming and the organizational development process. It describes ways in which organizational and beneficiary gender concerns can be mainstreamed in institutional and operational components: (1) vision and mission; (2) gender policies and strategies; (3) organizational structure; (4) accountability; (5) communication channels; (6) institutional learning capacity; (7) allocation of financial resources; (8) human resources management; (9) gender analysis frameworks; (10) gender sensitive indicators; (11) terms of reference; and (12) assessing project design and planning. Each component includes a summary of key points, concrete examples of mainstreaming activities being conducted in Nepal and a series of assessment questions. A list of common challenges organizations experience in trying to mainstream gender, and ways in which organizations can more effectively deal with resistance are presented. Intended audience: policy/program professionals.

Ponee, D. (1998). *Treating women differently.* **Ottawa: Health Canada.**

This paper considers the interaction between gender, research and federal policy within the Canadian health sector. It considers how current federal policies are shaping women's health research, particularly with the institutionalization of gender and the adoption of gender-based policies. Conversely, how women's health research is shaping federal policy and the issues and challenges surrounding research and policy are identified, particularly in the context of gender and the social and economic determinants of health. Intended audience: policy and program professionals.

Saulnier, C., & Skinner, E. (1999). *Gender equity lens resource document.* **Halifax: Health Canada, Maritime Centre of Excellence for Women's Health.**

This document is an annotated bibliography that references and describes a variety of information resources relating to the Maritime Centre of Excellence for Women's Health (MCEWH*) Gender Equity Lens Project*. Cited sources provide supporting text for developing gender analysis tools, gender equality and international development, and information on gender and health. It provides references for gender analysis tools and specific policy-sectors such as law, labour, education, and

health. Resources for training, strategy, and policy reform are also included. It is a reference tool for professionals and academics interested in researching gender based analysis.

Statistics Canada (2000). *Women and Men in Canada: A statistical glance*. **Ottawa: Statistics Canada.**

This document provides gender statistics in a wide range of areas. These include population, family, health and safety, education and literacy, paid and unpaid work, income and distributions of positions of power. This is a resource for researchers, policy and program professionals and the general public interested in sex-disaggregated data in these areas.

Williams, W. (1999). *Gender-based analysis: will it make things better for women?* **In Network, Fall 1999. Winnipeg: Health Canada, Canadian Women's Health Network.**

This paper provides a brief introduction to gender-based analysis (GBA): what it is, the historical background, examples of its use in government programs and the future direction of GBA. It outlines some of the concerns about GBA, particularly regarding the inclusion of diversity among our population and gender-neutral language in the analysis. It raises questions about the use of gender-based analysis within Federal departments and agencies and how the government will ensure its success. Intended audience: general public, researchers, policy and program professionals.

Evaluation

INTERNATIONAL

Barbarie, A. (1998). *ECD Working Paper No. 3: Indonesia's National Evaluation System*. **Washington: World Bank.**

This paper discusses the evaluation capacity development (ECD) in Indonesia, in particular its key success factors. Part I provides an introduction, including an overview of ECD in Indonesia, a summary of the key success factors and a digest of lessons learned. Part II examines each of the key success factors and associated lessons learned in more detail. A list of recommended readings is also included. Intended audience: policy and program professionals.

Department of Justice, Equality and Law Reform, Ireland. (2000). *Gender Impact Assessment Guidelines for the National Development Plan*. **Dublin: Department of Justice, Equality and Law Reform.**

The Department of Justice, Equality and Law Reform's commitment to gender equality are outlined in this document. Specifically, Gender Impact Assessment Guidelines and the application of these guidelines are discussed. Areas of application include operational programs, programming complement, project selection, monitoring and evaluation. Supports for implementation of the

guidelines and Gender Impact Assessment Forms are provided. A practical example of a Gender Impact Assessment is highlighted. Intended audience: policy and program professionals.

Estrella, J., & Gaventa, J. (1998). *Who counts reality? Participatory monitoring and evaluation: A literature review*. **Brighton: Institute of Development Studies, United Kingdom.**

This resource presents a literature review of experiences in participatory monitoring and evaluation (PM&E) from various countries around the world. It examines the use of PM&E within different contexts and involving various stakeholders – NGOs, donors, research institutions, government, people's organizations, and communities. It introduces key principles of PM&E, and its application for different purposes. Tools and methods used, including participatory learning methodologies, as well as more conventional approaches are presented. Finally, this paper raises key issues and broad challenges emerging from the literature, and outlines potential areas for future research. Intended audience: policy/program professionals, researchers and academics.

Guijt, I., & Gaventa, J. (1998). *Participatory Monitoring and Evaluation: Learning from Change*. **Brighton: Institute of Development Studies, United Kingdom.**

This policy briefing outlines the Participatory monitoring and evaluation (PM&E) approach which involves local people, development agencies, and policy makers deciding together how progress should be measured. It examines the differences between PM&E and conventional monitoring and evaluation approaches in terms of who plans and manages the process, the role of primary stakeholders and how success is measured. In addition, it provides examples of the practical application of PM&E in Zambia, the United States, Columbia and in the United Kingdom. Other topic areas include sustaining the process, selecting the best indicators and implications for development agencies. Intended audience: policy/program professionals.

International Labour Organization (1995*). Guidelines for the Integration of Gender Issues into the Design, Monitoring and Evaluation of ILO Programmes and Projects*. **Geneva: ILO.**

This aim of these guidelines is to provide ILO staff with the analytical concepts and tools to incorporate women and equality concerns into the design, monitoring and evaluation of ILO programs. A description of the conceptual framework and the ILO's strategy toward the promotion of equality between men and women workers is included. It explains how women workers' issues may be effectively addressed in ILO activities through the application of gender analysis and planning. A brief overview of four international labour standards, of prime importance to women workers, is provided. Listed are a series of checklists to aid in appraising the inclusion of gender considerations in the planning and design of programs, and addressing gender issues in monitoring and evaluation. Intended audience: policy/program professionals, academics and researchers.

International Labour Organization (1998*). Guide to the ILO's Programming, Monitoring, Evaluations, and Reporting System (MERS)*. **Geneva: ILO.**

This guide describes the ILO's Programming, Monitoring, Evaluations, and Reporting System (MERS), a conceptual framework to be used in the planning and formulation of all ILO activities. Each element of MERS is outlined as well as the responsibilities of managers within each phase and guidelines for achieving objectives. It explains subprogram planning and formulation which

involves identifying and assessing problems, formulating objectives, indicators of achievement, outputs and activities. Examples of subprogram planning are presented in the technical, administrative, multidisciplinary team and field office areas. Subprogram implementation and evaluation formats are provided.   Intended audience: program professionals.

Japanese International Cooperation Agency (JICA) (1999). *Evaluation Bulletin (November 1999): A milestone in gender mainstreaming of JICA's cooperation.* **Tokyo: JICA.**

This document outlines an evaluation study on WID/gender in JICA's cooperation in Sri Lanka. The evaluation focused on five different sectors: (1) agricultural and rural development; (2) industry-technical training; (3) poverty alleviation; (4) health and medical improvement; and (5) educational development. The effectiveness, impact, relevance and sustainability of projects within these sectors are discussed. It also includes a summary of WID/gender policies and strategies of other donors. Lessons learned and recommendations for future projects are presented. Intended audience: policy/ program professionals, academics and researchers.

Mackay, K. (1998). *ECD Working Paper No. 3: Indonesia's National Evaluation System.* **Washington: World Bank.**

This paper discusses the Evaluation Capacity Development (ECD) in Australia, in particular its key success factors. It outlines the genesis and stages of development, and discusses the development of evaluation capacity. Success factors and impediments are discussed regarding what has been effective and why. Current developments, prospects and conclusions from the Australian experience are highlighted. Implications for the World Bank are also examined. Intended audience: policy and program professionals.

Odame, H. (2000). *Engendering the Logical Framework.* **Netherlands: International Service for National Agricultural Research (ISNAR).**

This paper discusses the logical framework (*logframe*), an analytical tool used to plan, monitor and evaluate projects. It outlines an important problem with the current use of this framework, which is 'gender blindness', and offers ways in which to incorporate gender into it. The logical framework matrix, the logframe as a monitoring and evaluation tool, and gender analysis as part of the logframe are discussed. Intended audience: policy/program professionals, academics, researchers, and general public.

Peck, L. (1998). *Evaluating Gender Equality - Policy and Practise: An Assessment of Sida's evaluations in 1997-1998.* **Stockholm: Swedish Agency for Development Cooperation (SIDA).**

This report examines how gender equality is addressed in SIDA evaluations. It presents a theoretical discussion on why, how and when gender equality should be addressed in order to provide a framework for the review of evaluation reports. It provides background information for a Development Assistance Committee (DAC) review on how gender equality is treated in evaluations by reviewing a number of SIDA evaluation reports to answer the DAC questionnaire. Good approaches to gender equality and women's empowerment in evaluations are examined. Main conclusions and recommendations for the improvement of evaluations are also presented. This is a

resource for policy/program professionals, researchers and general public interested in mainstreaming gender into international organizations.

United Nations Children's Fund (UNICEF) (1990). *A UNICEF Guide for Monitoring and Evaluation – Making a Difference.* **New York: UNICEF.**

This guide covers monitoring and evaluation polices and procedures. Individual chapters provide information on the organization of monitoring and evaluation in UNICEF, and strengthening both monitoring and evaluation. In particular, capacity building, how to plan a monitoring system, identifying sources of data, planning evaluations, and implementing and using evaluations are some of the topics included in the guide. Checklists, indicators, general evaluation criteria, and goals for Children in Development are also provided. This is a resource for trainers and policy/program professionals interested in monitoring and evaluation procedures.

United Nations Development Program (UNDP) (1997). *Results-oriented Monitoring and Evaluation: A Handbook for Program Managers.* **New York: UNDP.**

This handbook provides evaluation tools, examples, exercises and case studies that will aid in translating plans into actions and theory into practice. It incorporates recent methodological advances in the field of monitoring and evaluation and reflects developments in implementation modalities such as national execution, the program approach and participatory development. It also addresses the need for harmonization within the United Nations system and provides appropriate guidelines for the new programming arrangements. Intended audience: development practitioners and policy/program professionals.

U.S. Department of Commerce (1994). *Guidelines and Principles for Social Impact Assessment.* **Washington: U.S. Department of Commerce.**

This monograph defines Social Impact Assessment (SIA) in terms of efforts to assess or estimate the social consequences that are likely to follow from specific policy actions (including programs, and the adoption of new policies), and specific government actions (including buildings, large projects and leasing large tracts of land for resource extraction), particularly in the context of the U.S. National Environmental Policy Act of 1969. It outlines the central principles and operational guidelines for use by federal agencies in conducting SIAs. A brief overview of the legal mandates and the administrative procedures that shape SIAs done in the context of environmental impact statements and a basic model for social impact assessment are provided. Intended audience: policy/program professionals and academics interested in impact assessment.

Verloo, M., & Roggeband, C. (1996). *Gender Impact Assessment: The Development of a New Instrument in the Netherlands in Impact Assessment, Volume 14, March 1996, pp. 3-21.* **Netherlands: Impact Assessment, Volume 1.**

This paper introduces a new policy instrument intended to address the problem of gender bias in policies at the national level in the Netherlands. The five steps of a Gender Impact Assessment are outlined and a checklist is provided within each step. These steps include: (1) description for current gender relations; (2) description of probable development without new policy; (3) description and analysis of the new policy plan; (4) description of potential effects on gender relations; and (5) evaluating the positive and negative potential effects on gender relations. A

theoretical framework for gender relations is outlined in terms of structures, processes and criteria and policy assessment examples are provided. Intended audience: policy/program professionals.

World Bank (1994). *Building Evaluation Capacity*. **Washington: World Bank.**

This document reviews the steps needed to build and benefit from evaluation capacity in the public sector in developing countries. It examines strengthening public sector management through evaluation in four areas: (1) influencing policy analysis and formulation; (2) improving resource allocation and budgetary process; (3) improving investment programs and projects; and (4) examining fundamental missions. It also analyzes evaluation in developing countries in terms of common constraints and problems such as a shortage of trained staff, lack of interest and commitment, lack of feedback mechanisms, and the high cost of evaluation research. Developing a country-specific strategy, evaluation instruments and case examples are also discussed. Intended audience: policy/ program professionals.

World Bank (1996). *Designing Project Monitoring and Evaluation.* **Washington: World Bank.**

This document highlights the need for effective Monitoring and Evaluation (M&E) in both project and portfolio management. It outlines five components of a good M&E design which include: M&E design: (1) clear statements of measurable objectives for the project and its components; (2) a structured set of indicators; (3) provisions for collecting data and managing project records; (4) institutional arrangements for gathering, analyzing, and reporting project data, and for investing in capacity building; and (5) proposals for the ways in which M&E findings will be fed back into decision making. Examples of each component from various country projects are provided. Intended audience: policy/program professionals.

NATIONAL

Health Canada (1996). *Guide to Project Evaluation: A Participatory Approach*. **Ottawa: Health Canada.**

This guide provides a framework for project evaluation. It introduces a participatory approach to evaluation and the five key evaluation process steps involved in this approach. These steps are: (1) defining project work; (2) developing success indicators; (3) collecting evaluation data; (4) analyzing and interpreting data; and (5) using the evaluation results. Worksheets, definitions of terms and an annotated bibliography of evaluation resources are provided. This is a resource for policy and program professionals interested in project evaluation.

Johnson, K., Lero, D., & Rooney, J. (2001). *Work-Life Compendium 2001: 150 Canadian statistics on work, family and well-being*. **Ottawa: Human Resources Development Canada.**

This booklet provides a wide variety of work-life facts and figures from the most recent Canadian data sources available. There is a range of inter-related topics such as changes in the family; child and elder care; labour force participation patterns; income and earnings; industrial, organizational and workplace change; labour legislation; and public opinion. This resource is intended for researchers, academics, general public, policy/program professionals and other professionals interested in work-life statistics for Canadian families.

McLaren, J. (2000*). Evaluating programs for women: A gender-specific framework.*
Winnipeg: Health Canada Prairie Women's Health Centre of Excellence.

This article provides information on a gender-specific evaluation framework in which the goal is to integrate a gender perspective into evaluating programs for women. Characteristics of effective gender-specific and woman-centered programs, current models used in program evaluation and developing frameworks through a gender lens are discussed. This document highlights issues and challenges in program evaluation such as lack of gender awareness, the political nature of evaluation and the homogenization of women. It describes ten steps to follow when implementing a gender-specific and woman-centered program evaluation and each step outlines ways in which gender-specific considerations must be brought into play when programs are being evaluated. Intended audience: program professionals, service providers and researchers.

PROVINCIAL

British Columbia for Women's Equality (1995). *A gender lens for program evaluation.*
Victoria: B.C. Ministry for Women's Equality, Research and Evaluation Branch.

This document presents an approach to facilitating the design and implementation of program evaluation that is sensitive to gender issues. Key points on conducting a gender inclusive program evaluation are detailed. These points include planning the evaluation, design consideration, data collection, and analysis and reporting. The scope of and trends in program evaluation, the reasons for developing a program evaluation gender lens and the intended use of the gender lens are highlighted. A checklist for using qualitative methods is also included. It is a comprehensive guide for professionals interested in program evaluation.