



GENDER and GOVERNANCE
Supporting Resources Collection

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ACRONYMS

BPfA	Beijing Platform for Action
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CSO	Civil society organisation
CSW	Commission on the Status of Women
GBV	Gender-based violence
GEAR	Gender Equality Architecture Reform
ILO	International Labour Organization
IMF	International Monetary Fund
IPU	Inter-Parliamentary Union
MDG	Millennium Development Goal
NWM	National women's machinery
OHCHR	Office of the High Commissioner for Human Rights
SRC	<i>Supporting Resources Collection</i>
UN	United Nations
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNIFEM	United Nations Development Fund for Women
UN-INSTRAW	United Nations International Research and Training Institute for the Advancement of Women
WCAR	World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance
WTO	World Trade Organization

1. INTRODUCTION

1.1 What is in this Supporting Resources Collection?

This *Supporting Resources Collection* (SRC) showcases existing work on gender and governance. It presents a mix of conceptual and research papers, policy briefings, advocacy documents, case study material, and practical tools from diverse regions and disciplines, focusing on different aspects of governance. By bringing together multiple perspectives and approaches from diverse contexts, we hope to prompt a better understanding of the gender dynamics in governance institutions at global, national and local levels, of what needs to change in order to make governance more gender sensitive. A key aim of the SRC is to support greater dialogue and sharing of good practice among people working on distinct yet related governance issues.

Put simply, governance refers to decision-making by a range of interested people (or 'stakeholders') including those in formal positions of power and 'ordinary' citizens. These decisions have a huge impact on the ways in which women and men lead their lives, on the rules they are expected to abide by, and on the structures that determine where and how they work and live. They also shape how public resources are allocated and whether services take account of both women's and men's needs and interests. Yet women are often excluded from decision-making, from the household to the highest levels of government and beyond to the global level.

The SRC presents summaries and links to key resources which provide further information and inspiration on the range of issues and questions addressed in the *Overview Report*. These include:

- How can we reframe understandings, goals and practices of governance to put gender equality and the realisation of rights at its centre?
- How can we analyse governance institutions and processes from a gender perspective to expose gender-blind policy and discriminatory practices?
- How can governments – as central and essential instruments of governance – work with and be influenced by other locations of governance such as household, community, national, or global institutions?
- How can we enable greater participation of women in governance processes – from the high-level to citizen-led – and find strategies to ensure they have the capacity and institutional support to make a difference?
- How can we change the governance institutions themselves so that they are responsive to the differing needs of women, challenge gender inequality and promote the realisation of women's rights?
- Which accountability mechanisms need to be in place to ensure governance institutions honour their commitments to civil society and citizens to promoting gender equality?

Networking and contact details for organisations featured in the pack are also included. Details of how to obtain copies or download the full texts are provided with each summary. Most of the resources in the pack are available to download free from the Internet.

This SRC forms part of the *Cutting Edge Pack* on Gender and Governance. The pack also includes an *Overview Report* and an *In Brief* bulletin on the theme. Download copies from <http://www.bridge.ids.ac.uk> or contact BRIDGE (bridge@ids.ac.uk) for more information.

1.2 New resources

With gender and governance being such a hot topic at the moment, new resources on these issues are constantly being produced. The *Siyanda* website, hosted by BRIDGE, features all the resources in this collection (search 'governance') as well as emerging materials. We welcome suggestions and submissions of materials on gender and governance to be included on *Siyanda*. See <http://www.siyanda.org>.

2. OVERVIEWS: GENDER AND GOVERNANCE

Brody, A. (2009) 'Gender and Governance: Overview Report', *Cutting Edge Pack*, (available in English, French, Portuguese and Spanish), Brighton: BRIDGE/IDS

http://www.bridge.ids.ac.uk/reports/Governance_OR_final.pdf

With their focus on democracy, transparency, accountability, inclusive citizenship and participatory processes there is huge potential in the ideas and practices of governance to catalyse real change in terms of gender equality. However, this potential remains largely untapped. This *Overview Report* points to the failure to challenge the entrenched unequal, gendered power relations and other forms of exclusion that have been built into governing processes and institutions for centuries. It argues that gender equality in these decision-making fora is vital, both for enabling far-reaching social change and for empowering people excluded from decision-making on the grounds of their gender. There has been some progress in redressing the gender imbalance in national and local governance processes and institutions – most notably, electoral reform has meant the inclusion of more women in government institutions, particularly at a local level. But these mechanisms do not guarantee quality and equality of participation in governance institutions and processes. This report considers how we can ensure that the principles of inclusive, accountable governance go beyond rhetoric. Through an examination of innovative work on gender and governance, the report highlights where opportunities lie for achieving gender-sensitive governance processes and institutions. This Overview Report forms part of the BRIDGE *Cutting Edge Pack* on Gender and Governance.

The complete *Cutting Edge Pack* is available free to download in English, French, Portuguese and Spanish, at: http://www.bridge.ids.ac.uk/reports_gend_CEP.html#Governance. Printed copies are available free to southern-based organisations. Contact BRIDGE at bridge@ids.ac.uk.

Nussbaum, M., Basu, A., Tambiah, Y. and Gopal Jayal, N., (2003) *Essays on Gender and Governance*, New Delhi: Human Development Resource Centre, UNDP India <http://www.iknowpolitics.org/en/node/72>

This summary is adapted from the papers.

The relationship between gender and governance is often neglected in both conceptual and empirical work. Much influential political thought is still based on perceptions of the separation between the 'public' realms of politics, military affairs and administration and the 'private' realm of domestic and family life. This book is a collection of papers focusing on gender and governance – in the context of the United Nations Development Programme's (UNDP's) efforts to promote development, and women's role in it. While it focuses on the lives of women, it is very much framed as a study of 'gender and governance' rather than 'women and governance'. Thus, it recognises the host of social norms and expectations that condition women's lives and that, therefore, any useful study of gender and governance must understand governance in the broadest way – to include the ways in which social and administrative structures affect society members' capabilities and access to opportunities.

The essays in this volume explore the multiple factors that influence the process of engendering governance in complex societies. For example, in India the aftermath of independence saw the drafting of a Constitution with text to protect women from discrimination and committing the state to working towards gender equality. The

papers cover concepts and contexts, the impact of gender inequality on governance, and locating gender in governance discourse – with particular attention to the changing roles of various actors such as women’s movements, the state and civil society. These papers analyse current developments that indicate the ways in which women are participating in governance, and discuss the obstacles that remain.

Waylen, G., (2008) ‘Gendering Governance’, in Goertz, G. and Mazur, A. (eds), *Politics, Gender and Concepts: Theory and Methodology*, Cambridge: Cambridge University Press, 2008, pp114–35

This summary is adapted from the resource.

Governance has become a central concept used by policymakers and politicians at the local, national, regional and global levels – as well as by political and other social scientists. Given this broad range of actors and the multiple institutions and disciplines in which it is used, governance is a notoriously ‘slippery’ and contested concept – with each ‘field’ tending to place greater emphasis on some characteristics associated with governance than others. However, most agree that the move towards the use of governance is the result of changes in the structures and processes of government and the emergence of new ways of thinking about governing. Yet gendered perspectives have been mostly absent from the growing literature on governance – ‘mainstream’ work has rarely gone beyond mentioning women’s organisations as new policy actors. And to date, feminist critiques of this mainstream literature remain sparse.

This chapter argues that, despite the lack of ‘gender’, the move from a focus on government to one on governance provides feminist political scientists with new opportunities. This broader understanding moves beyond government to interrogate a range of changing relationships – relationships between market and state, policy communities of state and non-state actors, and the arenas of the ‘public’ and the ‘private’. This chapter – along with recommendations for further work – prioritises producing gendered analyses of institutions; of the actors and the relationships between them; and, particularly, of the changing relationship between the market and state, and the role of citizens. So the aim should not be to throw out the concept of governance but to change the substance, to reflect gendered understandings. In fact, feminist and mainstream political sciences alike have much to gain from each other.

This book can be purchased from Cambridge University Press. See:
<http://www.cambridge.org/us/catalogue/catalogue.asp?isbn=9780521723428&ss=fro>.

3. KEY CONCEPTS AND PRINCIPLES

3.1 What is governance?

'Governance' is a slippery term with many definitions, depending on who is talking about it, and on the context in which it is used. Put simply, governance refers to decision-making by a range of interested people (or 'stakeholders') including those in positions of power and 'ordinary' citizens. These decisions have a huge impact on the ways in which men and women lead their lives, the rules they are expected to abide by, and the structures that determine where and how they work and live. See the *Overview Report* in this *Cutting Edge Pack* for a discussion of the various definitions.

3.2 Governance terms

Many agencies and organisations see effective governance as the route to, for example, reduced poverty and more equal, democratic, corruption-free societies. Some see economic growth and efficiency as the best way to achieve these end goals. For others, governance should promote social justice and gender equality, and further the realisation of the rights of all citizens. In turn, these different players assess how effective – or good – governance is on the basis of how accountable, transparent, inclusive and responsive governance institutions are to their citizens. These principles – if defined, applied and measured in ways which reflect gendered concerns – can improve the performance of governance institutions.

There is no one definition of governance – they vary in terms of how they see the goals of government (for example, democracy, gender equality), the routes to these goals (for example, economic growth, security) and the principles that should underline governance processes (for example, responsiveness to citizens, upholding the rule of law). The *Overview Report* discusses these in much more detail – and how we can bring gender into their understanding - but here we are going to particularly look at the terms: accountability, transparency, inclusiveness, democracy, rights and citizenship.

3.2.1 Accountability and transparency

Goetz, A.M., (2007) 'Political Cleaners: Women as the New Anti-Corruption Force?', *Development and Change*, Vol. 38, No. 1: 87–105

This summary is adapted from IngentaConnect.

There is a myth that women are less corrupt than men. Some aid donors have cited statistical evidence that countries with larger numbers of women in politics and in the workforce have lower levels of corruption. That this finding can be explained by the fact that there are more women in politics and the workforce in liberal democracies that are anyway less corrupt than poorer less liberal regimes does not detract from the eagerness with which some development actors are seizing upon the potential role women might play in fighting corruption. The myth of women's incorruptibility is not, of course, new. It is grounded in ideas that women naturally have a higher moral nature and an assumed propensity to bring this to bear on public life, and particularly on the conduct of politics. After demonstrating that some of the recent studies about gender and corruption record

perceptions about inclinations to engage in corrupt behaviour, this article suggests rather that the gendered nature of access to politics and public life shapes opportunities for corruption. In addition, corruption can be experienced differently by women and men, which has implications for anti-corruption strategies. A gendered analysis of corruption is, in fact, a useful entry point to the examination of the gendered nature of accountability failures, and of gender-specific gaps in current attempts to promote good governance.

This journal can be purchased from Wiley Publishing:

http://www3.interscience.wiley.com/aboutus/journal_ordering_and_payment.html

It is also available from the British Library of Development Studies (BLDS), which offers a document delivery and inter-library loan service. See: <http://blds.ids.ac.uk/docdel.html>.

United Nations Development Fund for Women (UNIFEM) (2008) 'Who Answers to Women? Gender and Accountability', *Progress of the World's Women 2008/2009*, New York: UNIFEM

http://www.unifem.org/progress/2008/media/POWW08_Report_Full_Text.pdf

In Portuguese: <http://www.unifem.org/progress/2008/media/PortuguesePOWW2008.pdf>

This summary is adapted from the report.

The evidence reflected throughout this report suggests that despite formal guarantees of equality, progress for many women, particularly the poorest and most marginal, has been far too slow. Who answers to women? Accountability failures that reinforce gender-based inequality can be seen: every time legal systems turn a blind eye to injustices experienced by women; every time public service systems respond to women's needs only in relation to narrowly defined traditional roles; and every time structures of opportunity in markets favour men's enterprises or limit women to vulnerable or low-return employment. The achievement of gender equality depends upon building the accountability of power holders to women so that power holders are answerable for meeting commitments to women's rights and gender equality.

A framework for gender-responsive accountability – containing two essential elements – is proposed: (a) women are participants in all oversight processes; and (b) accountability systems must make the advancement of gender equality and women's rights one of the standards against which the performance of officials is assessed. This is both a political and a technical project. Improving accountability to women requires stronger mandates, clearer performance indicators, better incentives and sustained advocacy efforts – in short, good governance. This report makes recommendations on five areas where strengthening accountability to women is urgent: politics, access to public services, economic opportunities, justice, and the distribution of international assistance for development and security (see box below). Finally, this report reviews the gender equality dimensions of all the eight Millennium Development Goals (MDGs) – concluding that gender inequality is a major factor in holding back achievement of the MDGs.

Supporting evidence from the Progress of the World's Women 2008/2009

- The number of national-level women parliamentarians increased by 8 per cent between 1998 and 2008 – bringing the global average up to 18.4 per cent. But at this rate, women's political representation in developing countries will not reach parity until 2045. Quotas are proven to work: women hold around 19.3 per cent of parliamentary seats in countries that applied electoral quotas, compared to 14.7 per cent in countries with no quotas.

- Service delivery that responds to women's needs is a test of government accountability. But women continue to face significant access barriers to health, education and agricultural support services. In sub-Saharan Africa women spend 40 billion hours collecting water annually – the equivalent of a year's labour by France's workforce. Globally, maternal mortality is going down by 0.4 per cent a year – compared to the 5.5 per cent needed to meet global commitments.
- Women are especially vulnerable to changing global markets in the absence of protective measures. The food crisis, for example, has had severe effects on women who have primary responsibility for feeding their families. Emigration rates among women with tertiary education are higher than men's across all regions except North America – and this is likely to negatively impact women's leadership in developing countries.
- Improving women's access to justice requires gender-based reforms in law enforcement and informal justice institutions. The presence of an all-female police delegation in Liberia – as part of the peacekeeping force – encouraged women to engage with the police, by registering their complaints and by joining the Liberian police service.
- Multilateral aid and security institutions should meet their own commitments to gender equality – and no system-wide mechanism exists to assess aid allocated to gender equality. The Organisation for Economic Co-operation and Development (OECD) developed a Gender Equality Marker (GEM) to track allocations, but less than half of the funds eligible for 'screening' use it. Since the introduction of GEM, amounts marked for gender almost tripled between 2002 and 2006 – but remain a small percentage of the total.

3.2.2 Inclusiveness

Pedwell, C. (2008) *Just Politics: Women Transforming Political Spaces*, London: One World Action
<http://www.oneworldaction.org/Resources/One%20World%20Action/Documents/PDF/JustPoliticsReport.pdf>

This summary is adapted from the report.

In November 2007, the British NGO One World Action brought together 40 women and men from different countries of the global north and south for a unique initiative called *Just Politics: Women transforming political spaces*. The dialogue explored what difference women in power can make, and how women's involvement in politics can be supported and strengthened. The report summarises the week's events and focuses on two main themes: ways to increase women's political participation; and strategies for transforming political spaces. To increase women's political participation it is necessary to address social and structural barriers to women's participation in politics including poverty, policies of exclusion, women's disproportionate responsibility for domestic labour, traditional gender roles and values, heightened security regimes and curtailed civil liberties, and the persistence of gender violence. And supporting initiatives to create safe spaces to enable women's political participation is key to addressing such barriers.

But while increasing the numbers of women in politics is crucial, it is not enough. Once in power, women need to become effective political actors so that they can transform political spaces and be held accountable alongside men for gender equity and social justice. Various support mechanisms can help elected women become effective political actors: training and mentoring programmes; creating safe political spaces; networking and political alliances; information-sharing initiatives; and meaningful engagement with the media. And accountability for addressing gender inequities cannot be demanded only from women representatives. Integrated and

concerted action from governments, political parties, international institutions, civil society, social movements, and women's and feminist groups, is essential if political systems and processes are to become more transparent, participatory and accountable to women's needs. For example, greater accountability can and has been achieved through effective lobbying of and engagement with policy makers and practitioners.

3.2.3 Democracy

Goetz, A.M., (ed.), (2008) *Governing Women: Women's Political Effectiveness in Contexts of Democratization and Governance Reform*, New York: Routledge

This summary is adapted from a summary by UNRISD.

Though the proportion of women in national assemblies still barely scrapes 16 per cent on average, there are some striking examples: 49 per cent of Rwanda's assembly is female, Argentina's stands at 35 per cent, and Liberia and Chile's new women presidents have raised expectations of an upward trend in women's representation, from which we may expect big changes in the quality of governance. But getting into public office is just the first step in the challenge of creating governance and accountability systems that respond to women's needs and protect their rights. Using case studies from around the world – including from Latin America, the Middle East, South Asia and Southern Africa – the essays in this volume consider: the conditions for effective connections between women in civil society and women in politics; the evolution of political party platforms responsive to women's interests; local government arrangements that enable women to engage effectively; and accountability mechanisms that answer to women. It tackles issues from public administration reform and women in decision-making in China to overarching issues around governing women or enabling women to govern and the relationships between these issues and the 'Good Governance Agenda'. The book argues that good governance from a gender perspective requires more than women in politics. It requires fundamental changes to incentives to orient public action and policy to support gender equality.

This book may be purchased from Routledge. Please see: <http://www.routledge.com/books/Governing-Women-ISBN9780415956529>.

Pedwell, C. and Perrons, D. (2007) *The Politics of Democratic Governance: Organising for Social Inclusion and Gender Equity*, London: One World Action

<http://www.oneworldaction.org/Resources/One%20World%20Action/Documents/PDF/ThePoliticsofGovernance.pdf>

This summary is adapted from the report.

Democratic governance involves developing institutions and processes that are more responsive to the needs of ordinary citizens. Specifically, it seeks to promote greater participation of marginalised groups within political processes, through addressing gender, class, race, ethnicity, caste, disability and sexuality inequalities, and greater accountability of governments towards those who have traditionally been excluded from political action. Political processes include both formal, organised politics and non-formal political activism by civil society organisations (CSOs) or social movements engaging with local and national governments. Most democratic states employ a system of representative democracy in which elected representatives are tasked with acting in the interest of constituents. In this context, calls for the development of more participatory forms of democracy have been voiced.

This report is based on a two-day seminar organised by One World Action in London in March 2007. The event brought together activists at the forefront of democracy building in Indonesia, Guatemala, Brazil, Thailand, Nicaragua, Philippines, Malawi, India and Zambia with policymakers in the UK and Europe to focus on how poor and marginalised people can have a voice in the decisions that affect their lives. Participants examined the challenges marginalised groups face in organising, engaging with and transforming political processes. Looking at examples from a range of international contexts, the presentations and discussions considered the potential of new strategies and forms of political engagement that aim to build equitable, gender-sensitive, democratic and accountable governance. The two central seminar objectives were: to create a learning environment in which information, skills and experience could be shared through South–South, South–North, North–South and North–North circuits; and to provide opportunities for Southern civil society leaders to engage directly with and influence policymakers and opinion-formers from the North.

3.2.4 Rights

Cornwall, A. and Molyneux, M. (eds) (2007) *The Politics of Rights: Dilemmas for Feminist Praxis*, London: Routledge

This summary is adapted from summaries by Routledge and the Institute of Development Studies.

Since the late 1990s, development institutions have increasingly used the language of rights in their policy and practice. But what has the adoption of 'rights-based development' meant for the promotion of women's rights in development? Has all this new talk about rights translated into any meaningful changes in policy and practice that can advance the struggle for social and gender justice? As human rights have become increasingly associated with development agendas, implicating states and external agencies, advancing rights agendas appears less straightforwardly 'progressive' than once it seemed. And this is perhaps even more the case with regard to women's rights, which have increasingly become the site of intense political struggles. This book, which grew out of a workshop held at the Institute of Development Studies in September 2005 on 'Feminist Perspectives on Rights-Based Development', explores the strategies, tensions and challenges associated with 'rights work' from a feminist perspective. Articles from the Middle East, Latin America, and East and South Asia examine the dilemmas that arise from feminist praxis (the process of putting theoretical knowledge into practice) in these diverse locations, and address the question of what rights can contribute to struggles for gender justice. They explore the intersection of formal rights - whether international human rights conventions, constitutional rights or national legislation - with the everyday realities of women in settings characterised by gender inequalities and poverty, plural legal systems and cultural norms that can create major obstacles to realising rights. While the contributions to the book demonstrate how entrenched the challenges of realising women's rights remain, they also point to signs of hope - particularly to the growing visibility of women in their efforts to make their demands heard.

To purchase a copy of this book, please contact the IDS Bookshop at Institute of Development Studies at the University of Sussex, Brighton BN1 9RE, UK. E-mail: bookshop@ids.ac.uk. See also: <http://www.ids.ac.uk/index.cfm?objectid=E80BFABB-9549-2232-92FAB39C75791648>. Alternatively, print copies are available from the British Library of Development Studies (BLDS) which offers a document delivery and inter-library loan service. See: <http://blds.ids.ac.uk/docdel.html>.

3.2.5 Citizenship

BRIDGE (2004) 'Gender and Citizenship', *Cutting Edge Pack*, Brighton: BRIDGE/IDS (available in English, French and Spanish) http://www.bridge.ids.ac.uk/reports_gend_CEP.html#Citizenship

There are those for whom citizenship is a site of achievement, of power and validation of their place in the world – a way of achieving positive change and gaining a better standard of living for all groups. For others it can be a malign concept – exclusive, alienating or threatening – serving only to marginalise and exclude by allowing some in and expelling those who do not fit on the basis of gender, class or race. Some may say citizenship has 'no relevance' to their lives – lives that are already too full with the pressures of daily life to consider participating in broader decision-making or struggles over rights. Yet many development workers have argued that using the language and the arguments of citizenship is a powerful way of working in development programmes that seek to bring about gender equality through focusing on people and how they interact with institutions. This pack looks at practical ways to use citizenship for these ends. It consists of: an *Overview Report* outlining the main arguments and approaches in regard to citizenship, gender and development; a *Supporting Resources Collection* providing summaries of case studies, tools, manuals and contacts; and a *Gender and Development In Brief* newsletter made up of three short articles on the theme. The Pack is available in English, French and Spanish, and printed copies are available free to southern-based organisations. Contact BRIDGE at bridge@ids.ac.uk. The Pack can also be downloaded free.

Montaño, S. et al. (2007) 'Women's Contribution to Equality in Latin America and the Caribbean', background paper prepared for the tenth session of the Regional Conference on Women in Latin America and the Caribbean, Women and Development Unit of the Economic Commission for Latin America and the Caribbean (ECLAC), Quito, 6–9 August 2007 (in English, Spanish, French, Portuguese) <http://www.eclac.cl/id.asp?id=29400>

The structural pattern of inequalities between women and men is often determined by two key elements: their levels of participation in politics and decision-making processes, and their contributions to the economy (both paid and unpaid). Despite a general increase in the number of women elected to public office in the last 20 years, the rates are still low. Electoral system reforms (for instance, the introduction of quota laws) have helped, but, in order to make a real difference, other aspects of political culture must also be changed. For example, women often have less money than men and cannot draw on social networks so easily; and they have less time due to their reproductive work obligations. As far as women's contribution to the economy is concerned, they dedicate a significant amount of time to care-giving, irrespective of their employment status. However, this contribution to their household's well-being can often disadvantage them when they try to enter the labour force to gain economic independence and access social protection systems linked to the labour market, such as pensions. Universal access to social protection must be provided to promote women's empowerment and well-being, and to foster shared responsibility for unpaid work between men and women. In addition, more comprehensive public action is required by the state and the private sector to facilitate the work of caring for sick, older and disabled people.

This resource is also available in:

- French at: <http://www.eclac.cl/id.asp?id=29406>
- Spanish at: <http://www.eclac.cl/id.asp?id=29399>
- Portuguese at: <http://www.eclac.cl/id.asp?id=29408>

Yuval-Davis, N. (1997) 'Women, Citizenship and Difference', *Feminist Review*, No. 57: 4–27

http://www.siyanda.org/docs/davis_citizendifference.pdf

In a globalising world, where the role of the local, the national and the global is shifting, the meanings of citizenship are also changing. This article presents some theoretical discussions on gender and citizenship. It argues that, rather than something which sees everyone as 'the same', citizenship should be understood as multi-tiered – formed through many different positions according to gender, ethnicity and urban/rural location. The author challenges the western-centric origins of citizenship theory and focuses on community membership, group rights and social difference in local, national and international contexts. In particular, the article addresses the way in which the division between the family/private and the political/public operate to exclude certain groups, particularly women, from citizenship. It argues for a wider interpretation that does not concentrate solely on the relationship between people and the state. A theory of 'active citizenship' can promote participation by women and other marginalised groups in some form of decision-making. It can also ensure they receive the benefits or entitlements of community membership – such as welfare – which are needed to create the conditions in which people are able to participate. In this way citizenship can act as a 'political mobilisation tool' which links up different feminist projects in local and global arenas. Originally published by Feminist Review Ltd., this article has been made freely available online thanks to the kind permission of the author and Palgrave Macmillan. It is for individual use only.

3.3 Understanding and monitoring governance institutions

Ashworth, G., (1996) *Gendered Governance: an Agenda for Change*, New York: UNDP

<http://nird.ap.nic.in/clic/rrdl100.html>

Is governance gender neutral? Are women's different needs and priorities taken into account when governance decisions and actions are taken? The processes and structures of governance are heavily balanced in favour of men. Redressing such inequalities would mean more access to power and resources for women. This paper analyses gender relations and how women are integrated in decision-making processes and structures at the five levels of governance (the household, the community, local government, national government, and the international arena). The barriers faced by women, including in democratic structures, are identified. The paper gives examples of women's struggles for representation in India, Namibia, South Africa and Sweden. It makes recommendations for gendered governance including reforms to the electoral systems and the introduction of equal opportunity and affirmative action programmes, gender training for decision-makers, the importance of addressing the issue of gender-biased language and the urgent implementation of international conventions.

3.3.1 Analysing institutions

Kabeer, N. and Subrahmanian, R. (1996) 'Institutions, Relations and Outcomes: Framework and Tools for Gender-Aware Planning', *Institute of Development Studies Discussion Paper 357*, Brighton: IDS

<http://www.ids.ac.uk/ids/bookshop/dp/dp357.pdf>

This summary is adapted from this paper.

There is well-documented evidence that failure to integrate gender awareness into policy and planning processes gives rise to a variety of equity, welfare and efficiency costs. Reviewing approaches to raising gender issues in the policy domain, this paper distinguishes between integrating gender into pre-existing policy concerns (focusing on efficiency, mainstreaming, women in poverty) and attempts to transform policy agendas from a gender perspective (focusing on equality, equity, empowerment). It rethinks planning frameworks and tools from a gender perspective, presenting an institutional framework which recognises the relationships between the household, community, market and state.

The framework is applied to the planning process – problem analysis, design of a response, implementation and evaluation of interventions – using the Indian experience with credit interventions for poor people. Concluding thoughts point to the critical role that participation can play in reflecting the realities of those excluded from the development process. Finally, learning points for training contexts are highlighted, and a ‘gender audit for development interventions’ summarises key questions for ensuring gender awareness in the planning process (Appendix 1). The box below outlines how institutions can be usefully ‘unpacked’ for gender-aware planning and for raising awareness about gender issues.

Unpacking institutions

Rules – (or how things get done): Institutional behaviour is governed by rules. These rules are distinct institutional patterns of behaviour in the official and unofficial, the explicit and implicit, norms, values, traditions, laws and customs which constrain or enable what is done, how, by whom and who will benefit.

Activities – what is done: In essence institutions are ‘rule-governed’ sets of activities, organised around meeting specific needs or the pursuit of specific goals. These activities can be productive, distributive or regulative – and because of their rule-governed nature, they tend to generate routinised practices. Therefore, institutional practice is a key factor in reconstituting social inequality – and must change if unequal gender relations are to be transformed.

Resources – what is used or produced: All institutions can mobilise resources – human (labour, education and skills), material (food, assets, land, money) or intangible (information, political clout, goodwill, contacts). Institutional rules govern how these resources are allocated.

People – who is in, who is out and who does what: Institutions are constituted by categories of people – with the institution’s rules and practices determining who is included and excluded, and the assignment of tasks, responsibilities and resources. These institutional ‘patterns’ express social inequalities.

Power – who determines priorities and makes the rules: Power is unequally distributed throughout organisations – reflected in unequal distribution of resources and responsibilities. Official and unofficial rules legitimise this distribution, giving some institutional actors authority to interpret institutional goals and needs, and to mobilise the loyalty, labour or compliance of others. So the outcomes of institutional practice reflect the interests of those with the power to make the rules – as well as to change them.

Adapted from Kabeer and Subrahmanian, 1996, Figure 2.2.

Goetz, A. (ed.) (1997) *Getting Institutions Right for Women in Development*, London: Zed Books

How can we make gender equity routine in development organisations and challenge the legitimacy of forms of social organisation which discriminate against women? The authors in this edited collection offer a range of reflections and propose a range of solutions including:

- Theoretical frameworks help us understand problems of organisational and institutional accountability to women, including the negative impact of a lack of women staff and a lack of awareness of gender issues.
- Institutionalising gender equity at the state level by setting minimum quotas for women's representation will not be successful unless women are represented in all state structures.
- We need to challenge our assumptions that NGOs are more receptive to gender equity.
- A closer look at the interface between organisations and their clients tells us that even in the absence of a gender policy, women can use their agency to appropriate project resources and address their own issues.
- An exploration of women's organisations demonstrates how they can be constrained by internal power differences and cultural gender differences.

The final conclusion of this book is that the social relations embedded in social institutions and development organisations that disadvantage women can only be changed through political struggle.

This book can be purchased from Zed Books: <http://www.zedbooks.co.uk/book.asp?bookdetail=3710>.

3.3.2 Gender-sensitive governance indicators

Scott, C. and Wilde, A. (2006) *Measuring Democratic Governance: a Framework for Selecting Pro-poor and Gender Sensitive Indicators*, New York: UNDP

<http://www.undp.org/oslocentre/docs06/Framework%20paper%20-%20entire%20paper.pdf>

This paper presents a framework for generating pro-poor and gender-sensitive indicators to assist policymakers in monitoring and evaluating democratic governance at the country level. The framework is applied to seven areas of democratic governance: parliamentary development; electoral systems and processes; human rights; justice; access to information and the media; decentralisation and local governance; and public administration reform and anti-corruption efforts. After defining the scope of each area of governance, a set of key questions is presented, followed by a pair of indicator matrices. The first matrix provides examples of pro-poor indicators, while the second matrix suggests gender-sensitive indicators. For example, the questions below are designed to reveal some of the challenges which prohibit women and poor people from exercising their right to vote:

- What proportion of men and women in poor households who are eligible to vote have registered as voters?
- What are the costs of voting faced by men and women in poor households – for example, the time it takes to get to voting booths, transport costs, intimidation, and lack of security – and how may these be reduced?

Potential gender-sensitive indicators are also outlined, including: voter turnout among registered females in poor districts; expenditure on special programmes in civic and voter education targeted at women; prevalence of women in poor districts indicating that it was common for women to vote as instructed by their father, husband or other male figure; and the percentage of seats in national Parliament reserved for women.

For more information on UNDP's project on Pro-Poor and Gender Sensitive Governance Indicators for Policy Reform, see its accompanying fact sheet: UNDP (2005) *Framework for Piloting*, New York: UNDP at: <http://www.undp.org/oslocentre/docs06/Framework%20for%20piloting.pdf>.

Additional documents on UNDP's governance indicators project are available from the UNDP Oslo Governance Centre at: http://www.undp.org/oslocentre/flagship/governance_indicators_project.html.

4. GOVERNMENT

4.1 Overview

Randall, V. and Waylen, G. (eds) (1998) *Gender, Politics and the State*, London: Routledge

This summary is adapted from the resource and a summary by Routledge.

Over the last two decades our understanding of the relationship between gender, politics and the state has been transformed – this volume provides an overview of this dynamic and growing field. We need to broaden the field of politics to include activities often undertaken by women which fall outside the boundaries of conventional politics and, therefore, not usually considered ‘political’. This allows an examination of the way in which political activities and processes have shaped and constrained gender relations, identities and women’s activities – including the influence of the state on the construction of the divide between the ‘private’ and ‘public’ domains. This book explores some central contemporary themes, including: the difficulties with identifying and organising politically around gender differences and interests; having to engage with the state whilst simultaneously recognising both its complexity and variation; and the need for a more inclusive conception of politics which does justice to women’s political needs.

The first three essays focus primarily on conceptual and theoretical issues: the meaning of ‘gender’; the state’s role in the construction of gender within the public and private spheres; and the political representation of gender differences within liberal democracy. The remaining six provide analyses of more concrete issues of state policy and participation in differing national political contexts: abortion politics in Ireland; the local politics of sex work in Britain; the impact on women’s political participation of economic change in China and Latin America and political change in Russia; and the gender impact of state programmes of land reform.

This book can be purchased from Routledge: <http://www.routledge.com/books/Gender-Politics-and-the-State-ISBN9780415164023>

It is also available from the British Library of Development Studies (BLDS), which has an inter-library loan service. See: <http://blids.ids.ac.uk/docdel.html>.

4.2 National frameworks

Government gender action plans can provide a useful framework within which to frame legislation, for example, and identify key or priority areas for action at the national level. The following example of a gender action plan comes from the Commonwealth Secretariat. While this plan was designed by and for the Commonwealth countries, it is a useful example for national governments more broadly.

Plan of Action for Gender Equality 2005–2015

The Commonwealth's gender equality programme is defined by the Commonwealth Plan of Action for Gender Equality 2005–2015 (PoA). It provides the framework within which Commonwealth countries will advance their commitment to gender equality and equity. Based on current and emerging challenges, the PoA identifies four critical areas: gender, democracy, peace and conflict; gender, human rights and law; gender, poverty eradication and economic empowerment; and gender and HIV/AIDS. Below are examples from two of these areas.

Area 1 – Gender, democracy, peace and conflict

Work in this area seeks to strengthen democracy among member countries, particularly through the promotion of the minimum 30 per cent target for women's participation and representation in government and decision-making processes. It also addresses issues of peace building and conflict management, including early warning mechanisms and women's contribution to these processes through capacity-building training, workshops, conferences and technical advice.

The impact of issues of political participation, peace and conflict cannot be divorced from the broader goal of achieving democracy and peace. Women's access to these processes requires commitment to changing mindsets through advocacy, awareness raising and education.

We aim to: demonstrate the impact of women's contribution to democracy, peace and conflict management; promote accountability and balanced representation; harmonise national legislation with international commitments; and promote a culture of peace through education in the Commonwealth.

Area 2 – Gender, human rights and law

Women and girls experience different forms of discrimination and disadvantage during their lives, and gender inequities intensify these. To ensure gender justice, the PoA calls for the enactment and implementation of gender-sensitive laws, and reviews of customs, practices and mechanisms in countries. Approaches include support for strengthening of policy frameworks, resource material, regional meetings and training programmes.

This critical area focuses on: gender, culture, the law and human rights; gender-based violence; trafficking in women and girls; migration of women; and marginalisation of indigenous and tribal women.

Adapted from Commonwealth Secretariat, 2005,
http://www.thecommonwealth.org/Internal/33902/38116/poa_2005_2015/. To download the full PoA text, please
see: http://www.thecommonwealth.org/shared_asp_files/GFSR.asp?NodeID=142576.

4.2.1 Legal and justice systems

Legal, policy and other regulatory frameworks at the international, state and local levels can contribute to an enabling environment for gender equality. This may be in the form of laws and policies which explicitly define and criminalise manifestations of gender inequality – such as gender based violence – or through the absence of laws and policies which implicitly condone gender discrimination.

Bratislava Regional Support Centre, United Nations Development Programme (UNDP) (2003) 'Drafting Gender-Aware Legislation: How to Promote Gender Equality in Central and Eastern Europe and in the Commonwealth of Independent States (CIS)', Bratislava: UNDP Eastern Europe and CIS Sub-Regional Resource Facility <http://europeandcis.undp.org/gender/show/62D2D358-F203-1EE9-B0BB182FBC07C8CA>

This is a handbook produced by the UNDP Eastern Europe and CIS Sub-Regional Resource Facility, to provide practical guidelines for improving the gender sensitivity of legislation and policy in practice. The existence of largely egalitarian legal frameworks that emerged out of Communist traditions in Eastern Europe, coupled with the ratification of international laws that protect women's rights, has led mistakenly to the belief that since the law in theory does not discriminate, there is no need to look at the issue of gender equality any further. In practice, however, it is clear that women are still discriminated against in labour markets and under-represented in decision-making roles. Across Eastern Europe, policymakers' knowledge of gender equality and women's rights is limited. This handbook is designed to address this knowledge gap, and is composed of four parts. Part one provides a comparative overview of gender-aware legislation and practice in the Eastern and Central Europe and the CIS region. This highlights some of the particular challenges the region faces, while also underlining some of the important progress that has been made. Parts two and three have a more practical focus, providing a comprehensive approach to influencing legislation and implementation processes, with detailed checklists for reference when analysing legislation and its implementation. Finally, part four is intended as a reference guide to selected international standards and good practice, and points to additional resources.

This resource is also available in:

- Russian at: <http://europeandcis.undp.org/gender/show/67D0D54B-F203-1EE9-BE8B942EADC1F1A4>
- Albanian at: <http://europeandcis.undp.org/gender/show/67CC2FEE-F203-1EE9-B38D1E22CEDDA6B7>

CASE STUDY: Putting National Gender-based Violence Legislation into Practice in the Philippines

Case study based on article in Gender and Development In Brief by Maritona Victa-Labajo (Executive Director, Social Development Index (INDEX))

Gender-based violence (GBV) is a major problem in the Philippines, with approximately 9 per cent of women aged 18 and above having experienced physical abuse, much of which happens in the home at the hands of a relative or partner. In response, new laws were passed, granting the state power to intervene in cases of household violence or abuse against women – previously considered 'private' and beyond the jurisdiction of the state. The power of the legislation has been realised through the manner of its innovative introduction – drawing on the potential of decentralised governance processes to bring about change, using existing local systems.

Participatory processes were established for institutions from local government units to the *barangay* (village) level, recognising that the effectiveness of these laws depends on adequate public awareness of GBV and 'buy-in' from local authorities. Three villages were selected to participate in a pilot study, in conjunction with representatives of CSOs and women's groups. *Barangay* heads were responsible for awareness building among elected officials and functionaries. They did this through events, published materials and seminars in the community. In tandem, the municipal government established a clear referral system and an inter-agency response mechanism for addressing reported cases of abuse.

In the three years after the project was launched, there was a notable increase in the number of cases reported. Elected officials and functionaries now have a greater understanding of GBV and related legal measures. Village, local and municipal governments have issued protective orders against perpetrators. In addition, the

municipal government has provided: assistance to the survivors and their families, including educational assistance for child survivors; assistance during court hearings; liaison with the public attorney's office for legal assistance in expediting legal cases; and in some instances, finding shelter for the survivor's family.

Swayam Shikshan Prayog (SSP) (2001) *Report on Legal Aid and Self Governance for Women in Community Alliance Building for Local Development*, Mumbai: SSP

http://www.siyanda.org/docs/ssp_legalactivity.doc

Development projects that enhance the ability of marginalised groups to access and influence decision-making bodies are implicitly if not explicitly working with concepts of citizenship. This project in Indian rural communities in Latur and Osmanabad districts demonstrates how a combination of training and facilitation can effectively link local women's groups with various decision-making structures in a demonstration of creative 'citizenship-building'. Swayam Shikshan Prayog ('Self-education for Empowerment'), a non-governmental organisation (NGO) based in Mumbai, has developed a project working with Mahila Mandals, community-based women's groups, in several districts of Maharashtra and Gujarat. The project seeks to develop the capacity of women's groups – facilitating their entry into development planning and delivery of local basic services such as education, health, drinking water management and loan/credit schemes. This is achieved through information provision, training, participatory processes of community assessment and workshops. This process has also given women's groups the role of making other citizens more aware of their entitlements and, hence, enhancing community control more generally over such basic services.

4.3 Women's political participation

4.3.1 Participation rates

WEBSITE: Inter-Parliamentary Union (IPU) (2009) *Women in Parliament*, IPU

<http://www.ipu.org/wmn-e/world.htm>

The Inter-Parliamentary Union (IPU) maintains up-to-date statistics, as submitted by national Parliaments, on the participation rates of women in national Parliaments around the world. It provides world and regional averages, broken down by total number of Members of Parliament for upper and lower houses, further broken down by gender. Links are available from this web page to comparative data by country, as well as data on regional parliamentary assemblies, with a further link to the PARLINE database to view detailed results of parliamentary elections by country.

Regional averages of women in Parliament			
	Single house or lower house (per cent)	Upper house or senate (per cent)	Both houses combined (per cent)
Nordic countries	41.4	---	---
Americas	21.7	20.3	21.5
Europe – OSCE* member countries including Nordic countries	21.2	19.5	20.9
Europe – OSCE member countries excluding Nordic countries	19.3	19.5	19.3
Asia	18.3	16.5	18.1
Sub-Saharan Africa	18.0	21.2	18.4
Pacific	13.1	32.6	15.2
Arab States	9.7	7.0	9.1

Regions are classified by descending order of the percentage of women in the lower or single house.

* The Organization for Security and Co-operation in Europe.

Adapted from IPU, <http://www.ipu.org/wmn-e/world.htm>, accessed February 2009.

4.3.2 Overviews

“Without the active participation of women and the incorporation of women’s perspectives in all levels of decision-making, the goals of equality, development and peace cannot be achieved.”

Beijing Platform for Action

The following table offers a useful summary of some of the enabling factors and constraints for women’s participation in decision-making, as outlined by WOMANKIND Worldwide:

Enabling factors and constraints for women’s participation in decision-making

Enabling factors for women’s participation in public life and decision-making include:

- an awareness of their rights and how to claim them;
- access to information about laws, policies and the institutions and structures which govern their lives;
- confidence, self-esteem and the skills to challenge and confront existing power structures;
- support networks and positive role models; and
- an enabling environment, meaning a political, legal, economic and cultural climate that allows women to engage in decision-making processes in a sustainable and effective way.

Constraining factors include:

- economic dependency and a lack of adequate financial resources;
- illiteracy and limited access to education and the same work opportunities as men;
- discriminatory cultural and social attitudes and negative stereotypes perpetuated in the family and in public life;
- burden of responsibilities in the home;
- intimidation, harassment and violence; and
- lack of access to information.

Strategies deployed by WOMANKIND Worldwide include:

- in Albania — supporting training for existing and potential women leaders in local and national elections; and working with a range of actors, including journalists and politicians, to change negative attitudes and to create an enabling environment for women's participation;
- in Afghanistan — providing training in basic health and literacy skills and human rights education to give women the practical skills they need to take part in development; and supporting the lobbying of decision-makers to increase women's representation at all levels of government; and
- in India — supporting education and training for women from the poorest and most marginalised *dalit* and tribal communities in Tamil Nadu State to give them the confidence and skills to speak out about the issues that concern them, such as electricity and water for their communities. Some of the women have gone on to stand for local council elections – with 50 per cent then elected.

Adapted from the WOMANKIND Worldwide website
<http://www.womankind.org.uk/womens-civil-and-political-participation.html>,
from Brody, Demetriades, Esplen, 2008.

International Institute for Democracy and Electoral Assistance (IDEA) (2005) *Women in Parliament: Beyond Numbers – A Revised Edition*, Stockholm: IDEA

http://www.idea.int/publications/wip2/upload/WiP_inlay.pdf

This summary is adapted from a summary by IDEA.

Women's access to the legislature is covered in three steps by this handbook: (1) it looks into the obstacles women confront when entering Parliament – be they political, socio-economic, ideological or psychological; (2) it presents solutions to overcome these obstacles, such as changing electoral systems and introducing quotas; and (3) it details strategies for women to influence politics once they are elected to Parliament, an institution which is traditionally male dominated. Written by politicians, researchers and activists, the handbook is primarily for women Members of Parliament and those campaigning for elected office. It is also of use to a wide range of actors working to promote the participation and representation of women in political structures as well as members of civil society, including activists, academics, researchers, journalists, and other stakeholders working to advance women in politics.

The handbook includes case studies from Argentina, Burkina Faso, Ecuador, France, Indonesia, Rwanda, South Africa and Sweden, as well as regional overviews from the Arab world, Latin America, South Asia and a case study on the IPU. The first *Women in Parliament: Beyond Numbers* handbook was produced as part of IDEA's work on women and political participation in 1998. In the seven years since the first handbook, the picture

regarding women's political participation has slowly changed. Overall, the past decade has seen gradual progress with regard to women's presence in national Parliaments. With this handbook, the focus shifts from getting more women elected to Parliament, to giving those elected the means to make a greater impact on politics. Key findings include:

- It is not all about numbers – while a critical mass of women is necessary to ensure women's representation, the quality of the representation is just as important. Training is crucial to avoid the trap of electing 'token' women.
- Gender perspectives, not gender issues – women elected to Parliament change politics globally: they introduce a women's perspective into all areas of political life and are not limited to gender issues.
- Representation means more than elected politics – it means that more women must have seats at the Cabinet table, more women must be appointed to senior decision-making positions, and more women's voices must be heard and included when major political reform or transformation is undertaken.

The first edition of this resource is also available in French, Indonesian and Russian at:
<http://www.idea.int/publications/wip2/index.cfm>.

United Nations Development Programme (UNDP) (2000) *Women's Political Participation and Good Governance: 21st Century Challenges*, New York: UNDP

http://www.iknowpolitics.org/files/Gender%20issues%20in%2021%20century_UNDP.pdf

This summary is by Lina Hamadeh-Banerjee and Paul Oquist.

Women's entry into the realms of governance and their presence and voices in political structures are central to the exercise of citizenship. Influence over policies which affect their lives is hindered by women's primary location in the private and non-political areas of family and community. The low number of women in political office has also been related to the high number of women in poverty. The focus of women's access to office as an element of their citizenship is central to development goals. This publication firstly reviews strategies and trends in women's political participation. It argues that there is a need to understand how women's participation can influence politics. It might, for example, lead to the introduction of gender-sensitive policies or promote changes in the day-to-day working of social and political institutions. Four case studies are introduced: women and democracy at the grassroots in India; the South African Women's Budget Initiative; influencing political and socio-economic development in Uganda through a Women's Caucus; and campaigning against GBV in the so-called 'private' sphere in Latin America and the Caribbean.

4.3.3 Quota systems

Dahlerup, D. (2005) 'Increasing Women's Political Representation: New Trends in Gender Quotas', *Women in Parliament: Beyond Numbers*, Chapter 4, Stockholm: Institute for Democracy and Electoral Assistance (IDEA)

http://www.idea.int/publications/wip2/upload/4._Increasing_Women's_Political_Representation.pdf

This summary is adapted from the chapter.

The aim of electoral quotas is to increase – and safeguard – women's presence in Parliaments. Quotas for women mean that women must constitute a certain number or percentage of the members of a body, whether it is a candidate list, a parliamentary assembly, a committee or a government. There are three main ways in which quotas can work:

- Candidate quotas specify the minimum percentage of women candidates for an election, and these minimums also apply to political parties' lists of candidates for election.
- Reserved seats mean that a certain number of seats are set aside for women.
- Gender-neutral quotas specify that neither men or women should occupy more than 60 per cent or less than 40 per cent of the positions on a party list or in a decision-making body.

The chapter notes that, as of 2005, more than 40 countries had introduced electoral quotas. As a result, developing countries including India, Costa Rica, Mozambique, Rwanda and South Africa have attained a similar level of female political representation as the Nordic states, which have so far been the most progressive in this respect. For example, in India, there is now a constitutional requirement that 33 per cent of the seats in local elected bodies in the towns and in the countryside (the *panchayats*) are reserved for women. This system has resulted in the election of several million Indian women to local councils. However, the chapter cautions that quotas are not enough. Evidence shows, for example, that the introduction of quotas requiring a minimum of 30 per cent of each gender on an electoral list does not automatically result in women winning 30 per cent of seats, often because they are placed at the bottom of lists. The chapter calls for greater accountability around the use of quotas – for example, the electoral management body should reject candidate lists that do not comply with the requirements.

The first edition of this resource is available in French, Indonesian and Russian at:

<http://www.idea.int/publications/wip2/index.cfm>.

Espine-Villaluz, S. and Reyes, M. (2001) *Guide to Launching a National Campaign for 50/50 in Government*, Pasig City: The Center for Legislative Development (CLD)

http://www.un.org.vn/undp/projects/vie02007/PM_2006/Campaign50-50ingovernment.pdf

A 50/50 ratio of women and men in government is needed to ensure democracy, human rights and representation of women's needs and interests. Setting numerical, time-specific targets is essential to ensure governments translate commitments into action. Part one focuses on 'understanding the gender balance in government', explaining the 'what', 'why' and 'how'. Part two takes the activist or NGO through four practical steps to running a campaign for gender balance at the national level: how to assess the campaign environment; how to plan the national launch, including its design, logistics and mobilising for the launch; how to run post-launch activities such as evaluation and documentation; and how to develop the campaign action plan.

Examples are given of media and publicity materials and steps such as gathering data, getting support or “constituency building” and strategies for legislative advocacy such as drafting bills and organising discussion fora.

Jayal, N. G. (2006) ‘Engendering Local Democracy: The Impact of Quotas for Women in India’s Panchayats’, *Democratization*, Vol. 13, No. 1, 15–35, London: Routledge

This summary is adapted from the paper.

Has women’s increased participation in local governance institutions resulted in outcomes that contribute towards gender equality in India? In 1992, India’s Parliament enacted two constitutional amendments that sought to democratise local governance and engender it: the establishment of local governance institutions, known as *panchayats*, and the introduction of electoral quotas that require that a minimum percentage of electoral candidates must be women. The paper notes that the first round of *panchayat* elections brought over 700,000 women to the *panchayati raj* institutions. With few exceptions, most States had met, and some exceeded, the necessary minimum one-third female representation among candidates. The paper notes that female attendance at *panchayat* meetings has generally been high, and a wide range of studies conducted in different parts of India suggest that once in the *panchayat* women tend to address the needs of women. For example, in one village female representatives worked on schemes for bringing piped water into the village. Other reports show they facilitate increased attention to children’s education as well as to improvements in infrastructure, such as building roads and providing electricity. There are also indications that involvement in the *panchayats* is enabling women to challenge socially embedded gender inequalities. For example, they have come to recognise that illiteracy and a lack of education can prevent effective participation in public activities. As a result, women are starting to insist that their daughters get an education before they are married.

However, this paper does point to the constraints, both of institutional design as well as of social inequalities of gender and caste that inhibit fuller and more effective participation by women. For example, there have also been reports that some women who try to contest elections or take a lead role in decision-making have been verbally or physically abused. So, while quotas have enabled women to address their practical gender needs and interests, realisation of strategic interests is moving at a somewhat slower pace.

This paper can be purchased through Routledge. Please see:

<http://www.informaworld.com/smpp/content~content=a727552697~db=all~order=page>. Alternatively, print copies are available from the British Library of Development Studies (BLDS) which offers a document delivery and inter-library loan service. See: <http://blds.ids.ac.uk/docdel.html>.

CASE STUDY: Kantengwa, M. J. (2007) ‘Political Reform to Increase Quotas for Women in Parliament: “The Use of Electoral Gender Quotas in Rwanda”’, Paper presented to the Pathways to Power seminar, National Congress of Brazil, Brasilia, June 2007

This summary is adapted from the presentation.

Electoral gender quotas accelerated greater representation of women in the Rwandan Parliament, with 48.8 per cent of parliamentary seats, the highest in the world after the first ever multiparty elections. While the use of electoral gender quotas is a useful and important mechanism, multiple factors produced the Rwandan success. For example, gender was integrated in peace-building initiatives, and the rights of women and girls were

recognised and acknowledged in national development plans, in education and health programmes and in property ownership, while the fight against GBV and, particularly, violence against women took centre stage as a national concern. Women were particularly called upon in the physical and social reconstruction of Rwanda – in the repatriation and reintegration of refugees and in social healing, unity and reconciliation programmes. The challenges of national reconstruction provided opportunities for Rwandan women to demonstrate their abilities and, at the same time, good education opportunities for Rwandan men and society in general to gradually let go of traditional prejudices and gender stereotypes.

This presentation highlights the history of Rwanda and its socio-economic transformation in the years following the genocide of 1994. It outlines how the socio-economic roles of women changed after the genocide along with perceptions of women. In turn it examines a range of factors conducive to the rise of women in Parliament:

- Political will and the commitment of Rwanda's President, who repeatedly reminded Rwandans that women's participation is a human right as well as a development strategy.
- Timeliness, recognising that transitional periods are when citizens and politicians are most receptive to shifting mindsets and drafting a gender-sensitive constitution. Post-conflict is also a key time to ensure the principles of international laws are integrated into national constitutions.
- Involvement of men from the outset, lobbying them and building partnerships with the men who lead opinion.
- Consolidating and strengthening gender machineries, such as the Ministry of Gender, women's councils, women's organisations, women's leagues and caucuses, is useful to refine and sustain momentum.
- Laws that demonstrate inequalities or any other form of discrimination against women are unacceptable.
- Drawing an all-inclusive national gender policy with a clear action plan to institutionalise gender approaches to planning, programming and budgeting.

Finally, the use of electoral gender quotas is a valuable tool, but women need to use this opportunity of affirmative action – while it lasts – to mobilise themselves into a critical mass capable of pushing gender equality in other areas of life, beyond numbers of women in Parliament.

For further information, please email Pathways@ids.ac.uk or see: <http://www.pathways-of-empowerment.org>.

4.3.4 Capacity building

Centre for Legislative Development (1999) *Legislative Advocacy for Women's Rights: Training Candidates for Local Elections in Cotabato, Philippines*, Washington, DC: International Center for Research on Women and the Centre for Development and Population Activities

<http://www.iknowpolitics.org/es/node/850>

This legislative advocacy project was set up in Cotabato, where a large Muslim population had only recently started to become involved in political processes. The project's aim was to increase women's involvement in local government at this critical moment. Participants included farmers, health workers and school teachers, half of whom had no history of involvement in political activities. The project consisted of two phases. Phase one organised training on political awareness and campaigning. Phase two established an alliance of women advocates, KABARO, to ensure continued support, consolidation of skills and strategy development. Members of KABARO raised awareness, mobilising women to lobby local government officials to improve delivery of services

such as health care and clean water. KABARO also provided gender information to government and non-government agencies. The project resulted in a rise in the number of women gaining seats, and the number of women voters. There was also an increased commitment to services and programmes that benefit women. Recommendations include:

- There is a need to raise awareness among elected officials and the general public about the problems women face in politics and how to deal with gender issues in planning.
- Training should be based on the particular skills within the community.
- User-friendly manuals are needed, and feedback should be solicited.
- It is important to take into account the long-term nature of legislative change.
- Support networks that provide knowledge, tools and a forum for discussion are central to maintaining momentum and political gains.

4.4 National gender machineries

'The National Women's Machineries (NWM), or Women's Bureaux, are recognised by governments as the focal unit that promote gender equality. It is the institution through which the process of gender mainstreaming is implemented, monitored and evaluated at the national level. Implementing gender-focused principles and commitments and creating a gender-sensitive environment, however, is not only the responsibility of these units but also of all within governments and other governing bodies.'

Extract from the Commonwealth Secretariat website,
<http://www.thecommonwealth.org/Templates/Internal.asp?NodeID=33978>,
accessed February 2009

Byrne, B., Laier, J.K., Baden, S. and Marcus, R. (1996) *National Machineries for Women in Development: Experience, Lessons, and Strategies for Institutionalising Gender in Development Policy and Planning*, BRIDGE Report 36, Brighton: BRIDGE/IDS <http://www.bridge.ids.ac.uk/Reports/re36c.pdf>

This summary is adapted from the paper.

What are national governments doing to promote the status of women? Governments have created women's committees, divisions and bureaux, but have these had any impact? This report reviews the experience of these NWMs, drawing on cases from developing countries. It finds that in order to be more effective, NWMs must restructure themselves so that women's concerns are fully mainstreamed into the strategies and activities of both governments and NGOs. A range of political, institutional and financial constraints limit the effectiveness of national machineries, including:

- **Conceptual shifts in the discourse on women in development and gender in development.** These have created some confusion – for example, between welfare and equity objectives and strategic and practical needs, which are rarely translated into clear policy goals.
- **The lack of a strong mandate** due to weak high-level commitment and dependence on external funding.

- **Conflicting roles.** There is tension between advisory, advocacy and policy oversight, monitoring roles and direct involvement in projects – each of which require different skills and institutional cultures. In general, this leads to an overburdening of activities, with NWMs struggling to make an impact in any single area.
- **Underfunding of NWMs.** Evidence suggests that NWMs are underfunded and vulnerable to budget cuts. Because gender issues are not prioritised in the bureaucracy, staffing levels are restricted and the quality and scope of activities are limited.
- **Bureaucratic resistance.** Sectional interests and rivalries inhibit the consideration of cross-sectoral issues such as gender, which require a coordinated approach. Women’s ministries, keen to protect their ‘turf’, concentrate on visible activities which will attract donor funding. The personal and political nature of gender adds to the resistance of government officers to examining these issues.
- **Lack of autonomy.** Because women’s ministries are notoriously tied to the political interests of ruling parties (often through their women’s wings) or ruling families, the NWM can simply become a vehicle for promoting and legitimising the ruling party. Such connections make relations with the autonomous women’s movement very difficult.

4.5 Post-conflict states

Post-conflict environments are key windows of opportunity for change, with the shift from a focus on meeting immediate needs and providing protection during conflict through humanitarian interventions to longer-term development initiatives such as enabling gender equality. Such times of transition and the formulation of new government machineries provide opportunities for the establishment of new gender frameworks and policies. A good example of this was on the signing of the Comprehensive Peace Agreement with Northern Sudan and the inception in 2005 of the new Government of South Sudan (see case study below). The resources in this section provide insights into challenges to and opportunities for integrating gender concerns into conflict response and post-conflict reconstruction. National ownership of gender-focused policies is essential to ensure any changes are appropriate to the context and to ensure goodwill towards their implementation. Two UN instruments are of particular importance (see box below).

United Nations instruments

UN Security Council Resolution 1325 (passed unanimously in 2000) emphasises the participation of women at all decision-making levels for the prevention, management and resolution of conflict. It sets out special measures to protect women and girls from GBV, particularly sexual abuse, during conflict; and emphasises the responsibility of States to put an end to impunity for acts of GBV.

<http://www.peacewomen.org/un/sc/1325.html#Full>

UN Security Council Resolution 1820 was adopted in June 2008. This is the first Resolution that explicitly recognises sexual violence as an international security concern in the context of war.

<http://www.state.gov/documents/organization/106577.pdf>

CASE STUDY: Developing a Gender Policy Framework in Southern Sudan

This case study is based on an interview with Edla Muga by Justina Demetriades and information from Norwegian People's Aid (<http://www.npaid.org>).

How did the new Government of South Sudan use a time of transition to establish a gender policy framework? It first established a Department of Gender within the Ministry of Gender, Social Welfare and Religious Affairs – demonstrating its commitment to long-term change towards gender equality. This department – with the support of the humanitarian organisation Norwegian People's Aid (NPA) – planned and implemented a participatory workshop to ensure that the gender policy framework reflected the priorities of key decision-makers in Sudan.

The Department of Gender invited key decision-makers to the workshop to contribute to the discussion and outcomes, including state ministers from Khartoum and from the districts of Southern Sudan, civil society leaders, and counterparts from other Ministries. Participants agreed that violence against women is a key issue in South Sudan and requires urgent attention within the policy framework. The resulting document from the workshop formed the basis of the new government's draft policy framework on gender – being produced and owned by all the stakeholders involved. There is now a supportive working environment for emerging GBV prevention and response initiatives.

Moser, A. (2007) *Women Building Peace and Preventing Sexual Violence in Conflict-Affected Contexts: A Review of Community-Based Approaches*, New York: The United Nations Development Fund for Women (UNIFEM) http://www.unifem.org/resources/item_detail.php?ProductID=112

UN Security Council Resolution 1325 (in 2000) on women, peace and security commits the UN and its member states to engage women in conflict prevention and peace-building, a factor that is recognised by many international institutions as crucial for the success of peace-building efforts. This study was developed as a background document to inform the United Nations Development Fund for Women (UNIFEM) programming and advocacy regarding women's participation in peace-building and prevention of sexual and gender-based violence (SGBV), and builds on country-level visits conducted in early 2007. The study focuses on five areas: increasing access to reconciliation mechanisms; conflict resolution initiatives; justice; access to support services; and conflict monitoring systems. In each area women face barriers to engagement such as exclusion from male-dominated decision-making forums, security risks and lack of funding. However, there are many innovative, community-based examples of women's engagement that challenge cultural traditions and security risks. In Bosnia and Herzegovina, for example, regular open meetings are held between a women's centre and the municipality – on the day their husbands are playing sports – in an effort to convey women's views and concerns to the government authorities. The long-term effectiveness of such community-based approaches to bringing peace and security cannot be isolated from national and international efforts.

4.6 Decentralised governance

Beall, J. (2005) *Decentralizing Government and Centralizing Gender in Southern Africa: Lessons from the South African Experience*, Geneva: United Nations Research Institute for Social Development (UNRISD)

[http://www.unrisd.org/unrisd/website/document.nsf/\(httpPublications\)/344E133781A2FF4AC12570A70030A651?OpenDocument](http://www.unrisd.org/unrisd/website/document.nsf/(httpPublications)/344E133781A2FF4AC12570A70030A651?OpenDocument)

This summary is adapted from the paper.

Decentralisation is frequently presented as an important vehicle for increasing women's representation and political participation. However, the benefits for women of devolved local government are not always obvious. This paper starts from the premise that local government is in an ambiguous position. It is the part of the state that is located closest to the people and to organised civil society. As such it has the potential to engage more effectively with women who are often confined – through their domestic responsibilities – to public engagement close to home. But because of its closeness to society, the local state can also become too close to social institutions such as the household and community. In Africa, social institutions can be deeply patriarchal – illustrated, for example, by the role of traditional authorities both in everyday life at the community level and in local government. When local government is resistant to progressive social change it may be an unreliable site for the pursuit of gender equity, particularly in contexts where women are making gains within the formal institutions of the state. As such it stands as a test of not only democratic decentralisation but of engendered democracy more generally.

Byrne, S. and Schnyder M. (2005) *Gender and Decentralised Governance*, Institute of Federalism: Fribourg http://www.federalism.ch/files/categories/IRCC/winter2004review_rev_june05.pdf

This summary is adapted from the paper.

Why is decentralisation increasingly common? Does it, or can it, serve gender equality goals? This overview and annotated bibliography defines the concepts of governance, decentralisation and gender, describes various challenges in engendering decentralised governance and highlights some donor responses to these issues. It explains that decentralisation – the transfer of power, responsibility and resources from central to regional and local governments – is one way to improve governance processes by bringing decision-making closer to people affected by the outcomes of decisions. The idea is that the most local level of government can and should perform functions efficiently and effectively, including the administration of public resources for the benefit of men and women. The paper notes that, although challenges of local government vary according to country and cultural context, there are many similarities. For example, local government is often strongly affected by deep-rooted patriarchal structures, which can present significant barriers to women's participation in governance processes. In Indonesia, for example, there are concerns that decentralisation may revitalise local patriarchal values and that its very local nature will actually serve to obstruct women's empowerment and participation because local communities will resist or subvert changes that threaten traditional norms and structures. The overview also highlights known barriers to gender-equitable decentralisation processes and practices, including the following key points: "people's participation" does not necessarily mean "women's participation"; affirmative action measures such as reserved seats and women's lists are a necessary, if not a sufficient, mechanism for realising gender equality in local governance; and the effectiveness of women in local government comes not only from numbers (i.e. the achievement of a 'critical mass'), but also from having the necessary skills – and this requires both education and relevant training. It also highlights useful responses and strategies for addressing

these. For example, national institutions in many countries implement broad-based public information campaigns concerning the decentralisation process, and these can draw on the mass media to make women aware of their existing contributions to society and to expose gender inequalities and combat negative stereotypes.

4.7 Local government

Evertzen, A. (2001) *Gender and Local Governance*, Netherlands Development Organisation (SNV)

<http://www.cities-localgovernments.org/uclg/upload/docs/genderandlocalgovernance.doc>

This is a handbook outlining strategies in local governance to ensure that women's needs and interests are incorporated into development planning at the local level. Going beyond service delivery, it includes issues of power, decision-making, participation and accountability as part of the picture of how citizens can access their entitlements to development. It discusses the reasons for women's participation, barriers encountered, decision-making processes, administration, finances, communication, legislation and civil society. The handbook argues that decentralised local governance must increase women's participation and civic engagement, strengthen gender awareness among officials, deliver services that meet women's needs as a group and create awareness of women's rights. It provides practical examples and best practices through which these can be achieved. Examples of checklists and lists of indicators of gender inequality are given, together with an outline of what is involved in conducting a basic gender analysis to establish gender roles and needs in the community. An annotated bibliography and a list of web resources are also provided. Although there is a particular emphasis on West Africa, the handbook is of value more widely.

Joseph, C. (2002) 'Gender and Local Government', *Occasional Paper No 13*, Friedrich Ebert Stiftung South Africa Office <http://www.fes.org.za/publications/2002/occpaper13.pdf>

While local government is responsible for many goods and services, factors including race and gender influence whether people receive them. This tool is one module in a collection of support materials compiled for the African National Congress (ANC) 2000 local government elections manifesto in South Africa. Aimed at local councillors, it underlines the importance of gender equality in democratisation and development and the necessity to change views on gender. It shows different ways of tackling inequalities such as rights under the constitution, challenging customary laws, using the UN's Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and promoting political participation, as well as moral and economic arguments. It sketches out how a gender analysis of governance might be undertaken as a way of assessing community needs. This involves exploring the gender roles of individuals in their productive, reproductive and community responsibilities. The following checklist outlines broad indicators of equality and local government gender policies.

Checklist for gender-sensitive municipalities

Promoting women's representation in council

- Does the council consist of at least 30 per cent women councillors? And do all political parties take responsibility to ensure that at least 30 per cent of councillors are women? And are women equitably represented in executive positions of council?
- Does the municipality have an affirmative action policy and programme that promotes women's representation at all levels, including management, and throughout all departments in the administration? Does the policy and programme identify black women as a key target group?

Gender-sensitive working conditions and responsibilities

- Do job descriptions include a reference to employees' responsibility for gender transformation, particularly for those who are tasked with driving this process?
- Has council adopted a gender policy committing to the promotion of gender equality? Does the municipality have a policy on internal career paths, particularly for women, to support their upward mobility within the institution? Has it adopted a sexual harassment policy, with disciplinary and appeal mechanisms? Has information on gender policies been disseminated to employees and the community?
- Does council organise transport or provide a transport subsidy for those dependent on public transport or those with limited resources to pay for transport? And does council provide childcare support for all councillors and employees, regardless of sex?
- Does the council allocate a fair percentage of its training budget to knowledge and skills training for women – and organise gender and diversity training for all councillors and employees?

Women's participation in community decision-making

- Does the municipality have a detailed profile of the community, with relevant figures such as employment and income further disaggregated on the basis of race and gender? And does the municipality ensure that gendered planning and service provision takes place?
- Has the municipality adopted community participation strategies to facilitate the involvement of marginalised groups, particularly women, in community decision-making? In organising community meetings, does the council ensure that the venue is accessible, and that safe transport is provided?
- Does the council ensure that women are equitably represented in community structures?
- Do Key Performance Indicators (KPIs) enable the municipality to assess how service delivery impacts on men and women from different backgrounds in the community?

Extract from Joseph, 2002: 20–22

Fondo de Desarrollo de las Naciones Unidas para la Mujer – Región Andina – UNIFEM, RA (2008)
Programa Regional de Presupuestos Sensibles al Género, Quito: UNIFEM RA (United Nations Development Fund for Women (UNIFEM) – Andean Region Regional Programme of Gender Responsive Budgeting – Good Practice Systematisation)

Spanish: http://www.presupuestoygenero.net/mediapdfpresu/carpeta_psg_unificada.pdf

Gender-responsive budgets are public budgets that take into account the different needs, rights and obligations of women and men. They value the different contributions that both women and men make to the production of goods and services and to the mobilisation and distribution of resources. This document is one of the outcomes of the Gender Responsive Budgeting Programme led by UNIFEM in several Latin American countries, including Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, Mexico, Peru and Venezuela. It provides a collection of case studies of gender-responsive initiatives. Each initiative is described, including context, stakeholders, outcomes, strengths and weaknesses, and there is an analysis of lessons learned, future challenges and opportunities. In the case of Cochabamba in Bolivia, for instance, the gender budget initiative was taken on by the local government. This was done in close collaboration with a women's organisation supporting local participation in decision-making and a platform of women's grassroots organisations. Through the process the women's organisations and other social actors discovered how the local government worked, and learned their rights in terms of participation. Gender perspectives were institutionalised and a gender focal point within the municipality was reinstated with a budget. One of the initiative's main strengths was to respond to women's basic needs but also to include actions targeted at changing power relations that discriminate against women. One of the main lessons learned is the importance for women's organisations to build alliances with the media to lobby authorities so that they are responsive to their demands.

4.7.1 Increasing women's participation in local governance

Barriga, M. (2008) *Political Learning through Women's Experiences in Local Governments: The case of Central American Path to Learning*, Santo Domingo: United Nations International Research and Training Institute for the Advancement of Women (UN-INSTRAW)

<http://www.un-instraw.org/jdata/images/files/Rutas/EnglishpaperPathstolearningoct.pdf>

This summary is adapted from the paper abstract.

Although women in Latin America have only relatively recently been involved in decision-making positions in local governments, they have been able to accumulate valuable experience and knowledge in municipal management and implementation of public policies with a gender perspective. In light of this, the United Nations International Research and Training Institute for the Advancement of Women (UN-INSTRAW) promotes the dissemination of women's knowledge in this area through training processes. As part of the project 'Strengthening Governance from a Gender Perspective and Women's Political Participation at the Local Level in Latin America' UN-INSTRAW chose a training methodology called 'Paths to Learning' to address women's demands that were expressed in research studies conducted during the first year of the project (2006). The methodology was designed by Procasur Corporation and focuses on learning by establishing direct contact with key actors involved in the process of implementing best practices, sharing experiences, and applying the acquired knowledge to participants' contexts and jobs. This presentation focuses on the lessons learned during the Central American 'Paths to Learning', which took place in Costa Rica and El Salvador and involved the participation of council women, city hall workers and representatives of women's associations from Bolivia,

Ecuador, Nicaragua, Guatemala and the two host countries. During the training, women participants visited municipalities that had made significant efforts to incorporate a gender perspective into service provision, legislation and affirmative action to achieve a greater participation of women. At the end of the 'Paths to Learning' experience, participants presented proposals intended to apply the knowledge learned during the training to their countries and municipalities.

Equipo de Comunicación Alternativa con Mujeres (ECAM) (2000) 'Local Power (*Poder Local*) Series', Tarija: ECAM

This series of workbooks shows how citizenship is related to, and can change, people's daily lives. Individual and group exercises invite participants to analyse their own situation, and to identify their needs and areas of discrimination in their community. One exercise asks people to write down three rights and three responsibilities. Another asks for examples of participants' needs that differ from those of their partners. People are then asked who they feel fulfils these needs – themselves, their families, their communities or local government. This is combined with additional information and statistics on gender inequality, with an emphasis on linking such inequalities to the gendered experiences of workshop participants. Practical information is given on social and political decision-making processes in the Tarija municipality in Bolivia over and above what has been identified by participants. This includes information on the Law of Popular Participation, how resources are divided, and how the development plan operates.

Topics covered in the workbooks are:

- Gender, Identity and Self-esteem
- Democracy
- Leadership
- Popular Participation
- Citizenship Culture.

These documents are in Spanish. For more information on the series, contact:

ECAM, Casilla Postal 481, Virginio Lema N° 173, Tarija, Bolivia; tel.: (591) 66-38386; fax (591)66-33692; e-mail: ecam@mail.cosett.com.bo.

Morna, C. (ed.) (2008) *South Africa Local Government Gender Action Plan Manual*, Johannesburg: Gender Links

This summary is adapted from the Gender Links (GL) website and the manual.

This manual is a product of the Training of Trainer (ToT) workshop organised by Gender Links in 2007. The workshop itself brought together representatives from local government staff from four countries, Lesotho, Mauritius, Namibia and South Africa. The manual is designed to complement the South African government's Gender Policy Framework for Local Government. While the framework provides the policy guideline, the manual provides the tools for understanding what gender mainstreaming is; why it is important; and how to go about developing a gender action plan. The manual has been written for local authority councillors and staff responsible for mainstreaming gender at provincial, district and local levels. It provides material and exercises for three day workshops intended to result in gender action plans to be integrated into municipality plans and budgets. Workshops should be held first at district level then at each local municipality. It includes facilitator

notes, a CD Rom and modules (including exercises) addressing: key gender concepts, gender and governance, key gender planning concepts and developing a local gender action plan.

The manual has been developed to address the key findings of a research on gender and local government conducted by Gender Links in four case study countries (Lesotho, Mauritius, Namibia and South Africa), and entitled *At the Coalface: Gender and Local Government in Southern Africa*. A key finding from this research is that unless gender is systematically mainstreamed into the work of local governments, increased representation of women at the local level may not lead to gender equality for the region but simply become a case of 'jobs for girls'. It also found that very few practical steps have been taken to mainstream gender issues into the local government sphere or build the capacity of councillors and staff to lead this process.

This manual and the related report, *At the Coalface, Gender and Local Government in Southern Africa*, can be purchased from Gender Links. See here for further information, http://www.genderlinks.org.za/page.php?p_id=384.

Ranaboldo, C., Cliche, G. and Castro, A. (2006) *Participación de las mujeres indígenas en los procesos de gobernabilidad y en los gobiernos locales*, Santo Domingo: UN-INSTRAW – (Participation of Indigenous Women in Governance Processes and Local Governments)

Spanish: <http://www.un-instraw.org/es/biblioteca/gender-governance-and-political-participation/indigenous-womens-participation-in-governance-processes-and-local-governments/view-2.html>

Are indigenous women meaningfully participating in local governance processes in Latin America? This study aims to mainstream lessons learned about indigenous women's participation in governance processes and in local governments, particularly in Bolivia, Colombia, Ecuador, Guatemala and Peru. It identifies critical areas of intervention to strengthen indigenous women's participation in local governance, and reveals that the participation of large numbers of indigenous women in local politics and municipal governments is not in itself a useful indicator of their systematic participation in decision-making.

Indeed, an analysis of quota systems shows that, although fundamental to increasing women's overall representation, they do not adequately make indigenous women's perspectives visible and do not guarantee the exercise of their democratic rights.

Indigenous women's organisations and public institutions and policies need to coordinate better. Indeed, indigenous women's organisations need to strengthen their capacity for dialogue and develop their own agenda. And public institutions need to be more responsive and open to a horizontal and democratic dialogue.

Recommendations include:

- strengthening grassroots indigenous women's and girls' organisations;
- experimenting with innovative projects that focus on co-responsibility and co-ownership with the community;
- focusing efforts on small-scale, community-based, context-specific projects that are adequately monitored and evaluated rather than large-scale development programmes; and
- creating spaces where local governments with experience of substantive and meaningful participation of indigenous women can share their experiences with local governments that have just started similar processes.

4.7.2 Urban governance

Urban governance must be gender sensitive if it is to be equitable, sustainable and effective. Participation and civic engagement are critical determinants of good urban governance, a concept which addresses issues of social equity and political legitimacy and not only the efficient management of infrastructure and services (Beall, 1996, below).

Beall, J. (1996) *Urban Governance: Why Gender Matters*, Kobe: The Global Development Research Centre <http://www.gdrc.org/u-gov/doc-whygendermatters.html>

This summary is adapted from the paper.

Women's views are rarely taken into account in urban planning processes. Yet women's needs and interests differ from men's in relation to services such as transport and health, and infrastructure. Policymakers and planners, therefore, need to take a more gender-sensitive approach so that women's needs and interests are addressed and women are included in these decision-making processes. A gender-sensitive approach to urban governance has two principal objectives: to increase women's participation in human settlements development; and to foster gender awareness and build capacity so that women can effectively participate in these processes. Changes in organisational culture and operational procedures are also needed to enable greater understanding of the need to make urban planning more gender aware. Efforts are also needed to overcome obstacles to women's involvement in public life, such as a lack of confidence or skills and the burden of multiple responsibilities. In addition, planners should acknowledge that men and women are often from diverse situations and backgrounds, even though they may have particular shared needs or interests.

The case study below provides a good practice example of gender-sensitive urban planning in the Sol Plaatje Municipality of South Africa.

CASE STUDY: Improving the environment and community safety in the Sol Plaatje Municipality of South Africa – a gender-sensitive approach

This case study is adapted from Sida, 2007. For the full document please see, www.sida.se/shared/jsp/download.jsp?f=2_township_hela.pdf&a=24495.

The urban planning process in the Sol Plaatje Municipality of South Africa was the first in the area to actively promote awareness among women and introduce mechanisms and policies for women's participation. The project Steering Committee adopted a 30 per cent minimum quota for women's participation in the planning process. In addition, councillors, officials and community leaders and members received training on gender issues and approaches, which motivated them to deal with gender as a cross-cutting issue. A training needs assessment was conducted, and training was subsequently provided which included gender sensitisation alongside training on tree-planting techniques, greening, pavement construction and construction processes. The project involved training, skills transfer and the establishment of small business, with a special focus on women's employment opportunities. Seventy-eight workers were employed for the project, which, in addition to contributing to a better environment in the area, also equipped the workers with valuable knowledge and experience for future contracts. A gender mainstreaming approach to this project established a sound base for subsequent gender mainstreaming in the municipality.

4.8 Service delivery

UNDP (2009) *A User's Guide to Measuring Gender-sensitive Basic Service Delivery*, Oslo: UNDP Oslo Governance Centre http://www.undp.org/oslocentre/docs08/users_guide_measuring_gender.pdf

This summary is adapted from a summary by Lucie Slengesol Senftova.

Gender, governance and basic services are inextricably linked. A functioning democratic system of governance enables people to express their needs through the political system, and ensures that the system responds appropriately to their needs. This Guide reviews the role of basic services in development and in relation to the MDGs. It is harder to achieve service-related MDGs where women and girls are missing out on vital services. Indicators and related data are important tools for promoting human development, including gender equality, and for the delivery of services. The Guide aims to contribute to the development and better use of gender-sensitive indicators so that services are delivered more effectively and efficiently to women and girls – arguing that the MDGs will not be achieved unless women are able to contribute to and benefit from development equally with men. It provides an overview and framework for analysing the role of governance indicators in the gender-sensitive delivery of basic services. Practitioner experiences of the collection and use of indicators are included, as are examples of good practice. It offers suggestions and tools on how to develop appropriate gender-sensitive governance indicators for various service delivery contexts. A fictional case study illustrates perspectives of various actors in different administrative positions, from national to local levels.

The Guide includes a valuable analytical map of existing databases, assessments and indicators, showing a general lack of indicators that directly measure the delivery of services, especially to women. It is primarily targeted at national stakeholders, donors and international actors involved in service delivery measurements and programmes. One important audience is UNDP and UNIFEM Country Office staff who provide support to national counterparts on service delivery that is sensitive to women's needs and rights.

This Guide is also available in paper copy by contacting the Oslo Governance Centre at oslo.governance.centre@undp.org.

Oxfam (2007) *A Change in Thinking: Gender Budgeting – Now's the Time*, Oxford: Oxfam

This summary is adapted from Oxfam.

Gender budgeting can deliver better-value services for both women and men. This CD aims to help service delivery and regeneration initiatives in the UK to take gender into account. Only then will the poorest people in society benefit from the services on offer by the State. The CD draws on discussions with people across the UK who are conducting, lobbying for or benefiting from gender budgeting at the local or national level. The aim is to use the results to encourage government use of gender budgeting techniques, which trace the money that a government or organisation spends, and finds out who benefits from it by gender. It is a flexible tool, which can work at any level – from the smallest organisation to national government. Gender budgeting can reveal that a programme or service is not reaching women and men equally, and demonstrate how addressing this will result in more efficient programmes.

The inspiration for this CD came from a gender budgeting learning exchange to South Africa and Yemen. The exchange involved sharing experiences of using gender budgeting with other governments and organisations. Participants included those working in or with local and national governments in England, Scotland and Wales, and Oxfam staff. Learning through international visits contributes to a greater understanding among decision-

makers in the UK that poverty is global, and brings new perspectives and approaches to tackling poverty in the UK. UK participants were inspired and motivated by the visits. They described seeing things from a new perspective and feeling humbled by the energy and commitment of activists working in more challenging circumstances than their own.

This CD can be obtained free from Oxfam. See

<http://www.oxfam.org.uk/resources/ukpoverty/changeinthinking.html>.

Rakodi, C. (2002) *Influence and Accountability: Citizen Voices, Responsiveness and Accountability in Service Delivery, One World Action*

<http://www.oneworldaction.org/Resources/One%20World%20Action/Documents/PDF/Influence%20and%20Accountability.pdf>

How can citizens exercise their right to participate in meaningful ways in order to influence the delivery of basic services? How can the public sector's willingness and ability to respond be increased in accountable and sustainable ways? This report on seminar proceedings from May 2002 entitled *From Consultation to Influence* brings together the discussions that took place, focusing on these two core questions. Basic services for well-being – understood to include water, sanitation, health care and education – are considered to be a human right. There is a need to reconsider the meaning and application of citizenship and governance if those who are poor and socially marginalised are to have the tools to demand these basic services and gain ownership of both the process and the outcomes. The obstacles are considerable, however, where people are unaware of their rights, opportunities to influence are few and governments are resistant to change. A number of case studies from India, the Philippines, South Africa and Uganda provide lessons on successful approaches where citizens have, in fact, influenced service delivery and budgetary decisions and have held officials to account.

Vandemoortele, J. (2002) 'Shortcuts to public-service provision?: User fees and narrow targeting', in UNIFEM (2002) *Gender Budget Initiatives: strategies, concepts and experiences*, New York: UNIFEM

<http://mirror.undp.org/mongolia/publications/GenderBudgets/Budgets%20CD%20subsection%204.1/4.1c%20Gender%20budget%20initiatives%20UNIFEM%20link%20for%204.4f.pdf>

How do different methods of collecting and spending government finances affect men and women differently? Due to inadequate social budgets, different methods such as charging for services (user fees) and narrow targeting (more specific designation of funds) are being used. However, these have different implications for women and poor people. User fees for services such as water, health and education have only a limited use in supplementing social budgets, and they often restrict women and poor people's utilisation of the services. For example, women are more likely to support the charging of water fees since they bear the burden of collecting water, and yet men's control over household resources means that they may well be unlikely to spend money in this area. Fees are, therefore, often paid by women, and yet assessment of affordability is targeted at the household (male) income. In the case of health and education, user fees often exacerbate gender inequalities in both treatment and attendance. The paper also discusses how narrow targeting, which is often proposed to cut costs, does not help ensure universal access to services due to either mis-targeting or the cost of administration. This chapter appears in the 'Concepts, Tools and Analysis' section of the publication.

5. GLOBAL GOVERNANCE

Global governance refers to the complex web of formal and informal institutions, mechanisms, relationships, and processes between and among states, markets, citizens, and organisations, both inter- and non-governmental, through which global, collective interests are articulated, rights and obligations are established, and differences are mediated (Thakur and Weiss, <http://www.unhistory.org/publications/globalgov.html>, accessed February 2009).

This section gives space to gender perspectives on formal multilateral governance institutions such as the UN – along with key instruments for promoting gender equality that they facilitate – and trade bodies such as the World Trade Organization (WTO). The following overview provides a good example of this.

5.1 Overview

Rai S. M. and Waylen, G. (eds) (2008) *Global Governance: Feminist Perspectives*, Basingstoke: Palgrave Macmillan

To understand the potential for governance to empower women and lead to greater gender equality, it is crucial to pay greater attention to governance institutions and processes beyond the state. Taking this argument as its starting point, this book focuses on global governance – the frameworks, rules and processes of management through which international social and economic policy is coordinated and regulated. Its chapters on institutions – including the UN, the European Union (EU), the International Labour Organization (ILO) and the International Criminal Court (ICC) – demonstrate how international processes and frameworks are extremely influential for national policies and laws. But they often fail to involve women as equal partners in decision-making or to identify how decisions will affect women and men differently. The book's central point is that a gendered analysis can enhance our very understanding of global governance – its processes, institutions and relationships – and assist in developing strategies to bring about social transformation.

Theoretical issues associated with initiating a gendered analysis of global governance are tackled in the first three chapters. The following four chapters look at strategies for opening spaces within state institutions to reflect upon their effectiveness. For example, the hierarchical and non-transparent decision-making forums of the EU have meant that advocates have struggled to get gender mainstreaming taken seriously. While the fact that the ICC is a relatively new institution has provided an opportunity to contest the gendered assumptions on which international law is based. Outside the state, broader movements for justice have failed to adequately involve and listen to feminist perspectives, and international feminist advocates have not adequately considered and supported the important role of local actors. The book concludes that transforming global governance is a multi-faceted task that requires a sophisticated understanding of different institutions and the opportunities they offer.

Note that Chapter 1, by Shirin Rai – 'Introduction: Feminist Perspectives on Analysing and Transforming Global Governance' – is available at: <http://www.palgrave.com/PDFs/0230537057.Pdf>

To purchase this book, contact Palgrave Macmillan: <http://www.palgrave.com/products/Flyer.aspx?PID=281005>

5.2 The role of the United Nations in global governance

5.2.1 International frameworks

How can we better guarantee the inclusion and rights of women in governance institutions, processes and outcomes? One strategy is for gender equality and human rights advocates to hold decision-makers accountable for existing national and international legal and policy commitments to gender equality. The box below outlines key existing international laws and conventions relating to gender and governance issues.

International human rights instruments relating to gender and governance

Please follow the links for full texts.

- **Universal Declaration of Human Rights** (1948) <http://www.unhchr.ch/udhr/lang/eng.htm>
- **Convention on the Political Rights of Women** (1952) <http://www.unhchr.ch/html/menu3/b/22.htm>
- **International Covenant on Civil and Political Rights** (1966)
http://www.unhchr.ch/html/menu3/b/a_ccpr.htm
- **International Covenant on Economic, Social and Cultural Rights** (1966)
http://www.unhchr.ch/html/menu3/b/a_ceschr.htm
- **Declaration on the Protection of Women and Children in Emergency and Armed Conflict** (1974)
<http://www.unhchr.ch/html/menu3/b/24.htm>
- **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)** (1979)
<http://www.unhchr.ch/html/menu3/b/e1cedaw.htm>
- **Declaration on the Elimination of Violence against Women** (1993)
[http://193.194.138.190/huridocda/huridoca.nsf/\(Symbol\)/A.RES.48.104.En?Opendocument](http://193.194.138.190/huridocda/huridoca.nsf/(Symbol)/A.RES.48.104.En?Opendocument)
- **Universal Declaration on Democracy** (1997) <http://www.ipu.org/cnl-e/161-dem.htm>
- **Optional Protocol to CEDAW** (1999) <http://www.un.org/womenwatch/daw/cedaw/protocol/index.html>
- **UN Security Council Resolution 1325 on Women, Peace and Security** (2000)
<http://www.peacewomen.org/un/sc/1325.html>
- **UN Security Council Resolution 1820** (2008) – Women, Peace and Security – focus on sexual violence in conflict <http://www.undp.org/cpr/documents/gender/SCResolution1820.pdf>

Adapted from IPU, <http://www.ipu.org/wmn-e/law.htm>.

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

CEDAW has been ratified by 185 countries – over 90 per cent of the members of the UN. Countries that have ratified or acceded to the Convention are legally bound to put its provisions into place, and are committed to submit national reports at least every four years on measures they have taken to comply with their treaty obligations.

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Background information:

During its twice-yearly sessions, the CEDAW Committee applies its expertise to review the reporting government's own assessment of progress and challenges in achieving gender equality, in light also of the alternate information ('shadow reports') about the country situation submitted by women's NGOs. Following this review, which includes a dialogue with the government, the Committee issues concluding comments, identifying where the greatest shortcomings lie and what forms of action the government should consider taking.

The Optional Protocol to CEDAW

Adopted in 1999, the Optional Protocol (OP) was a breakthrough – a mechanism for holding governments to account. Giving individuals and groups the right to protest to the CEDAW Committee about women's rights abuses, the OP allows the Committee to conduct enquiries into these cases in countries where the OP has been ratified. Under the OP, governments can be asked to explain and address complaints about serious violations, and investigations can be launched. However, the OP can only be resorted to when all available processes at the national level have been exhausted.

Adapted from Waldorf, L. (2004) *Pathways to Gender Equality: CEDAW, Beijing, and the MDGs*, New York: UNIFEM, p. 10, http://www.unifem.org/filesconfirmed/216/385_PathwayToGenderEquality_screen.pdf. The full Convention can be found at: <http://193.194.138.190/html/menu3/b/e1cedaw.htm>.

Beijing Platform for Action (BPfA)

The BPfA is an agenda for women's empowerment organised around 12 'critical areas of concern'. Each one includes a diagnosis of the problem and key actions to be taken by various institutions. The following points include some key recommendations in relation to critical area of concern G – on women in power and decision-making.

Women in power and decision-making

Strategic objective G.1.: Take measures to ensure women's equal access to and full participation in power structures and decision-making

Actions to be taken by governments include:

- Commit themselves to establishing the goal of gender balance in governmental bodies and committees, as well as in public administrative entities, and in the judiciary, including, inter alia, setting specific targets and implementing measures to substantially increase the number of women with a view to achieving equal representation of women and men, if necessary through positive action, in all governmental and public administration positions;
- Take measures, including, where appropriate, in electoral systems that encourage political parties to integrate women in elective and non-elective public positions in the same proportion and at the same

levels as men.

Actions to be taken by political parties include:

- Consider examining party structures and procedures to remove all barriers that directly or indirectly discriminate against the participation of women;
- Consider developing initiatives that allow women to participate fully in all internal policy-making structures and appointive and electoral nominating processes;

By governments, national bodies, the private sector, political parties, trade unions, employers' organizations, research and academic institutions, subregional and regional bodies and non-governmental and international organizations:

- Take positive action to build a critical mass of women leaders, executives and managers in strategic decision-making positions;
- Create or strengthen, as appropriate, mechanisms to monitor women's access to senior levels of decision-making;

Action to be taken by the United Nations:

- Implement existing and adopt new employment policies and measures in order to achieve overall gender equality, particularly at the Professional level and above, by the year 2000, with due regard to the importance of recruiting staff on as wide a geographical basis as possible, in conformity with Article 101, paragraph 3, of the Charter of the United Nations;
- Develop mechanisms to nominate women candidates for appointment to senior posts in the United Nations, the specialized agencies and other organizations and bodies of the United Nations system.

Strategic objective G.2.: Increase women's capacity to participate in decision-making and leadership

Actions to be taken by Governments, national bodies, the private sector, political parties, trade unions, employers' organizations, subregional and regional bodies, non-governmental and international organizations and educational institutions:

- Provide leadership and self-esteem training to assist women and girls, particularly those with special needs, women with disabilities and women belonging to racial and ethnic minorities to strengthen their self-esteem and to encourage them to take decision-making positions;
- Have transparent criteria for decision-making positions and ensure that the selecting bodies have a gender-balanced composition;
- Create a system of mentoring for inexperienced women and, in particular, offer training, including training in leadership and decision-making, public speaking and self-assertion, as well as in political campaigning.

Extract from the BPfA. For the full text and recommended actions, please see:
<http://www.un.org/womenwatch/daw/beijing/platform/decision.htm>.

5.2.2 Tools for holding governments accountable

International Women's Right Action Watch (IWRAP) (2009) *Producing Shadow Reports to the CEDAW Committee: A Procedural Guide*, Minneapolis: IWRAP

<http://www1.umn.edu/humanrts/iwraw/proceduralguide-08.html>

How can NGOs ensure governments are implementing international law to protect women's rights? This is a practical guide for NGOs who wish to use CEDAW to hold their governments accountable for upholding and enforcing women's rights. CEDAW is enforced through a reporting mechanism, and the submission of shadow reports by NGOs which can help ensure that governments are held accountable to their own constituents as well as to the UN. This manual offers a proposed timeline for NGO activity and guidelines on how to organise the shadow report. The manual outlines how the report should be presented, and how NGOs might work with the CEDAW Committee.

Using CEDAW reporting mechanisms – guidelines for NGOs

Below is a list of key UN events relating to CEDAW, followed by action an NGO can take.

1. Ratification of CEDAW by 'State Party' (national government)

- Urge ratification of the Optional Protocol to CEDAW as well
- Establish contact with the OHCHR – cedaw@ohchr.org
- Monitor or participate in preparation of initial State Party report

2. Submission of State Party report to CEDAW

- Obtain a copy of the government report from your country's Ministry of Foreign Affairs
- Check CEDAW session schedule <http://www2.ohchr.org/english/bodies/cedaw/sessions.htm>

3. CEDAW review schedule established – usually one year in advance

- Organise NGO coalition and set deadlines for the shadow report
- Prepare a list of issues, organised according to the articles of the CEDAW Convention, and write shadow report

4. Pre-sessional working group meeting (only for second and subsequent reports)

- Send shadow report or compiled materials to the pre-sessional working group – at least two weeks in advance of the pre-sessional meeting
- Make oral presentation in the first morning of the pre-sessional working group prior to the session at which the State Party is reviewed

5. Prior to session at which the State Party is reviewed

- Send shadow report to CEDAW members and OHCHR – at least three months before the session
- Make sure your organisation is registered for access to the UN building

6. CEDAW session at which the State Party is reviewed

- Make an oral presentation at the meeting on the second day of the session
- Approach CEDAW members during the session to clarify issues; lobby during the session
- Attend official government presentation and 'constructive dialogue' session

7. Following the review and concluding comments by CEDAW

- Report on the government review to other NGOs, media, etc. in country immediately
- Disseminate the Concluding Observations as soon as possible
- Submit information to the OHCHR on implementation of concluding comments

Latest information on NGO participation can be found on the CEDAW Website

<http://www2.ohchr.org/english/bodies/cedaw/index.htm>, under 'Reporting to the Committee'.

Adapted from IWRAW 2009. Also see this document for more detailed guidance on processes, timings, and how to write a shadow report.

CASE STUDY: Using CEDAW in Egypt

This case study is an extract from the Overview Report.

Although the Egyptian government ratified CEDAW in 1981, little changed until 2000. In that year the Egyptian National Council for Women (NCW) was established and began working with a group of committed Egyptian NGOs that had formed the Egyptian CEDAW NGO Coalition in 1998. Comprising approximately 40 diverse organisations from across Egypt, the role of the Coalition is to facilitate the implementation and enforcement of CEDAW. It has lobbied the government on diverse issues related to CEDAW, and completed its first shadow report in 2001. The Coalition, backed by the NCW, has been instrumental in enforcing CEDAW as a mechanism to advance women's rights and gender equality. There have been several changes to the law, assisted by these accountability mechanisms. For example, women now have the right to pass their nationality to their children, whereas previously only men could do so; many legal obstacles to divorce that previously faced women have been lifted, as have many of the restrictions on the freedom of women's movement – for example, women can now apply for passports without having to seek the approval of their husbands. However, despite these advances, barriers remain to the implementation of CEDAW in the Middle East. The optional protocol has yet to be adopted, and many Arab countries have put reservations on some of the CEDAW articles, often citing discrepancies with Sharia law. CEDAW Coalition is part of a campaign to promote the adoption of the optional protocol and the lifting of reservations.

San Francisco CEDAW Task Force/Commission on the Status of Women (CSW) (2000) *Guidelines for a Gender Analysis: Human Rights with a Gender Perspective, Implementing the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) (Steps 1–5)*, San Francisco: CSW
<http://sfgov.org/site/uploadedfiles/cosw/cedaw/guidelines.pdf>

Despite the failure of the USA to ratify on CEDAW, the City and County of San Francisco introduced a regulation to implement CEDAW at the local level. As part of the implementation, the City department must undertake a gender analysis of its budget allocations, service delivery, and employment practices. These guidelines, specifically drawn up for San Francisco, show how gender analysis of budget allocations can be conducted at the local level. They act as a guide to undertaking a five-stage process: gender-disaggregated data collection; analysis of how gender is integrated into the operations of the department and its impact on the community; development of recommendations and an action plan; and monitoring. The methods and tools for completion of each step are laid out in the guidelines, and support materials are provided. In steps one and two, for example, which deal with data collection and conducting the gender analysis, detailed sets of questions are provided to pose to city/county departments. Suggestions are made on how to lay out the data in pre-set tables. In describing all five stages, participatory methods are encouraged, including conducting focus groups and interviewing community groups at the data collection stage, soliciting members of the public to comment on the analysis, and expanding training and recruitment programmes for under-represented groups.

San Francisco CEDAW Ordinance: http://www.sfgov.org/site/dosw_page.asp?id=19794

CEDAW Action Plan (2003): http://www.sfgov.org/site/dosw_page.asp?id=20403

Women's International Coalition for Economic Justice (2003) *How Women Are Using the United Nations World Conference Against Racism: Racial Discrimination, Xenophobia, and Related Intolerance (WCAR) to Advance Women's Human Rights, Tools for Women's Advocacy #2*, New York: UN Conferences at Work <http://www.wicej.addr.com/tools2.html>

The World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance (WCAR) was held in Durban, South Africa, from 31 August to 8 September 2001. Government representatives, NGOs and activists who had themselves been direct victims of racism took part. Of central importance to the WCAR, particularly to women there, was the recognition by the international community of 'multiple discrimination'. People experience multiple oppressions because they are, for example, women, racial minorities, migrants and/or poor. This eight-page pamphlet aimed at NGOs and activists includes: an introduction to the conference and ideas for organising around the Durban Programme of Action which resulted from the conference, case studies from across the world, a glossary, list of key resources and "Tools for Advancing Gender and Racial Justice". Readers are urged to:

- develop a human rights methodology to understand the multiple ways in which women are oppressed;
- use the International Convention on the Elimination of all Forms of Racial Discrimination (CERD) and CEDAW to address multiple discrimination and call national governments to account; and
- link gender, racial and economic justice to anti-militarism and peace efforts (USA).

5.2.3 United Nations reform

Introduction to UN reform

On 16 February 2006 the UN Secretary-General created a new High-level Panel on UN System-wide Coherence in the areas of development, humanitarian assistance and the environment. This panel, consisting of 12 men and three women, was tasked with recommending changes based on studying UN operational activities to assess how the UN system works and identify comparative advantages and areas of overlap. The final report, submitted in November 2006, included recommendations on consolidating UN operations.

Gender and women's rights issues were not included in the Panel's responsibilities until national and international women's groups lobbied the Secretary-General and promoted questions within the institution about the effectiveness of the current gender architecture. During the CSW in 2006, for example, women's groups released an Open Letter to the Secretary-General and member states, highlighting and deploring the lack of gender equality concerns in the Panel's initial mandate. This was followed by a number of regional statements and reports from women's networks all over the world, presenting proposals and recommendations on how UN reform could work for women. Due in part to the concerns of women's rights advocates globally, the mandate of the Panel was extended to include an analysis of gender equality architecture and gender mainstreaming.

Adapted from an article by Rochelle Jones at the Association for Women's Rights in Development (AWID) 2008. To view the article, see <http://www.awid.org/eng/Issues-and-Analysis/Issues-and-Analysis/The-Gender-Equality-Architecture-Reform-GEAR-Campaign>.

Cabrera-Balleza, C. Johnson, T. and Shalatek, L. (eds) (2006) *UN Reform. What's in it for Women?*, New York: Heinrich Böll Foundation and International Women's Tribune Centre (IWTC)

http://www.iwtc.org/reform_report.pdf

The UN is undergoing an unprecedented comprehensive review and reorganisation of its mandate, structure, budgets, governance and management in an effort to adapt its mission and programmes to current challenges. The gender architecture of the UN system is also under review. This document is a collection of reflections and analyses by women from different regions who examine the impact of the proposed reforms on women at regional and national levels. Representatives of the African women's movement suggest that a reform of the UN must be accompanied by a transformation of the wider multilateral system. A Latin American speaker stresses the imperative for the UN to work jointly with women's groups and feminist movements in the region to maintain its role in establishing rules and building consensus. Other women in the North voice the need for the women's movement to engage in the UN reform process, especially since the widespread turn towards conservative politics risks undermining any gains in women's rights. The document also presents different initiatives and ideas for guaranteeing women's spaces within the UN as well as concrete recommendations on how to influence the UN reform process.

CASE STUDY: The Gender Equality Architecture Reform (GEAR) campaign

This case study is adapted from Rochelle Jones.

The GEAR campaign is led by the Women's Environment and Development Organisation (WEDO) and the Center for Women's Global Leadership (CWGL). It focuses on promoting a stronger women's entity at the UN which is fully funded, led by an Under-Secretary-General and supported by extensive field presence, accountable at both the global and national levels, and active in promoting gender mainstreaming throughout the UN system.

In its first submission to the High-level Panel on UN System-wide Coherence, WEDO and CWGL outlined the successes and failures of the UN system in addressing gender equality, and made proposals related to reform that would facilitate positive outcomes for women's empowerment. Signed by 116 women's organisations and networks, this was the beginning of an advocacy campaign that has continued since 2006. It has become more organised, signing up over 270 women's organisations and networks, and officially launched as the GEAR campaign in February 2008 during the 52nd session of the CSW.

For further information on the GEAR campaign and to register for updates, please see:
<http://gear.collectivex.com/>.

5.2.4 Gender-mainstreaming and the United Nations

The status of women in the UN system

Women in the UN Secretariat

During the 10-year period 1998–2008 in the UN Secretariat, the number of women in appointments of one year or more increased by 3 per cent overall, from 34.6 per cent to 37.6 per cent.

As of 30 June 2008, women in the UN Secretariat constituted:

- 37.6 per cent of all staff in the professional (grade P) and the higher staff categories (grade D and above) with appointments of one year or more
- 26.3 per cent of all staff at the higher levels (i.e. grade D-1 level and above)
- 38.7 per cent of all staff at the P level

Women in the UN system

During the 10-year period 1997–2007 in the UN system, the overall growth in the number of women in appointments of one year or more was 7.5 percentage points, from 30.9 per cent to 38.4 per cent.

As of 31 December 2007, women in the UN system constituted:

- 38.4 per cent of all staff in the professional and higher categories with appointments of one year or more
- 27 per cent of all staff at the D-1 level and above
- 39.6 per cent (8,740 out of 22,046) of all staff at the P level.

Adapted from the UN, 2008, <http://www.un.org/womenwatch/osagi/fpgenderbalancestats.htm>

Hafner-Burton, E. and Pollack, M. A. (2002) 'Mainstreaming gender in global governance', *European Journal of International Relations*, Vol. 8, No. 3: 339–73

http://cadmus.eui.eu/dspace/bitstream/1814/1755/1/01_46.pdf

The rhetorical acceptance of gender mainstreaming by various international organisations obscures considerable diversity in when and how mainstreaming is applied. The paper is divided into three parts. The first outlines a social-movement approach to the study of gender mainstreaming. It considers gender mainstreaming as a 'policy frame' guiding the activities of international organisations and their member governments. It examines its origins within the international development community and proposes that the adoption of gender mainstreaming can be understood in terms of: the political opportunities available to international women's rights advocates in the 1980s and 1990s; the advocacy networks (or 'mobilising structures') established with and around national and supra-national elites in various UN development organisations; and the extent to which gender mainstreaming as a policy frame 'fits' or resonates with existing organisational frames. The second part of the paper moves beyond the formal adoption of gender mainstreaming as a policy frame to examine the preliminary evidence of *implementation* in two important international development organisations of the UN system: the United Nations Development Program (UNDP) and the World Bank. The third part of the paper concludes with a discussion of the difficulties of measuring gender mainstreaming, and a call for further comparative research on mainstreaming both within and across organisations, and at various levels of domestic and international governance.

United Nations Development Programme (UNDP) (n.d.) *UNDP Gender mainstreaming scorecard*, New York: UNDP

UNDP has developed a Gender Mainstreaming Scorecard – a tool which combines the measurement of institutional and programmatic performance on gender mainstreaming. Each indicator would be allocated a score between one and five – see points below:

UNDP Gender Mainstreaming Scorecard

Corporate commitments

- **Gender action plan (GAP):** progress on implementation of country office GAP is regularly monitored by head of office

Implementation mechanisms

- **Strategy documents:** implementation of GAP is in senior managers' performance targets
- **Resources:** 100 per cent of resources needed for implementation of GAP are available

Internal capacities

- **Gender experts (staff):** experienced gender team is operating in the bureau, centre or office
- **Training for professional staff in gender analysis:** all staff are trained

Gender mainstreaming in project cycle

- **Toolkits (guidelines, checklists, formats):** gender toolkit is mandatory, monitored and regularly updated – technical backstopping is available to programme staff when required
- **Mainstreaming in project documents:** project appraisal committee monitors project documents to ensure integration of gender elements
- **Monitoring and evaluation:** gender-blind monitoring and evaluation (M&E) reports are not accepted by the country office, bureau or unit concerned.

Accountability mechanisms

- **Results competency assessment system:** gender targets are included in senior managers' performance targets
- **Results-based management system:** gender indicators are used for reporting in more than 50 per cent of programmes

Organisational culture

- **Staff gender training:** All staff have completed the online gender sensitisation module
- **Prevention of sexual harassment:** sexual harassment committee is functional, all staff are sensitised and aware of complaints procedures, and systems for confidentiality and protection are in place.

Adapted from UNDP (n.d.) *Gender mainstreaming scorecard*, http://hdr.undp.org/docs/network/hdr_net/GDI_GEM_UNDP_Gender_Score_Card.pdf. For more information, contact UNDP at: <http://www.undp.org/women/>.

5.3 Trade and global governance

Trade institutions are key players in global governance – facilitating decisions and practices that impact women's lives. Why and how should gender concerns be integrated into their policies and processes? Detrimental impacts of these decisions are well documented, but how can the gender impact of trade policies be assessed *prior* to their finalisations? What can be done to ensure more inclusive processes that ensure women are involved in trade policy decisions and can benefit from them? How can accountability mechanisms be used to uphold the rights of workers, and particularly women workers? The documents below provide overviews of key gender issues in trade and governance and related tools.

5.3.1 Overviews

BRIDGE (2006) 'Gender and Trade', *Cutting Edge Pack*, Brighton: BRIDGE/IDS

http://www.bridge.ids.ac.uk/reports_gend_CEP.html#trade

Trade and trade liberalisation have very different impacts on women and men – which can result in fundamental shifts in gender roles, relationships and inequalities. Moreover, increasing claims that countries should be enabled to 'trade their way out of poverty' mean that there is an urgent need to address how trade can promote

gender equality and development. What policies are likely to have an effect on gender equality, and how can such policies be influenced? How can development practitioners promote gender equality and better support women's access to the benefits of trade? This Pack aims to support trade specialists in bringing a gender perspective into their work, and to help gender specialists to understand the broad implications of trade policy and practice. The pack is a concise and practical resource consisting of an *Overview Report*, a *Supporting Resources Collection* (summaries of key texts, case studies, tools and key organisations), and an issue of the bulletin *Gender and Development In Brief*.

The Pack is available in English, French, Spanish and Chinese. It can be downloaded for free, and printed copies are available free to southern-based organisations. Contact BRIDGE at bridge@ids.ac.uk.

Iorio, M. (n.d.) *Global Governance, International Development Discourses and National Policy-Making*, Geneva: International Gender and Trade Network (IGTN) and EQÜIT Institute

http://web.igtn.org/home/index.php?option=com_docman&task=cat_view&gid=118&&Itemid=6&Itemid=73

This summary is adapted from the paper.

International institutions are playing an increasingly influential role in a world that is becoming more connected through common policies on trade, politics and development. This paper looks at the implications of some of these policies for developing countries, and particularly for women. It focuses on the policies of the World Bank, WTO and the International Monetary Fund (IMF). It notes that these trade and finance institutions have emphasised trade liberalisation as a measure to enable developed and developing countries to import and export. They argue that this is an important driver of economic growth, which they view as the basis for poverty reduction. They have also called for greater privatisation of government functions, such as service delivery, as part of 'Structural Adjustment Programmes' (SAPs) that developing country governments are obliged to adopt in order to qualify for loans. This paper argues that even when these measures result in economic growth and financial efficiency, there is no guarantee this will improve national welfare or address gender inequalities. Instead, there is evidence that they are resulting in stronger class and gender-based injustices. For example, while men tend to be in control of large-scale, export-focused agriculture, a large percentage of small-scale farmers are women. And small-scale women farmers have been facing the consequences of the global rise in prices of agricultural inputs and the falling prices of their goods in the face of competition from cheaper imported goods. The paper calls for more coherence between such trade and finance institutions and UN agencies such as the ILO, UNDP and UNIFEM that emphasise the need for development to be about the achievement of social justice, ensuring that all citizens benefit from development policy. The paper recommends that:

- decision-making in the WTO should be transparent and inclusive at the international level by involving all parties concerned, including the weakest trading partners of the world trading system;
- a debate on the strengthening of the enforcement systems and decision-making processes in the UN system should be launched; and
- any development discourse must focus on creating equal opportunities for women as well as valuing their often unpaid work caring for dependents.

Williams, M. (2003) *Gender Mainstreaming in the Multilateral Trading System*, London: Commonwealth Secretariat (adapted from *Gender and Trade SRC*)

http://www.thecommonwealth.org/shared_asp_files/uploadedfiles/0A004542-1151-47B4-B85D-C65B6FB41085_Tradedoclowres.pdf

Gender relations and inequalities restrict women's access to markets, training, credit and mobility – and thus their ability to adapt to new conditions stimulated by changes in trade policy. This book outlines a gender sectoral analysis that examines the different benefits, costs and constraints for men and women in agriculture, investment policy, intellectual property rights, services and labour rights. It then goes on to look at issues of gender, participation and governance, and asks who is included in the decision-making process around provisions at the national, regional and international levels. It finds there is a lack of integration of gender analysis or consultation with women's CSOs over review mechanisms, dispute settlements and technical assistance. The author identifies several key avenues for mainstreaming a gender perspective into trade policy decision-making, including social impact assessments, the WTO's Trade Policy Review Division, the Doha Development Agenda, trade capacity-building programmes, and special and differential treatment (S&DT) frameworks.

Recommendations are divided into: maximising positive impacts and minimising negative impacts of trade liberalisation; enhancing participation; and the role of inter-governmental organisations. They include the following points:

- Programmes should be developed that promote women's access to resources (land and credit) and skills training.
- Attention should be paid to the provision of services (such as childcare) to enable women to participate in trade activities.
- Surveys must be conducted to determine the nature of the impact of trade policies on women and gender equality – accompanied by the collection of sex-disaggregated data.
- Coherent policy frameworks for gender mainstreaming should be developed, with regional agreements being used as opportunities for sharing experiences of gender equality strategies.
- An independent focal point should be established to monitor the relationship between trade agreements and the work of multilateral agencies such as the Food and Agriculture Organization (FAO) and the World Health Organization (WHO).
- Better consultation is needed at the national level with CSOs, including necessary support for women's participation in such consultations.

5.3.2 Policy impact and coherence

Floro, M. and Hoppe, H. (2005) *Engendering Policy Coherence for Development: Gender Issues for the Global Policy agenda in the year 2005*, Berlin: Friedrich Ebert Stiftung

http://www.nuso.org/upload/fes_pub/roteiro_para_formacao_sindical.pdf

How can a policy coherence framework contribute to gender-sensitive policymaking? This report is for policymakers, trade unionists, business people and CSOs. It describes a policy coherence framework as one

which looks at how policies impact on each other both vertically (different levels of policy) and horizontally (different policy areas such as trade, finance, health, social affairs and development). The framework involves analysis of the links between macro-policy and the grassroots, and how they affect gender relations and gender inequalities. In particular, it is concerned with the governance of international trade and economic systems, UN systems, national policies and changes at the level of the household. Recommendations include: more effective gender mainstreaming in the UN to strengthen its ability to negotiate with the WTO, the IMF and the World Bank – for example, through the entry points of the UN Financing for Development Process and the UN Conference on Trade and Development's (UNCTAD) Global Partnership for Commodities; and the establishment of gender-aware regional and national trade boards to address the problem of declining commodity prices and to promote food security.

Gammage, S., Jorgensen, H., McGill, E., with White, M. (2002) *Trade Impact Review, Washington DC: Women Thrive Worldwide (formerly Women's Edge Coalition)*

http://www.womensedge.org/components/com_kb/attachments/tradeimpactreviewfinal.pdf

This tool provides an extensive overview of the literature and frameworks to analyse gender-differentiated impacts of new trade and investment agreements undertaken by the USA prior to their negotiation and signing. A framework is then proposed that accounts for both the economic and legal effects of trade agreements on women and men. The legal context is explored through an examination of the content of agreements for gender bias and whether any implementation or enforcement mechanisms may prove disadvantageous to women. An analysis of how trade agreements might conflict with existing laws or international commitments that protect women's rights is also crucial.

The framework is then used to draw out the social and gender implications of trade and investment agreements. In manufacturing, for instance, trade liberalisation has meant that manufacturers have had to drive down costs to compete, where jobs and wages for women have been outsourced, leading to lower wages and job instability. The paper concludes with policy recommendations including the need for a complete gender and social impact assessment of US trade and investment commitments. This should involve gender-disaggregated analysis of commitments made by both the USA and its trading partners, and should involve a range of stakeholders such as the Departments of Labour, Education and Health, as well as women's, international development and environmental NGOs.

5.3.3 Influencing trade negotiations

International Trade Centre (ITC) (2001) *Strategies and Approaches for Gender Mainstreaming in International Trade, Geneva: UNCTAD/WTO*

http://www.intracen.org/e-trade/e_at_itc/GenStrat.pdf

As women must still negotiate family and work responsibilities, they tend to engage in more informal-sector or home-based work. Women's equal participation in trading activities is further hampered by concerns such as difficulty accessing capital, lack of relevant training and skills or limited contacts with national and international trade networks. There needs to be a recognition that women's participation in international trade must be on terms that allow them the same choices as men, in conditions where they are equally involved in decision-making, with the same opportunities for the growth of their businesses and exports. This paper provides an

overview of the International Trade Centre's strategy to improve gender mainstreaming in their core programme areas: the design of trade development strategies; strengthening trade support institutions; improving trade performance in diverse sectors; and promoting enterprise competitiveness. Actions to improve women's participation in trade include: education to improve women's awareness of multilateral trading system (MTS) issues; improving awareness of gender issues among international stakeholders; advising national trade support institutions how to mainstream gender into their operations; and supporting new trade opportunities that would benefit women entrepreneurs.

5.3.4 Tools

Auret, D. and Barrientos, S. (2004) 'Participatory Social Auditing: A Practical Guide to Developing a Gender-sensitive Approach', *IDS Working Paper 237*, Brighton: IDS

<http://www.ids.ac.uk/ids/bookshop/wp/wp237.pdf>

Female workers are more likely to be in insecure, non-permanent employment, with increased vulnerability to gender discrimination and sexual harassment. Participatory approaches to social auditing of compliance to labour codes can help us uncover such complex issues. Gender discrimination and sexual harassment are issues more likely to be experienced by insecure, non-permanent workers, who are often women and generally not organised. The discrimination they face is not highly visible, so capturing the violations of labour standards they experience through a top-down, formal approach to assessing standards compliance is difficult. A participatory approach involves the use of participatory tools in the process of social auditing (semi-structured interviews, focus group discussions, mapping, role-play, ranking tools and participatory observation) that can more effectively capture the voices of women workers. It also puts greater emphasis on involvement of workers and workers' organisations in the process of raising awareness of standards, code implementation and assessment. In addition, it focuses on partnerships with other actors (trade unions, companies, governments and NGOs) to independently oversee implementation and monitoring. Examples of local multi-stakeholder approaches from Zimbabwe, South Africa and Kenya show that this method can aid policymakers and practitioners develop an approach to social auditing of compliance to codes of labour practice that uncovers complex issues such as gender discrimination and sexual harassment.

Canadian International Development Agency (CIDA) (2003) *Gender Equality and Trade-Related Capacity Building: A Resource Tool for Practitioners*, Quebec: CIDA

[http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIimages/GenderEquality2/\\$file/WEB-COVER-E.pdf](http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIimages/GenderEquality2/$file/WEB-COVER-E.pdf)

This publication is aimed at CIDA officers, partners, and development practitioners internationally. It provides a tool to ensure that the differential impact of trade on women and men is understood, and that men and women are able to benefit equally from the new opportunities created by trade liberalisation. Trade-related capacity building (TRCB) is defined as "activities that create the necessary skills and capacities among government, private sector and civil society actors to enable them to work together [on trade issues]". These capacities include: analysing, formulating and implementing trade policy; building trade-related institutions; engaging in trade and supplying international markets; negotiating and implementing trade agreements; and addressing the need for transitional adjustment measures for sectors and groups of people affected by trade reform. The tool highlights gender equality issues, barriers and needs in relation to various aspects of trade liberalisation and TRCB. It also suggests that gender may be addressed through a variety of mechanisms in these programmes,

including policy development processes, improvements in analytical and technical capacities within and between partner organisations, and through the development of standards. The involvement of women and an ongoing awareness in these processes of the ways in which gender inequality persists is crucial.

International Labour Organization (ILO) (2007) 'ILO Participatory Gender Audit' Geneva: ILO

<http://www.ilo.org/dyn/gender/docs/RES/171/F52553087/ILO%20Participatory%20Gender%20Audit%20brochure.pdf>

A participatory gender audit is a tool and a process, based on participatory approaches, which assesses whether internal practices and systems for gender mainstreaming are effective and whether they are being followed. Participatory gender audits are used at an individual, team and organisational level to promote learning on how to integrate gender concerns throughout an institution. The ILO began this process in October 2001 and has since expanded its audits to cover field offices, major constituents, such as the International Confederation of Free Trade Unions (ICFTU), and UN agency offices in Zimbabwe and Mozambique. This eight-page brochure gives an overview of the ILO's experience of carrying out participatory gender audits and lists some key findings and outcomes. It underlines how, through the audit process, country-specific plans and strategies for gender equality and mainstreaming have been developed. In Sri Lanka, for example, where gender audits were carried out in 2004 – with the Ministry of Labour and Employment, the Employers' Federation of Ceylon (EFC), and two trade union federations – a Gender Bureau was created in the Ministry of Labour and Employment, and gender task forces were set up in all audited units to monitor the implementation of audit recommendations.

This resource is also available in:

- French at: http://www.ilo.org/dyn/gender/docs/RES/171/F79948910/03_fr_gender_audit.pdf

- Spanish at: http://www.ilo.org/dyn/gender/docs/RES/171/F1631765358/03_esp_gender_audit.pdf

6. CIVIL SOCIETY

Civil society is an essential component in making governance more democratic and inclusive. Civil society organisations (CSOs) can help to raise awareness of gender issues, encourage members of the public to hold government representatives to account and can play a capacity-building role – supporting women in developing the skills required to participate in governance processes.

6.1 Strengthening civil society

Hoodfar, H. and Pazira, N. (2000) *Building Civil Societies: A Guide for Social and Political Activism, Cairo: Women Living Under Muslim Laws (WLUML)* <http://www2.ucsc.edu/globalinterns/cpapers/hoodfar.pdf>

This is a guide for groups, individuals, activists and researchers that supports political lobbying, the organisation of protest campaigns and other mobilisation around domestic violence, legal reforms or peace activism. Strategies include work at local, national and international levels. Political and social participation aimed at creating social justice and change is possible for all, but it is important to understand the necessity to change minds as well as voice opinions. Different strategies are needed, for example, in crisis situations or in times of long-term political change, as well as for different national and cultural contexts. Based on the experiences of the network of Women Living Under Muslim Laws, the authors point out the importance of sharing information across Muslim countries where support from the ‘West’ can have ambivalent effects. Detailed guidelines of Alerts for Action are given, along with case studies of where different methods have been used. Examples such as the ‘One Million Signature’ campaign to amend Moroccan family law provide encouraging illustrations of successful initiatives. Sample lobbying and publicity letters, press releases and petitions/signature campaigns illustrate how to compose materials, whom to send them to and what language to use in different situations. More formal lobbying strategies in cases such as legal reform are also explained.

Mukhopadhyay, M., Steehouwer, G. and Wong, F. (2006) *Politics of the Possible: Gender and Organisational Change Experiences from the Field, Oxford: Oxfam*

http://publications.oxfam.org.uk/oxfam/display.asp?K=9780855985707&m=138&ds=gender%20and%20diversity&dc=845&sort=sort_date/d&mw=1&st_01=680&sf_01=cat_class

This summary is adapted from the resource and Oxfam’s summary.

What actually happens to organisations during gender and organisational change endeavours? This book takes an in-depth look at the experience of seven Novib partner organisations in the Middle East and South Asia which undertook a ‘gender focus programme’. It presents field experiences of managing the politically sensitive agenda of promoting gender equality in NGOs, and negotiating the contradictions between using organisational development tools and promoting gender equality. The book shows how organisational change for gender equality is an integral part of gender mainstreaming processes. It includes how and why change occurred and analyses the different strategies used by the partners in their organisations and programmes. As far as gender training is concerned, for instance, one partner used it successfully from the start to raise its staff’s awareness on the broad issues and perspectives relating to gender; another partner decided instead to use the training space to focus first on the technical aspects of gender analysis to pave the way for more substantial discussions

and training on patriarchy and women's rights when the staff was considered more ready and responsive. These seven organisations – unable to separate entirely the internal change process from their external work as NGOs – experienced a spill-over of gender justice concerns into their work in the field, with a variety of programme results.

The People's Movement for Human Rights Learning (PDHRE) (2003) *Passport to Dignity*, New York:

PDHRE <http://www.pdhre.org/passport-toc.html>

This summary is from PDHRE.

To address women's disadvantage and devise solutions, there is a need to develop a comprehensive systemic analysis of the situation of women which looks at the causes and structures of disadvantage. The human rights framework can provide the tools to do this. It can identify how and where oppressive systems work and help to dismantle them. The Beijing Platform for Action (BPfA) developed at the World Conference on Women in 1995, set out a plan for improving the status of women in 12 'critical areas of concern', based on the principle of women's human rights. This is a guide and workbook that citizens can use to take part in the assessment of how their national laws are meeting the BPfA. The book moves from abstract legal principles to lived human experience. It recounts particular examples of women's initiatives throughout the world along the lines of the BPfA. Throughout the chapters exercises are provided to enable women to use human rights as a tool for analysis and for social and economic transformation.

The book is accompanied by a training video on CEDAW 'Women hold up the sky' (<http://www.pdhre.org/videoserries.html>). To order the book, contact The People's Movement for Human Rights Learning, 526 West 111th Street, New York, NY 10025, USA; tel.: +212.749-3156; fax: +212.666-6325; e-mail: pdhre@igc.apc.org.

UNDP (2005) *A Guide to Civil Society Organizations working on Democratic Governance*, New York:

UNDP http://www.undp.org/governance/docs/Policy-Guide-CSO_GOV_Booklet.pdf

The Guide is provided primarily as a resource for UNDP offices working on democratic governance and seeking to strengthen engagement and further collaboration with civil society. The Guide is not intended to be an exhaustive listing of CSOs working on democratic governance. It is meant to indicate the growing breadth and complexity of CSO activity in this area. The Guide aims to: illustrate the range of democratic governance activities undertaken by CSOs; indicate the different types of organisations within civil society engaged in democratic governance; and provide information on a small number of foundations and trusts that fund democratic governance initiatives. The CSOs are divided by the types of activities they work on in relation to democratic governance, i.e. policy support for democratic governance; parliamentary development; electoral systems and processes; justice and human rights; e-governance and access to information; decentralisation, local governance and urban/rural development; and public administration reform and anti-corruption. The lists include every type of organisation working on governance, including those organisations focused on gender equality and women's rights.

7. GOVERNANCE, COMMUNITY AND THE HOUSEHOLD

Historically, the household, and to some extent, certain communities, have been excluded from the conceptualisation of governance. This exclusion is primarily based on the artificial separation of the private from the public spheres, even though gender relations are mediated by regulations that span both spheres: marriage, property, inheritance and nationality laws; taxation arrangements; employment and social security legislation; and corporation law, for example. However, in 1993 the World Conference on Human Rights made an important contribution to formally bridging this gap, by asserting that threats and acts of torture, violence, enslavement and exploitation of women and girls within the private sphere are equally violations of human rights and democratic principles as those enacted in what are considered to be public spheres (Ashworth 1996, in this collection). As such, understanding governance from a gender perspective requires the inclusion of communities and households in both the analysis of problems around gender and governance, and the formulation of solutions.

Baden, S. (2000) 'Gender, Governance and the Feminisation of Poverty', *Women's Political Participation and Good Governance: 21st Century Challenges*, New York: UNDP

<http://www.undp.org/governance/docs/Gender-Pub-21stcentury.pdf>

This summary is adapted from the paper.

What is the 'feminisation of poverty', and will 'good governance' serve to reduce it? Similarly, will poverty reduction necessarily help to advance gender equality? Principles around promoting choice and participation for women and for men are increasingly visible in governance agendas. But there is a tendency to promote participation for women in the same way as for men. This assumes that it will naturally promote women's interests, and fails to recognise the gendered nature of institutions.

This paper examines the links between gender, governance and poverty. It highlights the importance of institutional rules, norms and practices in determining entitlements, and how such pressures play out within families and underpin wider social phenomena. Governance and poverty debates have been primarily concerned with issues of government failure and, to a lesser extent, market failure. However, policies that provide a response to 'family failures' are equally important from a gender perspective – in particular: the failure of many families to provide a safe or secure environment to promote women's and children's well-being (for example, adequate nutrition, rest and freedom from violence and abuse); men's reluctance to offer financial contributions to household and child maintenance or to take on provision of care and domestic work; and failure of institutional and welfare arrangements to provide women with effective choices.

UNDP describes governance as "encompassing every institution and organisation in a society – from the family to the state", but to date, governance debates have paid little attention to issues of family governance, which has remained in the domain of social policy. As stated in the earlier analyses of gender and poverty, understanding the ways in which the rules, norms and practices within households underpin wider forms of bias is critical to addressing gendered poverty. This paper states that legislative and policy frameworks are required that promote choice and flexibility in family arrangements (for example, facilitating female-initiated divorce), that recognise the wide variety of existing households and their fluid nature, and that grant equal or parallel status to different family types, irrespective of their perceived moral legitimacy. It argues that there should be stronger measures to prevent women from falling into poverty or destitution in the event of family breakdown or bereavement. At the same time, it should be remembered that family breakdown may leave single men highly vulnerable where they

have limited networks of social support. Social provisioning linked to care (such as child benefits) should be paid to carers irrespective of gender.

Gupta, S. (2004) *Local to Local Dialogue: A Grassroots Women's Perspective on Good Governance*, Nairobi: United Nations Human Settlements Programme (UN HABITAT)

http://www.huairou.org/assets/download/UrbanGovToolkit_L2L.pdf

This summary is adapted from the resource.

Despite their contributions to the survival of their households and the well-being of their communities, low-income women are often excluded from planning and decision-making processes. These women are instead perceived as either 'beneficiaries' or 'clients'. In either case, poor women are not seen as citizens who can play an important role in transforming governance. This guide looks at the 'local-to-local dialogue' process and examines governance through a 'grassroots' women's lens. It contends that it is issues of power and power sharing that lie at the heart of governance. It then highlights strategies used by marginalised women to reshape power relations between themselves and governing institutions – of collective action, capacity building, building alliances and demonstrating capacities.

While the first half of the publication discusses these strategies, the second half documents the efforts of grassroots groups to influence and gain the support of authorities in the Czech Republic, Kenya, Tanzania, Russia, Argentina and Uganda. The document concludes by calling on women's groups and local authorities to shift out of their conventional roles and work together to build a constructive relationship. The real rewards of the dialogue processes have been shown to lie in their ability to build long-term robust relationships that deliver for poor women.

Hoskyns, C. and Rai, S. (2007) 'Recasting the Global Political Economy: Counting Women's Unpaid Work', *New Political Economy*, Vol. 12, No. 3: 297–317

This summary is adapted from the paper.

To date, the discipline of International Political Economy (IPE) has prioritised the study of the state and the market. But what about the spheres of the social, the domestic and the household? There is a widespread, growing depletion of the capacities and resources for social reproduction – that is, the 'glue' that keeps households and societies together and active. This glue largely depends on the unpaid work of women in the household and community. The capacity to do this work is being affected – across the North and South – by the globalisation of production, the move of women into paid work, the commercialisation of services and the changing functions of the state. Because most of this unpaid work is still largely unmeasured, it is not counted as 'productive' in the UN System of National Accounts (SNA). This means the depletion in social reproduction is not measured and is only noticed ad hoc and in small-scale ways.

This article assesses the reasons for and the consequences of this failure to measure unpaid work. It argues that it is an issue which demands the urgent attention of statisticians, economists and policymakers, alongside feminist academics and activists. Without measuring and valuing unpaid services and their depletion, economic predictions are likely to be faulty, models inaccurate and development policies flawed. The history of the campaign on unpaid work over the last three decades illustrates, on the one hand, the relevance of these issues and, on the other, the resistance which exists to taking them seriously. The paper concludes that the discipline of

IPE should be expanded to include the realm of the social and reproductive sphere – perhaps becoming the discipline of International Social and Political Economy (ISPE).

This journal can be purchased through

<http://www.informaworld.com/smpp/content~content=a781665931~db=all~order=page>.

Wheeler, J. (2003) 'New forms of citizenship: democracy, family and community in Rio de Janeiro, Brazil', *Gender and Development*, Vol. 11 No. 3: 36–44 http://www.siyanda.org/docs/wheeler_citizenDEM.pdf

This summary is by Oxfam.

In Rio de Janeiro, Brazil, many families live in illegal land occupations (*favelas*), housing projects and working-class suburbs. In the daily lives of most of these families, little change has been experienced under democracy as opposed to dictatorship. For some, life is more defined by violence related to drug-trafficking. This distance from the state has resulted in an interpretation of citizenship based on the survival of their families and communities, rather than on individual rights. Participants describe their active citizenship through community participation, in activities such as building a community centre. The notion of community citizenship is also underscored by a focus on supporting one's own family. For example, as neo-liberal reforms are advanced, women are increasingly entering the market economy to support their family's income. This has led to a transition in gender relations, with men taking on more reproductive responsibilities (although these do remain largely the domain of women). Another central element to citizenship identified by participants is dignity. For example, they cite poor treatment and disrespect in public service provision, as well as a reduction in such services, as a violation of their citizenship rights.

8. NETWORKING AND CONTACT DETAILS

Global

<p>BRIDGE (UK) Institute of Development Studies (IDS) University of Sussex Brighton BN1 9RE United Kingdom Tel: +44 (0)1273 606261 Fax: +44 (0)1273 621202 E-mail: bridge@ids.ac.uk Web: http://www.bridge.ids.ac.uk/</p>	<p>BRIDGE supports gender advocacy and mainstreaming efforts by bridging the gaps between theory, policy and practice with accessible and diverse gender information in print and online.</p>
<p>Center for Women's Global Leadership Rutgers, The State University of New Jersey 160 Ryders Lane New Brunswick, NJ 08901-8555 USA Tel: 1-732-932-8782 Fax: 1-732-932-1180 Email: cwgl@igc.org Web: http://www.cwgl.rutgers.edu</p>	<p>CWGL develops and facilitates women's leadership for women's human rights and social justice worldwide. CWGL and The Women's Environment and Development Organization (http://www.wedo.org/) lead the Gender Equality Architecture Reform (GEAR) campaign (http://gear.collectivex.com/). GEAR focuses on promoting a stronger women's entity at the UN which is fully funded, led by an Under-Secretary-General and supported by extensive field presence, accountable at both the global and national levels, and active in promoting gender mainstreaming throughout the UN system.</p>
<p>Centre for Development and Population Studies (CEDPA) 1133 21st Street NW, Suite 800 Washington, DC 20036 USA Tel: +1 (202) 667-1142 Fax: +1 (202) 332-4496 Web: http://www.cedpa.org</p>	<p>CEDPA works with women leaders, local partners, and national and international organisations to give women the tools to improve their lives. One of its core programmes is to strengthen women's ability to become leaders in their communities and nations. CEDPA does this by helping communities to register voters, raising women's voices within peace efforts, mobilising advocates for better public policy and increasing women's political participation. The organisation has ongoing projects in Kenya, Nepal and Nigeria.</p>
<p>International Gender and Trade Network (IGTN) Capacity Building IGTN Secretariat Rua da Lapa 180/908 and 909 Lapa RJ 20.021-180 Brazil Tel: +55 21 2221-1182 Fax: +55 21 2215-9510 E-mail: secretariat@igtn.org Web: http://www.igtn.org</p>	<p>The aim of IGTN is to educate, empower, and mobilise gender and trade activists, educators, and policy analysts around the world. These projects take the form of consultations with women at the community level, workshops, and the development of written materials and popular education resources. IGTN conducts various types of work, divided across seven geo-political areas, where issues relevant to a particular area can be examined in more detail.</p>
<p>International Institute for Democracy and Electoral Assistance (IDEA) Headquarters: Stromsborg SE-103 34 Stockholm Sweden Tel: +46 8 698 3700 Fax: +46 8 20 24 22 E-mail: On the IDEA website fill out contact form in 'Contact us' next to the headquarters' address Web: http://www.idea.int/gender/</p>	<p>International IDEA supports democracy worldwide and is dedicated to strengthen democratic institutions and processes. It works with governments, UN agencies, regional organisations and others engaged in building democracy at the international, regional, national and local levels. This includes advocacy, lobbying, various campaigns and research.</p>

<p>International Labour Organization (ILO) Bureau for Gender Equality 4 route des Morillons CH-1211 Geneva 22 Switzerland Tel: +41 (0) 22 799 6730 Fax: +41 (0) 22 799 6388 E-mail: gender@ilo.org Web: http://www.ilo.org</p>	<p>The primary goal of the ILO is to promote opportunities for women and men to engage in decent and productive work in conditions of freedom, equity, security and human dignity. It sees the inclusion of women in the workplace as being of paramount importance to ensuring a developing economy. The main focus or thematic areas for the ILO on gender equality coincide with the organisation's four strategic goals, which are to: promote fundamental principles and rights at work; create greater employment and income opportunities for women and men; enhance the coverage and effectiveness of social protection; and strengthen social dialogue.</p>
<p>The International Research and Training Institute for the Advancement of Women (INSTRAW) Gender, Governance and Political Participation Cesar Nicolas Penson 102-A Santo Domingo Dominican Republic Tel: +1 809 685-2111 ext. 241 Fax: +1 809 685-2111 E-mail: On the INSTRAW website, go to 'Contact Us' and select 'Gender, Governance and Political Participation' to send an e-mail to the governance division of INSTRAW. Web: http://www.un-instraw.org</p>	<p>INSTRAW considers that integrating a gender perspective into governance and current decentralisation processes is fundamental for obtaining equitable, inclusive, and sustainable human development. INSTRAW provides comprehensive research and study on the advancement of women and has a Gender, Governance and Political Participation Division.</p>
<p>International Trade Centre (ITC) E-mail: On the ITC website click on 'Contact' and complete and submit e-mail. Web: http://www.intracen.org</p>	<p>ITC aims to enhance the success of small businesses and human development through capacity-building and trade support institutions. ITC's work includes promoting the importance of gender mainstreaming in business. Using known business methodologies, the organisation explains the advantages of women entrepreneurs participating in various sectors of the private economy.</p>
<p>International Women's Rights Action Watch (IWRAP) University of Minnesota 229 19th Avenue South Minneapolis, MN 55455 USA Tel: +1 (612) 625 4985 Fax: +1 (612) 625 2011 E-mail: mfreeman@umn.edu Web: http://www.iwraw.net</p>	<p>IWRAP is a network of scholars, activists and organisations worldwide, based at the University of Minnesota. IWRAP has been instrumental in publicising and monitoring the implementation of CEDAW. IWRAP engages in training, conferences, expert groups and global events and reviews these accordingly. The information obtained is used to expand the application of CEDAW worldwide.</p>
<p>Inter-Parliamentary Union (IPU) Information Officer 5, Chemin du Pommier Case postale 330 CH-1218 Le Grand-Saconnex Switzerland Tel: +41 22 919 41 50 Fax: +41 22 919 41 60 E-mail: postbox@mail.ipu.org Web: http://www.ipu.org</p>	<p>The IPU is the international organisation of Parliaments of sovereign States. The IPU supports the BPfA and seeks to alter the balance between men and women in parliamentary democracies through studies and surveys that make the case for the increased inclusion of women in parliamentary politics. IPU also lists the specific benefits that women contribute to the democratic process.</p>

<p>Office of the High Commissioner for Human Rights (OHCHR) Women's Rights and Gender Unit (WRGU) Palais Wilson 52 rue des Paquis CH-1201 Geneva Switzerland Tel: +41 22 917 90 00 E-mail: infodesk@ohchr.org Web: http://www.ohchr.org – search 'WRGU' to read about its work</p>	<p>Through its WRGU division OHCHR seeks to determine whether women and their respective rights are being served by the institutional frameworks in post-conflict countries. WRGU uses consultation and analysis to produce reports that are delivered to the UN to provoke discussion on how international bodies and member states can produce effective strategies for post-conflict reconstruction and peace. OHCHR's aim is to "inject reality and pragmatism" into the implementation of Security Council Resolution 1325 and CEDAW.</p>
<p>One World Action Bradleys Close White Lion St. London N1 9PF United Kingdom Tel: + 44 (0)20 7833 4075 Fax: + 44 (0)20 7833 4102 E-mail: info@oneworldaction.org Web: http://www.oneworldaction.org</p>	<p>One World Action supports women's organisations and movements in removing barriers that exclude women from political participation. In partnership with institutions and networks they provide tools to men and women to monitor governmental commitment to gender equality within political representation.</p>
<p>Oslo Governance Centre (OGC) United Nations Development Programme Postboks 2881 Toyen N-0608 Oslo Norway Borggata 2B N-0650 Oslo Norway Tel: +47 23 06 08 20 Fax: +47 23 06 08 21 E-mail: oslo.governance.centre@undp.org Web: http://www.undp.org/oslocentre</p>	<p>The OGC promotes democratic governance, both as an end in itself and as a means to achieve the Millennium Development Goals. This is done through knowledge sharing through networks, and multi-disciplinary teamwork, to provide policy guidance and technical support to the more than 130 UNDP Country Offices around the world. It also involves close partnerships with leading policy and research institutions in different parts of the world.</p>
<p>Pathways of Women's Empowerment Institute of Development Studies (IDS) University of Sussex Brighton East Sussex BN1 9RE United Kingdom Tel: +44 (0)1273 678490 Fax: +44 (0)1273 621202 E-mail: pathways@ids.ac.uk Web: http://www.pathways-of-empowerment.org/</p>	<p>The Pathways of Women's Empowerment programme links academics, activists and practitioners across different global regions, who are working to advance women's empowerment locally, regionally and through global policy process. The organisation covers four main research themes: conceptions of empowerment and change; building constituencies for justice and equality; empowering work; and changing narratives of sexuality. Pathways has research hubs around the world which liaise with various agencies including UNIFEM.</p>
<p>Siyanda BRIDGE Institute of Development Studies (IDS) University of Sussex Brighton BN1 9RE United Kingdom Tel: +44 (0)1273 606261 Fax: +44 (0)1273 621202 E-mail: siyanda@ids.ac.uk Web: http://www.siyanda.org</p>	<p>Siyanda is an online database of gender and development materials from around the world. It contains a wide range of resources on gender and governance issues (search 'governance'). The site provides summaries of all the resources included in this collection.</p>

<p>United Nations Development Programme (UNDP) Democratic Governance Group Bureau for Development Policy 304 East 45th Street, 10th Floor New York, NY 10017 USA Fax: (212) 906 6471 E-mail: dgg@undp.org Web: http://www.undp.org/governance/gender.htm</p>	<p>UNDP seeks to eliminate gender biases in national and international development frameworks and paradigms; incorporate gender awareness into policies, programmes and institutional reforms; involve men to end gender inequality; and develop gender-sensitive tools to monitor progress and ensure accountability. UNDP works closely with the OGC (above) to include women in the decision-making process at household and parliamentary levels.</p>
<p>UNIFEM Governance Division 304 East 45th Street 15th Floor New York, NY 10017 USA Tel: +1 (212) 906-6400 Fax: +1 (212) 906-6705 E-mail: UNIFEM has up to 16 regional offices that can be contacted individually for specific country/region resources. Web: http://www.unifem.org/</p>	<p>UNIFEM aims to reduce women's poverty and exclusion, end violence against women, and achieve gender equality in democratic governance. One of the pillars of UNIFEM's work is women's political participation. The Governance, Peace and Security Unit emphasises four strategic entry points to advance the status of women with wide-ranging, long-term impacts: using CEDAW to frame new laws, building partnerships to foster women's participation, bringing equality into post-conflict reconstruction and pursuing gender justice.</p>
<p>United Nations Research Institute for Social Development (UNRISD) Democracy, Governance and Well-Being Palais des Nations 1211 Geneva 10 Switzerland Tel: +41 (0) 22 917 3060 Fax: +41 (0) 22 917 0650 E-mail: info@unrisd.org Web: http://www.unrisd.org – select 'Democracy, Governance and Well-Being' or 'Gender and Development' under 'Research Programmes'</p>	<p>UNRISD's work under the Democracy, Governance and Well-Being Programme Area for 2005–2009 focuses on the following aspects: organised groups and welfare development; politics of poverty reduction; decentralisation and service provision; and social policy and transitions to democracy. UNRISD also participates in research for its Gender and Development Programme including the following research themes: gender dimensions of judicial reform, decentralisation, redistribution and women's access to welfare.</p>
<p>University of Warwick Department of Political and International Studies Room S1.58 Coventry CV4 7AL United Kingdom Tel: +44 (0)24 765 23429 Fax: +44 (0)24 765 24221 E-mail: shirin.raai@warwick.ac.uk Web: http://www2.warwick.ac.uk/research/socialstudies/governance/</p>	<p>The Department brings together a range of approaches to, conceptions of, and engagements with political science, international relations, sociology, economics and history. In terms of substantive focus, scholars are working (collaboratively and individually) on a wide range of issues and themes - including gender and governance. For example, Professor Rai works on feminist politics, democratisation, globalisation and development studies. Her key influential works that are useful to understand the link between gender and governance include, <i>Gender Politics of Development</i> and <i>Global Governance: Feminist Perspectives</i> (co-edited).</p>
<p>WOMANKIND 2nd Floor, Development House 56–64 Leonard Street London EC2A 4LT United Kingdom Tel: +44 (0) 20 7549 0360 Fax: +44 (0) 20 7549 0361 E-mail: info@womankind.org.uk Web: http://www.womankind.org.uk</p>	<p>WOMANKIND's aims are to enable greater understanding among women of issues that affect them, from the global to the household levels. At the local level WOMANKIND organises groups of women to discuss frequent concerns they have in the community. These groups are then linked together to form networks of knowledge-sharing and ideas. These networks are then supported to develop the skills to participate in decision-making processes in their respective countries, whether electorally or locally.</p>

<p>World Bank Gender and Development Group Poverty Reduction and Economic Management 1818 H Street Washington, DC 20433 USA Tel: +1 (202) 473-0205 Fax: +1 (202) 522-3237 E-mail: On the World Bank website select 'Contacts' and choose the country you are interested in knowing more about. Web: http://www.worldbank.org</p>	<p>The World Bank adopted a gender and development mainstreaming strategy in 2001 and issued a revised Operational Policy and Bank Procedures statement in 2003. The April 2006 World Bank report on Governance and Gender Equality promotes the importance of gender equality to achieve development.</p>
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Regional

<p>Asian Development Bank (ADB), Manila, Philippines</p> <p>Postal Address: PO Box 789 0980 Manila Philippines</p> <p>Street Address: 6 ADB Avenue Mandaluyong City 1550 Philippines Tel: +632 632 4444 (for all departments/offices) Fax: +632 636 2444 E-mail: http://www.adb.org/About/contact.asp Web: http://www.adb.org</p>	<p>ADB is an international development finance institution whose mission is to help its developing member countries reduce poverty and improve the quality of life for their people. The ADB promotes a programme whereby women elected to local government bodies in Bangladesh, Nepal, and Pakistan link the resources of governmental and non-governmental organisations with their poorest constituents via a unique framework that applies the three pillars of ADBs poverty reduction strategy (pro-poor, sustainable economic growth; inclusive social development; and good governance) at the grassroots level.</p>
<p>Economic Commission for Latin America and the Caribbean (ECLAC) División de Asuntos de Género Casilla 179 D Santiago Chile Tel: +56 (2) 210 2565 Fax: +56 (2) 228 5184 E-mail: On the ECLAC website select 'Comments' at the foot of the page and then e-mail your enquiry Web: http://www.eclac.org</p>	<p>ECLAC is one of the UN regional commissions based in Chile and seeks to promote and implement the social development of its member states. ECLAC has produced a paper on democratic governance and gender that discusses the achievements in promoting new agendas for raising the profile of women and their interactions with governments, Parliament and state reforming institutions.</p>
<p>Gender Links Head Office South Africa 9 Derrick Ave, Cnr Marcia St. Cyrildene 2198 Johannesburg Republic of South Africa Tel: +27 (0)11 622 2877 Fax: +27(0)11 622 4732 E-mail: execassistant@genderlinks.org.za Web: http://www.genderlinks.org.za</p>	<p>Gender Links is committed to a Southern Africa in which women and men are able to participate equally in all aspects of public and private life. Governance is one of the key themes that it uses to implement its vision. The organisation supports women in the electoral processes in Southern Africa, particularly focusing on giving women the skills to participate in and manage local government. Strategies for local government include South Africa, Mauritius, Lesotho and Namibia and are presented in the report <i>At the Coalface: Gender and Local Government in Southern Africa</i>.</p>

<p>International Women’s Tribune Centre (IWTC) 777 United Nations Plaza New York, NY 10017 USA Tel: +1 (212) 687-8633 Fax: +1 (212) 661-2704 E-mail: iwtc@iwtc.org Web: http://www.iwtc.org</p>	<p>IWTC provides communication, information, education, and support services for women’s organisations and community groups working to improve the lives of women. Its core aim is to focus on women gaining access to information. This information provides a much-needed emphasis on women’s participation in the public policy arena and on the building of democratic societies. In association with its various partners and networks IWTC use a participatory approach to make explicit the links between global policies and the everyday concerns that affect women facing poverty.</p>
<p>UNDP Eastern Europe and CIS Sub-Regional Resource Facility UNDP RBEC Bratislava Regional Support Centre Grosslingova 35 811 09 Bratislava Slovak Republic Tel: +421 (2) 59337 111 Fax: +421 (2) 59337 450 E-mail: webeditor.rbec@undp.org Web: http://europeandcis.undp.org/home/regionalprojects – then select ‘gender’</p>	<p>UNDP has a focus area on Gender and Governance in Europe and the CIS. Its aim is to achieve inclusive democracy in the newer European states by including women in public policy dialogue and decision-making.</p>
<p>Women for Women International UK Office 32–36 Loman Street London SE1 0EH United Kingdom Tel: +44 (0)207 922 7765 Fax: +44(0)207 922 7706 E-mail: general@womenforwomen.org Web: http://www.womenforwomen.org</p>	<p>Women for Women International supports women who have been directly or indirectly affected by war and conflict. Countries include Afghanistan, Bosnia and Herzegovina, Rwanda, Kosovo and the DR Congo. During post-conflict periods Women for Women International will provide food and medical assistance; rights awareness; job skills; and business services. By utilising this support, women will then be engaged in the decision-making process – for example, the organisation works with the new Iraqi constitution, and its assistance through conferences and skills workshops ensures women remain part of the decision-making process.</p>
<p>Women Living Under Muslim Laws (WLUML) International Coordination Office PO Box 28445 London N19 5NZ United Kingdom E-mail: wluml@wluml.org Web: http://www.wluml.org</p>	<p>WLUML is an international solidarity network that provides information, support and a collective space for women whose lives are shaped, conditioned or governed by laws and customs said to derive from Islam. It has a gendered perspective on politics and power in the South Asia region. It aims to promote the understanding of national party politics, local self-governance, such as <i>panchayats</i>, <i>jirgas</i> and <i>salishes</i>, as well as supporting women’s activism.</p>

National

<p>Al-Urdun Al-Jadid Research Center (UJRC) Street address: 39 Mecca Street, opp. Dahiet al Hussein Hourani Complex, 3rd floor Amman Jordan Postal address: PO Box 940631 Amman 11194 Jordan Tel: +962 (6) 553 3112 /4 Fax: +962 (6) 553 3118 E-mail: ujrc@ujrc-jordan.org info@ujrc-jordan.org Web: http://www.ujrc-jordan.org</p>	<p>One of main goals of UJRC is to empower the under-represented segments of Jordanian society. Therefore, UJRC focuses special attention on women’s movements and organisations, considering them one of the essential elements of Jordanian civil society. UJRC ensures the inclusion of women in the democratic and electoral process by developing scientific research, administering discussions and dialogues, organising conferences and workshops, and exchanging expertise and experience with other regional and international organisations. Although primarily concerned with Jordan, the centre will also undertake regional work within the Arab world.</p>
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<p>The Gender and Governance Program in Kenya (GGP)</p> <p>Postal address: PO Box 20956 00202 Nairobi Kenya</p> <p>Street address: Makueni Road, off Othaya Road Kileleshwa Kenya Tel: +254 20-2068162 E-mail: admin@acwit.org Web: http://www.gendergovernancekenya.org</p>	<p>The GGP was developed as a follow-up to the Engendering Political Process Programme implemented in 2002 to support women in participating actively in the 2002 general elections. The overall goal of the GGP is to transform leadership and governance at all levels in Kenya in order to reduce poverty, increase access to basic needs and provide enhanced equality. This involved the cooperation of 33 organisations across Kenya to outsource skills to women in their constituencies. The GGP can organise various activities that include: e-debates, training of prospective parliamentarians, reaching political parties through advocacy, and instigating research.</p>
<p>Society for Participatory Research in Asia (PRIA)</p> <p>Head Office 42 Tughlakabad Institutional Area New Delhi 110062 India</p> <p>Tel: 011-2995 6908, 2996 0931/32/33 Fax: 011-2995 5183 E-mail: info@pria.org Web: http://www.pria.org For further addresses visit, 'Our People' http://70.85.144.247/index.php?option=com_content&view=article&id=5&Itemid=11&lang=en</p>	<p>PRIA's vision is to ensure that all members of India's society participate in deepening democracy with tolerance to diversity. This includes marginalised groups such as women. PRIA aims to ensure that a wide range people can participate in the governance process. This is done through capacity building, knowledge building and policy advocacy. This includes developing networks and supporting organisations, with an aim to involve women in debating, policy formulation, the reform of existing policies, and the enhancement of state apparatus and links with other networks in Asia and worldwide.</p>