

Gender Equity Lens Resource Document

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DALHOUSIE
University



IWK Health Centre

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INTRODUCTION

What is the Maritime Centre of Excellence for Women's Health?

- *One of five Canadian National Centres of Excellence aimed at directing attention to the health concerns of Canadian women.*
- **Strives to reveal the underlying social, economic, and cultural factors that have an impact upon the health of Canadian women over their lifespan.**
- Its research philosophy emphasizes the social determinants of health recognizing that health is much more than a biological matter. Rather, a wide range of social, political, and economic factors interact with women's biology and physiology to affect their health.

What is the purpose of this document¹?

- The core of this document is an annotated bibliography that references and describes a variety of information sources relating to MCEWH's gender equity lens project.² This bibliography serves as a reference tool for anyone interested in the gender-based analysis initiatives, and also provides those who want to undertake such an analysis with a list of supporting texts.
- This document has been posted to MCEWH's website (www.medicine.dal.ca/mcewh) where we will ask for feedback and additions. The bibliography will be updated on the website periodically. Where possible, the internet site and contact information for the document is indicated under each bibliographic entry.

¹ The views expressed in this document are those of a work in progress. We invite your comments and feedback.

² Unless noted otherwise, originals or copies of all materials are available at MCEWH (except those indicated with *).

Section I: Conceptual Background

Rationale for Developing Gender Analysis Tools

Andrew, C. (1990). *Framework for gender equality policy analysis*. Ottawa, ON: University of Ottawa (unpublished).

Discusses the Federal commitment to equality and applies three analytical frameworks for incorporating equality considerations into policy development. Andrew's description of the operational framework is the most unique section. The operational framework consists of five elements each of which play a vital role in ensuring success or failure of gender-based analysis: initiating departments and agencies; consultation with relevant groups; monitoring agency (Treasury Board is suggested); advocacy agency; and an agency providing expert advice.

Tel: (613) 562-5800, Ext. 1702

Email: candrew@uottawa.ca

Bergeron-De Villiers, L. (1997). *Statement on the presentation of Canada's third and fourth reports to the committee on the elimination of discrimination against women*. New York: The Permanent Mission of Canada to the United Nations.

This is a statement by the head of the Canadian delegation that outlines Canada's commitment to the promotion of equality for women on the domestic and international scenes at the 16th session reviewing the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). It reviews Ottawa's objectives for achieving its goals. It highlights the Plan's requirement that all new programs and policies include systematic gender impact assessment. It discusses a legal framework and policies surrounding economic equality, violence against women, multiple disadvantages (diversity), and women's health. This document should be read in conjunction with the response by NAC as the NGO's review of the federal government's commitment.

Website: <http://www.undp.org>

***Canadian Association for the Advancement of Women in Sport (CAAWS). *An introduction to the law, sport and gender equity*. Ottawa, ON: CAAWS.**

A guide to understanding the legal obligations of gender equity in sport. It includes numerous case studies to illustrate legal principles and their implications for sport organizations.

Website: <http://www.caaws.ca>

Government of British Columbia. Office for Disability Issues. *The disability lens: Rationale and background for the disability lens*. Victoria, BC: Office for Disability Issues.

This is the background for The Disability Lens tool that defines key terminology and highlights the underlying issues which make disability analysis a necessary component of the policy process. Discrimination, attitudes, and access (physical, economic, and social) are the chief barriers preventing full participation in society by disabled persons. If these existing barriers are not taken into consideration, new initiatives may inadvertently worsen the situation.

Website: <http://www.indie.ca/strategy/lens.htm>

Government of Canada, Department of Justice. (1996). *Introduction to a gender equality analysis in law*. Ottawa, ON: Department of Justice.

This document summarizes the legal context of gender equality analysis. Accordingly, the purpose of analysis is "to eliminate systemic gender discrimination by reflecting more accurately the ... needs of women" (Department of Justice, 1998, p. 1).

Contact: Department of Justice, 239 Wellington Street, Ottawa, Ontario K1A 0H8

Tel: (613) 954-9424; Fax: (613) 952-8538

Website: <http://www.canada.justice.gc.ca>

Government of Canada. Women's Bureau, Strategic Policy Branch, Human Resources Development Canada (HRDC). (1997). *Gender-based analysis backgrounder*. Ottawa, ON: HRDC.

Describes what gender-based analysis is, why it is necessary, and basic guidelines for conducting gender-based analysis. Lists and discusses public policy implications of general gender-related societal trends (i.e., earnings, unpaid work, seniors and low income, etc.).

Website: http://www.hrdc-drhc.gc.ca/hrdc/corp/stratpol/socpol/who_e.html

***International Labour Organization (ILO). (1995). *Gender analysis and planning*. Geneva, Switzerland: ILO.**

Outlines the gender analysis and planning tools used by the ILO to identify the different roles and needs of men and women workers, and for developing and implementing measures to promote gender equality. All policies and programmes of the ILO are to include gender analysis and planning. This document outlines what gender analysis requires and what gender planning means.

Website: <http://www.ilo.org>

International Labour Organization (ILO). (1995). *Gender issues in the world of work*. Geneva, Switzerland: ILO.

This is a briefing kit which includes reference materials and a guide for addressing gender issues in substantial technical areas of ILO action.

Website: <http://www.ilo.org>

McKinlay, R. (1993). *Gender analysis of policy*. New Zealand: Ministry of Women's Affairs. (draft)

This paper provides a very initial analysis of methods and tools that have been used for gender analysis. She has particular insight as she is a Senior Policy Analyst in the New Zealand Ministry of Women's Affairs. She outlines what gender analysis is, why it is important, and how it can be used. She makes some important critiques of what has been done so far, pointing to the limitations of checklists and the inconsistent application of these tools. She outlines the policy "process" and the various developmental stages, and includes questions that should be asked at each stage. However, it is clear from her analysis that no matter how comprehensive the tool and no matter how well thought out the questions, the key to the analysis is having the information base to answer the questions. Without an information base, analysts may rely solely on their own assumptions and, thus, policy decisions would remain informed by a narrow range of experience.

Website: <http://www.mwa.govt.nz>

McLaren, K., Seydegart, M. & Rowe, B. (1995). *Engendering justice: Report of the organizational planning study of substantive gender equality work in the Department of Justice*. Ottawa, ON: South House Exchange.

This study was commissioned by the Department of Justice. It made recommendations regarding the structure and other mechanisms for supporting gender equality work in the department (many of which have been implemented since this report). The authors reviewed departmental documents and interviewed people inside and outside the department. It offers their findings regarding accountability, training, external relations and communications. These authors also reviewed the experience in other departments and agencies with this initiative including HRDC, CIDA, Industry Canada, Status of Women, and the BC Ministry of Women's Equality.

Contact: South House Exchange, Suite 100, 858 Bank St., Ottawa, Ontario, K1S 3W3

Website: <http://www.canada.justice.gc.ca>

Muzychka, M. (1995). *Women matter: Gender, development and policy*. St. John's, NF: Provincial Advisory Council on the Status of Women, Newfoundland and Labrador.

This paper addresses a wide variety of policy areas including fisheries, social services, legal aid, and small business development assistance. The issue of gender bias in research methodology is also discussed. To avoid detrimental policy impact on women, the paper advocates for inclusion of gender analysis in policy development. Some general guidelines are proposed.

Contact: The Provincial Advisory Council on the Status of Women, Newfoundland and Labrador, 131 LeMarchant Rd., St. John's, NF A1C 2H3

Tel: (709) 753-7270

Fax: (709) 753-2606

E-mail: pacsw@nlnet.nf.ca

Website: <http://www.thezone.net/pacsw>

National Action Committee on the Status of Women (NAC). (1997). *Alternative report to CEDAW*. Toronto, ON: Canadian Women's NGOs as represented by NAC.

NAC is extremely critical of the official presentation and identifies politico-economic underpinnings of Canada's failure to effectively advance gender equality. Argues that equality is not a priority, citing numerous policy-specific examples and highlighting the context of government cuts to social programs. The Federal Plan for Gender Equality is flawed, for instance, because "there are no measurable objectives, time-lines or allocation of resources. There is no concrete mechanism for monitoring the implementation process to ensure that the actions outlined are enacted or adhered to. There is no enforcement mechanism" (NAC, p.7).

Contact: Joan Grant-Cummings, President, NAC

Tel: (416) 932-1718

E-mail: nac@web.net

No website listed.

Nova Scotia Advisory Council on the Status of Women. *Gender analysis in the Nova Scotia Government*. Halifax, NS: NSACSW.

To illustrate the necessity, gender-based analysis is paralleled with the Community Economic Development (CED) model developed by the Economic Renewal Agency. Offers numerous examples of gender analysis implementation, including: proposed changes to the Canada Pension Plan, gender disaggregation of health and economic status indicators, access to management training in civil service, programs that foster women's economic development (i.e., entrepreneurial mentoring), and inclusion of domestic workers in labour standards legislation.

Website: <http://www.gov.ns.ca>

Roberts, A. I. (1996). *Gender management systems action paper by the Commonwealth Secretariat*. Presented at the Commonwealth Ministers Responsible for Women's Affairs, Fifth Meeting, Port of Spain, Trinidad and Tobago. London, England: Commonwealth Secretariat.

Highlights the mission, goal, mandate, structure, functioning, and initiatives key to the Commonwealth Plan of Action on Gender and Development. The basic aim is to "facilitate the process of institutional change from gender-neutral to gender-aware policies" (Commonwealth Secretariat, 1996, p. 2). See *Gender Management Systems Reference Handbook* for details.

Website: <http://www.thecommonwealth.org>

***Roberts, A. I. (1996). *Gender management systems reference handbook*. Prepared for the Commonwealth Secretariat. Presented at the Commonwealth Ministers Responsible for Women's Affairs, Fifth Meeting, Port of Spain, Trinidad and Tobago. London, England: Commonwealth Secretariat.**

This handbook is designed to aid the public service managers of national governments in the process of establishing a gender management system (GMS). Two valuable contributions the handbook makes to the gender lens literature are the discussion on stakeholders' analysis, and the visual models of GMS in three countries (UK, Gambia and Malta). While the Health sector is mentioned (p. 32), discussion is brief and general.

Website: <http://www.thecommonwealth.org>

Secrétariat à la condition féminine. (1997). *Action plan for women throughout Québec 1997-2000*. Québec: Secrétariat à la condition féminine (SCF).

The original French-language document takes precedence over this version, its title is **Programme d'action 1997-2000 pour toutes les Québécoises**. The document was produced in cooperation with 34 government ministries and through an extensive consultation process that was organized by the SCF with women's organizations, academics, unions, employers, etc. It is a three year project and will occur over four phases: 1. develop a method 2. test, adjust, and validate the method initially in two ministries (Health and Social Services and the second Ministry of Finance), and final validation (Citizenship and Immigration and Secrétariat à l'action communautaire autonome) 3. disseminate, communicate, create pedagogical instruments, training and progressive implementation 4. follow-up, evaluation of results, and adjustments.

Contact: Secrétariat à la condition féminine, 875 Grande-Allee Est, Quebec, QC, G1R 5W5

Tel: (418) 643-9052

Fax: (418) 643-4991

No website listed.

Status of Women Canada (SWC). (1993). *Framework for equality*. Ottawa, ON: SWC, Government of Canada.

This document was initiated to encourage and enable Canadian policy-makers to use gender equality analysis. This is the draft document of *Setting the Stage for the Next Century*. An element of this initiative is the development of socio-economic indicators of gender equality (see Gender Equality Indicators). Specific guidelines are offered for developing indicators to measure impact/potential impact of specific types of policy including health. The section on health may be particularly useful as it contains good discussion of actions and imperatives for gender and health. This is an excellent starting-point for developing policy-specific indicators which can then be used to evaluate policy/program success.

Contact: Suite 700, 360 Albert St., Ottawa, Ontario, K1A 1C3

Tel: (613) 995-7835

Website: <http://www.swc-cfc.gc.ca>

Status of Women Canada (SWC). (1995). *Setting the stage for the next century: The federal plan for gender equality*. Ottawa, ON: SWC, Government of Canada.

This document is the Government of Canada's response to concerns raised at the United Nations Fourth World Conference on Women in Beijing in 1995. It outlines Canada's proposals for how it will (and has started to already) address these concerns and move the gender-equality agenda forward. Key for the gender-based analysis project is *objective one* of the federal plan for progressing gender equality. This chapter outlines the federal government's commitment to implementing gender-based analysis throughout federal departments and agencies. Key to the success of such an initiative may also lie in *objective six*, which states that the federal government will endeavor to incorporate the active participation of a diversity of women so that their perspectives (and gender analysis) are not marginalized, but integral to the policy-making (decision-making) process.

Contact: Suite 700, 360 Albert St., Ottawa, Ontario, K1A 1C3

Tel: (613) 995-7835

Website: <http://www.swc-cfc.gc.ca>

Gender Equality and International Development

Canadian Council for International Co-operation, MATCH International Centre and L'Association Québécoise des Organismes de Coopération Internationale. (1991). *Two halves make a whole: Balancing gender relations in development*. Ottawa, ON: Canadian Council for International Co-operation.

This document outlines the theory and practice of gender and development; of the gender and development analytical tools that are to promote more equitable benefits for women and the poor, and explores the implications and limitations of GAD analysis for organizations. The second part of this document offers suggestions about how to design a training program. The last section offers advice on how to work with case studies.

Contact: CCIC — Gender and Development, 1 Nicholas St., Suite 300, Ottawa, Ontario K1N 7B7

Canadian International Development Agency (CIDA). (1996). *CIDA's policy on women in development and gender equity*. Hull, Quebec: Minister of Supply & Services Canada.

The full participation of women as equal partners in sustainable social development is the goal of CIDA's policy. Accordingly, incorporation of gender-based analysis must occur at all levels of the policy process. This policy document provides brief information about the background, rationale, and policy framework. General actions, mechanisms, and strategies for increasing women's participation are also given. Basic gender analysis guidelines are presented in the form of questions to ask and active steps to take throughout the policy process. Website: <http://www.acdi-cida.gc.ca>

***Consultative Group on International Agricultural Research (CGIAR). Gender Staffing Program. (1996, Volume 1, Issue 1.). *CG gender lens*. Boston, MA: CGIAR Gender Staffing Program.**

The first of the series is useful as a backgrounder to their initiative.

Website: <http://www.cgiar.org>

***Consultative Group on International Agricultural Research (CGIAR). (1996). *New frontiers in participatory research and gender analysis*. Proceedings of the International Seminar on Participatory Research and Gender Analysis for Technology Development and Institutional Innovation.**

Of particular interest to the gender lens project is the article by Hilary Sims Feldstein, "Methodology Issues in Differentiating Users of New Technologies: Participatory Research and Gender Analysis for Technology Development" (pp. 75-86). Feldstein outlines what she thinks is necessary to improve the methods for gender analysis and its consistent application throughout the policy process. She argues that we need more proof that these kinds of tools make a difference and we need more research that show the positive benefits in research outcomes. She describes the different circumstances under which gender analysis might be useful including finding out who the stakeholders are.

Website: <http://www.cgiar.org>

Kirson, F. L. (1995). *Diversity sensitive gender planning*. Vancouver, BC: Centre for Human Settlements, School of Community and Regional Planning, The University of British Columbia.

The premise of the study of gender and development is that gender planning has not yet had a transformative effect in development planning practice or, more importantly, on the status of women. The purpose of the project was to examine the current women and development literature in regards to gender planning (with a discussion of the move from WID to GAD); explore how to make development projects sensitive to the diversity of women and further the development of diversity-sensitive gender planning criteria.

Website: <http://www.ubc.ca>

Moser, C.O.N. (with L. Peake). (1994). *Seeing the invisible: Women, gender, and urban development*, Major Report 30. Toronto, ON: Centre for Urban and Community Studies, University of Toronto.

This is useful for the delineation between strategic and practical gender needs and provides an analysis of how much gender-based analysis has been integrated in policies around urban development.

Website: <http://www.utoronto.ca>

Rao, A., Anderson, M.B., Overholt, C.A. (1991). *Gender analysis in development planning: A case book*. Hartford, Connecticut: Kumarian Press, Inc.

Of particular interest is the article by Catherine A. Overholt, Kathleen Cloud, Mary B. Anderson, and James E. Austin, "Gender Analysis Framework" (pp. 9-22). This article provides a framework for project analysis of development projects. This article contains key questions for project analysis at all stages (identification, design, implementation, and evaluation).

Website: <http://www.cgiar.org>

World Bank. (1995). *Toward gender equality: The role of public policy*. Washington, DC: World Bank.

Written for the 4th World Conference on Women. For our purposes chapter three -- *Public Policies Matter* -- is the most useful. It provides the background analysis regarding gender inequality. It pulled together evidence of persistent gender inequalities in developing countries, and made a case for why gender equality is so important and why governments must improve the economic status of women. This document was presented with a complementary document called *Advancing Gender Equality*, which was to transform the analysis into action.

Website: <http://www.worldbank.org>

World Bank. (1998). *Gender analysis: Method for social analysis*. Washington, DC: World Bank.

This quick guide is part of the World Bank's sourcebook to key concepts and principles, and their gender analysis framework.

Website: <http://www.worldbank.org>

Gender & Health

***Love, R., Jackson, L., Edwards, R. and Pederson, A. (1997). *Gender and its relationship to other determinants of health*. The Fifth National Health Promotion Research Conference, Gender and Health: From Research to Policy. Halifax, NS: Dalhousie University.**

One of the first distinctions most often made in many documents that provide background theoretical information and define key concepts, is between sex and gender. This document challenges making such a distinction. They outline how such a distinction has been problematic because epidemiologists have used sex as a variable and social scientists commonly distinguish between sex and gender. They caution that to make a distinction, we must also make clear that the biological differences (defined as sex) are often used to justify the social differences (defined as gender). Moreover, biological differences have been exaggerated when it is very difficult to discern the relative influence of biology versus sociology where in we must be cautious not to recreate the nurture vs. nature debate.

Contact: Rhonda Love, Department of Behavioural Science, University of Toronto, Toronto, Ontario
M5S 1A8

Tel: (416) 978-7514; Fax: (416) 978-2087

E-mail: rhonda.love@utoronto.ca

No website listed.

Muecke, M. (1996). The gender analysis imperative: Introduction to the special issue. *Health Care for Women International*, 17: 385-392.

In this health-focused article, Muecke argues the need for a comprehensive and interdisciplinary approach to incorporating gender perspective into practices and policies. She begins by reviewing male dominance in the traditional medical model and growing consciousness of this through the growth and diversification of the women's movement. Resulting from significant commitment at international fora (particularly UN's CEDAW), world wide standards now exist for implementation of gender equity policies in all countries. Responsibility now lies with health care researchers and planners to hold governments accountable.

Website: <http://www.bmpub.com/jnls/hcw.htm>

Section II: Gender-Based Analysis Tools

Canadian Government Tools

***Government of British Columbia. Ministry of Women's Equality. (1994). *The gender lens: Policy analyst version*. Victoria, BC: Ministry of Women's Equality.**

The 1993 BC cabinet submissions guidelines instituted the requirement that each department conduct gender impact analysis on new policy options. The tool was developed for use by policy analysts in all departments and is, therefore, fairly general in its applicability. The gender lens is separated into two parts, the 'factor lens' and the 'analytical lens'. The factor lens explains some of the underlying causes of gender inequality (i.e., systemic, legal, economic). The analytical lens asks policy analysts questions about the values they bring to their work, sources of data and information, and language and diversity used. See the revised version titled *Gender Lens: A guide to gender-inclusive policy and program development*.

Website: http://www.weq.gov.bc.ca/GENERAL/Gender_Lens/indexgl.html

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

This is the revised gender lens tool. It retains the core of the draft version of gender-lens tools, but is substantially expanded.

Website: http://www.weq.gov.bc.ca/GENERAL/Gender_Lens/indexgl.html

***Morris, M. (1996). *Gender-based analysis: When, how and why*. Prepared for Human Resources Development Canada, Women's Bureau. Ottawa, ON: HRDC.**

Prepared for use by policy analysts and managers at HRDC, this guidebook offers detailed examples of how to integrate gender analysis in the policy process. Examples are well thought-out and relate to a wide variety of policy types. The work in this paper is built upon in Morris' *Gender-Based Analysis Guide*.

Website: <http://www.hrhc-drhc.gc.ca>

Morris, M. (1997). *Gender-based analysis guide: Steps to incorporating gender considerations into policy development and analysis*. Prepared for Women's Bureau, Strategic Policy Branch, Human Resources Development Canada. Ottawa, ON: HRDC.

Provides detailed examples of gender-based analysis for each of the six identified steps of policy development: identifying the issue; defining desired/anticipated outcomes; information gathering; development and analysis of options; communication; and evaluation. The examples are taken from *When, How and Why* document by HRDC [evaluation section is very weak]. The lack of accountability measures may seriously limit application.

Website: <http://www.hrhc-drhc.gc.ca>

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

This tool provides a checklist of six key questions relating to gender analysis in the policy process. Rationale and purpose are clearly and effectively outlined. Process framework includes detailed questions for use at each stage, e.g., establishing the facts, auditing sources of information, analysis that ensures equity, evaluation (pre and post-implementation). Appendix A presents six policy areas in 'situation, goal and action' matrix format. Appendix B is a summary report form for submission following completion of gender impact analysis.

Contact: New Brunswick Advisory Council on the Status of Women, 770 Main St., Moncton, New Brunswick, E1C 1E7

Tel: (506)856-3252

Fax: (506) 856-3258

E-mail: acswwccf@nbnet.nb.ca.

Website: http://www.gov.nb.ca/sw_cf

***Status of Women Canada (SWC). (1996). *Gender-based analysis: A quick guide for policy-makers*. Ottawa, ON: SWC, Government of Canada.**

This is a pamphlet that summarizes the larger guide. This is very user-friendly, but should not be used without initial familiarization with the full guide and Background.

Contact: Suite 700, 360 Albert St., Ottawa, Ontario, K1A 1C3

Tel: (613) 947-8477

Fax: (613) 957-3359

TDD: (613) 996-1322

Email: vilas@swc-cfc.gc.ca

Website: <http://www.swc-cfc.gc.ca>

Foreign Government Tools

***Government of Finland. (1995). *Guidelines on gender analysis*. Helsinki: Department for International Development Cooperation, Ministry on Foreign Affairs.**

Presents guidelines and guiding questions about gender analysis primarily aimed at international development. Main themes are the How and Why of gender analysis, and means of building equity into projects and programs.

Website: <http://www.vn.fi/vn/english/index.htm>

***Government of Norway. Royal Ministry of Children and Family Affairs. (1995). *Mainstreaming gender equality in Norway: Introducing the gender perspective into Norwegian public administration*. Oslo: Royal Ministry of Children and Family Affairs.**

This is a statement of the Norwegian Government's commitment to incorporate a gender perspective into every level of public administration. It stresses incorporating gender concerns from the beginning of public policy development, and outlines the expectation that every public servant will acquire the knowledge to "mainstream the gender perspective" and promote gender equality. The document emphasizes data, research and understanding as the underpinnings of gender analysis. It suggests a progress report on the distribution of resources between women and men (economic resources, jobs, welfare benefits and political participation), and a database or file on qualified women experts for consultation in areas in which women are under-represented.

The document provides a checklist on mainstreaming gender analysis and includes such questions as: Have both women and men been involved in defining political objectives? Is the expertise and experience of all interested parties, both women and men, taken into account in policy formulation? Is the possible impact on both women and men taken into account when proposals and measures are designed or when decisions are

being made? Has it been considered whether the proposal will contribute positively to gender equality? Does the proposal contribute to or maintain gender disaggregation?

[*Cited from Morris, HRDC, pp. 9-10]

Website: <http://www.odin.dep.no/html/english/index.html>

Ministry of Women's Affairs. (1991). *Checklist: How to analyze policies and programmes to ensure that they meet women's needs.* Wellington, NZ: Ministry of Women's Affairs, Government of New Zealand. (draft).

Program launched by the Ministry of Women's Affairs to introduce gender-based analysis throughout the New Zealand government. The purpose is to provide a framework for policy analysis by agencies and departments. Effort has also been invested to outline structural mechanisms for ensuring GBA (i.e., steering groups and special liaison persons between each of the various departments and MWA; support of department head is essential). Framework is presented in flowchart form, with separate flowcharts for policies developed over short and extended time periods. Much of the language and focus is on GBA in a bi-cultural society.

The section "Consulting women – how not to do it" includes some practical suggestions (i.e., re-identifying key community women, seeking submissions, when officials attend community meetings, and consulting with Maori women). "Institutional blocks: common ways in which processes can work against women" include things like tokenism, powerless 'women's advisers', powerless committees, and communication. Top management in every government department and agency has critical responsibility for advancing GBA in policy-making.

The actual checklist itself has two parts, "impact on women" and "impact on Maori women". Only four checkpoints are listed in each: proposal, changes anticipated as consequences of proposal, summary of impact on women, and reasons for not doing an impact assessment.

Contact: Commerce House, 126 Wakefield St., Private Bag, Wellington, NZ

Tel: 734-112

Website: <http://www.mwa.govt.nz>

Ministry of Women's Affairs. (1996). *The full picture: Guidelines for gender analysis.* Wellington, NZ: Ministry of Women's Affairs, Government of New Zealand.

As a follow-up to the Checklist, this document increases the emphasis on the private sector and general economic benefits of GBA and downplays the intrinsic equity-orientation [See Teghtsoonian for greater insight into this aspect]. The framework is divided into three-parts: background issues (inputs, policy process, accountability); guidelines for action (action imperatives at each of six stages in policy development and delivery); and gender analysis model (key questions for each stage). This model is very user-friendly.

Two case studies are included, each describing the process as it would occur with and without gender-based analysis. The first is a public policy case surrounding retirement income policy; the second is a private sector case study surrounding the same issue. In both instances, implementation requires resources, training, review (of existing policies), pilot version, strategic planning, monitoring, and accountability measures.

Contact: Ministry of Women's Affairs, 48 Mulgrave St., P.O. Box 10-049, Wellington, NZ

Website: <http://www.mwa.govt.nz>

POLICY-SECTOR SPECIFIC TOOLS

Law/Justice Tools

Government of Canada. Department of Justice. (1996). *The joy of gender equality analysis. Annex 1. Ottawa, ON: Department of Justice.*

The intermediate paper between *Introduction to Gender Equality Analysis in Law* and *Gender Equality Analysis – Working Guide*, identifies the following four stages of policy/law/program/genesis and provides a series of significant questions pertinent to each stage.

Contact: Department of Justice, 239 Wellington Street, Ottawa, Ontario K1A 0H8

Tel: (613) 954-9424

Fax: (613) 952-8538

Website: <http://www.canada.justice.gc.ca>

Government of Canada. Department of Justice. (1997). *Gender equality initiative-work plan. Ottawa, ON: Department of Justice.*

This was the department's first work plan.

Contact: Department of Justice, 239 Wellington Street, Ottawa, Ontario K1A 0H8

Tel: (613) 954-9424

Fax: (613) 952-8538

Website: <http://www.canada.justice.gc.ca>

Government of Canada. Department of Justice. (1997). *Gender equality initiative: Summary of activities. Ottawa, ON: Department of Justice.*

This is the report that covered six months of activities.

Contact: Department of Justice, 239 Wellington Street, Ottawa, Ontario K1A 0H8

Tel: (613) 954-9424

Fax: (613) 952-8538

Website: <http://www.canada.justice.gc.ca>

Government of Canada. Department of Justice. (1997). *Policy of the department of justice on gender equality analysis. Ottawa, ON: Department of Justice.*

This is the approved policy distributed to all Justice employees across Canada.

Contact: Department of Justice, 239 Wellington Street, Ottawa, Ontario K1A 0H8

Tel: (613) 954-9424

Fax: (613) 952-8538

Website: <http://www.canada.justice.gc.ca>

Government of Canada. Department of Justice. (1998). *Engendering justice. Ottawa, ON: Department of Justice.*

This the result of a study which proposed the establishment of the Gender Equality Initiative.

Contact: Department of Justice, 239 Wellington Street, Ottawa, Ontario K1A 0H8

Tel: (613) 954-9424

Fax: (613) 952-8538

Website: <http://www.canada.justice.gc.ca>

Government of Canada. Department of Justice. (1998). *Diversity and justice: Gender perspectives--A guide to gender equality analysis. Ottawa, ON: Department of Justice.*

This is the guide which will be distributed to all professional employees. This guide will be used in training sessions.

Contact: Department of Justice, 239 Wellington Street, Ottawa, Ontario K1A 0H8

Tel: (613) 954-9424; Fax: (613) 952-8538
Website: <http://www.canada.justice.gc.ca>

Government of Canada. Department of Justice. *Gender-equality initiative-A quarterly bulletin*. Ottawa, ON: Department of Justice.

These bulletins are distributed to all Justice employees across Canada.

Contact: Department of Justice, 239 Wellington Street, Ottawa, Ontario K1A 0H8

Tel: (613) 954-9424

Fax: (613) 952-8538

Website: <http://canada.justice.gc.ca>

Government of Canada. Department of Justice. *Bulletin on the gender equality initiative*. Ottawa, ON: Department of Justice.

This bulletin is designed for the department's Gender Equality Specialists (about 60 designated employees across Canada). It provides information to help them be more informed about the GEI and gender issues.

Contact: Chantal Bernier, Department of Justice, 239 Wellington Street, Ottawa, Ontario K1A 0H8

Tel: (613) 954-9424

Fax: (613) 952-8538

Website: <http://www.canada.justice.gc.ca>

***Kiefl, G. (1997). Federal-Provincial-Territorial Working Group on Diversity, Equality, & Justice. *Status report: Diversity, equality & justice*. Prepared for the Ministers Responsible for Justice. (unpublished correspondence).**

New projects assigned to the F-P-T Working Group in June 1996 included development of "an integrated diversity analysis instrument, which would lend itself as a 'screen' when analyzing initiatives for their impact on women, aboriginal peoples, racial minorities, persons identified by sexual orientation or disability, and other vulnerable groups" (p. 2). As of Feb '97, the tool was being evaluated and refined. See *Diversity and Justice: Gender Perspectives--A guide to Gender Equality Analysis*.

Tel: (613) 941-4166

Fax: (613) 957-2491

***Sheppard, C. (1997). *Gender equality analysis – A working guide*. Prepared for Department of Justice Canada. Ottawa, ON: Department of Justice. (draft).**

Part I of this document introduces the concept of gender-based analysis and details its relevance to Justice Canada. Part II provides practical applications. GBA must be employed by the Department in each of four areas of operation including Policy and Program Development, Legal Opinions, Litigation, and Legislative Drafting. This tool was designed specifically for use by the Department of Justice and, appropriately, it will be most useful for legal applications.

Contact: Department of Justice, 239 Wellington Street, Ottawa, Ontario K1A 0H8

Tel: (613) 954-9424

Fax: (613) 952-8538

Website: <http://canada.justice.gc.ca>

Labour Market

International Labour Organization. (1995). *Guidelines for the integration of gender issues into the design, monitoring and evaluation of ILO programmes and projects*. Geneva, Switzerland: Evaluation Unit, Bureau of Programming and Management.

The goal of the ILO guidelines is to help integrate women's issues so that they are "explicitly incorporated at all stages of the programming cycle". These guidelines reflect the lessons learned thus

far in their efforts to achieve equality of opportunity and treatment for men and women in employment. They complement ILO training and information materials on women's issues. This document includes an overview of the ILO's conceptual framework and strategy regarding the promotion of gender equality. It explains how gender analysis and planning can be used. The second part of the document includes four checklists (the statements can be turned into questions for appraisal purposes). The document also includes a list of relevant ILO publications and international labour standards of particular relevance.

Website: <http://www.ilo.org>

International Labour Organization. (1997). *Gender issues in labour market policies*. ILO: Geneva, Switzerland.

This document is also part of the ILO training package and briefing kit.

Website: <http://www.ilo.org>

Education

Government of British Columbia. Ministry of Women's Equality. (1994). *Raising young voices*. Victoria, BC: Ministry of Women's Equality.

This is a discussion kit that provincial governments have adapted and used to raise issues on removing gender bias from our homes and schools. It includes both a French and English video, and three accompanying guide books -- one for parents, one for teachers and principals, and one for district administrators. For example, in New Brunswick it was launched in 1995-96 by the Ministers Responsible for the Status of Women, Minister of Education & Minister of State for Youth, and the Minister of Municipalities, Culture and Housing. It is used to show how young men and women develop particular patterns and expose the negative effects of gender stereotypes to young women and men. It can be used in the home and by educators in the school.

Website: <http://www.gov.bc.ca>

Recreation and Sport

***Canadian Association for the Advancement of Women in Sport (CAAWS). *Games analysis*. Ottawa, ON: CAAWS.**

Offers data on the participation rates of Canadian athletes, coaches and leaders at recent major international games. Offers suggestions to reverse imbalances and achieve positive change for women.

Website: <http://www.caaws.ca>

***Canadian Association for the Advancement of Women in Sport (CAAWS). *Towards gender equity for women in sport: A handbook for sport organizations*. Ottawa, ON: CAAWS.**

Focuses on the importance of gender equity in sport. The Handbook outlines the goals of an ideal gender-equity organization and highlights practical ways to achieve these goals.

Website: <http://www.caaws.ca>

Regional Economic Development

Government of Newfoundland and Labrador, Women's Policy Office, Department of Development and Rural Renewal. (1997). *Towards gender equity in regional economic development: A handbook for regional development boards*. St. John's, NF: Women's Policy Office, Department of Development and Rural Renewal.

Draws from the Canadian Association for the Advancement of Women in Sport's (CAAWS) handbook to develop a handbook. The Community Economic Development Task Force recommended that all Regional Economic Development Boards be guided by the principle of gender

equity. It contains a checklist for planning policies, goals, and practices that integrate principles of gender equity. The areas that are highlighted and for which there are checklists include: systems and structures (policies and procedures; hiring and recruitment); leadership (equal opportunities and professional development for leadership roles); equitable resource allocation; activities (organizations' priorities for attracting women) and education; awareness and promotion; and four steps for an overall plan to attain gender equity. An appendix includes a sample policy statement on gender equity and support groups and agencies.

Website: <http://www.gov.nf.ca/exec/wpo/wpo.htm>

Health

Ministry of Women's Affairs. (1995). *Advance women's health: A checklist for regional health authorities and crown health enterprises*. NZ: Ministry of Women's Affairs, Government of New Zealand.

This checklist is for senior managers to improve their ability to meet governmental objectives, and as a form of accountability (i.e., because they have to outline the basis upon which they have identified the issues of concern to different groups, this checklist can help them in terms of women and particular groups of women). This is not a very user friendly list (see Teghtsoonian's analysis).

Website: <http://www.mwa.govt.nz>

Nongovernmental International Development Agency Tools

Coady International Institute. (1989). *A handbook for social/gender analysis*. Prepared for Canadian International Development Agency (CIDA), Social and Human Resources Development Division. Hull, Quebec: CIDA.

This handbook develops the concept of social/gender analysis (SGA) for application to all CIDA programs and functions. Its primary intended users are members of CIDA project and consultant teams. The basic reason for applying SGA is two-fold: to ensure that program 'benefits go to the disadvantaged' and ensure social sustainability. Gender is viewed as an important variable, but is not an independent one in this handbook. Chapter one introduces SGA and its role in CIDA's international development strategy. Chapter two details the conceptual, analytical and methodological framework. Chapter three integrates SGA within the existing CIDA program development process. A series of highly detailed questions are provided for each of the following stages: 1. Project identification; 2. Planning; 3. Project approval; 4. Inception report & baseline study; 5. Planning for monitoring & reporting; 6. Mid-term & final evaluation. Chapter four is a 'research tool kit' which presents a summary of prevailing research approaches, methods, information about sampling, data presentation and framing baseline study research.

Website: <http://www.stfx.ca/institutes/coady>

World Bank. (1995). *Advancing gender equality: From concept to action*. Washington, DC: World Bank.

The companion document to *Toward Gender Equality*. It also was presented as the World Bank's contribution to the 4th World Conference on Women in Beijing. This organization advocates promoting gender equality because of concerns that persistent gender inequality will slow or lower the economic growth rate for societies. This report highlights how the WB helps its clients advance gender equality. This includes research and analysis to identify the causes of inequality and to demonstrate the benefits of investing in women; removing barriers and improving access; expanding women's skills and opportunities; promoting women's participation; and strengthen "the technical, professional, and resource capacities of the national institutions and organizations that affect policy on gender issues" (World Bank, 1995, p. 12).

Website: <http://www.worldbank.org>

GENESYS: Gender Analysis Tool Kit

The kit contains ten analytical tools which are intended to be clear, user-friendly devices for policy makers and project implementers to use in addressing gender issues in their development efforts. It was developed by the staff of the GENESYS (Gender in Economic and Social Systems) Project funded by the USAID Office of Women in Development to support its efforts to institutionalize gender in development assistance.

The titles of the tools that are particularly relevant for our purposes are as follows:

- 1. Van Den Oever, P. (1994). *GCID (gender considerations in development) framework: A tool for assessing institutionalization of gender concerns in development organizations*. Washington, DC: USAID, Office of Women in Development.**

This document introduces the 10 methodological tools. It identifies key elements needed to address gender considerations, provides guidelines for using the framework worksheet and the tools, and includes a glossary of key terms and concepts used in the kit.

No website listed.

Diagnostic Tools

- 2. Jerome, J. (1994). *Country gender profiles: A tool for summarizing policy implications from sex-disaggregated data*. Washington, DC: USAID, Office of Women in Development.**

No website listed.

- 3. Jerome, J. and Van Den Oever, P. (1994). *Sex and gender--what's the difference? A tool for examining the sociocultural context of sex differences*. Washington, DC: USAID, Office of Women in Development.**

No website listed.

- 4. Weidemann, W. (1994). *Gender and policy implementation: A tool for assessment of policy-derived impacts on men and women*. Washington, DC: USAID, Office of Women in Development.**

These two diagnostic tools are to assist policy makers and project implementers in diagnosing where potential gender-specific constraints may occur in the development process, and to help identify the underlying constraining and facilitating factors.

The tool by Weidemann outlines a technique to rapidly appraise how women and men are affected differently and possibly constrained, and to find remedial measures. The tool by Jerome et al., assesses the implications of gender issues by relating observed sex differences to such things as institutions and cultural values.

No website listed.

Planning and Implementation Tools

- 5. Caro, D.A., and Lambert, V. (1994). *Gender in monitoring and evaluation: A tool for developing project [monitoring and evaluation] plans*. Washington, DC: USAID, Office of Women in Development.**

This tool offers a matrix and set of instructions for integrating gender for selecting appropriate indicators and information, and considerations.

No website listed.

6. Martin, P. (1994). *Documenting development program impact: A tool for reporting differential effects on men and women.* Washington, DC: USAID, Office of Women in Development.

This tool was designed to provide guidance applicable to projects and programs. It clarifies key concepts and definitions (gender vs. sex, women in development, etc.), and provides guidance on assessing whether gender is an important factor in the project or program. It examines the rationale for considering gender and its effects. While it is for project and program officers, it can also clarify the benefits of integrating gender for senior management.

No website listed.

7. Van den Oever, P. (1994). *Necessary and sufficient conditions for sustainable development: A tool for gender-informed project planning.* Washington, DC: USAID, Office of Women in Development.

This paper presents a method that permits program and project designers and implementers to anticipate when and why resources may be inaccessible, and to increase the likelihood that the necessary resources will be sufficient to achieve the project's desired outcome. It provides methods for designing a project that realistically reflects the social context (the gender relations) in which the project will take place. It offers a tool to assess the extent to which a project has taken the respective roles of men and women into account, and offers options for remedial action. The tool can also be applied for routine project evaluation. This would complement other evaluation procedures by reporting on the project's impact on both men and women to identify constraints to access that underlie problems. It offers a step by step guide on how to bridge the gap between necessary and sufficient conditions.

No website listed.

Health Specific International Development Tools

Pan American Health Organization (PAHO). (1997). *Workshop on gender, health and development: Facilitator's guide.* Washington, DC: PAHO.

Designed for use in the international development field, the educational activities presented in this manual could be adapted and applied effectively in the Canadian health policy context. The guide does not aim to provide a single tool or template for gender analysis, rather, the purpose is to outline a suitable framework for participatory learning activities among health project/policy programmers and analysts. Following examination and discussion of gender analysis and its relevance to health and human development, workshop participants are directed in the development of appropriate skills and methodologies. The workshop includes seven modules: 1. Sex and gender 2. Gender roles, access to and control of resources and household stereotypes 3. The origin of health needs 4. Practical and strategic gender approaches 5. Development approaches 6. Applying the concepts to case studies 7. Applying gender analysis to existing health projects. One of the few gender training manuals found specifically designed for people working in the health sector, the PAHO guide is a valuable resource. Clear writing style and provision of extensive health examples and case studies are definite strengths.

Contact: Regional Program on Women, Health and Development

525 Twenty-third Street, NW

Washington, DC 20037

Tel: (202) 974-3405

Fax: (202) 974-3671

Email: HDW@paho.org

Website: <http://www.paho.org>

Other Tools

Government of British Columbia. (1990). *The disability lens*. Victoria, BC: Office for Disability Issues.

Somewhat unique among lens tools (which tend to focus on integrating the lens within the various stages of the policy process), this Lens is not process-oriented. Rather, it is a template for use in assessment of any given policy initiative. Seven “primary impact areas” are identified including consultation and data collection; accessibility and appropriate accommodation; systemic and indirect discrimination and legal obligations; economic status, education, training, and employment; communication; safety and protection from victimization; and health and well-being. Checklists are provided within each area of impact. Some of the gaps in this tool include the lack of suggested mechanisms for enforcing usage of the lens, monitoring and reporting progress.

Contact: Office for Disability Issues, PO Box 9567, Victoria, BC V8W 9K1

Tel: (250) 387-3813

Fax: (250)387-3114

TDD: (250) 387-3555

E-mail: EST_ODI@galaxy.gov.bc.ca

Website: <http://www.indie.ca/strategy/lens.htm>

Government of Nova Scotia. Diversity Management Unit, Department of Human Resources. (1998). *Diversity management*. Halifax, NS: Human Resources Development.

Defines diversity and diversity management. Outlines how to value diversity in programs and initiatives. Also provides the rationale for implementing diversity management.

Website: <http://www.gov.ns.ca/humr/dhr/dmu/divers.htm>

Gender Equality Indicators

Bélanger, S. & Regehr, S. (1998). “*Engendering public policy: The role of research, statistics and indicators in the public policy process: Some examples from Canada.*” Paper presented at the Women’s Policy Research Conference, Washington, DC.

This paper is written by two women who work with Status of Women Canada. One is a research analyst for the Research Directorate; the other is an Economic Policy Coordinator for the Policy Directorate. This paper outlines SWC’s experience in supporting gender analysis through two initiatives: SWC’s Policy Research Fund, and their involvement in developing Economic Gender Equality Indicators. The document includes a discussion about the need for engendered policy research, and the role the research reports funded through PRF play including a discussion of the challenges involved in translating academic research into applied policy terms (i.e., who should do this, how can it be done and how to maintain the independence of the research reports which have been, thus far, very critical of government). It also includes a discussion of the conceptual issues about GEIs regarding the comparative nature of these indicators, the level of (dis)aggregation required, and some of the technical challenges that arise.

Website: <http://www.swc-cfc.gc.ca> (Cross-referenced with Section IV, Strategizing the Policy Process)

Federal/Provincial/Territorial Ministers Responsible for the Status of Women. (1997). *Economic gender equality indicators*. Ottawa, ON: Status of Women Canada.

Innovative series of indicators developed for use by those undertaking gender-based analysis. There are three categories of equality indicators provided: Income, Work, and Learning. Data for each of the indicators is provided nationally and by province. Most information provided describes the period 1986-1991.

Website: <http://www.swc-cfc.gc.ca>

Section III: Analysis of Tools in Practice

Grace, J. (1998). *Sending mixed messages: Gender-based analysis and the “status of women”.* *Canadian Public Administration*, 40, 582-598.

This author delves into the gender vs. women/feminist debate and argues that gender is too narrow and has too many conceptual constraints. She further argues that Status of Women Canada has limited organizational capacity. Although this initiative to undertake GBA as outlined in the *Federal Plan for Gender Equality* is commendable, it falls short for these reasons. The author focuses on analyzing the guiding principles rather than the framework.

Contact: Joan Grace, Department of Political Science, McMaster University, Hamilton, Ontario

No website listed.

***Migas, M. (1997).** *Gender lens tools: A first look.* Halifax, NS: Maritime Centre of Excellence for Women’s Health. (draft).

As a preliminary overview of several existing gender lens tools, this memo outlines key areas of application and identified barriers to success. Offers a useful summary of frequent criticisms such as inadequate reflection on the diversity of needs (i.e., “women” are far from a homogenous grouping) and cumbersome length of existing tools. Migas contends that the crucial next phase of analysis is to generate feedback from individuals who regularly use the gender lens approach to uncover ideas for more successful integration within the policy process.

Website: <http://www.medicine.dal.ca/mcewh>

Razavi, S. and Miller, C. (1995). *Gender mainstreaming: A study of efforts by the UNDP, the World Bank and the ILO to institutionalize gender issues.* Geneva: United Nations Research Institute for Social Development.

This paper is one in an occasional paper series for Beijing. It is part of a project dedicated to integrating gender into policy development. It assesses the efforts of the three organizations, identifying obstacles encountered in different institutional settings and highlights the opportunities for further progress.

No website listed.

Sproule, L.D. (1998). *“Between a rock..finding a new place.”* Paper presented at the Canadian Women’s Studies Association Annual Meeting, Ottawa, Ontario.

This paper reflects the views of a senior research officer in the Department of Justice Canada. Sproule discusses the “inherent contradictions of state feminism.” She describes the dilemmas that ‘femocrats’ face in terms of their marginalization within government because of their point of view, or because they are considered unreliable, “too radical”, and incapable of advancing balanced advice. At the same time, women’s groups are often skeptical of the good intentions of these women (Sproule, 1998, p. 7). Sproule discusses Justice Canada’s initiative to integrate gender equality analysis into its work as a case example. She also discusses the consultations with feminist legal academics and practitioners and responds to their criticisms. She concludes by stating that “(m)ore potential for narrowing the gap between government rhetoric and practice regarding women’s equality rests with the collaboration of grassroots feminists and femocrats” (Sproule, 1998, p. 10).

No website listed.

Teghtsoonian, K. (1996). *Gendering policy analysis: Women’s policy offices and the “gender lens” strategy in British Columbia and New Zealand.* (draft). Victoria, BC: University of Victoria.

An excellent and thorough comparison of the strategies to ‘mainstream’ gender analysis, developed and utilized by the Ministries of Women’s Affairs in New Zealand and British Columbia. Issues are examined surrounding each of three principle aspects of the process: 1. Implementation and compliance 2. Diversity among women 3. Impact of dominant ideological and political context.

Teghtsoonian builds a strong case for the necessity of top-level political will and a generally supportive political environment in order for mainstreaming to occur. The common nature of many of the experiences of the two ministries makes this paper a valuable reference in the gender lens library. Points of particular interest include the comparative impacts of governmental change and the rise of neo-liberal economic philosophies on gender lens mainstreaming in BC and NZ.

Contact: Faculty of Human and Social Development, University of Victoria, PO Box 1700, Victoria, BC, V8W 2Y2

E-mail: ktex@uvic.ca

No website listed.

Teghtsoonian, K. (1998). *The Ministry of Women's Equality in British Columbia: Women, feminism and the state.* (draft). Paper presented at the Canadian Political Science Association, Ottawa, Ontario.

This paper offers insight into an important part of the gender analysis initiative: considerations of the type of structure in place to implement gender analysis. The author explores the advantages and limitations of having a free-standing government ministry dedicated to articulating and promoting women's interests.

Contact: Faculty of Human and Social Development, University of Victoria, PO Box 1700, Victoria, BC, V8W 2Y2,

E-mail: ktex@uvic.ca

No website listed.

World Bank. (1996). *Implementing the World Bank's gender policies: Progress report No.1.* Washington, DC: World Bank.

This report reviews the evolution and current status of World Bank operations with respect to gender and reviews initiatives undertaken to support Beijing's Platform for Action. Of particular interest is the section on institutionalizing a gender perspective in the design and implementation of projects.

Website: <http://www.worldbank.org>

Section IV: Strategizing the Policy Process

Bélanger, S. & Regehr, S. (1998). "*Engendering public policy: The role of research, statistics and indicators in the public policy process: Some examples from Canada.*" Paper presented at the Women's Policy Research Conference, Washington, DC.

This paper is written by two women who work with Status of Women Canada. One is a research analyst for the Research Directorate; the other is an Economic Policy Coordinator for the Policy Directorate. This paper outlines SWC's experience in supporting gender analysis through two initiatives: SWC's Policy Research Fund, and their involvement in developing Economic Gender Equality Indicators. The document includes a discussion about the need for engendered policy research, and the role the research reports funded through PRF play including a discussion of the challenges involved in translating academic research into applied policy terms (i.e., who should do this, how can it be done and how to maintain the independence of the research reports which have been, thus far, very critical of government). It also includes a discussion of the conceptual issues about GEIs regarding the comparative nature of these indicators, the level of (dis)aggregation required, and some of the technical challenges that arise.

Website: <http://www.swc-cfc.gc.ca> (Cross-referenced with Section IV, Strategizing the Policy Process)

MacDonald, W. (1997). Possible approaches to policy making: The selection of strategies and possible activities. *Canadian Home Economics Journal*, 47, 20-22.

Although not a tool, this is a relevant article as it details the practical real-world policy process. It is described as a kaleidoscope “where issues and priorities surface and shift and flow into changing patterns in response to complex pressures and forces” (MacDonald, 1997, p. 20). Canadian context is excellent. Once the issues are identified, the challenge is to add real value to the public debate. The most important part is to gain thorough understanding of the problem and its causes. This requires research, policy analysis, exchange, and debate within the organization to arrive at a united understanding of the problems and suitable interventions. Once the organization is united, alliances with other groups should be established. The aim is to build a community support base. Communications must then be established with elected officials including the relevant Minister and all assembly members who have shown interest in the area. Advancing the formal agenda requires using the network to determine where the real government power resides. Both formal and informal lines of communication need to be developed with the key decision-makers. They must be made aware of the organization’s policy objectives and kept current on project priorities, raise public interest, offer constructive solutions, and present the issue in the context of community wide concerns and goals.

Change needs “a champion from among the people who sit at the table where the decisions are made” (MacDonald, 1997, p. 22). Backbench members can be very influential. The battle is half won once your issue is brought forward by those within the system.

No website listed.

Majury, D. (1998). *Promoting women’s health: Making inroads into Canadian health policy. A policy advice framework report to the Centres of Excellence for Women’s Health. Ottawa, ON: The Centres of Excellence for Women’s Health Program, Women’s Health Bureau, Health Canada.*

Discusses how best to give policy advice considering the ways and context within which policies are made, and the recipients of the policy advice. Provides a pragmatic discussion of what is meant by policy. The author attempts to demystify the policy process and stages approach to developing advice. She offers very useful advice for those wanting to affect policy change. There is a section on gender-lens initiatives where in she discusses their potential for advancing gender equality in health policy. Appendix A by Miriam Bals titled *Policy-Making in an Area of Partnership Quebec*, are the research conclusions drawn from the range of French literatures in Quebec. This appendix defines policy and its functions include a discussion of what ‘good’ policy is and how we foster conditions for better policy. It also discusses how to be effective at giving policy advice while empowering women.

No website listed.

Oxfam. (1995). *Gender issues in health projects and programmes: Report from AGRA East meeting (Oxfam discussion paper 5), The Phillipines. UK and Ireland: Oxfam.*

This paper draws on the experience of a workshop on gender issues and health. It sets out some major gender issues to be considered when designing projects and programmes. These could also be applicable to policies. It includes an appendix of questions for assessing the gender sensitivity of health projects.

Website: <http://www.oxfam.ca>

Potter, I. (1998). *Policy analysis in government. Ottawa, ON: PSC Learning Centre.*

Document written for new policy analysts. It provides “practical advice on how to improve the policy analysis function in government” (1). It outlines the four major steps to policy analysis (i.e., observation & description; analysis; option identification; and evaluation and advice). It is a helpful tool to get a sense of what government officials recommend as “good analysis and advice”.

No website listed.

Health Policy Specific Strategizing

Gurr, J., Gillies, A. & Mailloux, L. (1996). *CIIP2 gender equity thematic study and evaluation: Final report.* Prepared for the Canadian Public Health Association. Ottawa, ON: CPHA.

This is a health focused gender analysis document. It assesses the impact of immunization programs' efforts to promote gender equity in design, management, implementation, and evaluation. It also identifies the major enhancements and constraints to women's full and effective participation, and assesses to what degree the immunization projects meet women's practical and strategic needs.

Contact: 371 Nelson St., Ottawa, Ontario K1N 7S5

Tel: (613) 565-0901; Fax: (613) 565-0903

Lomas, J. (1997). *Improving research dissemination and uptake in the health sector: Beyond the sound of one hand clapping.* Prepared for the Advisory Committee on Health Services to the Federal/Provincial/Territorial Conference of Deputy Ministers. Hamilton, ON: McMaster University.

Specifically addresses barriers to achieving change and integrating innovative research into the health sector. Offers strategies for effective intervention into the policy process.

Contact: Dept. Of Clinical Epidemiology and Biostatistics, Centre for Health Economics & Policy Analysis, McMaster University, Hamilton, Ontario

No website listed.

***Thurston, W.E., Scott, C.M. and Crow, B.A. (1997).** *Social change, policy development and the influence on women's health.* At the Fifth National Health Promotion Research Conference: Gender and Health: From Research to Policy, Halifax, NS: Dalhousie University.

The authors outline the context of health reform, i.e., cast in gender-neutral, aggregate terms concerning economics. They caution that the federal government's acknowledgment of gender as a health determinant has not been met with concrete recommendations and use the National Forum on Health as an example. The focus of this paper is on how gender is treated and how women's health is defined in the health reform agendas (federal and provincial).

No website listed.

Section V: Policy Context

Gender and Restructuring

Baines, D. (1996). "Rebel without a claim: Women's changing bases to claim on the state." *Canadian Social Work Review*, 13, 187-203.

The section on gaining insight into how government policies and practices construct and position women provides ideas on how to intervene. Also provides socio-political contextual analysis of climate for reform. No website listed.

Health Policy Reform

Grant, K. R. & Baron, M. (1997). *Research on health reform and system restructuring across the Centres of Excellence in Women's Health: A discussion document. Prepared for the Centres of Excellence for Women's Health.*

Provides background on women and health reform in Canada. Although this background is very important, the major theme is the work of the Centres and the context in which health policy is being developed.

Contact: NNEWH: email: nnewh@yorku.ca or PWHCE: email: pwhce@usask.ca

No website listed.

Section VI: Training Materials

Commonwealth Secretariat. (1997, June). *Gender management systems in the health sector: Report of the workshop held in Cape Town, South Africa.*

This document describes the Cape Town workshop which was designed to strengthen the capacity of countries to mainstream gender, thereby incorporating gender analysis and gender planning into decision making at all levels of the health system, i.e., a Gender Management System (GMS).

Contact: Commonwealth Secretariat, Marlborough House, Pall Mall, London, England, SW1Y 5HX.

Website: <http://www.thecommonwealth.org>

Commonwealth Secretariat. (1997, Summer). *Link in to gender and development: Engendering the agenda.*

This document contains a number of articles which discuss gender management systems, gender and macroeconomic policy, engendering political decision-making and women's rights as human rights.

Contact: Gender and Youth Affairs Division, Commonwealth Secretariat, Marlborough House, Pall Mall, London, England, SW1Y 5HX.

Tel: +44 171 839 3411

Fax: +44 171 930 1647

Email: gad@commonwealth.int

Website: <http://www.thecommonwealth.org>

Commonwealth Secretariat. (1997, November). *Gender management systems in the health sector: Report of a workshop held in Colombo, Sri Lanka. (Draft)*

This document describes the Colombo workshop which was designed to strengthen the capacity of countries to mainstream gender, thereby incorporating gender analysis and gender planning into decision making at all levels of the health system, i.e., a Gender Management System (GMS).

Contact: Commonwealth Secretariat, Marlborough House, Pall Mall, London, England, SW1Y 5HX.

Website: <http://www.thecommonwealth.org>

Commonwealth Secretariat. (1998, March). *Gender management systems in the health sector: Report of a Commonwealth workshop held in Port of Spain, Trinidad and Tobago.*

This document describes the Colombo workshop which was designed to strengthen the capacity of countries to mainstream gender, thereby incorporating gender analysis and gender planning into decision making at all levels of the health system, i.e., a Gender Management System (GMS).

Contact: Commonwealth Secretariat, Marlborough House, Pall Mall, London, England, SW1Y 5HX.

Website: <http://www.thecommonwealth.org>

Commonwealth Secretariat. (1998). *Gender mainstreaming: Commonwealth strategies on politics, macroeconomics and human rights.*

This publication contains papers on gender integration into politics, macroeconomic policies, and women's human rights, commissioned by the Commonwealth Secretariat for the Ministerial Meeting.

Contact: Commonwealth secretariat, Marlborough House, Pall Mall, London, England, SW1Y 5HX.

Contact: Vale Packaging Ltd., 420 Vale Rd., Tonbridge, Kent, TN9 1TD

Phone: +44 (0) 1732-359 387

Fax: +44 (0) 1732-770 620

Email: vale@vale-ltd.co.uk

Website: <http://www.the.commonwealth.org>

Goodman, T. (1996). *Promoting gender equity within Canada's international immunization program (CIIP2)*. Prepared for the Canadian Public Health Association. Ottawa, ON: CPHA.

This is a presentation that was drawn from the report *Gender Equity Thematic Study and Evaluation: Final Report*.

Contact: Canada's International Immunization Program (CIIP2), CPHA, 400-165 Carling Ave., Ottawa, Ontario, K1Z 8R1

Tel: (613) 725-3769

Fax: (613) 725-9826

E-mail: tgoodman@cpha.ca

No website listed.

Health Department of the Commonwealth Secretariat. (1998). *Curriculum outlines for teaching: Gender and health.* (draft).

This is a draft document of curriculum outlines for gender and health which is a contribution to the teaching of gender and health. It can be used as guidance for those engaged in program delivery and for those trying to produce courses that will increase awareness of gender issues in the health field.

Contact: Health Department of the Commonwealth Secretariat, Marlborough House, Pall Mall, London, England, SW1Y 5HX.

No website listed.

Healy, T. *The gender lens tool kit: A workshop and manual on gender equity.* Prince George, BC: College of New Caledonia. (unpublished).

The workshop materials were developed to incorporate the BC Ministry of Women's Equality's Lens. The project was funded by the Ministry of Education, Skills and Training for B.C. It includes all materials used for the workshop (overheads, handouts, etc.). It also includes background information regarding gender lens and gender equity.

No website listed.

International Labour Organization. (1995). *Gender considerations in the design, monitoring and evaluation of ILO programmes and projects.* Geneva, Switzerland: ILO.

This document is part of the gender training package and the briefing kit. It includes an introduction, key considerations, contacts, and further reading.

Website: <http://www.ilo.org>

International Labour Organization. (1995). *Gender issues in the world of work.* Geneva, Switzerland: ILO.

The first train-the-trainer session was held in December 1994. In 1995, training and awareness raising activities for ILO staff and regional constituents were held. This training package consists of sessions on issues such as gender and development, gender analysis and planning in the work world.

Website: <http://www.ilo.org>

International Labour Organization. (1996). *Report on the gender training workshop for headquarters' staff*. Geneva, Switzerland: ILO.

Outlines the objectives, structure, and training methodology used by the ILO. It includes a detailed summary of day-to-day training activities and participant reactions. It also summarizes feedback received from evaluation forms that were distributed.

Website: <http://www.ilo.org>

Schalkwyk, J., Woroniuk, B., & Thomas, H. (1997). *Handbook for mainstreaming: A gender perspective in the health sector*. Sweden: SIDA, Health Division and Gender Equality Unit.

The handbook was developed to further the development of awareness and capacity for working with a gender perspective in the health sector. It is composed of three parts: 1) analysis of linkages between gender equality and health sector development 2) talking points to guide policy dialogue on gender in the health sector 3) guidance for mainstreaming gender in different parts of the planning cycle.

Contact: SIDA (Swedish International Development Cooperation Agency), S-105 25 Stockholom, Sweden.

Phone: (+46) 8 698 50 00

Fax: (+46) 8 20 88 64

No website listed.

Section VII: Additional Resources & Bibliographies

Morris, M. (1996). *Resources for gender-based analysis: Annotated bibliography and internet resources*. Ottawa, ON: Women's Bureau, HRDC.

No website listed.

Pfannenschmidt, S., McKay, A., & McNeill, E. (1997). *Through a gender lens: Resources for population, health and nutrition projects*. Prepared for The Gender Working Group, Population, Health and Nutrition Center, US Agency for International Development, Washington, USAID.

Contact: Family Health International, PO Box 13950, Research Triangle Park, NC, 27709, USA

Website: <http://www.fhi.org>

Section VIII: Resources Without Annotations

***Canadian International Development Agency. (1995). *The why and how of gender-sensitive indicators: A project level handbook*. Ottawa, ON: CIDA**

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No website listed.

Commonwealth Secretariat. (1997, June). *Gender management systems in the health sector: Report of the workshop held in Cape Town, South Africa*. (draft)

Website: <http://www.thecommonwealth.org>

Commonwealth Secretariat. (1997, November). *Gender management systems in the health sector: Report of a workshop held in Colombo, Sri Lanka*. (draft)

Website: <http://www.thecommonwealth.org>

Commonwealth Secretariat. (1998, March). *Gender management systems in the health sector: Report of a Commonwealth workshop held in Port of Spain, Trinidad and Tobago. (draft)*

Website: <http://www.thecommonwealth.org>

Coulter, R. P. (1996). Gender equity and schooling: Linking research and policy. *Canadian Journal of Education, 21*, 433-452.

No website listed.

Dechman, M. and Neuman, B. (1998). *Using gender equality indicators: Steps to best practices*. Background Paper for the Canadian Symposium: Gender Equality Indicators: Public Concerns and Public Policies, Ottawa.

No website listed.

***Gregor, F. (1997). *Feminist methodologies*. A Contribution to the Panel "Methodologies and Approaches for Research on Gender and Health", at the Fifth National Health Promotion Research Conference: Gender and Health: From Research to Policy. Halifax, NS, Dalhousie University.**

No website listed.

Gregor, F. (1997). "From women to women: Nurses, informal caregivers and the gender dimension of health care reform in Canada." *Health and Social Care in the Community 5*: 30-36.

No website listed.

***Immigration and Refugee Board of Canada. (1996). *Guidelines issued by the chairperson pursuant to section 65(3) of the immigration act: Guideline 4: Women refugee claimants fearing gendered-related persecution*. Ottawa, Ontario: Immigration and Refugee Board.**

No website listed.

International Labour Organization. (1995). *Guidelines for the integration of gender issues into the design, monitoring and evaluation of ILO programmes and projects*. Geneva: Evaluation Unit, Bureau of Programming and Management, ILO.

Website: <http://www.ilo.org>

International Labour Organization. (1995). *Report on the training of trainers' workshop on gender issues in the world of work*. Geneva, Switzerland: ILO.

Website: <http://www.ilo.org>

International Labour Organization. (1997). Bureau of Programming and Management. *Guidelines for the integration of gender issues into the design, monitoring and evaluation of ILO programmes and projects*. ILO: Geneva, Switzerland.

Website: <http://www.ilo.org>

International Labour Organization. (1997). *Gender training programme for ILO staff and constituents for the promotion of equality for women workers*. Geneva, Switzerland: ILO.

Website: <http://www.ilo.org>

Karman, Z. E. (1996). *Feminist initiatives to gender macro-economic policies in Canada.* Paper prepared for the United Nations Institute for Social Development and Centre for Policy Dialogue Workshop: Working Towards a More Gender Equitable Macro-Economic Agenda, Rajendrapur, Bangladesh.

No website listed.

***Kaufert, P. (1996).** *Gender as a determinant of health.* Ottawa-Washington: Canada-USA Women's Health Forum, Aug. 8-10.

Website: <http://www.hc-sc.gc.ca>

McCracken, M. and Scott, K. (1998). *Social and economic indicators: Underlying assumptions, purposes, and values.* Theme II, Background Paper, Version 1 for the Symposium on Gender Equality Indicators: Public Concerns and Public Policies, Ottawa Symposium, Ottawa, Ontario.

No website listed.

Ministry of Women's Affairs. (1996a). *Mainstreaming gender analysis paper 1: Practices in central public service agencies.* Wellington, NZ: Ministry of Women's Affairs, Government of New Zealand.

Website: <http://www.mwa.govt.nz>

Ministry of Women's Affairs. (1996b). *Mainstreaming gender analysis paper 2: Background.* Wellington, NZ: Ministry of Women's Affairs, Government of New Zealand.

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Ministry of Women's Affairs. (1996c). *Mainstreaming gender analysis paper 3: The New Zealand context.* Wellington, NZ: Ministry of Women's Affairs, Government of New Zealand.

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Morris, M. (1998). *Harnessing the numbers: Potential uses of gender equality indicators for the performance, measurement and promotion of gender-based analysis of public policy.* Paper for the Symposium on Gender Equality Indicators: Public Concerns and Public Policies, Ottawa, Ontario.

Website: <http://www.swc-cfc.gc.ca/gendernet/private/cappee.html>

Proctor-Simms, M. (1998). *Application of health impact assessment tools in Canada.* Halifax, NS: Maritime Centre of Excellence for Women's Health. (draft)

No website listed.

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

Contact: Saskatchewan Women's Secretariat, 7th Floor, 1855 Victoria Ave., Regina, SK, S4P 3V5

Tel: (306) 787-7401

Fax: (306) 787-2058

Website: <http://www.gov.sk.ca>

Schalkwyk, J., Thomas, H., & Woroniuk, B. (1996). *Mainstreaming: A strategy for achieving equality between women and men: A think piece*. Stockholm, Sweden: Department of Policy and Legal Services, Sida.

Website: <http://www.sida.se/eng/bistand/water/gender/handbook.html>
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Skinner, E. (1998). *Lessons from the field: Policy makers on gender-based analysis tools in Canada*. Halifax, NS: Maritime Centre of Excellence for Women's Health. (draft)

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Status of Women Canada. (1995). *Towards a framework for evaluating the policy implications of unpaid work*. Paper presented at the meeting of the Organization for Economic Cooperation and Development to the Working Party on the Role of Women in the Economy.

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Wismer, S. and Lior, K. (1994). *Meeting women's training needs: Case studies in women's training*. Ottawa, ON: Federal/Provincial/Territorial Joint Working Group of Status of Women and Labour Market Officials on Education and Training.

Contact: S. Wismer, Environment and Resource Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1 or K. Lior, ACTEW, Advocates for Community-based Training and Education for Women, 801 Eglinton Ave. W., Suite 301, Toronto, Ontario, M5N 1E3

No website listed.

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

The publication includes information on what gender analysis is and why. It is important as well as providing the user with the steps to be undertaken when completing gender analysis, using case examples.

Contact: Women's Policy Office, Government of Newfoundland and Labrador, Confederation Building, 4th Floor, West Block, PO Box 8700, St. John's, NF A1B 4J6

Fax: (709) 729-2331

No website listed.

Yukon Government, Department of Education and Women's Directorate. *It all adds up (Draft -- Not for release)*. Whitehorse: Government of Yukon.