



Gender Equality

Gender equality in context

context

What is gender equality?

Gender equality is at the heart of sustainable development, human rights and the fight against poverty. It is a cross-cutting issue that impacts all aspects of development. Empowering women is a precondition for development.

As the Open Forum for CSO Development Effectiveness states, “Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Gender equality does not mean that women and men will become the same. It means that women and men enjoy the same status and have equal opportunity to realize their full human rights and potential to contribute to development” (Working document no. 6). Gender equality implies an equal access to resources and power. While there is no one model that applies to all societies and cultures, gender equality always implies that women are able to participate in decision making that affects their lives and society as a whole.

Focusing on gender equality aims to:

- Encourage the equal participation of women and men in decision making;
- Enable women and girls to fully exercise their rights;
- Close the gap in women and men’s control over resources and power and the benefits that ensue.

Are women and men equal?

Just because they are born female, women and girls are more likely to be poor and to experience discrimination. In addition to gender discrimination, women are exposed to other forms of discrimination based on race, colour, language, religion, opinion, origin and class.

The majority of women in the world still have fewer rights, less access to education and health services, less revenue, less access to resources and less decision making power than men. And although women represent half of the world’s population, their full contribution to all spheres of human activity is neither recognized nor valued. To achieve sustainable development, we must raise the status of women, respect their rights and fully recognize their contribution to society.

- 100 million women are missing in Asia because of female foeticide and infanticide. [Working Group on the Girl Child (2007). A Girl’s Right to Live: Female foeticide and girl infanticide.]
- 26 percent of primary-school aged girls in sub-Saharan Africa do not attend school. [UN Women (2012). The Millennium Development Goals. Gender Chart 2012]
- 99 percent of all maternal deaths occur in developing countries. [World Health Organization (2012). Fact sheet No348, Maternal mortality]
- Of the total 2.7 million new HIV infections in 2010, close to one million were among young people aged 15-24, of whom more than 60 percent were women. [UN Women. (2012). The Millennium Development Goals. Gender Chart 2012]
- Globally, women occupy only 25 percent of senior management positions, and in 2008/2009 were on average paid 23 percent less than men. [UN Women. (2012). The Millennium Development Goals. Gender Chart 2012]
- Globally, women average just 9 percent of the police and account for 27 percent of all judges. [UN Women. (2011). Progress of the World’s Women 2011-2012: In pursuit of justice]
- Women account for approximately 20 percent of all parliamentarians worldwide. [UN Women. (2012). The Millennium Development Goals. Gender Chart 2012]

Is gender equality universal?

Great strides have been made to recognize women’s rights internationally since the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), now ratified by 187 countries, and the Fourth World Conference on Women held in Beijing in 1995. Furthermore, the Millennium Development Goals (MDG) – the most ambitious global action plan to fight poverty in history – include goals to advance gender equality and women’s empowerment.

Women’s issues used to be the prerogative of women’s organizations, but today many civil society organizations work on women’s rights and women’s empowerment. However, gender mainstreaming remains inconsistent and depends on available resources. In the past few years donors and governments appear to have lost interest in gender equality. More than ever, civil society organizations have a fundamental role to play in keeping gender equality on the political and development agenda. Public

engagement is a powerful way to do so, given the role of public engagement in shaping public opinion and inspiring people to take action.

People who are sensitized to gender equality are more likely to change their own attitudes, respect human rights and support the struggle for equality.

Civil society organizations have mainstreamed gender equality in their development projects, programs and organizational structures – but what about in their public engagement work? Very few specific resources are available to assist them to do so.

This module has been designed to fill that gap. It provides an overview of key concepts, tools and best practices and is intended to help public engagement practitioners integrate gender equality in their programs, projects, activities and campaigns.

This module provides public engagement practitioners with tips and advice on how to integrate gender equality throughout the project cycle, from planning to implementation to evaluation. The terminology used is straightforward, and practical tools are provided so that advice and recommendations can be easily applied.

Stand-alone work and gender mainstreaming

There are two ways to integrate gender equality in your public engagement work:

- **Stand-alone work on gender equality:** A public engagement initiative that has been specifically designed to address inequalities between women and men and to promote women's rights
- **Gender mainstreaming:** A strategy that aims to integrate gender equality in a public engagement initiative that has a different area of focus (such as food security, environment, private sector development, access to water, etc.).

Gender equality is an objective in its own right. Don't be shy – you don't have to be an expert to incorporate gender into your public engagement work! It mostly takes commitment, and then skills will follow.

Integrate gender equality at the project planning stage

good practices

To plan a public engagement initiative, you have to choose a topic and then define your objectives, expected results, indicators and activities. Gender equality should be integrated into all aspects of results-based management. This can be done either with stand-alone work on gender equality or through a gender mainstreaming approach.

Choosing and analyzing your topic

When designing a public engagement initiative, you will usually begin by doing research, gathering statistics and refining your understanding of the topic at hand.

To integrate gender equality, you will need to collect sex-disaggregated data in order to understand how the issue affects men and women differently. This will help you build a narrative around the gender dimensions of your public engagement issue and will help you analyze the causes and consequences of inequalities between women and men.

A **gender analysis** (see 'Further resources,' below) is an exercise by which you collect and analyze sex-disaggregated data. You will need to ask yourself the following questions in relation to your public engagement topic:

- Do men/boys and women/girls experience the issue in the same way?
- Can they each express themselves freely on the issue?
- Do they have equal decision-making power?
- Do they face the same obstacles, difficulties and discriminations?
- Are their activities similar? If not, why?
- Do men/boys and women/girls have the same access to resources, opportunities, advantages and services?
- Can they exercise their rights equally?

If you hire an external consultant to conduct background research and analysis, make sure the person has the skills required to do a gender analysis and remember to include it in their terms of reference.

The reason for integrating gender equality in your public engagement work is to show that inequalities between men and women exist, to explain the situation and to encourage people to take action.

Defining your objectives

A public engagement project is never gender neutral. You will need to integrate gender equality into your project objectives to ensure that it does not reinforce gender stereotypes and inequalities between women and men, but rather contributes to advancing gender equality and women's rights.

Your objectives should briefly describe what your project aims to accomplish in the short, medium and long term – including from the perspective of gender equality. When defining your objectives you will need to take into account the information obtained from

your gender analysis and identify specific changes that will contribute to reducing gender inequality.

You can include specific objectives on gender equality, or mainstream gender throughout all of your objectives:

- **Specific objectives on gender equality:** These objectives are intended to raise awareness about stereotypes or inequalities between women and men.
- **Mainstreaming gender equality across all objectives:** Gender equality is integrated into the framing of all objectives, regardless of the theme.

The following table illustrates these two options:

	Specific objectives on gender equality	Gender equality mainstreamed across all objectives
Campaign on agriculture	Improve the perception of women's role in agriculture by encouraging a positive portrayal of women farmers in the media and in political discourse by 2020.	Advocate for legislation to protect farming communities from land grabs, including specific clauses to strengthen women's right to own and inherit land.
Public engagement project on child labour (conferences, public engagement activities, marketing and media campaigns)	Raise awareness of how child labour impacts girls and boys differently, and suggest possible solutions.	Improve understanding of child labour, including how it affects girls and boys differently.

Choosing your indicators

Once you have defined your objectives, you will need to develop indicators to measure the results achieved at the end of your public engagement project. It is generally recommended that you use both quantitative and qualitative indicators.

It is important to use sex-disaggregated indicators to be able to assess how the project impacted men and women differently.

Example of indicators:

GENDER-BLIND INDICATORS

Percentage of conference *participants* who claim to have an improved understanding of child labour issues.

GENDER-SENSITIVE INDICATORS

Percentage of *women and men* who attended the conference (to measure whether the event was equally accessible to women and men).

Percentage of *women and men* who attended the conference and who claim to have an improved understanding of child labour issues (to measure whether both women and men benefitted from improved knowledge).

Further resources

- AQOCI, Comité québécois femmes et développement (2009), Training kit: Gender and Development, p. 29, http://www.aqoci.qc.ca/IMG/pdf/guides_2004-03_trainingkitged_2_.pdf
- AQOCI, Comité québécois femmes et développement (2011), Training kit : Promoting Gender Equality from Theory to Practice, p. 49, http://www.aqoci.qc.ca/IMG/pdf/trousse_efh_vang.pdf
- Esplen Emily with Bell Emma, BRIDGE (2007), Gender and Indicators : Supporting Resources Collection, <http://www.bridge.ids.ac.uk/reports/IndicatorsSRCfrench.pdf>

Integrate gender equality in your project strategy

good practices

Designing your awareness-raising activities

Civil society organizations use a range of approaches to reach out to and mobilize Canadians on international solidarity issues. For example: information kiosks, conferences, debates, awareness raising workshops, exhibitions, screenings, theatre, workshops in schools, contests, roleplay and simulations, volunteer activities, etc.

When debating which approach to use, ask yourself whether men and women and boys and girls will be able to participate, understand, express themselves and get involved on an equal footing.

Consider the following issues:

- Is the activity equally accessible to women/girls and men/boys?
- Are women/girls and men/boys equally available to participate in the activity?
- Does the activity equally appeal to women/girls and men/boys?
- Will they be able to equally express themselves during the activity?

Deciding who will be the target of your advocacy campaign

To bring about change we need to challenge our governments and promote our vision of international solidarity. Advocacy is a public mobilization strategy that allows citizens to express their aspirations in a democratic setting.

When planning an advocacy initiative you should do a **power analysis** (see 'Further resources,' below) to determine who your allies and opponents are, who you may be able to convince, and who doesn't yet have an opinion on the issue. You should then work with your allies, respond to your opponents and build support among people and groups who are still undecided.

When doing your power analysis, try to find out what each of these groups thinks of gender equality issues. This will help you determine the likelihood they will support or counter your efforts to promote gender equality and you can then strategize accordingly.

For example, a power analysis could reveal that a member of parliament (MP) is willing to push for legislation related to your advocacy issue, but that they are not aware of women's specific needs and may therefore oppose certain gender equality clauses. Based on this information you can craft a narrative that addresses this lack of information and seeks to overcome these misgivings.

PROFILE

The MP does not know much about gender equality

The MP is resistant to gender equality

STRATEGY

Provide the MP with information about the gender dimensions of the issue

Provide the MP with information about the gender dimensions of the issue AND work with allies to help convince him or her

A power analysis that incorporates gender equality will help focus your efforts and increase the effectiveness of your campaign, namely by ensuring that you use the right strategies and activities to reach your targets at the right time.

By integrating gender equality in your advocacy initiatives, you will contribute to transforming gender power relations, advancing women's empowerment and promoting social justice.

Further resources:

- **Oxfam**, Integrating gender in the GROW campaign (internal document)
- **Oxfam**, Guide to gender mainstreaming in advocacy work (internal document)

Promote commitment to gender equality within your team

good practices

Making time to discuss and raise awareness about gender equality

Gender equality is a shared responsibility. Everyone involved (volunteers, employees, etc.) should feel responsible for ensuring that gender equality gets integrated into the public engagement project and should convey messages that promote equality between women and men.

If project leaders are open and respectful about gender equality, all stakeholders will be inspired. Demonstrate your leadership and commitment to gender equality.

Project leaders should identify opportunities (such as teams meetings) to discuss gender equality with volunteers, allies and partners at different stages of the project. For example you can organize a training session or a discussion on the topic. For more ideas and additional resources, consult the AQOCL training kit [Promoting Gender Equality from Theory to Practice](#).

Choosing partners with expertise in gender equality

If you don't feel sufficiently versed in women's rights and gender equality, identify civil society partners who can support or train you. Give preference to civil society organizations that have a proven track record working on gender equality. These organizations are listed on provincial council websites (such as AQOCI's *Comité québécois femmes et développement*) and on CCIC's website. You can also reach out to women's rights organizations in your province.

Integrate gender equality in your communication strategy

good practices

Crafting your messages

Your public speaking engagements and the messages you convey are important because they reflect your organization's commitment to gender equality. Regardless of the topic of your project, it is important to speak about the role women play and to recognize that women and men may experience the issue differently. Make sure not to reinforce stereotypes about what women and men can and should do, and always communicate that women and men have equal rights and should have access to the same opportunities and advantages.

Here are some questions to ask yourself:

- How do my messages reflect my organization's commitment to gender equality?
- Do I have specific messages on the gender dimensions of my project theme?
- Do my messages reinforce stereotypes about women and men's roles?

Choosing the right images

Both women and men should appear in your communication materials. Give preference to images of women leaders in active (not passive) situations. A picture is worth a thousand words! Use pictures to show that both women and men make a positive and essential contribution to development.

Using the right words

Your choice of words is important. Give equal visibility to women and men in your texts and never use the masculine form to refer to both women and men. This is particularly important when it comes to writing in French. The Association québécoise des organismes de coopération internationale (AQOCI) produced a Guide to writing with non-sexist language to help its members reflect their commitment to gender equality in their written communications in French.

Choosing your media outlets and promotional materials

Women and men don't always read the same newspapers and magazines, listen to the same radio, watch the same TV shows or have the same access to new technologies. Choose your media outlets according to the audience you are trying to reach and remember that your choice of media may have a greater impact on men or on women.

Choosing your spokespeople

Make sure you invite both men and women to be the public face of your public engagement initiative as spokespeople, panelists, facilitators, etc.

Choosing the journalists you work with

Invite both men and women journalists to cover your activities. Women journalists will not necessarily cover the issue in the same way as their male colleagues. If you train journalists at the outset of the project, make sure to provide them with sex-disaggregated data so they understand that women and men experience the issue differently and that specific work is needed to address gender inequalities.

Further resources

- **AQOCI**, Guide to writing with non-sexist language (2013) (*in French only*) <http://www.aqoci.qc.ca/spip.php?article331>
- **Vachon-L'Heureux** Pierrette and **Guénette** Louise (2006) Guide to non-sexist writing (*in French only*), <http://osez-dare.ainc-inac.gc.ca/tr/guide-fra.pdf>
- **UNESCO**, Media Development Indicators (2008) <http://www.unesco.org/new/fr/communication-and-information/resources/publications-and-communication-materials/publications/full-list/media-development-indicators-a-framework-for-assessing-media-development/>
- **Conseil régional de l'Île de France**, Gender and communication (2008) (*in French only*) http://www.iledefrance.fr/fileadmin/contrib_folder/Doc/Communication_genree.08.pdf

Integrate gender equality in your project evaluation

good practices

Setting up your project monitoring system

Project monitoring is an ongoing process by which you track progress towards set objectives. To integrate gender equality in your project monitoring system, include some indicators that specifically relate to gender equality and collect sex-disaggregated data for all other project indicators. For example, track how many women attend your trainings and gather their feedback. When it comes to media monitoring, track how many times your issue is raised in the press and assess whether women's role is described in a positive way.

Choosing your evaluation methods

An evaluation allows you to determine if your project has reached its objectives. You can conduct an evaluation halfway through a project, at the end of a project, or many years after to measure its long term impacts.

The evaluation of a public engagement project aims to measure increased awareness, new knowledge, and changes in values, attitudes and behaviours. If you've integrated gender equality throughout your project, this will come up in the evaluation and in people's perception of the project.

It isn't easy to measure the impact of public engagement projects on target populations because most projects don't have the means to track medium- and long-term changes. The following table gives an idea of the kind of feedback you could gather during a qualitative evaluation that would reflect impact in terms of gender equality:

Increased awareness	"I now realize that I don't experience the issue in the same way my partner does." "I now know that women in the South have a harder time than men in accessing... "
New knowledge	"I learned that 99 percent of all maternal deaths occur in developing countries."
Values	"I have realized that equality is a fundamental value for me." "I am outraged to see the inequalities that still exist between women and men."
Attitudes & Behaviours	"I am committed to raising awareness about gender equality in my school." "I am going to do volunteer work in a women's center." "From now on I'm going to speak up when I hear sexist remarks or witness sexist behaviour." "I am going to pay more attention to provincial gender equality policies."

Further resources:

- **CIDA**, CIDA's Framework for Assessing Gender Equality results (2005) <http://www.acdi-cida.gc.ca/acdi-cida/ACDI-CIDA.nsf/eng/FRA-324153433-QY6>
- **AQOCI**, Comité québécois femmes et développement (2011), Training kit : Promoting Gender Equality from Theory to Practice, p. 53 to 57, http://www.aqoci.qc.ca/IMG/pdf/trousse_ejh_vang.pdf

Checklist for gender equality integration

tools

A public engagement program, project, activity or campaign that successfully integrates gender equality will:

- Explain what gender inequality has to do with the issue;
- Denounce gender inequality and suggest specific actions to remedy the situation;
- Provide sex-disaggregated data in order to convey women and men's different lived experiences;
- Reach out to both men and women and ensure that women and men's voices are equally heard.

Four levels of engagement

tools

There are different degrees to which you can integrate gender equality in a public engagement initiative:

Level 0:

- Does not address inequalities between women and men

Level 1: Aware

- Provides the opportunity for both women and men to speak up on the issue

Level 2: Enlightened

- Reveals inequalities between women and men
- Highlights the causes and consequences of these inequalities

Level 3: Committed

- Reveals inequalities between women and men
- Highlights the causes and consequences of these inequalities
- Suggests specific actions to reduce these inequalities, both in terms of individual behaviour and public policies.

The following examples illustrate the different degrees to which you can integrate gender equality in public engagement.

Level 0: *Does not address inequalities between women and men*

Let's imagine a fictional campaign to adopt a treaty to eliminate certain kinds of weapons. The campaign does not address gender equality if it does not use sex-disaggregated data in the campaign narrative, and does not explain how women and men and boys and girls are specifically affected by the existence and use of these weapons.

As such, the campaign can't recommend measures to address the specific needs of women and men in relation to the circulation, trade and use of these weapons in the new treaty.

Level 1: Aware

Provides the opportunity for both women and men to speak up on the topic

Let's imagine a fictional conference on working conditions and trade union freedoms in a country in the South. You can say that the conference provides the opportunity for both women and men to speak up on the topic if the host organization has made sure to invite both male and female speakers from the South in order to hear their respective points of view.

Level 2: Enlightened

Reveals inequalities between women and men

+ Highlights the causes and consequences of these inequalities

A coalition is preparing a series of activities on climate change and drafts a document to further explain the issue. You can say that the document is "enlightened" if:

- It reveals the inequalities between women and men in the face of climate change.
- It includes materials on the impacts of climate change on women's living conditions and access to resources such as water and land.
- It explains why women and girls are more vulnerable in the face of climate change and makes recommendations using examples from civil society projects.

Level 3: Committed

Reveals inequalities between women and men

+ *Highlights the causes and consequences of these inequalities*

+ *Suggests courses of action to reduce these inequalities, both in terms of individual behaviour and public policies.*

A human rights organization organizes an awareness raising campaign on forced marriage and the right to sexual and reproductive health.

You can say that the campaign is "committed" if:

- **It reveals gender inequalities.** Violations of the right to sexual and reproductive health occur. In developing countries, more than 60 million women aged 20-24 are married or living with a partner before the age of 18.
- **It highlights the causes and consequences of these inequalities:**

Causes: Poverty (one less mouth to feed), discrimination against women and minorities (women don't have the

same value as men), the excuse of wanting to protect young girls from sexual violence or to safeguard the honour of a village or a family if a young girl has had sex outside of wedlock and becomes pregnant, etc.

Consequences: Maternal and child mortality, lagging school enrolment and increased drop-out rates, abuse, rape, poverty, domestic violence.

- **It suggests specific actions to take:**

Individual behaviour:

Sign a petition addressed to the Minister of Women's Affairs and the Minister of Justice in targeted countries.

Sign a petition addressed to global leaders who are meeting to discuss the ICPD+20 and the post-2015 development agenda.

Show your solidarity with organizations working to end child marriage in targeted countries by sending drawings and messages of support.

Public policies: Improve access to education for boys and girls, apply existing laws to ensure that the rights of children and women are respected, raise awareness of all aspects of sexuality, provide access to information and family planning services, and decriminalize abortion.

Reflection questions for integrating gender equality

tools

Reflection Questions for Integrating Gender Equality in Public Engagement

BEST PRACTICE #1 : Integrate gender equality at the project planning stage

Choosing and analyzing your topic

1. Did I do a gender analysis to collect sex-disaggregated data?
2. Did this data help me understand and explain how women and men experience the issue differently?
3. In the terms of reference for the background research, did I specify the need to collect and analyze information on how the issue affects women and men differently?

Defining your objectives

1. *Gender mainstreaming:* Did I include gender equality in the framing of all project objectives?
2. *Specific objectives on gender equality:* Did I include a specific objective on gender equality in addition to other project objectives?
3. *Gender mainstreaming and stand alone work on gender equality:* Did I decide to do both?

Choosing your indicators

1. Did I design my indicators in such a way as to gather sex-disaggregated data (ex: number of women and men, percentage of women and men, etc.)?

BEST PRACTICE #2 : Integrate gender equality in your project strategy

Designing your awareness raising activities

1. Were the project activities equally accessible to women/girls and men/boys?
2. Did the project activities take into account the availability of women/girls and men/boys?
3. Did the project activities equally appeal to women/girls and men/boys?
4. Did the project activities offer the opportunity for women/girls and men/boys to equally express themselves?

Deciding who your advocacy campaign will target

1. Did I do a power analysis to determine who was likely to support or oppose the project's efforts to promote gender equality?
2. Did I organize specific activities to raise awareness and convince elected officials who were less informed or had misgivings about gender equality?

BEST PRACTICE #3 : Raise awareness and commitment to gender equality within your team

Making time to discuss and raise awareness about gender equality

1. Have I demonstrated my own commitment to promoting gender equality within the project?

2. Do I raise the issue of gender equality during team meetings and when planning activities?
3. Did I organize a gender equality training at the outset of the project to strengthen the capacity of my colleagues?

Choosing partners with expertise in gender equality

- 1) Did I involve women's organizations and/or other civil society organizations with expertise in gender equality?

BEST PRACTICE #4 : Integrate gender equality in your communication strategy

Crafting your messages

1. How do my key messages reflect my organization's commitment to gender equality?
2. Do I have specific messages on the gender dimensions of my project theme?
3. Do my messages reinforce stereotypes about women and men's roles?

Choosing the right images

1. Are women and men equally represented in my communication materials?
2. Are women represented as victims or as leaders in my communication materials?

Using the right words

1. Do my written communications use gender-neutral language?

Choosing your media outlets and promotional materials

1. Do the media outlets and promotional materials I use allow me to reach as many men as women?

Choosing your spokespeople

1. Are there as many women as men who speak publicly about the project (as spokespeople, panelists, facilitators, etc.)?

Choosing the journalists you work with

1. Do I work with both men and women journalists?
2. Do I provide them with sex-disaggregated data so they can convey the different realities faced by women and men?

BEST PRACTICE #5 : Integrate gender equality in your project evaluation

Setting up your project monitoring system

1. Have I collected sex-disaggregated data for all my project monitoring indicators?
2. Does the data collected allow me to measure the participation and specific impact of the project on women and men?

Choosing your evaluation methods

1. Did the evaluation allow me to determine whether the project achieved its specific gender equality objectives?
2. Did the evaluation allow me to assess whether I adequately integrated gender equality in the design and implementation of all steps of the project?
3. Did the evaluation allow me to measure increased awareness or changes in attitudes vis-à-vis gender equality?

Additional Resources on gender equality

resources

Resources on gender equality:

- [Gender analysis \(CIDA\)](#)
- [Gender Equality, Promise to Practice \(CCIC\)](#)
- [Gender Analysis for Project Planners \(Interagency Coalition on AIDS and Development\)](#)
- [Integrating Gender Equality and Women's Empowerment into an Activity, Programme or Policy \(New Zealand Aid Programme\)](#)
- [Action Learning for Gender Equality \(Gender at Work\)](#)
- [CIDA resources on equality between men and women \(CIDA\)](#)
- [The Power of Gender-Just Organizations \(Oxfam Canada\)](#)
- [Millennium Development Goals \(UN Women\)](#)
- [20 Key Gender Websites in French \(BRIDGE\)](#)
- [Annotated bibliography](#) on 20 key francophone resources on gender and development (BRIDGE) *(in French only)*

Resources on public engagement:

- [Toward Good Practice in Public Engagement \(CCIC\)](#)
- [Beyond the Placard: A guide to creative public engagement \(Oxfam-Québec\)](#) *(in French only)*

Resources on communications:

- [Gender Equality and New Technologies \(AWID\)](#)
- [Photo-language \(Le monde selon les femmes\)](#) *(in French only)*
- [Media and Gender Monitor \(World Alliance of Christian Communication\)](#)
- [Communicating Gender for Rural Development \(FAO\)](#)
- [Portraits of Women in Action \(SUCO\)](#) *(in French only)*
- [The South through the Northern Eye: Understanding how images of the South influence public opinion \(ACIC\)](#)
- [Focus on Ethics: Addressing Tensions in Choosing Fundraising Images \(CCIC\)](#)
- [Gender and Development Journal, Media Issue](#)

Thematic issues:

- [Towards Gender Justice : Mainstreaming a Gender Perspective in Farmer's Organisations \(Oxfam Canada\)](#)
- [Pathways to Gender Justice Handbook \(Canadian Council for Refugees\)](#)
- [10 Facts About Gender Inequality in the World of Agriculture in West Africa \(Oxfam\)](#)
- [Engendering the millennium development goals on health \(WHO\)](#)
- [Because I am a Girl: The State of the World's Girls 2012 \(Plan International\)](#)

Other:

- [Putting the Istanbul Principles into Practice \(Open Forum for CSO Development Effectiveness\)](#)