



**EuroBroadmap** | visions of europe in the world

Work Package 1: Project management  
**Project deliverable D.1.4**

# **EuroBroadMap**

**VISIONS OF EUROPE IN THE WORLD**

**Small or medium scale focused project  
FP7-SSH-2007-1**

## **Gender Action Plan**

Anna Spiteri, Josianne Vella  
IRMCo Ltd., Malta

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## **Executive Summary**

Gender issues are relevant to EuroBroadMap in several ways, and the purpose and scope of this initial Gender Action Plan is to ensure that these issues are addressed as an integral part of the research that is being carried out.

In the Introductory Chapter, the concepts of gender mainstreaming and gender analysis are defined. In order to achieve a common understanding of these and other relevant concepts among the immediate target group, an initial glossary of terminology has been included (see Annex A).

The rationale for the EuroBroadMap Gender Action Plan is outlined in Chapter 2, along with the strategy that is required so that by the end of its three years' duration, a gender perspective will feature strongly in the project deliverables. To guide this process, it was deemed appropriate to put into place a mechanism that distinguishes between the appropriate levels, i.e. ranging from an overall coordination level to the specific application level in the work packages. A series of actions are drawn up by the gender coordinator, who in consultation with the Gender Working Group, will jointly share the role of guiding the process.

Chapter 3 outlines a framework for achieving a gender perspective in EuroBroadMap, both at consortium level and throughout the research process. Precise actions are provided to raise awareness and to enable a gender picture to emerge in the research results. Attention is drawn on affirmative actions as well as on actions that enable the unearthing of hidden data. Evidently, the Gender Action Plan assigns very significant importance to dissemination actions, both within and outside the EuroBroadMap community. This chapter also includes some initial reflections to guide the drafting of the monitoring and evaluation plan that will be used to measure the effectiveness and impact of the gender activities contained in this document.

Chapter 4 advises on various links between the outputs and outcomes of the Gender Action Plan and the EuroBroadMap Work packages, while Chapter 5 provides a list and timeframe for the main milestones foreseen for the gender mainstreaming process.

## 1. Introduction

### 1.1. Purpose and scope

The purpose of this document is to set out the gender policy of the EuroBroadMap consortium throughout the project. This plan will provide a number of specific guidelines with the aim to raise awareness with the partners on a number of gender issues, including the importance of employing a gender mainstreaming approach within the consortium and throughout the research process, in line with the EU gender mainstreaming policy. The Gender Action Plan (GAP) is intended as a working document that will evolve with the development of the project.

Based on the rationale outlined in Chapter 2, the objective of Gender Actions in EuroBroadMap is fourfold:

1. to address the gender imbalance that is currently prevailing in the research world of academia, and in the work place, with positive actions that raise awareness on gender and encourage the balanced participation of men and women within the consortium;
2. to rigorously apply (and from the very beginning) the principles of gender mainstreaming to all project aspects and research activities (i.e., walk our talk);
3. to provide statistics on women and men working in the project, and to develop strategies to achieve true Equal Opportunity conditions;
4. to keep monitoring and evaluating the progress with partners, and with their assistance perform a comprehensive gender analysis, that will aid in building a gender picture at consortium member level, as well as in the research taken up during the project.

Gender Working Group (GWG) coordinated by IRMCo is responsible for ensuring the above gender objectives are fulfilled (1) in the governance of the consortium and (2) in the realisation of surveys.

In the long term, EuroBroadMap aims at contributing to the goal of demonstrating (by means of quantitative and qualitative examples) that gender mainstreaming does make a significant and measurable difference and that it affects positively (i.e. improves), the overall performance of projects involved in social research. Within the overall scope of EuroBroadMap, namely that of uncovering different visions of Europe in the World, the issue of gender is considered as an important social criterion. The GAP aims at ensuring that the gender issue is constantly referred to and integrated within the specific goals and activities of the project.

### 1.2. Terminology

We define here the terminology used in this document. As part of the tasks described in the following sections, a comprehensive glossary will be elaborated and made available on the project website. Annex A contains an initial version of this glossary.

**Gender** refers to the different roles, attitudes, values, rights, and responsibilities of men and women and the relationship between them. Gender does not simply refer to male or female (or sex), but to the way their qualities, behaviours, and identities are

determined through the process of socialization. The different roles of women and men are influenced by historical, religious, economic and cultural realities. Gender roles are learned and vary across cultures and over time; therefore, these roles and responsibilities can and do change over time.

*“Asymmetrical relations of power between men and women exist because of prevailing gender norms and practices. However, the asymmetries are also embedded in societal institutions, ranging from the family and the educational system to the political and economic systems and the legal system. They are associated with unequal access to resources, diminished social and economic status, vulnerability to abuse and violence, and reduced life chances. Women are usually disadvantaged relative to men.”*

**2004 World Survey on the Role of Women in Development:  
Women and International Migration, UN.**

**Sex** is genetically determined and refers to the biological distinction of men and women. Only a very small proportion of the differences in roles assigned to men and women can be attributed to biological or physical differences based on sex e.g. pregnancy, childbirth, differences in physiology etc.

**Gender Mainstreaming** is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of any **research and training activity** and any **proposed guidelines and policies**.

To work, this strategy must be followed up by Gender Analysis.

**Gender Analysis** is a process to assess the differential impact of proposed or existing policies, programs, projects and legislation on men and women. Gender analysis recognizes that the realities of men's and women's lives are different, and that equal opportunity does not necessarily mean equal results.

Essentially, gender analysis asks the **'who'** question:

Who does what, has access to and control over what, benefits from what, for both sexes in different age groups, classes, religions, ethnic groups, races and castes?

Gender analysis also means that in every major demographic, socio-economic and cultural group, **data are separated by sex** and analysed separately by sex.

### 1.3. Identification of gender issues relevant to the context of EuroBroadMap

#### 1.3.1. **Gender issues related to the objectives of EuroBroadMap**

As a result of the emerging flow and network patterns that continue to shape Europe in a globalizing world, EuroBroadMap understands the importance of analyzing and re-evaluating the geographical representations of Europe and the World. The research aims to analyse and identify discrepancies between **“subjective Europe”** (as it exists in the mind), **“functional Europe”** (as it is linked to the rest of the world by flows) and **“political Europe”** (as it is revealed by political actions and discourses). In this respect, special focus is placed on the vision of Europe and the World held by migrants from third countries, because migrants potentially encapsulate all of the contradictions that exist between the three previous visions of Europe in the World.

Gender issues are relevant in this project in several ways, all of which are addressed in this document.

Firstly, in trying to capture the perception of the diverse people interacting within this new social reality, the inclusion of a gender perspective provides an important contribution in building a complete picture of a coherent and shared vision of the place of Europe in the World. The mental surveys carried out in WP2 will include the gender dimension through the use of gender-sensitive questions, measures that allow for the collection of sex-disaggregated data, and equitable proportions of women and men interviewers and interviewees. Gender is one of the main factors being examined to understand how social standing (by sex, marital status, education, income, cultural and religious milieux etc.) can influence an individual's perception of Europe and the World.

Secondly, within the specific research undertaken with migrants, the project will take into consideration the various gender topics that are associated with migration. A gender perspective on migration is fundamental in extending current understanding about international migration by examining the gender-specific causes and consequences of migration (UN, 2004), whilst uncovering how migratory processes have a different impact on migratory experiences and narratives (Lipszyc, 2004) of women and men. As the UN 2004 World Survey on the Role of Women in Development points out "The migration experience itself is influenced by gender perspectives". The specific relation of gender to international migration is discussed in more detail in the following section.

Finally, the EuroBroadMap consortium acknowledges the positive impact of gender mainstreaming in research and development projects and commits itself to address the gender imbalance present in the research world, and the work place through equalising the involvement of women in the project, as well as raising awareness both within and outside the consortium. In this way, EuroBroadMap aspires to offer significant contribution towards recognizing and highlighting the gender differences in attitudes that exist in research and technological processes.

### **1.3.2. Gender issues related to migration**

Considering the significant relation between gender and migration, this section is included to highlight the different implications of gender on migration: its impact on the type of migration chosen, and the causes and consequences on men and women migrants. It is being suggested that this section be used as a separate document and attached to the interview guidelines given to interviewers doing work with migrants in WP3.

Women have long constituted a significant portion of the world's migrants (Zlotnik, 2003). However, recently, international migration has seen a significant change in the migration patterns of women on two fronts. First, there has been a significant increase in women migrants, at times even constituting a majority, and second, women are migrating independently for economic reasons (Yinger, 2006; Lipszyc, 2004; Moreno Fontes Chammartin, 2001; Castles and Miller, 1998). These two factors, taken together, are commonly referred to as the *feminization* of migration. "While during the 1970s, the typical profile of a migrant was that of a male breadwinner, since the early 1980s increasing numbers of women, single as well as married and often better educated than men, have started moving on their own to take up jobs in other countries" (Moreno Fontes Chammartin, 2001). This feminization of migration is having significant implications on the international labour migration.

Despite the obvious significance of gender in migration, most research on migration has paid little attention to the gender perspectives, in terms of both the differences and inequalities in

the experience of migration and the contributions, needs and priorities of women and men migrants. More recently, attempts have been made to implement gender mainstreaming or to systematically identify and address gender perspectives in all aspects of migration. Migration is now viewed as a gendered phenomenon that requires more sophisticated theoretical and analytical tools than sex as a dichotomous variable (Piper, 2005).

Participation of women in international migration reflect their social roles, their capacity for making decisions and exerting autonomy, their access to societal resources and the existing gender stratification in origin and destination countries (UN, 2004). When policies, practices and norms that discriminate against women are in place, women's capacities to participate and contribute fully in society are diminished. Such conditions affect the potential of women to migrate and whether they migrate autonomously or with other family members. Migration can provide new opportunities for women and men to improve their lives, escape oppressive social relations, and support those who are left behind. But it can also expose people to new vulnerabilities as the result of their precarious legal status, abusive working conditions, exposure to certain health risks, etc. (UNRISD, 2005).

The UN World Survey (2004) identifies four specific conditions that govern the extent of labour migration of women: (i) the gender-specific labour demand in receiving countries (such as for domestic workers, nurses and entertainers etc.), (ii) the gender-specific norms and stereotypes in the source countries that define certain suitable occupations for women, the inappropriateness of women migrating autonomously, the constraining effects of their family roles, the lack of women's social and economic independence and the absence of resource networks, (iii) gender-specific expectations about reciprocity in destination countries where migration of daughters may be encouraged rather than restricted by parents, and (iv) higher percentage of women migrants are seen when women's earning potential is more highly valued.

However, although today a higher percentage of women seem to migrate for economic opportunities, not all migration is voluntary. Millions are forced to move due to war, civil unrest or coercion. And even for some voluntary migrants—particularly women—conditions are not always positive. Some migrants, disempowered by poverty, or discriminated against by ethnicity or sex, may be exploited or trafficked (Yinger, 2006).

The UN World Survey (2004) identifies a number of consequences of migration on women. Once again gender relations and gender hierarchies in both origin and destination countries determine the gender-specific impacts. For the women who migrate, especially as refugees, the effects of pre-existing gender inequalities are often increased. It has been observed that hierarchical power structures in refugee settlements give men greater control over resources and greater decision-making capabilities which can have detrimental effects on the capacity of women to obtain protection from physical violence and abuse, to access food and health care and to undertake income-producing activities.

Migrant women are also affected by existing gender inequalities in the receiving society. The legal status of migrant women, the gender norms implicit in immigration regulations and general attitudes to migrants are also important factors influencing the subsequent experiences of migrant women and the impact of their migration on destination countries. Today, when more women are migrating on their own as principal wage earners, they tend to work in traditional female occupations, including domestic work, the garment industry, nursing and teaching. This means that migrant women are often employed in gender-specific occupations that typically pay less than traditionally male occupations.

Many women who migrate find themselves at risk of gender-based violence and exploitation. Whether they are labour migrants, family migrants, trafficked persons or refugees, they face the triple burden of being a woman, foreign and, often, working in dangerous occupations. In

addition, it is important to keep in mind that gender intersects with race, ethnicity and religion and can result in differential access to opportunities— among women as well as between women and men. Since many migrant women are of a different race, ethnicity and religion than their host population, they may face additional discrimination on those grounds.

A gender perspective on migration addresses the limited attention given to the presence of migrant women and their contributions. It views the migration of women and men as influenced by beliefs and expectations about appropriate behaviours for women and men and between women and men, which are reinforced in economic, political and social institutions. A gender perspective acknowledges the influence of gender inequalities that exist in both origin and destination countries and illustrates how those inequalities can empower women but can also handicap them in the migratory process. It addresses both the opportunities for empowerment of migrant women and the challenges and vulnerabilities women face in the context of migration.

Five years ago, at Beijing, the International Organization for Migration made a four point appeal to the international community: first, to recognize the trend toward the feminization of migration; second, to improve awareness and understanding of the conditions and needs specific to migrant women; third, to promote equal access to projects and services so that migrant women might fully participate in and benefit from them; and fourth, to design and implement, where appropriate, programmes designed specifically for migrant women (Paiva, 2000).

The concrete actions proposed in this document are aimed to *raise awareness* and increase the visibility of gender issues experienced by women migrants arriving in Europe. The efforts foreseen in *building a gender picture* are intended to gain an understanding of the gender-specific causes and consequences of migration and to emphasize how the experiences of women and men in the migration process are often based on and perpetuate gender inequality. Furthermore, in analyzing the perceptions of migrants coming into Europe from the Eastern path (Ukraine-Romania-Hungary) and the Southern path (Tunisia-Malta-Italy), EuroBroadMap will be attempting to highlight gender differences in both labour migrants and refugees.

#### 1.4. Structure of the document

The following sections focus on developing a Gender Action Plan that can serve as an initial working document to all EuroBroadMap partners. It defines the rationale and the strategy of the GAP. It explains the role of the **gender working group**, and the **gender reviewers** and outlines the proposed activities for each.

The list of activities is meant to serve as an initial guide to what is expected. These are broken down in simple terms for easier application. To this effect, data that is needed and the approaches to employ to raise gender awareness both within the Consortium and outside are drawn up. The GAP also proposes how to approach data collection, analysis and integration within the research work carried out in the Work packages. Actions that guide the inclusion of a gender perspective in the dissemination and exploitation efforts of the project are also included. A draft outline for the gender monitoring and evaluation plan is also being proposed. Insights on the results and progress achieved within the project will be used to revise and improve the policies and Guidelines set out in this document

Therefore, these are by no means the only actions required and the partners are encouraged to give feedback, propose more tasks or refine existing ones.

## 2. The Rationale and Strategy of the Gender Action Plan

### 2.1. Rationale

Since the signing of the Beijing Platform for Action in 1995, the concept of gender mainstreaming has been widely discussed in a variety of contexts. Research and practical experience in the last decades have consistently highlighted the benefits of mainstreaming gender equality in projects, programmes and initiatives across the board. The ramifications of gender penetrate all aspects of our lives. Gender considerations are important in gaining a holistic understanding of the contemporary cultural, socio-economic, and political contexts. The gender implications arising from the different roles, perceptions, responsibilities and opportunities of both sexes within these contexts need to be understood and accepted for the development of equitable and sustainable societies.

*'Gender mainstreaming is an essential strategy not only for attaining gender equality, but also for the sustainable development of societies as a whole' (CIDA, 2000).*

The subject of migration has also seen increased commitment in the gender dimension with policymakers and scholars alike placing greater attention towards the identification of gendered ramifications of migratory processes. International organizations are now realizing the significant implications that gender has in migration. Scholarly research on migration has also changed considerably in the past decade, with women-centred research shifting more toward the analysis of gender (Piper, 2005). An analysis based on gender highlights the social and economic dimensions of migration. Migration can have a significant effect on the contextual relationships between men and women. Migration has the potential to reconfigure gender relations, power inequalities, opportunity and vulnerability structures, and social and legal status.

EuroBroadMap is aware of the importance of employing gender mainstreaming throughout the research framework of the project. At the end of the three-year project, the integrated gender dimension taken up in the project research activities is expected to contribute considerably to the current state of knowledge. The EuroBroadMap project also aspires to contribute towards recognizing and documenting the gender differences in attitudes that exist in the research process, whilst addressing the gender imbalances that are currently prevailing in the research world of the academia, and in the work place, with positive actions towards the equal participation of men and women in the project activities.

The GAP is intended to provide the GWG, and all consortium members, with a toolkit of concepts, frameworks, strategies and guidelines to facilitate effective gender mainstreaming in EuroBroadMap.

### 2.2. Strategy

We propose a series of mechanisms and actions that will enable a gender perspective to feature strongly in the project deliverables. Certain given factors already facilitate this goal. The consortium is made up of 11 partners with an encouraging proportion of circa 40% of women. All the research teams where the majority of researchers are women are lead by a woman (IRMC0, UPD, USP, University of New Delhi). The deputy scientific coordinator is a woman, Dr. Clarisse Didelon. IRMC0, led by a woman, is leading the drawing up of the GAP and in setting up a GWG. There are also several gender specialists with international experience in the team who will contribute effectively towards this goal.

The tasks of the GWG will be various and will include tasks within the consortium, like overseeing that the use of inclusive language is used both to ascertain that the educational and

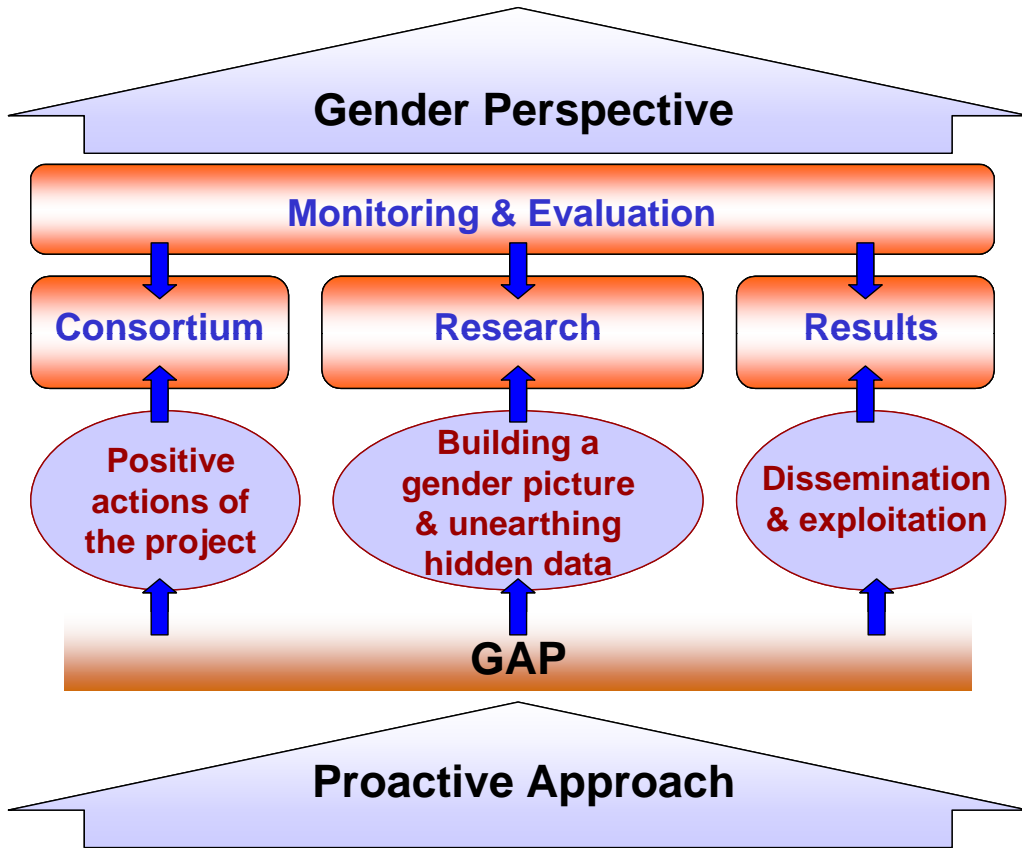
work opportunities provided by project will not demonstrate bias towards men or women of different ethnic, religion, age, marital status, sexual orientation or disability, social and/or economic status, and also in the surveys and interviews carried out. Through some of the tasks listed below, this protocol will ensure that a positive action approach is employed throughout the lifetime of the project. The GWG will have to be vigilant to keep up the gender awareness through the use of a neutral gender language and various other positive actions that are required to achieve a real gender perspective.

The GWG will also ensure that the policies of the GAP are followed by every partner and in every work package, especially in WP2 and WP3, and WP6. All surveys from the beginning of the project will have to be designed to enable collection of sex-disaggregated data to allow gender specific analyses. Gender Reviewers, selected from within the GWG have been appointed to ensure that a gender perspective is maintained throughout the entire research process. Their main role is to verify that a gender perspective is present in the design of the surveys, in the methodology and strategy used to gather data, and in the analyses and results of the project.

This list of proposed actions is based on the following overriding principles of gender mainstreaming:

- The need for a ***proactive approach*** to achieve a gender perspective in all project activities (specifically targeted strategies);
- The need to ***raise awareness*** at all the levels of the project (consortium members, researchers, interviewees and the general public);
- The need for a conscious effort to employ effective ***participatory processes***.

The following diagram provides a graphical representation of the framework developed in the GAP for gender mainstreaming within the context of EuroBroadMap.



The approach and activities of the EuroBroadMap gender policy are based on well-known and well-researched methodologies and strategies (see references) that have been translated into the tasks detailed below. This proposed list of tasks, which is drawn up specifically for EuroBroadMap, is meant as initial guidelines and all partners are welcome to make additional suggestions as the project progresses.

### 2.3. The role of the Gender Working Group

The GWG is made up of a small number of EuroBroadMap key team members that have the role of further elaborating the gender mainstreaming strategies and guiding its implementation throughout the project. The following table presents the Gender Representatives appointed to form part of the GWG during the Kick-off meeting in Paris.

Country	Organisation	Name
France	CNRS/UPD	Laurent Beauguitte, Manuela Martini
Belgium	ULB	Barbara Delcourt
Portugal	CEG	Eduarda Marques da Costa
Sweden	NORDREGIO	Lisa Van Well
Malta	IRMCo	Anna Spiteri (GWG Co-ordinator)
Romania	UAIC	Oana-Mihaela Storeliu, Rusu Alexandru
Turkey	DEU	Nihal Kirkpinai Acar
Brazil	USP	Hervé Thèry
Cameroon	CAUPA	Bopda Athanase
China	ECNU	LongGen Ying
India	Univ. of N Delhi	Meenakshi Thapan, Jayshree Mathur

This horizontal-issues working group on gender will facilitate and ensure the effective implementation of gender activities and their integration throughout the consortium activities. They will liaise with the Work Package Leaders on the various tasks listed below and together they will work continuously to raise awareness and ensure a gender balance in all levels of the project.

The Gender Coordinator, together with the GWG will take charge of the following proposed tasks and actions:

1. Contribute to the drafting and ongoing development of the Gender Action Plan
2. Assign two Gender Reviewers to each Work Package.
3. Promote the use of gender-inclusive language.
4. Ascertain that the educational opportunities and job experiences offered by the project are equitably accessible to both men and women.
5. Develop opportunities for increasing awareness on a number of gender issues within the consortium as well as outside the project.
6. Encourage a proactive approach towards participation of men and women both in the overall governance of the project and in the research process.
7. Ensure that the design of the progress reports takes into consideration sex disaggregated data and allows for input on progress related to gender.
8. Build positive 'equality' gender messages and images to convey in all dissemination material.
9. Propose a strategy and format to reach the media.

#### 2.4. The role of the gender reviewers

Gender Reviewers, selected from within the GWG were appointed to ensure that a gender perspective is maintained throughout the entire research process. Each Work Package has two reviewers assigned to the following WPs:

Country	Organisation	Name	WP
France	CNRS/UPD	Laurent Beauguitte, Manuela Martini	- , 5
Belgium	ULB	Barbara Delcourt	3
Portugal	CEG	Eduarda Marques da Costa	5
Sweden	NORDREGIO	Lisa Van Well	2
Malta	IRMCo	Anna Spiteri (GWG Co-ordinator)	-
Romania	UAIC	Oana-Mihaela Storeliu, Rusu Alexandru	2 4
Turkey	DEU	Nihal Kirkpinai Acar	3
Brazil	USP	Hervé Thèry	3
Cameroon	CAUPA	Bopda Athanase	6
China	ECNU	LongGen Ying	6
India	Univ. of N Delhi	Meenakshi Thapan, Jayshree Mathur	4

The Gender Reviewers will make sure that a gender perspective is present in the design of the surveys, the methodology and the strategy used to gather data. They will promote gender balance throughout the entire **research process**.

The Gender Reviewers also have the responsibility to scan the reports and documents resulting from the project's research to ensure that a gender dimension has been integrated into the analysis and results.

### 3. Achieving a Gender Perspective in EuroBroadMap

#### 3.1. Positive Actions of the EuroBroadMap consortium

In order to ensure gender equilibrium within the project, the initial tasks of the consortium management were the inclusion of UN and EU guiding principles on gender equality in the **Consortium Agreement**, the setting up of the **Gender Working Group**, and the drawing up of this **Gender Action Plan**.

This document provides specific guidelines with the aim of *raising awareness* with the partners on a number of gender issues, including the importance of *employing a gender mainstreaming approach* within the consortium and throughout the research process.

As stressed earlier, the Gender Coordinator, together with the GWG, will have the responsibility to ensure equal opportunities and gender mainstreaming throughout the whole consortium. However, with the guidance of the GWG, all consortium members have the responsibility to facilitate the gender mainstreaming process through the following actions:

1. Use of inclusive gender-inclusive language throughout.
2. Ensure that the educational opportunities and job experiences of the EuroBroadMap project are accessible to women and men of different ethnic, religion, age, marital status, sexual orientation or disability, social and/or economic status.
3. Promote positive action to achieve gender balance when hiring students and other personnel (to be contracted on the project). That is, if 4 women and 30 men apply, and there is room for 20, the 4 women are chosen and a proactive approach is applied to encourage 6 more women to apply, to arrive at an equal number of 10 + 10 applicants.
4. Encourage equitable participation in all project activities (meetings, presentations, workshops, surveys, interviews etc.). Special attention should be given to the setting up of the network of stakeholders for the valorisation and exploitation of project results in WP7. Positive action should be employed to invite women representatives of the organisations targeted to be part of this network, as well as invite women organisations involved in gender.
5. Develop internal and external communication strategies that are not gender-blind and address women's and men's needs and situation.
6. Utilise the project dissemination channels and tools (website, newsletter, flyers, posters, videos, exhibitions etc.) to raise awareness on gender issues and build positive 'equality' gender messages.
7. Improve media images of women's role in societies, promote women as individuals with full human rights, and discourage intolerance and violence against women. This offers a special opportunity to change the image and perception of women migrants and women refugees.
8. Develop a gender monitoring and evaluation plan to monitor the progress and the implementation process of the gender mainstreaming actions.

The GWG will work with constant email contact and will hold meetings alongside the coordination meetings every six months to review and assess the results and progress achieved within the project with regards to gender actions, and to revise and improve the policies and guidelines set out in the GAP.

### 3.2. Building the Gender Picture

#### 3.2.1. **Unearthing hidden data in EuroBroadMap**

The EuroBroadMap project partners agree that separating and understanding a different gender outlook is critical in the migration and perception context. The project will take into account the question of gender implications, in particular through the analysis of representation of migrants (WP 3), but also in the survey of mental maps (WP 2) and in the cross analysis of the results and the identification of integrated visions - Subjective Europe, Political Europe and Functional Europe (WP6). In WP4 which looks at national visions of Europe in official political statements and school curriculum, the gender issues are embedded in deeper political power relationships and philosophy of science, but wherever applicable WP4 will be on the lookout for possible gender implications.

Especially in the context of WP 3, the project findings will be able to draw a picture of the causes and conditions under which women migrate, the status accorded to women migrants in receiving countries and the predominance of women in certain labour flows and not in others. Current traditional theories fail to help us understand the circumstances that encourage women to become transnational migrants, to enter into trafficking channels, or to seek refugee resettlement. The surveys will also unearth other more gender-sensitive inquiries on the many different types of migration, including temporary, permanent, illegal, labor, and conflict-induced migration.

It would be of interest to keep in mind that when unearthing data certain factors have to be kept in the foreground to ensure that a picture of the real situation emerges that would otherwise stay hidden, for example:

1. Demographic data: can reveal different causes and reasons for migration, choice of destination and implications of migration.
2. Economic data: invisibility of unpaid and paid women labour masking women's contribution to economy and society
3. Legal data: the legal status accorded to migrant women by the receiving country may affect the rights and opportunities of these women and may encourage exploitation of their vulnerable situation
4. Socio-religious-cultural data: cultural norms can reveal the perceptive differences of the roles, motivations and experiences of women and men
5. Existing policies and research may not take into consideration the gender implications of migration and may hide the real situation of migrant women.

The survey of mental maps in WP2 will produce a set of subjective visions of the World, in general, and Europe, in particular, held by undergraduate students from different countries both European and non-European. This is aimed to produce a trans-national vision of Europe seen from abroad based on social and religious differences, and to uncover differences of perception of the world between students that which are also relative to gender, language, etc. The protocol of the survey will be established in order to capture these different representations according to social characteristics, cultural background, age or gender. A gender perspective will be integrated in the survey methodology through the application of gender-sensitive questions, the collection of sex-disaggregated data and the balanced representation in the sample group and the interviewers.

WP 6 will collate results from the previous work packages to summarize the discoveries made in order to elaborate synthetic answers to the questions addressed by the tender FP7 Europe seen from outside. In this work package the project will also try to examine the variations in

the visions of the world (in general) and Europe (in particular) that are not induced by geographical location but social status of actors. The analysis undertaken in this work package aims to address the question on how gender, income, professional interest, cultural (language and religion) background can modify the actual perception of the world. And finally the question of whether these ‘social variations’ are actually of greater importance than the differences induced by geographical and political position will be addressed. Therefore, specific issues related to gender will be included in the separate report on Social Variations delivered by this work package. Furthermore, the Gender Reviewers will be able to get a global view on all deliverables through the final synthesis reports. They will therefore have a crucial role at this stage and when reviewing these documents to ensure that the gender perspective has been included.

### 3.2.2. Importance of building a gender picture in research related to international migration

*“A gender perspective is essential to understanding both the causes and consequences of international migration.*

*Statistics on international migration, both legal and unauthorized, are far from reaching universal coverage and are often published without classification by sex or age. A better understanding of women and international migration requires improvements in data collection, dissemination and analysis.”*

#### **2004 World Survey on the Role of Women in Development: Women and International Migration, UN.**

The data collected by governments indicate that women now account for almost half of immigrants around the world, however much of the available data is not disaggregated by age and sex, and thus can shed little light on the impact of the growing feminization of migration (Yinger, 2007). **The World Survey on the Role of Women in Development: Women and International Migration** (2004) sets out recommendations that, if adopted, aim to improve the situation of migrant, refugee and trafficked women. One of the recommendations focuses specifically on research and data collection, disaggregated by sex and age, that will improve understanding of the causes of female migration and its impact on women, their countries of origin and their countries of destination in order to provide a solid basis for the formulation of appropriate policies and programmes.

*“Studies of migration that do not adequately consider gender perspectives do not take into account the experiences or contributions of the half of all migrants who are women”*

#### **2004 World Survey on the Role of Women in Development: Women and International Migration, UN.**

Until very recently, there has been little concerted effort to define and explain the different motives of men and women in international migration theories. Previous approaches to documenting and understanding migration are limited in terms of specific attention to the migration of women. Existing frameworks ignore women’s participation and contributions or assume that the causes and consequences of migration are similar for women and men, thus ignoring how both migration processes and their outcomes differ for women and men. Women, where their presence is acknowledged, are often treated as dependants, migrating for family reunion, and their contributions to the economies and societies of destination countries ignored (Kofman et al., 2000).

Lipszyc (2004) notes that in some research contexts, difficulties related to conceptual problems led to minimising or negating the importance of migration of women, and in nearly all of them, they concealed their specificity. Among the conceptual problems that made measuring difficult were the male character of the concept of migrant, the undifferentiated notion of family, the development of indicators and questionnaires based on male experience, cultural norms subordinating the motivations of women to those of their husbands or fathers, the invisibility of paid women's labour and the emphasis placed on their roles as reproducers and homemakers.

### **3.2.3. Understanding the Gender Picture – Gender Analysis**

Gender analysis can only be effective if the data available is collected separately by sex: woman and men. Such an exercise will enable a better socio-economic picture to emerge. Social and economic analyses are incomplete without an understanding of gender and social differences and inequalities.

Gender analysis must be done at all stages of the development process; one must always ask how a particular activity, decision, or plan will affect women differently from men (Parker, 1993). Understanding the differences among and between women and men is part of a good analysis and can contribute to more realistic and effective results.

The Gender Analysis is based on answers to a set of questions. The following are a few examples.

#### **WP 2 – Mental Maps of Students:**

1. Do women and men aspire to different careers and professional levels?
2. Are there differences why women and men travel?
3. Is gender associated with the type, frequency or extent of travelling? Do women/men tend to travel more? Are women and men attracted to different countries?
4. Do women and men perceive identity and their relation to the world differently?
5. Do women and men react differently to questions about lifestyle and future expectations on quality of life?
6. Result-oriented question: Do women and men have different perceptions of "Europe" that can be attributed to gender differences?

#### **WP 3 – Migrants and Borders**

1. What are the factors that cause women and men to migrate internationally?
2. What has been the impact of migration and mobility on women's and men's roles and gender relations?
3. In what ways does the status accorded to migrant women or men (for example, labour migrants, refugees, displaced persons and irregular migrants) affect their rights and opportunities?
4. How are immigration laws of the receiving countries protecting the rights and safety of migrant women and men, particularly from labour abuses, trafficking, sexual exploitation, and other exploitable situations?
5. How are migrant women and men contributing to the development of their countries of origin, particularly through such mechanisms as remittances, temporary and permanent return, and the skills and financial resources?
6. Do women and men have access to different resources (particularly in relation to type of labour opportunities and remuneration, health services, social support etc.)?

7. To what extent has there been a change in patterns of migration, particularly related to the growing participation of woman migrants in the labour force?

Research initiatives, such as EuroBroadMap, that address the implications of gender and understand the importance of sex-disaggregated data offer a crucial contribution in the development of policies and programmes that address the real situation of women and men.

#### **3.2.4. Proposed Actions towards building a Gender Picture**

Proposed actions towards building a gender picture within the research activities of EuroBroadMap:

1. Gender Reviewers, selected from within the GWG are appointed in the first kick off meeting to ensure that a gender perspective is maintained throughout the entire research process.
2. All research methodologies, questionnaires, surveys and narratives in the project are designed to enable the collection of sex-disaggregated data (WP2, WP3).
3. The research questions used both in the quantitative, as well as in the qualitative methodologies will be gender-sensitive with specific questions aimed at women and men from different cultures (WP2, WP3).
4. Equal participation of women and men will be encouraged throughout the entire data collection process. The aim will be that 50% of the interviewers and 50% of the interviewees will be women every time it is possible (WP2, WP3).
5. The analytical tools selected in the research process will also be gender sensitive allowing spaces to be available to take into account qualitative data that otherwise will be hidden or lost (WP 2, 3, 4, 5, 6).
6. The Gender Reviewers also have the responsibility to scan the reports and documents resulting from the project's management, research and dissemination activities to ensure that a gender dimension has been integrated into the analysis and results (ALL WPs).

#### **3.3. Guiding Dissemination and Exploitation**

The dissemination and exploitation efforts in EuroBroadMap will be guided by the development of an internal and external communication strategy that is gender inclusive. The proposed strategies are intended to achieve gender balance within the overall dissemination strategy of the project, developed in WP 7.

The strategy will not only focus on the gender picture obtained in EuroBroadMap, but will also present general information and current topics related to gender.

The above can be achieved through the following:

*Proposed actions to guide dissemination on gender aspects*

1. Identify and involve the *right* media, radio, TV, newspapers etc. (Questions to ask may include: Which are the publications that men read, and women read? Do men and women listen to or watch different media? Are media consumption patterns (frequency, time) different for men and women?)

2. Invite the media, (both women and men media representatives), to the project dissemination activities.
3. Build *positive 'equality' messages* and images to convey in all dissemination material and activities such as webportal, brochures, posters, e-newsletters, articles, press releases, blog/forum, workshops etc. Consider if men and women have different values that cause them to respond to certain messages differently.
4. Identify organisations involved in gender, especially those concerned with migration, and involve them in the project activities, such as workshops, stakeholders networking, special events etc.
5. Prepare relevant material that highlight gender on a regular basis; existing gender related literature, bibliographic list of resources, listings of organizations involved in gender, press releases, web links, news highlights, gender 'stories'. This material will contribute to the EuroBroadMap webportal and other selected media outputs.
6. Ensure that all exploitation and dissemination tools developed as a result of the project, such as the Subjective Mapper, DIY package, and the e-learning tool, as well as other dissemination activities and material include a gender perspective.

During the first six months of the project, the GWG, in coordination with WP 7, will develop the gender communication strategy, which will subsequently be integrated within the overall dissemination strategy of EuroBroadMap.

### 3.4. Gender monitoring and Evaluation

The gender mainstreaming framework developed in this GAP identifies three sets of proposed actions:

- Positive actions of the EuroBroadMap consortium
- Actions towards building a Gender Picture in the research
- Actions to guide the dissemination on gender aspects

A monitoring and evaluation process will enable the GWG to keep a gender-sensitive eye on things! This requires the identification of gender-sensitive indicators that involve both men and women on the project not only as informants, but more importantly, as participants of the process.

Monitoring will take place on two levels:

- Monitoring of the progress towards fulfilling the gender goals and objectives using indicators that track the delivery of the specified outputs and outcomes
- Monitoring of the implementation process using targets and indicators that track the extent to which the process itself is gender-sensitive

The GWG will develop a comprehensive but simple monitoring and evaluation plan to assess progress, and measure the impact and effectiveness of the gender activities outlined throughout this document. The plan for monitoring progress and implementation will specify who will be responsible for monitoring tasks, when monitoring will take place, what monitoring tasks will be undertaken, what targets and which indicators, what tools will be used to record observations and what mechanisms will be employed to review progress.

The first step would be to set targets that are gender-sensitive, realistic, time-bound and measurable. Concrete targets increase the likelihood that resources are mobilized in order to achieve those targets. Progress towards achieving these targets will be mapped with the help of specific indicators that consider the situation and needs of both men and women and using sex-disaggregated data where possible.

The monitoring and evaluation plan will be drawn up by the GWG within the first six months of the project and once finalized and accepted will be included in this document together with communication strategy document.

A final evaluation will be carried out incorporating the findings of the monitoring process. This stage will establish good practice and lessons learned that will be vital in highlighting challenges and improvement for future gender mainstreaming initiatives.

*Proposed actions with respect to gender monitoring and evaluation to be integrated in the monitoring and evaluation plan*

1. Set concrete gender-sensitive *targets* for achieving a gender perspective in the consortium, in the research and in the dissemination of the project.
2. Identify the key *indicators* to measure progress towards achieving the above targets. These indicators should track the delivery of specified outputs (e.g drafting of communication strategy, gender balanced participation in project work and activities, gender-sensitive surveys, dissemination activities etc.) and outcomes (e.g. increased gender awareness, increased knowledge, skills and opportunities for men and women).
3. Develop strategies to include project partners and other stakeholders in the monitoring and evaluation process.
4. Identify *tools and mechanisms* to record observations and review progress. One option could be to review progress by including quantitative and qualitative indicators in the project progress reports. This will encourage partners to view their progress within a gender perspective and to feel more involved in the gender mainstreaming process.
5. Identify to whom and how to communicate the results achieved from gender mainstreaming in the EuroBroadMap project. This would offer the opportunity to identify and stress the implication of gender issues and to provide recommendations for future projects and programmes.

#### 4. Expected Outcomes of the Gender Action Plan

The various actions proposed in this document are intended to achieve the following outcomes:

<b>Actions</b>	<b>Output</b>	<b>Impact (outcome)</b>	<b>Work Packages</b>
Use of gender-sensitive questions and approach in the surveys undertaken.	A research framework that integrates the gender perspective	Important contribution to current research methodologies applied in studies of perception, migration and gender.	WP 2, 3
Collection of sex disaggregated data.	Databases that provide sex differentiated statistics.	Data analysis based on sex-disaggregated statistics that would provide a more inclusive picture for the formulation of appropriate policies and programmes.	WP 2, 3
Integration of the gender perspective in the analysis and reports resulting from the research.	Research outputs that give recognition and visibility to different issues and priorities of men and women.	A major contribution in gaining a comprehensive understanding of the World visions of men and women.	WP, 2, 3, 4, 6
Actions that guide the dissemination and exploitation efforts of the project.	Gender-sensitive communication strategy to inform about the existence, progress and results of the project from a gender perspective.	Increased awareness of gender issues related to perception, migration and other current topics in gender.	WP 7
Ongoing actions to raise gender awareness and achieve equity within the consortium.	Project activities that encourage equitable involvement of women and men in the work and training opportunities of the project, in decision making and in networking.	Increased project effectiveness and equity.	WP 1

## 5. Planned Milestones

As outlined in Chapter 2, the GAP in EuroBroadMap will be guided by a series of actions to be promoted and undertaken by the GWG and the consortium as a whole.

Most of the actions at each of the ‘gender action management’ levels, imply an **ongoing effort** – i.e. throughout the lifetime of the project – which will be essential to guide the GAP towards the aspired outputs. Regular contact should be maintained with all consortium members and various others to raise awareness on gender and to ensure communication of progress and outputs at all levels.

*The main anticipated milestones for gender mainstreaming in EuroBroadMap include:*

1. Inclusion of UN and EU guiding principles on gender equality in the **Consortium Agreement** (M1)
2. Setting up of the **Gender Working Group** (and the Gender Reviewers) (M1)
3. Drafting of the **Gender Action Policy** document (M3)
4. Drafting of the **Communication Strategy** (M6)
5. Drafting of the **Monitoring and Evaluation Plan** (M6)
6. Submission of 1<sup>st</sup> and 2<sup>nd</sup> year **Progress Reports** (M12, M18)
7. Final **Evaluation Report** (M36)

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## **Annex A. Glossary (initial version)**

This Glossary was compiled using various sources, in particular the document 'Accelerating Change: Resources for Gender Mainstreaming' (2000) by the Canadian International Development Agency, Quebec; INSTRAW UN online glossary for Gender in Migration (Available at <http://www.un-instraw.org/en/grd/general/glossary.html>); and the Resource guide, 'Mainstreaming Gender in Water Management' (2006) drawn up by the Gender Water Alliance and UNDP.

**Adaptation (adaptive capacity and adaptive strategies)** refers to the ability of livelihood systems to cope with or adapt to change by reducing their vulnerability through strategies such as livelihood diversification by developing the requisite skills and capacities as well as access to supporting resources such as micro-credit.

**Empowerment** is about people – both women and men – taking control over their lives: setting their own agendas, gaining skills, building self-confidence, solving problems and developing self-reliance. No one can empower another: only the individual can empower herself or himself to make choices or to speak out. However, institutions including international cooperation agencies can support processes that can nurture self-empowerment of individuals or groups.

**Gender** is the culturally specific set of characteristics that identifies the social behaviour of women and men and the **relationship** between them. Gender, therefore, refers not simply to women or men, but to the relationship between them, and the way it is socially constructed. Because it is a relational term, gender must include women **and** men. Like the concepts of class, race and ethnicity, gender is an analytical tool for understanding social processes (Status of Women, Canada, 1996).

**Gender Analysis** is a systematic way of looking at the different roles of women and men in development and at the different impacts of development on women and men. Essentially, gender analysis asks the 'who' question: who does what, has access to and control over what, benefits from what, for both sexes in different age groups, classes, religions, ethnic groups, races and castes? Gender analysis also means that in every major demographic, socio-economic and cultural group, data are separated by sex and analysed separately by sex. A gender focus - that is looking at males and females separately, is needed in every stage of the development process. One must always ask how a particular activity, decision or plan will affect men differently from women, and some women or men differently from other women and men (Rani Parker, 1993).

**Gender Equality** means that women and men enjoy the same status within a society. It does not mean that men and women are the same, but rather that their similarities and differences are recognized and equally valued. Gender equality means that women and men experience equal conditions for realizing their full human rights, and have the opportunity to contribute to and benefit from national, political, economic, social and cultural development.

**Gender Equity** is the process of being fair to both men and women. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity can be understood as the means, where equality is the end. Equity leads to equality.

**Gender Mainstreaming** is the process of accessing the implications for women and men of any planned action, including legislation, policies and programmes in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit

equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality [*by transforming the mainstream*] (ECOSOC, 1997, emphasis added).

***Gender Relations*** constitute and are constructed by a range of institutions such as the family, legal systems, or the market. Gender relations are hierarchical relations of power between women and men and tend to disadvantage women. These hierarchies are often accepted as “natural” but are socially determined relations, culturally based, and are subject to change over time.

***Gender Responsiveness*** entails consistent and systematic attention to the differences between women and men in society with a view to addressing structural constraints to gender equality.

***The Gender and Development (GAD)*** approach was developed in the 1980s in response to perceived failings of the WID approach. Rather than focusing exclusively on women, this approach is concerned with relations between women and men. It challenges unequal decision-making and power relations between not only men and women, but also between rich and poor.

***Intersectionality*** is about recognising that women experience discrimination and violations of human rights not only on the basis of their gender but also from other power relations that are due to their race, ethnicity, caste, class, age, ability/disability, religion, and a multiplicity of other reasons including if they are indigenous.

***Irregular migration*** refers to the movement of a person to a new place of residence or transit using irregular or illegal means, as the case may be, without valid documents or carrying forged documents. This term also covers trafficking in migrants.

***Migrant worker*** is a person engaging in a remunerated activity in a country of which he/she is not a national, excluding asylum seekers and refugees. A *migrant worker* establishes his/her residence in the host country for the duration of his/her work. This term is applied to irregular migrant workers, as well as to staff of multinational companies whose duties require them to move from one country to another.

***Remittances*** refer to the portion of a migrant’s earnings sent from the migration destination to the place of origin. Although remittances also can be sent in kind, the term “remittances” usually refers to monetary transfers only.

***Resilience*** is the capacity of a system, community or society to resist or to change in order that it may obtain an acceptable level in functioning and structure. This is determined by the degree to which the social system is capable of organising itself, and the ability to increase its capacity for learning and adaptation, including the capacity to recover from a disaster (self-organise).

***Stakeholders*** are those who have an interest in a particular decision, either as individuals or as representatives of a group. This includes people who influence a decision, or can influence it, as well as those affected by it.

***Systemic Discrimination*** is caused by policies and practices that are built into systems and that have the effect of excluding women and minorities. Although it may not exclude all members of a group, it will have a more serious effect on one group than on others. The remedy often requires affirmative measures to change systems.

***Trafficking in persons*** describes the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of

the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation includes, at the minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

*Undocumented migrant* is a person without legal status in a transit or host country owing to illegal entry or the expiry of his/her visa. The term is applied to non-nationals who have infringed the transit or host country's rules of admission; persons attempting to obtain asylum without due cause; and any other person not authorized to remain in the host country. [2]

*Vulnerability* defines a set of conditions and processes resulting from physical, social, economic and environmental factors, which increase the susceptibility of a community to the impact of hazards.

*Women-specific approach* refers to initiatives that target women or girls exclusively. These initiatives tend to have an explicit objective to meet practical or strategic needs of women that are not always addressed through the integrated approach. Such activities are often valuable development investments, especially where they will be catalytic, innovative or strategic, or where they remedy a particularly urgent gender inequity. They are justified as being necessary to overcome gender-blindness that has in the past excluded women from the benefits of development.

## Review by Gender Working Group

<b>Organisation</b>	<b>Gender Representative</b>	<b>Reviewed</b> ✓	<b>Comments</b>
CNRS	Laurent Beauguitte		
UPD	Manuela Martini		
CEG	Barbara Delcourt		
NORDREGIO	Lisa van Well		
UAIC	Oana-Mihaela Storeliu		
UAIC	Rusu Alexandru		
DEU	Nihal Kirkpinai		
USP	Hervé Thèry		
CAUPA	Bopda Athanase		
ECNU	LongGen Ying		
Univ. of N Delhi	Meenakshi Thapan		
Univ. of N Delhi	Jayshree Mathur		