

Programme Insights

Useful Resources

Toolkits and guides

BRIDGE Cutting Edge Pack: Gender and Participation (2001)

By Supriya Akerkar, Emma Bell, and Paola Brambilla

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Available online at:

www.bridge.ids.ac.uk/reports_gend_CEP.html#Participation

This pack consists of an overview report and an accompanying list of useful resources. The report looks at convergences between approaches to gender and to participation, how these have been played out, and how they have been or could be constructively integrated into development projects, programmes, policies, and institutions. Successful experiences and practices are identified. Examples of failure, and mistakes to avoid, are also described.

Called to speak: six strategies that encourage women's political activism. Lessons from interfaith community organising (2006)

By Amy Caizza

Available online at: www.iwpr.org/pdf/I916.pdf

I knew I could do this work: seven strategies that promote women's activism and leadership in unions (2007)

By Amy Caizza

Institute for Women's Policy Research (IWPR), 1707 L Street NW, Suite 750, Washington, DC 20036, USA. Tel: +1 (202) 785 5100, Fax: +1 (202) 833-4362, Website: www.iwpr.org

Available online at: www.iwpr.org/pdf/I917.pdf

These two reports provide ideas on how to encourage and support women's active participation and leadership in two areas where women have traditionally seldom held leadership positions: religious groups and trade unions. Both reports describe successful strategies to promote women's leadership in these spheres, backed up with case-study examples from successful programmes. While both reports have a strong US focus, they are likely to be of use to those working in these areas elsewhere.

Empowering Young Women to Lead Change: a Training Manual (2006)

World YWCA (16, Ancienne Route, CH - 1218 Grand-Saconnex, Geneva, Switzerland. Tel: +41 22 929 6040, Fax: +41 22 929 6044, Email: worldoffice@worldywca.org, Website: www.worldywca.org)

and United Nations Population Fund (220 East 42nd St. New York, NY 10017 USA. Tel: +1 212 297 5000, Website: www.unfpa.org)

Available online in English, French, and Spanish at:
www.unfpa.org/publications/detail.cfm?ID=304

This resource manual is designed to enable young women to prepare and facilitate training on different issues that are important to them. A joint publication of the World YWCA and UNFPA, the manual was developed by young women and contains modules on young women's leadership, economic justice, HIV and AIDS, human rights, peace, self esteem and body image, sexual and reproductive health, and violence against women. Trainings and workshops can be designed using the entire manual or pulling out modules of interest for shorter sessions.

Femmes Leaders pour un Developpement Local Durable et Equitable (Women Leaders for a Local, Sustainable, and Equal Development)

Bureau de la Coopération Suisse au Niger, B.P. 728, Niamey, République du Niger. Tel: +227 73 3916, Fax: +227 73 3313, Email: niamey@sdc.net, Website: www.ddc-niger.ch.

Available in French at:
http://162.23.39.120/dezaweb/ressources/resource_fr_24870.pdf

This document aims to support the identification of women leaders and the process of leadership building. The first part looks at why women's leadership is important and includes an analysis of gender relations in Niger and of the role of women leaders in local communities. The second part looks at how to identify women leaders in their communities, including what qualities to look for, the constraints they may face, and strategies that can be used. The third part describes how to support women leaders to build their capacity. It includes strategies to help women develop their leadership skills, both at the personal and political level, as well as general actions to promote women's leadership, including how to fight prejudices and enhance women's mobility.

GET Ahead for Women in Enterprise: Training Package and Resource Kit (2006)

By Susanne Bauer, Gerry Finnegan, and Nelien Haspels

International Labour Organization (ILO), Regional Office for Asia and the Pacific, 11th Floor, United Nations Building, Rajdamnern Nok Avenue, P.O. Box 2-349, Bangkok 10200, Thailand. Tel: +662 288 1234, Fax: +662 288 1735, Email: bangkok@ilo.org

Available online at:
www.ilo.org/public/english/region/asro/bangkok/library/pub4c.htm

This training package is designed to promote enterprise development among women in poverty who want to start or are already engaged in small-scale business, in order to facilitate women's economic and social empowerment. It consists of a series of participatory and action-orientated training modules, all with a strong gender perspective. The pack was field-tested in Thailand, Lao PDR, and Cambodia, and brings together sources and ideas for exercises that have proved to be effective and appropriate for low-income women with little formal education, as well as for top managers in the public and in the private sector.

Leading to Choices: a leadership training handbook for women (2001)

By Mahnaz Afkhami, Ann Eisenberg, and Haleh Vaziri

The Women's Learning Partnership for Rights, Development, and Peace (WLP), 4343 Montgomery Avenue, Suite 201, Bethesda, MD 20814, USA. Tel: +1 301 654 2774, Fax: +1 301 654 2775, Email: wlp@learningpartnership.org, Website: www.learningpartnership.org

Available online at:

www.learningpartnership.org/docs/engltcmanual.pdf

This manual has been developed to train diverse groups of women and girls, at all levels, in the practice of inclusive, participatory, and horizontal leadership. All the activities are interactive, and have been developed in co-operation with women's organisations from a range of different countries. The manual is also available to download in Maghreby-Arabic, Shamy-Arabic, Assamese, French, Hausa, Malay, Meiteilon, Persian, Portuguese, Russian, Shona, Spanish, Swahili, Turkish, and Uzbek.

Women in Parliament: Beyond Numbers (2002)

Edited by Azza Karam

International Institute for Democracy and Electoral Assistance (International IDEA), Strömsborg, SE-103 34 Stockholm, Sweden. Tel: +46 8 698 37 99, Fax: +46 8 20 24 22, Email: info@idea.int, Website: www.idea.int

Available online at: www.idea.int/publications/wip/index.cfm

Written by parliamentarians and researchers, 'Women in Parliament: Beyond Numbers' examines the obstacles women face in getting into Parliament, how to overcome such barriers, and ways in which women can make a greater impact once they enter Parliament. It examines such topics as quotas and electoral systems and includes case studies from Costa Rica, Egypt, India, Jordan, Lebanon, Norway, Russia, and South Africa.

Women Parliamentarians Making a Difference in Politics: Worldwide Experiences and Practices (2007)

UNIFEM Afghanistan, UNDP Compound, Opp Turkish Embassy, Shar-e-Naw Kabul, Afghanistan. Tel: +93 70 28 24 46, Fax: +873 761 660 769, Email: registry.unifem.af@unifem.org, Website: <http://afghanistan.unifem.org>

Available online in English and Dari at:
<http://afghanistan.unifem.org/media/pub/index.html#toolkit2>

This report provides an assessment of women active in parliaments around the world, the obstacles that they face in getting elected and in carrying out their duties, and how women parliamentarians can make a positive difference in the lives of the people that they represent. In addition to country case studies, the report includes explanations of different formal and informal mechanisms to support women in Parliament, such as mentoring schemes and building networks. Although this report was prepared for use in Afghanistan, it will be of use for others working on these issues in other parts of the world.

Organisations and networks

Association for Women's Rights in Development (AWID) – Young Feminist Activist Program

Website: www.awid.org, Email: contact@awid.org

AWID's Young Feminist Activist Program grew out of an earlier project, the Young Women's Leadership Program. The programme aims to motivate, enable, and support young women to be activists for social change through creating provocative opportunities for engagement, innovative research projects, and capacity-building activities. Links are available to a wide range of resources, including 'Act Now! A Resource Guide for Young Women on HIV/AIDS' (2002), published in association with UNIFEM (available online at: www.unifem.org/attachments/products/ActNow_eng.pdf). This booklet is targeted at young women who are leaders in their communities, and explores the ways in which young people can participate in addressing gender and youth issues in HIV and AIDS programmes. Another paper, 'Making waves: how young women can (and do) transform organizations and movements' (www.awid.org/publications/OccasionalPapers/spotlight5_en.pdf), highlights the contributions that young women are making to women's movements, and suggests strategies to overcome the obstacles that they continue to face in attaining positions of leadership within those movements.

Center for Women's Global Leadership (CWGL)

www.cwgl.rutgers.edu

Founded in 1989, the Center for Women's Global Leadership works to develop and facilitate women's leadership for women's human rights and social justice worldwide. In addition to an extensive international policy and advocacy programme, the centre facilitates leadership development and women's human-rights education workshops. The website includes links to CWGL's extensive backlist of publications, and to other resources on women's human rights.

FEMNET – the African Women's Development and Communications Network

Off Westlands Road, P. O. Box 54562, 00200 Nairobi, Kenya. Tel: +254 20 3741301/20, Fax: +254 20 3742927, Email: admin@femnet.or.ke, Website: www.femnet.or.ke

FEMNET exists to facilitate and co-ordinate the sharing of experiences, ideas, information, and strategies for human-rights promotion among African women's organisations, with the ultimate aim of advancing African women's collective leadership for equality, peace, and sustainable development. Programme work focuses on advocacy, communications, and capacity-building around gender mainstreaming. The website provides links to publications on a range of issues relating to women's rights, as well as access to an online discussion board.

I Know Politics: International Knowledge Network of Women in Politics

www.iknowpolitics.org

This 'online workspace' is targeted at women active in politics at every level, as well as other practitioners interested in advancing women's leadership in the political sphere. In addition to an active online discussion forum where members can share experience and information, the site provides links to a wide range of resources, other organisations working to promote women's leadership, and relevant news articles.

Inter-Parliamentary Union

5, chemin du Pommier, Case postale 330, CH-1218 Le Grand-Saconnex/Geneva, Switzerland. Tel: +41 22 919 41 50, Fax: +41 22 919 41 60, Email: postbox@mail.ipu.org, Website: www.ipu.org

The Inter-Parliamentary Union promotes discussion and co-operation between elected parliaments in different countries. The IPU website provides access to two very useful databases: Women in National Parliaments, which gives extensive information about the numbers of women in Parliament throughout the world; and the Women in Politics Bibliographic Database, which lists books and articles dealing with women in politics.

onlinewomeninpolitics.org – Asia Pacific Online Network of Women in Politics, Governance and Transformative Leadership

www.onlinewomeninpolitics.org

Established in 1999, onlinewomeninpolitics.org provides a means for Asia-Pacific women active in politics to network and exchange information. The site has links to useful statistics on women's representation in political structures, as well as to publications and other organisations active in this sphere. onlinewomeninpolitics.org also distributes a regular email newsletter, with a round-up of news stories on women and politics from around the world.

United Nations Development Fund for Women – UNIFEM

United Nations Headquarters, 304 East 45th Street, 15th Floor, New York, NY 10017, United States. Tel: +1 212 906 6400, Fax: +1 212 906 6705, Website: www.unifem.org

Encouraging women's political participation and engagement in peacebuilding and reconstruction processes is an important aspect of UNIFEM's work, on the basis that such participation and engagement are fundamental prerequisites for gender equality and genuine democracy. Details of the agency's work on governance, peace, and security, as well as links to useful resources, can be found at www.unifem.org/gender_issues/governance_peace_security/. In addition, UNIFEM hosts a web portal – www.womenwarpeace.org – dedicated to providing information and resources on women's participation in peacebuilding and post-conflict reconstruction.

Women's Environment and Development Organization (WEDO)

355 Lexington Ave., 3rd Floor, New York, NY 10017, USA. Tel: +1 212 973 0325, Fax: +1 212 973 0335, Website: www.wedo.org

The Women's Environment and Development Organization advocates for gender equality in global policy, seeking to empower women as decision makers to achieve economic, social, and gender justice. The 50/50 Campaign aims to increase women's participation and representation in governments throughout the world. A range of useful resources can be accessed from the website, including the 50/50 Campaign Kit (www.wedo.org/campaigns.aspx?mode=5050campaignkit).

Women's Learning Partnership for Rights, Development, and Peace (WLP)

4343 Montgomery Avenue, Suite 201, Bethesda, MD 20814, USA. Tel: +1 301 654 2774, Fax: +1 301 654 2775, Email: wlp@learningpartnership.org, Website: www.learningpartnership.org

The Women's Learning Partnership works with partner organisations to promote women's leadership and empowerment, particularly in

Muslim-majority countries. Its primary objectives are to increase the number of women taking on leadership and decision-making roles at family, community, and national levels, and to improve the effectiveness of feminist movements in Muslim-majority societies and globally by strengthening the capacity of partner organisations. In addition to leadership and campaigning activities, the partnership also offers leadership training. The website has an extensive resources section, as well as links to WLP's publications.

Useful background reports and papers

Beyond Victimhood: Women's Peacebuilding in Sudan, Congo and Uganda (2006)

Africa Report N°112, International Crisis Group, 149 Avenue Louise, Level 24, B-1050 Brussels, Belgium. Tel: +32 2 502 90 38, Fax: +32 2 502 50 38, Website: www.crisisgroup.org

Available online at:

www.crisisgroup.org/home/index.cfm?id=4185&l=1

This report argues that for the process of peacebuilding to succeed in Sudan, Congo, and Uganda, women must be involved. National governments and the international community must do more to support women leaders and activist groups who are already working towards peace, on the grounds that women's peace movements can affect large sectors of the population and be a powerful force for reducing violence and building democratic and participatory public institutions, particularly in the post-conflict period.

Conversations with Women on Leadership and Social Transformation (2004)

By Srilatha Batliwala and Aruna Rao

Gender at Work, P.O. Box 112 Glen Echo, MD 20817, USA. Website: www.gendematwork.org

Available online at: www.gendematwork.org/resources.php

Conversations with 18 women leaders from both the global South and the North present a wide range of perspectives on leadership, and women's practice of leadership for social change. While recognising that the concepts of 'women's interests' and 'women's leadership' need always to be contextualised and broken down according to local understandings and priorities, this report suggests that women's leadership is an important element in advancing equity and social justice for all.

Equal participation of women and men in decision-making processes, with particular emphasis on political participation and leadership (2005)

Expert Group Meeting, Addis Ababa, Ethiopia, 24 to 27 October 2005. Organised by the United Nations Department of Economic and Social Affairs (DESA) Division for the Advancement of Women (DAW)

Available online at: www.un.org/womenwatch/daw/egm/eql-men/documents_preview.html

This website gives access to papers presented at the Expert Group Meeting in 2005. These papers cover a range of topics related to women's political participation and leadership, including articles on the effectiveness of quotas, women's policy machineries, political parties, and women in local government. Examples are taken from different countries, including Moldova, Costa Rica, Nigeria, and India.

Gender, Governance and Democracy: Women in Politics (2005)

ISIS Monograph Series 2005, Issue 1, Vol. 1, Isis International – Manila, 3 Marunong Street, Brgy. Central, Quezon City, Philippines. Tel: +63 2 9281956, Fax: +63 2 9241065, Website: www.isiswomen.org.

This monograph consists of two articles on women in politics. The first – 'Strategies to Enhance Women's Political Representation in Different Electoral Systems' (by Drude Dahlerup) – discusses the use of quotas to increase the number of women in political institutions, concluding that introducing quotas is an important strategy for women's political justice and empowerment under the 'right circumstances'. The second article – 'Women in Politics and Governance: Complex Challenges from Globalisation' (by Josefa 'Gigi' Francisco) – outlines the specific complexities facing women who choose to engage with the state in Asia, and argues that women's movements in the region should address more resolutely the inter-linking of economic justice and gender justice issues within alternative political spaces.

Globalization and Democratic Governance: A Gender Perspective (2002)

By Noeleen Heyzer

Paper given at the Fourth Global Forum on Reinventing Government – Citizens, Businesses, and Governments: Partnerships for Development and Democracy, 11-13 December 2002, Marrakech, Morocco.

Available online at:

<http://unpan1.un.org/intradoc/groups/public/documents/UN/UNPAN006228.pdf>

In this essay, then Executive Director of UNIFEM Noeleen Heyzer discusses the negative impacts that economic globalisation is having

on poor women, as well as the potential opportunities that it presents to them. Heyzer emphasises the links between gender inequality and poverty, outlining the importance of investing in women's skills and knowledge in order to allow them to benefit from emerging employment and earning opportunities in the globalising economy. She concludes by stressing the importance of women's economic leadership, highlighting how women leaders are already shaping the way that markets operate, bringing together ideas on gender justice and economic justice.

WomenLead in Peace and Stability (2007)

Center for Development and Population Activities, 1133 21st Street, NW Suite 800, Washington, DC 20036, USA. Tel. +1 202 667 1142, Fax +1 202 332 4496, Website: www.cedpa.org

Available online at:

www.cedpa.org/content/publication/detail/1718

This report brings together testimonies from 15 women leaders from Sudan, Sierra Leone, Uganda, Côte d'Ivoire, the Solomon Islands, Kenya, the Philippines, and Nigeria. All have been active in mediating conflict, caring for refugees, restoring communities in post-conflict settings, and building more responsive governments. In addition to helping to bring about peace and stability in their communities, these women leaders are also helping to challenge and change mindsets regarding women's roles in society, and the valuable knowledge, perspectives, and experience that they can bring to leadership positions.

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This list of useful resources was compiled by Joanna Hoare. Thanks to Kate Agha for her research and input. It is part of a series of papers written to inform public debate on development and humanitarian policy issues. The text may be freely used for the purposes of campaigning, education, and research, provided that the source is acknowledged in full.

For further information please email: publish@oxfam.org.uk

This paper is part of a set **Learning for Action on Women's Leadership and Participation** available for purchase from Oxfam Publishing or its agents, print ISBN 978-0-85598-626-1 for the set of 9 paper plus the useful resources section.

For more information visit

<http://publications.oxfam.org.uk/oxfam/display.asp?ISBN=9780855986261>

This list of useful resources is also available in French and Spanish

Oxfam GB

Oxfam GB is a development, relief, and campaigning organisation that works with others to find lasting solutions to poverty and suffering around the world. Oxfam GB is a member of Oxfam International.

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