



GRANTMAKING WITH A GENDER LENS

Five practice case studies



Authors

Hilal Baykara, Sabanci Foundation

Ali Khan, European Foundation Centre

Esther Lever, Mama Cash Foundation

Ursula Miniszewski, Global Greengrants Fund

Debbie Pippard, Barrow Cadbury Trust

Françoise Pissart, King Baudouin Foundation

Edited by

Helen O' Connell, Independent Consultant

Copyright © European Foundation Centre (EFC) 2015

All rights reserved. Reproduction by any means mechanical or electronic is prohibited without express written consent of the publisher.

Quotation from this publication is authorised subject to full identification of source. The EFC shall not be held liable for errors and/or omissions, nor shall any statement in this publication be construed as a recommendation to third parties.

For additional copies of this publication and further information on the EFC, please contact:

European Foundation Centre, AISBL

Rue Royale, 94 | 1000 Brussels, Belgium

t +32.2.512.8938 | efc@efc.be | efc.be | philanthropyhouse.eu

CONTENTS

Foreword: A space for promoting and understanding gender equality	4
Why use a gender lens?	5
Barrow Cadbury Trust Criminal Justice: Journeying with a gender lens	6
Global Greengrants Fund Gender equality and environmental sustainability: Connections and intersections	8
King Baudouin Foundation Migration, marriage and family reunification: Lessons from a gender approach	10
Mama Cash Young women and girls: The power behind the fashion industry, with the power to change it	12
Sidebar: Levi Strauss Foundation Adding a "HIS" to HERproject	13
Sabancı Foundation Gender and disability: Being flexible to be effective	14
Summing up: Key points	16
Gender lens: Q & A	17
Contributing foundations	18

FOREWORD

A space for understanding and promoting gender equality

Criminal justice, climate change, migration, labour rights, workers' health and disability are the foundation programme areas discussed in this booklet. These diverse areas, all equally important, have something in common: they were all approached through a gender lens which allows each foundation to fully understand the issues it tackles, and adapt its response accordingly.

The word gender is often misused and misunderstood. Some people equate gender with women, and believe that gender issues refer only to women's issues. A lot of our work as foundations is about people. Therefore we have to consider how gender norms affect women and girls; as well as men and boys; and people who identify differently. If we fail to recognise these differences we risk our programmes becoming ineffective and not fully reaching their intended impact. A gender perspective is therefore not an additional burden, it is merely recognising how gender is already affecting our work.

The European Foundation Centre (EFC) is committed to promoting gender equality. In 2009 we supported the GrantCraft guide, "Funding for Inclusion: Women and Girls in the Equation". Together with a number of like-minded foundations, we set up a thematic network on gender equality in 2014. We felt the need for a space at the EFC to advance and promote work on gender equality. The network aims to facilitate mutual learning and a better understanding of gender, and to promote the use of a gender lens throughout our work as foundations.

This booklet is the network's first collaborative piece of work. We collected a number of case studies on foundation grantmaking programmes where using a gender lens made a real difference to the people concerned. This publication addresses what a gender lens is and how a foundation can use it. And it tries to answer some questions you may have. We hope the booklet will stimulate conversation, dialogue and reflection among the European foundation community.

If you want to find out more or get in touch with foundations committed to gender equality, please reach out to our thematic network, as this is exactly why we created the space.

Gerry Salole
Chief Executive
European Foundation Centre

WHY USE A GENDER LENS?

In all cultures, communities and countries a person's gender identity and gender expression are shaped by experiences, beliefs, personal aspirations, external attitudes and social pressures. Each society holds expectations about the characteristics, aptitudes and likely behaviours of girls and boys, women and men and people who identify differently, like trans and intersex people. These ascribed roles and responsibilities are "socially constituted". They can change over time, and vary widely within and between cultures.

Over the last decades, many European foundations have improved the way they tackle different forms of inequalities, such as those based on class, race, caste, ethnicity, citizenship status, disability, age, sexuality, religion or language, but, surprisingly, much less so on gender.

Gender analysis, or using a gender lens, is an important analytical tool in grantmaking and service provision, and makes our activities as foundations more effective. It allows us to identify and anticipate gender differences, explore their significance and respond to them. We can begin to see how people's gender identity and expression determine their opportunities, access to and ownership of resources, and their capacity to enjoy and exercise their human rights, and seek redress if these rights are denied. It helps us to understand each person's roles and position in a society, the power dynamics and division of labour within a household, a workplace and the wider community. Applying a gender lens also allows us to analyse when laws and policies and cultural values, norms and practices affect people differently. And, furthermore, it gives us a clearer picture of how the many different forms of inequality intersect.

By using a gender lens we, as foundations, can better meet the needs and interests of those we seek to assist; tackle the wide range of issues we address in more coherent and equitable ways; and increase our impact.

This booklet contains five case studies of foundation programmes in the areas of criminal justice (Barrow Cadbury Trust), climate change (Global Greengrants Fund), migration (King Baudouin Foundation), labour rights (Mama Cash), and disability (Sabanci Foundation). An additional snapshot of an approach to workers' health (Levi Strauss Foundation) accompanies the Mama Cash case study.

The case studies describe how a gender lens was used and the impact this had on the people concerned, and also on each foundation's approach to its grantmaking activities. The benefits of applying a gender lens come through strongly in all the studies. It helped us to understand the complexities of the issues involved, and to adjust our ways of work to allow for more flexible and appropriate responses that lead to more equitable, impactful and sustainable outcomes.

CRIMINAL JUSTICE: JOURNEYING WITH A GENDER LENS

Barrow Cadbury Trust



The Barrow Cadbury Trust has always funded work with women, but has not always used gender analysis in a systematic way when designing and delivering programmes. This case study tells the story of how the Trust increasingly applied a gender lens to one part of its criminal justice programme in the UK.

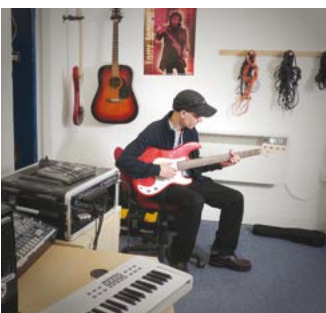
Identifying the needs of young adults

In 2004 the Barrow Cadbury Trustees decided to focus their criminal justice work on young adults: those aged 18 to 24 who are legally adult, but who are still maturing. They, and the wider public, are poorly served by a criminal justice system largely designed to respond to older adults. The Trust launched a Commission to review the evidence, identify needs and make recommendations about how policy and practice could be changed. Recommendations included setting up specialist young adult offenders' teams, improving policing, and providing better access to education and housing services. While most of the evidence collected by the Commission was non-gender specific, in its final report the Commission noted that that young adult women offenders "have distinct problems and needs, ranging from caring for dependent children, to being in abusive relationships, to having a high likelihood of mental health problems".

The challenge of the male-oriented criminal justice system

Following publication of the Commission's report, *Lost in Transition*, the Trust established the Transition to Adulthood (T2A) Alliance, a Barrow Cadbury-led coalition of 12 organisations in the criminal justice, youth and health sectors. It funded a programme of projects, including practice and research work.

Men in the criminal justice system greatly outnumber women, and criminal justice responses reflect that: they are designed by men, for men. Because of this, in the initial stages of the T2A campaign, projects were geared mostly towards young men. It is worth noting that the needs of women were not ignored by the Trust: a small number of T2A projects focussed on the needs of young women and, in a parallel programme of activities, the Trust was part of a coalition of funders supporting community alternatives to prison for women offenders. However, a formal gender lens was not employed by T2A at this stage.





Using a gender lens to identify the gaps

In 2010, the Trust realised that the T2A campaign was not fully identifying the specific needs and experiences of young women. It had funded six practice projects and some 20 research reports within T2A, and the criminal justice system had started to recognise the needs of young adults. However, its evidence base, and thus its messages to policymakers and practitioners did not sufficiently distinguish how best to work with young men and young women.

The Trust reviewed its entire T2A evidence base to identify the gaps, and as a result commissioned, alongside its established programme of work, pilot projects and research work focussing specifically on young women. It now routinely uses a gender lens to examine each application for T2A funding, whether this is a research project about brain injury or a pilot initiative testing a new way of supporting young people. Programme evaluators are asked to look at gender as part of their work.

Some important lessons

Looking back over the past 10 years, the Trust now:

- Has a much better understanding of the underlying reasons why men and women come into contact with the law
- Has learned a lot about the diverse, gender-specific situations of young women and young men and their different support needs
- Has moved from a patchwork of projects supporting women within the T2A programme to a much more comprehensive, structured approach

It acknowledges that there is still much to be done, but by analysing criminal justice problems using a gender lens, and developing services that meet the different needs of young men and young women, the Trust gives both groups the best chance of moving away from crime.



GENDER EQUALITY AND ENVIRONMENTAL SUSTAINABILITY: CONNECTIONS AND INTERSECTIONS

Global Greengrants Fund



Global Greengrants Fund (GGF) promotes environmental sustainability and social justice. As gender equality is an intrinsic element of both aspects of its mission, GGF is working to integrate it directly into grantmaking strategies that address natural resource management, mitigation of environmental degradation, and the creation of adaptive responses to climate change.

Understanding how gender inequality and climate change intersect

Women are disproportionately affected by climate change: they often work closest to the natural resources most affected by climate change, for example, gathering wood for fuel, collecting water, and farming. Unfortunately, social and cultural inequalities frequently deprive women of information about climate change and limit their participation in decision-making processes about mitigation and adaptation plans. Yet, women and the local groups in which they participate have developed some of the most effective and innovative approaches to countering climate change. Hence, GGF is prioritising grantmaking to organisations that support women in their efforts to mitigate or adapt to climate change.

The value of strategic support

In Indonesia, GGF supports an indigenous local organisation, Pokja OAT, formed in 2006 to mobilise the Amanuban and Amanatun tribes to protest against mining and protect 16,000 hectares of forest where women forage for food, dyes and medicines. The environmental, social and economic impacts of extractive mining on local communities can be immense.

After years of conflict with mining companies and unsuccessful protests, Pokja OAT held a regional assembly in 2009, supported by a small grant. Three local tribes attended. It was decided collectively by women and men to renew the protests, but this time, women would be at the forefront instead of men. Consequently, 150 women occupied one of the mining sites for an entire year. They sat at the site every day, blocking the entrance, and weaving their traditional cloth while men brought them food and carried out other domestic duties. In 2010, the protests proved successful. Mining companies abandoned four mines in the district, but the pressure on the forests remains. Pokja OAT is now using legal and parliamentary avenues to exert stronger legal claims to tribal forests.





Challenges in promoting a gender lens

A primary challenge GGF faces in implementing its Gender and Environment Programme is understanding the ways gender roles, and deeply entrenched perceptions of those roles, vary within cultures. Acknowledging that one strategy will not work across regions, GGF has embarked on a range of activities, including:

- Learning from its grantmaking advisors about local gender roles and their relationship to the environment (division of labour, resource and land management, etc.) and how grantmaking strategies can include a gender analysis.
- Providing opportunities for advisors to participate in seminars and conferences. For example, GGF co-hosted a Summit on Women and Climate with the International Network of Women's Funds, where representatives from its 15 regional and thematic advisory boards learned how to recognise, value, and more effectively support women's local climate change initiatives.
- Developing alliances and collaborations with the International Network of Women's Funds to deepen our understanding of how gender roles affect the environment - specifically climate change - and vice versa, and to work together for more impactful responses to the pressing challenges facing local women and their communities.

Broader lessons

Women around the world are committed to preserving their local communities and livelihoods, but may not use language funders are familiar with, such as environmentalist or feminist. Therefore, the philanthropic community has a responsibility to think beyond the typical environmental or women's rights funding discourse and instead, allow what is happening on the ground to shape grantmaking strategies. Local-level funders have a unique role in supporting the efforts of women whose groups often work informally, and are typically unrecognised and underfunded. They need reliable funding partners who respect their autonomy and agendas, and who are willing to work openly and provide flexible, timely and appropriate resources.



MIGRATION, MARRIAGE AND FAMILY REUNIFICATION: LESSONS FROM A GENDER APPROACH

King Baudouin Foundation



Through its engagement in the area of migration and social justice, the King Baudouin Foundation (KBF) became aware of the difficult conditions experienced by women who had migrated to Belgium for reasons of marriage. Since 1995, an increasing percentage of women migrants have come to Belgium for family reunification purposes. Sixty-five percent of migrant women do not enter the labour market, compared to 33% of men: this is one of the reasons women are quite isolated.

Nine years of support to non-governmental and women's organisations working with women migrants, and numerous studies, led KBF towards two conclusions:

- Solutions to the issues female migrants face are needed in Belgium and the country of origin - it is not only a "country of destination" issue
- A gender lens is required: for example, male migrants (through marriage) can also feel victimised, and receive less adequate support from civil society.

A call for projects with a gender lens

KBF launched a call for projects with a focus on work in the country of origin and in Belgium and listed "taking a gender approach" among the selection criteria. The grantmaking jury selected a balance of projects: targeting women-only, men-only, and both women and men. Five projects were funded, including Groep Intro Genk's programme for newly-arrived men, and the Union of Turkish Associations' discussion groups within schools, at large gatherings, and with groups of in-laws on the topic of marriage migration.

Questioning gender assumptions

The financial support to each organisation included funds for evaluation which uncovered some valuable gender-related findings, including challenges to the organisations' own ideas about the attitudes and behaviour of migrant women and men.





Building on its previous work with women migrants, Groep Intro Genk brought together a group of earlier and more recent immigrant men to explore the gender-specific issues they encounter. It became clear that men were looking to Groep Intro Genk for something useful and/or active to do, and so activities, such as playing soccer, were combined with discussing concerns about finding work, learning a language, or dealing with official administration. By contrast, women immigrants regarded the discussion and creative workshops themselves as a useful way to spend time.

The Union of Turkish Associations was confronted with the same issue but in another way, and had to revise its gender-related preconceptions. It had assumed that men would be less inclined to discuss their personal feelings than women, but found that this was the case only (for both) in mixed groups. In separate groups men and women were willing to speak and have open and lively discussions.

Another KBF grantee found that schoolgirls with an immigrant background - recent immigrants and second/third generation - were as conscious of gender roles as girls from families with a Belgian background. If anything, the latter were less aware of gender roles and seemed to accept more readily a traditional gender division of roles and responsibilities within the family.

What is clear from these programmes is that sharp lines cannot be drawn, or presumptions held, about religions, genders, generations or education. Surrounding social structures, and the space these structures allow for women and girls and men and boys to discuss issues and find ways to improve their situation, are important determining factors.

KBF's experience is that a gender perspective is not a "one-size-fits-all" strategy. A gender lens cannot explain everything. It needs to be accompanied by:

- A deep analysis of the complexity of cultural differences
- Actions that carefully consider and respond to the target groups' needs, interests and aspirations



WOMEN AND GIRLS: THE POWER BEHIND THE FASHION INDUSTRY, WITH THE POWER TO CHANGE IT

Mama Cash



**ma
ma
cash**
(she changes the world)

To advance labour rights, Mama Cash supports organisations like the Serene Secular Social Service Society (SSSSS) in Tamil Nadu, India. SSSSS is led by women textile workers from marginalised groups, including Dalits and scheduled tribes women, and adolescent girls in bonded labour.

Using gender analysis to understand the context

Mama Cash takes a gender transformative approach to all its work, including its economic justice portfolio. Here, gender analysis helps to understand the context of workers in the textile and garment industry (80% of the workforce are women) and, in turn, decide who, how and what to fund.



A gender lens exposed the specific issues women workers face in the spinning mills serving the Indian textile and clothing industry and some leading global brands and retailers. The mills are characterised by low wages, long hours and poor health and safety. Aggressive management and sexual discrimination and harassment are commonplace. Social norms and expectations related to gender and class intersect in the Sumangali Thattam, a scheme promoted by unscrupulous brokers, under which adolescent girls work as apprentices in textile mills for three years. The mills pay the girls half the minimum wage and promise 35,000 to 75,000 rupees at the end of the contract. Impoverished families, struggling to find dowry money for their daughter's marriage, press their daughter/s to sign up.

A gender lens showed other challenges too. Women's participation in male-led trade unions is low as women workers have not always found the support they need from them. Women's demands, for example, for equal pay for work of equal value, maternity leave, child care or equal opportunities in training and promotion receive little attention.

Working for change with a gender lens

SSSSS takes a strong women's and child's rights approach - over 95% of its focus community are girls under the age of 18 years. It fosters solidarity among adolescent girl workers and helps them to build their confidence and capacity to articulate their work experiences, and eventually to express their needs and demands to floor managers.

With core and multi-year funding from Mama Cash, SSSSS has been successful in spreading information about the Sumangali scheme and now fewer families push their daughters into this work. SSSSS has directly influenced 30 industries to withdraw from the scheme and reports that more girls are completing secondary school. It pursues legal action for girls cheated out of the bonus: over 150 cases have been brought against the mills resulting in 28 favourable outcomes so far. SSSSS also



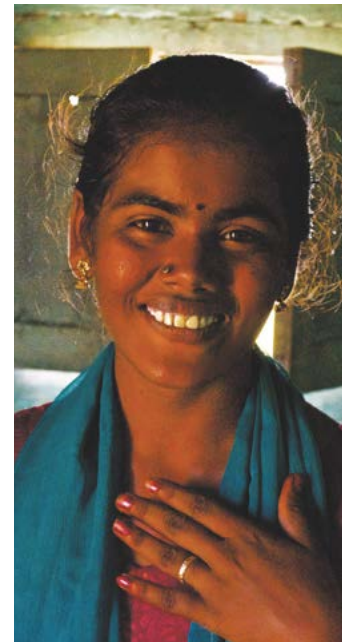
continues to lobby the government, publicise the issues, and engage with key actors in the supply chain such as manufacturers, buyers and consumers.

In response to demand from community members, SSSSS helped to establish the Tamil Nadu Textile and Common Labour Union (TTCU) in 2013, led by women and entirely comprising girls and women who are or were employed in bonded labour schemes. The first of its kind, and with nearly 2,000 members, TTCU mobilises adolescent girl workers and aims to influence policymakers and employers. Its staff members are from local communities so they are well placed to listen to suggestions and recommendations coming from the girl workers and respond accordingly.

Interrogating, challenging and changing deep-rooted attitudes and values about gender roles, rights and responsibilities are long-term endeavours. By applying a gender lens Mama Cash's grantmaking supports organisations whose leadership is representative of the communities most affected and:

- Recognise the complexity of people's lives and apply a holistic approach addressing the root causes of social and economic inequality
- Implement strategies that are informed by and meet the needs of the intended focus group
- Tackle under-addressed issues, which may be overlooked by the community, other organisations and/or donor agendas

In 2015, Mama Cash launched Women Power Fashion– a collaboration with Clean Clothes Campaign, partners in South Asia and the Dutch Postcode Lottery to further strengthen the capacities of women workers and their organisations.



Levi Strauss Foundation

The Levi Strauss Foundation supports the HERproject, a programme that advances the health and well-being of thousands of women in factories where Levi Strauss clothes are made. Now, in partnership with the Aga Khan University in Pakistan, it is supporting a HERproject programme for men.

The HERproject knows that men are critical partners when it comes to pre- and post-natal care, family planning, and preventing sexually transmitted infections. Also, evidence shows that men too face unique health risks, such as, smoking, drug addiction, and dengue fever.

Educating men workers brought several improvements in health behaviours and attitudes, for example, they:

- Visited the on-site clinic more frequently to ask questions about their own health, and the health of their wives;
- Demanded that smoking be prohibited in the factory, and organised to ban other unhealthy behaviours, such as chewing paan or betel (a commonly-used stimulant); and
- Learned that neglecting women's general and reproductive health can have a range of consequences for the entire family.

The HERproject proved to be a successful model for improving the health and well-being of both women and men workers. By empowering workers to learn about their health and share their knowledge with their co-workers and families, the programme encourages them to take responsibility for their health. This shift in behaviour has profound implications far beyond the factory walls.

Source: <http://www.levistrauss.com/unzipped-blog/2012/09/adding-his-herproject/>

**LEVI STRAUSS
FOUNDATION**

GENDER AND DISABILITY: BEING FLEXIBLE TO BE EFFECTIVE

The Sabanci Foundation



SABANCI VAKFI

The Rights-Based Struggle of Women with Disabilities Project, supported by the Sabanci Foundation, was started by a group of empowered women with disabilities in Turkey. The Project gave a voice to a group of people whose voices were unheard before, and, eventually, led to the launch of the women with disabilities' rights movement in Turkey. It was also a milestone in Sabanci's history: a gender lens was used for the first time in its work on disability, and two important areas of the Foundation's work - gender and disability - came together in one project.

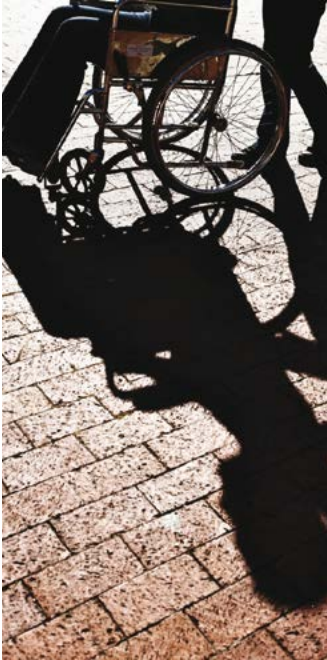
Outcomes for women with disabilities

The overall aim of the project was to reach out to women with disabilities and assist them in organising themselves to learn about and claim their rights. It included a range of training, events and advocacy activities. For example, "training of trainers" was arranged in which, to date, 160 women with disabilities in eight different cities have participated. After the training, some women felt able to organise meetings and workshops to make their issues visible in their communities. Their confidence grew: they were able to get out of their homes, speak out, and enjoy women's solidarity. Some women decided to continue their education and/or start working. Others established their own Association of Women with Disabilities, and yet others made a documentary to highlight the problems they faced.

Most women gained the courage they needed to fulfil their potential and fight for their rights within their family and society. As one woman said, "This training made me realise that I am strong as a woman and not needless as a disabled person. I will be more patient when I fight against the problems of being a woman and a disabled."

Benefits and challenges for the foundation

Applying a gender lens to disability issues brought several benefits for Sabanci. It increased its understanding of the specific needs and interests of women with disabilities. It learned that many women with disabilities are not sufficiently aware of





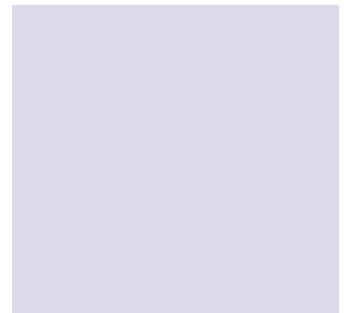
their rights and therefore not well-equipped to fight against the everyday discrimination they face, discrimination which is internalised by the women themselves, their families, and society.

Including a gender lens in disability helped the Foundation to better understand the complexities of disability, and the barriers involved in working for the rights of women and girls. It discovered that it had to be flexible to be effective. For example, it learned that families are quite protective of children with disabilities, and especially girls, and so the Project Team had to meet the families and build trust to ensure women and girls would be allowed to attend the workshops. This additional activity took time, but was fruitful. It was a challenge for the Foundation's Board and senior management who were keen to see quick results, but became more patient when informed about the work.

There were some broader lessons too. The Foundation discovered that gender equality organisations tend to ignore the double disadvantage faced by women with disabilities, and disability organisations, often dominated by men, usually sideline gender issues. The project caught the attention of women's rights and LGBT activists who saw the need to integrate a disability lens into their work, and began to invite more women with disabilities to speak at their meetings. In parallel, the platform of disability groups took steps to integrate gender issues in their advocacy work by, for example, collecting disaggregated data.

Applying a gender lens to disability issues:

- Enabled the Sabanci Foundation to understand more fully the complexities of gender inequality and disability, and how the two intersect
- Prompted it to change its approach to support better women with disabilities' efforts to claim and exercise their rights



SUMMING UP: KEY POINTS

Gender equality is first and foremost a matter of justice. It is a goal in its own right, but also is fundamental to achieving more equitable and sustainable societies.

Adopting a gender lens as funders throughout our grantmaking activities helps us to decide how to distribute our resources most effectively, how to make our funding as targeted as possible, and how to achieve greater impact. It is critical to increasing the contribution we make towards transforming our society and making progress towards social, economic, political and environmental justice for all.

Although working in quite different sectors and on a range of issues, each of the six foundations whose work features in this booklet has applied a gender analysis or a gender lens to strengthen its work and achieve significantly improved outcomes for its focus groups.

- **Understanding the context.** Gender and other inequalities differ from society to society, place to place, and time to time, and so a deep understanding of the context in which each focus community or target group lives and works is vital for a more relevant grantmaking strategy. Using a gender lens helps foundations to appreciate each context.
- **Understanding the power dynamics.** A gender lens exposes the power dynamics within and between groups: we can see how gender power relations play out in families, target groups, communities, workplaces, and within structures and systems.
- **Understanding the complexities.** A gender lens does not explain everything. However, when combined with analysis of other key areas of concern such as cultural differences, disability, environmental sustainability, criminal justice, migration, and labour rights, it helps us to comprehend the complexities and multiple layers of discrimination that women and men of all ages, and those who identify differently, can experience, and respond effectively in our grantmaking. It enables us to challenge any preconceptions we might have about the values, attitudes and behaviours of a certain group, and to question the supposed “gender neutrality” of laws, policies, criminal justice systems and “welfare” measures.

Responding sensitively to each context, set of power relations, and the ways in which gender and other forms of inequality intersect, requires that we, as foundations, build our gender expertise, and adjust the ways we work, our priorities and grantmaking. It necessitates that we make time to listen, and that we become more flexible in our approaches and processes.

The case studies illustrate six specific areas of foundations’ grantmaking, but it can be equally effective and impactful to apply a gender lens to other areas of grantmaking familiar to foundations such as ageing, science, education, early childhood, or homelessness.

GENDER LENS: Q & A

This sounds like a lot of work. How will we manage it on top of everything else?

Using a gender lens is a way of thinking, rather than an extra task to do. There will be an investment at the beginning, in training and supporting staff, as there is with any improvements in professionalism. But gender is fundamental in shaping our experience and interaction, our opportunities and outcomes. By using a gender lens to analyse problems and design solutions, and working in collaboration with the target groups concerned, we will get to the root of problems more quickly, and see what needs to change to help achieve more sustainable and equitable outcomes for all.

We are already overwhelmed with applications. If we advertise our interest in gender equality, will we get even more?

Foundations' experience of this varies. Some find an increase. Others find that using a gender lens enables them to be clearer about how they want to distribute their resources, and which groups and activities they want to support. Hence funding criteria can be more precise, resulting in fewer, but better targeted, requests or applications from potential grantees for support.

When you talk about gender, do you just mean women?

No. We mean looking at the different issues arising out of our experiences of being women or men or those identifying differently. Because in many societies "neutral" in fact means "male", gender analysis places a central emphasis on understanding the implications of policies and programmes for women. However, effective gender analysis requires engaging with and assessing impacts for people from across the gender spectrum, in diverse circumstances and with a wide range of other social characteristics. The case studies in this booklet show how a programme of work informed by a gender lens can bring benefits for all.

I am interested, but do not know where to start.

Much advice and guidance exists on this topic. You could join the EFC network on gender equality and you could talk to member foundations of the network who have a wealth of experience to share. Also, many institutions, including non-governmental organisations and public authorities, are applying a gender lens to their work and have built up expertise. Many useful tools are available, including a good GrantCraft guide, "Funding for Inclusion: Women and Girls in the Equation", compiled by philanthropists for philanthropists and designed with European foundations in mind. The guide is not about women and girls solely - it contains many suggestions about first steps to take wherever your foundation's interests lie.

CONTRIBUTING FOUNDATIONS



The Barrow Cadbury Trust is an independent social justice foundation based in the UK. We use our grants and other resources to create change in national policies, systems and structures. We have a very long-standing interest in reforming the criminal justice system, and equalities.

www.barrowcadbury.org.uk



Global Greengrants Fund is a public charity that makes small grants to community projects that make our world safer, healthier, and more just. We are the leading environmental fund that supports grass-roots action on a global scale.

www.greengrants.org



The King Baudouin Foundation supports projects and citizens who are committed to create a better society. In this way we can make a lasting contribution towards greater justice, democracy and respect for diversity.

www.kbs-frb.be



The Levi Strauss Foundation advances the human rights and well-being of underserved people touched by our business by taking courageous risks, supporting innovative community partnerships and promoting the practice of good corporate citizenship.

www.levistrauss.com/levi-strauss-foundation



Mama Cash - Women's Fund is an international fund that supports women, girls and trans people at the margins of their communities around the world who are addressing contested or under-addressed issues and are working to tackle the root causes of inequality and injustice.

www.mamacash.org



Sabancı Foundation - Social Development Grant Program supports civil society organisations which promote access to equal opportunities for women, youth and persons with disabilities to participate in all aspects.

www.sabancivakfi.org/homepage



ABOUT THE EFC

The European Foundation Centre, founded in 1989, is an international membership association representing public-benefit foundations and corporate funders active in philanthropy in Europe, and beyond. The EFC develops and pursues activities in line with its four key objectives: creating an enabling legal and fiscal environment; documenting the foundation landscape; building the capacity of foundation professionals; and promoting collaboration, both among foundations and between foundations and other actors.

Emphasising transparency and best practice, all members sign up to and uphold the EFC Principles of Good Practice.

THE EFC'S THEMATIC NETWORK ON GENDER EQUALITY

This network provides a learning and sharing platform for foundations that are integrating, or beginning to integrate, a gender lens in their grantmaking and in how they function as organisations.



European Foundation Centre AISBL

Philanthropy House | rue Royale 94 | 1000 Brussels | Belgium | tel.: +32.2.512.8938 | efc@efc.be | www.efc.be