Title of Project: Policy Project in Transnational Applied Research in Gender Equity Training (TARGET)

Names of P.I.’s: Myra Marx Ferree and Christina Ewig

With the additional participation of the following faculty:
Amy Stambach (Educational Policy Studies and African Studies)
Susana Lastaria-Cornhiel (Urban and Regional Planning, Latin American and Caribbean Studies, Land Tenure Center)
Aili Mari Tripp (Gender and Women’s Studies, Political Science, African Studies)
Nancy Kendall (Educational Policy Studies and African Studies)
Shelly Grabe (Visiting Scholar in Gender and Women’s Studies, Psychology, and Latin American and Caribbean Studies)
Leila Harris (Geography, Middle East Studies, and Nelson Institute for Environment Studies)
Pamela Herd (LaFollette and Sociology)
Jane Collins (Gender and Women’s Studies, Rural Sociology, Latin American and Caribbean Studies)
Katherine Bowie (Anthropology, Southeast Asian Studies)
Marianne Bloch (Curriculum and Instruction, Gender and Women’s Studies, Human Development and Family Studies, African Studies, Center for Russian and Eastern and Central Asian Studies, European Studies, and Latin American and Caribbean Studies)

SUMMARY OF OBJECTIVES AND ACTIVITIES

This project aims to accomplish the following goals:
1. Drawing on the expertise of EU researchers and UW-Madison faculty and graduate students, to develop evaluation criteria for gender mainstreaming training in US development projects, with the UW-Madison producing a database of gender expertise and training programs in the US
2. Compare this US development-focused gender mainstreaming to that conducted within the EU among the member states, to identify context-specific differences in training needs and enhance the focus on race/ethnic and other types of intersectional inequalities in gender mainstreaming training
3. Conduct four expert workshops, one in the US and three in the EU to specifically identify best practices in gender mainstreaming training with regard to content (HU Berlin), methodology (RAD Nijmegen) and curriculum standards (UCM
Madrid), as well as for outreach into third country development for “training the trainers” (NU Boston)
4. Develop a curriculum manual for EU trainers and disseminate best practices for teaching the gender mainstreaming approach both within the EU and US and in third countries, both making data and reports available on the web, and by publishing and presenting the research results in academic and applied contexts.

The remainder of this report outlines the activities conducted to date on the way to accomplishing these goals.

1. DATABASE OF GENDER EXPERTISE AND TRAINING PROGRAMS

During the second year, we continued to develop a preliminary database of published research on gender trainings that have been implemented as part of gender mainstreaming policies and strategies in the developing world. Articles have been culled from major academic search engines and have been coded according to how researchers and trainers are defining “gender,” “gender mainstreaming,” “gender equity” and “gender expertise”. We will continue this project and expand it to include relevant “gray literature” on gender training that is being publicly available as policy documents, program evaluations, and as curricula by major non-government organizations, bilateral development organizations and multilateral organizations such as the United Nations. We plan to make the final database bibliography available via a searchable web-based program. During the first and second years, several undergraduate and graduate students have focused their time on this project, in addition to Phyllis Weisbard, Women’s Studies Librarian.

United States Academic-Based Gender Training Programs
In addition to the database, in the first year, TARGET hired Sarah Robert, a graduate student in Educational Policy Studies at the UW-Madison to conduct an assessment of currently available international gender policy training programs available through US academic institutions primarily at the graduate level. Her full report (which was completed in year 2) is attached in both hard copy and electronic versions (see “United States Academic-Based Gender Training Programs”). In summary, the study finds that it is generally difficult to ascertain from program websites or other public listings what counts as gender and policy courses or as training courses for gender-focused policy analysis. Related, the researcher found that there were very few programs with dedicated, full-time faculty attached to gender policy training components of the programs. One exception was George Washington University’s graduate-level public policy program embedded within the Trachtenberg School of Public Policy and Public Administration, which has two full-time faculty members advising for the race, gender and policy field. The study found that there were more graduate certificates available for students in women’s studies or public policy fields through which training might be received. However, only one program out of fifteen, the University of Southern California (USC), solidified the integration of gender and policy into their certificate program. It is planned
that during the next year of TARGET, further research will be conducted to follow up on this first phase of assessing the level of graduate-level training in the US, specifically using phone interviews to learn more about the details of training programs and to ascertain whether more exist that are not visibly identifiable via program websites.

2. COMPARATIVE EU-US GENDER TRAININGS

Interviews with Gender Experts
Central to TARGET’s activities during the third year has been interviewing gender experts around the world to learn about the role that training plays in building gender expertise, the kinds of work available to gender experts and how training links to policy and research activities related to gender mainstreaming. The questionnaire was developed and tested during year one, and interviews were conducted in years two and three, particularly focusing on visitors to UW-Madison and faculty and graduate students on campus who currently work in the field of gender and development.

During the third year, TARGET has hosted, in conjunction with other UW-Madison departments and programs, a variety of meetings with invited expert speakers that were open to the public and conducted supplemental meetings and interviews with these leading gender experts. These experts, who have been trained in the US and the EU, are currently working in the field of development and gender mainstreaming in Africa, the US, the EU, and Latin America. The purpose of these events are two-fold: (1) to gather insights from experts outside the UW-Madison system which will build expertise among UW-Madison faculty and students (both undergraduate and graduate) in the training needs and experiences in gender policy consultancy work in global development; and (2) to build networks for future curricula design for gender mainstreaming and potential gender training. Formal interviews have been conducted with those visitors from outside the UW-Madison system and a summary of findings will be reported. The following list of events includes relevant information about visitors, their affiliation, and their areas of expertise. The information the outside experts offer plus the insights developed by our own faculty and student participants will be incorporated into our publications as well. A copy of the “Interview Form for TARGET Presenters” is attached in electronic form.

Diane Elson, Department of Sociology, University of Essex
"Gender Dimensions of the Global Financial Crisis"
Thursday, September 24
Attendance: 18

Reception for Diane Elson
Tuesday, September 22
Attendance: 10
Diane Elson is Professor of Sociology at the University of Essex (UK). For almost 40 years, she has carried out research on gender and development, and is regarded as one of the 50 key thinkers on development – David Simon, ed., *Fifty Key Thinkers on Development* (Routledge, 2005). Her current research and teaching interests focus on global social change and the realization of human rights, with a particular focus on gender inequality and economic and social rights. Elson has served as a member of the U.N. Millennium Project Taskforce on Gender Equality and Women’s Empowerment, and as vice-president of the International Association for Feminist Economics. From 1998 to 2000, she occupied the post of Special Advisor to the Executive Director of the United Nations Development Fund for Women.

**Professor Elson also gave two other talks at UW:**

"Gender Dimensions of the Global Financial Crisis: High Income Countries"
Tuesday, September 22

"Gender Dimensions of the Global Financial Crisis: Middle and Low Income Countries"
Wednesday, September 23

**Co-sponsors:** The Havens Center, the Gender and International Policy Research Circle, TARGET (Transnational Applied Research in Gender Equity Training) and the Sociology of Gender Brownbag (femsem).

**Alicia Ziffer** UN-INSTRAW Community of Practice specialist

**Gender Training Community of Practice: Learning through Dialogue**
Monday, October 5
**Attendance: 15**

**Working as a 'Gender Expert'**
Tuesday, October 6
**Attendance: 11**

**Reception for Alicia**
Tuesday, October 6
**Attendance: 8**

**Alicia Ziffer** is a specialist in Education, Gender and Public Policy. Argentinean born, she has lived in the Dominican Republic for the past six years. She has done graduate studies in Education at the University of Buenos Aires, Argentina and postgraduate and masters studies in Gender, Social Science, Education and Public Policy at FLACSO Argentina and FLACSO Dominican Republic. Her research and capacity building interests focus on gender, public policy, migration, education and inclusive schools in contexts of poverty and exclusion. She has worked as
consultant in research, capacity building and evaluation for international organizations including the UN, IADB, Social Sciences Latin American Council, Plan International, CRS, Population Services International (PSI) and governmental offices and secretariats. She has been an Associate Researcher in the Dominican Republic FLACSO Program where she coordinated the Education Department. She has also been an Associate Teacher in PRIGEPP (Regional Public Policy & Gender Program) from FLACSO Argentina. She is now the UN-INSTRAW Community of Practice specialist where she coordinates the Gender Training Community of Practice.

**Miriam A. Glucksmann**, Professor of Sociology, University of Essex.

“*Women on the Line*: Revisited. Changes and Continuities in Women's Work”
Thursday, October 22
**Attendance**: 21

**Reception for Miriam Glucksmann**
Thursday, October 22
**Attendance**: 15

Miriam Glucksmann is Professor of Sociology at the University of Essex. Her research centres on work, employment and gender, especially the effects of restructuring, and connections between different forms of labour. She has published numerous articles and research-based books on gender and work, including *Women on the Line* (published 1982 under the pseudonym of Ruth Cavendish, updated and reprinted 2009), *Women Assemble: Women Workers and the New Industries in Inter-War Britain* (1990), *Cotton and Casuals; the gendered organisation of labour in time and space* (2000), and the jointly edited *A New Sociology of Work?* (2005). She recently completed a three year research programme on ‘Transformations of Work: New Frontiers, Shifting Boundaries, Changing Temporalities’ as an Economic and Social Research Council Professorial Fellow. This explored diverse forms of integration and differentiation of labour, through research on offshored work and call centres, European elder care work, and ready-made food work. In 2005 she was elected a Fellow of the British Academy, and in 2007 the Swedish Research Council awarded her the Kerstin Hesselgren Visiting Professorship at Stockholm University.

**Co-sponsored** by the Center for German and European Studies, the European Union Center for Excellence, and Femsem (Sociology of Gender) and the Center for World Affairs and the Global Economy (WAGE).

**Dr. Flavia Agnes**, Attorney, Bombay High Court

“*Women's Rights and Legal Advocacy in India*”
Tuesday, November 10  
Attendance: 17

Flavia Agnes is a lawyer at the Bombay High Court and founder of Majlis, a legal and cultural resource centre in Mumbai, India. She is a relentless advocate of gender equality through the law and a staunch critic of the Uniform Civil Code. Flavia appeared before the Sri Krishna Commission enquiry into the 1992 riots in the Indian cities of Mumbai and Berhampada. She has written and published extensively, including in the journals Subaltern Studies, Economic and Political Weekly, and Manushi on the themes of minorities and the law, feminist jurisprudence, gender and law, and law in the context of women's movements. She is author of the book, Law and Gender Inequality: the Politics of Women's Rights in India, published by the Oxford University Press (1999).

Co-Sponsors: The Gender and International Policy Research Circle, the Transnational Applied Research in Gender Equity Training (TARGET), Global Legal Studies, the Center for South Asia, and the Center for Research on Gender and Women

Sally Kenney, Professor, Department of Law and Humphrey Institute of Public Affairs  
University of Minnesota Director, Center on Women and Public Policy

“Making the Case for Women Judges”  
Monday November 16, 2009  
Attendance: 12

Workshop: “Teaching and Writing Case Studies on Women and Social Change: the Case of the Northern Ireland Women’s Coalition”  
3pm, Monday November 16, 2009  
Attendance: 15

Sally J. Kenney joined the Humphrey Institute faculty in 1995 after holding joint appointments in Political Science, Women’s Studies, and Law at the University of Iowa. Her research interests include gender and judging, judicial selection, feminist social movements, the European Court of Justice, exclusionary employment policies, and pregnancy discrimination. She served as a consultant to the US Congress's House Education and Labor Committee on discrimination resulting from fetal protection policies. She is currently at work on a book entitled Gender and Judging. Beginning January 1, 2010, she will be the Executive Director of the H. Sophie Newcomb Memorial College Institute at Tulane University where she will hold the Newcomb College Endowed Chair.
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Co-sponsored by the Center for German and European Studies and the European Union Center of Excellence. Co-sponsored by the TARGET Research Circle and FemSem (Sociology of Gender).

Caren Grown, Economist-In-Residence at American University

“Financing Gender Equality: Keeping Promises in Times of Economic Crisis”
Tuesday, November 17
[cancelled due to weather/travel problems]

Tuesday, November 17
Reception for Caren Grown
Attendance: 11

Working as a 'Gender Expert'
Wednesday, November 18
Attendance: 18

Caren Grown is Economist-In-Residence at American University, where she teaches in the fields of economic development and gender analysis in economics. Her current research focuses on assets and women’s well-being, gender equality and public finance, and gender equality measurement. Formerly, she was Senior Scholar and Co-Director of the Gender Equality and Economy Program at The Levy Economics Institute at Bard College, and Director of the Poverty Reduction and Economic Governance team at the International Center for Research on Women (ICRW). She has edited and authored numerous books and articles on gender equality, development, and macroeconomics. Her recent books include Taxation and Gender Equity, co-edited with Imraan Valodia (Routledge 2010), The Feminist Economics of Trade, co-edited with Diane Elson and Irene Van Staveren (Routledge 2007), and Trading Women’s Health and Rights: the Role of Trade Liberalization and Development, co-edited with Elissa Braunstein and Anju Malhotra (Zed Books 2006). Dr. Grown is an Associate Editor of Feminist Economics, a member of the External Gender Forum of the Asian Development Bank, and a founding member of the International Working Group on Gender and Macroeconomics (GEM-IWG).

Virginia Vargas, Tinker Visiting Scholar (Peru)

Feminisms, Democracy and Diversity in Latin America in the XXI Century
Wednesday, December 2
Attendance: 9

Professor Vargas comes to UW-Madison from Catolica Universidad, Lima, Peru. In 1978, Vargas founded the Center for the Peruvian Women "Flora Tristán." She has been involved in the World Social Forum International Committee. She works in
the program “Studies and Feminist Debates,” for the Center “Flora Tristan” in Lima; in the Program Democracy and Global Transformation for the Universidad Nacional Mayor de San Marcos, in Lima, Peru. The Center for Research on Gender and Women and the Department of Gender and Women’s Studies area is hosting her stay at UW-Madison.

Co-sponsored by Center for Research on Gender and Women, Gender and Women's Studies, LACIS, and TARGET Research Circle (Transnational Applied Research in Gender Equity Training).

3. EXPERT WORKSHOPS

New Perspectives on Gender and Human Security Workshop
In March of 2010, TARGET hosted an interdisciplinary workshop at the University of Wisconsin–Madison. The workshop took place from March 17 to March 19, and included a preliminary dinner meeting with participants on Thursday March 17, and then workshops and panels all day on March 18 and 19. The workshop featured cutting edge work that engaged with a gendered approach to the study of human security, i.e., threats to people’s livelihood, well-being and bodily integrity resulting, for example, from conflict of all kinds, environmental degradation, the spread of infectious diseases, massive population movements, economic decline, food insecurity, and physical violence. We covered the linkages among various types of insecurity related to conflict and violence. The workshop focused on new approaches to human security that adopt a gender perspective and also connect multiple issues, such as violence and HIV, food security and war expenditures, PTSD and intimate partner violence. A summary of this workshop and workshop participants is included as a hard copy and electronic attachment (See attached workshop summary).

Tripp (Tanzania) and Ferree (CEU-Budapest) will be leading multi-national graduate training seminars in the Summer of 2010, and thus establishing a still wider network among gender policy researchers internationally.

4. CURRICULUM DEVELOPMENT

Website Production and Maintenance
During year three, we expanded the scope of TARGET website and list-serve of members attending various TARGET events. The website includes information about upcoming talks and events, information about funding and event sponsors, highlights our goals as a campus policy research group, and provides links to partner institutions in the US and Europe. It also provides links to ongoing networking that gender researchers, practitioners and policy-advocates are developing among our TARGET partner institutions and our visiting experts. Wendy Christensen, a graduate student in Sociology, has been responsible for developing and maintaining this website during year three.
EU Training Manual
Each of the workshops listed under the third activity above promotes dialogue between gender and diversity trainers, those who commission gender and diversity training in their organizations, and academic experts on gender and diversity, and each brings together actors from Europe and the US. For the US-based workshop, we have also included experts in gender and development from Africa and Latin America, as well as US-based experts working for multilateral organizations such as the UN and World Bank. The findings from these workshops formed the basis of the training manual that we developed with our EU partners and which will be completed this year. (See attached report)

INSTITUTIONAL RESOURCES
Overall, TARGET has received active co-sponsorship from 10 different campus entities (Departments and interdisciplinary programs) spread across five schools/divisions – Letters & Sciences, Education, International Studies, Agriculture and Law. We expect to continue to grow our network of engagement in the coming years.

STUDENT SELECTION AND RECRUITMENT: N/A

LANGUAGE AND CULTURAL INSTRUCTION: N/A

CURRICULUM DEVELOPMENT, FACULTY DEVELOPMENT, and IMPACT ON EDUCATIONAL PRACTICE:
A new graduate course has been developed through the work supported by this project: Education, Health, and Sexuality: Global Perspectives, Policies, and Practices. Developed by a team participant, the course integrates some of the ideas and research literature accumulated in Years 1 and 2 to address how gender, sexuality, and poverty interact with health and educational practices and outcomes. The course is designed for graduate students enrolled in policy studies.

A second course (Gender Issues in International Educational Policy), co-taught by TARGET participants in the School of Education, has also benefited from this project. Readings and resources available through the TARGET website and disseminated at international meetings directly inform a new formulation of this course, which was taught in the Spring Semester 2010.

Moreover, at least six graduate student doctoral theses at UW-Madison are related to this project. One pertains to gender equity issues in international education, particularly teachers’ unions. The candidate is currently employed as a tenure-track assistant professor. Another, pertaining to UN gender-mainstreaming policies in Vietnam, will be defended in Summer 2010. A third, on girls’ empowerment through sex education programs, examines programs implemented in Uganda. Another dissertation, defended in 2010, analyzes compares the political struggles around decriminalization of homosexuality and sex work in contemporary India. Also defended in 2010, a dissertation studies the authoritarianism and compassionate values of the UN High Commissioner for Refugees in
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a refugee camp in Ghana. Finally, an Italian researcher working with TARGET’s European partners is writing a dissertation on gender training. The dissertation is cosponsored by faculty at the University of Venice Ca Foscari (Italy) and Madrid Complutense University (Spain). Another dissertation project in Brussels, supervised by our TARGET partner in Nijmegen is also underway.

PROJECT OUTREACH
The following publications are TARGET work-related products:

Presentations and Talks
“Intersectionality and feminist politics: a comparison of alliances and framing strategies in the US and Europe” Keynote address by Myra Marx Ferree at Women’s Worlds: Ninth International Interdisciplinary Congress on Women, Madrid (June 2008), and presented at international invited workshops at the Institute for Human Sciences, Vienna (December 2008), the Cornelia Goethe Center, J.-W.-Goethe University, Frankfurt am Main (January 2009), and All-China Women’s Federation (July 2009).


Papers and Publications
A potential book from the Gender & Human Security Workshop through NYU Press.


Sisterhood since the Sixties: German Feminism in Global Context. (Myra Marx Ferree), Stanford University Press, forthcoming


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- 2009 Distinguished contribution to scholarship article award, Section on Race, Class and Gender, American Sociological Association

Website Development
In addition, we have increased the visibility and usefulness of the TARGET website during the second year. Through this website, we are able to link TARGET partners and visiting scholars or workshop attendees into the larger TARGET project. In addition, we have linked our website to many additional resources of interest to the project including the
following (included here directly from the TARGET website: http://www.ssc.wisc.edu/TARGET/links.htm):

**Gender training resources**
- UN INSTRAW Gender Training "Wiki" (centralized resource for gender training)
- Gender Analysis by Sara Longwe
- Guide to Gender Empowerment Frameworks
- MAGEEQ - Policy Frames & Implementation of Gender Mainstreaming
- EGG - Enlargement Gender & Governance
- Additional gender training resource list

**Gender training manuals**
- UN INSTRAW Training Materials
- Oxfam Gender Training Manual
- FAO Gender Training Manual (focus on program monitoring and evaluation)
- UNIFEM Gender Responsive Budgeting Manual

**Gender policy**
- QUING Quality In Gender+ Equality Policies
- EQUIPOL - Gender-sensitive and women friendly public policies: a comparative analysis of their progress and impact
- International Center for Research on Women (ICRW)
- Women's Environment and Development Organization (WEDO)
- World Bank - Gender Net
- UNDP on Gender and Development
- Association for Women's Rights in Development (AWID)

**LIST OF ATTACHMENTS:**
- Participant Evaluation Form
- New Perspectives on Gender and Human Security Workshop program (2010)
  - Workshop participant biographies
  - Summary of attendees and participants
- “Manual for gender+ trainers and commissioners”
- EU Partners Report

**Publications:**
- “From Policy to Polity: Democracy, Paternalism, and the Incorporation of Disadvantaged Citizens” (Bruch, Ferree, Soss)
- “Inequality, intersectionality and the politics of discourse: Framing feminist alliances” (Ferree)
- “Making Gender Equality a Shared Problem in Organizations: Group Model Building as a Gender Mainstreaming Method” (Bleijenbergh, Benschop, Vennix)
- “GENDER quotas: Female Legislative Representation” (Kang and Tripp)
- “An American Road Map? Framing Feminist Goals in a Liberal Landscape” (Ferree)
- “Feminist Practice Meets Feminist Theory” (Ferree)
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- “Targeting Gender Policy Programs in United States’ Universities” (Robert)
- “Toward a Comparative Politics of Gender Research in which Women Matter” (Tripp)
- “Creating Collective Capabilities: Women, Agency and the Politics of Representation” (Tripp)
- “Legislating Gender Based Violence in Post-Conflict Africa” (Tripp)
- “Women’s Rights” (Tripp)
- “Why Do Non-Democratic States Adopt Women’s Rights Policies?” (Tripp)
- “Women, Civil War, and Political Representation in Africa” (Hughes and Tripp)
- “Gender, Agency, and Peace Negotiations in Africa” (Tripp)
- “Women’s Movements in Africa” (Tripp)