Policy papers and key documents

**We're Stronger Together: Final policy paper of the GenderWorks project** (also available in German and Italian)
Oxfam GB Policy Paper - February 2010

**Women and Social Inclusion** (also available in German and Italian)
Oxfam GB Policy Paper, Fran Bennett - October 2009

**The Poverty Risks of Women Affected by Poverty and Their Children** (also available in German)
WAVE Poverty report, Sabine Klein - June 2009

**An Invisible Crisis? Women’s poverty and social exclusion in the European Union at a time of recession**
Oxfam International and European Women’s Lobby - February 2010
This research paper looks at the hidden impact of the current economic recession on women’s poverty in EU countries, and makes several recommendations for change.

Policy and research - Gender and race equality

**Forgotten women: Domestic violence, poverty and South Asian women with no recourse to public funds**
This report documents research findings relevant to understanding the experiences of South Asian women who have survived domestic violence and who have No Recourse to Public Funds (NRPF), the “forgotten women”. This study was sponsored by Oxfam GB, with additional contributions from Care Services Improvement Partnership North West (CSIP NW) and the University of Huddersfield.

**Tackling Inequalities: A guide to planning better services**
South Lanarkshire Community Planning Partnership and Oxfam, November 2007
In the same way that you must always consider cost when designing a project or service, you must always consider fairness. This booklet is designed to help people consider inequalities from the outset when designing projects. By considering how to make sure that our services are suitable and accessible, we are also ensuring that our services are more effective.

**Review of Sub-national economic development and regeneration for Comprehensive Spending Review: contribution from the Oxfam UK Poverty Programme**
Oxfam GB, October 2006

**The Equalities Review: Interim report for consultation. A response from Oxfam’s UK Poverty Programme.**
Oxfam GB, June 2006

**Advancing Equality for Men and Women: Oxfam GB response to government proposals to introduce a public sector duty to promote gender equality**
Oxfam GB, January 2006
Oxfam's key concerns to government proposals, including: the importance of a strategic approach; issues of structural inequality between men and women; the effects of the proposals on men as well as women; equal pay and women experiencing poverty; the importance of gender-disaggregated data; and the process of conducting Gender Impact Assessments.
GenderWorks resource list

Fairness for All: A New Commission for Equality and Human Rights - Oxfam’s response to the White Paper
Oxfam GB, August 2004

Oxfam GB’s submission to the UN Commission on the Status of Women meeting, March 2004
Oxfam GB, March 2004
This paper lays out Oxfam GB’s position in relation to gender work with men and boys.

Programme – Gender and race equality

Proofed for parents by parents toolkit (links to SPAN website)
This toolkit draws on the findings of the Single Parent Action Network's One Parent Proofing research project and presents a practical resource for initiatives to One Parent Proof their policy and practice.

Oxfam GB's Gender Mainstreaming Tools
Oxfam GB, November 2002
This document was written to facilitate the process of mainstreaming gender across the programme management cycle. It is a compilation of checklists of key issues and questions that should be addressed in all programme and campaign work.

Into the Lion’s Den: a practical guide to including women in regeneration
Oxfam GB, July 2005
This guide aims to develop the capacity of community-based groups in regeneration areas by providing the tools and techniques for them to hold decision-makers to account. It follows the examples of three local women’s groups who worked to ensure that they were involved in local regeneration initiatives. Throughout the guide, there are illustrated practical examples of tools that were used with the ReGender pilot groups.

Oxfam Programme Insights: Women’s Leadership and Participation - case studies on learning for action
Oxfam GB, November 2009
This set of ten papers brings together lessons and experience on women’s leadership and participation from Oxfam GB and its partners.

Programme Insights: Policy, Advocacy, and Programming on the Africa Women’s Protocol
Oxfam GB, February 2008
A tool to mobilise resources for financing gender equality and women’s empowerment.

Programme Insights: Practising gender equality in education
Oxfam GB, June 2007
These papers on education and gender contribute to improving policy development and practice by presenting new learning and examples of good practice in a clear and straightforward manner, with recommendations for action.

Women’s and children’s poverty: making the links
Ruth Lister and WBG Poverty Working Group, Women’s Budget Group, March 2005
This report explores the links between women's and children’s poverty. The key message is that women are 'shock absorbers' in the home, and that government targets to reduce child poverty cannot be successfully achieved without attention to women's poverty. The report is based on both academic and experiential expertise in this field.

Accounting for Gender – Support for Work in South Bank and Grangetown
Romi Jones and Julia Lyford, Fourth Action, on behalf of South Bank Women's Centre, Oxfam and Redcar and Cleveland Borough Council, March 2005
A gender analysis of the Job Connect employment service from Redcar and Cleveland Borough Council. Findings revealed a quality service, but one that met men’s needs more than women’s. 

Gender Equality and Men: learning from practice
Ed. Sandy Ruxton, Oxfam GB, June 2004
Based on work with men from a range of countries including the UK, this book aims to provide a critical account of practical experience of work with men for gender equality.

Men, Masculinities, and Poverty in the UK
Sandy Ruxton, Oxfam GB, October 2002
This book was commissioned by Oxfam’s UK Poverty Programme to explore how changing economic, social, and political circumstances are affecting gender relations.

Policy and research – Gender and regeneration
Where are the women in LSPs? Women’s representation in Local Strategic Partnerships
Urban Forum, Oxfam and Women’s Resource Centre, August 2007
Local Strategic Partnerships (LSPs) are a way of bringing together local people, including public sector organisations, voluntary and community organisations, and businesses to work to improve the quality of local life. They aim to improve how local services are planned and delivered. This report looks at the shortage of women in LSPs, especially in senior bodies, as well as the lack of monitoring which masks the problem, and the absence of specific support to shift the balance. It makes recommendations for systematic monitoring, specific support for women, and use of the Public Sector Duty on Gender Equality to improve service delivery.

Not seen and not heard? Gender, community engagement and representation
Oxfam GB, 2007
Local people, the most important stakeholders when it comes to improving neighbourhoods, have a right to participate in decisions that affect their lives. However, men and women experience our communities differently, have different aspirations, and mobilise around different issues. Based on the findings of the ‘Gender and Community Engagement in Manchester’ (GEM) Project and other recent studies, this paper argues that a gender-aware approach is essential for effective community engagement. It looks at key policy areas and outlines practical steps for integrating gender into decision-making processes.

A place for everyone: gender equality and urban planning
Oxfam GB in partnership with the Royal Town Planning Institute, 2007
Our towns and cities are shaped by government policy and land-use planning. However, planning policy tends to ignore the fact that women and men use public space very differently and have different concerns about how it meets their needs. Looking at gender issues in planning is central to success in economic regeneration and social inclusion. This paper looks at the barriers facing local authorities, examines planning levels, and recommends changes, giving examples of good practice. For more detailed guidance, we recommend the Gender and Spatial Planning: RTPI good practice note 7 (RTPI, 2007).

From getting by to getting on: women’s employment and local regeneration programmes
Oxfam GB and RENEW North/West, November 2007
Why does regeneration fail the poorest women, and what can be done to help? The issues are complex, but the solutions are achievable. This report demonstrates that women’s employment needs have been left out of regeneration planning. As long as employment plans neglect the complex needs of women in poor communities, local economic underperformance will continue. Sustained, integrated support services are needed at neighbourhood level, with stronger links between regeneration policy, welfare policy and labour market strategies. Most importantly, workers and policy makers should listen more carefully to the needs of women in low paid employment or disengaged from the labour market.

Gender at the heart of regeneration
Oxfam GB, 2006
This introductory leaflet makes the case for including a gender perspective in regeneration work. It outlines how women are in the majority in many of the poorest groups, yet are in the minority
when it comes to making the decisions about how regeneration money should be spent.

**For Better or Worse: tackling women's and men's poverty in regeneration**
Report on conference, 24 May 2007, Glasgow

**See both Sides: A practical guide to gender analysis for quality service delivery**
Oxfam GB, 2004

This hands-on guide is designed to help those responsible for planning and delivering services to ensure that the services they offer have a real impact on the everyday, different lives of women and men. The guide explains how service delivery is never gender-neutral, and that even if offered and available to all, take up is affected by the difference in men and women's lives, roles and responsibilities. Training exercises and tools show how to examine the assumptions on which services may be based, collect and examine data by sex, and use this information to develop more effective services for the public. An in-depth case study runs throughout the guide, highlighting each step with real examples.

**Participation of people in poverty**

**The Axis of Influence**
The Axis of Influence is a discussion-based tool for community groups and networks to assess and improve the influence they have on agencies and partnerships. It is appropriate for small, large, newly formed and well established networks, as well as those with paid or unpaid members. The Axis of Influence was produced by CDX and Changes.

**Useful websites and Information**

**European Commission**
**Employment, Social Affairs & Equal Opportunities: Social Protection Social Inclusion**

**The National Council of Voluntary Organisations**
NCVO provides a guide to lobbying at the European Union level, including everything from an introduction to different EU institutions and bodies to tips from campaigners and decision makers on how to influence.

**Gender websites**

**Bridge**
Supports gender advocacy and mainstreaming efforts by bridging the gaps between theory, policy, and practice with accessible and diverse gender information in print and online.

**Siyanda**
An online database of gender and development materials from around the world. It is also an interactive space where gender practitioners can share ideas, experiences, and resources.

**Gender Responsive Budgeting**
The Gender Responsive Budgeting website is a collaborative effort between the United Nations Development Fund for Women (UNIFEM), the Commonwealth Secretariat, and Canada's International Development Research Centre (IDRC), which was launched in 2001. The website strives to support efforts of governments, women's organisations, members of parliaments, and academics to ensure that planning and budgeting effectively respond to gender equality goals.

**Women's organisations and support groups**

**Fawcett Society**
**Engender**
**FATIMA Women's Network**
Single Parent Action Network (SPAN)
Rise (formerly the Women's Refuge Project)
Platform 51 (formerly the YWCA)

Community development

Community Development Exchange (CDX)
CDX works to ensure that community development is recognised and supported as a powerful way of tackling inequality and achieving social justice. As an organisation with members from across the UK, CDX reflects a diverse range of interests in community development across all sectors and fields.