



©
Quality of Life
CHALLENGE

GENDER AND POVERTY

IN BC'S CAPITAL REGION

February 2004

The Quality of Life CHALLENGE (www.qolchallenge.ca) is a bold new way for all sectors of BC's Capital Region to work together to find solutions to the critical concerns of housing, sustainable incomes and community connections. The Quality of Life CHALLENGE is owned by the people in BC's Capital Region through the commitment of Leadership Partners and other supporters. As the Lead Partner, the Community Social Planning Council of Greater Victoria holds fiduciary responsibility for the initiative and the collaborative leadership model. The Quality of Life CHALLENGE is a partner in Vibrant Communities (www.vibrantcommunities.ca) which links up to 15 Canadian communities in a collective effort to test the most effective ways to reduce poverty. The Gender and Poverty Project of Vibrant Communities is led by the Caledon Institute of Social Policy. Karasima Brands and Jane Worton represented BC's Capital Region on the national Gender and Poverty Working Group. Financial assistance was provided by the Women's Program, Status of Women Canada.

The opinions expressed in this document do not necessarily represent the official policy of Status of Women Canada.

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1. BACKGROUND

The Gender and Poverty project supports communities participating in Vibrant Communities to build their capacity to create inclusive communities through engagement in gender related analysis, strategies, and action at the local and national levels. The project is funded by Status of Women Canada.

The project's objectives are to:

1. Establish a national Working Group on Women and Poverty as part of Vibrant Communities in order to direct, reflect on, and sustain the project outcomes.
2. Develop and adapt tools and processes for:
 - profiling (identifying the characteristics, assets, and challenges) of low-income women in communities
 - understanding the gender dimensions of poverty
 - creating strategies and actions to reduce women's poverty in communities
 - replicating gender specific approaches for broader inclusion related analysis and action
3. Mobilize a network of women living in poverty through the Women and Poverty working group and through a series of local workshops on gender and poverty.
4. Write a follow up report on outcomes, insights, and recommendations, including policy recommendations, arising from the initiative.

While the project is specifically designed to focus on the issues of gender and poverty, it will also strengthen the ability of the communities and sponsors involved in Vibrant Communities to adopt a more rigorous approach to understanding and responding to other dimensions of poverty (e.g. race, age).

The Caledon Institute of Social Policy provides overall administrative support for the project and links its findings to the Vibrant Communities policy dialogue, while Tamarack: An Institute for Community Engagement explores ways to encourage and support organizations participating in the initiative to integrate the work of the local Gender and Poverty working groups into their community-wide efforts to reduce poverty.

BC's Capital Region was one of six communities in Canada selected to participate in the Vibrant Communities Gender-based Analysis for Community-Based Poverty Reduction project. Other participating communities were Surrey, Saskatoon, Saint John, Halifax and Trois-Rivières.

1.a. What is Gender Analysis?

Let's start by looking at what gender is. Gender refers to socially constructed roles and responsibilities of women and men, including expectations of how women and men will behave. These are the roles we learn to fill from childhood onward.

Gender Analysis is a tool for examining the differences between the roles that women and men play, the different levels of power they hold, their differing needs, constraints and opportunities, and the impact of these differences on their lives.

How can Gender Analysis impact the work of Vibrant Communities and the Quality of Life CHALLENGE?

1. By helping us understand relationships between men and women. Gender Analysis does this by answering the following questions:

Q: What do men, women, adults, children and elders do, and where do they do it?

Q: Who has access to and control over resources and services, and who makes decisions in the community?

Q: What are the reasons behind these differences in gender?

EXAMPLE from the community: A factory closes in town, leaving hundreds of people, mostly men, unemployed. In response, a local group initiates a retraining and income-generation program for the community. By analyzing the different and various ways in which the men's unemployment will impact both men and women, the group can plan more effectively for sustainable poverty reduction.

1. By helping us understand the impact of our poverty-reduction work on men and women, boys and girls.

EXAMPLE from the community: A skills training program for people living in poverty has been delivered primarily through night classes. By considering the roles and activities undertaken by men and women, especially those related to parenting, this program could be assessed for its accessibility to men and women.

4. By helping us increase the capacity of our institutions and organizations to program for and consider gender equality.

EXAMPLE from the community: For several years, a community organization has announced its meetings and events through the use of local grocery store and day-care bulletin-boards, and has held its meetings in the local Women's Institute Hall. Through an analysis of activities undertaken by local men and women, the organization reconsiders its communication strategies for more equal access by men and women.

(Source: Gender Analysis Primer, Vibrant Communities)

1.b. Looking at Gender and Poverty Nationally

Who is living in poverty?

- 36% of people of colour live in poverty compared to 20% in the general population;
- 44% of Aboriginal people living off reserve live in poverty;
- More than half of all women aged 65 and over live in poverty;
- Over 57% of single parent families led by women with children under 18 live in poverty.
- 25% of people under 25 are unemployed or underemployed

Looking at gender: Visible minority women, Aboriginal women and women with disabilities

- Employment equity has been slowly closing the wage gap between men and white women. However, the wage gap is widening for visible minority women, Aboriginal women and women with disabilities compared with men in these groups.
- Women with disabilities, visible minority women and Aboriginal women experience a higher rate of job loss as jobs are cut in both public and private sectors.
- The unemployment rate for persons with disabilities and Aboriginal persons is twice the overall Canadian rate.
- Globally, women contribute 66% of the hours worked each day, earn only 10% of the world's income and own only one percent of the world's property.

Undervalued work

- Women legislators on a national level comprise 9% of the seats in Latin America and the Caribbean, 12% in Canada and 26% in Vietnam.
- Worldwide women hold only 14% of the administrative and managerial positions, and less than 6% of senior management positions.

Unpaid work

- Women do two-thirds of all unpaid work in Canada.
- Equal sharing of housework occurs in only 10% of two-earner, heterosexual couples in Canada.
- Women do \$11 trillion of unpaid work globally each year.

Underpaid work

- Women still earn on average 79 cents for every dollar men earn in Canada.

Earnings of women employed full-time, full-year by province, 2001

	Women	Men	Women's earnings as a % of those of men
Newfoundland and Labrador	\$26,391	\$41,059	64.3%
Prince Edward Island	\$27,444	\$31,806	86.3%
Nova Scotia	\$28,822	\$40,155	71.8%
New Brunswick	\$28,668	\$39,702	72.2%
Quebec	\$34,973	\$44,917	77.9%
Ontario	\$38,212	\$54,223	70.5%
Manitoba	\$30,579	\$38,669	79.1%
Saskatchewan	\$30,157	\$41,548	72.6%
Alberta	\$33,618	\$53,319	63.1%
British Columbia	\$34,095	\$48,025	71.0%
Canada	\$35,258	\$49,250	71.6%

(Source: Statistics Canada, Survey of Labour and Income Dynamics)

- Most women workers have fewer benefits than men (health plans, pensions, sick days, vacation days etc.).
- More women than men are moving into the informal sector (e.g. homeworking) or into part-time jobs where they have no security or benefits.

Employed persons working part-time, by age, 2002

	Women	Men
Workers aged:		
15-24	52.9%	38.2%
25-44	21.2%	4.9%
45-64	32.1%	6.9%
65 and over	59.4%	35.3%
Total	27.7%	10.9%
Total employed part-time	1,983,700	900,000
% of all part-time employment	68.8%	31.2%

(source: Statistics Canada, Labour Force Survey)

(Unless otherwise noted all statistics in this section are borrowed from Suzanne Doerge and Beverly Burke, Starting with Women's Lives, Changing Today's Economy, 2000 and updates to their "Wall" workshop backgrounders)

2. BC'S CAPITAL REGION

2.a. Work using a gender lens

Gender analysis has been integrated into much of the work of the Community Council and Quality of Life CHALLENGE. The following gives some basic information on recent work with a gender component.

Capital Urban Poverty Project

2000

The Capital Urban Poverty Project was created in response to an invitation of the Canadian Council on Social Development to join other cities in a search for information on urban poverty and income distribution. The report included an entire chapter on gender and poverty.

Women's Housing Action Team Formed

2001

In response to the recommendations of Housing Policy Options for Women Living in Urban Poverty: An Action Research Project in Three Canadian Cities a group of women decided to form the Women's Housing Action Team. Their first project responds to affordable housing concerns of an invisible population, older low income women (40 to 55). The Community Council is part of the Women's Housing Action Team.

BC Transit Ticket Assistance Program

Last year through this program close to 30,000 free tickets were distributed through partner agencies to people with urgent transportation needs. Reports from the Community Council's analysis of the program continue to indicate that transportation assistance to people with low income helps to break barriers of isolation and to move individuals into employment. In 2001-2002 ticket use was broken down by gender.

- Overall, 16,362 tickets were used by men (68%) and 7,577 (32%) were used by women.
- The wide difference in ticket use by gender is linked with the type of services provided by and the purchasing power of participating agencies.

Community Reconstruction

2002 – 2005

Community Reconstruction is a three year community action research project. Individuals, social service agencies, funders and government are working together to find new and innovative ways to respond to needs of the people who are affected by the changes in social and health services. This project is using a gender lens in the analysis.

Inventory of Employment Services

2003

The Quality of Life CHALLENGE compiled an inventory of employment service agencies in BC's Capital Region. Key gender based findings:

- There are at least 4 agencies in this region which target women.
- There are no programs targeted to lone parents, and only very few provide child care for participants. 82% of lone parents in this region are women.
- There were no employment programs or organizations which targeted only men, though no men reported that they felt uncomfortable in mixed gender environments.
- A service gap was identified for men in a shortage of free work clothing for men.

CR-FAIR

CR-FAIR's mission is to educate people and improve food security in this region. The Community Council is an active partner and secretariat for CR-FAIR. CR-FAIR held two different forums about food through 2003. One dealt with food security and policy, linking this to local economic issues. This forum had mixed gender participation. A second forum dealt with access to food. This forum was attended solely by women. This contrast has sparked a dialogue about the differing roles genders play around food security.

Poverty Matrix: Dynamics of Need in BC's Capital Region

2003

With funding from Human Resources Development Canada, the Quality of Life CHALLENGE developed a matrix of the incidence of poverty among high-risk groups (i.e. youth, seniors, people with disabilities, Aboriginal people, recent immigrants and lone parents) and how people in these groups experienced poverty (working poor, temporarily unemployed, persistently unemployed, dependent poor).

Clothing Task Force Formed

2003

This task force formed in response to the need identified through the Poverty Matrix project for more assistance in finding work clothing for men. The CHALLENGE Community Action Team has also identified a need for clothing for men, and some members will be working with this task force.

Making Room: The Human Face of Housing Affordability in BC's Capital Region

The intention of this report was to give voice and strength to the many people living in BC's Capital Region who are living on low income. Beginning in 2002, the Community Council's research team conducted 15 interviews in each of six population groups known to be in particular need of housing that is affordable in the Capital Region: the elderly, people with disabilities, families, single people, youth and the homeless. Almost two thirds of interviews were conducted with women, and a gender lens was used in the analysis. Many of the housing

issues raised by participants were of equal importance to men and women interviewed. An example of some of the gender specific findings were:

- Significantly more women than men reported that groceries were not conveniently located in relation to their homes.
- Far fewer women (43%) rode the bus compared to men (74%). Women primarily reported walking and driving, compared to men who most often reported walking, busing and biking. 57% of women were not satisfied with the bus compared to 33% of men. Women mainly cited safety as a concern with waiting for the bus and walking to bus stops.
- When asked how well they knew their neighbours 41% of women knew them well compared to 25% of men. 90% of women said they had someone to ask for help compared to 79% of men.
- Only women reported doing laundry at friends' and families' homes. 68% of women reported having access to free laundry compared to 43% of men.

2.b. Local gender issues

The following tables give information about the numbers of women and men living on low incomes in BC's Capital Region in 2000, excluding the Gulf Islands and Port Renfrew. It is important to note that this information is for people's income status in the year 2000. Though this is the most up to date information available, this information does **not** reflect the current situation in our community.

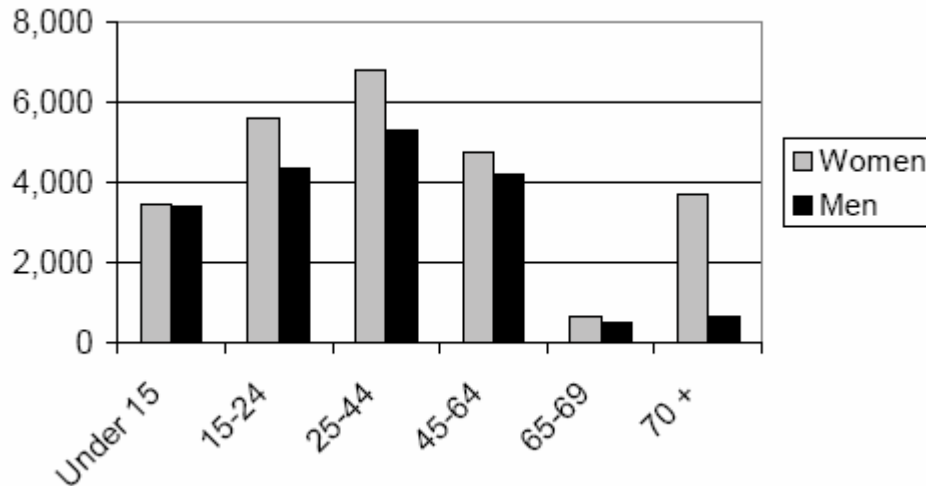
For many of these tables low income status is defined using Statistics Canada's Low Income Cut Off Line. This is calculated based on family size and the population size and urbanization. Families spending 20% or more of their income on basic necessities such as food, shelter and clothing than the average family of the same size in the same size of community would be living on low income.

2000 Low Income Cut Offs for BC's Capital Region

Family Size	Low Income Cut Offs
1	\$15,757
2	\$19,697
3	\$24,497
4	\$29,653
5	\$33,148
6	\$36,642
7+	\$40,137

Age

Women and Men living below the Low Income Cut Off Line by Age Group



(Source: Statistics Canada, 2001 Census, Victoria Census Metropolitan Area)

- The number of people living below the Low Income Cut Off Line has decreased by 4% since 1995. The percentage of women in poverty has slightly increased since 1995. Women make up over 58% of people living below the Low Income Cut Off Line.
- The number of low income single adults (between 45 and 64) had the greatest increase from 1995, increasing by 33%.

Education Level

Women and Men by Education Level and Average Employment Income

	# of Women (average employment income)	# of Men (average employment income)	Total (average employment income)
Less than a high school graduation certificate	11,520 (\$16,444)	14,460 (\$22,303)	25,975 (\$19,705)
High school graduation certificate and/or some postsecondary	24,460 (\$20,758)	23,215 (\$27,715)	47,670 (\$24,145)
Trades certificate or diploma	6,975 (\$23,362)	13,735 (\$36,034)	20,705 (\$31,766)
College certificate or diploma	19,270 (\$27,940)	13,520 (\$37,810)	32,790 (\$32,010)
University certificate, diploma or degree	23,795 (\$33,705)	22,740 (\$49,690)	46,535 (\$41,516)

(Source: Statistics Canada, 2001 Census, Victoria Census Metropolitan Area)

- As education levels increase, average income increases.
- At all education levels women have a lower average income than men do.

Household Type

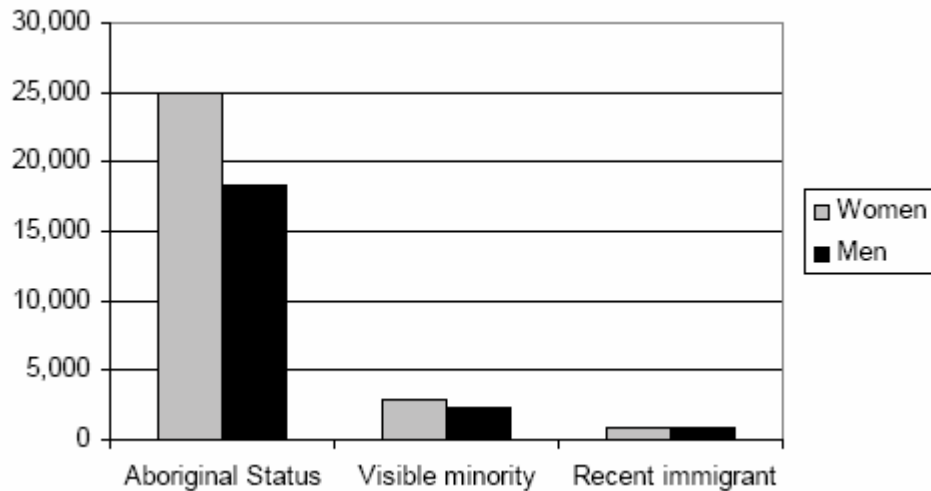
Household Type for Women and Men living below the Low Income Cut Off Line

	Total (% change since 1995)
Single person living alone	12,945 (+14%)
Single person living with others	9,560 (-8%)
Lone parent	3,875 (-1%)
Couple with children	320 (-60%)
Couple without children	1,870 (-.03%)

(Source: Statistics Canada, 2001 Census, Victoria Census Metropolitan Area)

Population Breakdown

Immigration, Visible Minority and Aboriginal Peoples



(Source: Statistics Canada, 2001 Census, Victoria Census Metropolitan Area)

People with Disabilities

Data for people with disabilities and income was not available for BC's Capital Region. However, percentages of people with disabilities and income level for British Columbia was available, and is listed below.

Percentage of women and men with disabilities in British Columbia by income level

	% of women with disabilities	% of men with disabilities
Without income	7%	2%
Under \$9,999	33%	32%
Under \$19,999	26%	14%
Under \$29,999	15%	13%
\$30,000 and over	19%	39%

- The median income for women with disabilities is \$19,415, while the median income for men with disabilities is \$28,141.

(Source: Statistics Canada, Participation and Activity Limitation Survey, 2001)

3. BUILDING THE WALL – DECEMBER 11, 2003 WORKSHOP

On December 11, 2003 a Gender and Poverty Workshop was held to examine how women and men experience poverty differently in our communities, homes and workplaces. The goal of the workshop was to help us deepen our understanding of how gender impacts the barriers and opportunities facing people living in poverty. As well, participants identified concrete actions to incorporate our learnings into the work of the CHALLENGE and the Community Council. Catherine Lang, one of the national coordinators for the project, provided invaluable support in preparing research and co-facilitating the workshop.

Participants

Twenty-six people attended the December 11 workshop (5 men, 21 women). As with all Quality of Life CHALLENGE events, we aimed to have a multi-sectoral group of people attending:

- Four people participating self identified as living on low incomes.
- Four worked for government, at both municipal and provincial offices.
- Two were from the private sector.
- Two were community members not affiliated with any organization.
- Eight were from advocacy and / or service based not for profit organizations.
- Six were Community Council staff.

Invitations had been extended to people engaged in the Quality of Life CHALLENGE through working groups or task forces, and to participants in Community Council committees or programs. One of the challenges we encountered was that not everyone participating was equally engaged with the Quality of Life CHALLENGE, and this presented some difficulties as we broke into small groups to discuss actions.

Workshop Objectives

1. To use a gender lens to understand the ways that men and women experience poverty and social change differently.
2. To explore how the work women and men do in the community, home, and workplace is changing and why.
3. To identify specific actions that members of the Community Council and the Quality of Life CHALLENGE working groups can use to integrate a gender lens into their poverty reduction work.

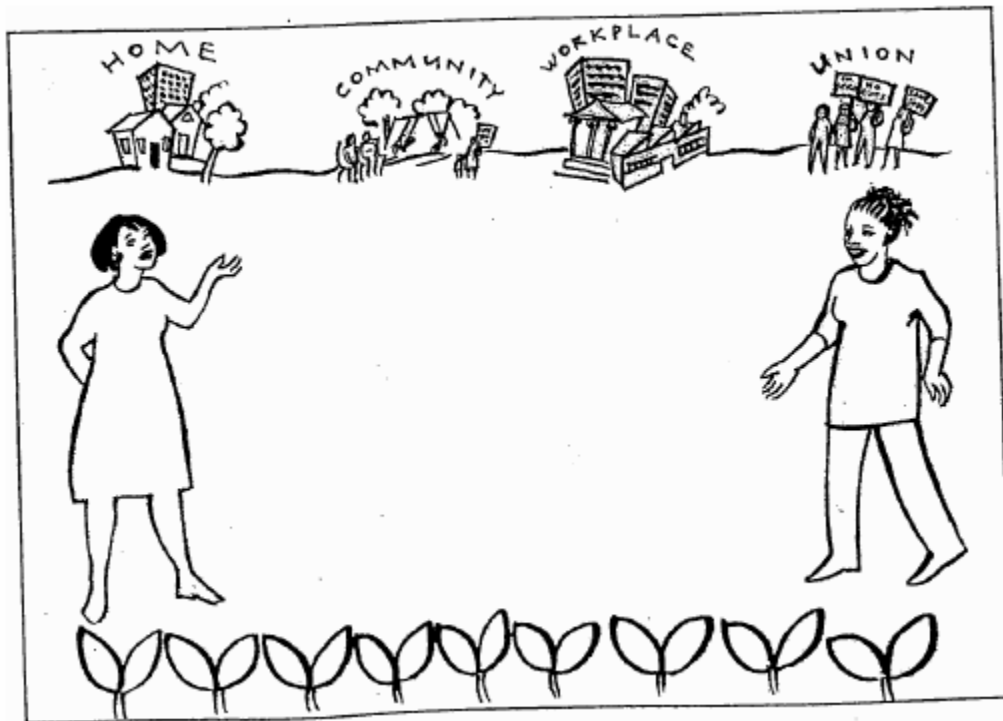
The workshop was adapted from a methodology called Building the Wall, which was designed by Suzanne Doerge and Beverley Burke. For more information on the workshop see their facilitator's guide Starting with Women's Lives: Changing Today's Economy. The workshop was initially designed to be for groups of women, but is adaptable for men and women together. The workshop uses the image of a stone wall to depict a gender analysis of today's economy.

"In a one day workshop, we created a beautiful Wall that looked like a patchwork quilt. We put up differently coloured stones speaking about the pain, fatigue and the anger women are feeling with the changes in the economy. But it wasn't depressing because we realized

the strength we have as women to change it. There were all of those paper women running all over it, identifying actions we can take to support each other."

- A participant in the CUPE Women's Conference, 1998 (from *Starting with Women's Lives*, 2000)

The graphic below shows what the Wall looks like at the beginning of the workshop.



We had an overly ambitious agenda, and unfortunately had to skip over some sections, and did not have as much time as we had hoped to address actions. However, we did complete most aspects of the wall, which was a central focus of the workshop. This addressed the first and second objectives. The last objective was covered to some extent at the end through the small groups, but was further addressed in January working group meetings. Notes on the outcomes of these meetings are included in the Next Steps: Integrating Our Learnings section of this report.

Common themes

Some of the common themes identified through the wall were:

- The substantial impact that societal shifts in gender roles have had in the home, community and workplace.
- The importance of considering other factors and barriers, i.e. disability, race, Aboriginal status, immigration.
- What impacts women impacts men.

AHA moments

Defining an AHA moment: those moments where something clicks, where suddenly you look at issues in a whole new way.

Through the formal and informal evaluation which occurred, one of the most commonly reported impacts was how once you start to think with what we refer to as gender lens, we can see how gender links in with many other issues.

At the workshop members of the dental task force, which works to address the need for dental care as a barrier to employment, noted the link between the predominate gender of dentists (men) and their pay and power structure compared with that of dental hygienists (predominately women). This particularly is an issue for accessing dental care, as dental hygienists are not permitted to see clients and perform preventative care in cleaning without clients seeing a dentist first. Dental hygienists in BC are working with the government now to address this issue, and hope to be able to make a change so they can visit isolated seniors in their homes, and possibly act much as street nurses do. When the dental task force members reported on this issue at the workshop, this sparked an AHA moment for a lot of other participants.

It is not possible to present the wall graphically as it was created in the workshop, but the following two sections are transcriptions of sections of the wall.

3. a. Changes to Social Programs and to Jobs

CHANGES TO SOCIAL PROGRAMS	CHANGES TO JOBS
<p>Income Assistance</p> <ul style="list-style-type: none"> ■ Cuts to income assistance benefits ■ Feb 2004 deadline for people on social assistance (time limits legislation) ■ Crisis grants reduced & access to it limited? ■ Eligibility for employment services limited <p>Housing</p> <ul style="list-style-type: none"> ■ Housing cost increased: less affordable housing ■ Reduced investment in social housing <p>Employment Insurance</p> <ul style="list-style-type: none"> ■ Fewer employment insurance (EI) benefits ■ Pension plans covering less <p>Health Care</p> <ul style="list-style-type: none"> ■ Increased health costs and reduced coverage – Medical Service Plan (MSP). ■ Weakened health and safety legislation ■ Fewer people have dental benefits <p>Children / Youth</p> <ul style="list-style-type: none"> ■ Cuts to education and childcare ■ Mothers no longer keep child support deducted from IA <p>Other</p> <ul style="list-style-type: none"> ■ Fewer rights & enforced regs for people in care ■ Funding cuts to community organizations and women's programs ■ Huge shift from prevention or band aid services to crisis or no services ■ Cuts to education, childcare and home support ■ Concentration of social services in urban centralization of service offices ■ Banks withdrawing from community; low income can't open bank accounts ■ Need access to phone or computer to access basic services ■ Rural service cuts 	<p>Workplace Culture</p> <ul style="list-style-type: none"> ■ Less job security ■ Increased workload ■ Slight improvement to equal pay for equal work, but women continue to earn less than men ■ Increasing tech surveillance on the job ■ Less positive interpersonal relationship in the workplace / No more "water cooler" time ■ Increased productivity expected but quality of product at risk ■ Decreased job satisfaction/self esteem/motivation ■ Increase of health and stress related leave ■ New culture in workplace creates need for outside help on health and workplace wellness ■ More job sharing <p>Types of jobs available</p> <ul style="list-style-type: none"> ■ Public sector jobs moved to private sector ■ Increase in self-employment (informal sector) ■ More part-time and contract work ■ New jobs highly skilled or low paying ■ Global companies, fewer jobs-virtual jobs more specialized ■ Changing definition of work positions to get around paying fair wages; "everyone's a manager". ■ Wages not keeping up with cost of living (inflation) ■ Demands for certification & training increasing ■ Decreased benefit packages and child care subsidies ■ More underground work-marijuana cultivation, sex work to pay for basic needs

CHANGES TO SOCIAL PROGRAMS	CHANGES TO JOBS
<p>Other Changes to Social Programs (continued)</p> <ul style="list-style-type: none"> ■ Eye exams no longer covered ■ More reliance on family, community ■ Transition house closing ■ Increased dependence on community i.e. food banks ■ Increased consultation with community (but is it always genuine?) ■ Assumption is that what was “cut” came from something that was adequate. They were already inadequate before cuts. ■ Cuts to legal aid ■ Changes to ombudsman & human rights offices ■ Cuts to specialized services ■ Higher expectations of productivity of social programs 	<p>Children / Youth</p> <ul style="list-style-type: none"> ■ Students entering sex trade to pay for education, others entering sex trade to pay for basic needs ■ Child income considered family income; age 12 is now employable <p>Other Changes to Jobs</p> <ul style="list-style-type: none"> ■ Enforcement weakened – self-regulating ■ US ownership of companies ■ Companies driven by the bottom line ■ Gender traditional roles shifting ■ Over past decades shift in mandate of unions / Current erosion of union power ■ Impact of technology on work & workload & skills required ■ Corporate social responsibility increasing

3.b. Changes to Home, Community and Workplaces

HOME	COMMUNITY	WORKPLACE
<ul style="list-style-type: none"> ■ Isolation and anxiety ■ Financial pressure ■ Stress and violence ■ Isolation due to poverty and social breakdown from working at home ■ Impact on quality family time ■ Family stress breakdown-impact on next generation – “trans-generational” dysfunction 	<ul style="list-style-type: none"> ■ Middle class erosion ■ Increased costs for MSP. ■ Perception of safety decreased ■ Removal of payphones in downtown core safety issues ■ Focus on survival, not on community ■ Increased volunteer expectations ■ Loss of sense of community & increased awareness 	<ul style="list-style-type: none"> ■ Greater anxiety and stress which carries over into personal life ■ Decreased funding for childcare, fewer jobs; poor getting poorer ■ More time spent at work than with family ■ More requirement; need to volunteers not allowed in unionized workplaces ■ Change in workplace

HOME	COMMUNITY	WORKPLACE
<ul style="list-style-type: none"> ■ Increased alcohol/drug abuse and mental health problems; particularly depression ■ Lower living standards for many; huge impact on all levels. ■ Less disposable income for disabled/other; paying for previously covered services ■ Shift in BC hydro-can cut off services; safety issues-access to phone ■ Home ownership unaffordable ■ Children raising selves increasing pressure ■ "Kick the dog" syndrome (from external stress) ■ Ethnic differences in gender roles and expectations in multicultural society 	<ul style="list-style-type: none"> ■ Juggling 1000 balls, everyday a new ball is added; anxiety-burnout ■ Desensitization ■ Decrease in activism / loss of hope in some; over activism and burnout in others ■ Decreased health; increased stress; more deaths ■ Cut throat competition for money both by agencies and individuals ■ More control over advocacy groups to maintain funding ■ Invisible population increasing ■ Disabled benefits are shrinking and more restrictions on what is called income; i.e., honorariums; in kind ■ Mental health consumers – bear the brunt even further 	<ul style="list-style-type: none"> ■ Culture ■ Increased expectations and workload ■ More complex tasks ■ Increased competition ■ Increased conflict, anxiety and stress ■ Needing to put life on hold because of job security ■ More lower paying jobs ■ Mandatory volunteer work to build skills for your resume ■ Increased movement for corporate social responsibility ■ Networking to get a job – it's who you know; not necessarily what you know ■ Skirting union contracts with part-time work ■ Youth underutilized ■ Different expectations for work can be separated along gender lines ■ Use and abuse of pay equity ■ More clean and green workplaces, high growth industry ■ Jobs broken down to lowest denominator; pay is less; narrow focus not lasting

Gender Differences in the Home	Gender Differences in the Community	Gender Differences in the Workplace
<p>Men</p> <ul style="list-style-type: none"> ■ Shifting breadwinner roles ■ Job security expectation & role in family/community has changed ■ Shifting roles; culture, resource-based ■ Stereotypes; lazy dangerous ■ Increase in # of men living on the street; tend to isolate themselves from others. <p>Women</p> <ul style="list-style-type: none"> ■ More isolation ■ Isolation for singles increases ■ Single moms; huge poverty issues and stress that goes with this ■ More women stay at home with sick children and aging parents 	<p>Women</p> <ul style="list-style-type: none"> ■ Most often in unpaid/caregiver/volunteer roles ■ Trust women are who they represent themselves to be ■ Carry majority of burden of cuts-less able to qualify for EI and CPP ■ Increase in violence against women and children related to abuse and worse because of decreased funding/support of community groups for these women ■ Women are quite often portrayed as victims in the media ■ Women do activism differently – less aggressive <p>Men</p> <ul style="list-style-type: none"> ■ Less services for men ■ Traditional role expectation shifting ■ Want to be recognized for work in the community 	<p>Men</p> <ul style="list-style-type: none"> ■ Men less likely to seek counseling when under stress which can increase violence in the home ■ Bore most of the loss of primary industry jobs ■ Men have had to rapidly learn how to be sensitive in the workplace <p>Women</p> <ul style="list-style-type: none"> ■ Less able to get a promotion to increase pressure of working longer hours, less childcare ■ Experience the pressure/conflict between family and work ■ Body type/image may designate work place status and success ■ Women cannot afford to have children because of lack of job security ■ Women are unable to advance as quickly in the workplace due to caregiver role

3.c. Actions

Action re: Home	Action re: Community	Action re: Workplace
<p>Encouraging community atmosphere in housing through raising awareness</p>	<p>Community Connections Working Group</p> <ul style="list-style-type: none"> ■ Raise awareness of gender/poverty analysis through stories <p>Community Action Team</p> <ul style="list-style-type: none"> ■ Talk about barriers to both women and men part of Community Action Team (CAT) discussion <p>Community members & advocates group</p> <p>Remember:</p> <ul style="list-style-type: none"> ■ What you shine the light on will grow ■ What is good for one is good for all 	<p>Community Council Board of Directors and CHALLENGE Steering Working Group</p> <ul style="list-style-type: none"> ■ More gender balance in volunteers and staff ■ Create task group for HR policy that supports sustainable families & income <p>Sustainable Incomes Working Group</p> <ul style="list-style-type: none"> ■ Support a research project addressing youth in the workplace ■ Continue to look at service need / impact by gender ■ Reach out to CAP students – build stronger links with youth <p>Dental Task Force</p> <ul style="list-style-type: none"> ■ Educational campaign designed by people on low incomes / in street community ■ Support provincial hygienists being able to see patients before dentist

4. GENDER, DISABILITY AND POVERTY

A second gender workshop was held in late January. Recognizing that gender is only one aspect of why and how some people experience poverty, this workshop examined how gender, having a disability and income status are related. The objectives of the workshop were:

1. Gain a deeper understanding of the differences that men and women experience who have a disability and live on a low or fixed income
2. Share information about gender and poverty statistics
3. Identify action oriented solutions

There were 12 people in attendance: 5 people as observers and 7 people as participants. The 7 participants were people with a range of disabilities who are living on low or fixed incomes. Two of the participants had been present at the December 11 workshop. The 5 observers were representatives of Human Resources Development Canada, the BC Ministry of Human Resources, VanCity Credit Union, Thrifty Foods and Triumph (a local employment service for people with disabilities).

We wanted to combine several different structures for this workshop. We wanted to use parts of the Building the Wall process from the December workshop, to use a version of the fishbowl and to use the SNACC model designed by Karasima Brands. These facilitation techniques are described below.

One of the main challenges that we faced was that we had a lot of ground to cover in a short time. Recognizing that few people like long meetings, and that people with disabilities might find a day long event particularly tiring, we chose to hold the event in an afternoon. We wanted to reproduce portions of the wall workshop, but knew we couldn't get through it in such a short period. We decided that we could take the information from the December 11 workshop and other research to list the changes to jobs and social services which were relevant to people with disabilities.

Some notes from the December 11 workshop were distributed as part of the participants package. We decided to focus on the home, community and workplace for this meeting.

We had hoped to get through identifying needs and actions for home, community and workplace at this meeting, including notes on differences by gender for each. One of the participants commented that it is hard enough to deal with needs and actions for people with disabilities living on low income, never mind adding gender as a component. The group has committed to meeting again to get through the needs and actions for all three areas. We hope to have a third meeting to then look more deeply at the gender differences.

The Fishbowl

In this model we had a circle of people whose voices are often not heard in control of the discussion, people with disabilities who were living on low incomes. The group was facilitated by another person in this need community. People introduced themselves by first name only, and the observers did not identify who they were or what organizations they were from until the end of the workshop. We didn't want participants to speak to observers, but rather

amongst themselves. Observing and learning from the discussion were people who have power to make changes for people in this community, both from the government and private sector. This model was used in the mid 1990s in Victoria for low income people and social service providers. This was the first time that either of us had worked with this model with this kind of power shift. Based on the evaluations from participants and observers, and our own experiences, we feel the use of this model was very successful and we intend to use it in subsequent events. We also hope to write a more detailed explanation of the model so we can share this with other communities. This can be a very valuable tool to bring the voices of people living on low income into poverty reduction work.

S.N.A.C.C.

The premise for this model is that many of us are hungry for so much in our lives, whether it is for enough food on the table, affordable housing or connections in our community. Sometimes a full meal isn't possible; by breaking down our needs into small snacks we can find meaningful solutions.

Successes: Sharing a success focuses the meeting on positive change. The participants will begin by sharing a recent success in their lives.

Need: This facilitation model is not meant to ignore or diminish unmet needs. It breaks them down individually into smaller bite sized pieces to be looked at.

Action: What can be done to get the need met? As a group we share the wealth of our knowledge to brainstorm ideas. With each need identified, the participants will also identify actions that they, or others in their community, can take.

Commitment: What is our commitment individually, and as a group to ensure that action is taken to meet our needs? Everyone will be asked to commit to at least one action.

Community: Who in the community can share our successes, listen to our needs and help find a proactive solution that one can commit to?

Results of the workshop

As we were not able to complete identifying needs and actions for the Homes, Communities and Workplaces section of this workshop, we will not be including this information in this report.

Instead, we will prepare a second report which addresses gender and disability together after the completion of the series of workshops. We have included the information about the facilitation style of the disability workshop in this report for information for other agencies and communities, should they wish to replicate it.

5. NEXT STEPS: INTEGRATING OUR LEARNINGS

Though the national Gender and Poverty Project may be completed, gender analysis will continue to be a part of the work of the Quality of Life CHALLENGE and Vibrant Communities. Here are some of the next steps identified by participants.

A report from this workshop was presented to all of the working groups of the Quality of Life CHALLENGE at their January meetings, with a particular focus on the action items identified.

The Community Council Board of Directors will ask their Human Resources committee to continue to consider the impact of wages and roles on the gender of staff.

The Steering Working Group of the Quality of Life CHALLENGE will continue to monitor and encourage diversity in those who are engaged in the CHALLENGE, including a gender balance. They will particularly consider the need for different ways to get involved, dependent on gender, recognizing the feedback that men may require more action oriented options for involvement. At the workshop, Steering Working Group members also discussed the importance of ensuring a broad diversity, and brainstormed several ways that youth could be engaged in the CHALLENGE, including reaching out to high school students in Career and Personal Planning to volunteer with the CHALLENGE. *Note: The Transportation Task Force is also looking at reaching out to high school students in this class to engage them in fixing up bicycles in a partnership with the UVic SPOKES program, who will in turn donate the bicycles to employment service clients and transition houses. They will make a point of recruiting both boys and girls for this initiative, keeping in mind that girls may be less likely to come forward for a mechanical workshop.*

The Sustainable Incomes Working Group was also interested in building deeper links with youth. However, recognizing that other groups are looking at this, they will hold off for the time being. The primary action this group is taking on is to continue to look at service need / impact by gender. *Note: The Sustainable Incomes Working Group is responsible for identifying the need for new task forces to address barriers to sustainable incomes through paid work.*

The Measures and Indicators Working Group will ensure that where relevant and possible, indicators for the 2004 Quality of Life Report are broken down by gender.

The Dental Task Force has committed to support the provincial dental hygienists in their work to be able to see clients without their first seeing a dentist. They are also hoping to create an educational campaign around dental care through a poster contest advertised through the street community and possibly other services for people living on low incomes. Though this may not directly have a gendered element, the rationale is that the audience for the campaign are the best people to design it. This stemmed from a discussion around different genders reaction to communications materials.

The participants in the Gender, Disability and Poverty workshop have committed to continuing to work together to gain a deeper understanding of the differences that men and women experience who have a disability and live on a low or fixed income and identify action oriented solutions. A report examining gender, disability and income status will be released as the group is ready.

Appendix A: A Gender Analysis Primer

Part I

GENDER ANALYSIS is a tool for examining the differences between the roles that women and men play, the different levels of power they hold, their differing needs, constraints and opportunities, and the impact of these differences on their lives.

The main goals of Gender Analysis are:

1. To better understand our communities: Gender Analysis creates a “gender looking glass” through which we examine our community.
2. To promote gender equality through our work: Gender Analysis helps us make decisions in our poverty reduction work that set the stage for gender equality.

How can Gender Analysis impact the work of Vibrant Communities?

1. By helping us understand relationships between men and women. Gender Analysis does this by answering the following questions:
Q: What do men, women, adults, children and elders do, and where do they do it?
Q: Who has access to and control over resources and services, and who makes decisions in the community?
Q: What are the reasons behind these differences in gender?

EXAMPLE from the community:

A factory closes in town, leaving hundreds of people, mostly men, unemployed. In response, a local group initiates a re-training and income-generation program for the community. By analyzing the different and various ways in which the men's unemployment will impact both men and women, the group can plan more effectively for sustainable poverty-reduction.

2. By helping us understand the impact of our poverty-reduction work on men and women, boys and girls.

EXAMPLE from the community:

A group is in its third year of a skills training program for people living in poverty, which has been delivered primarily through night classes. By profiling the roles and activities undertaken by men and women in the community, especially those related to parenting, they can effectively evaluate the impact of this program on men versus women.

3. By helping us increase the capacity of our institutions and organizations to program for and consider gender equality.

EXAMPLE from the community:

For several years, a community organization has announced its meetings and events through the use of local grocery store and day-care bulletin-boards, and has held its meetings in the local Women's Institute Hall. Through an analysis of activities undertaken by local men and women, the organization re-considers its communication strategies for more equal access by men and women.

A GENDER ANALYSIS PRIMER: PART II

Taking Steps to Do Gender Analysis in Our Communities

"Using a gender perspective gave a deeper understanding of the complex relations that create a community. It showed how men and women can sometimes act similarly and sometimes react wholly differently in similar circumstances... A gendered analysis [...] will enable [us] to tailor interventions to fit the needs of both groups [...] and to build a programme around an understanding of these differences."
-from *Fifty Voices are Better than One: Combating Social Exclusion and Gender Stereotyping in Gellideg, South Wales Valley*.¹

In this second part of the "Gender Analysis Primer", we will examine the **WHY**, **WHEN**, **WHO** and **HOW** of Gender Analysis, using examples from a project in Gellideg, South Wales¹.

WHY should we use Gender Analysis in our poverty reduction work?

- To better understand the gender dimensions of poverty in our communities.
- To promote gender equality through the articulated outcomes of our work.
- To expose the barriers to women's full participation and economic development.
- To help us find the best strategies and solutions to address the different needs and dynamics of men and women living in poverty

The *Gellideg Foundation Group* in South Wales did a Gender Analysis in order to find out:

- *How did men and women living in Gellideg experience poverty differently?*
- *How could they be involved in improving their situation?*
- *What was needed to bring about change?*

WHEN should we use Gender Analysis?

Gender Analysis can be done any time we are looking for ways in which to better understand and improve communities. This said, there are definitely situations that present more opportune moments to do gender analysis in poverty reduction work, such as:

- during the initial design of a project
- before the implementation of a policy,
- during the evaluation of a project or policy.

¹ The community-based Gellideg Foundation Group was formed with the help of Oxfam-Great Britain in response to issues of social exclusion, poverty and gender stereotyping in the estate of Gellideg, South Wales Valley. A gender needs assessment was the first step in this process, and is described here as an example of how gender analysis is undertaken and applied on the ground.

The *Gellideg Foundation Group* in South Wales did a Gender Analysis during the application process for a three-year project addressing social exclusion and poverty in the community. The Gender Analysis helped them design a well-informed and inclusive program of activities for the project.

WHO should be involved in Gender Analysis?

Through the name itself, Gender Analysis implies the involvement of all people in a community; that is, an even cross-section of women and men of all ages. It is also important to look at the team who is doing the gender analysis, and ask such questions as “Do we represent our community?” and “How can we better represent our community in order to do an effective Gender Analysis?”

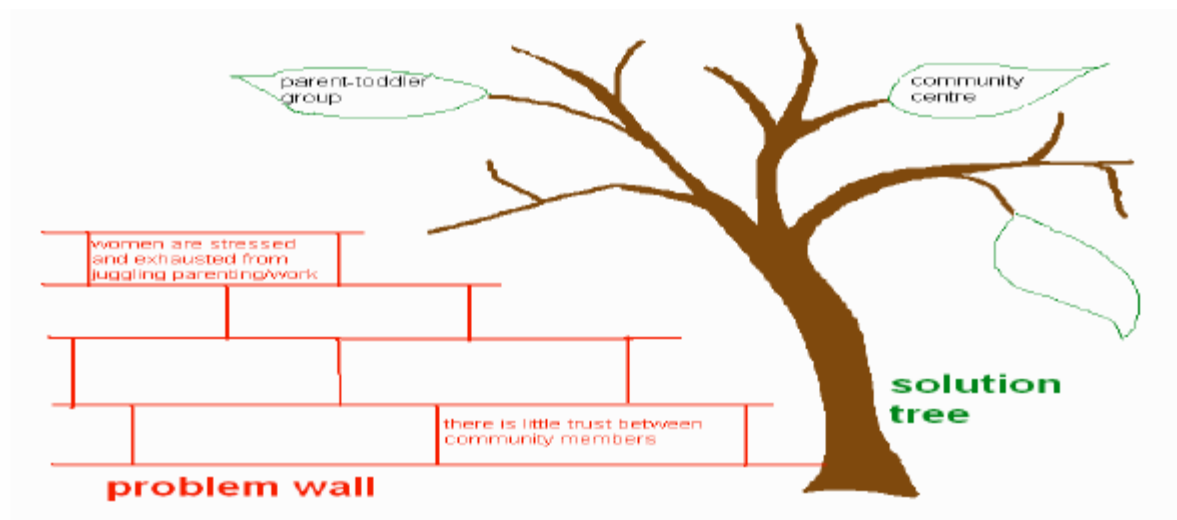
The *Gellideg Foundation Group* in South Wales hired a coordinator and two youth workers from the community, one male and one female, to run the Gender Analysis. A sample of 73 men and women were chosen for the research, including single parents, persons with disabilities, unemployed people, ethnic minorities and drug users.

HOW should a Gender Analysis be done?

To do an effective Gender Analysis, both traditional and non-traditional research methods can be used to collect data. Traditional methods can include such things as formal interviews and surveys, mapping, and research through libraries and organizations. Non-traditional methods can include household interviews and focus group sessions, informal conversations, walking tours observing community practices, and other methods where there is participation by a diverse group of people. The *Gellideg Foundation Group* used both traditional and non-traditional research methods in their Gender Analysis.

A total of 46 one-on-one interviews were done over a 4-month period. The settings were very informal and personal, with a lot of time spent with each person in order to make them feel as comfortable as possible. The questions asked were basic, such as: Who they are; What they do; How they survive; What they want to do, and What is preventing them from doing this? There was no questionnaire, and the interviewees did not write anything down during the interview.

The interviewer used diagrammatic tools in order to get useful information from people, such as the “Problem Wall and Solution Tree”. Each participant was given a paper brick and leaf, and asked to write a problem and a solution to that problem. The bricks and leaves were then gathered to create a visual collection of problems and solutions for the community.



HOW can Gender Analysis change our poverty-reduction work?

In the case of the *Gellideg Foundation Group* in South Wales, Gender Analysis helped the team write a comprehensive project proposal for poverty-reduction that was approved for 3 additional years of funding. One main objective of the 3-year project is to “challenge gender stereotypes”. The residents of Gellideg have formed sub-groups that are gender aware, and the Foundation has hired an adult educator and gender officer. Gender Analysis also helped the team to develop a clear set of policy recommendations for poverty-reduction in their community.

Appendix B: Gender Analysis Resource Review

PART I TOOLS AND GUIDES FOR COMMUNITY-BASED GENDER ANALYSIS AND GENDER-BASED RESEARCH

A Policy Handbook: Strategies for Effecting Change in Public Policy. Canadian Association for the Advancement of Women and Sport (CAAWS), 1991. CRIAW Resources for Research and Action Series. Order through the Canadian Research Institute for the Advancement of Women website: www.criaw-icref.ca/pubs

A handbook addressing the “how-to” of the policy change process, including how to develop a vision, how to identify and clarify issues, how to lobby, how to write and critique policy, and how to implement, monitor and evaluate policy. Uses women’s sport as a case study, but steps and guidelines are not specific to sport.

Promoting Gender Equality – An Online Learning Course.

Canadian International Development Agency (CIDA).
http://www.cida.gc.ca/cida_ind.nsf/8949395286e4d3a58525641300568be1/6568a53e432d532485256a8e006133dd?OpenDocument

For those interested in learning about CIDA's approach to promoting equality between women and men in international development cooperation. Based on CIDA's Policy on Gender Equality, and covers the 3 main steps in Gender Analysis for development programs. Geared towards projects in the South.

Gender-Based Analysis: Beyond the Red Queen Syndrome

Grant, Karen, R., 2002. . Centre of Excellence for Women’s Health.
<http://www.cewhcesf.ca/bulletin/v2n3/page7.html>

Discusses what the author calls the “the Red Queen syndrome” - running faster and faster to stay in the same place as a description for the problem with gender equity work today. The paper discusses how to overcome problems in gender equity work, and the common misunderstandings that arise, and covers the obstacles that groups face in doing so.

Evaluating Programs for Women: A Gender-Specific Framework.

McLaren, J., 2000. Prairie Women’s Health Centre of Excellence.
<http://www.pwhce.ca/pdf/gsp2.pdf>

Covers a ten-step method for gender-specific and women-centred program evaluation, setting out the goals, and actions for each step in a chart format. Based in the health and health care context, but flexible for use in other sectors. Also covers terminology.

Funding Sources for Research on Women/ Sources de financement pour la recherché sur les femmes.

Morris, M., S. Bush and R. Coté, 2001. Order through the Canadian Research Institute for the Advancement of Women website: www.criaw-icref.ca/pubs

Lists almost a hundred federal and provincial grant programs, foundations, research institutes and corporations who provide funding for community-based research on issues related to women's equality. Also contains resources for finding additional funding sources.

Participatory Research and Action: A Guide to becoming a researcher for social change.

Morris, M. Canadian Research Institute for the Advancement of Women. Order through the CRIAW website: www.criaw-icref.ca/pubs

Addresses steps to putting together a participatory action research project, with a literature review on feminist participatory action research.

Equity Analysis Guide: A tool for analysis of the impact of initiatives on gender equity.

New Brunswick Advisory Council on the Status of Women, 1995. Order at acswcccf@gnb.ca.

Outlines a framework for evaluating and ensuring equity in community-based initiatives. An effective question-and-answer format for facilitating discussion on the process, and for adaptation to various types of initiatives and programs. Includes a section on program evaluation, at the pre- and post-implementation stage.

Voices of Change : Participatory Research In the United States and Canada.

Park ,P and M. Brydon-Miller, B.Hall,T.Jackson, eds.. Toronto: OISE Press. Order through UT/OISE Press.

Gender Based Analysis: A Guide For Policy-Making.

Status of Women Canada. 1998. www.swc-cfc-gc.ca/publish/gbagid-e.html

Covers basic concepts, definitions, and rationale for gender analysis, as applied to the policy development process. Outlines in detail an eight-step process for gender analysis, from identifying the issue to making recommendations and evaluating the analysis. A very good working guide to gender analysis for policy development.

Gender Based Analysis Information Kit, and An Integrated Approach to Gender-based Analysis.

Status of Women Canada, 2003.

http://www.swccfc.gc.ca/pubs/gbainfokit/gbainfokit_pdf_e.html

Covers the "What?" of Gender Based Analysis, Gender Mainstreaming and Gender Budgeting with an on-line discussion forum and an interactive tool on the basics of Gender Analysis.

Navigating Gender: A framework and a tool for participatory development.

Vainio-Mattila, Arja, 1999. Ministry for Foreign Affairs, Department for International Development Cooperation, Helsinki, Finland.

http://global.finland.fi/julkaisut/taustat/nav_gender/text.htm

An excellent guide for gender analysis in community-based program and policy development. Very clear instructions that can be applied to any context. Covers cross-cutting themes as they relate to gender, such as age, race and class.

Gender in Popular Education: Methods for Empowerment.

Walters, S. and L. Manicom, Eds., 1996. Zed Books/CACE Publications. Order from the Catalyst Centre, Toronto: <http://www.catalystcentre.ca/rtwx2/Catalogue/1856493504.htm>

A collection of reflections on feminist adult education work in grassroots organizations, development projects, formal institutions and community education programmes in a variety of countries including South Africa, India, the United States, Canada, Malaysia, the Philippines and Australia.

The Oxfam Gender Training Manual.

Williams, S., Janet Seed, Adelina Mwau, 1995. Australian Development Studies Network, Oxfam Publishing, UK. Order from <http://styluspub.com/books/book3005.html>

A resource for gender and development trainers, drawing on the work of gender trainers all over the world. Offers field-tested training activities and handouts, drawn from a wide range of sources and shaped into a coherent training program.

Gender-based Analysis: Will it make things better for women?

Williams, W., Canadian Women's Health Network *Network Magazine*, Vol. 2 No. 4, Fall 1999. <http://www.cwhn.ca/network-reseau/2-4/genderlens.html>

Covers the basics of gender analysis for the Canadian context, including the origins of the concept, the evolution of gender-based research, and the integration of gender and diversity. This article is taken from the paper "Will the Canadian Government's commitment for use a gender based analysis result in public policies reflecting the diversity of women's lives?".

Organizations that are useful resources:

A Commitment to Training and Employment for Women (ACTEW)

<http://www.actew.org/about/index.html>

Founded in 1987, a provincial umbrella group of supporters, trainers, agencies, and organizations delivering employment and training services to women. ACTEW's mission is to promote and support community-based training opportunities for women.

The Catalyst Centre: "Promoting cultures of learning for positive social change".

Toronto, Ontario. <http://www.catalystcentre.ca>

A resource centre for popular educators, workshop facilitators, and community-based researchers. Includes an online resource library called "Reading the Word, Reading the World: A One-Stop Pop-Ed Shop"

PART II

CASE STUDIES OF GENDER ANALYSIS AND GENDER-BASED RESEARCH

Fifty Voices Are Better Than One: Combating Social Exclusion and Gender Stereotyping in The South Wales Valleys.

Buhaenko , H. C. Flower, S. Smith. March 2003. Gellideg Foundation Group and Oxfam GB.

A gender analysis of social exclusion, poverty and gender stereotyping in the estate of Gellideg, South Wales Valley. Research was the first step in poverty-reduction work, and is described here as an example of how gender analysis is undertaken and applied on the ground. This is a case study of a real Gender Analysis, in that data was collected and analyzed comparing men and women at all times. Its strengths include inclusiveness, community ownership and participation, and the use of results to inform further work.

Poverty is Hazardous to Women's Health – And we can do something about it.

Canadian Women's Health Network, 2001. *Network Magazine*, Volume 4/5, No. 4/1.

www.cwhn.ca/network-reseau/5-1/5-1pg8.html

Women, Income and Health in Manitoba: An Overview and Ideas for Action.

Donner, L, 2000. Part of the Women, Poverty and Health Project, Women's Health Clinic, Manitoba. www.womenshealthclinic.org/whats_new.html

A gender-based analysis that links poverty and poor health among women. Research includes a series of interviews with women in Aboriginal communities in Manitoba, exposing how the effects of racism combine with sexism to result in the high poverty levels, and thus poor health of Aboriginal women. A true gender analysis, with sex-disaggregated statistical data collected and analyzed.

Common Occurrence: The Impact of Homelessness on Women's Health. Phase II: Community-Based Action Research – Final Report.

Kappel Ramji Consulting Group, 2002. *Sistering- A Women's Place*, Toronto.

www.sistering.org

Gender-Based Research as a community-based initiative undertaken by *Sistering – A Women's Place*, and the *Toronto Community Care Access Centre* in Toronto, Ontario. Its strengths include inclusiveness, diversity of participants, and a strong set of recommendations for action backed by quotes from over 120 homeless women.

Social and Economic Inclusion In Atlantic Canada

Maritime Center of Excellence For Women's Health. 2000.

www.medicine.dal.ca/acewh/inclusion-preface.htm

Outlines policy development options resulting from a four-province collective analysis on poverty, which took poverty analysis from the "child-poverty" centered approach to looking at social and economic exclusion of women and their children. Contains discussion papers and case studies from Reference groups formed in the four Atlantic provinces. Website contains several documents, including an information kit.

Challenging Assumptions: Gender Issues in Urban Regeneration.

May, N., 1997. Joseph Rowntree Foundation. Oxfam Publishing.

<http://62.173.95.217/oxfam/index.asp>

Explores the ways in which women and men experience poverty and exclusion in the UK. Finds that planners often overlook women's concerns due to assumptions made about roles of men and women.

The Changing Nature of Home Care and its Impact on Women's Vulnerability to Poverty.

Morris, M. J. Robertson and J. Simpson, 1999. Canadian Research Institute for the

Advancement of Women and the Policy Research Fund, Status of Women Canada. Order through the Canadian Research Institute for the Advancement of Women website:

www.criawicref.ca/pubs

Research conducted in St. John's and Winnipeg, with homecare recipients, agencies, paid workers and family caregivers. The study finds that current homecare policy, based on women's roles as unpaid and underpaid caregivers, contribute to the income gap between women and men.

Housing Policy Options For Women Living in Urban Poverty :An Action Research Project in Three Cities.

Reitsma-Street, Marge, J. Schofield, B. Lund and C Kasting. 2001. *Status Of Women Canada Policy Research Fund.*

Women-centred housing policy research project sponsored by Status of Women Canada's Policy Research Fund, and undertaken by Action Research Teams in three Canadian cities: Victoria, Regina and Saint John. The research was done in three phases, combining qualitative and inclusive participatory research in the community with gender-based analysis of policy and statistical data.

Alive and Kicking: Women's and Men's Responses to Poverty and Globalization in the UK.

Rowlands, Jo, 2002. Oxfam Publishing. <http://62.173.95.217/oxfam/index.asp>

Covers the big picture of women's versus men's experiences living in poverty in the UK, drawing on research done in various communities. A good discussion on the gendered aspects of poverty.

Men, Masculinities and Poverty in the UK.

Ruxton, S., 2002. Oxfam Publishing, Oxford, UK.

This research explores how men are affected by change in socio-economic status. While it admits that there are more women living in poverty in the region, it chooses to examine concerns related to men, work, and poverty, arguing that inclusion of men is essential for

successful poverty-reduction and overall gender equality. The study, which is sponsored by Oxfam-UK, is based on the principles of gender-based analysis as it is done internationally, focusing on the questions “who does what?”, “who has what?”, “who decides?”, “who gains?” and “who loses?”.

Lone Parents in the UK.

Smith, *SIn Links: A newsletter on gender for Oxfam-GB staff and partners*. May 2003.

A case study of ongoing gender-based research and analysis that has helped the work of the One Parent Families Support and Information Network in the UK. It describes how gender-based analysis and gender equality programming has led to new discoveries about the poverty reduction work being done by the organization, and ultimately, the changes that the organization has undergone to improve its work overall.

**PART III
GENDER AND POVERTY FACTS, STATISTICS AND BACKGROUND
PAPERS**

Free Statistics

Canadian Council on Social Development. <http://www.ccsd.ca/facts.html>

Statistics on poverty by Province

Women and Work Project

Canadian Labour Congress, 1996. <http://www.clc-ctc.ca/woman/womenwork.html>

Examines the impact of economic restructuring on women, including discussion on the response of the labour movement. The report highlights the trends of women and work in Canada, and includes the participation of over 600 women in Canada, who describe their experiences as workers.

Women in Transition Out Of Poverty: An Asset-Based Approach to Building Sustainable Livelihoods.

Ferguson, M., J. Murray, 2002. Women and Economic Development Consortium (WEDC).

<http://www.cdnwomen.org/eng/3share/WIT01/execsumm.htm>

<http://www.cdnwomen.org/eng/3share/WIT02/execsumm.htm>

A two-part paper exploring the transition of women out of poverty through a long-term, self-directed and holistic approach rather than a short-term intervention. It covers the Sustainable Livelihoods approach to economic development work with women. The first paper offers practical learning and concepts for strengthening programs for women, and the second is a guide to stimulate thinking, discussion and decision-making in organizations working on economic development.

Canada's Creeping Economic Apartheid.

Galabuzi, G.E., 2001. Centre for Social Justice.

<http://www.socialjustice.org/pubs/index.html#apartheid>

Documents how racism shapes the way Canada's non-white population lives and works. Releases and analyzes previously unpublished and unexamined. Exposes a wide gap between the economic performance of racialized groups and other Canadians.

And We Still Ain't Satisfied: Gender Inequality in Canada. A Status Report for 2001.

Hadley, Karen. 2001. Centre for Social Justice.

<http://www.socialjustice.org/pubs/pdfs/womequal.pdf>

Reveals the most recent data on income, employment and professional gaps between men and women in Canada. Shows how low-income statistics that focus on the family unit have hidden the real rates of women's poverty. The report looks at how the income gap exists across age, education level, labour market situation and family type.

Women and Poverty.

Morris, M., 2002. Canadian Research Institute for the Advancement of Women (CRIAW) www.criaw-icref.ca

A fact sheet covering the basic concepts of poverty and women's poverty. It addresses common myths and biases related to women's poverty, and discusses options and alternatives for poverty-reduction.

Unpaid work and women's vulnerability to poverty: Policy options.

Morris, M., 2001. Canadian Research Institute for the Advancement of Women. Order from the CRIAW website: www.criaw-icref.ca/pubs

Report Card on the Status of Women in New Brunswick.

New Brunswick Advisory Council on the Status of Women, 2003.

<http://www.acswccf.nb.ca/english/documents/reportcard2003.pdf>

The Dynamics of Women's Poverty in Canada: A Bibliography.

Status of Women Canada.

http://www.swccfc.gc.ca/pubs/0662281594/200003_0662281594_6_e.html

Over 90 resources covering women's poverty issues in Canada.

Gender and Poverty in the North.

Sweetman, C. ed., 1998. Oxfam Publishing. Order from

<http://styluspub.com/books/book2217.html>

International development policy-makers and practitioners are becoming increasingly involved in debates with governments and NGOs in the industrialized countries of the North, focusing on appropriate methods of understanding and tackling Northern poverty. A collection of articles examining the globalization of poverty and unemployment as it relates to gender identity.

A Report Card on Women and Poverty.

Townson, M., 2000. Canadian Centre for Policy Alternatives.

<http://www.policyalternatives.ca/>

Findings include statistics on women's poverty in Canada over the past 30 years.

Canadian Women Among the Poorest of the Poor.

Townson, M., 2000. Canadian Centre for Policy Alternatives.
<http://www.policyalternatives.ca/>

A media release version of the *Report Card on Women and Poverty*.

Women in Canada 2000: a gender-based statistical report.

Statistics Canada web site.
<http://www.statcan.ca/english/freepub/89F0133XIE/free.htm>

GENDER, POVERTY AND DISABILITY DAWNING: How to Start and Maintain a DAWN Group

DisAbled Women's Network Canada. <http://dawnCanada.net/dawning.htm>

A guide for community groups wishing to organize. Includes chapters on diversity, cross disability, self-identification, access, using plain language, why do research?, conflict, coalition building, advocacy, and writing grant proposals, and features well-known feminist organizers from all over Canada.

Bringing Down the Barriers: The Labour Market and Women with Disabilities in Ontario

Fawcett, Gail, 2000. Canadian Council on Social Development
<http://www.ccsd.ca/pubs/2000/wd/index.htm>

Provides the most up-to-date statistics available on working-age women with disabilities, including statistics at the Census Metropolitan Area (CMA) level³ within Ontario. Useful for those working at the community level. Integrates quantitative research with qualitative research to provides insights into the factors that create employment barriers for women with disabilities, comparing their situation with men for a true gender analysis.

"The More We Get Together..." Women and DisAbilities.

Stewart, H., B. Percival and E.R. Epperly, eds. 1990. Order at
<http://www.criawicref.ca/confer.htm>

Proceedings from the 1990 CRIAW conference, Charlottetown, PEI.

GENDER, RACE AND POVERTY

Learning from Diversity: An Information Tool on, by, and for Racial Minority and Immigrant Women in Canada.

CRIAW Working Group, 1992. CRIAW Research and Action Series (bilingual). Order through the Canadian Research Institute for the Advancement of Women website:
www.criawicref.ca/pubs

Abstracts of over 100 community-based projects from across the country, dealing with violence, organizing for change, employment, and economic participation. Includes a list of resources.

Women's Experience of Racism: How Race and Gender Interact.

Canadian Research Institute For The Advancement of Women (CRIAOW), 2002. Order through the Canadian Research Institute for the Advancement of Women website: www.criawicref.ca/pubs.

Provides user-friendly statistical and narrative information and research on how women experience racism in Canada. A basic introduction to people unfamiliar with the concepts of gender and racism.



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