200+ Top Reports on Women & Girls

The Jacquelyn & Gregory Zehner Foundation

WOMEN MOVING MILLIONS
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Reports with * indicate reports added post ALL IN FOR HER launch 2014

If there are any reports you think are missing from this list please send them to perryjgzfoundation@gmail.com.
1. **Applying a Gender Lens to Agriculture: Farmers, Leaders, and Hidden Influencers in the Rural Economy.** Root Capital. 2014. *

   In this 14-page issue brief, the second in Root Capital’s Issue Brief Series, we share our experience of applying a gender lens to our work in smallholder agricultural finance. Through our Women in Agriculture Initiative, we have been able to better understand the areas in which we know we support women (as farmers, agro-processing employees, and leaders). This work has also identified new areas for potential impact that further foster economic empowerment for women, underscoring the vital nature of women in less conspicuous—but high-impact—roles and positions.


   This technical brief, produced for the Tanzania Gender and Agriculture Forum (TaGAF), draws on the experiences of two projects in Mbeya, Tanzania—Faida Mali’s Integrated Soil Fertility Management and TechnoServe’s Coffee Initiative—focusing on the steps they have taken to measure the ‘gender effect’. It is a follow-on to an earlier TaGAF brief that presents some of the promising gender responsive practices these project have underway.


   This Guide emerged from the Summit on Women and Climate in Bali Indonesia and aims to increase timely and appropriate funding for worldwide climate action initiatives led by women and their communities. The Guide is not a comprehensive resource on climate change or women’s rights. Instead, it addresses an urgent need within the funding community and offers concrete, practical guidance.


   In a six-part examination of the changing nature of citizenship, the Crossing Borders report takes a unique look at United States immigration from a holistic perspective that makes clear the need to rethink our most fundamental assumptions about immigration,
law, policies, and practices. It integrates issues of gender and citizenship with the evolution of institutional structures. In a diverse group of essays, the six authors argue that we are approaching a breakdown of administrative processes, despite the shift of the old INS to the new Department of Homeland Security.

http://www.wrei.org/Publications_CrossingBorders.htm


This policy document provides a framework to guide FAO’s efforts to achieve gender equality in all its technical work and to assess results. The policy specifies FAO’s goal and objectives related to gender equality, and delineates an accountability structure to ensure policy oversight, and achievement of results.


6. **Social and Environmental Due Diligence From the Impact Case to the Business Case.** Root Capital, Skoll Foundation, Citi Foundation. 2013.

As part of the credit evaluation process for each client, Root Capital’s loan officers use our Social and Environmental Due Diligence Scorecards to evaluate the client’s social and environmental practices, as well as their ability to access alternate sources of finance.


The State of Food and Agriculture 2014: Innovation in family farming analyses family farms and the role of innovation in ensuring global food security, poverty reduction and environmental sustainability. It argues that family farms must be supported to innovate in ways that promote sustainable intensification of production and improvements in rural livelihoods.


This award-winning infographic illustrates why women are so important to agriculture, the gender gaps that exist in the industry and the positive impact that closing the gap would have on increasing yield and reducing hunger.


9. **Gender and Migration: Overview Report.** BRIDGE 2005
Gender affects how people are able to contribute to and benefit from their destination community - and how, therefore, they are able to ultimately play a part in achieving basic goals of both social and economic development. The first part of this report looks at such gender and migration dynamics. The second section goes on to outline a gendered human rights approach, which would build on the positive potential of migration and mitigate the risks.

http://www.bridge.ids.ac.uk/go/bridge-processes-and-publications/reports&id=58200&type=Document


An overview of international and regional legal and policy instruments recognizing women’s rights to land and other productive resources, and discusses ways of advancing a human rights-based approach to women’s rights to land and other productive resources.


11. Social and Environmental Due Diligence From the Impact Case to the Business Case. Root Capital, Skoll Foundation, Citi Foundation. 2013. *

In this 16-page Issue Brief, we posit that social and environmental due diligence can also create financial benefits that partially or fully offset the costs involved for lenders and investors.


ARTS, ENTERTAINMENT & MEDIA

12. 10 Year Review of Gender & Emmy Nominations. Women’s Media Center. 2015. *

Although the Emmys cover many different jobs related to creating television programs, the Women’s Media Center focused on the categories of writing (6), directing (8), editing (10), and producing (20). In its analysis of the nominations made for the years 2006 through 2015, WMC sought to take a detailed look at the gender ratios of jobs that have the most influence on what is depicted on the small screen.

http://wmc.3cdn.net/822202d95858d58f00_l4m6y45dk.pdf


For the last 17 years, Boxed In has tracked women’s representation and employment in prime-time television. The findings in this year’s report are divided into two major sections. The first section provides the behind-the-scenes and on-screen findings for the broadcast networks, offering historical comparisons for2013-14 with figures dating from 1997-98. The second section provides the behind-the-scenes and on-screen findings for
the total sample of programs appearing on the broadcast networks, cable (A&E, AMC, FX, History, TNT, USA, HBO, Showtime), and Netflix. The study examines one randomly selected episode of every series. Random selection is a frequently used and widely accepted method of sampling programs from the universe of television programming.


14. Exploring the Barriers and Opportunities for Independent Women Filmmakers Phase I and II. Sundance Institute and Women In Film Los Angeles Women Filmmakers Initiative. 2014.

This research report examines the gender disparity in American independent film. The research was conducted with a two-prong approach. First, it quantitatively assessed the gender of 11,197 directors, writers, producers, cinematographers and editors in U.S. movies programmed for the Sundance Film Festival between 2002 and 2012 to identify the prevalence of female filmmakers. Second, researchers documented the qualitative experiences of female filmmakers through interviews with filmmakers and film industry representatives.


15. Exploring the Careers of Female Directors: Phase III. Sundance Institute and Women In Film Los Angeles, Female Filmmakers Initiative. 2015. *

Phase III explores how female directors fare after premiering at the Sundance Film Festival. They assess the types of films, distribution deals, and exhibition patterns of male and female U.S. Dramatic Competition directors. Then, through industry interviews with filmmakers, buyers, and sellers, they examine the unique impediments female filmmakers face.


The purpose of this study is to explore the visibility and nature of female depictions in films worldwide. To address this goal, we content analyzed gender roles in popular films across the 10 most profitable territories internationally (Australia, Brazil, China, France, Germany, India, Japan, Russia, South Korea, and the United Kingdom) as reported by the Motion Picture Association of America (MPAA) in 2012.


17. Gender Inequality in Popular Films: Examining on Screen Portrayals and Behind-the-Scenes Employment Patterns in Motion Picture Released Between 2007-2013. USC Annenberg School for Communication and Journalism. 2014
The purpose of this study was to examine gender on screen and behind the camera in the 600 top-grossing films of 2007, 2008, 2009, 2010, 2012, and 2013. This is the largest and most comprehensive longitudinal study of gender prevalence in recent film to date. They assessed every speaking or named character across the sample of movies. Characters were evaluated for demographic and hypersexuality attributes. In addition, the distribution of gender behind the camera was scrutinized.

http://annenberg.usc.edu/pages/~/media/MDSCI/Gender%20Inequality%20in%20Film%202007-2013%20Final%20for%20Publication.ashx

18. Gender Roles & Occupations: A Look at Character Attributes and Job-Related Aspirations in Film and Television. The Geena Davis Institute on Gender in Media. 2013.

Using a quantitative and qualitative approach, this study content analyzes 11,927 speaking characters for gender roles across three media: 129 top-grossing family films (G, PG, PG-13); 275 prime-time programs on 10 broadcast (ABC, NBC, CBS, Fox, CW) and cable (Cartoon Network, Disney, Nickelodeon, E!, MTV) channels; and 36 children’s TV shows airing across three networks (Disney, Nickelodeon, PBS). The report focuses on scrutinizing three specific types of information. First, the prevalence of male and female speaking characters in popular media is assessed. Second, the nature of those portrayals is examined by measuring common media stereotypes associated with male and female speaking characters. Third, the occupational pursuits of characters and the degree to which males and females are shown working in a variety of prestigious industries and STEM careers are evaluated.


19. Gender Disparity On Screen and Behind the Camera in Family Films. The Geena Davis Institute on Gender in Media. 2010.

This study examines gender in family films rated G, PG, or PG-13. Theatrical release of the films occurred between September 5th, 2006 and September 7th, 2009 in the United States and/or Canada. For G-rated films in the sample, all English language fictional narratives released across a three-year time frame are content analyzed. For PG and PG-13 movies, the 50 top-grossing movies based on domestic box office revenue within rating are assessed. Thus, a total of 122 films released by 18 different distributors are examined for gender portrayals in this investigation. The major unit of analysis is the speaking character. Every discernable speaking character is evaluated for demographic variables and appearance markers.


There is abundant evidence of underrepresentation of women as subjects of coverage, but until the publication of the Global Report on the Status of Women in the News Media, there were no reliable, comprehensive data on which to make a clear
determination about where women currently fit into the news-making operation or in the decision-making or ownership structure of their companies. The IWMF Global Report fills this gap by presenting for the first time sound data on gender positions in news organizations around the world.


To date, the study is the most comprehensive analysis of diversity in popular films (annual top 100) ever conducted, bringing together data assessing gender, race/ethnicity and LGBT status in movies. The study reveals, for the first time, a complete picture of Hollywood’s indisputable bias against featuring females, people of color, and LGBT characters on screen.

http://annenberg.usc.edu/pages/~/media/MDSCI/Inequality%20in%20700%20Popular%20Films%20from%202007%20to%202014%20Final%20for%20Posting.ashx


Media influence is one of the most powerful economic and cultural forces today. By deciding who gets to talk, what shapes the debate, who writes, and what is important enough to report, media shape our understanding of who we are and what we can be. The problem is that we only rarely use half of our talent and usually hear half of the story. This report shines a light on the status of women in media and underscores the crucial need to hold media accountable for an equal voice and equal participation.

http://wmc.3cdn.net/2e85f9517dc2bf164e_htm62xgan.pdf


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http://wmc.3cdn.net/7d039991d7252a5831_0hum68k6z.pdf


Unspinning the Spin is the first comprehensive guide to using accurate, inclusive, creative, and clear language. At a time when language is too often used to “spin” instead of communicate, Unspinning the Spin: The Women’s Media Center Guide to Fair and Accurate Language was created to help everyone understand and be understood.
BUSINESS, EMPLOYMENT & ENTREPRENEURSHIP


This year’s study report focuses on women CEOs of the past 10 years (2004-2013) as well as on CEO turnover in 2013 and the incoming class of CEOs. The report highlights a few key differences in women and men CEOs and draws on our unique database — now with 14 years of data on outgoing and incoming CEOs — to explain what companies are looking for in their leaders.

http://www.strategyand.pwc.com/media/file/Strategyand_The-2013-Chief-Executive-Study.pdf


This publication marks our fourth annual investigation into the state of women-owned businesses in the United States. It provides stakeholders in the women’s enterprise development community—policy makers, entrepreneurial support organizations, suppliers and customers, and women business owners themselves—with information and intelligence that can inform their efforts.


The 2015 Global Women Entrepreneur Leaders (GWEL) Scorecard, sponsored by Dell Inc. and produced by ACG Inc, is a new data-driven diagnostic tool that identifies the impediments to high-impact female entrepreneurship and introduces actionable steps that can be taken to improve the conditions for high-impact female entrepreneurship development at the country level.


The 2020 Gender Diversity Index uses the 2010 Fortune 1,000 list as a baseline to track the progress women have made in obtaining board seats. 2020 Women on Boards published its first Gender Diversity Index in 2011.


The business case for women in management contends that companies that achieve diversity and manage it well attain better financial results, on average, than other companies. In this report, Catalyst used three measures to examine financial performance: return on sales (ROS), return on invested capital (ROIC), and return on equity (ROE).


This study is a supplement to our full report, “Breaking the Glass Ceiling: Women in the Boardroom”, which examines the legislative, regulatory, and private sector developments impacting the representation of women on boards in 35 jurisdictions around the world. Both the study and full report can be found on our interactive website at www.paulhastings.com/genderparity, where we also include interviews with corporate executives and directors as well as individuals who are making strides in addressing this issue—whether at their own companies, within their industries, or as a thought leader.


Companies that hire and retain more women not only are doing the right thing, but can also gain a competitive edge. They can take several basic steps to achieve even greater parity. These companies will be able to draw from a broader pool of talent in an era of talent shortages. What’s more, research shows a correlation between high numbers of female senior executives and stronger financial performance.


The business of empowering women presents a case for why and how the private sector should intensify its engagement in the economic empowerment of women in developing countries. While many private sector organizations may see the economic empowerment of women as a worthy goal in itself, others also need a clear business case for investing in women. This research helps make that case, and offers a roadmap for companies to build a strategic investment portfolio in women’s issues.

Leaders who are serious about getting more women into senior management need a hard-edged approach to overcome the invisible barriers holding them back.

http://www.mckinsey.com/insights/organization/changing_companies_minds_about_women

34. The CS Gender 3000: Women in Senior Management. Credit Suisse. 2014 *

Researchers have long found ties between having women on a company's board of directors and better financial performance. Now, a new report from Credit Suisse offers more evidence that a better gender mix among senior managers is linked with better results.


A field of study exists delving into behaviors and psychology in relation to gender and investing, but little research has examined the performance of women running their own funds. Our goal is to provide statistical data and analysis behind this cohort of managers.


This report documents 22 business and corporate governance leaders, including investors, corporate managers, directors, and advisors that came together in New York to open the dialogue on “Diversifying the American Board.” The purpose was to convene leading thinkers to build consensus around both issues and potential solutions related to diversity in the boardroom, and provide those thoughts to the marketplace as a roadmap for moving forward.


37. Diversity Drives Diversity: From the Boardroom to the C-Suite. Ernst and Young. 2013
Incremental changes in gender diversity continued across boardrooms and C-suites at US companies in 2013. The data reveals that these incremental changes may be transformative over time: putting women on the board and in leadership roles drives further diversification — across gender, tenure and age — in the boardroom and across the executive pipeline.


38. **Diversity Matters.** McKinsey & Co. 2015 *

Diversity Matters, examined proprietary data sets for 366 public companies across a range of industries in Canada, Latin America, the United Kingdom, and the United States. In this research, we looked at metrics such as financial results and the composition of top management and boards.

http://www.mckinsey.com/insights/organization/why_diversity_matters

39. **Fast Forward, The Time for Gender Parity is Now.** Ernst & Young. 2015*

Accelerating women’s advancement is not just a fairness argument; it’s also an economic imperative that creates higher growth, increased prosperity and stronger communities.


40. **Force Multipliers: How Three Fundamental Adaptations Can Help Women Entrepreneurs Scale Big.** Ernst and Young. 2014. *

Through the **EY Entrepreneurial Winning Women™ program**, we have gained a unique understanding of how to help women entrepreneurs succeed. This competition and executive leadership program identifies a select group of women entrepreneurs in the US and Canada whose businesses show real potential to scale — and then helps them do it. The latest research report draws on the knowledge they have gained. It also includes survey data on the program, developed and gathered by the Babson College Center for Women’s Entrepreneurial Leadership, and advice from other experts in entrepreneurship, entrepreneurial finance and leadership.


41. **Gender Diversity and Corporate Performance.** Research Institute: Credit Suisse. 2012.

There has been considerable research on the impact of gender diversity on business. This report addresses one key question: Does gender diversity within corporate management
improve performance? While it is difficult to demonstrate definitive proof, no one can argue that the results in this report are not striking.


Commissioned by Dell, the Gender-GEDI is the world’s only diagnostic tool that comprehensively measures high potential female entrepreneurship by analyzing entrepreneurial ecosystems, business environments and individual aspirations across 30 developed and developing economies spanning multiple regions, providing a systematic approach that allows cross-country comparison, benchmarking, and identifies data gaps. The goal of the research is not to provide a headcount of female entrepreneurs worldwide, rather it is future-oriented and designed to be a tool to guide leaders, policymakers and law-makers in identifying country-wide strengths and weaknesses and developing strategies to create more favorable conditions in their countries to enable businesses founded by women to thrive.


This study looks closely at existing constraints as well as policies and practices that show promise in closing the gaps. A companion to the 2013 World Development Report on jobs, this report advocates investing more in women’s capabilities and eliminating structural barriers such as law that bar women from owning property, accessing financing, or working without permission from a male relative.

http://www.worldbank.org/content/dam/Worldbank/Event/Gender/GenderAtWork_web2.pdf

44. Getting on Board: Women Join Boards at Higher Rates, Though Progress Comes Slowly. Ernst & Young. 2012.*

This report from Ernst & Young LLP, reviews the changes in gender diversity on US corporate boards from 2006 to 2012, looks at the backgrounds and qualifications of female directors and examines the roles women have once they join boards.


The EY survey of 821 senior managers and executives (40% female, 60% male) found that in comparing C-level female respondents to other female managers, far more had participated in sports at a higher level. Interestingly, 55% of the C-suite women had played sports at a university level, compared with 39% of other female managers.


46. Giving Credit Where it is Due: How Closing the Credit Gap for Women-owned SMEs Can Drive Global Growth. Goldman Sachs. 2014

Investing in women and girls is one of the highest return opportunities available in the developing world, as a wide range of economic research shows. Goldman’s own work has demonstrated that bringing more women into the labor force can significantly boost per capita income and GDP growth. Their research has also shown that women’s higher propensity to use their earnings and increased bargaining power to buy goods and services that improve family welfare can create a virtuous cycle: female spending supports the development of human capital, which fuels economic growth in the years ahead. Given these significant benefits, they look at the role of women-owned small- and medium-sized enterprises (SMEs) in raising labor force participation and boosting economic growth in emerging markets.


The annual Deloitte report, which showcase that its commitment to an inclusive workplace environment has never been stronger. The reports highlight major talent achievements in the past year, and take a look at the business case for diversity.


Emerging markets offer the best growth prospects for businesses after the global downturn of the past few years. However, perhaps the biggest and most exciting new market of all is an overlooked one: women.


This research included a survey of some 2,500 college-educated men and women. One striking discovery is that women who have progressed from entry-level jobs to middle
management, and then from middle management to senior management, have, at each stage, an increasing interest in being leaders and an increasing belief that opportunities exist.

http://www.mckinsey.com/insights/organization/how_women_can_contribute_more_to_the_us_economy


The Managers as Sponsors Toolkit is a set of seven tools that talent management professionals can use to develop sponsorship-related training modules or individual development plans. The interactive PDFs include self-assessment questions, results, and recommendations to assess and refine existing or develop new sponsorship strategies to be used with protégés.

http://www.catalyst.org/knowledge/managers-sponsors-toolkit


Typically, we think of innovation as something that comes out of R&D labs via cutting-edge technology, probably developed by men (probably young men, probably wearing hoodies). As entrepreneurs, activists and consumers, mothers are innovating in the UK and all over the world. Mothers are changing health care and education systems; care; finance; housing; enterprise; technology; and the very ways in which we work and relate to the economy. Our research will highlight some outstanding examples of mother-innovators and the conference will showcase inspiring speakers from around the world and many different spheres of activity.


Female executives are ambitious and sure of their own abilities to become top managers, though they are much less confident that their companies’ cultures can support their rise. In our latest survey on gender and workplace diversity, the results indicate that collective, cultural factors at work are more than twice as likely as individual factors to link to women’s confidence that they can reach top management.

http://www.mckinsey.com/insights/organization/moving_mind-sets_on_gender_diversity_mckinsey_global_survey_results

53. The Promise of Microfinance and Women’s Empowerment. Ernst & Young. 2014.*
The microfinance revolution has transformed access to financial services for low-income populations worldwide. As a result, it has become one of the most talked-about innovations in global development in recent decades. However, its expansion has not been without controversy. While many hailed it as a way to end world poverty and promote female empowerment, others condemned it as a disaster for the poor. Female empowerment has often been seen as one of the key promises of the industry. In part, this is based on the fact that more than 80% of its poorest clients, i.e., those who live on less than $1.25/day, are women. This paper discusses what we have learned so far about the potential and limits of microfinance and how insights from research and practice can help inform the industry’s current products, policies and future developments.


A global study, commissioned by BNY Mellon and conducted by Professor Nadkarni of the University of Cambridge Judge Business School, investigates the drivers of female representation and longevity in board positions.


55. **Scaling Up: Why Women-Owned Businesses Can Recharge the Global Economy.** Ernst & Young. 2009.

This report from Ernst & Young makes the solid business case for supporting women entrepreneurs as a means to driving economic growth. The authors argue that women-owned businesses are not only far from being a niche market, they could be the tipping point for a global economic comeback. Worldwide, women own or operate 25 to 33 percent of all private businesses, according to the World Bank. Women-owned enterprises grow faster than those owned by men and faster than businesses overall. But women face some very gender-specific obstacles when it comes to doing business.

http://www.ey.com/Publication/vwLUAssets/Scaling_up_-_Why_women-owned_businesses_can_recharge_the_global_economy/$FILE/Scaling%20up%20why%20women%20owned%20businesses%20can%20recharge%20the%20global%20economy.pdf


Commissioned by the United Nations Development Program, the UN Millennium Project was a three-year effort to identify the best strategies for meeting the Millennium Development Goals, including identification of priorities, strategies, organizational
means, and costs of meeting the Goals. The project’s ultimate objective is to help ensure that all developing countries meet the Goals.

http://www.unmillenniumproject.org/documents/Gender-complete.pdf

57. Time for Change: Recruiting for Europe’s Boardrooms. Ernst & Young. 2013.*

The research — conducted through interviews with board members, headhunters, business leaders and advocates of corporate governance — shows the need for fresh, innovative thinking in the process of making appointments. This report is part of our commitment to help businesses ensure they have strong board oversight and provide transparency in order to support the effectiveness of capital markets.


A new study from the Deloitte indicates widespread instances of "covering," the process by which individuals downplay their differences relative to mainstream perceptions, in ways costly to their productivity and sense of self, at work. The report, "Uncovering Talent: A New Model for Inclusion," examines how individuals cover along four dimensions: Appearance: avoiding aspects of self-presentation – including grooming, attire and mannerisms – identified with their group; Affiliation: avoiding behaviors identified with their group; Advocacy: avoiding engagement in activities on behalf of their group; Association: avoiding contact with individuals in their group.


Deloitte’s Women's Initiative (WIN) "Unleashing potential" annual report, showcases that its commitment to an inclusive workplace environment has never been stronger. The report highlights major talent achievements in the past year, and take a look at the business case for diversity.

http://www.slideshare.net/jhaymeewilson/win-annual-report

60. Unlocking the Growth Potential of Women Entrepreneurs in Latin America and the Caribbean. Ernst & Young. 2014.*

The new study "WEGrow: Unlocking the Growth Potential of Women Entrepreneurs in Latin America and the Caribbean," finds that these entrepreneurs are opportunity-
driven rather than necessity-driven, and that they mention economic independence, passion and creating jobs as their main reasons for launching their business ventures.


Leaders working to create diverse and inclusive workplaces in which women can advance must make the connection between diversity initiatives and their organization’s business goals. Effective business cases set the context for diversity and identify organizational challenges that must be addressed in order to create change. This tool grounds the business case for diversity in solid research. It is not a bibliography of business case research, but it is intended to provide readers with recent data to use in their efforts to build an organizational business case for diversity and inclusion.

http://www.catalyst.org/knowledge/why-diversity-matters


Women, Business and the Law 2014: Removing Restrictions To Enhance Gender Equality finds that while 42 economies reduced legal differences between women and men, 128 out of 143 economies studied still impose legal differences on the basis of gender in at least one of the report’s key indicators. The report also identifies 48 law and regulatory reforms enacted between March 2011 and April 2013 that could enhance women’s economic opportunities.


63. **Women on Boards: Global Approaches to Advancing Diversity.** Ernst & Young. 2014.*

Based on our observation of global trends, we believe that three mutually reinforcing factors can lead to progress on this issue: focused public sector attention, committed private sector leadership and corporate transparency to meet growing public demand for change. These three elements take different forms in different countries, consistent with the national legal, political and cultural landscape.


64. **Women in the Boardroom: A Global Perspective.** Deloitte. 2011.*

The research highlights a variety of approaches to support diversity on boards, including requiring more disclosure, setting targets, and implementing quotas. According to the study, strong variations exist among countries regarding the most efficient way to achieve higher levels of diversity.

The 2015 women in business report looks at the barriers and enabler along the path to business leadership. Drawing on a survey of 5,404 business leaders and in-depth interviews with 20 policymakers, academics and senior decision-makers from inside and outside Grant Thornton, they draw out 12 recommendations for society, government, businesses and women themselves on how to facilitate female advancement.


The 2014 women in business report, ‘From classroom to boardroom’, follows the careers paths of women across the globe, asking where the key barriers are and how these can be overcome.


The report, Women in Fund Management: A Road Map for Achieving Critical Mass – and Why it Matters, explores the under-representation of women in the field, draws on research suggesting the benefits women can bring, and lays out concrete action steps for change. Specifically, they call on the financial services industry to develop a “critical mass principle” with quantifiable benchmarks and guidelines for increasing the number of women at all leadership levels.


68. Women. Fast Forward, The Time for Gender Parity is Now. Ernst & Young. 2015.

Working hard for many years to create effective internal and external programs focused on women’s advancement and leadership around the world- and we know there is more to do. Now, we’ve brought all our efforts together to create one unifying accelerator. Through Women. Fast Forward we will use our collective knowledge, experiences and convening power to push ourselves further and to do our part to accelerate the global gender parity clock.


This new report, Gender diversity in top management: Moving corporate culture, moving boundaries, is the latest in the Women Matter series. The paper notes that progress on gender diversity has been made in recent years and momentum has increased, but it also confirms that women are still underrepresented at the top of corporations, across all industries and at a global level.


Since 2007, McKinsey has been researching the business case for increasing the number of women in senior management roles. Our latest report, Women Matter 2012: Making the breakthrough, examines the gender-diversity programs of 235 large European companies. The report investigates what initiatives companies are taking, what is working well or less well, and why. The research found that most companies are now taking gender diversity issues extremely seriously, devoting real resources to redressing the gender imbalance. But many companies also expressed frustration that their efforts do not always create the expected impact.

http://www.mckinsey.com/client_service/organization/latest_thinking/women_matter


Women make up over half the population; yet have long been overlooked as a vital talent resource. Over the next decade, the impact of women on the global economy – as producers, entrepreneurs, employees, and consumers – will be at least as significant as that of China’s and India’s respective one-billion-plus populations, if not more so. Tapping into women’s economic potential would be the equivalent of having an additional one billion individuals in business and in the workforce, contributing to the global economy and stimulating growth.


This SDN discusses the specific macro-critical aspects of women’s participation in the labor market and the constraints that prevent women from developing their full economic potential. Building on earlier Fund analysis, work undertaken by other organizations and academic research, the SDN presents possible policies to overcome these obstacles in different types of countries.

73. 21st Century Barriers to Women’s Entrepreneurship. Senate Small Business & Entrepreneurship Committee. 2014.

Women entrepreneurs still face challenges getting fair access to capital. Only 4 percent of the total dollar value of all small business loans goes to women entrepreneurs. The report proposes expanding microloans and makes SBA’s Intermediary Loan Program permanent to provide more capital to women entrepreneurs.


This report argues that closing persistent gender gaps is a core development objective because it is smart economics and identifies the areas where gender gaps are most significant and four priorities for public action: Reducing excess female mortality and closing education gaps; improving access to economic opportunities for women; increasing women’s voice and agency in the household and in society and limiting the reproduction of gender inequality across generations.


Our Sustainability framework – what we call “Me, We, World” – is our shared vision for how we can work together to create social value and make a positive difference for the consumers and communities we serve.


These case studies contain lessons and evidence to support why results for gender equality and women’s empowerment are critical to advance an overall development agenda, as well as practical examples of how to make this a reality.

http://www.unwomen.org/mdgf/downloads/MDG-F_Case-Studies.pdf

This study is the fourth in Catalyst’s Engaging Men research series, and the second to examine Rockwell Automation’s predominantly white male-oriented North American Sales division as it works toward achieving a more equitable workplace. Through in-depth focus groups, it identifies the critical factors necessary for creating inclusive organizations.


Australia’s labor productivity growth has been on a steady decline over the past decade. Part of this decline has been attributed to the lack of skilled labor as the economic expansion reached a new record duration in the post-war period. The response by governments has been to lift net international migration levels to unprecedented levels and to boost training initiatives with a particular focus on apprenticeships for the industrial and building sectors. In this report we argue that an alternative source of highly educated labor is already at Australia’s disposal and with the right set of policy options this pool of labor can be unlocked.


An independent evaluation of the Global Fund for Women Breakthrough Project launched in 2008 -- a three-year, $2.2 million investment to catalyze strategic, breakthrough, actions to advance gender equality in Asia and the Pacific.


What evidence is there of gender inequalities in life outcomes between women and men? This report provides facts and figures that expose gender inequalities, providing evidence of the need to engender development. It offers an insight into the available gender statistics in the following areas: poverty, health, access to resources, education, globalization, governance, conflicts and emergencies, and human rights.

http://www.bridge.ids.ac.uk/go/bridge-processes-and-publications/reports&id=52824&type=Document

*Drawing on the experiences and insights shared in a series of African regional and sub-regional consultations on gender equality and aid effectiveness, this discussion paper outlines a capacity development strategy for advancing development effectiveness and gender equality in the new aid agenda.*


82. **Catalyzing Growth in the Women-Run Small and Medium Enterprises Sector (SMEs): Evaluating the Goldman Sachs 10,000 Women Initiative.** Goldman Sachs & ICRW. 2012.*

*ICRW conducted an initial evaluation of the Goldman Sachs 10,000 Women initiative in India to identify early results of the program on women entrepreneurs' business skills, practices and growth. While in no way representative of the thousands of women taking part in 10,000 Women, this qualitative study does provide a snapshot of what impact looks like for some of the program's earliest participants.*


83. **Decent Work and Women’s Economic Empowerment: Good Policy and Practice.** UN Women and International Labor Organization. 2012.

*As workers, entrepreneurs and service providers women contribute actively to social and economic development. This policy brief examines why creating more jobs for women, promote decent work and women's economic empowerment.*


84. **Development Cooperation Beyond The Aid Effectiveness Paradigm: A Women’s Rights Perspective.** Association for Women’s Rights in Development (AWID) 2011.

*This paper unpacks how women’s rights advocates envision a development cooperation framework that takes into account gender equality and women's rights and that is truly inclusive, sustainable and just.*


85. **Digital Savings: The Key to Women’s Financial Inclusion?** Women’s World Banking. 2015.*
This report outlines Women’s World Banking’s research into the landscape of digital savings for women and emerging best practice in the space.


Countries that take steps to empower women as employees and entrepreneurs can reap social and economic benefits. This report ranks 128 countries based on their track record in enabling women to play a substantial role in the global economy.

http://www.strategyand.pwc.com/global/home/what-we-think/reports-white-papers/article-display/empowering-third-billion-women-world


Does microfinance support the empowerment of female borrowers? Results of studies analyzing microfinance and empowerment delivered mixed results. In order to explore whether microfinance influences empowerment, the paper compares women in higher loan cycles of a Pakistani microfinance institution with those in the first loan cycle regarding their empowerment. Using a survey and multivariate statistical methods, such as propensity score matching, the study found that women in higher loan cycles were on a higher level of empowerment. We conclude that microfinance has an impact on the empowerment of female borrowers.


This report explores women’s status through the lens of shifting demographics, improving education, and stalled progress toward equality for women.

http://www.catalyst.org/knowledge/first-step-women-world


The Bill & Melinda Gates Foundation and the No Ceilings initiative of the Bill, Hillary & Chelsea Clinton Foundation have joined forces to gather data and analyze the gains made for women and girls over the last two decades, as well as the gaps that remain.


UN Women highlights the commitments made on gender equality, and explores women's contributions to sustainable development and policy around the world, with a focus on priority areas: safe drinking water and sanitation; food security and sustainable agriculture; sustainable cities; decent work and the green economy; health and education.


Set against the background of significant changes in aid delivery since the late 1990s, this report examines practices and institutional approaches to gender equality and women's empowerment in the Organization for Economic Co-operation and Development (OECD) Development Assistance Committee (DAC) members' development co operation agencies. It presents the key findings and conclusions of a study conducted in 2006 by the DAC Network on Gender Equality, which set out to map the gender equality mandate and institutional arrangements of agencies, to explore elements of emerging good practice and technical advice on integrating gender equality dimensions into the new aid delivery mechanisms, and to analyze how staffing and institutional arrangements in agencies can be adapted to the new aid environment.

http://www.bridge.ids.ac.uk/go/home&id=54167&type=Document&langID=1


The 2014 UN Women report focuses on gender equality and sustainable development, with chapters on the green economy and care work, food security, population dynamics, and investments for gender-responsive sustainable development.


This publication presents the case for investments and actions — on an unprecedented scale — to broaden the range of real opportunities open to the world's 3.5 billion women and girls. UN Women calls on its partners and donors to step up support for its coordination of UN system's work in advancing gender equality, as well as for its capacity building, technical assistance, service delivery, knowledge-sharing, and advocacy activities in the field.


Acknowledging and investing in women can yield a significant return—a return known as the gender dividend. To fully capitalize on the gender dividend, however, countries and organizations must go beyond policies that focus on discrimination and develop solid strategies aimed at integrating women at every level. This will require building a strong, dual-focused business case that considers women as both workers and consumers that lays out the rationale behind why governments and organizations must look to women as key to their economic growth.


This annual global index shows a strong correlation between gender equality and a country's prosperity and economic competitiveness. A solid reference for understanding how gender equality is critical for advancing economic, social and political progress worldwide.


This annual global index shows a strong correlation between gender equality and a country's prosperity and economic competitiveness. A solid reference for understanding how gender equality is critical for advancing economic, social and political progress worldwide.


97. **The Global Economic Crisis and Gender Equality.** UN Women. 2014. *

More than seven years after the global economic crisis erupted, women and men are still experiencing lasting impacts on their jobs, livelihoods, access to social services and ability to care for one another. Decisive action is needed to advance women’s right to a decent standard of living and to address the underlying causes that led to the crisis.


The Global Wage Report 2014/15 reviews the main trends in wages in developed, emerging and developing countries. It also analyses inequality in the labour market and in household income.

99. **Groundbreakers: Using the Strength of Women to Rebuild the World Economy.** Ernst & Young. 2009.*

The report builds a powerful case for the advancement of women around the world as an “overlooked and untapped way to meet the challenges of our global economy.” The Groundbreakers report summarizes an extensive body of research showing that women make significant and proven contributions to business and economic growth.


100. **High Achievers: Recognizing the Power of Women to Spur Business and Economic Growth.** Ernst and Young. 2012.

Emerging markets offer the best growth prospects for businesses after the global downturn of the past few years. However, perhaps the biggest and most exciting new market of all is an overlooked one: women. Women are the largest emerging market in the world. Over the next decade, they will wield enormous influence over politics, sport, business and society. In the next five years, the global incomes of women will grow from US$13 trillion to US$18 trillion. That incremental US$5 trillion is almost twice the growth in GDP expected from China and India combined. By the year 2028, women will control close to 75% of discretionary spending worldwide. Women own about a third of all businesses in the world, and nearly half of those businesses are in developing markets.


The 2014 Human Development Report - Sustaining Human Progress: Reducing Vulnerabilities and Building Resilience provides a fresh perspective on vulnerability and proposes ways to strengthen resilience. According to income-based measures of poverty, 1.2 billion people live with $1.25 or less a day. However, according to the UNDP Multidimensional Poverty Index, almost 1.5 billion people in 91 developing countries are living in poverty with overlapping deprivations in health, education and living standards. Although poverty is declining overall, almost 800 million people are at risk of falling back into poverty if setbacks occur. Many people face either structural or life-cycle vulnerabilities.


Women have made advances in the United States and around the world in recent decades, but they have not achieved parity with men on socioeconomic measures
ranging from pay and access to capital to representation on the boards of major corporations. A growing body of evidence suggests that there is not only a moral argument for investing in women, but a business case as well. This guide is intended as a practical guide for individuals and institutions interested in learning about investment opportunities that help advance women.

http://www.ussif.org/Files/Publications/SRI_Women_F.pdf


_In 2013 and early 2014, Women Thrive Worldwide conducted research on three major, overlapping areas that are important to the economic advancement of people living on less than $2USD a day: market access, property rights, and the informal economy. Our goal was to inform a new multi-year policy initiative on women’s economic opportunity that Women Thrive will launch in fall 2014. This report provides the summary of that research and key recommendations for stakeholders working to advance women’s economic opportunities._

http://womenthrive.org/sites/default/files/docs/resources/less_than_2-a-day_wtw_report.pdf


_Within this larger report, which sets out a universal agenda to eradicate extreme poverty from the face of the earth by 2030, is a chapter devoted to “Women’s Role in Economic Development: Overcoming the Constraints.” The chapter addresses three questions: what is the evidence base to support investing in women? What are the current constraints on realizing the full potential of women in the process of economic development? What are the priority areas of intervention necessary to unblock these constraints?_


_Progress 2015 draws on the experiences of those working toward gender equality and women’s rights around the world. It provides the key elements of a far-reaching new policy agenda that can transform economies and make women’s rights a reality._


The report identifies interventions that are proven, promising or have a high potential to increase productivity and earnings for different groups of women in diverse country contexts.


107. **Sponsoring Women to Success.** Catalyst. 2011. *

While mentoring is essential for leadership development, it is insufficient for advancing to top levels. Recent research has pointed to a more influential and specific professional relationship: sponsorship. Lately, organizations and the media have given sponsorship widespread attention, but questions abound. Sponsoring Women to Success addresses many of these questions and clarifies what sponsorship is—and isn’t—based on the experiences of people well-positioned to provide answers: executives acting as sponsors and high-performing employees currently being sponsored. The report also presents data, practices, and participant insights that provide actionable advice on how to foster sponsorship within organizations.


In this report, The Center for American Progress examines both the progress made and the challenges remaining for women across the country. They do so by reviewing three categories that are critical to women’s overall well-being: economics, leadership, and health. Within each of those three categories, they analyze multiple factors—36 factors overall. In selecting the factors, they were unable to include every metric available but strove to include a broad array of factors that would help illustrate the multitude of issues facing women. They also included data on women of color in order to show the challenges that different communities face.


This report is a part of the Institute for Women’s Policy Research’s series, The Status of Women in the States: 2015, which uses data from U.S. government and other sources to analyze women’s status in each state and the United States overall, to rank and grade states on a set of indicators for six topical areas, and to provide additional data on women’s social, economic, health, and political status in states across the nation.

https://gallery.mailchimp.com/271c0130ad96b31a69724411b/files/women_and_the_states.pdf

A position paper that addresses the structural causes of gender-based discrimination. The authors call for a transformative framework to achieve women’s rights and gender equality in the context of a global conversation about the legacy and next steps after the Millennium Development Goals.


This brief report lays out fundamental concepts including a definition of women’s economic empowerment; a measurement framework that can guide the design, implementation and evaluation of programs to economically empower women; and a set of illustrative indicators that can serve as concrete examples for developing meaningful metrics for success.


Women have been a growing factor in the success of the US economy since the 1970s. Indeed, the additional productive power of women entering the workforce from 1970 until today accounts for about a quarter of current GDP. Still, the full potential of women in the workforce has yet to be tapped. As the US struggles to sustain historic GDP growth rates, it is critically important to bring more women into the workforce and fully deploy high-skill women to drive productivity improvement. McKinsey & Company undertook this research over the past three months to understand how women contribute to the US economy; how their work benefits individual corporations; what prevents women from making greater contributions to their companies; and what approaches can help companies unlock the full potential of women.

http://www.mckinsey.com/careers/women/~/media/Reports/Women/2012%20WSJ%20Women%20in%20the%20Economy%20white%20paper%20FINAL.ashx


This report explores the evolving landscape of female entrepreneurship. By examining the behavioral traits of male and female business owners and leaders, they uncover what can be done to create an environment, which will support the current and future generations of women to launch and grow their own businesses.

*Voice and Agency: Empowering Women and Girls for Shared Prosperity represents a major advance in global knowledge on this critical front. The vast data and thousands of surveys distilled here cast important light on the nature of constraints women and girls continue to face globally.*


115. **Womenenomics 3.0: The Time is Now.** Goldman Sachs. 2010. *

*This analysis will: examine the progress since the last report written on this topic in 2005 (Womenomics: Japan’s Hidden Asset), offer ten concrete proposals for what the private and public sectors should do to boost female employment, update our assessment of the economic “dividends” from higher female employment, and assess the potential growth areas of the economy from increased female labor participation.*


116. **Women’s Work: Driving the Economy.** Goldman Sachs. 2013. *

*This report explores the economic opportunity that comes from closing gender gaps by employing more women in the workforce and empowering them as entrepreneurs and consumers. In our three interviews, we ask how leadership, policy and capital can help us to better employ this under-utilized resource in a growth constrained world.*


117. **A Women’s Nation Pushes Back From the Brink.** Center for American Progress with The Shriver Report. 2014

*A Women’s Nation Pushes Back from the Brink* examine the rates of financial insecurity among American women and the children who depend on them, investigates the impact of it on our nation’s institutions (US) and economic future, and promotes modern solutions to help women strengthen their financial status.


This report was published by Plan International as a part of the "Because I am a Girl" report series. The report includes updates on themes explored in past reports, an overview of legislation, policy, and implementation that affect girls worldwide, and inspiring and meaningful individual narratives from girls around the world.  


The seventh report in Plan’s annual State of the World’s Girls series, 'In Double Jeopardy', looks at the situation of adolescent girls in disaster zones. The report uses original research and interviews with girls, including survivors of disasters in the Philippines. It shows how adolescent girls’ rights are being ignored before, during, and after disasters, both in the urgency of a disaster response and in the gaps between humanitarian and development work.  


How are girls affected by conflict and its aftermath? This report draws on the perspectives of girls and young women, particularly from Haiti, Liberia and Timor-Leste (East Timor), to explain why they experience war and conflict in the way that they do. The first section explains how the gradual disintegration of society can affect girls long before war fully breaks out, as they become more vulnerable to gang violence, trafficking and struggle to access social services. It also shows how, during violent conflict, the health, education and wellbeing of girls is often negatively affected, yet they are forgotten as media attention is focused on the fighting itself.  

http://www.planbelgie.be/sites/default/files/user_uploads/because_i_am_a_girl_-_the_state_of_the_worlds_girls_2008._in_the_shadow_of_war_plan_international_-_engelstalig.pdf


This fact sheet was prepared by UNFPA with UNICEF, Co-Chairs of the United Nations Adolescent Girls Task Force. This fact sheet is part of a collaborative effort of the Inter-Agency Network for Youth Development, coordinated by the United Nations Program on Youth.  


This paper argues for leveraging education to facilitate girls’ transitions to healthy, safe and productive adulthood as the single most important development investment that can be made.


123. The Girl Declaration Tool Kit. The Girl Effect. 2014*

This tool kit includes five goals and seven principles that can create a better future for girls and end poverty for the world.

http://www.girleffect.org/2015-beyond/the-declaration/


In October 2010, ICRW, with support from the Nike Foundation and in collaboration with Plan International and Save the Children, convened a meeting of researchers, program implementers and donors to explore the question of how to best involve boys in efforts to achieve gender equality. This paper summarizes the meeting, which highlighted progress in conceptualizing programs that involve boys and men in efforts to bring about fundamental changes in the gendered nature of relationships. It also pointed to the significant amount of work that is still to be done before these goals are achieved.

http://www.icrw.org/publications/girl-effect-what-do-boys-have-do-it-0


The Girl Safety Toolkit is a comprehensive guide to designing safe programs specifically for adolescent girls. Designing safe opportunities for girls relies on understanding the experience of different groups in the context in which they are working. With this information, practitioners can think more carefully about what their program is trying to achieve and how these objectives can be achieved in a safe environment. The toolkit provides practical advice and guidance on how to keep girls safe within programs and how to manage and address risks if they arise. This toolkit actively encourages development practitioners to involve girls in the process so they can help to decide on activities that will help them participate in programs safely. It also helps girls to identify support they need from organizations to implement those activities. With the right support, girls can be champions of safety within their own community and are often instrumental in helping other girls understand safety.

http://www.girleffect.org/resources/2014/05/girl-safety-toolkit/

This paper quantifies the opportunity cost of girls' exclusion from productive employment to inform policymakers' decisions to invest in girls. The paper explores the relationship between investing in girls and potential increases in national income by examining three widely prevalent aspects of adolescent girls' lives: early school dropout, teenage pregnancy and joblessness, and concludes that closing the inactivity rate between girls and boys would increase gross domestic product by up to 5.4 percent, among other findings.


Community colleges are a critical resource for women seeking to achieve economic security and stability, yet many women who are community college students face challenges that make it difficult to persist in their education and complete their degrees. To understand the circumstances and experiences of female community college students in Mississippi, the challenges to their academic progress, and the resources that enable them to persist and succeed, the Institute for Women’s Policy Research (IWPR), conducted an online survey of women who are students in the state’s community colleges, commissioned by the Women’s Foundation of Mississippi (WFM).


This report issued by the United Nations discusses the "small but growing body of evidence [that] has begun to establish sport as a viable tool for addressing gender equity on a broader scale. This research indicates that participation in sport can "benefit girls and women by enhancing health and well-being, fostering self-esteem and empowerment, facilitating social inclusion and integration, challenging gender norms, and providing opportunities for leadership and achievement."

http://www.un.org/wcm/webdav/site/sport/shared/sport/SDP%20IWG/Chapter4_SportandGender.pdf


The project represents a unique approach to research by using a gender-race-geography-equity lens. Through the research, a baseline is provided for measuring where to apply needed interventions and benchmark the continued progress on the road to economic, political, and social equality for all women and girls in Minnesota.
130. **Title IX at 35: Beyond the Headlines.** National Coalition for Women and Girls in Education. 2008.

*This report looks at the progress and gains made in the past 35 years since the passing of the landmark Title IX of the Education Amendments in 1972, as well as analyzes how sexism is still alive and well in our educational systems.*

[http://www.ncwge.org/PDF/TitleIXat35.pdf](http://www.ncwge.org/PDF/TitleIXat35.pdf)


*This paper makes a pointed and condensed argument for educating girls as the key to gender equality and a key source of support for long-term economic growth, with positive repercussions for countries with aging and well as young populations.*


#### GIVING TO WOMEN & GIRLS, PHILANTHROPIC STRATEGIES AND INCLUSION

132. **Accelerating Change for Women and Girls: The Role of Women’s Funds.** Women’s Funding Network and The Foundation Center. 2009.

*In recent years, interest in philanthropy for and by women has intensified, accompanied by a growing acceptance of the idea that philanthropic investments in women and girls can accelerate positive change in communities. To understand this evolution in thinking and practice within philanthropy, the foundation Center partnered with the Women’s Funding Network, a global movement of women’s funds, to chart the current landscape of philanthropy focused on women and girls and document the specific role played by women’s funds.*


*This book offers strategies for strengthening organizations through a commitment to diversity and gender equality. Research shows that imbedding a more nuanced understanding of what they call "deep diversity" allows organizations to make full use of their available resources and how foundations have used race, class, gender, sexual orientation, geography, age, and other factors to become more effective.*


This part, part of the FundHer series, assesses the resources and the role of donors in the promotion of women’s rights and the support of women’s rights organizations and probes deeper into fundamental questions related to resource mobilization and movement-building. How are women’s organizations and movements growing worldwide? Why do we need strong women’s movements and organizations? How can new resources be mobilized to build stronger movements in order to advance women’s rights worldwide?


A look into Intel’s new initiatives include narrowing the digital divide; improving performance in science, technology, engineering and math (STEM) education; and equipping teachers with critical skills they need to support twenty-first century learning

http://www.aspeninstitute.org/sites/default/files/content/upload/Intel_A%20Focus%20on%20Corporate%20Philanthropy_Sept%202013.pdf


Foundations in Europe can play a much larger role in improving the position of women and girls. This guide reflects on how gender considerations are being addressed in European foundation programs, processes, and procedures, and it provides a wealth of practical examples and recommendations to inspire other foundations to do so.


These two resources, by the trust management arm of Bank of America, offer concise, well-sourced primers for why investing in women and girls with a gender lens is an effective social impact strategy.


These two resources, by the trust management arm of Bank of America, offer concise, well-sourced primers for why investing in women and girls with a gender lens is an effective social impact strategy.


This report, by the research and information arm of the Institute of Development Studies, questions why government budgets often allocate resources in ways that perpetuate gender biases and looks at how budgets offer the potential to transform gender inequalities by attaching money to policy commitments.

http://www.bridge.ids.ac.uk/go/bridge-processes-and-publications/reports&id=55207&type=Document


An examination of gender-sensitive indicators designed to help change-makers determine whether they are on the right track to achieving gender equality and holding institutions accountable for their commitments on gender.

http://www.bridge.ids.ac.uk/go/bridge-processes-and-publications/reports&id=42700&type=Document


This paper by Mead, a former Tufts University professor and now director of the Center for Community Engagement at Amherst College, makes the case for thoughtful consideration of gender when designing and implementing programs and for instituting women in leadership positions.


Gender equality is an important pre-condition for successful climate change adaptation, and transition to low-carbon alternatives in developing countries. In order for this transition to be effective, climate change adaptation and low-carbon efforts need to be gender-responsive taking into account. This paper focuses on the role of donors in this process, and is targeted at those working on climate change in donor agencies. It outlines a rationale for improved integration of gender and proposes key principles, which should premise climate change policies and programs.

*The increased violence and sexual assault on women and girls suggests an urgent need for greater understanding of cultural norms and the need to adapt new strategies not only in philanthropy, but in the larger social and educational institutions. Women's foundations, therefore, have an important role to play in creating social change in this regard at the state and local levels. This report is meant to catalyze a larger conversation around how we view philanthropy and how gifts can impact greater social change when work is conceived through a gender lens.*

http://issuu.com/womensfundingnetwork/docs/gender_lens_grantmaking_report


*This guide was created by US Trust Philanthropic Solutions group to help provide advice, support and resources to donors looking to make meaningful impact through their charitable giving.*

http://www.ustrust.com/Publish/Content/application/pdf/GWMOL/AR3ABA2D.pdf


*In this guide, grantmakers and grantees describe the experience of using a "gender lens" in their work. They explain what gender analysis is and isn't - and why it can help shape more effective programs and organizations. The guide also takes a closer look at how gender analysis has led to new thinking in fields as diverse as public health, international development, juvenile justice, and youth services. And it offers additional insights and special advice on issues ranging from "What about Men and Boys" to "Uncovering Gender Assumptions."*


*This guide was created by US Trust Philanthropic Solutions group to help provide advice, support and resources to donors looking to make meaningful impact through their charitable giving.*


This study examines how participation in a giving circle has changed members’ behavior related to giving, volunteering, and civic engagement. Key findings: giving circle members are more likely than the control group to advance a vision for change, conduct research and take diversity issues into consideration when making funding decisions, and support general operating expenses.

https://www.givingforum.org/sites/default/files/resources/The%20Impact%20of%20Giving%20Together.PDF


This is a new toolkit from Women Deliver that pulls together infographics, data points, and key messages to make the case for investing in girls and women. The toolkit presents specific asks and goals related to maternal and newborn health, family planning and reproductive health, women’s health, education, and equality, with the aim of providing global partners with a clear course of action to best advocate for the health and well-being of girls and women.

http://www.womendeliver.org/assets/Everybody_Wins.pdf


The AWID 2008 global survey of donors and women’s rights activists provides the information presented in this Funher brief. It is an updated snapshot of key funding trends impacting women’s rights organizations. Here you will find organizational profiles of the survey respondents and an organizational self-assessment, an analysis of the existing challenges for accessing funds as well as recent advances, and finally a look at five important funding trends and opportunities for organizations working on funding issues.


A broad study commissioned in 2007 by the Forum of Regional Associations of Grantmakers of the characteristics, benefits, and impact of giving circles across the country.


The third report in a new research series on resources for women's rights organizing from the Association for Women's Rights in Development, this publication presents the results of our mapping of new donors making major commitments to work with "women and girls", to better understand this trend and its impact on women's organizations.


A quarterly journal highlighting stories of generosity from valued clients and their Financial Advisors, and exploring a broad bandwidth of opinions from recognized professionals in the field. This issue focuses on a remarkable group of Next Generation Changemakers who are role models for people of all ages wishing to make a charitable impact.


A quarterly journal highlighting stories of generosity from valued clients and their Financial Advisors, and exploring a broad bandwidth of opinions from recognized professionals in the field. This issue focuses on Scaling and Innovation in Medical Philanthropy, which fosters the concept of providing the right resources and support to high performing organizations whose work is scalable and can effect significant change in their specific issue areas.


This guide is an introduction to different charitable giving strategies, including some of the financial and estate-planning issues associated with them.


The second publication in a series of AWID’s briefs on monitoring and evaluation, this intensive study examines the challenges of monitoring and evaluating the progress of women’s rights work and ideas for assessing and influencing the impact of this work.

As the first research study of its kind to examine the scope, distribution, and diversity of European-based funding for women and girls, this report establishes critical baseline data for measuring change in the future. The report also represents the most comprehensive study to date on the philanthropic activities of European foundations in general. Altogether, 145 foundations from 19 countries participated in the study. The report draws upon a mixture of survey, grants, and interview data to understand the range of foundation characteristics and interests, as well as their specific approaches to work related to women and girls.


This report, based on a survey of over 1,100 women’s organizations worldwide, provides the latest analysis on the funding trends impacting women’s rights organizing and the financial status of women’s organizations around the world. The report also makes recommendations for how to mobilize more and better resources for women’s rights organizing.

http://www.awid.org/Library/Watering-the-Leaves-Starving-the-Roots


An infographic that demonstrates how investing in women creates a multiplying effect to her family and community. One of a series of infographics Weber Shandwick developed for USAID to celebrate the aid organization’s 50th anniversary.


Part of our Philanthropy Roadmap series, this publication provides an introduction to the world of women and philanthropy. Written for established and emerging donors, it aims to help women delve further into the potential growth and fulfillment that can come from giving.

http://rockpa.org/document.doc?id=206

This report makes the case that by applying a gender lens, investors can align their portfolios with the goal of supporting gender equality while seeking a market rate of return.


This narrative shares the stories of the women founders of giving circles. The majority of the first giving circles were created by women for women members. Though giving circles are now popular among both genders, women have contributed more significantly to the inception and the growth of the giving circle movement.


**HEALTH & REPRODUCTIVE ISSUES**


This report contains provisional estimates of the numbers of women with female genital mutilation (FGM) living in England and Wales, the numbers of women with FGM giving birth and the numbers of girls born to women with FGM. These are headline figures for England and Wales as a whole. Further work is under way to provide estimates at a local authority level and to refine these national analyses. These will be published later in the full project report.


163. **Funding to Fight HIV/Aids Through the Promotion of Women’s Rights: A Case Study from South Africa.** Association for Women’s Rights in Development (AWID). 2008.

This document includes an introduction to some general trends in the funding landscape for women’s rights organizations working on HIV and AIDS in South Africa with a focus on bilateral funding as well as an exploration of other funding sources and their dynamics in the country.


An analysis of why and how HIV/AIDS is now disproportionately affecting women, as individuals and in their roles as mothers and care-takers. It explores new gender-sensitive approaches to fighting HIV/AIDS and suggests that in order to be effective, it is necessary to deal with the inequalities that both drive and are entrenched by the epidemic.

http://www.bridge.ids.ac.uk/go/bridge-processes-and-publications/reports&id=55204&type=Document


This paper is one of the first products of National Council on Gender, which shows that addressing gender norms is the key to improving reproductive health outcomes for young women and men.


A deep investigation into the association between child mortality and women's educational attainment, this report finds that substantial increase in education, especially of women, and the reversal of the gender gap have important implications not only for health but also for the status and roles of women in society.

http://www.thelancet.com/journals/lancet/article/PIIS0140-6736%2810%2961257-3/abstract


Medical research is too often flawed by it’s failure to examine sex differences. It is now clear that men and women experience illnesses differently and this report looks closely at four diseases where this is especially true: cardiovascular disease, lung cancer, depression, and Alzheimer’s Disease.

http://www.brighamandwomens.org/Departments_and_Services/womenshealth/ConnorsCenter/Policy/ConnorsReportFINAL.pdf


This study explores barriers to HIV services experienced by the study populations, and based on the findings, identifies entry points for improving HIV services among women in India more broadly.

This paper provides a gender analysis of women’s demand for reproductive control. This analysis illuminates how the social construction of gender affects fertility preferences, unmet need, and the barriers that women face to using contraception and safe abortion. It also helps to bridge important dichotomies in the population, family planning, and reproductive health fields.

http://www.icrw.org/publications/womens-demand-reproductive-control

PEACE & CONFLICT


Armed conflict exacerbates the inequalities in gender relations in the pre-conflict period. This report makes recommendations for interventions that take into account local contexts and the diverse realities of women and men, who may simultaneously play the roles of activists and parents, soldiers and victims.

http://www.bridge.ids.ac.uk/go/bridge-processes-and-publications/reports&id=52704&type=Document


As primary managers and users of natural resources in many conflict-affected contexts, women have a key role to play in peace-building but are often excluded from decision-making over natural resource management. This report analyses how women’s empowerment and the sustainable use of natural resources can be pursued together to help build lasting peace.


The ICRC has long recognized that armed conflicts have devastating effects on civilian populations and on women in particular. This report outlines the work of the ICRC and re-affirms the commitment to raise awareness and address the needs of women during conflict.

http://www.icrc.org/eng/assets/files/other/women_war_special_report_8-3-03.pdf

POLITICAL REPRESENTATION

This discussion paper outlines the contributions of UNIFEM to enhance women's political participation and integrate a gender perspective into post-conflict governance in Africa at the regional, national and local levels.

http://www.bridge.ids.ac.uk/go/home&id=53774&type=Document&langID=1


This new guide is the Barbara Lee Family Foundation’s most direct, must-know advice for women elected officials and candidates running for office. From the personal traits, to actions that convey qualification and likeability, to bouncing back from mistakes, this guide is a concise look at what it takes for a woman to run and succeed.


This study looks at the under-representation of women in U.S. Politics and argues that the fundamental reason for the under-representation is that they do not run for office and there is a substantial gender gap in political ambition.


Deloitte developed this report to gain a deeper understanding of how women advance in government and to explore the growing impact-and importance-of women in senior, decision-making roles in the public sector.


This paper is one of several analytical documents synthesizing the findings across Promoting Women in Development (PROWID) projects and their implications within the various theme areas. As detailed in this synthesis paper, the full involvement of women in political and economic arenas is gaining ground as a legitimate goal, as well as a litmus test of the degree to which democracy has been attained.
178. Seeing Beyond the State: Grassroots Women’s Perspectives on Corruption and Anti-Corruption. UN Development Programme. 2012.

This study documents grassroots women’s perceptions and experiences of corruption in developing countries and bring this to important discourses regarding anti-corruption, gender equality and women’s empowerment. It is intended to direct attention to the lack of research on the gendered impact of corruption on poor communities, provide some initial insights from grassroots women and contribute to anti-corruption programming by prioritizing and bringing to the forefront grassroots women’s voices.


Women are more than half of the US population but hold fewer than a quarter of all political offices. Moreover, their ascent to high office has slowed rather than accelerated. Parity asked: why the scarcity of female candidates and elected officials? Are they uninterested, unwilling, or uncertain? Is the political system unresponsive and impenetrable? Ultimately, is the issue the driver or the road?


State legislators are the largest single source of women in Congress and governorships (more than half), but over the last few years the percentage of women in these top offices has plateaued. Following the 2012 election, their presence in Congress rose from just 17 to 18 percent, and after reaching a high of nine in 1997, the number of female governors has fallen to five. This study examines the motivators and obstacles female candidates and elected officials consider when deciding whether or not to run for higher office.


Our Index highlights issues of gender equity at senior leadership levels in the public sector across the globe. It begins with an analysis of women’s representation in public sector leadership positions across G20 countries. We will revisit the research on an annual basis to track the progress that is being made towards achieving a more diverse and vibrant leadership for public sector organizations.
SCIENCE & TECHNOLOGY


Intention and innovation can generate real economic benefits to women in the developing world. In a groundbreaking study, ICRW examines technology initiatives that have enabled women to develop their economic potential, become stronger leaders and more effective contributors to their families, communities and domestic economies. Specifically, these efforts helped women increase their productivity, create new entrepreneurial ventures and launch income-generating pursuits. The report also offers innovators practical recommendations on how to design and deploy technologies that women can’t afford not to use.


Information and communication technologies (ICTs) are emerging as increasingly valuable business tools for women entrepreneurs in developing countries. Making sure that women entrepreneurs are equipped to make productive use of such technologies is important from the perspective of achieving Millennium Development Goal (MDG) 3 on Promoting Gender Equality and Empowering Women and MDG 8 on a Global Partnership for Development to make available the benefits of ICTs. That is why the UN Conference on Trade and Development and the International Labour Organization partnered to develop, for the first time, a framework for the assessment of women's entrepreneurship development that systematically integrates the ICT dimension.


In this report, writers Courtney Martin and Vanessa Valenti build on a 2012 convening where 21 writers, activists, and educators who work in the online feminist landscape came together to discuss their needs, desires, and hopes for the online feminist future. Here they provide a cogent explanation of the power of online organizing, the risks and challenges of the current state of the field, and some possible solutions for creating a more sustainable system.


Girls in IT: The Facts, sponsored by NCWIT’s [K-12 Alliance](https://www.ncwit.org/k12), is a synthesis of the existing literature on increasing girls’ participation in computing. It aims to bring together this latest research so that readers can gain a clearer and more coherent picture of 1) the current state of affairs for girls in computing, 2) the key barriers to increasing girls’ participation in these fields, and 3) promising practices for addressing these barriers.


186. **Male Advocates and Allies: Promoting Gender Diversity In Technology Workplaces.** National Center for Women and Information Technology. 2014. *

This report, sponsored by NCWIT’s Workforce Alliance, provides an inside look into how men think about and advocate for diversity in the technical workplace. Drawing from interviews with 47 men in technical companies and departments, this study: 1)identifies the factors that motivate or hinder men in advocating for gender diversity, 2) explores what diversity efforts men have experienced as successful or unsuccessful, and 3) identifies specific strategies to increase men's participation in advocacy.


*New technologies impact women’s lives all over the world. This is transforming our work for gender equality and presenting new challenges to women’s rights and sustainable development. This primer will explore the complex ways new technologies affect women’s rights and their place in a global agenda for gender justice.*


188. **Women and the Web: Bridging the Internet Gap and Creating New Global Opportunities in Low and Middle-Income Countries.** Intel. 2014.*

*This report is the first compilation of the global data on how women in developing countries access and use the Internet.*


*The biennial report Women, Minorities, and Persons with Disabilities in Science and Engineering is mandated by the Science and Engineering Equal Opportunities Act (Public
The 2013 digest highlights key statistics drawn from the wide variety of data sources used to provide this information. Data and figures in this digest are organized into six themes—enrollment, field of degree, employment status, occupation, academic employment, and persons with disabilities.


VIOLENCE AGAINST WOMEN & TRAFFICKING


Conducted by the International Federation for Human Rights, this report presents over 250 cases, which took place in Egypt between November 2012 and January 2014, in which women protesters were sexually assaulted and in some cases raped, by mobs of men. The report provides evidence that sexual harassment and assault against women remain rife, constituting major obstacles to women’s participation in the political transition of their country.


In the past decade, research in developing countries has established a rigorous, quantitative evidence base on the risk factors, prevalence and, to a lesser extent, the health impacts of intimate partner violence. However, progress has been slower in exploring its economic costs and broader welfare impacts, partly due to the lack of a comprehensive methodology adequate for such costing studies in developing country settings. To address this gap, ICRW and its partners conducted a study to refine and field test a methodology to estimate the costs as well as the impacts of intimate partner violence to households, communities and, ultimately, the national economy.


192. From Heartbreaking to Groundbreaking: Stories & Strategies to End Sex Trafficking in Canada. Canadian Women’s Foundation. 2014. *

This report features stories from survivors, experts and service providers, and outlines the Canadian Women’s Foundation’s 5-year strategy to end sex trafficking in Canada.


Interpersonal violence – in all its forms – has a grave effect on children: Violence undermines children’s future potential; damages their physical, psychological and emotional well-being; and in many cases, ends their lives. The report sheds light on the prevalence of different forms of violence against children, with global figures and data from 190 countries. Where relevant, data are disaggregated by age and sex, to provide insights into risk and protective factors.


This project is a regional, multi-pronged initiative supported by the Norwegian government, and co-funded by UNFPA implemented in the three South Caucasus Countries – Armenia, Azerbaijan, and Georgia. The main objective of this project is to contribute to the national response to domestic violence and strengthen the democratic governance in the three countries by promoting the respect for human rights, gender equality, and women’s participation.

http://www2.ohchr.org/english/bodies/cedaw/docs/AdvanceVersions/GeorgiaAnnexX.pdf


This report is from a task force of Cabinet members and other government officials President Obama formed in January. The report on sexual violence by the Center for Disease Control examines campus sexual assault on U.S. college campuses.


Research provides needed evidence to advocate for strong laws and programs to combat gender-based violence. Yet research capacity is lagging in many parts of the world including Africa. This report documents the impact of a program that paired NGOs with research institutions in South Africa to strengthen the NGOs’ skills to carry out relevant action research and directing evidence into the hands of activists and program implementers.


197. We Just Keep Silent: Gender Based Violence Amongst Syrian Refugees in the Kurdistan Region of Iraq. UN Women. 2014.
UN Women has launched a new report on gender-based violence among Syrian refugees in the Kurdistan Region of Iraq which reveals increased levels of intimate partner violence, high levels of sexual harassment by employers and taxi drivers, and a significant number of reports of sexual commercial transactions inside and outside camps. Almost all men also reported feeling afraid for the safety of their wives and daughters.


WEALTH, ECONOMIC CLOUT & PHILANTHROPY


The 2014 U.S. Trust Insights on Wealth and Worth® survey provides a new, in-depth look at the structurally diverse modern American family and finds the dynamics add complexity to money issues already heightened in families with increased wealth.


The 2014 U.S. Trust Study of High Net Worth Philanthropy examines the giving patterns, priorities and attitudes of America’s wealthiest households for the year 2013. This latest research study is the fifth in this series of studies, and was once again written and researched by the Indiana University Lilly Family School of Philanthropy in partnership with U.S. Trust. This study is a continuation of the 2006, 2008, 2010 and 2012 reports.


The annual Insights on Wealth and Worth™ survey, the largest study of its kind, takes the pulse of high net worth Americans on wealth management needs ranging from investing to trust and estate planning to philanthropy. The 2013 study revealed unrecognized risks the wealthy face as they adapt to a changing investment climate and new tax rules.


The latest in this seminal series of reports is based on nationwide 2010 and 2011 surveys of wealthy donors. Findings offer key insights into the motivations and priorities of high net worth women donors as well as that of women who give as part of donor network.


This report demonstrates the ways high net worth and affluent couples approach financial decision-making.


There is also an emerging consensus that the status and role of women may be an excellent clue to a company’s growth potential – that the best companies, and therefore the best investments, are those that take advantage of the talents, ideas, and contributions of half of the world’s population. In fact, numerous studies have shown that companies that empower and advance women are likely to reap the benefits in terms of improved performance and profitability. Among the man contributions that women can make to a company, it turns out that share price may be the most significant of all.


As more women become breadwinners and business owners who generate income and make financial decisions for their households, the power of the purse - and the market opportunity it represents - will grow exponentially. Yet this robust female market is startlingly untapped. CTI finds that tapping the power of the purse depends on correcting industry misperceptions about female investors and an industry tendency to perceive women as a monolithic market. Geography, generation, source of wealth, and asset level are all factors affecting how women perceive wealth and arrive at decisions about its allocation.

http://www.talentinnovation.org/_private/assets/HarnessingThePowerOfThePurse_Exe cSumm-CTI-CONFIDENTIAL.pdf


As wealth management clients, women are both significant and undervalued. They control about 27 percent of the world’s wealth (meaning that they decide where the assets are invested), yet more than half of the women surveyed in this report feel that
Wealth managers could do a better job of meeting the needs of female clients—and nearly a quarter think that wealth managers could significantly improve how they serve women.


The Wilmington Trust/Campden Research Women & Wealth Survey 2009 provides an insight into the role of wealth in the lives of women of exceptional affluence. This summary highlights the key findings of the report and sheds some light on how wealth has impacted women’s attitudes, opportunities and expectations.


In this paper, GS looks more broadly, across a range of indicators of women’s status, and more narrowly, focusing on the impact of gender equality and women’s increased bargaining power on household spending


Now in its eighth year, The Wealth Report is an invaluable source of insight and data for the global Ultra High Net Worth Individual (UHNWI) community and their advisors within the wealth management industry. It offers a unique global perspective on the performance of luxury residential property, commercial property investments, wealth distribution patterns and the spending trends of the world’s wealthiest individuals.


The report gives you unparalleled insight into the world’s ultra wealthy population, defined as those with net assets of US$30 million and above: by region, country, wealth tiers, gender and between old and new money.


The report gives you unparalleled insight into the world’s ultra wealthy population, defined as those with net assets of US$30 million and above: by region, country, wealth tiers, gender and between old and new money.


The new report is the third in a series of research reports by the Women’s Philanthropy Institute at the Center on Philanthropy at Indiana University that offers deeper insights as to how gender differences affect philanthropy. The Women Give studies complement a growing body of research that affirms women’s growing importance as donors in the nonprofit sector. They also benefit decision-makers and fundraisers seeking to expand their donor base and attract more volunteers by providing key insights to inform their strategic efforts to more deeply engage women.

http://www.philanthropy.iupui.edu/research-by-category/women-give-2012

212. Women Give 2014. Women’s Philanthropy Institute at the Center on Philanthropy at Indiana University. 2014. *

As with previous Women Give reports, Women Give 2014 affirms that gender and age matter in charitable giving. It suggests that nuanced fundraising strategies which build strong relationships with both men and women and demonstrate that their goals and approaches are relevant to those different audiences will help assure that resources continue to be available to meet society’s challenges.


An industry-leading exploration on women’s lives, lifestyles and marketplace impact, the study examined differences between three generations of women (Gen Y, aged 21-34; Gen X, 35-49; and Baby Boomers, 50-69). Started in 2008 in the United States, the findings include — for the first time — the United Kingdom, France, Germany and China.


As part of the 2013 Insights on Wealth and Worth U.S. Trust surveyed high net worth women across the country to better understand their perspective and behavior related to wealth and wealth management. This research builds on a vast body of proprietary research and third-party analysis conducted by U.S. Trust as part of its Women and Wealth offering.

http://www.ustrust.com/publish/content/application/pdf/GWMOL/ARS7ME57.pdf


The World Wealth Report from Capgemini and RBC Wealth Management is the industry-leading benchmark for tracking high net worth individuals (HNWIs), their wealth, and the global and economic conditions that drive change in the Wealth Management industry. This year’s 18th annual edition includes findings from the most in-depth primary research works available on global HNWI perspectives and behavior. Based on responses from over 4,500 High Net Worth Individuals across 23 countries, the Global HNW Insights Survey explores HNWI confidence levels, asset allocation decisions, perspectives on driving social impact, as well as their wealth management advice and service preferences.