



## **Quality in Gender+ Equality Policies**

European Commission Sixth Framework Programme  
Integrated Project

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# **State of the Art and Mapping of Competences Report: United Kingdom**

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This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender-equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at [www.quing.eu](http://www.quing.eu).

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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## Introduction

The selection of documents for inclusion in this annotated bibliography was based on the criteria of: relevance to the topic, expertise of author, and by choosing the most up-to-date literature in the field.

### *General gender equality policy*

This collection of literature is valuable in providing an overview of gender equality policy at the level of the EU and in providing some indication of the UK government's progress- or lack thereof- in relation to gender equality policy. The work also gives an insight into the gender machineries in the UK administration, namely the Equal Opportunities Commission and the Women and Equality Unit. From the literature, it would appear that while there is some progress, many of the measures and initiatives prioritise employment. The importance of widening inequalities by social class is highlighted, a trend which may undermine movement towards gender equality. In addition, variations in relation to gender (in)equality are observed within the UK: between different groups of women; and between England and Scotland, Wales and Northern Ireland following devolution.

### *Non-employment*

Much recent research in the UK in relation to gender equality policy is focused on employment rather than non-employment (tending to reflect the EU and UK government focus in terms of getting various groups 'back into employment' e.g. lone mothers). Nevertheless, from the literature it is possible to identify a number of groups that are of interest in relation to non-employment and gender policies. These groups include:

**Older people:** Older women, who may currently be described as 'legitimately non-employed'. However, following the equalisation in pension age between men and women this status is being undermined. This group is a focus of growing interest because older women are a key provider of care (for both elderly relatives and young grandchildren). Thus an increased rate of employment for this group means a potential decline in the supply of care. In relation to older men, research indicates the existence of a large number of men who previously worked in heavy manufacturing industries who are now classified as disabled or sick 'non-employed'. This group seems to attract little focus in terms of research or policies.

**Carers:** Current research tends to focus on parents, particularly working mothers, such that the heterogeneity and diversity of experiences within the wider category of people who provide care is relatively under-researched.

**Disabled / sick:** Disabled / sick people represent a group where there is an increasing policy focus with recent government initiatives aiming to increase their participation in employment. Examining the gendered impact of such measures requires further research.

Migrants- refugees and asylum seekers: A growing body of work addresses the issue of non-employment amongst migrants (as a result of either immigration status or discrimination). The research has emphasised the way the citizenship rights of this group are undermined due to non-employment. This has particular gendered dimensions (e.g. the implications for women experiencing gender-based violence in terms of their lack of rights and access to services).

The feminist literature in this area of non-employment emphasises the need for recognition of the value of women's unpaid care work and suggests that as the 'legitimacy of non-employment' is increasingly eroded then the crisis of care will intensify. This work also highlights the increasingly complex intersections of inequalities that are emerging (e.g. global care chains). At same time, there is recognition of the significance of paid work in terms of women's financial autonomy and security.

While attention to the area of non-employment provides an interesting angle, there is possibly a danger in taking focus away from the conditions in which many women are employed. That is, while the rate of women's employment has increased significantly in UK, it has done so in a gendered way, which still requires more research.

### *Intimate citizenship*

A strong theme in this collection of literature is research relating to the recent Civil Partnership Act. Broadly speaking, there is ambivalence amongst academics. While the Act is welcomed in respect of allowing recognition of same-sex partnerships previously denied, there is concern that it has resulted in a loss of radicalism and that the status of heterosexuality and marriage has been reinforced (thus suggesting integration into the mainstream rather than being transformative). A further concern is that a gender focus, and a wealth of feminist critique, is becoming lost in literature which concentrates predominantly on sexualities.

Other issues explored in the research on intimate citizenship include:

- The status of women in the context of changing family forms (e.g. increasing rates of divorce and co-habitation). This work has examined issues such as women's long-term financial prospects and access to pensions;
- The position of migrant women and their (lack of) citizenship status which has implications for their capacity to leave violent relationships;
- Women's reproductive rights and their access to contraception and abortion.

### *Gender-based violence*

This literature ranges across several types of gender-based violence, including 'domestic violence', rape and sexual assault, murder, sexual harassment, and more recently, sex trafficking. Across the research the particular methodological dilemmas involved in this field are apparent (e.g. the lack of available statistics) and the need for further research is emphasised.

Much of the recent research into gender-based violence in the UK has been funded by Home Office, which sets constraints on the research conducted and the way it is reported (e.g. in terms gender-neutral language and a focus on 'what works' within the criminal justice system). This goes some way to explaining the ambivalence contained within this work – expressed by those who recognise gains (such as better services and increased visibility of gender-based violence) come with costs and compromise.

Possibly one of the distinguishing features of this research regards the positioning of those who write in this area, including academics from different disciplinary backgrounds who are or have been key activists in NGOs and who provide training to professionals. This means that theory, research and practice are closely interconnected and mutually informing, a relation that tends to be rare.

### Interconnections

One final observation regards the areas of overlap between the three areas which indicate the potential direction for gender+ equality policy research and theorising. For example, between non-employment and citizenship (with paid work bringing privilege in terms of rights while care work is effectively de-valued and does not bring equivalent citizenship status); and between gender-based violence and citizenship status (the vulnerability of particular groups of women- such as refugees and asylum seekers- due to their immigration status and lack of access to services).

# Annotated bibliography

## 1. General gender equality policy

- 1) Equalities Review Panel. 2007. Fairness and freedom: the final report of the Equalities Review. London, Whitehall: The Equalities Review Panel.

**Keywords:** general gender equality policy

This review was commissioned by the Prime Minister and its stated aims are to explore the causes of persistent discrimination and inequality in British society, specifically it sets out to: provide an understanding of the causes of disadvantage that need to be addressed by public policy; make recommendations on key policy priorities; and inform the modernisation of equality legislation towards a Single Equality Act and the development of the new Commission for Equality and Human Rights (which will take over the mandates of the Commission for Racial Equality, Disability Rights Commission, and the Equal Opportunities Commission in October 2007). The report includes chapters covering: the definition of inequality; the context of equality in a 100 year frame; persistent inequalities and their causes; steps to greater equality; and visions of success. Companion research reports and a report on the consultation process are available via:

<http://www.theequalitiesreview.org.uk/publications.aspx>

- 2) Geyer, Robert, Andrew Mackintosh, and Kai Lehmann. 2005. *Integrating UK and European social policy: the complexity of Europeanisation*. Radcliffe Publishing.

**Keywords:** general gender equality policy, UK-EU interaction, complexity theory, gender mainstreaming

This book addresses the interaction between EU and UK social policy and suggests variation in the extent and nature of the interactions over time and across different policy areas. The book includes a chapter considering equal opportunities policies in the UK and gender mainstreaming.

- 3) Perrons, Diane. 2005. Gender mainstreaming and gender equality in the new (market) economy: an analysis of contradictions. *Social Politics* 12 (3):389-411.

**Keywords:** gender mainstreaming, gender equality, class, gender, inequalities, policy, European social model

This paper discusses the significance of the market's tendency to widen gender and class inequalities in making the goals of gender mainstreaming difficult to

attain. The policy discussion relates to the EU and uses the empirical illustration of London. Perrons argues that work-life balance or family-friendly policies have been increasingly seen in terms of increasing female employment rates which in itself is insufficient to promote gender equality given the wide qualitative gender differences in employment. Perrons draws upon the work of economists and feminist economists to show the ways in which market tendencies in the 'new economy' widen both class and gender inequalities. It is suggested that the way tensions between productive work and reproductive work are resolved within households may result in increased gender equality in the higher echelons of the labour market but will at the same time widen the class divisions between women. It is argued that for gender mainstreaming to be effective, attention needs to be focused on the processes generating increasing inequalities.

- 4) Veitch, Janet. 2005. Looking at gender mainstreaming in the UK government *International Feminist Journal of Politics* 7 (4):600-606.

**Keywords:** general gender equality policy, gender mainstreaming, UK

This article is a reflective piece looking at the recent work of the UK government on gender mainstreaming. It is written by a former civil servant leading the gender mainstreaming initiative who then became Director of the Women's National Commission, the government's advisory body on women. The author argues that the government's implementation of its commitment to mainstreaming has been slow, with limited thinking about the aims or the means of gender mainstreaming. She suggests that the institutional mechanisms, resources, guidelines and training are in place but in a limited way, although Veitch does foresee that the gender equality duty may offer the potential for transformation.

- 5) Squires, Judith, and Mark Wickham-Jones. 2004. New Labour, gender mainstreaming and the Women and Equality Unit. *British Journal of Politics and International Relations* 6:81-98.

**Keywords:** general gender equality policy, gender mainstreaming, Women and Equality Unit, New Labour, gender equality

This article assesses New Labour's contribution and approach to gender mainstreaming. It traces the development from the establishment of the Women's Unit in 1997 which was set up to examine legislation to promote sexual equality and promote female friendly policies, its move to the Cabinet Office in 1998, through to the restructuring of the WU in 2001 when it became the Women and Equality Unit and its move to the Department of Trade and Industry in 2002. The authors place the role of the WEU in the context of New Labour's commitment to modernisation, to promote joined up government as a means to overcome the limitations associated with departmental boundaries. Appraisals conducted in government are used to assess the WEU's impact, a difficult task given the cross-cutting character of the Unit. These appraisals highlight that three main challenges faced the Unit: uncertainty over its

institutional role, its remit, and its reliance on non-feminist actors. The commitment of New Labour to gender mainstreaming outside of the work of the WEU is also explored by discussing the impact of the different adoption of the Policy Appraisal for Equal Treatment guidelines across different departments. In conclusion, the future of the WEU is considered in the light of the upcoming Commission for Equality and Human Rights and it is suggested that while there may be potential advantages (e.g. better integration into policy making), there may be the danger that women's issues become lost. It is argued that the impact of further institutional reforms will be unlikely to improve the administration's implementation of gender mainstreaming without the necessary cultural shifts within Whitehall.

- 6) Beveridge, Fiona, Sue Nott, and Kylie Stephen. 2000. Mainstreaming and the engendering of policy-making: a means to an end? *Journal of European Public Policy* 7 (3):385-405.

**Keywords:** general gender equality policy, gender mainstreaming, New Labour, devolution, gender equality, representation, UK, Northern Ireland, Scotland, Wales

This paper assesses the UK government commitment to mainstreaming, with a particular focus on the impact of women's representation, their ability to play a role in government and the elimination of gender inequality. The case for mainstreaming is discussed in relation to both its theoretical and practical implications, with consideration of the distinction between integrationist mainstreaming and agenda-setting approaches; the latter being associated with transformation and as requiring women's participation in decision-making as well as careful monitoring through information collection, meaningful accountability and attention to the differential impact on different groups. It is argued that effective mainstreaming requires a radical reform of policy-making procedures and reconfiguration of power relationships. Recent mainstreaming initiatives in the UK are then assessed, including a focus on those following devolution in Scotland, Wales and Northern Ireland. This discussion includes consideration of the Policy Appraisal for Equal Treatment guidelines, representation in parliament, Equal Opportunities Committees, availability of information and consultation activities, and examines the extent to which these measures reflect a participatory-democratic model or a expert-bureaucratic model in their implementation of mainstreaming.

## 1.2 Comparative sources

- 7) Daly, Mary. 2005. Gender mainstreaming in theory and practice. *Social Politics* 12 (3):433-450.

**Keywords:** general gender equality policy, gender mainstreaming, theory, practice, comparative, Belgium, France, Greece, Ireland, Lithuania, Spain, Sweden, UK

This paper addresses the lack of specificity in the notion of gender mainstreaming, proposing that thus far it is better developed as policy approach

than theoretical concept. Drawing on findings from a cross-national research project (EQUAPOL) which assessed the progress and impact of gender mainstreaming in eight countries, the article aims to reflect on aspects of policy making and explore the theoretical underpinnings of gender mainstreaming. The project's key findings are used to assess the extent to which gender mainstreaming is adequate in the national context and to explore how well it has been conceptualised. All countries (Belgium, France, Greece, Ireland, Lithuania, Spain, Sweden, UK) have made a commitment to gender mainstreaming but the findings indicated much variation between countries. The major trends that were identified across the countries included the tendency to spread responsibility for gender across departments or units, the selective adoption of certain tools or techniques in the absence of an overall framework, and the existence of a complex mix of equality measures (equal opportunities, positive action and mainstreaming) within and between countries. Apart from these broad similarities, the substance of activities and objective differed and the varieties of gender mainstreaming approach observed were: an integrated approach (e.g. Sweden); limited transversality (e.g. Ireland); and fragmented (e.g. UK) - to the extent that if mainstreaming implies breadth and depth, mainstreaming cannot be said to be taking place. Daly emphasises that in each country, excepting Sweden, gender mainstreaming does not depart from the analysis of gender inequality as a structural problem, rather the motivation is to 'modernize' their gender equality approach which often stems from the instrumental desire to satisfy constraints tied to the allocation of funding. This means that practice can be divorced from gender equality objectives- which are a crucial part of gender mainstreaming as understood theoretically. She also notes that in some contexts gender mainstreaming is not gender-focused, rather it is concerned with initiatives targeted at women which are not informed by a gender analysis. Daly proceeds to examine the evidence for transformation along several dimensions (e.g. at the level of discourse, establishment of dedicated units) and suggests that some of the shifts would be more adequately described as innovation rather than change. Overall, she suggests that progress has been limited and there is a lack of depth or embeddedness. Gender mainstreaming as a theory is critically examined, with emphasis on the contradictions and gaps in the way it has been conceptualised (e.g. tensions between gender equality and mainstreaming, insufficient attention to the relation between the state and society). It is concluded that while there is evidence of gender mainstreaming, the practices are diverse and that the malleability of the concept enables the introduction of gender mainstreaming in the absence of the recognition of gender inequality as a structural problem. Daly calls for further elaboration of the concept.

- 8) Rees, Teresa. 2005. Reflections on the uneven development of gender mainstreaming in Europe. *International Feminist Journal of Politics* 7 (4):555-574.

**Keywords:** general gender equality policy, comparative

This article reflects upon the understanding of gender mainstreaming, and uneven development in the adoption of gender mainstreaming tools, in Europe.

Rees provides an outline of the conceptual and historical positioning of gender mainstreaming, from equal treatment (tinkering) and positive action (tailoring) through to mainstreaming (transforming) as well as discussing definitions of gender mainstreaming. She identifies three principles that would underlie gender mainstreaming (treating the individual as a whole person; democracy; and justice, fairness and equity) and some of the tools used in their delivery (e.g. dignity at work; legislation on gender balance; gender budgeting). Although gender mainstreaming has been understood and implemented unevenly, Rees argues that it remains a potentially transformative strategy that can challenge gender relations by promoting gender equality through policy and practice.

- 9) Squires, Judith. 2005. Is mainstreaming transformative? Theorizing mainstreaming in the context of diversity and deliberation. *Social Politics* 12 (3):366-388.

**Keywords:** general gender equality policy, comparative

This paper addresses the transformative potential of mainstreaming in relation to the current policy concern with diversity and theoretical debates around the pursuit of democratic inclusion. Mainstreaming is located within a threefold typology of theoretical frameworks (inclusion, reversal and displacement) suggesting that although mainstreaming can be viewed as a strategy of displacement, all three strategies can be found within mainstreaming practices. Each of the three models are outlined and their associated strengths and weaknesses discussed. Squires argues for the transformative potential of mainstreaming and suggests integrating theories of democratic inclusion into the model to allow a more adequate response to the demands of diversity.

- 10) Walby, Sylvia. 2005. Gender mainstreaming: productive tensions in theory and practice. *Social Politics* 12 (3):321-343.

**Keywords:** gender mainstreaming, gender equality, frame theory, comparative

This paper provides a discussion of the different definitions of gender mainstreaming as well as the variations in practice and focuses upon a description of key areas of tension in the analysis of gender mainstreaming: Firstly, the tension between the two frames of reference- gender equality and the mainstream- which makes the concept inevitably contested. The different ways of conceptualising this dualism are discussed together with the different terms used to describe the potential outcome of mainstreaming (e.g. agenda setting and integration, embedded and marginalized) and the matter of assessing the degree of 'success'; Secondly, the different visions of and routes to gender equality (e.g. models of sameness, difference or transformation) are examined, with consideration of the extent to which the vision of gender equality and the strategies to get there are analytically distinct; Thirdly, the place of diverse inequalities and their complex intersections in the EU is explored in relation to the theory and practice of gender mainstreaming and the importance of dialogue between groups; Fourthly, the role of expertise or democracy (or both) and the question of how gender mainstreaming is most adequately characterised is discussed, addressing the question of the respective

importance of different groups such as politicians, civil servants, NGOs and individuals and the way in which gender mainstreaming can invoke a duality of expertise and participatory democratic working that is complementary as opposed to conflictual. Overall, it is concluded that gender mainstreaming is a potentially powerful development in feminist theory and practice.

- 11) Pascall, Gillian, and Jane Lewis. 2004. Emerging gender regimes and policies for gender equality in a wider Europe. *Journal of Social Policy* 33 (3):373-394.

**Keywords:** general gender equality policy, comparative, Western Europe, Central and Eastern Europe, gender regimes

This paper discusses changing gender regimes across Western Europe and Central and Eastern Europe. The rise of individualism is discussed in relation to its implications for care, with a discussion of the undermining of the Western European male breadwinner/female carer model and the changing gender regimes in Central and Eastern Countries undergoing transition from communism to market-based democracy. Alternative gender models, and the implications for gender (in)equality, are discussed and it is suggested that a focus on equality in paid work has limited the potential for greater equality. The authors argue that effective gender equality policies require a more holistic focus, addressing the interconnecting elements of gender regimes as systems with a logic of gender equality across care work, income, time and voice in addition to paid employment. Each of these five areas is discussed, drawing on examples of different forms of intervention (individual, household, civil society and state). An inclusive citizenship version of the dual earner - dual carer model with collective commitments to care is proposed as the model offering the greatest potential for gender equality across the five areas.

- 12) Rubery, Jill, Hugo Figueiredo, Mark Smith, Damian Grimshaw, and Colette Fagan. 2004. The ups and downs of European gender equality policy. *Industrial Relations Journal* 35 (6):603-628.

**Keywords:** general gender equality policy, European Union, comparative

This paper details the changes in equal opportunities policy in the European Union over 2003, mapping the challenges (e.g. adoption of new employment guidelines for the European Employment Strategy in which the gender equality pillar disappeared and reduced visible commitment to gender mainstreaming) and opportunities (e.g. new commitments to substantial reductions by 2010 in gender gaps in employment, unemployment and pay) they have brought in relation to gender equality.

- 13) Walby, Sylvia. 2004. The European Union and gender equality: emergent varieties of gender regime. *Social Politics* 11 (1):4-29.

**Keywords:** general gender equality, gender equality, gender relations, EU, gender regime, gender mainstreaming, comparative

This paper explores the implications of the increasing power of the EU for gender equality in the EU, addressing the ways in which the EU in its developing powers affects the character and degree of gender equality. The article discusses the limitations that have been identified in respect of the potential for increased reductions in gender inequality (e.g. the EU focus on standard employment and adoption of the male standard of worker; national differences in implementation of EU equality policies; the shift to soft law interventions).

Various ways of theorizing gender regimes are outlined and a model is developed where there is four levels of abstraction- regime or the overall social system; forms of gender regime differentiated along domestic-public continuum and degree of gender inequality; domains (economic, polity, civil society); and social practices- where gender relations are constituted across all levels. In most industrialized countries, it is argued that there is a shift from domestic to public- through different routes depending on role of market, state and the nature of political activity involved- with different outcomes for gender equality. It is argued that theorizing the third route is necessary to understand the implications of the EU for changes in gender relations. The context of globalisation- and the question of whether there is increasing homogeneity in forms of polity - is discussed in relation to the potential of the EU in producing a distinctive form of gender regime, and the distinctiveness of the EU in the institutionalisation of social cohesion- as a political as well as social and economic practice- is explored. In this context, feminist political interventions at the national and EU level are central and the potential reach of EU feminism- in terms of feminist movements in civil society, women's representation in parliaments and the gender machinery in government bureaucracies- is discussed. The nature of EU powers and its distinctiveness from nation states is then examined, with a consideration of the gender policy innovations initiated and the form these have taken (e.g. pursuit of sameness, difference or transforming a 'male model'). The impact of EU employment policy measures on interconnected domains of gender relations - taxation and benefits (e.g. equalizing the retirement age of men and women); sexuality and fertility (e.g. crossing borders and access to contraception and abortion); and violence against women (e.g. trafficking of women for the sex trade)- are discussed, the three areas exemplifying the reach of EU measures into domains that are conceived as areas of Member state competence but due to the connections with employment come to be influenced by employment policies. It is argued that the particular form of gender regime developing in the EU is distinctive, shaped by an institutionalized practice of social inclusion articulated through employment based regulations, and that the concept of gender regime as developed is crucial in understanding the impact of the EU on the feminist project of achieving gender equality.

- 14) Beveridge, Fiona, and Sue Nott. 2002. Mainstreaming: a case for optimism and cynicism. *Feminist Legal Studies* 10:299-311.

**Keywords:** general gender equality policy, comparative

This article aims to evaluate the mainstreaming concept against a range of feminist critiques of laws and legal systems. The literature concerning the

evaluation of mainstreaming is reviewed, highlighting the diversity in this field across normative approaches, organisational change and empirical approaches, to identify a number of key themes. The authors then turn to the question of whether mainstreaming is capable of addressing some of the critiques advanced by feminists against state institutions and legal action and thereby assess its potential as a tool for the pursuit of feminist goals. For example, the wide view of the causes of inequality implied by gender mainstreaming is supportive of feminist critiques of the 'neutral' state and the concept appears to have the potential to avoid the essentialising tendency within equality laws (ignoring differences between women) because it demands enquiry into the reality of people's lives. On the other hand, mainstreaming may be deployed to diffuse its transformative potential, and the capacity for mainstreaming to tackle the market's tendency to reinforce inequalities in society may be limited.

- 15) Booth, Christine, and Cinnamon Bennett. 2002. Gender mainstreaming in the European Union: towards a new conception and practice of equal opportunities? *The European Journal of Women's Studies* 9 (4):430-446.

**Keywords:** general gender equality policy, mainstreaming, gender perspective, women's perspective, equal treatment perspective, comparative

This paper argues for greater clarity in the conceptualisation of gender mainstreaming to enhance understanding and improve practice. The authors trace the emergence of mainstreaming as a policy and distinguish mainstreaming as a strategy and as a set of tools or techniques for implementation, the goal of mainstreaming being to effect transformational change to greater equality. The paper represents a response to the findings of the project 'Criteria for success in gender mainstreaming' which found that different definitions of mainstreaming were being used in the case study countries of Austria, Finland and Spain which affected implementation of the strategy. Three models of delivery of gender equality practice are discussed: an equal treatment perspective (equal rights and opportunities, legislation- equal rights for women and men); a women's perspective (equality of outcome, positive action- value women's difference); and a gender perspective (equal valuing of difference, gender sensitive policy analysis- value difference equally). It is argued that these three perspectives are interdependent and all underpin a gender mainstreaming strategy, if any one of these is weak then the potential for the achievement of equality is undermined. Gender equality developments in EU policy developments are traced, locating the different equality perspectives within the initiatives (e.g. the equal treatment perspective and the EU legislative framework; the European Women's Lobby expressing the women's perspective; the gender perspective reflected in the shifting focus from women to gender and recognition of women's diversity and difference). It is noted that the EC's economic focus has constrained the policy development of mainstreaming. The authors propose that project findings indicated that an inadequate recognition of the interdependence of the three equality perspectives which are incorporated into the mainstreaming strategy resulted in confusion and that while there had been progress in developing a set of tools and methods, understanding of mainstreaming as a strategy was less developed.

- 16) Shaw, Jo. 2002. The European Union and gender mainstreaming: constitutionally embedded or comprehensively marginalised? *Feminist Legal Studies* 10:213-226.

**Keywords:** general gender equality policy, comparative

This article addresses the extent to which gender mainstreaming can be characterised as being constitutionally embedded in the legal framework of the EU, examining the issues of: the constitutionalised nature of the EU's equality regime (e.g. in the Treaty of Amsterdam); the extent of adaptation to mainstreaming methodologies in supranational institutions, such as the Court of Justice (e.g. in its broad interpretation of concepts such as pay and indirect discrimination to scrutinise biases against women in the labour market, and the limits of its scope), and different assessments of its role; the extent of the gender dimension in debates which will impact on the EU in the future, considering the impact of feminist politics on the Convention on the Future of the Union and the Governance White Paper. It is argued that while the gender dimension may be embedded in the Treaty framework, the slow adaptation by the Court of Justice and the marginalisation of feminist politics in the Convention and White Paper indicate that the embedding of gender mainstreaming in the constitutional politics of the EU has a long way to go.

- 17) Daly, Mary, and Jane Lewis. 2000. The concept of social care and the analysis of contemporary welfare states. *British Journal of Sociology* 51 (2):281-298.

**Keywords:** general gender equality policy; care, child care, marketization of care, elder care, change, comparative

This paper develops the concept of social care and argues that the concept is valuable in analyses of welfare state regimes, directing attention to the gendering of social policies, enhancing the quality and depth of analyses, and in capturing trajectories of change. The authors outline previous uses of the term care, proposing that there is a need for greater specificity in the way the term is used. A multi-dimensional concept of social care is developed where care is seen as labour, as situated within a normative framework of obligation and responsibility, and as an activity with both financial and emotional costs. It is argued that a central focus on care is crucial in the context of the crisis of care confronting welfare states in which, due to demographic, social and economic factors (e.g. population ageing and increase in female labour market participation), there is an increasingly a demand for care but decreasing availability of private unpaid care. Changes in the political economy of social care are examined, such as the different forms of the marketization of care and the implications of these for both the recipients and providers of care, and recent trends in policy in relation to child care and elder care. It is suggested that given the scale of these changes, traditional categories for the analysis of welfare states may need to be revised.

- 18) Sainsbury, Diane. 1996. *Gender equality and welfare states*. Cambridge: Cambridge University Press.

**Keywords:** general gender equality policy; comparative, Britain, Sweden, the Netherlands

This book compares the welfare state policies and the gender impact of these policies across four countries where policies are significantly different: the United States, Britain, Sweden and the Netherlands. She addresses the extent to which legislation reflects and perpetuates the gendered division of labour in the family and society, exploring the ways in which policy mechanisms, particularly the bases of entitlement, exclude or include women and to assess the effectiveness of different gender equality reforms. The comparative analyses utilise data from official national statistics, special surveys both international and national, and international compilations of statistics. The book contributes to the criticism of conventional analyses of welfare states and develops a particular gender framework of analysis sensitive to comparing the differential impact of policies on men and women. One of the central objectives of the book is to explore which gender equality reforms work and which do not.

## 2. Non-employment

- 1) Berthoud, Richard, and Morten Blekesaune. 2007. Persistent employment disadvantage. CDS Leeds: Institute for Social and Economic Research, University of Essex on behalf of the Department for Work and Pensions and the Equalities Review.

**Keywords:** non-employment, ethnicity, gender, mothers, employment disadvantage, disability

This paper assesses 'persistent employment disadvantage' (where persistent is seen as long-lasting) at two levels- at level of society (no improvement in position of a group relative to others over number of years, assessed using General Household Survey) and at level of individual (if individual members of a group experiencing low rates of employment are less likely to move into employment, studied using Office for National Statistics Longitudinal Study). The report observes that the largest change has occurred in the employment of women and mothers in particular - even though the rates are low relative to other social groups. Compared with the 1970's, fewer women now leave employment for several years when having children. Older workers (50-60 years) are more likely to exit the labour market and remain out of employment relative to younger workers. Disabled people face the largest 'employment penalty' (i.e. differences that cannot be accounted for by observed characteristics such as age, education, local unemployment rates and include unmeasured factors such as discrimination and constraints) of all groups being considered (though there is variation within the group) and their employment position has deteriorated over the past 30 years. Some ethnic minority groups have very low employment rates, in particular Muslim women of Bangladeshi and Pakistani origin, who have remained in a constant disadvantaged position compared with white women for a 30 year period. The report concludes that disabled people and Muslim women are the two most persistently non-employed social groups, and both are very unlikely to re-enter employment once out.

- 2) Walby, Sylvia. 2007. Gender (in)equality and the future of work. Manchester: Equal Opportunities Commission.

**Keywords:** non-employment, work futures, UK, gender mainstreaming, productivity, care, justice

This report forms part of the Equal Opportunities Commission 'Transformation of Work' investigation and presents an analysis of future trends in work when gender is mainstreamed in the models and in which gender is positioned as an input to consider the impact of gendered practices in terms of the productivity of the economy. Walby explores the issue of the projected quantity and quality of work, the knowledge economy, working practices (flexible, part-time, long hours, home and teleworking, self-employment) and argues for necessity of discussing gender in terms of its intersection with other complex inequalities (age, disability/sickness, ethnicity and faith, class and socio-economic inequalities,

migration). She argues that there is a need for change in the following areas: transformation in the structuring of part-time employment (which is currently characterised by low wage, poor quality forms of employment); a shift towards viewing care as an issue of productivity not only welfare i.e. as an investment in the economy; increased flexibility and decreased rigidity to enhance fairness in the functioning of the labour market. Two possible future scenarios for the future of work in the UK are described: one in which there is a full employment, high productivity and high wage economy made possible by the increase in productivity of women; the other where there is a polarisation in the labour force between high productivity and high wage jobs and low productivity and low wage jobs, the majority of which are part-time and held by women. In conclusion it is argued that addressing gender (in)equality in work is essential from both the justice and productivity perspective.

- 3) Dale, Angela, Joanne Lindley, and Shirley Dex. 2006. A life-course perspective on ethnic differences in women's economic activity in Britain. *European Sociological Review* 22 (3):323-337.

**Keywords:** non-employment, ethnicity, women's employment, life-course

This paper uses data from the British Quarterly Labour Force Survey to estimate the relationships between family formation, level of qualification and employment for women from white and minority ethnic groups. Qualifications and life-course are found to be important elements in explaining women's economic activity across all the ethnic groups but there are major differences between the groups in terms of the amount explained by partnership and child-bearing (e.g. black women are distinctive in their high rates of economic activity across the life-course, while amongst Pakistani and Bangladeshi women maternal care for children is still seen as a priority even amongst the most educated group). It is argued that in view of the extent of ethnic differences theories of the relationships between women's economic activity and their partnerships appear over-simplified and need to be re-considered.

- 4) Gregg, Paul, Susan Harkness, and Lindsey Macmillan. 2006. Welfare to work policies and child poverty. York: Joseph Rowntree Foundation.

**Keywords:** non-employment, lone parents, welfare reform, New Deal, Pathways, childcare, gender, policy, child poverty, workless couples, sick and disabled people

This report assesses the potential for labour market, employment and welfare to work policies to support the goal of reducing child poverty in the UK, with a particular focus on the potential for increasing lone parents' employment. Section 3 details government initiatives aimed at increasing lone parent employment and assesses the impact of these policies (such as New Deal and Working Families Tax Credit). The employment rate among lone mothers increased from 42% in 1992 to 56% in 2005. Estimates are made in relation to how much of this increase is due to policy reform and how much stems from employment improvements and shifts in the characteristics (e.g. that lone

parents are typically older and have older children than a decade ago). Section 4 explores who remains out of work, examining which benefits are received by which types of parent and by using survey data on the characteristics of workless couples with children and lone parents. Given the high proportion of couples in receipt of disability related benefits, it is suggested that addressing child poverty needs to focus on disability benefits as well as lone parents' reliance on Income Support. Evidence from survey data highlights the regional patterns in children living in workless households, with a particularly high rate for London. Section 5 presents projected employment rates for lone parents and workless couples with children in 2010 and section 6 discusses existing policy pilots focusing on welfare to work programmes for sick and disabled people and lone parents. In concluding, the study suggests that by the end of 2010, taking into account announced policies, the employment rate among lone parents should reach 65% and discusses the likely implications of planned policy developments.

- 5) Palmer, Guy, Tom MacInnes, and Peter Kenway. 2006. Monitoring poverty and social exclusion 2006.

**Keywords:** non-employment, social exclusion, poverty

This report is the ninth in a series of reports aiming to monitor poverty and social exclusion in the UK (separate reports are available for Northern Ireland, Scotland and Wales). In relation to non-employment, the report provides information on numbers of benefit recipients (carers, sick or disabled, lone parents, unemployed) and worklessness in couple and single adult households (n.b. graphs do not provide separate totals for men and women and the term lone 'parent' is used).

- 6) Gray, Anne. 2005. The changing availability of grandparents as carers and its implications for childcare policy in the UK *Journal of Social Policy* 34 (4):557-577.

**Keywords:** non-employment, mothers, childcare, grandparents, older women

This article raises questions about the relation between the government's aim to increase employment amongst over 50's and the role of grandparents who provide care for grandchildren. Evidence from UK Time Use Survey suggests that grandparents' help has an important impact on mothers' rates of employment, particularly for those in lower paid work. Employed older women play a smaller role in providing care for grandchildren than those with jobs. An analysis of the British Household Panel Survey suggests that the relatively low provision of childcare services mean that relatives, particularly grandparents, play an important role. The author therefore proposes that there may be a possible conflict between two current goals of employment policy in the UK: to raise the employment rate amongst older people to improve labour supply and pension provision; and to increase the proportion of mothers in paid work.

- 7) Haardt, David. 2005. Transitions out of and back to employment among older men and women in the UK In *BHPS Conference*. Colchester.

**Keywords:** non-employment, older workers, pensions, gender, health, retirement, labour market transitions, benefits

This paper presents an analysis of entry into and out of employment amongst older men and women in the UK using British Household Panel Survey data 1990-2004. The key findings of the analysis are: large peaks in exit from labour market at 60 for women and 65 for both men and women, implying the effect of pension schemes; benefits and health status as being the two most important determinants of retirement; and that women are twice as likely as men to be 'movers' i.e. having less stable employment patterns. The paper ends with a list of further questions related to a number of other findings that emerged from the analysis, such as the association between women's employment transitions and rates of regional unemployment.

- 8) McDowell, Linda. 2005. Love, money and gender divisions of labour: some critical reflections on welfare-to-work policies in the UK *Journal of Economic Geography* 5:365-379.

**Keywords:** non-employment, gender divisions of labour, under-employment, lone parents, policy, welfare-to-work, social exclusion, childcare

This paper presents a critique of the assumptions underlying the key policy issue of childcare provision. Increased childcare is seen by the government as both a way of improving economic efficiency (by addressing the under-employment of low income parents, particularly single mothers) and tackling the social exclusion of working-class children in certain parts of cities. It is argued that through employment, mothers will raise the family's living standard and improve opportunities for their children (who will also benefit from attending nurseries). The author notes that despite the increase in available childcare places since 1997, there is still a large shortfall in the supply. McDowell argues that while policy documents assume rational economic behaviour on the part of parents, research indicates that a moral commitment to caring for others may outweigh a desire to maximise income. The paper concludes with a consideration of alternatives to current welfare-to-work policies, alternatives which might have the effect of redistributing the labour of social reproduction between men and women as well as recognise the social value of care-giving.

- 9) Ackers, Louise. 2004. Citizenship, migration and the valuation of care in the European Union. *Journal of Ethnic and Migration Studies* 30 (2):373-396.

**Keywords:** non-employment, migration, care, citizenship, family, European Law, mobility

This article considers the relation between care and mobility in the context of intra-EU migration and European citizenship. Citizenship brings valuable social rights but entitlement to these provisions is not universal but conditional and privileges those in paid work. In this paper, Ackers considers the position of those people who move but are not in paid work ('non-working' wives and partners who move as part of the 'male breadwinning family') and those whose migration decisions are shaped by the need to provide unpaid care for members of their wider kin group. The paper draws on empirical research with migrant families and shows the way in which the concept of work in Community law means that those migrants not engaged in paid work are in a vulnerable and dependent position, and means that unpaid care work is de-valued. The importance of considering the complexity and fluidity in dependency and caring relations over the life-course is also emphasised.

- 10) Warren, Tracey. 2004. Working part-time: achieving a successful 'work-life' balance? *British Journal of Sociology* 55 (1):99-122.

**Keywords:** non-employment, part-time employment, work-life balance, leisure, finances

Using data from the British Household Panel Survey, Warren argues against that the view of part-time work as a beneficial strategy for allowing women to combine their work and family lives. The author points to literature that identifies a number of different life domains and focuses attention on the domains of leisure and finance in order to move beyond a narrow focus on the way that jobs fit with work and to highlight important long-term implications of different ways of balancing work and family life. Warren argues that using objective indicators and subjective assessments of the leisure and financial domains portrays a less positive picture of women's experiences than previous work has suggested: few full-time / part-time differences in terms of satisfaction with leisure were found but there were large differences between the two groups in terms of their financial situations, with part-time workers in manual jobs being distinctly disadvantaged. The author calls for further research to address women's evaluations of their other life domains.

- 11) Duncan, Simon, Rosalind Edwards, Tracey Reynolds, and Pam Alldred. 2003 Mothers and child care: policies, values and theories. *Children and Society* 18 (4):254-265.

**Keywords:** non-employment, paid work, childcare, mothers, values, policies

This paper draws on recent interview research with mothers to argue that the provision of childcare is not an adequate policy response to the problems of combining family work and paid work. The government's vision for expanding childcare provision is discussed with attention to the assumptions which this vision is based upon: that childcare is seen in largely economic terms as a matter of allowing mothers to enter paid work and that parents share this perspective. The authors criticise these assumptions by showing that people do

not act in an individualistic economically rational way but take decisions in relation to moral and socially negotiated views about what behaviour is right and proper, meaning that some feel morally obligated to care and wish to do so.

- 12) Dex, Shirley. 2003. Families and work in the twenty-first century. York: Joseph Rowntree Foundation.

**Keywords:** non-employment, work, family life, community resources, flexibility, childcare, policies, employers, employees, care, time, National Childcare Strategy, fathers, mothers

This report provides an overview of a programme of research launched in 1997 comprising 19 projects which were focused on the effects of work on family life; the employer's perspective on work-family relations and social responsibility; and the relationship of work and family to community resources. The research was carried out against the background of substantial change in the structure of the labour market and was conducted during a period in which there were numerous new initiatives and new legislation relating to work and family life. The overview is divided into five sections: the relationships between families and macro-level labour markets; relationships to organisations; micro-level experiences of families and their members; opportunities for partnerships; and general conclusions. An appendix provides details of the individual projects, including information on samples and methods. The report provides a detailed overview of existing patterns in work and care, explores motivations for working, discusses the child-care labour force, looks at flexible working arrangements from different perspectives, discusses the effects of paid work on families, and explores the various partnerships (existing and potential) that support family life. In each section and in the conclusion, the policy implications of the research findings are discussed, including some consideration of the impact of recent policy changes and whether there is a need for further legislation.

- 13) Haylett, Chris. 2003. Class, care and welfare reform: reading meanings, talking feelings. *Environment and Planning A* 35 (5):799-814.

**Keywords:** non-employment, caring, feminist ethic of care, class, gender, emotions, values

The paper focuses on the meaning of work-focused welfare reform in relation to class and care. The construction of a 'worker role' for poor mothers in recent welfare policies is examined and the author argues that the significance of the reforms need to be considered in relation to the meaning of welfare in the realm of social reproduction. Caring practices are theorised using the concept of emotional geographies of welfare and a care-focused feminist ethics is seen as valuable in attending to the importance of affective and psychic dimensions of welfare, when placed in a class-political framework. Haylett discusses recent critiques of 'workfare' programmes, including the arguments that these programmes are primarily concerned with supporting low wage labour markets.

She argues that the current language of talking about welfare which centres only on the economic dimension neglects the relations within which care is carried out and the particular orientation toward care work which is underpinned by values that are psychologically invested. It is claimed that there has been a neglect of the class inequalities brought about by recent reforms in the UK (e.g. the New Deal for lone parents) and that such reforms are gradually eroding the legitimacy of mothers engaging in the full-time care of their young children.

- 14) Bennett, Fran. 2002. Gender implications of current social security reforms. *Fiscal Studies* 23 (4):559-584.

**Keywords:** non-employment, gender, social security benefits, tax credits, policy

This paper builds on previous work (e.g. McLaughlin, Jane Lewis, Jill Rubery, Katherine Rake) and the work of the Women's Budget Group to examine the gender implications of the recent policies of the New Labour government (including new tax credits). Bennett discusses how far a gender sensitive analysis of the impact of policies is being 'mainstreamed' by the government, arguing that so far it is applied in experimental and uncoordinated way with reference to 'gender-neutral' unit of couple / family / household. She highlights the priority attached by Labour to reducing workless households rather than increasing employment opportunities for people in general or women in particular. The paper includes a focus on women's right to financial autonomy which is a complex issue (e.g. Bennett cites Lister 1992 who pointed out that benefit payments to women undertaking household or caring duties could act as disincentive to seeking independent income through paid employment and act to reinforce traditional gender roles in the home). Bennett calls for a more consistent critical analysis of reform from a gender perspective, which includes attention to the question of whether policy proposals will transform existing gender roles and relationships.

- 15) Burchardt, Tania, and Julian Le Grand. 2002. Constraint and opportunity: identifying voluntary non-employment. LSE: Centre for Analysis of Social Exclusion.

**Keywords:** non-employment, caring, full-time education, training, sick, disabled, early retirement, unemployment, gender

This paper attempts to identify the extent to which non-employment can be considered voluntary, assessing both the various constraints and the exercise of preferences. Non-participation in employment is defined to include full-time education or training, caring, sick or disabled, early retirement and unemployment. The methodological difficulties and previous approaches to the problem of assessing the degree of choice and constraint are discussed. Using data from the British Household Panel Study, models are constructed to estimate the probabilities of men and women voluntarily non-employed.

- 16) Hakim, Catherine. 2002. Lifestyle preferences as determinants of women's differentiated labour market careers. *Work and Occupations* 29 (4):428-459.

**Keywords:** non-employment, motherhood, preferences, women, fertility, choice

In this paper the author puts forward her controversial 'Preference theory' to account for the observed patterns in women's work. She argues that recent social and economic changes have provided women with the opportunity to choose in relation to the combination of market work and family work. Preferences and values are held to be the determinants of women's employment patterns over the life-cycle, fertility decisions and responsiveness to policies. Hakim classifies women as: home-centred (family and children as main priority, prefer not to work), adaptive (work and family life are combined, want to work but not totally committed) and work-centred (priority given to employment, childless women located in this category). The work of this author has been extensively criticised by other researchers.

- 17) Himmelweit, Susan. 2002. Making visible the hidden economy: the case for gender-impact analysis of economic policy. *Feminist Economics* 8 (1):49-70.

**Keywords:** non-employment, paid work, unpaid work, care, gender-impact assessment

This paper puts forward an argument based on concerns with equity and efficiency for analysing the gender impact of economic policy which takes into consideration the existence of an unpaid as well as a paid economy (which are mutually dependent) and the way in which these economies are gendered. Draws on the work of the Women's Budget Group who are concerned with the gender implications of economic policy. The paper uses the Working Families' Tax Credit as an example of how gender-impact assessment could have been used to improve the policy's initial design. In relation to equity, analysing the gender impact of different economic policies would ensure fairer outcomes for men and women and in relation to efficiency, gender impact analysis would highlight the different ways men and women may respond to policies, without this understanding policy may be ineffective in achieving its goals. Most policies are likely to have gendered behavioural impacts given that men and women are differently placed in the economy. Economic life does not equate only with paid work but is dependent on the unpaid caring activities in the domestic sphere, mainly by women, and caring work removed from the unpaid economy is a cost to households and society. The author discusses the differences between the two economies, relating to the different motivations and the importance of social norms in the unpaid economy which may override material incentives (e.g. mothers who look after their children full-time) and the way in which caring can only be imperfectly commodified and is a qualitative issue. Policies that improve conditions of paid work over unpaid work will worsen gender inequality unless there is specific attention to women's position. The gender impact of the WFTC is detailed, showing the ways in which it both challenges gender inequalities at the same time as potentially reinforcing existing gender divisions by providing disincentives to employment for the partners of poorly paid men. Criteria for the

gender impact of economic policy are suggested and the author concludes by arguing that an effective use of gender-impact analysis requires that the importance of women's unpaid labour to the economy is fully acknowledged.

- 18) Joshi, Heather. 2002. Production, reproduction, and education: women, children and work in a British perspective. *Population and Development Review* 28 (3).

**Keywords:** non-employment, children, women, education, motherhood, part-time employment, professional women, child development, income

This paper reviews research conducted over the past 20 years which has used longitudinal evidence from various sources and addresses three main issues: the impact of children on women's paid work and income; the affect of women's employment on timing of childbirth and quantity of children; and the affect of women's employment on the quality of children. It is found that well-educated women experience the smallest loss of earnings at motherhood, but are also the group most likely to delay or avoid it. Little evidence of the negative impact of maternal employment on child development is found, especially if the benefit of her income is considered. The author argues that even if there are negative outcomes for children of early maternal employment, this does not constitute evidence that women should be discouraged from working since there are other important considerations (e.g. how employment is structured and the quality of care). The paper highlights the degree of diversity in the results according to women's level of qualification and concludes that positive encouragement is required to improve the attainments of women in the productive sphere and to improve the combining of paid and unpaid work for both men and women.

- 19) Fothergill, Stephen. 2001. The true scale of the regional problem in the UK *Regional Studies* 35 (3):241-246.

**Keywords:** non-employment, unemployment, sickness, benefits, regional policy, gender,

This paper argues that the scale of unemployment in the UK and the regional differences are severely underestimated by claimant unemployment data since unemployment becomes 'hidden' through the diversion of older and less healthy workers from unemployment-related benefits to sickness-related benefits (a pattern particularly prevalent amongst men in the traditional industrial parts of the North). Four groups of hidden unemployed are identified: those ineligible to claim unemployment benefits (e.g. disqualification through level of partner's earnings; single parents); those diverted onto governments schemes; those diverted into premature early retirement; and those diverted onto sickness related benefits who would be in work in a fully-employed economy. It is argued that the latter is the largest process hiding unemployment. The paper provides details in relation to Incapacity benefit (as none means-tested) and Job Seekers' Allowance (means-tested after 6 months) and suggests that those on sickness benefit mostly no longer look for work (older, less fit workers). Overall, it is

suggested that there continues to be serious unemployment and that regional differences remain acute.

20) Williams, Fiona. 2001. In and beyond New Labour: towards a new political ethics of care. *Critical Social Policy* 21 (4):467-493.

**Keywords:** non-employment, caring, work/life balance, disability, 'race'

This article argues for a political ethics of care in order to balance the New Labour government's preoccupation with an ethic of paid work. The concept of care is discussed and developed in relation to disability, 'race' and migration. This article traces welfare reforms initiated since the 1990s under New Labour, explores previous conceptualisations of care, analyses the gendered dimensions in care work, discusses ambivalence in relation to the concept within disability studies (e.g. associations between care and control) and considers the significance of the racialised dimensions of care labour. In the final part of the paper, Williams puts forward some of the policy implications of a political ethics of care.

21) Bloch, Alice. 2000. Refugee settlement in Britain: the impact of policy on participation. *Journal of Ethnic and Migration Studies* 26 (1):75-88.

**Keywords:** non-employment, intimate citizenship, gender-based violence, asylum seekers, refugees, policy, citizenship, employment, social security benefits

The immigration status of asylum-seekers and refugees- and associated citizenship rights- (e.g. access to the labour market and social security)- has potential implications across all three issues of non-employment, gender-based violence and intimate citizenship. This paper is based on questionnaires and interviews with refugees in London which explored factors affecting settlement. The author discusses recent Acts in Britain which have aimed at reducing the number of asylum seekers arriving and have eroded the citizenship rights of asylum-seekers within Britain. The article shows the importance of employment in settlement and the structural and attitudinal factors which impact upon participation. Refugees experience high levels of unemployment, women are more likely to be out of work and those refugees in work were largely in jobs that were low paid with poor conditions of employment. Barriers to employment include a lack of eligibility to work (asylum seekers have to wait 6 months before being allowed to apply for a work permit), a lack of transferability of qualifications (combined with prohibitive costs of retraining) and immigration status (a greater proportion of refugees and people with Exceptional Leave to Remain were working than asylum-seekers). The author concludes that insecurity of status and associated lack of citizenship rights create major obstacles for settlement.

- 22) Kofman, Eleonore, Annie Phizacklea, Parvati Raghuram, and Rosemary Sales. 2000. *Gender and international migration in Europe: employment, welfare and politics*. London: Routledge.

**Keywords:** non-employment

This book sets out to challenge the gender-neutral character of much of the mainstream literature on migration by highlighting the significance of female migration in Europe. The number of migrant women in Europe has been increasing as women have joined men and migrated independently. This group makes an important contribution in the labour market (even though this may be invisible due to labour in family businesses and home-working, and may involve de-skilling due to racial and sexual discrimination), in welfare provision, and in terms of their increasing political activity. The authors highlight the significance of the female presence in European migration streams, focusing on gendered differences in migration trajectories and incorporating a gendered dimension into theorisations of migration.

- 23) Perrons, Diane. 2000. Living with risk: labour market transformation, employment policies and social reproduction in the UK *Economic and Industrial Democracy* 21 (3):283-310.

**Keywords:** non-employment, employability, risk society, childcare policies, flexible work, gender, individualization, care, Third Way, ethnicity

The author argues that the government focus on policies to 'make work pay' will reinforce existing undesirable patterns in the labour market. The paper addresses existing gender inequalities in the work of social reproduction and provides overviews of patterns in the UK labour market in relation to, for example, proportions of full and part-time employment amongst men and women, fathers and mothers. Different ways of conceptualising labour market transformations (e.g. Beck's 'risk society', weak breadwinner model) are evaluated. Perrons discusses the New Labour government's 'Welfare to Work' policy- a strategy to reduce poverty by reducing benefit claimants and increasing numbers in employment (making low-wage jobs financially viable through tax credits and childcare assistance) - and details the various initiatives such as the New Deal for young people and lone parents, the National Childcare Strategy and Working Families Tax Credit. She draws on Nancy Fraser's concept of gender equity to analyse possible future scenarios in work, identifying the dual-earning care-sharing model as the preferred scenario. Perrons argues that while transformations in patterns of employment such as increased flexible working offer the potential for greater equity, the current reality is less promising.

## 2.1 Comparative studies

- 24) Lewis, Jane, and Susanna Giullari. 2005. The adult worker model family, gender equality and care: the search for new policy principles and the possibilities and problems of a capabilities approach. *Economy and Society* 34 (1):76-104.

**Keywords:** non-employment, comparative, EU, capabilities approach, care

This paper examines the different ideas framing the shift to an adult worker model family at the EU level, which tend to be dominated by economic considerations to the neglect of care work. It is suggested that there are real limits in pursuing a full adult worker model based on the commodification of care. The authors draw upon the capabilities approach developed by Sen and Nussbaum in their search for principles to inform policies, an approach which attends to the issues of gender equality and care. It is suggested that this approach provides a basis for the recognition and value of care work, as well as countering the instrumentalist concerns of EU policy-making, although addressing gender equality- the more equal sharing of care between men and women- is more difficult. The paper concludes with the preference for a universal care / worker- worker / carer model and outlines some areas for action, stating that both employment and care are necessary for human flourishing.

- 25) Clasen, Jochen, Jacqueline Davidson, Heiner Ganßmann, and Andreas Mauer. 2004. Non-employment and the welfare state: UK and Germany compared.

**Keywords:** non-employment, comparative, UK, Germany, men, disabled, sick, early retired, welfare state, unemployment, economic inactivity

This research aims to explore the ways in which the working-age population enter and leave the labour market and the impact of the welfare state upon these movements. However, the report focuses only on men, based on the argument that large numbers of men moving out of paid work is one of the most significant social changes in recent years and that understanding the factors influencing the movements of women is more complex. The authors add that women- because of their role in family care- have access to an alternative role to participation in the labour market and that this is less true for men. The analysis compares the situation in the UK and Germany using data from longitudinal surveys and discusses the problems in assessing the extent of unemployment / non-employment due to the different ways of measuring and defining these groups. The ways in which welfare states are involved in labour mobilisation are detailed. It is emphasised that unemployment provides only a very partial measure of non-employment. Analyses highlight the differences between the UK and Germany, changes in the situation of 'prime-age' men during the 1990's and discusses the impact of welfare state changes. The report ends by considering the policy implications of the research.

- 26) Guerrina, Roberta. 2002. Mothering in Europe: feminist critique of European policies on motherhood and employment. *The European Journal of Women's Studies* 9 (1):49-68.

**Keywords:** non-employment, EU law, maternity rights, gender equality, comparative

This paper aims to assess the role of EU law in promoting socio-political and socio-economic structures which allow men and women to play an active role in the public and domestic spheres. The analysis addresses the questions: what is the legal position of mothers and what assumptions are made about women's roles as mothers in European law? Assessments of the EU law by other commentators are discussed, including Lewis's work on the persistence of traditional gender divisions in European society, and the major landmarks in women's rights in the EU are presented. It is observed that the position of women's rights remains skewed toward the rights of women in the official labour market. The core legislation in respect of maternity rights is detailed with consideration of the assumptions embedded within the policies relating to the constructions of men, women, mothers and fathers that are promoted.

- 27) Rubery, Jill. 2002. Gender mainstreaming and gender equality in the EU: the impact of the EU employment strategy. *Industrial Relations Journal* 33 (5):500-522.

**Keywords:** non-employment, comparative, Belgium, Denmark, Germany, Greece, Spain, France, Ireland, Italy, Luxembourg, Netherlands, Austria, Portugal, Finland, Sweden, UK, gender mainstreaming, gender equality

This article draws on the work of the European Commission's gender and employment expert group. It aims to assess the impact of the EU approach to gender equality on equal opportunities at the level of the member state. The problems relating to the difficulty in defining what is meant by gender equality are discussed, noting that with the lack of clarity concerning gender equality at the EU level then it is not surprising that there is variation among member states' definitions and policy approaches- with some accepting and facilitating women's role as primary carer whilst others attempt to change the behaviour of men and women. The (partial and limited) way in which gender mainstreaming is implemented in practice is also discussed. The paper then considers the impact that a commitment to gender mainstreaming and equality has had on actual policy in the member states, emphasising the degree of variation amongst the member states in the pace, timing, nature and form of initiatives and showing the differing commitment over time within member states according to the political conditions. Different starting points and political environments have meant that while gender mainstreaming has become embedded in some member states, it has been unstable in others. The areas where there has been most (though varying) impact relate to the supply side of the labour market (e.g. facilitating access of women to active labour market policies, expanding childcare provision) whereas policy areas requiring change in the workplace (e.g. working time, flexibility) have received limited attention. (Detailed reports which assess each member state's commitment to gender equality within the employment strategy are available at: <http://www.mbs.ac.uk/research/european-employment/projects/gender-social-inclusion/publications-egge.htm>)

28) Gallie, Duncan, and Serge Paugam, eds. 2000. *Welfare regimes and the experience of unemployment in Europe*. Oxford: Oxford University Press.

**Keywords:** non-employment, comparative, Denmark, France, Germany, Netherlands, Ireland, Italy, Sweden, UK, Europe, unemployment, welfare regime, gender

Edited collection exploring impact of unemployment across Europe, looking at the ways factors such as the type of welfare regime, type of family system and pattern of economic change shape the experience of unemployment in relation to financial deprivation, labour market marginalisation and social integration. The book is based on research conducted over a three year period across eight countries which aimed to provide an overview of the experience of unemployment using data from national sources and the European Community Household Panel Study. Gallie and Paugam distinguish between 4 different unemployment welfare regimes (sub-protective, liberal/minimal, employment-centred and universalistic) according to three criteria: coverage; level of compensation; and expenditure on active employment policies and each regime has particular implications for gender (in)equality.

29) Crompton, Rosemary, ed. 1999. *Restructuring gender relations and employment: the decline of the male breadwinner*. Oxford: Oxford University Press.

**Keywords:** non-employment, comparative, UK, Germany, the Netherlands, Finland, Italy, France, male breadwinner model, welfare state,

This edited collection explores the transformations in the male-breadwinner model of the gender division of labour and some of the consequences of these changes. The introductory chapter outlines the ways feminist and social theories have conceptualised gender relations and traces some of the key debates as well as discussing the turn to postmodernist theories before moving on to explore the relation between women's employment and welfare states. Chapters 2-5 engage in comparative analyses of gender systems, institutions, families and labour markets to examine the decline of the male breadwinner model and chapters 6-9 draw on cross-national empirical research which focuses more on agency and the ways individuals negotiate these structures. In the concluding chapter, Crompton draws together the themes by suggesting ways in which different earning and caring alternatives to the male breadwinner model can be conceptualised and the implications for gender equality - and social inequality more generally- of different models.

30) Green, Anne E. 1999. Insights into unemployment and non-employment in Europe using alternative measures. *Regional Studies* 33 (5):453-464.

**Keywords:** non-employment, unemployment, Europe, comparative, economic inactivity

The paper begins by noting policy concern about unemployment and the way in which levels of unemployment are commonly used as an indicator of economic performance, labour market imbalance and social deprivation. However, it is pointed out that measuring unemployment in a clear and unambiguous way is challenging and subject to much debate. It is noted that changes in the labour market have meant that the distinction between - employment, unemployment, and non-employment or economic inactivity- has become less clear cut, with the boundaries between the categories becoming increasingly blurred. Green uses data from the European Labour Force survey to derive alternative measures of unemployment and non-employment across the European Union and explores the national and regional patterns, including some attention to variations in labour market experience by gender.

- 31) Hantrais, Linda. 1997. Exploring relationships between social policy and changing family forms within the European Union. *European Journal of Population* 13:339-379.

**Keywords:** intimate citizenship, non-employment, comparative, UK, Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal, Spain, Sweden, marriage, co-habitation, divorce, fertility

This article examines the possible links between social policy and family formation and structure in the EU member states. Patterns in mothers' employment and the association with various social policies are discussed (e.g. influence of benefit packages on whether women leave labour market upon motherhood). The paper provides an overview of some of the changes in family and household formation (e.g. rates of marriage, co-habitation, divorce and fertility) since the 1960s across European member states using a large body of multidisciplinary material and discusses whether these changes have been identified as problematic and a concern for policy-makers (e.g. concerns in relation to the de-stabilisation or de-institutionalisation of the family unit and increasing social exclusion). Assessments are made in relation to the extent of convergence or divergence between patterns. The degree of variation between the member states, and fluctuation over time, with regard to the perceived acceptability of the state as a 'family' policy actor is discussed, exploring examples of those countries which identify the legitimate family as the married couple and those in which there is more recognition of new family forms. The complex array of social, economic and cultural factors which influence policy environments is emphasised.

### 3. Intimate citizenship

- 1) Vogler, Carolyn, Michaela Brockmann, and Richard D. Wiggins. 2006. Intimate relationships and changing patterns of money management at the beginning of the twenty-first century. *British Journal of Sociology* 57 (3):455-482.

**Keywords:** intimate citizenship, money, gender inequality, social class, cohabitation

This paper addresses the extent to which economic, cultural and demographic changes have impacted upon the ways in which couples organize money within intimate relationships by drawing on British data from two large scale surveys of 'Family and Changing Gender Roles' undertaken by the National Centre for Social Research. The research assesses how far changing patterns of employment- such as the increased participation of women in employment, changing ideologies and discourses of gender, and changes in the types of relationship are associated with more egalitarian ways of managing money than the traditional allocative systems associated with the male breadwinner model. In turn, the implications of the data for recent theories of intimate relationships such as Giddens (1992) notion of the democratic 'pure relationship' are explored. Patterns of money management were classified using a modified version of a typology first developed by Pahl (1989) on the basis of how couples manage their money.

- 2) Davey, Caroline. 2005. Sexual and reproductive health and rights in the United Kingdom at ICPD+10. *Reproductive Health Matters* 13 (25):81-87.

**Keywords:** intimate citizenship, reproductive rights, abortion, sexuality, sexual health, female genital mutilation, HIV/AIDS

This article reviews the developments that have taken place in the UK since the 1994 International Conference on Population and Development in the area of sexual and reproductive health and access to services. It is argued that although over recent years more attention has been paid to sexual health in the UK at a national policy level relative to the past - including strategies on teenage pregnancy (1999) and sexual health (2001)- and a number of developments have been made, such as strengthening the law against female genital mutilation and improved access to abortion services funded by the National Health Service, challenges remain. For example, abortion law has not been extended to Northern Ireland and many family planning services do not include young men. Also noted is the lack of work at a local level in relation to education against the practice of FGM, the degree of geographical variation in access to abortion services and waiting times, the need for properly resourced contraception services, higher quality education on sex and relationships in schools, and increased national campaigning around sexual health and HIV/AIDS.

- 3) Yuval-Davis, Nira, Floya Anthias, and Eleonore Kofman. 2005. Secure borders and safe haven and the gendered politics of belonging: beyond social cohesion. *Ethnic and Racial Studies* 28 (3):513-535.

**Keywords:** intimate citizenship, migration, belonging, boundaries, Europe, immigration policies

This paper emerged from the authors' engagement with the UK White Paper 'Secure borders and safe haven' (2002) and their concerns about the politics of migrations and belonging, and the need to develop forms of politics which address boundaries and inequalities of gender, ethnicity and racialization. The White Paper is criticised for the lack of explicit attention paid to the gendered character of both British society and the ways its boundaries were being constructed, and concerns over the ways the changing British politics of belonging were being expressed. The paper includes discussion of the chapter on migration and family in the White Paper which the authors argue reveals the re-emergence of an obsession with sham marriages and involves a conflation of forced and arranged marriages. The importance of considering intersectionality in an analysis of the politics of belonging, and the complexities of intersectionality, are emphasised.

- 4) Carabine, Jean, and Surya Monro. 2004. Lesbian and gay politics and participation in New Labour Britain. *Social Politics* 11 (2):312-327.

**Keywords:** intimate citizenship, lesbian, gay, bisexual, transgender, participation, New Labour, Local government, sexualities

This paper draws on a two year Economic and Social Research Council funded project 'The Changing Politics of Lesbian and Gay Equality in British Local Government 1990-2001' which aimed to explore lesbian and gay politics and local government equality policy making and consisted of case studies of 12 UK local authorities involved in sexualities equality work- 6 of which were pioneers in this area in the 1980s while 6 were relatively new to the field. A Foucauldian discourse analysis was used to explore the policy discourses and their impact on gay and lesbian work in local government. The authors describe the changing context in the UK, exploring the work of a cluster of authorities in the 1980s which extended their equalities work to sexual orientation. This work prompted a backlash and in 1988 the Thatcher government introduced Section 28 making the promotion of homosexuality by local authorities illegal, creating a climate of fear which stifled work in many local authorities. In the late 1990s, in the context of the New Labour modernizing administration in which local consultation and participation were put back on the agenda, new lesbian and gay initiatives emerged. The New Labour policies initiatives and agendas concerning social exclusion, community involvement and performance provided community actors with spaces for lesbian and gay equality work (e.g. lesbian and gay work being reframed in community safety terms), which generally became less controversial since they tended to be incorporated within the discourses of national policies and were carefully framed by those working at the local government interface. However, reframing towards diversity and

inclusion replaced earlier attempts to affirm gay and lesbian identities and whilst the developments presented opportunities for achieving sexualities' equality several problems emerged (e.g. conflicts between different equalities areas). Also, the authors note that gay and lesbian equality work has increasingly moved outside the local state, with other public sector bodies becoming more prominent in taking forward lesbian and gay equality work (e.g. police and health authorities). They also stress that homophobia remains rife in local authorities, evidenced by blocking policies and sometimes outright discrimination. Two local authorities using different equalities strategies are used as examples to demonstrate further how the local party political, social, cultural and religious context significantly impacts upon the success of lesbian and gay equality policies.

- 5) Donovan, Catherine. 2004. Why reach for the moon? Because the stars aren't enough. *Feminism and Psychology* 14 (1):24-29.

**Keywords:** intimate citizenship, marriage, same-sex partnerships

In this article, the author argues against same-sex marriage or any same-sex partnership registration on the basis of two arguments. Firstly, that in the UK the place of marriage as a privileged legal and economic contract reinforces inequalities between people depending on the way they organize their personal lives. Marriage represents the top of a hierarchy of relationships below which all other relationships do not exist- or exist as only as a social problem- legally, politically, ideologically, economically or romantically. It is argued that structural benefits associated with marriage- which may be attractive to those who have been denied the privilege- do not have to belong exclusively to marriage. Secondly, that there should be caution about accepting a model of love represented by marriage which has such a troubled history. The author points to the long history of feminist critiques of the institution of marriage, including the criticism that many of the characteristics of marriage create the conditions for violence and power inequalities. The article draws in part on the findings from an Economic and Social Research Council funded qualitative study: 'Families of choice: structure and meaning of non-heterosexual relationships'. It is concluded that there is a need to open up debates about alternatives for living and loving which include discussions of power, violence and abuse.

- 6) Monro, Surya, and Lorna Warren. 2004. Transgendering citizenship. *Sexualities* 7 (3):345-362.

**Keywords:** intimate citizenship, transgender, equality, feminism, sexuality

This article begins with an outline of the ways in which transgender people are excluded from full citizenship in the UK (e.g. in relation to parenthood and marriage), face discrimination in employment and frequently experience abuse and violence. The contested character of the term 'transgender' is discussed and shifts in the use of the term are noted. The paper draws on the findings of an in-depth study using interviews and focus groups carried out in collaboration

with transgender people and groups identifying as transgender. Mainstream models of citizenship are described together with the ways in which these have been challenged by, for example, feminist analyses. Various alternative models of citizenship (e.g. sexual citizenship, feminist citizenship) are then discussed in relation to developing a model of transgender citizenship. It is proposed that whilst these models are useful they are insufficient for transgender politics since transgender people have distinct characteristics and needs because of their non-mainstream gender identities. In this discussion, the potential costs -in terms of loss of the radicalism of transgender politics- involved in an incorporation into the democratic process is noted, while at the same time it is recognised that participation can also be seen to bring possible opportunities for greater social inclusion of transgender people.

- 7) Richardson, Diane. 2004. Locating sexualities: from here to normality. *Sexualities* 7 (4):391-411.

**Keywords:** intimate citizenship, civil partnerships, gay, lesbian, rights, citizenship, marriage, sexuality, public / private, sexual citizenship

In this article, Richardson discusses the implications of the rights-orientated assimilationist agenda that has dominated lesbian and gay movements since the 1990s whereby the primary goal is normalization and there is organization around claims to 'equality', as evidenced by the recent campaigns of the UK lobbying group Stonewall. This 'equality through sameness' agenda can be distinguished from earlier lesbian and gay movements which were characterised by claims for 'equality in difference' and has been criticised by feminist and queer academics and activists. Richardson traces the emergence of this integrationist strategy and notes that claims for its success are supported by the significant gains in relation to, for example, rights associated with legal and social recognition of domestic partnerships. However, it may be criticised on the basis that progress has been slow and uneven, homophobia and discrimination continue, and that only an illusory equality is achieved. The focus of the paper is on exploring the impact of the category of the 'normal lesbian / gay' on the meanings and importance attached to sexual identities and the impact of normalisation processes on understandings of the public/private divide. The discussion includes consideration of whether civil partnership for same-sex couples- rather than marriage- reinforces the dominance of heterosexuality as a normatively better way of life or whether it offers the potential for re-imagining concepts of marriage, family and citizenship.

- 8) Ginn, Jay. 2003

*Gender, pensions and the lifecourse: how pensions need to adapt to changing family forms.* Policy Press.

**Keywords:** intimate citizenship, comparative, EU, pensions, gender, family forms, divorce, separation, motherhood, care

This book addresses gender issues in pension policy debates, focusing on the disadvantage faced by British women due to their unpaid care work over the life-course. Adopting a political economy approach and using data from national surveys (the British General Household Survey, Family Resources Survey), the author examines the ways in which pensions' policy impacts upon the life chances of men and women, and for different social groups within each gender according to class and ethnicity. There is a focus on the ways changes in family structure over recent decades (with the decline in marriage rates, increasing divorce rates and increasing co-habitation and births outside marriage) and changes and continuities in the gendered division of labour shape pension inequalities. For example, the author analyses the pension prospects of divorced and separated women (considering, for example, derived benefits and rights for spouses) and explores the pension penalties associated with motherhood. The different pensions systems across the EU are also compared to examine the extent to which they take into account and adapt to the needs of those with caring responsibilities. In the concluding chapter, the gender implications of alternative pension systems are considered.

- 9) McLaughlin, Janice. 2003. Screening networks: shared agendas in feminist and disability movement challenges to antenatal screening and abortion. *Disability and Society* 18 (3):297-310.

**Keywords:** intimate citizenship, disability, abortion, reproduction, rights, screening

This paper explores the different arguments proposed by the disability movement towards antenatal screening and examines feminist approaches to screening, and claims for the right to abortion. Although previous writers have argued that the different positions on screening and abortion taken by the disability movement and feminism are necessarily in conflict, the author argues that this need not be the case. An Actor Network Theory framework is developed to produce both a feminist and disability studies agenda for examining antenatal screening. The author contends that asking the abstract question of whether women have the right to abort a foetus diagnosed with a congenital condition is neither valid nor useful. Instead, attention must be paid to the social contexts which influence women's 'choices' and shape the 'choices' that are available. It is argued that the focus must be shifted from a concentration on the technology, and the abstract choices it brings, towards the social and political priorities that are embedded within it and reflected in the networks operating around it.

- 10) Waites, Matthew. 2003. Equality at last? Homosexuality, heterosexuality and the age of consent in the United Kingdom. *Sociology* 37 (4):637-655.

**Keywords:** intimate citizenship, homosexuality, heterosexuality, age of consent, youth, equality

This paper traces the debates concerning lowering the age of consent to 16 which, for most of the 1990s, was a high profile issue in British lesbian and gay

politics. Gramsci's (1971) concept of hegemony is drawn upon in a critical analysis of qualitative data collected from observations of parliamentary debates, media coverage and interest group campaigning materials. The author traces the age of consent debate from a case in the European Court of Human Rights in 1993 through to 2001. It is argued that the structure of mainstream political discourse created pressures for the lesbian gay and bisexual movement to formulate claims in terms of equality which involved the strategic appropriation of the knowledge claims of organizations such as the British Medical Association. In particular, there is a focus on the extent to which this reinforced biomedical understandings of the fixity of sexual identity. It is argued that the success of the claim for equality at 16 has been achieved within a rationale that seeks to ensure the containment of homosexuality. The article concludes by considering the implications of the ways in which the age of consent debates were constructed for future debates concerning Section 28 and the social status of lesbian, gay and bisexual people. Largely absent in this analysis was a discussion of the ways in which the debate over the 'gay age of consent' was gendered.

- 11) Murphy, John. 2002. The recognition of same-sex families in Britain: the role of private international law. *International Journal of Law* 16:181-201.

**Keywords:** intimate citizenship, same-sex partnerships, citizenship, marriage, status, contract, international law

This paper considers the potential legal status of same-sex relationships in the UK prior to the Civil Partnership Act. The author points to the capacity for private international law to prompt domestic change by considering the probable approach of national courts to three key questions concerning: the recognition of the legal status of an overseas same-sex marriage; the recognition of the legal validity of a registered same-sex partnership; and the recognition of a same-sex adoptive family. The paper begins with a consideration of the hierarchy of family forms in the UK and the positioning of same-sex cohabitation in comparison with other European countries. Case-law from the Strasbourg and domestic courts is drawn upon to construct an argument that there are no serious policy objections to recognition and that recognition should be afforded. The paper includes a consideration of the implications associated with the recognition of same-sex relationships on the basis of contract or on the basis of status. He concludes that the main question remaining is when, rather than whether, change will occur in relation to the juridification of same-sex families.

- 12) Smyth, Lisa. 2002. Feminism and abortion politics: choice, rights, and reproductive freedom. *Women's Studies International Forum* 25 (3):335-345.

**Keywords:** intimate citizenship, reproduction, abortion, rights, choice, ethic of care, ethic of justice, UK, Northern Ireland

This article addresses the complexities associated with the direction feminism takes in relation to advocating abortion access. The paper begins by describing

some of the problems associated with pro-choice discourses in relation to the facilitation of racist and eugenic policies (particularly in the US context), and the meaning of the concept of 'choice'. For example, constructing the issue of abortion as a matter of 'private choice' neglects the ways in which the choices of different women are constrained in different social, economic and political contexts and claiming abortion as a privacy right does not oblige the state to ensure access to abortion services. Construction of abortion access as a rights issue has also led to opposing claims on behalf of fetuses, as well as men as fathers. Such problems have led some feminists to reject the effectiveness of rights theory prompting the development of alternatives to rights claims, such as care theory which replaces the principles of rights and fairness with those of responsibilities and relationships. Other feminists responses have included reformulating the claim into one of a more comprehensive right to reproductive freedom or a right to bodily integrity. These alternatives are critically discussed and the author defends Cornell's (1995) approach which makes abortion rights claims on the basis of a right to bodily integrity in a context where citizenship is consequent on embodied individuation.

- 13) Wasoff, Fran, and Malcolm Hill. 2002. Family policy in Scotland. *Social Policy and Society* 1 (3):171-182.

**Keywords:** intimate citizenship, Scotland, family policy, devolution

This paper explores family policy in Scotland following devolution, a major constitutional change bringing the potential for significant policy divergence. The authors discuss the difficulties in defining 'family policy', distinguishing between explicit family policy which has overt objectives for families and implicit policies which have other stated objectives but nevertheless impact upon families. Family policies can also be analysed in terms of the extent to which they promote normative ideals or support a diversity of family forms. It is suggested that explicit family policy in the UK and Scotland administrations tends to centre on children and focuses on families with dependent children, and comprise a mix of normative and diversity recognising strands. Recent UK and Scottish family policy is compared, noting similarities (e.g. a common focus on parenthood rather than partnership responsibilities and obligations) as well as areas for divergence (e.g. in the area of divorce and separation), and the potential tensions within the Scottish policies and between devolved and reserved policy emphases.

- 14) Plummer, Ken. 2001. The square of intimate citizenship: some preliminary proposals. *Citizenship Studies* 5 (3):237-253.

**Keywords:** intimate citizenship

In this paper Plummer puts forward the concept of intimate citizenship as a 'sensitising concept' which 'sets about analysing a plurality of public discourses and stories about how to live the personal life in a late modern world where we are confronted by an escalating series of choices and difficulties around

intimacies' and which is suggestive of a new climate of emerging moralities and ethics, to examine 'rights, obligations, recognitions and respect around those most intimate spheres of life' (p238). Plummer discusses the various ways recent social changes have been conceptualised and provides examples of these changes- new reproductive technologies, new forms of family life- which can be seen as practices of new intimacy which concern how we live and how are we to live in the midst of changing personal lives. The concept of intimate citizenship is put forward as one way of approaching these issues and Plummer describes four areas of analysis, noting the possible directions for further examination. This 'square of intimate citizenship' highlights four arenas: the multiplicity of public spheres; culture wars, moral conflicts and the need for dialogue; narratives, stories and the grounded moralities of everyday life; and the globalisation of intimacies.

- 15) Bloch, Alice. 2000. Refugee settlement in Britain: the impact of policy on participation. *Journal of Ethnic and Migration Studies* 26 (1):75-88.

**Keywords:** non-employment, intimate citizenship, gender-based violence, asylum seekers, refugees, policy, citizenship, employment, social security benefits

The immigration status of asylum-seekers and refugees- and associated citizenship rights- (e.g. access to the labour market and social security)- has potential implications across all three issues of non-employment, gender-based violence and intimate citizenship. This paper is based on questionnaires and interviews with refugees in London which explored factors affecting settlement. The author discusses recent Acts in Britain which have aimed at reducing the number of asylum seekers arriving and have eroded the citizenship rights of asylum-seekers within Britain. The article shows the importance of employment in settlement and the structural and attitudinal factors which impact upon participation. Refugees experience high levels of unemployment, women are more likely to be out of work and those refugees in work were largely in jobs that were low paid with poor conditions of employment. Barriers to employment include a lack of eligibility to work (asylum seekers have to wait 6 months before being allowed to apply for a work permit), a lack of transferability of qualifications (combined with prohibitive costs of retraining) and immigration status (a greater proportion of refugees and people with Exceptional Leave to Remain were working than asylum-seekers). The author concludes that insecurity of status and associated lack of citizenship rights create major obstacles for settlement.

- 16) Donovan, Catherine, Brian Heaphy, and Jeffrey Weeks. 1999. Citizenship and same sex relationships. *Journal of Social Policy* 28 (4):689-709.

**Keywords:** intimate citizenship, families of choice, non-heterosexuals, partnership, discrimination

This paper draws on findings from the Economic and Social Research Council funded 'Families of Choice' project which interviewed non-heterosexual women

and men to explore the ways in which they were excluded from full citizenship. The article describes the ways the respondents felt excluded from society, were discriminated against, became the targets of hostility and desired recognition for their relationships. The respondents' views are then considered in relation to the ways their families of choice could be included in policy and legislation, noting their ambivalence towards claiming equality. As the authors state, the question is not necessarily how to make governments or organisations grant non-heterosexuals access to the same legislative and policy provision afforded to heterosexuals, but to look at how the models of provision can be changed to encompass a variety of relationships without a hierarchy. It is argued that the family model underpinning most legislation and policy is too restrictive to allow inclusion of families of choice.

- 17) Jamieson, Lynne. 1999. Intimacy transformed? A critical look at the 'pure relationship'. *Sociology* 33 (3):477-494.

**Keywords:** intimate citizenship, marriage, couples, gender, equality, the pure relationship

This paper criticises Giddens' (1992) claims for the trend towards the 'pure relationship' in which there is equality between the parties to the relationship and his suggestion that a more profound equality between men and women is emerging through the transformation of intimacy. The author firstly discusses Giddens' proposals and then examines both theoretical work and empirical material from a variety of recent studies which suggests that his theory is overly optimistic. It is observed that Giddens reference to the diffusion of change from the personal to other institutions implies support for the popular psychology view of changing the world through changing your inner self and in the process downgrades sociological explanations. In concluding, the author argues that whilst popular everyday discourses in the UK may suggest greater gender equality, the reality of personal relationships remains highly gendered and that empirically intimacy and inequality continue to coexist in many personal lives.

- 18) Lister, Ruth. 1997. *Citizenship: feminist perspectives*. Basingstoke: Macmillan.

**Keywords:** intimate citizenship, citizenship, feminism, inclusion, exclusion, agency

This book discusses feminist theories of citizenship, including consideration of rights and participatory approaches to citizenship and exploring the different meanings of citizenship. She argues that important to any feminist citizenship project is the questioning of established definitions of the 'common good' and to adopt a broad definition of both citizenship and politics so as to encompass the areas where women and other oppressed groups frequently take the lead- though it is not suggested that this means neglecting the need to open up formal political arenas. It is suggested that while the rights and participatory approaches are conceptually distinct, they can also be mutually supportive, even if tensions do exist- and that an adequate theorization of citizenship of value to women has to embrace individual rights and political participation, as well as the relationship between the two. Citizenship as participation represents

an expression of agency in the political arena and citizenship as rights enables people to act as agents. Citizenship rights are not fixed but are the outcome of struggles. It is argued that this conceptualisation is useful in challenging the construction of women as passive victims while allowing recognition of the discrimination and oppression that continues to deny them full citizenship. Lister discusses citizenship's exclusionary tensions, exploring exclusion from without and exclusion from within. In relation to the former, the position of migrants and asylum seekers is discussed and the need to embrace an internationalist agenda, while the latter is discussed with regard to the recognition of differences within the category 'woman'- without precluding the potential for solidarity-through a commitment to 'differentiated universalism'. The difficulties in pursuing this in practice are acknowledged alongside examples showing that such a politics is possible. It is suggested that needs and rights need to be understood as tiered, embracing both the universalism which is at the centre of citizenship and the demands of a politics of difference. Together with a reconstruction of the private-public divide, the positioning of which feminism has successfully challenged on a number of issues, it is proposed that these ideas can provide the basis for a feminist theory of citizenship.

- 19) Smart, Carol. 1997. Wishful thinking and harmful tinkering? Sociological reflections on family policy. *Journal of Social Policy* 26 (3):301-321.

**Keywords:** intimate citizenship, divorce, children

This paper critically discusses the political rhetoric around the 'family' as an institution that should not change in the midst of the taken-for-granted rapid social changes taking place around it. Changes in the family come to be seen as the undesirable outcomes of the failure of individuals rather than being seen in relation to other social transformations. The author describes the ways in which recent governments have repeatedly held up the ideal of the stable and unchanging family while at the same time new legal policies on divorce and marital breakdown increasingly normalise the process. Sociological accounts of the changing institution of the family are discussed, with a consideration of some of the problems in these accounts, in relation to recent changes in family law. It is suggested that developments in the latter can be seen as reflecting the broad changes that have taken place in family formations. It is suggested that legislation during the 1990s marked a change in direction, redefining divorce as a social problem, and legal cases are used to illustrate the consequences of making divorce more difficult. Overall, the paper aims to reintroduce sociological analysis into a field which has become increasingly dominated by concerns over morality- people as selfish and uncaring- and a reliance on individualistic perspectives.

### 3.1 Comparative studies

- 20) Stychin, Carl F. 2006. 'Las Vegas is not where we are': Queer readings of the Civil Partnership Act. *Political Geography* 25:899-920.

**Keywords:** intimate citizenship, comparative, France, homosexuality, queer theory, civil partnership, marriage

This paper applies queer theory to produce a critical analysis of the ways in which the UK Civil Partnership Act (2004) has created a new legal status of 'civil partner', discussing the way the Act is positioned across a number of binaries. The paper begins by reviewing the significant, although limited, changes in the legal and political positioning of lesbians and gay men in the UK since the 1980s. The Civil Partnership Act and debates around the Act are then examined in relation to the dichotomies of marriage/not marriage, sex/no sex, status/contract, conjugality/care, love/money and responsibility/rights in order to highlight the incoherences in the Government's approach to civil partnership. It is suggested that the Act has been shaped in a culturally distinct set of circumstances such that it is similar to the institution of marriage but is reflective of an aversion to the concept of same-sex marriage. Comparison with the universalism of the approach to civil partnership in France (Pacte Civile de Solidarite) is undertaken and the problems in the recognition of different regimes in the light of legal developments in the European Union, particularly the Directive on free movement of citizens and their family members. The author argues that an opportunity to rethink in a radical way the institution of the family in law has been missed and that the Act represents a lost opportunity. Nevertheless, it is suggested that the legal incoherence may well result in subversion and resistance.

21) Arber, Sara, Kate Davidson, and Jay Ginn, eds. 2003. Gender and ageing: changing roles and relationships. Buckingham: Open University Press.

**Keywords:** intimate citizenship, gender, ageing, relationships, comparative, Sweden, UK, Italy

This book comprises a collection of papers that aim to enhance understanding of gender and ageing across a range of issues, including a consideration of different family forms and household structures in later life such as same-sex relationships, co-habitation and people who 'Live Apart Together'.

22) Breitenbach, Esther. 2004. Researching lesbian, gay, bisexual and transgender issues in Northern Ireland. Office of the First Minister and Deputy First Minister.

**Keywords:** intimate citizenship, comparative, Northern Ireland, Republic of Ireland, England, Scotland, Wales, lesbian, gay, transgender, bisexual, policy

This report outlines the policy context in Northern Ireland (and England, Wales, Scotland and the Republic of Ireland) in relation to sexual orientation and transgender issues (e.g. legal changes concerning adoption, age of consent, parental leave entitlement, immigration rules) and the development of equality strategies. It is argued that the interaction of discrimination on the grounds of sexual orientation and other grounds (gender, race etc.) means that lesbian,

gay, bisexual and transsexual (LGBT) issues should be included in equality strategies addressing these other inequalities as well as there being a specific focus on sexual orientation issues. The report reviews research into the experiences of LGBT people and notes that the area has not been previously well researched due to a politically hostile climate and a lack of commitment to tackling discrimination. Quantitative and qualitative research data in Northern Ireland is discussed (including consideration of the extent of homophobic attacks and violence, discrimination in employment, and the lack of support) before drawing on the growing body of research internationally. The report ends by outlining an agenda for further research in this area.

- 23) Hantrais, Linda. 1997. Exploring relationships between social policy and changing family forms within the European Union. *European Journal of Population* 13:339-379.

**Keywords:** intimate citizenship, non-employment, comparative, UK, Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal, Spain, Sweden, marriage, co-habitation, divorce, fertility

This article examines the possible links between social policy and family formation and structure in the EU member states. Patterns in mothers' employment and the association with various social policies are discussed (e.g. influence of benefit packages on whether women leave labour market upon motherhood). The paper provides an overview of some of the changes in family and household formation (e.g. rates of marriage, co-habitation, divorce and fertility) since the 1960s across European member states using a large body of multidisciplinary material and discusses whether these changes have been identified as problematic and a concern for policy-makers (e.g. concerns in relation to the de-stabilisation or de-institutionalisation of the family unit and increasing social exclusion). Assessments are made in relation to the extent of convergence or divergence between patterns. The degree of variation between the member states, and fluctuation over time, with regard to the perceived acceptability of the state as a 'family' policy actor is discussed, exploring examples of those countries which identify the legitimate family as the married couple and those in which there is more recognition of new family forms. The complex array of social, economic and cultural factors which influence policy environments is emphasised.

## 4. Gender-based violence

- 1) The Odysseus Trust. 2007. Forced Marriage (Civil Protection) Bill: consultation on amendments to Bill. London.

**Keywords:** gender-based violence, forced marriage

This consultation document was made available following the Second Reading of the Forced Marriage (Civil Protection) Bill on 26th January 2007. The Bill is due to be considered further in March 2007. The document outlines the possible changes to the Bill following the various suggestions to amend the Bill. Forced marriage is positioned as an abuse to human rights and a form of domestic violence. The primary remedy offered by the Bill is an injunction.

Further information on the Bill and organisations involved in consultation: <http://www.odysseustrust.org/forcedmarriage/index.html>

- 2) Kelly, Liz, Jennifer Temkin, and Sue Griffiths. 2006. Section 41: an evaluation of new legislation limiting sexual history evidence in rape trials. London: Home Office.

**Keywords:** gender-based violence, legislation, rape, Section 41

This paper reports on an evaluation of Sections 41-43 of the Youth Justice and Criminal Evidence Act 1999 which represent an attempt to address the (widely accepted) failure of section 2 of the Sexual Offences (Amendment) Act 1976 which was designed to regulate the use of sexual history evidence in England and Wales in the light of extensive criticism of its use to impugn the credibility of the complainant. Following the 1999 Act, no sexual history evidence should be admitted unless a judge rules that there are exceptional circumstances, in which case applications are to be made pre-trial. Quantitative and qualitative data were collected to assess the impact of Section 41 on the prosecution of sex offence cases and the handling of these cases in the courts. The findings from the study indicate that few complainants or those advising were fully aware of Section 41 (which had played a part in decisions regarding reporting and withdrawal) and overall there was little evidence of any positive effect of Section 41 on the attrition rate of sex offence cases. From the examination of the case law, observations of trials, and interviews with judges and barristers, it was found that attempts to introduce sexual history evidence were made in a variety of circumstances, such as when the complainant was under 16 or where there was an existing or previous relationship with the accused, in order to undermine credibility and raise doubt in the jury on the issue of consent. Despite the generally negative evaluation of the influence of Section 41, the research also found references to the positive impact of the legislation and provides examples of promising practices that were observed (e.g. agreement between Crown Prosecution Services and a Sexual Assault Referral Centre that counselling case notes are read by a CPS lawyer and only taken to a judge if containing material considered discloseable). The authors make a number of

recommendations based on the data to tighten the statute itself and to make its implementation more consistent.

- 3) Stanko, Elizabeth. 2006. Theorizing about violence: observations from the Economic and Social Research Council's Violence Research Program. *Violence Against Women* 12 (6):543-555.

**Keywords:** gender-based violence, domestic violence, accounts, meanings

This article presents an overview of the lessons emerging from the Economic and Social Research Council funded Violence Research Program in the UK which comprised of studies of violence in the home, schools, prisons, neighbourhoods, leisure establishments, massage parlours and on the street. Five of the projects addressed violence against women specifically, three exploring domestic violence, one examining violence against prostitutes, and one exploring girls' experiences of violence. The author, who was the director of the program, proposes some lessons from these projects including: violence is not hidden, i.e. violence can be studied from its visible forms and we must find a way of documenting helpful intervention to tackle what we do see rather than focusing on what is 'hidden'; the meanings of violence are gendered; and that people's accounts matter to enable us to see how society continues to condone violence through the common discourses people use to explain what happened. The author hopes that these lessons can provide direction in rethinking theory and practice towards minimizing the harm of violence.

- 4) Burman, Erica, and Khatidja Chantler. 2005. Domestic violence and minoritisation: legal and policy barriers facing minoritized women leaving violent relationships. *International Journal of Law and Psychiatry* 28:59-74.

**Keywords:** gender-based violence, domestic violence, class, gender, culture, immigration, racism

This article draws on a study of service responses to minoritized women surviving domestic violence to show how the structural position of minoritisation enters into the accessibility of domestic violence services. The focus is on women from four minoritized communities- African and African-Caribbean, South Asian, Jewish and Irish- based on the concern that domestic services were not sufficiently accessible to women from these backgrounds. Interviews with both survivors and service workers were carried out and the project also focused on contributing to both provision and models of service development. The authors begin by criticising the popular question of 'why doesn't she leave' (reflective of an individualist approach which was found amongst service workers) and highlight the fact that 'choices' are frequently determined by wider social and economic systems such as housing, income, immigration status, racism, sexism and the responses of helping agencies. It is argued that neglect of the classed and 'raced' dimensions of abuse can lead to minoritized women being excluded from access to services. The major structural obstacles faced by minoritized women surviving abuse are discussed, detailing the way in which

immigration status and the threat of deportation, having no recourse to public funds, and poverty play a key role in sustaining violent relationships. The article concludes by making recommendations for legal changes, improved resourcing to enable appropriate intervention and suggests practical interventions such as higher wages and affordable childcare which could make a large difference to minoritized women leaving violent relationships.

- 5) Cavanagh, Kate, R. Emerson Dobash, and Russell Dobash, P. 2005. Men who murder children inside and outside the family. *British Journal of Social Work* 35:667-688.

**Keywords:** gender-based violence, murder, children

This article draws on data from the Murder in Britain study to compare two patterns of child killing: intra- and extra-familial homicides. Existing literature is reviewed. The findings are based on the data extracted from the case files of 90 men convicted of child murder. Comparisons are made of childhood and family backgrounds, adult circumstances and problems, circumstances at the time of the murder, and the murder event across the two groups of murderers. In the case of non-family murders, over 3/4 involved a sexual content and many were perpetrated by single men, one third having at least one conviction for sexual assault. In the case of family murders, the majority were perpetrated by biological and stepfathers, and over 2/3 had a history of previous violence and abuse towards the victim. In a third of cases there was no history of previous violence. In some of these cases the homicide seemed related to parenting issues but other themes emerged- such as the killing being a reaction against an intimate partner's threat to leave the relationship. Also, ongoing violence towards an intimate partner was reported in over 2/3 of cases. These findings support those of other research showing the co-existence of domestic violence and child abuse.

- 6) Hague, Gill. 2005. Domestic violence survivors' forums in the UK: experiments in involving abused women in domestic violence services and policy-making. *Journal of Gender Studies* 14 (3):191-203.

**Keywords:** gender-based violence, domestic violence, policy, services, survivors' forum, user participation

This paper discusses the pioneering work of the first key domestic violence survivors' forums in the UK and asks to what extent the voices and views of domestic violence survivors themselves are heard- and heeded- by professionals in the UK. The paper draws on a collaborative research project conducted by two centres who undertake studies on violence against women and work alongside the activist movement. Multiple methods were used, including questionnaires, focus groups, in-depth interviews with service users, professionals and experts. While the research found evidence that inter-agency forums and service-providers believed that the involvement of women who had experienced domestic violence in policy and service development was

important, it rarely happened in any significant way. Nevertheless, the study did find examples of good practice whereby services have sought the views of women and these have informed service development and been used as evidence to inform Home Office reports and consultation documents. It is noted that while consultation is very different from real power in policy making, one project had conducted participation exercises with domestic violence survivors which resulted in recommendations to policy makers which were acted upon. The authors emphasise that the participation of survivors in policy and practice is essential but note that insensitive involvement of survivors can amount to a re-victimisation by the services concerned as women are exploited and exposed to painful memories. In the paper, survivors' forums- as distinct from inter-agency forums of professionals- are described, detailing the effectiveness and supportive character of these groups which have commented upon and produced reports and recommendations on service provision in their areas. The article ends by discussing key issues and challenges which need to be considered in relation to developing successful and safe forums. It is concluded that the involvement of women who have experienced domestic violence in survivors' forums and policy work is complex and sensitive but can represent a positive way forward if there is adequate resourcing and professionals who are willing to share their power.

- 7) Kelly, Liz, Jo Lovett, and Linda Regan. 2005. A gap or a chasm? Attrition in reported rape cases. London: Home Office.

**Keywords:** gender-based violence, rape, attrition

This paper reports on the findings of a study which aimed to enhance understanding of the processes underlying attrition (cases being lost or dropped), with a focus on early withdrawal from the criminal justice system process by complainants. Since 1985 there has been a widening gap between an increase in reporting of rape and a relatively static number of convictions. The study used quantitative and qualitative data, using a base sample of 3527 cases and sub-samples of victims / survivors responded to a series of questionnaires and in-depth interviews (228 participated). Where possible, police statements and forensic reports were accessed within this latter group. Expert interviews with key informants and police officers were also conducted. The report reviews existing knowledge about rape and attrition, noting that all UK studies of attrition in rape cases have found the highest proportion of cases is lost in the earliest stages with between half and 2/3 dropping out at the investigative stage. The study found that: 3/4 of the overall sample reported to the police, 1/3 of cases were lost at the investigative stage due to evidence issues (e.g. complainant not able to give clear account, offender not traced, issues relating to victim credibility), victims who declined to complete the initial investigative process and withdrawals accounted for over 1/3 of cases lost at the police stage and only 14% of cases reached the trial stage (a proportion of which did not proceed due to late withdrawal or discontinuance at court). The findings indicate that the scale of false allegations is over-estimated by police and prosecutors which tends to reinforce a culture of scepticism and that complainants may interpret police officers' views on the difficulties in

prosecution and conviction as discouragement to continue. A fear of the court process can also discourage complainants from proceeding. Complainants in the study indicated that encountering a culture of belief during the initial stages was crucial since this enabled the creation of a space where there is trust. One of the key recommendations made by the authors is that there needs to be a shift within the criminal justice system from focusing on the discredibility of complainants to enhanced evidence collecting and case building which could increase the level of prosecutions and convictions.

- 8) Dobash, Russell, P., R. Emerson Dobash, Kate Cavanagh, and Ruth Lewis. 2004. Not an ordinary killer- just an ordinary guy: when men murder an intimate woman partner. *Violence Against Women* 10 (6):577-605.

**Keywords:** gender-based violence, murder, intimate partner

This article draws on the findings of a national study of Murder in Britain to analyse and compare two types of murderers- men who murder other men (MM) and men who murder an intimate female partner (IP). The comparison examines the relative 'conventionality' of the two groups in relation to childhood backgrounds, adult circumstances, previous offending, and circumstances at the time of murder. The authors review existing research in the area and discuss the main patterns that have been observed (e.g. that women are at a much greater risk than are men of being killed by an intimate partner or ex-partner, that poverty is strongly associated with intimate partner homicide). The aim of the study was to explore the notion that it is 'ordinary' men who kill women partners whereas those who kill other men fall into the stereotype associated with the 'criminal' by using the Homicide Index, case files and interviews. Overall, a greater proportion of the IP group appeared to have had a more conventional family and childhood background than the MM group, and only 11% of the IP group had a father who was violent to his mother compared with 23% of the MM group, the opposite of what might be expected. Most of the differences between the two groups during their adult lives suggest again the greater degree of conventionality amongst the IP group. However, men who kill an intimate partner are more likely to have had a relationship that has failed and to have been violent to a previous partner. The findings also indicate that IP murder is not associated with a one-off event but is an event where the men act 'in character' by continuing to use violence against women who they have previously abused. The authors call for further research to investigate the complexity and diversity across the IP group.

- 9) Hester, Marianne, and Nicole Westmarland. 2004. Tackling street prostitution: towards an holistic approach. London: Home Office.

**Keywords:** gender-based violence, prostitution, police, community, outreach, multi-agency partnerships

This report provides an overview of the evaluations of 11 projects funded by the Home Office as part of the 'Crime Reduction Programme' which aimed to

reduce the number of young people and women involved in prostitution and assess the effectiveness of interventions designed to help women exit prostitution. The evaluations of the projects used a combination of quantitative and qualitative methods including crime data, community impact surveys and interviews with project workers and women involved in prostitution. The findings and recommendations are discussed in relation to enforcement and community liaison (e.g. the role of the police, community based workers), diversion and prevention (e.g. early intervention, multi-agency working), and the provision of support to women and young people (e.g. outreach and drugs programmes). A model of needs and support is discussed with emphasis on the length and complexity in the process of exiting prostitution, the need for multi-agency partnerships and holistic projects. Overall, the overview suggests the need for a further shift away from policing of women involved in prostitution and towards supporting women and young people to exit prostitution. The report concludes by considering the implications for policy of the project findings.

- 10) Lovett, Jo, Linda Regan, and Liz Kelly. 2004. Sexual assault referral centres: developing good practice and maximising potentials. London: Home Office.

**Keywords:** gender-based violence, rape, sexual assault, forensic services, good practice, Sexual Assault Referral Centres

This paper reports on the evaluation of three Sexual Assault Referral Centres which have been developed in response to serious problems in the medico-legal response to recent rape (e.g. low reporting, delays in locating a forensic examiner). The centres focus on providing services which are needed in the aftermath of recent rape. The evaluation sought to explore the contribution of SARCs in relation to the reporting of rape and dealing with its immediate aftermath, and to improving Criminal Justice System responses. Quantitative and qualitative data was collected from the three SARCs and from three comparison areas. The value of SARCs was confirmed, particularly those where service delivery is integrated rather than outsourced, and the data suggest that the emphasis in the centres needs to shift to a more flexible, practical support, information and advocacy service which adopts a more proactive approach.

- 11) Walby, Sylvia. 2004. The cost of domestic violence: Women and Equality Unit.

**Keywords:** gender-based violence, domestic violence, costs, health, housing, social services, criminal justice system, civil legal, economic output losses, human costs

This report estimates the costs of domestic violence across three main areas: services, largely funded by the government (Criminal Justice System, health care, housing, social services, civil legal); economic output losses sustained by employees and employers; and the human and emotional costs. The costs are for one year for England and Wales, 2001. It is estimated that across these three areas domestic violence costs around £23 billion. The author notes that whenever there was doubt or choice the more conservative estimates were used. The report includes a review of previous research and includes

suggestions related to the development of more accurate estimates, which could also serve to assist planning in relation to services. The author argues that if there is to be a robust and clear evidential basis for the assessment of the impact of policies on domestic violence then the routine collection and reporting of statistics on domestic violence is required.

- 12) Walby, Sylvia, and J. Allen. 2004. Domestic violence, sexual assault and stalking: findings from the British Crime Survey. London: Home Office.

**Keywords:** gender-based violence, stalking, sexual assault, domestic violence

This report presents the findings from the British Crime Survey 2001 in relation to the prevalence and nature of domestic violence, sexual assault and stalking in England and Wales. The sample comprised 22,463 women and men aged 16-59. The report documents the extent of inter-personal violence (reported by over one third of respondents) and the concentrated nature of domestic violence, sexual assault and stalking in that a minority- largely women- experience multiple attacks and more than one form of violence. Women are the overwhelming majority of the most heavily abused group.

- 13) Kelly, Liz, and Linda Regan. 2003. Good practice in medical responses to recently reported rape, especially forensic examinations: a briefing paper for the Daphne strengthening the linkages project. London: Child and Women Abuse Studies Unit, London Metropolitan University.

**Keywords:** gender-based violence, rape, sexual assault, forensic examinations, good practice, service delivery

This review explores current good practice in medical and forensic responses at the practice and organisational levels, taking as its starting point the observations that: the resources allocated to investigation and support in relation to reported rape and sexual assault are indicative of the level of commitment to addressing this issue; forensic examinations are only one element in medical responses; and that the treatment of complainants has crucial implications in terms of the legal process. The review discusses the dual function of forensic examinations (to address the immediate needs of the women and the justice system's need for evidence) which can result in conflicts for the complainant and/or the medical practitioner, outlines elements of good practice which place the rights and dignity of the victim at the centre, points to issues over which there is continuing debate with regard to best practice, outlines good practice in service delivery (e.g. a female examiner and non-institutional setting) and lists a number of core elements which must be viewed as basic requirements for any health based response to sexual assault. However, the authors note that some research indicates that forensic findings may have minimal impact on legal outcomes and some tests have been criticised for lack of sensitivity, findings which are of concern given that

complainants submit to examination on the basis that it will help in seeking justice.

- 14) Kelly, Elizabeth. 2002. *Journeys of jeopardy: a review of research on trafficking in women and children in Europe*. London: Child and Woman Abuse Studies Unit, University of North London.

**Keywords:** gender-based violence, trafficking, Europe, women, children

This review begins by emphasising the lack of research in the area of the trafficking of women and children, and the methodological problems in conducting research into trafficking. At the same time, policy responses are being developed rapidly and there is a pressing need for studies which are thoughtful and rigorous. If intervention is based on limited and partial evidence then it will not be effective. The review focuses on trafficking into and through the European sex industries and most of the studies have been conducted in Central and Eastern Europe. The specific dilemmas involved in research on trafficking are discussed together with the problems in relation to the language and definitions that are used. The review proceeds to discuss the estimated scale of trafficking, the causes, the organization of trafficking, recruitment into trafficking, the extent of the mistreatment of women and the methods of exploitation used, information about traffickers and the barriers to prosecution, work on raising awareness and the prevention of trafficking, and critically assesses counter-trafficking strategies at a national, regional and international level. The review concludes by considering the gaps in knowledge and stresses that further rigorous research would enable action that is better informed and connected to local contexts.

- 15) Myhill, Andy, and Jonathan Allen. 2002. *Rape and sexual assault of women: the extent and nature of the problem*. London: Home Office.

**Keywords:** gender-based violence, rape, sexual assault, British Crime Survey, police, reporting, self-completion questionnaire

This paper draws on the findings of the British Crime Surveys 1999 and 2000 to estimate the extent and nature of sexual victimisation in England and Wales. The British Crime Survey is designed to provide a count of crime which includes incidents that are not reported to the police or not recorded by the police. The 1999 and 2000 Surveys included self-completion questionnaires designed to provide more accurate estimates and data was collected from 6944 women aged between 16 and 59. The key findings were: women are most often sexually assaulted by men they know (most often partners), rape is one of the most under-reported crimes (in 1999 police recorded 7707 incidents, in 2000 the BCS estimated 61000 over the past year, and 0.9% of women said they had been subject to some form of sexual victimisation- including rape- in this period). Only 20% of rapes reported to the BCS also came to the attention of the police and 22% of victims were very dissatisfied with the way the police handled the matter.

16) Crawley, Heaven. 2001. *Refugees and gender: law and process*. Bristol: Jordan Publishing.

**Keywords:** gender-based violence, refugees, policy

In this book, Crawley develops a gendered framework for the analysis of asylum claims. She argues that far more needs to be done in the UK to respond to the gendered dimensions of asylum seeking. Information from a wide range of sources is drawn upon and an overview of existing case-law on gender related asylum claims is provided. The issues addressed include female genital mutilation and violence within the family.

See also link to publications of the Refugee Women's Resource Project: [http://www.asylumaid.org.uk/New%20RWRP/RWRP\\_About\\_RWRP.htm](http://www.asylumaid.org.uk/New%20RWRP/RWRP_About_RWRP.htm)

17) Lewis, Ruth, Rebecca E. Dobash, Russell Dobash, P., and Kate Cavanagh. 2001. Law's progressive potential: the value of engagement with the law for domestic violence. *Social and Legal Studies* 10 (1):105-130.

**Keywords:** gender-based violence, domestic violence, law

This article addresses the question of whether the law should be used to tackle domestic violence. The positions of both those who argue on various grounds for the potential of the law (feminist realists, arrest studies researchers, sceptical reformers and rehabilitation proponents) and the arguments of those who reject this stance (abstentionists and community justice proponents) are critically reviewed. The authors argue that it is insufficient to ask what works in relation to the justice system, we also need to understand the process- why it works- and to listen to both women's and men's experiences rather than only being concerned with the outcome of legal intervention. They base their arguments on empirical evidence and informed theoretical debate to argue that the law- both civil and criminal- can play a positive role and reject both the abstentionist position and community justice approach. They argue that arrest should constitute a starting point, rather than a sole or final form of intervention, since arrest in itself does not address the offending behaviour or eliminate it. Arrest as a deterrent is insufficient since it relies on external control rather than internal change. The paper puts forwards the case, on the basis on accumulating evidence, for the potential of rehabilitation and abuser programmes, when these are placed in a context of broader efforts to eliminate violence against women in other social institutions and belief systems.

18) Taylor-Browne, Julie, ed. 2001. *What works in reducing domestic violence? A comprehensive guide for professionals*. London: Whiting and Birch

**Keywords:** gender-based violence, survivors' views, children's needs, perpetrators programmes, health services, effective policing, housing, domestic violence, harassment, prosecution, outreach, multi-agency initiatives, assessing risk, costs

This book comprises a collection of reports that were commissioned under the Home Office Crime Reduction programme Violence Against Women Initiative, devised in partnership with the Women's Unit of the Cabinet Office. The chapters attend to the wide range of issues associated with the question of what works in reducing domestic violence. Chapters include a focus on: survivors' views, meeting children's needs, civil and criminal remedies, dealing with perpetrators, the role of the health services, effective policing policies, accommodation provision, assessment of risks, and the costs of domestic violence. Contributors: Audrey Mullender, Gill Hague, Sheila Burton, Leslie L. Davis, Valerie King, Jo Garcia, Sally Marchant, Jalna Hanmer, Sue Griffiths, Debra Levison and Nicola Harwin, Susan Edwards, Liz Kelly, Cathy Humphreys, Sylvia Walby, Andrew Myhill, Debbie Crisp, and Betsy Stanko.

- 19) Bloch, Alice. 2000. Refugee settlement in Britain: the impact of policy on participation. *Journal of Ethnic and Migration Studies* 26 (1):75-88.

**Keywords:** non-employment, intimate citizenship, gender-based violence, asylum seekers, refugees, policy, citizenship, employment, social security benefits

The immigration status of asylum-seekers and refugees- and associated citizenship rights- (e.g. access to the labour market and social security)- has potential implications across all three issues of non-employment, gender-based violence and intimate citizenship. This paper is based on questionnaires and interviews with refugees in London which explored factors affecting settlement. The author discusses recent Acts in Britain which have aimed at reducing the number of asylum seekers arriving and have eroded the citizenship rights of asylum-seekers within Britain. The article shows the importance of employment in settlement and the structural and attitudinal factors which impact upon participation. Refugees experience high levels of unemployment, women are more likely to be out of work and those refugees in work were largely in jobs that were low paid with poor conditions of employment. Barriers to employment include a lack of eligibility to work (asylum seekers have to wait 6 months before being allowed to apply for a work permit), a lack of transferability of qualifications (combined with prohibitive costs of retraining) and immigration status (a greater proportion of refugees and people with Exceptional Leave to Remain were working than asylum-seekers). The author concludes that insecurity of status and associated lack of citizenship rights create major obstacles for settlement.

- 20) Hoyle, Carolyn, and Andrew Sanders. 2000. Police response to domestic violence: from victim choice to victim empowerment? *British Journal of Criminology* 40 (1):14-36.

**Keywords:** gender-based violence, domestic violence, police, empowerment, pro-arrest, victim choice

This paper explores the views of victims about the value of criminal justice interventions in their own experience and assesses changes in police policy in the light of the victims' perspectives. The changes in policy considered are: the introduction of pro-arrest policies; and the establishment of domestic violence units and domestic violence officers. These policies were introduced to make police response more effective, where effectiveness was measured in terms of criminal justice sanctions. The article draws upon earlier fieldwork and interviews with 65 women who had experienced domestic violence. A variety of police policies are discussed, including the 'victim choice' position, 'pro-arrest' position and 'victim empowerment' position. The authors emphasise the importance of understanding the context in which women's decisions to call the police and seek arrest and prosecution are made, in that their choices are formed within relationships where controlling behaviours are prevalent which means women are situationally coerced by their circumstances and the task is to support women in changing their circumstances to enable them to make different choices. On the basis of the findings it is argued that whether victims of domestic violence call the police and follow their cases through depends in large part on the extent of the controlling behaviour of their partners and ex-partners. In concluding the authors criticise the 'victim-choice' policy since due to the coerced context their choices are reluctant- albeit often rational- choices. The pro-arrest position- in itself- whether or not followed by prosecution does not reduce violence, it only achieves this when accompanied by other interventions. It is argued that since the key to ending violence is to end abusive relationships, which is difficult given the controlling behaviours of partners, abused women need to be empowered to make the choices most likely to end the violence. In the study it was found that this empowerment could be achieved through the support work of some Domestic Violence Officers. In concluding, a model of a victim empowerment is proposed in which pro-arrest is vital and secondly, for arrest to create sufficient space for contact with a DVO, perpetrators must be bailed. Thirdly, victims must be quickly put in contact with the DVO who then need to work together to assess the victim's needs. The authors also propose that more work is required in relation to the development of effective perpetrator programmes to reduce violence through rehabilitation rather than punitiveness.

- 21) Kelly, Liz, and Linda Regan. 2000. Stopping traffic: exploring the extent of, and responses to, trafficking in women for sexual exploitation in the UK. London: Home Office.

**Keywords:** gender-based violence, trafficking, sexual slavery, legislation, rights, sexual exploitation

This reports on an exploratory study focusing on the trafficking in women for the purposes of sexual exploitation in the UK. The study is based mainly on a survey of police forces, supplemented by data from other sources (e.g. a review of the legislation, interviews with specialists, media accounts of cases, analysis of data on immigration patterns and prostitution related prosecutions). The report stresses the difficulty in accurately assessing the scale of trafficking in women, and it is estimated that there may have been between 142 and 1420 women trafficked into the UK in 1998. The study shows that the majority of

police forces have limited knowledge of trafficking, which may unintentionally create a 'climate of toleration'. It is argued that the current legal framework in the UK requires modernising and makes several recommendations to address trafficking in women effectively throughout the UK (e.g. reforming the legal framework, extending the pro-active approach developed by the Metropolitan Police and support for trafficked women from a specialist NGO).

- 22) Dobash, Russell, P, R. Emerson Dobash, Kate Cavanagh, and Jane Lewis. 1999. A research evaluation of British Programmes for Violent Men. *Journal of Social Policy* 28 (2):205-233.

**Keywords:** gender-based violence, perpetrator programmes

This paper discusses the results from a 3 year evaluation of two Scottish based court mandated programmes for violent men. The effects of the programme were compared with other responses such as fines and probation. The programmes are described and the methodological problems in previous evaluations of these programmes are discussed. One of the key principles of these programmes is to hold men responsible for their violent behaviour, using a direct pragmatic approach focused on men, their violence and need for change. The study was designed to avoid some of the problems associated with previous evaluations. On the basis of the findings, it is concluded that programmes for violent men can have an impact in reducing violent behaviour and the characteristics associated with effective intervention programmes are outlined.

- 23) Hanmer, Jalna, Sue Griffiths, and David Jerwood. 1999. Arresting evidence: domestic violence and repeat victimisation. London: Home Office.

**Keywords:** gender-based violence, domestic violence, police, policy, repeat victimisation

This paper reports on a policing project which was designed to reduce repeat victimisation through a programme of operational interventions which focused on the victimised woman and the offending man to develop an interactive crime prevention approach which protected the victim and demotivated the offender. The new operational procedures were implemented across one division of the West Yorkshire Police and required all officers to implement the Force policy on domestic violence, proceeding pro-actively to ensure the safety of the victim and to work closely with organisations supporting victims and responding to offenders. The project involved three phases: developing a three-tier intervention model; implementation; and evaluation of the model using quantitative and qualitative methods. The report considers the effectiveness of the project and discusses the main factors which appear influential in reducing repeat victimisation.

- 24) Macey, Marie. 1999. Class, gender and religious influences on changing patterns of Pakistani Muslim male violence in Bradford. *Ethnic and Racial Studies* 22 (5):845-866.

**Keywords:** gender-based violence, class, age, gender, ethnicity, culture, religion

This article takes as its starting point a previous paper in the journal by Burlet and Reid (1998) which attended to the gender dimension of the 1995 'Bradford Riots' public disturbances and seeks to extend their analysis using a feminist and sociological perspective to relate the events to the continuing violence taking place in both the public and private spheres. The data used in the article were collected over a four year period and include information gathered from interviews, meetings and focus groups from staff in further and higher education, male and female students, police personnel working with Asian women fleeing domestic violence or forced marriages, and domestic violence agency staff. The author begins by critically discussing the explanations of male violence which have been proposed in relation to the involvement of young men of Pakistani origin and Muslim faith in public disorder and violence, including consideration of the particular location (an area of high deprivation and unemployment), inadequate educational provision and low achievement amongst Bradford Pakistani boys, racial harassment by the police, institutional racism and the construction of a particular identity. The author argues that this focus needs to be widened to consider older Pakistani men and women as well as the law-abiding female counterparts of the young Pakistani men involved in violence. Instances of the shift from public protest to violence are then described, including discussion of the impact of a campaign against prostitution, and the ways in which violence has become an everyday part of life in some parts of Bradford. Violence in Pakistani households against wives and daughters is explored, noting that part of battle against domestic violence involves convincing religious leaders and men employed on racial equality bodies that there is a responsibility towards women as well as men. In the final part of the paper, the influence of religion on male violence on Bradford is examined, considering the differential impact of religion on the behaviour of men and women, the use of religion as power resource and the position of differently classed Pakistani Muslim women. The conclusion cautions against recent work by social science which has prioritised racial and cultural differences over gender, age, class location and religious affiliation, arguing that this leads to not only incomplete analyses but can also be seen as colluding in the oppression of women and children.

- 25) Choudry, Salma. 1996. Pakistani women's experience of domestic violence in Great Britain. London: Home Office.

**Keywords:** gender-based violence, domestic violence, Pakistani women

This briefing reports on a small-scale qualitative study which explores the experience of 14 Pakistani women who had suffered domestic violence. The research highlights the specific difficulties that were faced by these women. These difficulties included: the pressure to succeed in their marriage to avoid

dishonour and reject within their community; social isolation due to problems with language and being confined to the home; a lack of knowledge about their rights and entitlements; difficulties in communicating directly with police officers; and, for those women who had recently entered the UK, the 'One Year Rule' which leaves women with the stark choice of either putting up with the abuse or risk being deported. It is recommended that further work is conducted to explore these issues.

- 26) Collinson , Margaret. 1996. `It's only Dick': the sexual harassment of women managers in insurance sales *Work, Employment and Society* 10 (1):29-56.

**Keywords:** gender-based violence, sexual harassment, employment

This paper reports findings from a study of sexual harassment in the selling and management of life assurance- two areas of non-traditional work for women- which used quantitative and qualitative methods. The study found that sexual harassment was central to the women's experiences yet this was not revealed using surveys or direct interview questions, only through indirect questioning. The authors detail the accounts of five women's experiences of sexual harassment and the dilemmas the women encountered in attempting to deal with this harassment, as well as documenting the absence of support from management and personnel who sought to normalise the harassment and blame the victim. They conclude that extensive barriers continue to undermine women's capacity to resist sexual harassment.

#### 4.1 Comparative studies

- 27) Walby, Sylvia, and Andrew Myhill. 2001. New survey methodologies in researching violence against women. *British Journal of Criminology* 41 (3):502-522.

**Keywords:** gender-based violence, methodology, comparative, Finland, the Netherlands, UK, surveys

This paper argues for the development of new survey methodologies to more adequately research violence against women. The authors begin from the observation that, despite improvements, methods of data collecting on violence against women in the UK remain inadequate. The paper critically discusses three types of national surveys, including generic crime surveys such as the British Crime Survey, dedicated domestic violence surveys (e.g. the US National Family Violence Surveys), and violence against women surveys (e.g. the Statistics Canada Violence against Women Survey). It is argued that while the dedicated violence against women surveys constitute a more adequate way of collecting data on violence against women, further developments are necessary. The developments recommended include: enhancing the sampling frame to include those not in permanent residences, which would include those women in temporary accommodation who have fled violent homes; improvements in the

way definitions of violence are operationalized and the way series of events over time are recorded; and the collection of more disaggregated socio-economic data to allow more exploration of the role of social exclusion and poverty in relation to violence.

- 28) Guerrier, Yvonne, and Amel S. Adib. 2000. 'No, we don't provide that service': the harassment of hotel employees by customers. *Work, Employment and Society* 14 (4):689-705.

**Keywords:** gender-based violence, sexual harassment, service sector, Europe, comparative

This paper presents the findings from a study investigating the harassment of hotel employees and begins by discussing the features of hotel employment (e.g. the hotel as both a private and public space, the gendering of hotel work as women's work and the sexualisation of women, the vulnerability of staff to harassment from guests in the context of an implicit power imbalance in the guest/staff relationship). The study used qualitative interviews with students (9 women and 6 men) who had been on a one-year work placement in hotels in Britain and abroad, including Europe. The students had been employed in a variety of roles within the hotels, undertaking work in reception, bar, restaurant, and many of the women had also worked as chambermaids. Twelve respondents described incidents of harassment, with only one stating specifically that there had been no harassment and the other two not describing specific instances. 26 incidents were reported (12 experienced by the respondents and 14 experienced indirectly) ranging from mild to serious harassment, including sexual, racial ethnic and violent. The jobs where there was the highest experience of harassment were female chambermaids and female receptionists. The authors provide examples of the harassment and the way in which hotel workers are sexualised. Strategies of resistance are also discussed, emphasising that although overt resistance was rare (given the risk of reprisals and job loss associated with this strategy), and employees had learned to accept a degree of abuse as 'part of the job', they had also developed strategies for coping with harassment such as learning to detach and using humour. It is concluded that if effective strategies for managing abusive customers are to be developed then there needs to be recognition that hotels are public, sexualised and risky environments.

## 5. OPERA- gender training books and manuals

Below is a selection of the manuals available that are relevant to the QUING areas of analysis.

- 1) Equal Opportunities Commission. 2006. Gender Equality Duty- draft code of practice England and Wales. Manchester: Equal Opportunities Commission.

**Keywords:** gender equality training manual

This provides guidelines for public bodies on the Gender Equality Duty, includes an overview of the GED, details on how to meet the duty, and information in relation to the enforcement of the duty.  
Separate guide available for Scotland.

- 2) National Domestic Violence Health Practice Forum. 2006. Domestic abuse training manual for health practitioners. London: Department of Health and the Home Office.

**Keywords:** gender equality training manual

Manual to accompany the 'Responding to domestic abuse: a handbook for health professionals'. Designed to improve service provision for those who experience domestic abuse.

- 3) Southall Black Sisters and Women's Resource Centre. 2006. How can I support her? Domestic violence, immigration and women with no recourse to public funds.

**Keywords:** gender equality training manual

This guide is aimed at voluntary and community organisations to help caseworkers and advisors provide practical support and assistance to women who are eligible to apply for stay in the UK on the basis of domestic violence.

- 4) Equal Opportunities Commission. 2005. Action for Change. Manchester: Equal Opportunities Commission.

**Keywords:** gender equality training manual

The 'Action for Change' series comprises short guides aimed at various key stakeholders including Learning and Skills Councils, training providers, employers, careers advice professionals and teachers, and those involved in work-related learning. The guides provide practical advice specific to each audience on opening up non-traditional opportunities for women and men.

See: <http://www.eoc.org.uk/Default.aspx?page=17333>

In addition, the EOC's website offers guidance and advice to employers across a range of gender equality issues with downloadable guides. For example:  
Toolkit for employers: Managing employees who are pregnant or new parents

This toolkit will help employers manage pregnant women and parents in an open and constructive way.

**Employment**

Information on sex discrimination and equal pay in England, Scotland and Wales. Explains the implications of the law and gives advice on good practice for employers and businesses.

**Advice for small businesses**

Information for small businesses about how to avoid sex discrimination and put gender equality into practice.

**Equality checklists for Line Managers and Supervisors**

Equality checklists produced by the EOC to help Line Managers and Supervisors put equality into practice in the workplace.

For further information, see 'How to put equality into practice':

<http://www.eoc.org.uk/Default.aspx?page=15420>

- 5) Women and Equality Unit. 2005. Gender reassignment- a guide for employers  
London: Women and Equality Unit, Department of Trade and Industry.

**Keywords:** gender equality training manual

This guide provides employers with information about the relevant legislation relating to transsexual people and includes practical suggestions for good practice in the workplace. The document also contains a glossary of terms and list of useful organisations.

- 6) Kelly, Liz. 2000. Violence against women and children - vision, innovation and professionalism in policing: CWASU.

**Keywords:** gender equality training manual

The 'VIP Guide' has been designed to promote awareness amongst police officers of the different forms of violence against women and children, including trafficking.

Available from the Child and Woman Abuse Studies Unit or through Council of Europe.

- 7) Stonewall. The employment equality (sexual orientation) regulations: guidelines for employers. [www.stonewall.org.uk](http://www.stonewall.org.uk): Stonewall

**Keywords:** gender equality training manual

Stonewall, a group established in 1989, works to achieve equality and justice for lesbians, gay men and bisexual people. Their website offers a number of downloadable guides (for employers and employees, as well as more general guidelines relating to legislation), see: <http://www.stonewall.org.uk/default.asp>  
This guide provides information for employers in relation to the Employment Equality (Sexual Orientation) Regulations (2003) and contains details about the legislation and about what it means in practice.

- 8) Women and Equality Unit. Gender impact assessment  
[http://www.womenandequalityunit.gov.uk/equality/mainstreaming\\_explained.htm](http://www.womenandequalityunit.gov.uk/equality/mainstreaming_explained.htm): Women and Equality Unit, Department of Trade and Industry.

**Keywords:** gender equality training manual

This document provides details about gender mainstreaming and offers a framework for Gender Impact Assessment- outlining a series of steps: Define issues and goals; Collect data and develop options; Communicate; Deliver; and Monitor and evaluate. Examples of the implementation of these steps are described. A glossary of commonly used terms in relation to gender mainstreaming is included as well as a case study of gender mainstreaming in women's mental health. See also the Women and Equality Unit website for further background information on gender mainstreaming:  
[http://www.womenandequalityunit.gov.uk/equality/mainstreaming\\_explained.htm](http://www.womenandequalityunit.gov.uk/equality/mainstreaming_explained.htm)

## 6. FRAGEN

A selection of the main archives in the UK are listed below:

### **Equal Opportunities Commission**

For gender equality policy enquires:

Arndale House  
Arndale Centre  
Manchester, M4 3EQ  
Email: [info@eoc.org.uk](mailto:info@eoc.org.uk)  
Fax: 0161 838 8312  
Tel: 0845 601 5901  
Website: <http://www.eoc.org.uk/Default.aspx?page=0>

### **Feminist Archive North (FAN)**

The Feminist Archive North (FAN) holds material relating to the Women's Liberation Movement (WLM) from 1969 to the present. Topics covered include the women's peace movement, women's studies, women and development, and violence against women.

Special Collections  
Leeds University Library  
Woodhouse Lane  
Leeds  
West Yorkshire  
LS2 9JT  
England  
Email: [specialcollections@library.leeds.ac.uk](mailto:specialcollections@library.leeds.ac.uk)  
Telephone: 0113 34 35518 or 0113 34 36383  
Fax: 0113 34 35561  
Website: <http://feministarchivenorth.org.uk/>

### **Feminist Archive South**

Houses collection of national and international material of the second wave of feminism.

Trinity Road Library  
St Phillips  
Bristol, BS2 0NW  
England  
Tel: 0117 935 0025  
Email: [femarch@femarch.freeseerve.co.uk](mailto:femarch@femarch.freeseerve.co.uk)  
Website: <http://www.femarch.freeseerve.co.uk>

### **Feminist library**

(Currently under threat of closure, meeting held in February 2007 to discuss whether to close the library and finding another home for the collection)

Feminist Library, 5 Westminster Bridge Road, London SE1 7XW

### **Glasgow Women's Library**

Established 1991, collection of variety of materials, currently in temporary accommodation and due to relocate in 2008 to Glasgow's Mitchell Library.

Glasgow Women's Library  
2nd Floor, 81 Parnie Street  
Glasgow G1 5RH  
Telephone/Fax: +44 (0)141 552 8345  
Email: [info@womenslibrary.org.uk](mailto:info@womenslibrary.org.uk)  
Website: <http://www.womenslibrary.org.uk/>

### **The Women's Library**

Cultural centre housing most extensive collection of women's history in the UK, part of London Metropolitan University. The library was first established in 1926 and moved into its purpose-built home in 2002.

The Women's Library  
London Metropolitan University  
Old Castle Street  
London E1 7NT  
Telephone +44 (0)20 7320 2222  
Fax +44 (0)20 7320 2333  
Email enquiries: [moreinfo@thewomenslibrary.ac.uk](mailto:moreinfo@thewomenslibrary.ac.uk)  
Website: <http://www.londonmet.ac.uk/thewomenslibrary/>

### **Women's Archive of Wales**

Established to promote the study, and to rescue and preserve the sources, of women's history in Wales. Current collections housed within existing record offices in Wales, and in the National Library of Wales.

Archif Menwyd Cymru / Women's Archive of Wales  
c/o Ursula Masson, School of Humanities,  
University of Glamorgan,  
Pontypridd,  
CF37 1DL  
Tel: 01443 483406 or 01792 233482  
E-mail: [umasson@glam.ac.uk](mailto:umasson@glam.ac.uk), [avril@rolph24.freeseve.co.uk](mailto:avril@rolph24.freeseve.co.uk)  
Website: <http://www.womensarchivewales.org/en/index.html>