

# FUNDING FOR INCLUSION

## in THE EQUATION



WHAT ARE FOUNDATIONS DOING TO IMPROVE THE POSITION OF WOMEN AND GIRLS?

When GrantCraft and MamaCash set out to collect inspiring and instructive practices, many answered



True, most European foundations focus on themes, or cover geographic areas, but some gentle probing showed that there are plenty of practices that acknowledge and address the different interests and needs of male and female children/migrants/unemployed/scientists/artisans/artists/teenagers/patients etc.

### Some EXAMPLES of the gender gap in Europe

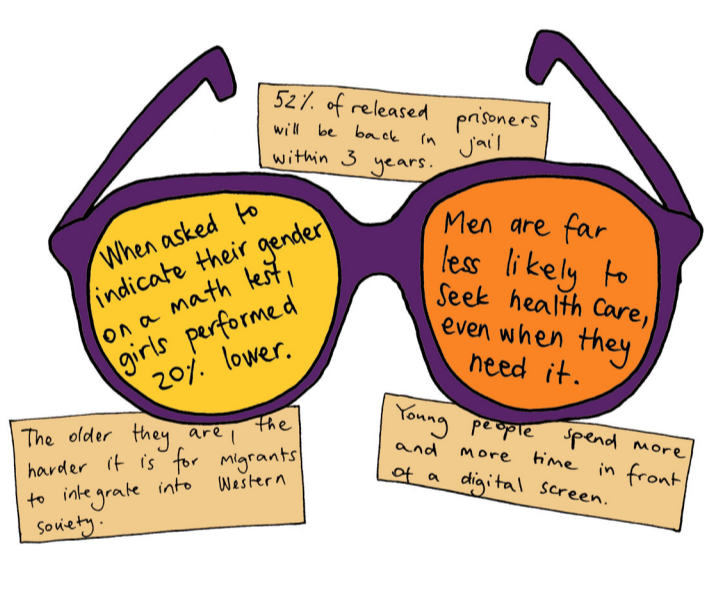
According to the **European Commission** on average women earn **17%** less than men.

The Commission also found that in 2006, only **30%** of scientific researchers were women.

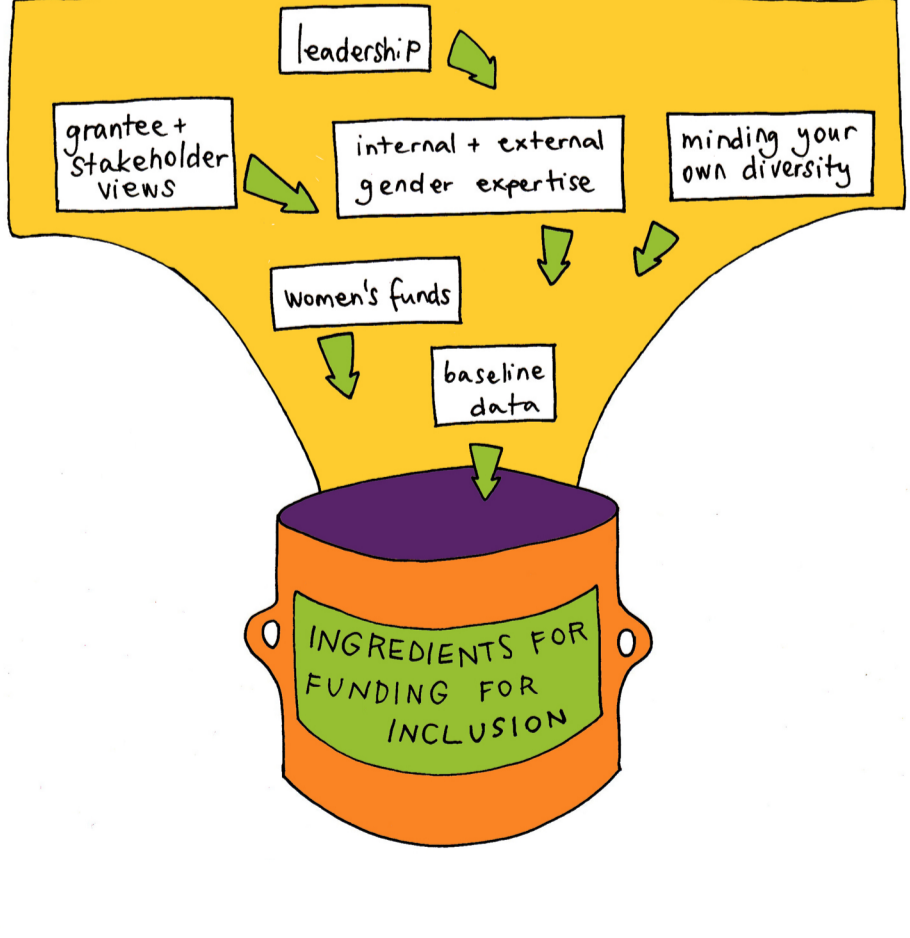
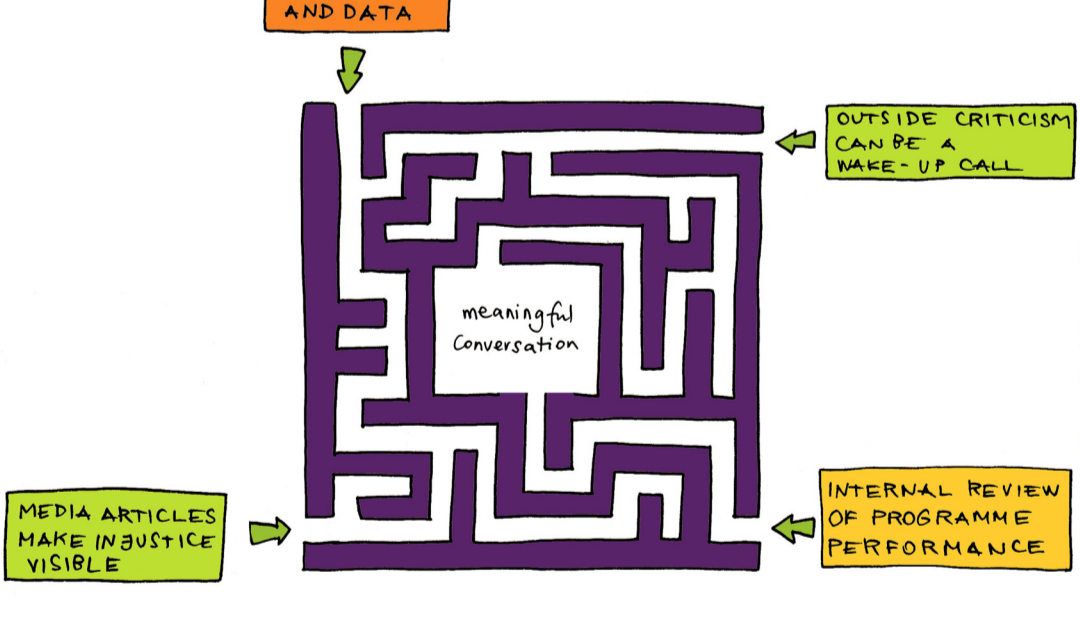


### Applying a GENDER LENS

Societies are gendered. To REALLY SEE what's going on, you need a gender lens.



How to start a dialogue about gender?



Gender can't be imposed like a rule. So I make suggestions, show by doing. I do not want to be prescriptive.

If our partners do not have such a gender analysis, we engage them in dialogue.

Gender is not something extra to do. It is about being more efficient.