Quote/Unquote

"The gender debate for me has deepened the whole question of power. As a man I feel that there are many dimensions of power where I am not in a position of power. Yet in terms of gender, I am [powerful]; and I am not conscious of that as I am not interested in playing power games, but I realize (with hindsight that I am actually located within a position of power. (Mandy Macdonald et al. *Gender and Organizational Change: Bridging the Gap Between Policy and Practice*, p.42)

"Women flock the corridors of public offices and use their visibility and physical presence as a means of achieving their aims .. Although I did not observe the formation of formal women's groups in these situations, ... there is, at the very least, the formation of a female front, one that relies on the supposed individuality of each case while evoking particularly female culture categories such as motherhood. Thus women constantly invoke the domestic sphere to legitimize their excursions into the public sphere and their incursions into the formal decision-making arena." (Dawn Chatty and Annika Rabo (eds.) *Organizing Women: Formal and Informal Women's Group in the Middle East*, p. 235)

" As a woman working in a male-dominated sector, I find that the gender issue gives me the opportunity and the strength to fight for changes that are not strictly connected with gender but which do promote the sensitivity on 'difference', in terms of age, race, ethnicity or class, which is so important for our work" (Mandy Macdonald et al. *Gender and Organizational Change: Bridging the Gap Between Policy and Practice*, p.28)

"The fear that we may be imposing our own cultural values by insisting on promoting gender equity in our development work is a real one. However, it is real not because we have concerns about cultural imperialism, but because we allow our own culture-based assumptions about women to color the way we receive alternative visions of gender equality. We assume that women in developing countries are passive and docile, and that our own view of gender roles, norms, and practices is true for everyone. We also fail to recognize the everyday forms of resistance put up by subordinated groups, because these forms of resistance may not correspond to our experience." (Maitrayee Mukhopadhyay, *Development and Gender* 3/1 [Oxfam, 1995]: 15)

"Making an organization's culture friendly to women involves challenging male dominance. Women need to move as freely and comfortably in the organizational medium as men do: to reclaim a cliché usually uttered as criticism, women need to be able to act 'as if they owned the place.' To achieve this, an organizational culture and structures of mutual support for women need to be built, so that women can feel they are not isolated individuals but a potentially powerful group." (Mandy Macdonald et al. *Gender and Organizational Change: Bridging the Gap between Policy and Practice*, p.127)

"As time goes by, it is becoming clearer that the recognition of women's right to vote, or to take an active part in political life, does not on its own make any fundamental change in the position of women who stand on the lowest rungs of society. Whether they throng to the voting booths or abstain, succeed in getting into parliament or fail, the position of a woman belonging to the poorer classes of society does not improve except in very minor ways. She remains a prey to exploitation and oppression, a vassal to her husband and a prisoner of the class to which she belongs. Even when there is a strong women's organization that can reap the benefits of new laws, and a sweeping movement towards social change, the progress that women can attain remains limited." (Nawal Al-Saadawi, *The Hidden Face of Eve*, p. 178)

"When women's legal rights are insecure, they demand more children. If women cannot own land, do not have rights to property when their husbands die or if they divorce, or are legally treated as minors, then children provide them with their only security. Unless women's legal status is strengthened, they will demand large families as insurance against future uncertainty. Laws must be enforced to ensure women's rights to acquire, own and dispose of property, and to protect them from discrimination. Customary laws and practices that inhibit women's rights and opportunities must also be addressed (Suad Joseph (ed.), *Gender and Citizenship in the Middle East*, p. 156)