



**Developments to Improve the Status of Women
Millennia 2015—Global Experts Study**

**A Real Time Delphi Study performed for the
Millennia 2015 Project**

**Summary Report
March 8, 2009**

A collective effort by Millennium 2015 Community
Edited by Theodore J. Gordon, Elizabeth Florescu,
Marie-Anne Delahaut, and Rosa Alegria

Table of Contents

Executive Summary.....	1
1. Background.....	7
2. The Method.....	7
3. The Participants.....	8
4. Summary of the Numerical Responses.....	9
5. Levels of Agreement.....	12
6. Reasons and Comments by Participants.....	14
6.1 Reasons concerning numerical answers.....	14
6.2 Miscellaneous comments provided by participants.....	16
Appendices.....	17
Appendix A: List of Participants.....	17
Appendix B: Summary of numerical responses.....	27
Appendix C: Responses distribution.....	34
Appendix D: Complete text of reasons given by participants.....	43
Appendix E: Comments by the Millennia 2015 Steering Committee.....	63
Appendix F: The questionnaire (adapted to text format).....	69

Executive Summary

A more systemic view and policy coherence is needed to help bridge rhetoric and action for improving the status of women. Despite the important advancements achieved over the past 100 years since women movement began, disparities continue worldwide, from the glass-ceiling in the nations adopting equality principles, to more difficult issues such as unequal access to education, healthcare and decision-making positions in many cultures and world regions.

Gender equality and advancement of women is addressed by the Commission on the Status of Women of ECOSOC and dozens of governmental and non-governmental organizations. Nevertheless, there is insufficient collaboration among the different organizations and programs, lack of a systemic view and coherence concerning the priority of prospective policies, and their likelihood, impacts, and potential for unintended consequences.

In order to foster informed dialogue and collect judgments about actions that might improve a synergistic collaboration between policymaking and the various organizations around the world working on women issues, the steering committee of Millennia 2015¹ initiated the global study “Developments to Improve the Status of Women.” The study was conducted using the Real Time Delphi technique provided by the Millennium Project².

A global expert panel was invited to consider around two dozen prospective developments that were seen as being not yet sufficiently addressed or resolved, or emerging, or growing in importance in the next two decades. For these developments and others they might suggest, participants were invited to consider policies, strategies, challenges, and barriers to improving the status of women worldwide and/or in specific regions or cultures by judging the probability, possible impacts, and potential negative effects of the developments, as well as to explain their responses. They were encouraged to give further details, identify other new developments of importance, to specify regions and sectors that might need special attention, and to suggest organizations that might be responsible for addressing the respective developments.

The questionnaire also asked for judgments about the expected future values of five variables that would help assess progress or regress in addressing gender equity.

The results show a wide range of views; remarkably, for all of the developments there was at least one rating at the extreme high and one at extreme low as of all aspects—probability, impact, and backfire potential. However, there was a considerable amount of agreement about many developments.

Positive developments seen as likely, with high impact and low backfire potential (hence, the easiest to implement) include:

- equal access to education is guaranteed by law in all countries [but as one respondent reminds us to ask, what will be taught?]

¹ Millennia 2015 http://www.millennia2015.org/Steering_Committee

² Millennium Project <http://millennium-project.org>

- women's right to health information and family planning, to decide on pregnancy, and access to safe, effective and affordable health care services is guaranteed in all countries
- women have equal access to training and skills-development programs to ensure their full participation in the economic and social life, worldwide
- access to investment and financing mechanisms is equal for men and women

Not all attractive developments were seen as achievable by 2018. For example, there was a fairly high level of agreement that:

- economic penalties for countries that fail to meet global gender equity standards will not be in place
- the media will not have stopped perpetuating gender stereotypes
- men and women will not have equal access to natural resources (land and water)

The following tables show the average of the responses. [The numbers in front of the developments represent their respective sequential number in the questionnaire.]

Developments rated as having the highest probability were:

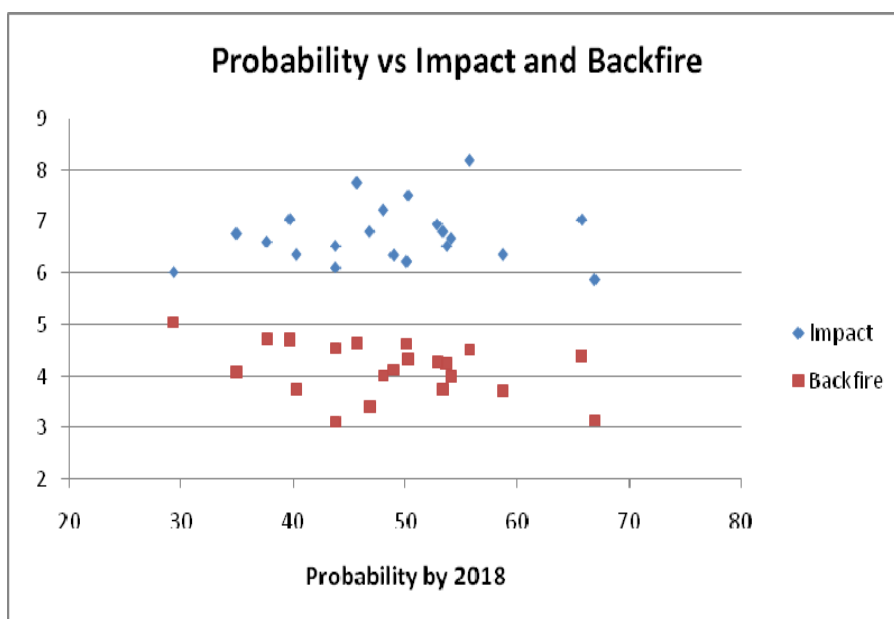
Development	Probability	Impact	Backfire
19. Periodic assessments are conducted worldwide on gender-equity status and the results are generally available.	66.86	5.86	3.14
21. Gender based infanticide is considered genocide and a crime against humanity.	65.72	7.03	4.40
12. Gender perspective is considered in ongoing (and future) research that might have an important impact on humanity (e.g. biotechnology)	58.70	6.35	3.72
8. Equal access to education is guaranteed by law in all countries.	55.73	8.19	4.52
2. Most important social and economic indicators for essentially every country and the world as a whole are gender-disaggregated.	54.08	6.67	4.00
3. New economic indicators are created that quantify (as monetary value) non-traditional work that promote welfare and quality of life (e.g. house work, elderly and children care, etc)	53.69	6.52	4.25
14. Special rules are adopted for the protection of women and children in conflict and post-conflict situations.	53.34	6.80	3.75

Developments rated as having the lowest probability were:

Development	Probability	Impact	Backfire
4. Almost all national and international development programs are designed to avoid gender-sensitive issues.	43.79	6.52	4.55
13. Areas in which women are disproportionately vulnerable (e.g. climate change effects) are recognized and strategies are gender-sensitive.	43.78	6.1	3.11

11. Equal access to ICT is guaranteed by law worldwide. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)	40.29	6.35	3.75
6. Access to natural resources (land and water) is equal to men and women. (Please list specific inequalities which you think may exist by 2015, their importance, and the organization(s) that should address them in the "Reasons" section)	39.71	7.04	4.72
16. At least 33% women ratio in government bodies is mandatory worldwide.(Please list the countries/regions for which you think this will not be the case in the "Reasons" section)	37.66	6.60	4.73
15. Media stops perpetuating gender stereotypes.	34.94	6.76	4.08
17. Economic penalties are introduced for countries that fail to meet global gender equity standards.	29.36	6.01	5.05

The following graph shows the correlation between the developments' probability and impact, and backfire potential respectively:



It is noticeable that, generally, the higher the probability, the higher the impact and the lower the backfire potential.

Five variables were also presented to the participants; these were measures that would help assess progress or regress in addressing gender equity. The participants were asked for judgments about the best plausible, worst plausible, and ideal values of the variable by 2015.

The following table shows the average responses.

Variable	Best	Worst	Ideal
23. Ratio of average employed women's income to men's.	83.02	58.57	77.83
25. Life expectancy of women.	78.78	64.09	75.62
26. Percentage of women, worldwide, who have essentially free access to pre and post natal care.	69.51	47.59	71.35
22. Percentage of all the world's parliaments that are women.	33.24	13.58	31.05
24. Percentage of the world's ambassadors that are women.	28.37	11.86	34.46

It is significant to note that for two variables, the value seen as ideal is above the best plausible value by 2018.

The participants provided many interesting comments in the “Reasons” section. Several themes could be seen throughout these comments:

- When men have jobs, it is easier to obtain and implement gender-sensitive policies.
- Frameworks of international and national regulations are indispensable.
- Despite many existing regulations, the gap between rhetoric and practical realities is closing too slowly because of lack of proper enforcement measures.
- Education at all levels should be sensitive to gender issues.
- If gender-sensitive regulations are seen to improve national economies, they are more likely to be introduced and acted upon.
- The vectors of change seem to be positive and moving in a positive direction overall, but in many countries, geographic regions, and rural areas change is more difficult because of specific customs and taboos.
- Change takes time—mostly when involving mind-set, as is the case of women status.
- If positive change is to continue, it will—in large measure—be up to women and women’s groups to galvanize action.

Some comments pointed to the difficulty of implementing regulations and policies already in place:

Many countries signed the CEDAW and other international documents requiring gender equality. It obligates them to follow their responsibilities. But there are many among them which do not have real mechanisms to promote gender equality in all spheres of life. It will happen under strong consolidated demands of the national women’s movement in every country.

Considering the situation in Africa, not much change is to be expected as a result of these regulations, ratified or not, unless women organize themselves at high level and develop strong lobby and advocacy. However, the women’s movement is too busy surviving, and lacks strategy and courage to accomplish this challenge.

[Equal access to training and skills development programs] in African and Muslim countries will not be possible in the next 40-50 years.”

Other participants were somewhat more optimistic:

We, in Africa, are still tied down by traditions that negate women in development. However, I believe that by 2018 women recognition and participation in decision making processes will be 60% plus. This is due to gender awareness campaigns and empowerment of women at all levels. The UN enhanced commitment to women is also expected to contribute significantly to this end.

One respondent imagined a table-turning event:

By 2018, (access to investment and financing) might go the other way around. Imagine men being routinely barred/denied micro credit loans and opportunities because of the growing perception that women are responsible and men are irresponsible, especially in poor countries. (The reality is, men are frustrated because there are no jobs. Men in every culture strongly identify themselves as “providers,” but if they are unable to provide, they will walk away when the other option is facing “shame”. Many futurist publications have done the math already and point to the fact that over the next ten years, especially in the Asian region and Latin American region, the “youthing” of these regions will find jobs less available... It’s bold, but it makes sense to reframe this question to address a future male disadvantage.

The contentious issue: “Women’s right to health information and family planning, to decide on pregnancy, and access to safe, effective and affordable health care services” drew interesting comments of the following sort:

...maternal mortality and morbidity remain tragically high in several regions, including in most of sub-Saharan Africa and the poorer parts of South Asia. While some gains in combating maternal death and illness are expected in the next 10 years, current interventions will need to be scaled up and more resources directed towards them if significant inroads are to be made to protect women’s lives and health.

The religious issue in the most countries makes advances in this matter more difficult.

Overpopulation and its terrible consequences (ecological crisis, hunger, misery, violence etc.) force powers to give this right to women.

Difficult to implement in Africa, Latin America, Islamic countries (composite of a number of responses).

Strong beliefs limit rational thinking on this item.

Some participants suggested other developments:

By 2018 (or 2015), an economic (or macroeconomic) theory of development gains worldwide acceptance. The theory proves—among other things—that gender inequality causes a nation to lose money (output/productivity declines – GDP, etc.). It slows a nation’s economic growth, productivity, and inhibits gain in human capital innovation, especially in areas of science, technology, and engineering.”

What about any biological developments? For example, the advent of gender choice drugs (pre-natal).

Among the specific recommendations were:

- Creation of “watchdog” groups to certify national compliance with gender equity standards
- Where regulations or enforcement is weak, women should organize themselves at high level and develop strong lobbies—a conventional approach which seems to be diminishing or is nonexistent in some places.
- Since it will be difficult to estimate the value of non-paid work for GDP calculations (and probably resisted), national quality of life measures should be commonly defined and tracked throughout the world.
- In seeking to reduce the digital divide, pay attention to the cost of access and availability of infrastructure, not just education.
- NGOs should take the lead in these matters. Government actions are too dependent on who’s in power; the private sector would be accused of creating inequalities.

The Steering Committee of Millennia 2015 provided important and useful suggestions for improving the report and to continue the study. There was consensus that a follow-up study should be performed taking into account new gender-specific issues triggered by the global economical turmoil, while also going into more details so that some emerging issues, regional differences and some contradictory trends currently operating at the global level be made more explicit. The follow-up Delphi should generate new insights for developing scenarios, preferred visions, and strategies needed to get there. One specific recommendation was for a study on “honour crimes” and forced marriages.

Concerning the suggestion of including some explicit data and ideas about emerging issues and regional differences, the editors felt that adding specific information would alter the scope and spectrum of responses received, since this report is based solely on the results and inputs collected through the Real Time Delphi.

Concerning the questionnaire, criticisms were raised by several respondents about poor or ambiguous wording of several questions, and at least in one case about the questions failing to be forward looking enough. Perhaps these issues can be corrected in a future study; if such work were undertaken we believe it should focus on how to translate the ethically-obvious into politically-accepted actions.

Participants in general showed a great interest in the study, read each other’s comments and some returned several times to see the study’s evolution or review their own inputs. The partial results of the study were presented by Marie-Anne Delahaut, head of Millennia 2015, at the ICT 2008 conference held in Lyon, France, November 25-27.

This report with the final results will be circulated to participants and to organizations and forums working on gender-equity issues to support policy making and set priorities.

1. Background

The study “Developments to Improve the Status of Women” is part of the Millennia 2015 process.

Millennia 2015 is a foresight research process organized by The Destree Institute³ and its partners. Its work is structured through three international conferences aiming at building, by 2015, a positive vision of the future by women for the entire world at the horizon 2025. The first international conference, “Women as actors of development for the global challenges” was held in Liège, Belgium, March 7–8, 2008. The second, focusing on the Knowledge Processes, is planned to be held in 2011 in Paris (at UNESCO), and the third, focusing on construction of Intelligence Platforms, is planned for 2015, at the UN, in New York. Millennia 2015 works with foresight as a method and the information society as context.

This study, “Developments to Improve the Status of Women,” was conducted in the period September 11–December 31, 2008, using the Real-Time Delphi technique provided by the Millennium Project.

The study was designed to collect judgments about gender-sensitive issues that are not yet sufficiently addressed or resolved, those that are emerging or might grow in importance in the next two decades, as well as policies, strategies, challenges and barriers to improving the status of women worldwide and in specific regions or cultures, and the organizations that exist or should be established to address them. The horizon was 2018. The experts were invited to provide judgments about the likelihood, expected impacts, and backfire potential of a given set of future developments that could affect women. Over 200 invited experts from around the world participated and a total of 4,196 questions were answered.

2. The Method

The Real-Time Delphi⁴ is a relatively new and efficient method for collecting and synthesizing expert opinion. It can and has been used when the experts are widely scattered geographically, when timing is critical, and when expert input is required in making important decisions. In “classical” Delphi, the judgments collected in one round are fed back to the participants in subsequent rounds. By contrast, Real-Time Delphi is conducted online and is roundless; answers to the online questionnaire are held in a database and group responses are fed back to participants in real time. As in classical Delphi, participants are anonymous to one another and may omit any questions they wish. Respondents are requested to provide reasons for their answers and respondents are encouraged to revisit the questionnaire and eventually, if they wish, revise their responses in view of the reasons submitted by others or complete their own inputs.

The questionnaire used in this study appears in Appendix F.

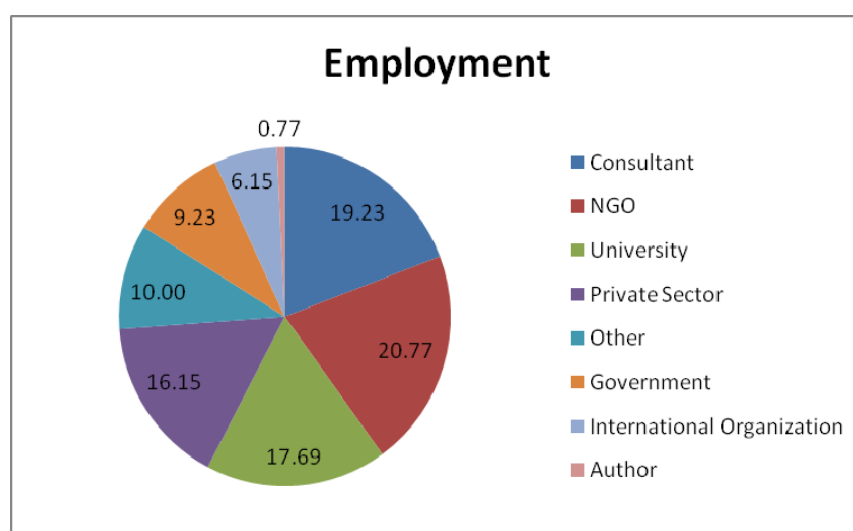
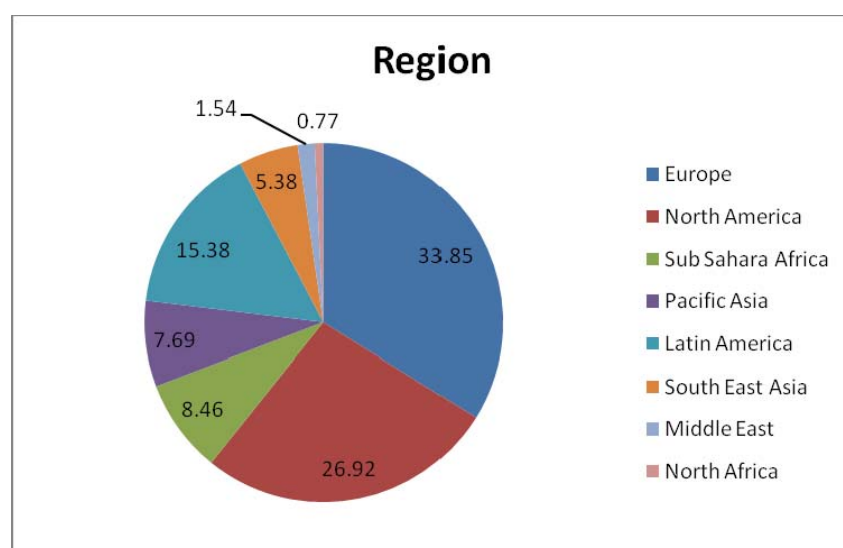
³ The Destree Institute <http://www.institut-destree.eu>

⁴ The Real Time Delphi technique has been developed by Theodore J. Gordon, <http://realtimedelphi.net/>

3. The Participants

Participation was invited from international and intergovernmental organizations, NGOs, governments, specialized institutes, academia, and the private sector. Invitations and reminders were widely circulated during the interval that the questionnaire was active. A total of 220 people signed in and 4,196 questions were answered, about 32 per respondent. The list of people who signed in is available in Appendix A.

The following graphs present the respondents' regional and sectoral demographics:



4. Summary of the Numerical Responses

Following is presented a summary of the numerical responses, with the developments ordered by the probability of occurring. The complete list is available in Appendix B.

[Note: the numbers in front of each development represent the sequential number the respective item had in the questionnaire—see *Appendix F: The questionnaire*]

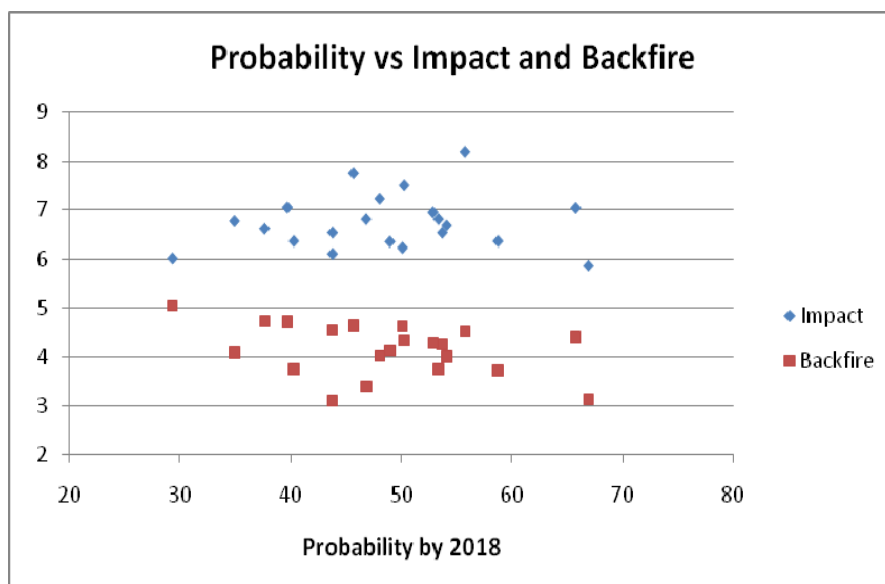
Development	Probability	Impact	Backfire
19. Periodic assessments are conducted worldwide on gender-equity status and the results are generally available.	66.86	5.86	3.14
21. Gender based infanticide is considered genocide and a crime against humanity.	65.72	7.03	4.40
12. Gender perspective is considered in ongoing (and future) research that might have an important impact on humanity (e.g. biotechnology)	58.70	6.35	3.72
8. Equal access to education is guaranteed by law in all countries.	55.73	8.19	4.52
2. Most important social and economic indicators for essentially every country and the world as a whole are gender-disaggregated.	54.08	6.67	4.00
3. New economic indicators are created that quantify (as monetary value) non-traditional work that promote welfare and quality of life (e.g. house work, elderly and children care, etc)	53.69	6.52	4.25
14. Special rules are adopted for the protection of women and children in conflict and post-conflict situations.	53.34	6.80	3.75
1. National and international regulations requiring that all policies concerning important issues be gender sensitive.	52.84	6.94	4.28
9. Women have equal access to training and skills-development programs to ensure their full participation in the economic and social life, worldwide.	50.25	7.50	4.33
18. Incentives are offered to organizations that implement and exceed gender-equity norms.	50.10	6.22	4.62
20. All the multilateral banks and lending institutions, the World Trade Organization and the UN agencies require compliance with gender-equity standards as a prerequisite for loans or participation in any of their activities.	48.96	6.34	4.12
5. Access to investment and financing mechanisms is equal for men and women.	48.03	7.22	4.02
10. The “digital divide” between women and men is closed worldwide.	46.82	6.80	3.40

7. Women's right to health information and family planning, to decide on pregnancy, and access to safe, effective and affordable health care services is guaranteed in all countries.	45.67	7.75	4.64
4. Almost all national and international development programs are designed to avoid gender-sensitive issues.	43.79	6.52	4.55
13. Areas in which women are disproportionately vulnerable (e.g. climate change effects) are recognized and strategies are gender-sensitive.	43.78	6.10	3.11
11. Equal access to ICT is guaranteed by law worldwide.	40.29	6.35	3.75
6. Access to natural resources (land and water) is equal to men and women.	39.71	7.04	4.72
16. At least 33% women ratio in government bodies is mandatory worldwide.	37.66	6.60	4.73
15. Media stops perpetuating gender stereotypes.	34.94	6.76	4.08
17. Economic penalties are introduced for countries that fail to meet global gender equity standards.	29.36	6.01	5.05

It is particularly interesting to identify the items with lower probability and high impact, since these are good candidates for policy action (but consider the backfire potential):

<i>Development</i>	<i>Probability</i>	<i>Impact</i>	<i>Backfire</i>
6. Access to natural resources (land and water) is equal to men and women. (Please list specific inequalities which you think may exist by 2015, their importance, and the organization(s) that should address them)	39.71	7.04	4.72
15. Media stops perpetuating gender stereotypes.	34.94	6.76	4.08
16. At least 33% women ratio in government bodies is mandatory worldwide. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)	37.66	6.6	4.73
7. Women's right to health information and family planning, to decide on pregnancy, and access to safe, effective and affordable health care services is guaranteed in all countries.	45.67	7.75	4.64
5. Access to investment and financing mechanisms is equal for men and women.	48.03	7.22	4.02

The following scatterplot displays the probability, impact, and backfire potential for all of the developments considered:



Note the trends suggested by this chart: (with much scatter) the higher the probability, the lower the backfire potential, and the higher the impact.

Several questions dealt with variables that could help understand the state of gender equity and therefore assess progress or regress. Participants were asked for judgments about the best, worst and ideal values of the variables by 2015.

<i>Variable</i>	<i>Best plausible value</i>	<i>Worst plausible value</i>	<i>Ideal value</i>
22. Percentage of women in all the world's parliaments.	33.24	13.58	31.05
23. Ratio of average employed women's income to men's.	83.02	58.57	77.83
24. Percentage of the world's ambassadors that are women.	28.37	11.86	34.46
25. Life expectancy of women.	78.78	64.09	75.62
26. Percentage of women, worldwide, who have essentially free access to pre- and post-natal care.	69.51	47.59	71.35

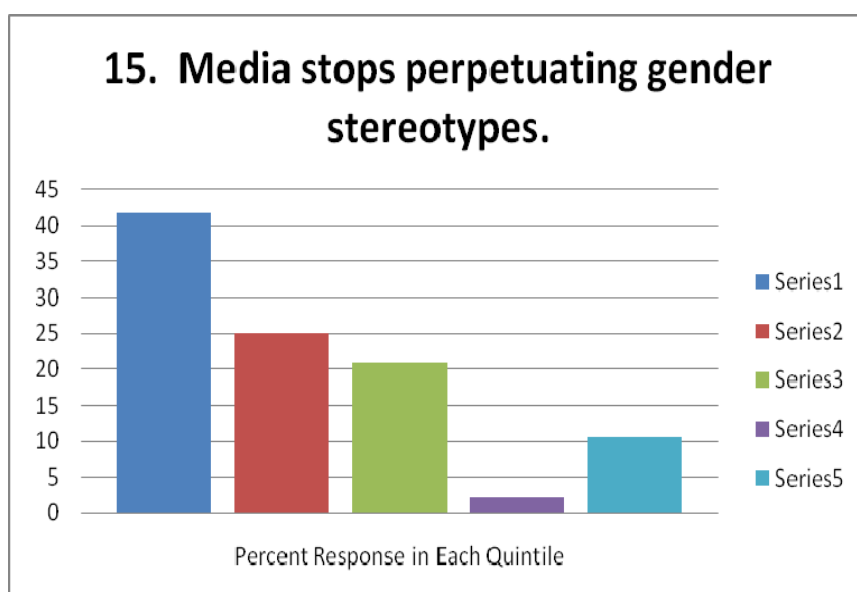
It is significant to note that in two cases (“Percentage of the world's ambassadors that are women”, and “Percentage of women, worldwide, who have essentially free access to pre- and post-natal care”) the value seen as successful is above the best plausible value by 2015, meaning that increased efforts are deemed necessary to pursue policies improving the situation in these areas.

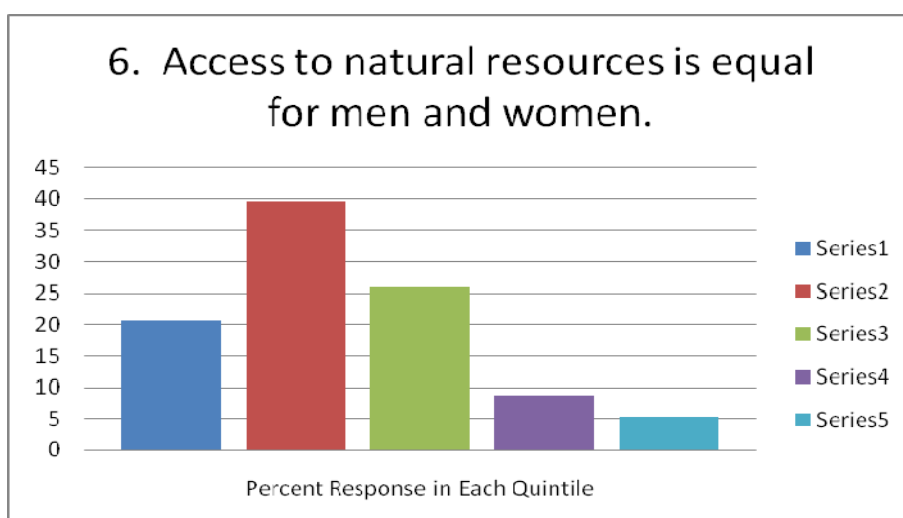
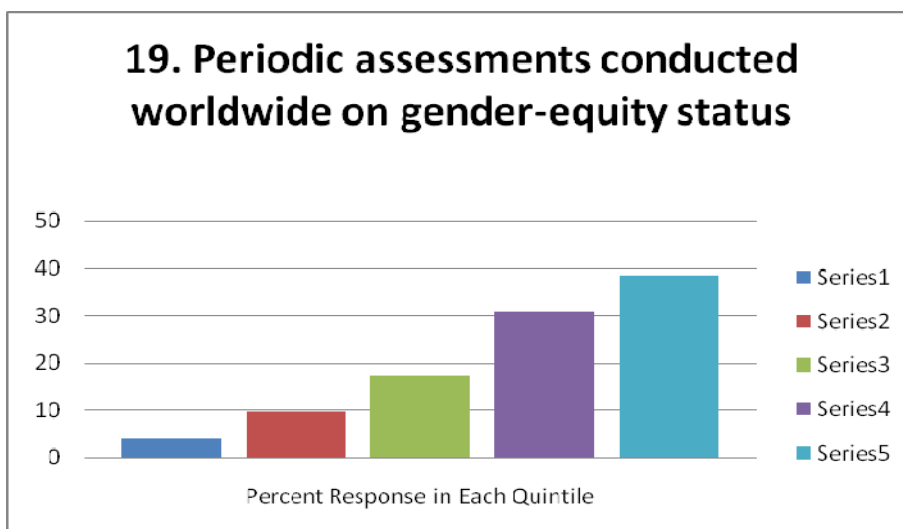
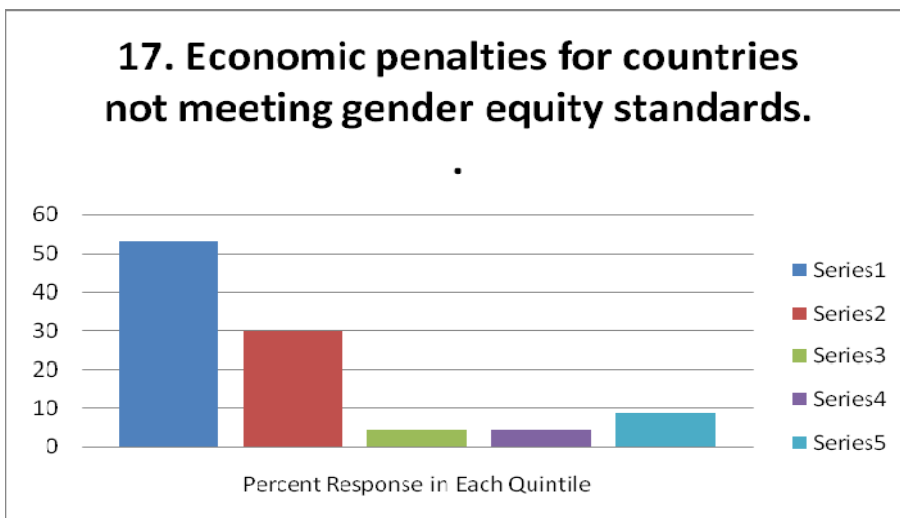
5. Levels of Agreement

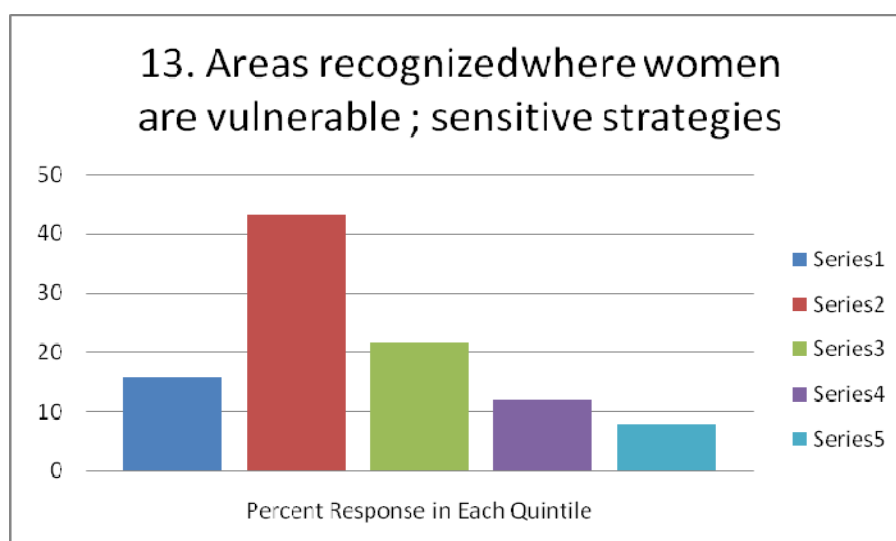
Appendix C lists the distribution of responses for each of the questions asked. It is remarkable that for all of the developments considered at least one person rated at maximum the probability (100%), the impact (10), or the backfire potential (10). At the same time there was at least one person who thought the probability of each development was below 10% and the impact and backfire potential was 1 or 2. Nevertheless there were many developments about which the distribution showed sharp agreement. For example, there was a fairly high level of agreement that by 2018:

- worldwide periodic assessments on gender-equity status will be conducted and the results will be generally available
- there will not be introduced economic penalties for countries that fail to meet global gender equity standards
- the media will not stop perpetuating gender stereotypes
- men and women will not have equal access to natural resources (land and water)

The following graphs show some examples of response distributions where 40% or more of the responses were concentrated in one quintile. [For reference, the following graphs represent the distribution of probability assessments as follows: Series 1: 0-20%, Series 2: 20-40%, Series 3: 40-60%, Series 4: 60-80%, and Series 5: 80-100%).







6. Reasons and Comments by Participants

6.1 Reasons concerning numerical answers

The respondents were given the opportunity to provide reasons for their respective quantitative answers individually for probability, impact, and backfire. A total of 206 reasons were received and these are presented verbatim in Appendix D. Listed below are some selected reasons that show the breadth of information and opinions provided by the respondents.

Development 1: National and international regulations requiring that all policies concerning important issues be gender sensitive.

Column: Probability. Quantitative Answer: 80% [original French answer in Appendix D]

Reason: *The national and international institutions take more and more into account the gender issue as a "development factor". There will always be "bad use" of the idea of equality (not only related to gender), but overall, the impact on the development could be only positive. Insofar as the question of gender equality has been launched for several decades, one can expect that the recommendations of the UN and public institutions will follow this tendency, which will increase thanks in particular to the ICT and to local actions. The frameworks of international and national regulations are indispensable "indicators" so that mentalities change. The question is to know how the change will be gradually implemented at the population level in each country. Other mentality changes have to be managed simultaneously, to avoid triggering other persistent imbalances.*

Column: Impact. Quantitative Answer: 3 (on a scale of 1 to 10)

Reason: *Considering the situation in Africa, not much change is to be expected of these regulations, ratified or not. Unless women organise themselves at high level and develop strong lobby and advocacy, for application. However, the women's movement is too busy surviving, and lacks strategy and courage to accomplish this challenge.*

Development 3: New economic indicators are created that quantify (as monetary value) non-traditional work that promote welfare and quality of life (e.g. house work, elderly and children care, etc)

Column: Probability. Quantitative Answer: 30%

Reason: *I understand why this question would be asked, considering Hazel Henderson's view of a just economy. But how does it benefit a nation's economy – especially in a globalizing world - to put a value on housework? Here is another question: "Development: By 2018 (or 2015), an economic (or macroeconomic) theory of development gains worldwide acceptance. The theory proves – among other things - that gender inequality causes a nation to lose money (output/productivity declines – GDP, etc.). It slows a nation's economic growth, productivity, and inhibits gain in human capital innovation, especially in areas of science, technology, and engineering."*

Development 5: Access to investment and financing mechanisms is equal for men and women.

Column: Probability. Quantitative Answer: 50%

Reason: *Good. By 2018, it might go the other way around. Imagine men being routinely barred/denied micro credit loans and opportunities because of the growing perception that women are responsible and men are irresponsible, especially in poor countries. (The reality is, men are frustrated because there are no jobs. Men in every culture strongly identify themselves as "providers," but if they are unable to provide, they will walk away when the other option is facing "shame". Many futurist publications have done the math already and point to the fact that over the next ten years, especially in the Asian region and Latin American region, the "youthing" of these regions will find less available jobs (tight squeeze on land and resources because of development; tighter laws on agriculture due to climate change; automation, etc., etc.), will increasingly be a problem in terms of available jobs for young men. It's bold, but it makes sense to reframe this question to address a future male disadvantage.*

Development 7: Women's right to health information and family planning, to decide on pregnancy, and access to safe, effective and affordable health care services is guaranteed in all countries. (Please list the countries/regions which you think may lag)

Column: Probability. Quantitative Answer: 95%

Reason: *Overpopulation and its terrible consequences (ecological crisis, hunger, misery, violence etc.) force powers to give this right to women.*

Development 15: Media stops perpetuating gender stereotypes.

Column: Impact. Quantitative Answer: 10 [original French answer in Appendix D]

Reason: *Gender stereotyping perpetrated by the media damage women at all levels (family, employment, development). Women are often introduced like objects (sexual, social exploitation), and submissive to male authority (children, husbands, colleagues). This depreciating image undermines education and societal life. Less educated males (young children, boys, teenagers, as well as adults) are thus brought to think that they dominate women, who are at their service. The media should include/understand this problem and apply the rules of good manners in order to avoid hurting any social category with their advertisements (women/men, geographical origin, political or religious affiliation, etc.) Education is paramount at all levels.*

Development 20: All the multilateral banks and lending institutions, the World Trade Organization and the UN agencies require compliance with gender-equity standards as a prerequisite for loans or participation in any of their activities.

Column: Probability. Quantitative Answer: 40%

Reason: *It is a good idea but very difficult to implement especially because it will imply that there is an abundance of projects which is not the case and it will add a high bureaucracy with little impact on women.*

6.2 Miscellaneous comments provided by participants

Participants were invited to provide other comments or observations concerning the technique and/or this study's questionnaire.

One respondent communicated with the administrator privately to say in effect that they thought the questions were too "here" and "now" and should have been more future-oriented; that is dealing with future situations and breakthroughs. Another, in private communication, said she thought the questions could be greatly improved. Several respondents pointed out ambiguities or difficulties in interpretation of the questions.

The comments provided by respondents on the suggestion and sign-out sheet were:

- What about any biological developments? For example, the advent of gender choice drugs (pre-natal).
- When I press "go" in each cell it takes me back to the top of the page. It is taking too long to get an answer after I press sign out.

Appendices

Appendix A: List of Participants

Summary of Sign in and Respondents

Signed in	220
Answered at least one question	130

Achaiah Theodora
UCL
Belgium

AHM Bazlur, Rahman
Bangladesh NGOs Network
for Radio and Communication
Shamoli, Dhaka, Bangladesh

Ahon Adaka, Terfa
Federal College of Education (Tech),
Gombe
Gombe State, Nigeria

Akoutse, Koffi
Ong "Ecole Et Vie"
Lome, Togo

Alegria, Rosa
Millennium Project, Brazil Node
Sao Paulo, Brazil

Allen, Susan Davis
Arkansas State University
Jonesboro, USA

Hoyos, Arnoldo Jose
Nucleo de Estudos do Futuro (NEF)
Campinas, SP, Brazil

Ba, Salimata
PROGERT
Dakar, Senegal

Bahrami, Mohsen
Amirkabir University of Technology
Tehran, Iran

Bai, Ying
Future Research Center
Beijing Academy of Soft Technology
Beijing, China

Balog, Tereza
Chemical Engineer
Cluj-Napoca, Romania

Barbieri Masini, Eleonora
Gregorian University
Rome, Italy

Beck, Bethany
Vernon Hills
Illinois USA

Bell, Wendell
Yale University (retired)
Bethany, CT, USA

Bérenghère, Kesse
UCL
La Louvière, Belgique

Blaha, Brigitta
BMEIA
New York, NY, USA

Bock, Udo IPAZ - Agência Internacional pela Paz São Paulo, São Paulo, Brazil	Charlene, Lutes Auckland New Zealand
Bok, Barbara Barbara M. Bok Australia	Chevallier CRT Lorraine - ORT Pont-A-Mousson, France
Boyd, Laura Policy & Performance Consultants, Inc Norman	Choi, Younhee BPW Korea Gumi, Korea
Bussard-Lamb, Carolyn Houston TX USA	Chrominska, Sylvia Scotiabank Toronto, Ontario, Canada
Boussuard-Le Cren Sylvaine BPW Paris, France	Clarke, Pam Trevor Day School New York, NY USA
Bussers, Sylvie UCB Anderlecht, Belgium	Condorelli, Nella women in the city magazine internazionale on line Roma, Italia
Cedeno-Zamor, Patricia Wheelock College Boston,MA USA	Cook, Margaret Soroptimist International Ilkley, West Yorks., UK
Calderwood, Krista University of Concordia Montreal, Qc, Canada	Cosgrove, Catherine Gouv du Québec Mont-Royal, Québec, Canada
Cardoso, Roberta Fundacao Getulio Vargas Sao Paulo, Sao Paulo, Brazil	Daheim, Cornelia Z_punkt GmbH The Foresight Company Cologne, Germany
Carney, Terry International Federation of Red Cross and Red Crescent Societies (IFRC) Dakar, Sénégal	Daloze, Jacqueline Histoire collective Rossignol, Belgium
Casal, Jimena UBA Buenos Aires, Argentina	Daniel, Martha IMRI Laguna Hills, CA. USA

De Oto, Graciela
BPW Buenos Aires
Cap. Fed, Buenos Aires, Argentina

De Wandeler, Cécile
Vie Féminine
Bruxelles, Belgium

Debrulle, Sébastien
UCL
Louvain La Neuve, Belgium

Degraef, Veronique
Bruxelles Formation
Brussels, Belgium

Dejonckheere, Julie
UCL
Péruwelz, Belgium

Delahaut, Marie-Anne
The Destree Institute
Namur, Wallonia, Belgium

Delaney, Kate
Delaney & Associates
Deakin, ACT, Australia

Delmez, Germaine
Fiducial Office Solutions
Braine-l'Alleud, Belgium

Dessons, Pierre
Communauté de Communes de Parthenay
Parthenay, France

Destatte, Philippe
The Destree Institute
Namur, Wallonia, Belgium

Droog, Marie
Abunde srl
Brussels, Belgium

Duff, Mary
Guilford, CT, USA

Elleboudt, André
Prospect 15 / Ctre Culturel de Dinant
Dinant

Everard, Aline
Femmes & Foyer
bruxelles, Belgium

Eze, Ngozi
International Relief Friendship Foundation
Federal capital territory, Abuja, Nigeria

Fatou, Diouf
CAEDHU
Dkar, Sénégal

Florescu, Alexandra
Concordia University
Montreal, Qc, Canada

Florescu, Elizabeth
Millennium Project
Calgary, AB, Canada

Foldenyi, Gabriella
Metalux
Budapest, Hungary

Foltzer, Karine
Indépendant "états de la connaissance"
Mons, Belgium

Fontein, Nelleke
Soroptimist International
Leidschendam, Netherlands

Gaponenko, Nadezhda
Institute of Science Development Study
Russian Academy of Sciences
Moscow, Russia

Garcia-Granados, Dolores
Scotiabank
Mexico D.F., Mexico

Gendebien, Françoise
 Université Catholique de Louvain
 Louvain la Neuve, Belgium

George, Fanny
 Université Catholique de Louvain
 Feluy, Belgium

Germain, Valerie
 Heidrick & Struggles
 New York, NY USA

Glenn, Jerome
 Millennium Project
 Washington, DC, USA

Glinne, Harmony
 Université Catholique de Louvain
 Montignies-sur-sambre, Charleroi

Gobert, Floriane
 Université Catholique de Louvain
 Mons, Belgium

Golik, Vera
 Fundo Infinito Comunicação e
 Responsabilidade Social
 São Paulo, SP, Brasil

Gonzalez Ulloa, Yolanda
 GOBOMA, S.A DE C.V.
 México, D.F. México

Gordon, Ann
 Old Lyme, CT

Gordon, Ted
 Millennium Project
 Old Lyme, CT. USA

Gosselain, Véronique
 Aquapôle - University of Liège
 Cortil-Noirmont, Belgique

Gotthelf, Beth
 Butzel Long
 Bloomfield Hills, MI, USA

Gottsman, Jack
 The Clarity Group
 Palo Alto, CA, USA

Goyens, Sara
 Deloitte
 Diegem, Belgium

Grace M. Rose Gonzales
 Grace PG Design Group LLC
 San Antonio, Tx USA

Gruene, Matthias
 Fraunhofer Institute for Technological Trend
 Analysis INT
 Euskirchen, Germany

Grzich, Mirna
 imaginaria Cultural
 Sao Paulo Brasil

Guillaume, Anne
 Tranzitions
 Tourinnes-la-Grosse, Belgium

Guillaume, Michèle
 IBSR
 Bruxelles, Belgium

Gustin, Pierre
 ING
 Mehaigne, Belgium

Guzman, Liliana
 Namur, Belgium

Hardin, Lynne
 Integrated Solutions, Inc.
 Oklahoma City, OK

Harmegnies, Vinciane
SGRS
Sint-Stevens-Woluwe, Belgium

Harnisch, Ruth Ann
Harnisch Foundation
Nashville, TN USA

Harper, Audrey
Branford, CT, USA

Harrison-Ward, Jo
Fire and Emergency Services Authority
Subiaco WA Australia

Helbig, Joelle
IBM
Brussels, Belgium

Heuskin, Jean-Michel
CRIPEL
Liege, Belgium

Hichert, Tanja
Hichert and Associates
Somerset West, Canada

Hoetzel, Kerstin
RICS Europe
Brussels, Belgium

Hurley, Karen
University of Victoria
Victoria, BC, Canada

Iffland, Andrea
Asian Development Bank
Mandaluyong, Philippines

Innis, Karyl
The Innis Company
Dallas, TX

Ionete, Denisa-Elena
Brussels, Belgium

Jacobi, Maryjo
Pittacus
London, UK

Jacquinet, Caroline
UCL
Charneux, Belgium

Jette, Susan
Evergreen Natural Resources
Oroville, CA USA

Jin, Zhouying
Chinese Academy of Social Sciences
Beijing, China

Johnson, Paula
Brigham and Women's Hospital
Boston, MA , USA

Jose Cordeiro
The Millennium Project
Caracas, Venezuela

Kalpazidou Schmidt, Evanthia
University of Aarhus
Aarhus, Denmark

Kaltham, Kenaid
Knowledge and Human development
Authority
Dubai, UAE

Kappéter, Istvan
Futurist
Budapest, Hungary

Karuri-Sebina, Geci
SA Node of Millennium Project
Gallo Manor, Johannesburg, South Africa

Kayitesire, Marie Laetitia
SOROPTIMIST
Remera Kigali,Rwanda

Kelleher, Anita
 Designer Futures
 Inglewood, WA
 AUSTRALIA

Kobayashi, Hayato
 Millennium Project
 Washington, DC, USA

Konopacz, Lauren
 Millennium Project
 Washington, DC

Krauss, Isabelle
 European Commission
 Bruxelles, Belgium

Lajous, Luz
 Fundacion UNAM
 Mexico, DF, Mexico

Lake, Emelinda
 BPW St.Maarten &
 BPW Soualiga
 Saunders, St.Maarten

Linda Evans
 The Meadows Foundation
 Dallas, Texas, USA

Liu, Tong
 Beijing Science & Technology
 Information Institute
 Beijing, China

Lombardo, Jeanne
 Center For Future Consciousness
 Scottsdale, Arizona, USA

Louis Lohlé-Tart
 Bruxelles, Belgium

Mackay, Judith
 Asian Consultancy on Tobacco Control
 Kowloon, Hong Kong

Maestre, Paulette
 Shaw Gallery
 Naples, Florida, U.S.A.

Manikan, Florence Y.
 CBCRM-Resource Center
 Quezon City, Philippines

Marcus, Jane
 Heidrick & Struggles
 Long Grove, IL US

Martinez, Zarela
 Zarela Restauran and Zarela Casa
 New York, NY , USA

Massit-Folléa, Françoise
 Vox Internet II
 Paris, France

Mayence, Aurelie
 Université Catholique de Louvain
 Louvain La Neuve, Belgique

Meis, Elisabeth
 Le Chabot a.s.b.l.
 Le Roeulx, Belgium

Mendonça, Rita
 Romã
 São Paulo SP

Menin
 ULB
 Brussels, Belgium

Mertens, François
 Louvain-La-Neuve, Belgium

Moeller, Valeriana
 Columbus State Community College
 Columbus, OH, US

Molnar, Judith
 Consultant
 Arad, Romania

Mora, Maria Fernanda
General Motors
Detroit, MI, US

Morcos, Nabila
EN-CAPS Consult
Amman, Jordan

Nignan, Drissa
ADESCKA
Ouagadougou, Burkina Faso

Novacek, Pavel
Palacky University
Samotisky, Czech Republic

Nwosu, Ngozi P.
Nasarawa state University, Keffi
Abuja, Nigeria

Oko, Raphael Ogar
Teachers Without Borders
Abuja, FCT, Nigeria

Okoli, Uchenna
The Oasis Centre for Development
Newcastle upon Tyne, United Kingdom

Olavarrieta, Concepcion
Nodo Mexicano. El Proyecto del Milenio,
A.C.
Mexico City, D.F., Mexico

Ortiz, Monasterio Leonor
Fundación Carolina
México, Mexico

Ortmans, Morgane
Euronet Fgm
Belgium

Osté, Renée
Netherlands Development Organisation
SNV
Bamako, Mali

Panousakis, Theodora
AIESEC
Calgary, Alberta, Canada

Park, Youngsook
Australian Embassy
Seoul, South Korea

Pelletier, Nicole
BPW
Paris, France

Penido, Anna
Crystal Vision Productions
Marina del Rey, Ca, USA

Perin, Emmanuelle
Université catholique de Louvain
Louvain la Neuve Belgium

Peruggi, Regina
Kingsborough Community College
Brooklyn, NY

Petit, Ariane
RMG
Brussels, Belgium

Philippart de Foy, Bénédict
FAR
Liege, Belgium

Philippette, Thibault
Catholic University of Louvain
Wezembeek-Oppem, Belgium

Pina, Pileggi
Soroptimist International of the Americas
Caracas, Venezuela

Piso, Joo Silvia
Mexico, D.F.

Pop, Iuliana
Academy of Economic Studies
Faculty of International Business and
Economics
Bucharest, Romania

Prestes Maia, Fernando
Instituto PNBE
Sao Paulo, SP, Brazil

Pryor, Vikki
Entrepreneu
New York, NY, USA

Puga Arturs
Forward Studies Unit
Latvia

Quinn, Arlene
People Performance Plus
Lesmurdie, WA, Australia

Ragno, Luis
Centro Estudios Prospectivos
Mendoza, Argentina

Raiss, Sarah
TransCanada
Calgary, AB, Canada

Ramounoulou Simone
Instituto Antakarana Willis Harman
Sao Paulo, SP, Brazil

Rebuffel-Amselek, Marine
OECD
Paris, FRANCE

Reynal, Sophie
AlliA Finance
Paris, France

Robinson, Carmen
Montreal, Qc
Canada

Roughneen, Caroline
Centre for Women in Science &
Engineering Research
Trinity College
Dublin, Ireland

Roveto, Connie
Cirentity Management
Toronto, ON Canada

Rudd, Elizabeth
FutureNous
Richmond VIC Australia

Sadek, Sawsan
Lebanese University
Chehim, Chouf, Lebanon

Sahni, Snimer
Asian Development Bank
Metro Manila, Philippines

Saldaña Lucero
Local Goberment
Puebla, Pue. México

Saphia Richou
Prospective Foresight Network
Paris, France

Saravia, Patricia Rodríguez
International Women's Forum
Mexico City, Mexico

Schaefer-Preuss, Ursula
Asian Development Bank
Mandaluyong City, Philippines

Schaffnit-Chatterjee, Claire
Deutsche Bank
Frankfurt am Main, Germany

Schapira, Doris
League of Women Voters
Montclair, NJ, USA

Serge Patrick
CADD ONG
Cotonou, Bénin

Servais, Jean-Michel
Adm prov
Namur, Belgium

Seye Sylla, Fatimata
Bokk Jang Bokk Jef Senegal
Dakar, Senegal

Shvedova, Nadezda
Russian Academy of Sciences
Moscow, Russia

Simone
SP Associados
S. Paulo, Brazil

Simonyi, Gyula
BOCS Foundation
Szekesfehervar, Hungary

Singh Priscilla
The Lutheran World Federation
Grand Saconnex, Switzerland

Sinko, Matti
TKK
Helsinki, Finland

Sob, Durga
Fiminist Dalit Organisation (FEDO)
Nepal

Sogayar, Patricia de Caires
NAPS
São Paulo, SP, Brazil

Sonnabend, Stephanie
Sonesta International Hotels
Boston, USA

Stock, Anke
WECF
Munich, Germany

Susan Anderson
S.E.A. Communications, Inc.
Chicago, IL

Tang, Camille
ConvenientPower Ltd
Hong Kong

Tavares, Carla
Sao Paulo, SP, Brasil

Teresa
Inmujeres
Mexico

Tikku, Mohan
Centre for Future Studies
Gurgaon, India

Torreblanca, Carmen
Aerolíneas Argentinas
México, D.F., Mexico

Trottier, Sylvie
LSE student
Islington, London, UK

Ulloa, Paz
Fundacion Mujeres
Madrid, Spain

Van de Keere, Anita
Centric
Lasne, Belgium

Van Herck
UCL
Ottignies, Belgique

Van Leemput
Reelfutures
Hoboken, Belgium

Van Reijssen, Inger Brussels, Belgium	Wright, Frances VERTEX Group of Companies Calgary, AB, Canada
Vervier, Anne Grignoux Liège, Belgium	Wuiame, Nathalie CESEP Bruxelles, Belgium
Viezzler, Moema MV Consultoria Socioambiental São Paulo, SP	Yav, Joseph UNESCO des Droits de l'Homme/UNILU Lubumbashi, Katanga, DR Congo
Wahis, Carine HEC-ULg Remouchamps, Belgium	Yao, Edouard Action Internationale de Développement Intégral Abidjan, Côte d'Ivoire
Wall-Apelt, Helga Ringling Museum of Art Longboat Key, Florida, USA	Yassir, Fatima Territoriaal Pact voor de Werkgelegenheid Brussel, Belgium
Wante UCL Walhain, Belgium	Yebra Novo, Yolanda Llorente & Cuenca Buenos Aires, Argentina
Weke, Peter UN WFP Somalia Nairobi, Kenya	Young, April Comerica Bank Reston, VA, USA
Wells, Pera WFUNA New York, NY	Youngman, Alison Stikeman Elliott Toronto, ON, Canada
White, Oriana IPAZ São Paulo	Zabludovsky, Gina UNAM México, D. F.
Willame Sigrid UCB SA Brussels, Belgium	Zachary Bruxelles, Belgium
Wood, Betty W Consulting Group Oakville, USA	Zeadat, Elham Pilot Yazan Aranki Association Fuhais, Jordan
	Zhu, Naixiao Economics Department in Jinan University Tianhe District, Guangzhou, China

Appendix B Summary of numerical responses

Summary Table

	Developments	What is the probability of this development by 2018? (100= certain)	What is the relative impact of this development by 2018 (10= huge; 1=none)	What is the backfire potential? (10= huge; 1= none)
1	<p>Development: National and international regulations requiring that all policies concerning important issues be gender sensitive.</p> <p>Développement : Règlements nationaux et internationaux impliquant que toutes les politiques publiques relatives à des enjeux importants intègrent la question des genres.</p>	<p>Average: 52.84 Respondents: 118</p>	<p>Average: 6.94 Respondents: 101</p>	<p>Average: 4.28 Respondents: 92</p>
2	<p>Development: Most important social and economic indicators for essentially every country and the world as a whole are gender-disaggregated.</p> <p>Développement: La plupart des indicateurs sociaux et économiques importants pour la plupart des pays et pour le monde en général dissocient les genres.</p>	<p>Average: 54.08 Respondents: 80</p>	<p>Average: 6.67 Respondents: 73</p>	<p>Average: 4.00 Respondents: 70</p>
3	<p>Development: New economic indicators are created that quantify (as monetary value) non-traditional work that promote welfare and quality of life (e.g. house work, elderly and children care, etc)</p> <p>Développement: De nouveaux indicateurs économiques sont créés qui quantifient (comme valeur monétaire) le travail non traditionnel mettant en valeur le bien-être et la qualité de vie (ex. : travail à domicile, prise en charge des enfants et des personnes âgées, etc.).</p>	<p>Average: 53.69 Respondents: 75</p>	<p>Average: 6.62 Respondents: 70</p>	<p>Average: 4.25 Respondents: 65</p>
4	<p>Development: Almost all national and international development programs are designed to avoid gender-sensitive issues.</p> <p>Développement: La plupart des programmes de développement nationaux et internationaux sont construits de manière à éviter les questions sensibles des genres.</p>	<p>Average: 43.79 Respondents: 61</p>	<p>Average: 6.52 Respondents: 60</p>	<p>Average: 4.55 Respondents: 56</p>
5	<p>Development: Access to investment and financing mechanisms is equal for men and women.</p> <p>Développement: L'accès aux mécanismes d'investissements et de gestion financière est égal pour les hommes et pour les femmes.</p>	<p>Average: 48.03 Respondents: 69</p>	<p>Average: 7.22 Respondents: 69</p>	<p>Average: 4.02 Respondents: 64</p>

	Developments	What is the probability of this development by 2018? (100= certain)	What is the relative impact of this development by 2018 (10= huge; 1=none)	What is the backfire potential? (10= huge; 1= none)
6	<p>Development: Access to natural resources (land and water) is equal to men and women. (Please list specific inequalities which you think may exist by 2015, their importance, and the organization(s) that should address them)</p> <p>Développement: L'accès aux ressources naturelles (terre et eau) est égal pour les hommes et pour les femmes. (Merci de lister, dans la section "Raisons", les inégalités spécifiques dont vous pensez qu'elles existeront en 2015, leur importance et les organismes qui devraient aborder ces enjeux).</p>	<p>Average: 39.71 Respondents: 58</p>	<p>Average: 7.04 Respondents: 56</p>	<p>Average: 4.72 Respondents: 53</p>
7	<p>Development: Women's right to health information and family planning, to decide on pregnancy, and access to safe, effective and affordable health care services is guaranteed in all countries. (Please list the countries/regions which you think may lag)</p> <p>Développement: Les droits des femmes aux informations de santé et de planning familial, à la décision concernant la grossesse, ainsi que l'accès à des soins de santé fiables, efficaces et accessibles sont garantis dans tous les pays. (Merci de lister, dans la section "Raisons", les pays ou régions dont vous pensez qu'ils sont à la traîne).</p> <p>Data: An estimated 1,600 women die daily in child birth, most in poor countries. 2 million girls per year face female genital mutilation.</p>	<p>Average: 45.67 Respondents: 60</p>	<p>Average: 7.75 Respondents: 61</p>	<p>Average: 4.64 Respondents: 53</p>
8	<p>Development: Equal access to education is guaranteed by law in all countries. (Please list the countries/regions for which you think this will not be the case)</p> <p>Développement: L'accès égal à l'éducation est garanti par la loi dans tous les pays. (Merci de lister, dans la section "Raisons", les pays ou régions dont vous pensez qu'ils ne sont pas adaptés).</p> <p>Data: Worldwide, almost 50 million girls are not in school. Two thirds of people in the world who cannot read are female.</p>	<p>Average: 55.73 Respondents: 62</p>	<p>Average: 8.19 Respondents: 63</p>	<p>Average: 4.52 Respondents: 58</p>

	Developments	What is the probability of this development by 2018? (100= certain)	What is the relative impact of this development by 2018 (10= huge; 1=none)	What is the backfire potential? (10= huge; 1= none)
9	<p>Development: Women have equal access to training and skills-development programs to ensure their full participation in the economic and social life, worldwide. (Please list the countries/regions for which you think this will not be the case)</p> <p>Développement: Les femmes bénéficient d'un accès égal aux formations et aux programmes de développement des capacités permettant d'assurer leur pleine participation à la vie économique et sociale, partout dans le monde. (Merci de lister, dans la section "Raisons", les pays ou régions pour lesquels vous pensez que ce n'est pas le cas).</p> <p>Data: Globally, women's unemployment rate: 6.6%; men: 6.1% Over the last decade, female share of employment has been 40%</p>	Average: 50.25 Respondents: 55	Average: 7.50 Respondents: 55	Average: 4.33 Respondents: 50
10	<p>Development: The "digital divide" between women and men is closed worldwide.(Please list the countries/regions for which you think this will not be the case)</p> <p>Développement: La "fracture numérique" entre les femmes et les hommes est comblée partout dans le monde. (Merci de lister, dans la section "Raisons", les pays ou régions pour lesquels vous pensez que ce n'est pas le cas).</p> <p>Computer users: Canada (2006): men: 79%; women: 79% India (2006): men: 28%; women: 14%</p>	Average: 46.82 Respondents: 51	Average: 6.80 Respondents: 51	Average: 3.40 Respondents: 47
11	<p>Development: Equal access to ICT is guaranteed by law worldwide. (Please list the countries/regions for which you think this will not be the case)</p> <p>Développement: L'accès égal aux TIC est garanti par la loi partout dans le monde. (Merci de lister, dans la section "Raisons", les pays ou régions pour lesquels vous pensez que ce n'est pas le cas).</p>	Average: 40.29 Respondents: 38	Average: 6.35 Respondents: 37	Average: 3.75 Respondents: 36

	Developments	What is the probability of this development by 2018? (100= certain)	What is the relative impact of this development by 2018 (10= huge; 1=none)	What is the backfire potential? (10= huge; 1= none)
12	<p>Development: Gender perspective is considered in ongoing (and future) research that might have an important impact on humanity (e.g. biotechnology)</p> <p>Développement: La perspective des genres est prise en considération dans la recherche, en cours (et à venir), dont l'impact pourrait être important pour l'humanité (ex. : biotechnologie).</p> <p>US: PhD's to women in 2004 in Social Science: 55% US: PhD's to women in 2004 in Engineering: 19%</p>	Average: 58.70 Respondents: 50	Average: 6.35 Respondents: 50	Average: 3.72 Respondents: 46
13	<p>Development: Areas in which women are disproportionately vulnerable (e.g. climate change effects) are recognized and strategies are gender-sensitive.</p> <p>Développement : Les domaines dans lesquels les femmes sont disproportionnellement vulnérables (ex. : effets des changements climatiques) sont avérés et les stratégies concernées prennent en compte les questions de genres.</p>	Average: 43.78 Respondents: 51	Average: 6.10 Respondents: 51	Average: 3.11 Respondents: 49
14	<p>Development: Special rules are adopted for the protection of women and children in conflict and post-conflict situations.</p> <p>Développement : Des règlements spéciaux sont adoptés pour la protection des femmes et des enfants dans les situations de conflits et d'après-conflits.</p> <p>Data sources report "that 94 per cent of displaced households surveyed in Sierra Leone had experienced sexual assaults, including rape, torture and sexual slavery and that at least 250,000 – perhaps as many as 500,000 – women were raped during the 1994 genocide in Rwanda". http://www.unifem.org/filesconfirmed/149/213_chapter01.pdf</p>	Average: 53.34 Respondents: 53	Average: 6.80 Respondents: 51	Average: 3.75 Respondents: 48
15	<p>Development: Media stops perpetuating gender stereotypes.</p> <p>Développement: Les médias arrêtent de perpétuer des stéréotypes de genres.</p>	Average: 34.94 Respondents: 48	Average: 6.76 Respondents: 50	Average: 4.08 Respondents: 45

	Developments	What is the probability of this development by 2018? (100= certain)	What is the relative impact of this development by 2018 (10= huge; 1=none)	What is the backfire potential? (10= huge; 1= none)
16	<p>Development: At least 33% women ratio in government bodies is mandatory worldwide.(Please list the countries/regions for which you think this will not be the case)</p> <p>Développement : Un quota minimum de 33 % de femmes est requis dans les institutions gouvernementales partout dans le monde. (Merci de lister les pays/ régions dont vous pensez que ce ne sera pas le cas dans la section "Raisons").</p>	Average: 37.66 Respondents: 50	Average: 6.60 Respondents: 49	Average: 4.73 Respondents: 46
17	<p>Development: Economic penalties are introduced for countries that fail to meet global gender equity standards.</p> <p>Développement : Des pénalités économiques sont mises en oeuvre contre les pays qui n'appliquent pas les normes mondiales d'équité entre les genres.</p>	Average: 29.36 Respondents: 47	Average: 6.01 Respondents: 49	Average: 5.05 Respondents: 47
18	<p>Development: Incentives are offered to organizations that implement and exceed gender-equity norms.</p> <p>Développement: Des encouragements sont adressés aux organisations qui favorisent et augmentent la mise en oeuvre des normes d'équité entre les genres.</p>	Average: 50.10 Respondents: 50	Average: 6.22 Respondents: 50	Average: 4.62 Respondents: 44
19	<p>Development: Periodic assessments are conducted worldwide on gender-equity status and the results are generally available.</p> <p>Développement: Des évaluations périodiques sont conduites partout dans le monde concernant la réalité de l'équité des genres et les résultats en sont généralement disponibles.</p>	Average: 66.86 Respondents: 42	Average: 5.86 Respondents: 44	Average: 3.14 Respondents: 42
20	<p>Development: All the multilateral banks and lending institutions, the World Trade Organization and the UN agencies require compliance with gender-equity standards as a prerequisite for loans or participation in any of their activities.</p> <p>Développement: Toutes les banques multilatérales et les institutions de prêt, l'Organisation mondiale du Commerce et les agences des Nations Unies exigent l'application des normes d'équité entre les genres comme prérequis pour les emprunts ou la participation à chacune de leurs activités.</p>	Average: 48.96 Respondents: 45	Average: 6.34 Respondents: 45	Average: 4.12 Respondents: 41

	Developments	What is the probability of this development by 2018? (100= certain)	What is the relative impact of this development by 2018 (10= huge; 1=none)	What is the backfire potential? (10= huge; 1= none)
21	<p>Development: Gender based infanticide is considered genocide and a crime against humanity.</p> <p>Développement: L'infanticide basé sur le genre est considéré comme un génocide et comme un crime contre l'humanité.</p> <p>Estimates find that 60 million girls are "missing" in Asia, based on total births.</p>	Average: 65.72 Respondents: 43	Average: 7.03 Respondents: 47	Average: 4.40 Respondents: 43

	Variables	What is the best plausible value by 2018?	What is the worst plausible value by 2018?	What value by 2018 would be deemed a success?
22	<p>Variable: Percentage of women in all the world's parliaments.</p> <p>Variable: Pourcentage des parlementaires du monde entier qui sont des femmes.</p> <p>% of women in parliaments (single or lower chamber) GLOBAL: 11% (1995); 16% (2006) Rwanda: 17% (1995); 49% (2006) Brazil: 7% (1995); 9% (2006) France: 6% (1995); 12% (2006)</p>	Average: 33.24 Respondents: 51	Average: 13.58 Respondents: 48	Average: 31.05 Respondents: 44
23	<p>Variable: Ratio of average employed women's income to men's.</p> <p>Variable: Rapport entre les revenus moyens des femmes salariées par rapport à celui des hommes.</p> <p>US ratio annual wages: 76.9% (2006) 76.5% (2004) 71.6% (1990) 60.2% (1980)</p>	Average: 83.02 Respondents: 45	Average: 58.57 Respondents: 42	Average: 77.83 Respondents: 41
24	<p>Variable: Percentage of the world's ambassadors that is women.</p> <p>Variable: Pourcentage de femmes ambassadrices pour le monde entier.</p> <p>2004: 8 women ambassadors to the UN. 2002: 11 women ambassadors to the UN.</p>	Average: 28.37 Respondents: 46	Average: 11.86 Respondents: 43	Average: 34.46 Respondents: 41

25	<p>Variable: Life expectancy of women.</p> <p>Variable: L'espérance de vie des femmes..</p> <p>2006: female: 70 years 2000: female: 69,years 2006: male: 66 years 2000: male: 65 years World Development Indicators</p>	<p>Average: 78.78 Respondents: 49</p>	<p>Average: 64.09 Respondents: 45</p>	<p>Average: 75.62 Respondents: 42</p>
26	<p>Variable: Percentage of women, worldwide, who have essentially free access to pre- and post-natal care.</p> <p>Variable : pourcentage de femmes, de par le monde, qui ont un accès totalement gratuit aux soins prénataux et postnataux.</p> <p>65% Births attended by skilled health staff (% of total); World Development Indicators, 2006</p>	<p>Average: 69.51 Respondents: 47</p>	<p>Average: 47.59 Respondents: 44</p>	<p>Average: 71.35 Respondents: 43</p>

Appendix C: Responses distribution

Analysing the distributions of numeric answers is interesting for identifying levels of agreement and disagreement for the respective developments. The 5 groups that are presented in the following tables show for each development (or variable) the number of respondents in the respective group, as well as the lower and higher ratings in that group.

Item: 1. Development: National and international regulations requiring that all policies concerning important issues be gender sensitive.

Développement : Règlements nationales et internationales impliquant que toutes les politiques publiques relatives à des enjeux importants intègrent la question des genres.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	50.0	10.0	52.84	23 10.0 to 28.0	21 28.0 to 46.0	34 46.0 to 64.0	32 64.0 to 82.0	8 82.0 to 100.0	118	23.1
impact	10.0	7.0	2.0	6.94	7 2.0 to 3.6	20 3.6 to 5.2	11 5.2 to 6.8	39 6.8 to 8.4	24 8.4 to 10.0	101	2.1
backfire potential	10.0	4.0	1.0	4.28	31 1.0 to 2.8	18 2.8 to 4.6	22 4.6 to 6.4	14 6.4 to 8.2	7 8.2 to 10.0	92	2.6

Item: 2. Development: Most important social and economic indicators for essentially every country and the world as a whole are gender-disaggregated.

Développement: La plupart des indicateurs sociaux et économiques importants pour la plupart des pays et pour le monde en général dissocient les genres.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	55.0	5.0	54.08	13 5.0 to 24.0	17 24.0 to 43.0	19 43.0 to 62.0	21 62.0 to 81.0	10 81.0 to 100.0	80	25.7
impact	10.0	7.0	2.0	6.67	5 2.0 to 3.6	17 3.6 to 5.2	13 5.2 to 6.8	25 6.8 to 8.4	13 8.4 to 10.0	73	2.0
backfire potential	10.0	3.0	1.0	4.00	30 1.0 to 2.8	11 2.8 to 4.6	14 4.6 to 6.4	13 6.4 to 8.2	2 8.2 to 10.0	70	2.6

Item: 3. Development: New economic indicators are created that quantify (as monetary value) non-traditional work that promote welfare and quality of life (e.g. house work, elderly and children care, etc)

Développement: De nouveaux indicateurs économiques sont créés qui quantifient (comme valeur monétaire) le travail non traditionnel mettant en valeur le bien-être et la qualité de vie (ex.: travail à domicile, prise en charge des enfants et des personnes âgées, etc.).

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	50.0	8.0	53.69	15 8.0 to 26.4	10 26.4 to 44.8	28 44.8 to 63.2	13 63.2 to 81.6	9 81.6 to 100.0	75	24.6
impact	10.0	7.0	1.5	6.62	7 1.5 to 3.2	9 3.2 to 4.9	15 4.9 to 6.6	24 6.6 to 8.3	15 8.3 to 10.0	70	2.3
backfire potential	10.0	3.0	1.0	4.25	21 1.0 to 2.8	16 2.8 to 4.6	12 4.6 to 6.4	13 6.4 to 8.2	3 8.2 to 10.0	65	2.6

Item: 4. Development: Almost all national and international development programs are designed to avoid gender-sensitive issues.

Développement: La plupart des programmes de développement nationaux et internationaux sont construits de manière à éviter les questions sensibles des genres.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	40.0	4.0	43.79	12 4.0 to 23.2	20 23.2 to 42.4	16 42.4 to 61.6	9 61.6 to 80.8	4 80.8 to 100.0	61	23.4
impact	10.0	7.0	2.0	6.52	4 2.0 to 3.6	19 3.6 to 5.2	6 5.2 to 6.8	20 6.8 to 8.4	11 8.4 to 10.0	60	2.2
backfire potential	10.0	4.5	1.0	4.55	19 1.0 to 2.8	9 2.8 to 4.6	15 4.6 to 6.4	9 6.4 to 8.2	4 8.2 to 10.0	56	2.7

Item: 5. Development: Access to investment and financing mechanisms is equal for men and women.

Développement: L'accès aux mécanismes d'investissements et de gestion financière est égal pour les hommes et pour les femmes.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	50.0	3.0	48.03	12 3.0 to 22.4	19 22.4 to 41.8	23 41.8 to 61.2	10 61.2 to 80.6	5 80.6 to 100.0	69	24.8
impact	10.0	8.0	1.0	7.22	4 1.0 to 2.8	5 2.8 to 4.6	16 4.6 to 6.4	20 6.4 to 8.2	24 8.2 to 10.0	69	2.3
backfire potential	10.0	3.0	1.0	4.02	24 1.0 to 2.8	16 2.8 to 4.6	10 4.6 to 6.4	11 6.4 to 8.2	3 8.2 to 10.0	64	2.6

Item: 6. Development: Access to natural resources (land and water) is equal to men and women. (Please list specific inequalities which you think may exist by 2015, their importance, and the organization(s) that should address them in the "Reasons" section)

Développement: L'accès aux ressources naturelles (terre et eau) est égal pour les hommes et pour les femmes. (Merci de lister, dans la section "Raisons", les inégalités spécifiques dont vous pensez qu'elles existeront en 2015, leur importance et les organismes qui devraient aborder ces enjeux).

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	40.0	1.0	39.71	12 1.0 to 20.8	23 20.8 to 40.6	15 40.6 to 60.4	5 60.4 to 80.2	3 80.2 to 100.0	58	22.3
impact	10.0	7.0	2.0	7.04	5 2.0 to 3.6	7 3.6 to 5.2	6 5.2 to 6.8	24 6.8 to 8.4	14 8.4 to 10.0	56	2.1
backfire potential	10.0	4.0	1.0	4.72	12 1.0 to 2.8	16 2.8 to 4.6	10 4.6 to 6.4	11 6.4 to 8.2	4 8.2 to 10.0	53	2.5

Item: 7. Development: Women's right to health information and family planning, to decide on pregnancy, and access to safe, effective and affordable health care services is guaranteed in all countries. (Please list the countries/regions which you think may lag in the "Reasons" section)

Développement: Les droits des femmes aux informations de santé et de planning familial, à la décision concernant la grossesse, ainsi que l'accès à des soins de santé fiables, efficaces et accessibles sont garantis dans tous les pays. (Merci de lister, dans la section "Raisons", les pays ou régions dont vous pensez qu'ils sont à la traîne).

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	47.5	3.0	45.67	15 3.0 to 22.4	14 22.4 to 41.8	18 41.8 to 61.2	5 61.2 to 80.6	8 80.6 to 100.0	60	26.5
impact	10.0	8.0	1.0	7.75	2 1.0 to 2.8	3 2.8 to 4.6	7 4.6 to 6.4	26 6.4 to 8.2	23 8.2 to 10.0	61	2.1
backfire potential	10.0	4.0	1.0	4.64	14 1.0 to 2.8	13 2.8 to 4.6	11 4.6 to 6.4	11 6.4 to 8.2	4 8.2 to 10.0	53	2.7

Item: 8. Development: Equal access to education is guaranteed by law in all countries. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)

Développement: L'accès égal à l'éducation est garanti par la loi dans tous les pays. (Merci de lister, dans la section "Raisons", les pays ou régions dont vous pensez qu'ils ne sont pas adaptés).

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	57.5	5.0	55.73	6 5.0 to 24.0	16 24.0 to 43.0	18 43.0 to 62.0	12 62.0 to 81.0	10 81.0 to 100.0	62	26.2
impact	10.0	9.0	1.0	8.19	1 1.0 to 2.8	1 2.8 to 4.6	10 4.6 to 6.4	19 6.4 to 8.2	32 8.2 to 10.0	63	1.9
backfire potential	10.0	4.0	1.0	4.52	17 1.0 to 2.8	17 2.8 to 4.6	11 4.6 to 6.4	6 6.4 to 8.2	7 8.2 to 10.0	58	2.8

Item: 9. Development: Women have equal access to training and skills-development programs to ensure their full participation in the economic and social life, worldwide. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)

Développement: Les femmes bénéficient d'un accès égal aux formations et aux programmes de développement des capacités permettant d'assurer leur pleine participation à la vie économique et sociale, partout dans le monde. (Merci de lister, dans la section "Raisons", les pays ou régions pour lesquels vous pensez que ce n'est pas le cas).

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	50.0	5.0	50.25	9 5.0 to 24.0	14 24.0 to 43.0	17 43.0 to 62.0	9 62.0 to 81.0	6 81.0 to 100.0	55	24.4
impact	10.0	7.5	1.0	7.50	2 1.0 to 2.8	0 2.8 to 4.6	15 4.6 to 6.4	17 6.4 to 8.2	21 8.2 to 10.0	55	2.1
backfire potential	10.0	4.0	1.0	4.33	19 1.0 to 2.8	7 2.8 to 4.6	14 4.6 to 6.4	6 6.4 to 8.2	4 8.2 to 10.0	50	2.7

Item: 10. Development: The "digital divide" between women and men is closed worldwide.(Please list the countries/regions for which you think this will not be the case in the "Reasons" section)

Développement: La "fracture numérique" entre les femmes et les hommes est comblée partout dans le monde. (Merci de lister, dans la section "Raisons", les pays ou régions pour lesquels vous pensez que ce n'est pas le cas).

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	45.0	5.0	46.82	10 5.0 to 24.0	14 24.0 to 43.0	16 43.0 to 62.0	7 62.0 to 81.0	4 81.0 to 100.0	51	23.5
impact	10.0	7.0	1.0	6.80	4 1.0 to 2.8	2 2.8 to 4.6	14 4.6 to 6.4	19 6.4 to 8.2	12 8.2 to 10.0	51	2.3
backfire potential	10.0	3.0	1.0	3.40	20 1.0 to 2.8	15 2.8 to 4.6	5 4.6 to 6.4	6 6.4 to 8.2	1 8.2 to 10.0	47	2.3

Item: 11. Development: Equal access to ICT is guaranteed by law worldwide. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)

Développement: L'accès égal aux TIC est garanti par la loi partout dans le monde. (Merci de lister, dans la section "Raisons", les pays ou régions pour lesquels vous pensez que ce n'est pas le cas).

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	36.5	7.0	40.29	13 7.0 to 25.6	10 25.6 to 44.2	10 44.2 to 62.8	3 62.8 to 81.4	2 81.4 to 100.0	38	21.6
impact	10.0	7.0	2.0	6.35	6 2.0 to 3.6	8 3.6 to 5.2	3 5.2 to 6.8	15 6.8 to 8.4	5 8.4 to 10.0	37	2.3
backfire potential	10.0	3.0	1.0	3.75	16 1.0 to 2.8	9 2.8 to 4.6	4 4.6 to 6.4	5 6.4 to 8.2	2 8.2 to 10.0	36	2.4

Item: 12. Development: Gender perspective is considered in ongoing (and future) research that might have an important impact on humanity (e.g. biotechnology)

Développement : La perspective des genres est prise en considération dans la recherche, en cours (et à venir), dont l'impact pourrait être important pour l'humanité (ex. : biotechnologie).

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	60.0	5.0	58.70	6 5.0 to 24.0	7 24.0 to 43.0	14 43.0 to 62.0	17 62.0 to 81.0	6 81.0 to 100.0	50	25.1
impact	10.0	7.0	1.0	6.35	7 1.0 to 2.8	4 2.8 to 4.6	12 4.6 to 6.4	19 6.4 to 8.2	8 8.2 to 10.0	50	2.5
backfire potential	10.0	3.0	1.0	3.72	22 1.0 to 2.8	8 2.8 to 4.6	9 4.6 to 6.4	3 6.4 to 8.2	4 8.2 to 10.0	46	2.7

Item: 13. Development: Areas in which women are disproportionately vulnerable (e.g. climate change effects) are recognized and strategies are gender-sensitive.

Développement : Les domaines dans lesquels les femmes sont disproportionnellement vulnérables (ex. : effets des changements climatiques) sont avérés et les stratégies concernées prennent en compte les questions de genres.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	40.0	5.0	43.78	8 5.0 to 24.0	22 24.0 to 43.0	11 43.0 to 62.0	6 62.0 to 81.0	4 81.0 to 100.0	51	23.1
impact	10.0	6.0	1.0	6.10	3 1.0 to 2.8	11 2.8 to 4.6	15 4.6 to 6.4	13 6.4 to 8.2	9 8.2 to 10.0	51	2.3
backfire potential	10.0	3.0	1.0	3.11	21 1.0 to 2.8	19 2.8 to 4.6	7 4.6 to 6.4	0 6.4 to 8.2	2 8.2 to 10.0	49	1.9

Item: 14. Development: Special rules are adopted for the protection of women and children in conflict and post-conflict situations.

Développement : Des règlements spéciaux sont adoptés pour la protection des femmes et des enfants dans les situations de conflits et d'après-conflits.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	50.0	7.0	53.34	6 7.0 to 25.6	12 25.6 to 44.2	18 44.2 to 62.8	9 62.8 to 81.4	8 81.4 to 100.0	53	24.3
impact	10.0	7.0	2.0	6.80	8 2.0 to 3.6	8 3.6 to 5.2	2 5.2 to 6.8	21 6.8 to 8.4	12 8.4 to 10.0	51	2.2
backfire potential	10.0	3.0	1.0	3.75	20 1.0 to 2.8	10 2.8 to 4.6	10 4.6 to 6.4	3 6.4 to 8.2	5 8.2 to 10.0	48	2.7

Item: 15. Development: Media stops perpetuating gender stereotypes.

Développement: Les médias arrêtent de perpétuer des stéréotypes de genres.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group of Answers	Total Responses	Standard Deviation
probability	100.0	30.0	1.0	34.94	20 1.0 to 20.8	12 20.8 to 40.6	10 40.6 to 60.4	1 60.4 to 80.2	5 80.2 to 100.0	48	25.7
impact	10.0	7.0	1.0	6.76	3 1.0 to 2.8	6 2.8 to 4.6	11 4.6 to 6.4	16 6.4 to 8.2	14 8.2 to 10.0	50	2.4
backfire potential	10.0	4.0	1.0	4.08	16 1.0 to 2.8	12 2.8 to 4.6	10 4.6 to 6.4	3 6.4 to 8.2	4 8.2 to 10.0	45	2.7

Item: 16. Development: At least 33% women ratio in government bodies is mandatory worldwide. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)

Développement : Un quota minimum de 33 % de femmes est requis dans les institutions gouvernementales partout dans le monde. (Merci de lister les pays/ régions dont vous pensez que ce ne sera pas le cas dans la section "Raisons").

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	30.0	3.0	37.66	19 3.0 to 22.4	16 22.4 to 41.8	5 41.8 to 61.2	7 61.2 to 80.6	3 80.6 to 100.0	50	26.9
impact	10.0	7.0	1.0	6.60	3 1.0 to 2.8	5 2.8 to 4.6	12 4.6 to 6.4	20 6.4 to 8.2	9 8.2 to 10.0	49	2.3
backfire potential	10.0	5.0	1.0	4.73	14 1.0 to 2.8	8 2.8 to 4.6	10 4.6 to 6.4	10 6.4 to 8.2	4 8.2 to 10.0	46	2.7

Item: 17. Development: Economic penalties are introduced for countries that fail to meet global gender equity standards.

Développement : Des pénalités économiques sont mises en oeuvre contre les pays qui n'appliquent pas les normes mondiales d'équité entre les genres.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	20.0	1.0	29.36	25 1.0 to 20.8	14 20.8 to 40.6	2 40.6 to 60.4	2 60.4 to 80.2	4 80.2 to 100.0	47	25.8
impact	10.0	6.0	1.0	6.01	6 1.0 to 2.8	7 2.8 to 4.6	14 4.6 to 6.4	15 6.4 to 8.2	7 8.2 to 10.0	49	2.5
backfire potential	10.0	5.0	1.0	5.05	8 1.0 to 2.8	14 2.8 to 4.6	13 4.6 to 6.4	6 6.4 to 8.2	6 8.2 to 10.0	47	2.5

Item: 18. Development: Incentives are offered to organizations that implement and exceed gender-equity norms.

Développement: Des encouragements sont adressés aux organisations qui favorisent et augmentent la mise en oeuvre des normes d'équité entre les genres.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	50.0	7.0	50.10	8 7.0 to 25.6	12 25.6 to 44.2	16 44.2 to 62.8	8 62.8 to 81.4	6 81.4 to 100.0	50	23.8
impact	10.0	6.0	1.0	6.22	3 1.0 to 2.8	7 2.8 to 4.6	16 4.6 to 6.4	17 6.4 to 8.2	7 8.2 to 10.0	50	2.3
backfire potential	10.0	4.7	1.0	4.62	11 1.0 to 2.8	11 2.8 to 4.6	13 4.6 to 6.4	6 6.4 to 8.2	3 8.2 to 10.0	44	2.4

Item: 19. Development: Periodic assessments are conducted worldwide on gender-equity status and the results are generally available.

Développement: Des évaluations périodiques sont conduites partout dans le monde concernant la réalité de l'équité des genres et les résultats en sont généralement disponibles.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group of Answers	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	70.0	3.0	66.86	2 3.0 to 22.4	5 22.4 to 41.8	9 41.8 to 61.2	16 61.2 to 80.6	10 80.6 to 100.0	42	22.9
impact	10.0	6.0	1.0	5.86	2 1.0 to 2.8	9 2.8 to 4.6	14 4.6 to 6.4	14 6.4 to 8.2	5 8.2 to 10.0	44	2.2
backfire potential	10.0	3.0	1.0	3.14	16 1.0 to 2.8	18 2.8 to 4.6	7 4.6 to 6.4	0 6.4 to 8.2	1 8.2 to 10.0	42	1.8

Item: 20. Development: All the multilateral banks and lending institutions, the World Trade Organization and the UN agencies require compliance with gender-equity standards as a prerequisite for loans or participation in any of their activities.

Développement: Toutes les banques multilatérales et les institutions de prêt, l'Organisation mondiale du Commerce et les agences des Nations Unies exigent l'application des normes d'équité entre les genres comme prérequis pour les emprunts ou la participation à chacune de leurs activités.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	50.0	3.0	48.96	8 3.0 to 22.4	13 22.4 to 41.8	13 41.8 to 61.2	5 61.2 to 80.6	6 80.6 to 100.0	45	26.1
impact	10.0	7.0	1.0	6.34	3 1.0 to 2.8	6 2.8 to 4.6	10 4.6 to 6.4	20 6.4 to 8.2	6 8.2 to 10.0	45	2.3

backfire potential	10.0	4.0	1.0	4.12	15 1.0 to 2.8	10 2.8 to 4.6	9 4.6 to 6.4	3 6.4 to 8.2	4 8.2 to 10.0	41	2.6
---------------------------	------	-----	-----	------	---------------------	---------------------	--------------------	--------------------	---------------------	----	-----

Item: 21. Development: Gender based infanticide is considered genocide and a crime against humanity.

Développement: L'infanticide basé sur le genre est considéré comme un génocide et comme un crime contre l'humanité.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
probability	100.0	65.0	2.0	65.72	3 2.0 to 21.6	5 21.6 to 41.2	12 41.2 to 60.8	8 60.8 to 80.4	15 80.4 to 100.0	43	25.7
impact	10.0	7.0	1.0	7.03	3 1.0 to 2.8	3 2.8 to 4.6	13 4.6 to 6.4	13 6.4 to 8.2	15 8.2 to 10.0	47	2.5
backfire potential	10.0	3.0	1.0	4.40	15 1.0 to 2.8	13 2.8 to 4.6	4 4.6 to 6.4	3 6.4 to 8.2	8 8.2 to 10.0	43	3.1

Item: 22. Variable: Percentage of all the world's parliaments that are women.

Variable: Pourcentage des parlementaires du monde entier qui sont des femmes.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
Best plausible value	80.0	30.0	17.0	33.24	20 17.0 to 29.6	20 29.6 to 42.2	8 42.2 to 54.8	2 54.8 to 67.4	1 67.4 to 80.0	51	12.6
Worst plausible value	25.0	13.0	4.0	13.58	6 4.0 to 8.2	18 8.2 to 12.4	11 12.4 to 16.6	11 16.6 to 20.8	2 20.8 to 25.0	48	5.1
Success value	51.0	29.0	2.0	31.05	4 2.0 to 11.8	7 11.8 to 21.6	15 21.6 to 31.4	7 31.4 to 41.2	11 41.2 to 51.0	44	13.7

Item: 23. Variable: Ratio of average employed women's income to men's.

Variable: Rapport entre les revenus moyens des femmes salariées par rapport à celui des hommes.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
Best plausible value	100.0	84.0	50.0	83.02	2 50.0 to 60.0	2 60.0 to 70.0	17 70.0 to 80.0	16 80.0 to 90.0	8 90.0 to 100.0	45	11.3
Worst plausible value	85.0	65.5	3.0	58.57	3 3.0 to 19.4	5 19.4 to 35.8	5 35.8 to 52.2	9 52.2 to 68.6	20 68.6 to 85.0	42	22.8
Success value	100.0	85.0	5.0	77.83	2 5.0 to 24.0	1 24.0 to 43.0	6 43.0 to 62.0	9 62.0 to 81.0	23 81.0 to 100.0	41	23.9

Item: 24. Variable: Percentage of the world's ambassadors that is women.

Variable: Pourcentage de femmes ambassadrices pour le monde entier.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
Best plausible value	100.0	25.0	1.0	28.37	17 1.0 to 20.8	23 20.8 to 40.6	5 40.6 to 60.4	0 60.4 to 80.2	1 80.2 to 100.0	46	16.4
Worst plausible value	60.0	10.0	1.0	11.86	31 1.0 to 12.8	8 12.8 to 24.6	3 24.6 to 36.4	0 36.4 to 48.2	1 48.2 to 60.0	43	10.1
Success value	100.0	30.0	2.0	34.46	11 2.0 to 21.6	18 21.6 to 41.2	10 41.2 to 60.8	0 60.8 to 80.4	2 80.4 to 100.0	41	19.5

Item: 25. Variable: Life expectancy of women.

Variable: L'espérance de vie des femmes..

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
Best plausible value	90.0	78.0	70.0	78.78	7 70.0 to 74.0	16 74.0 to 78.0	15 78.0 to 82.0	5 82.0 to 86.0	6 86.0 to 90.0	49	5.4
Worst plausible value	100.0	70.0	8.0	64.09	1 8.0 to 26.4	2 26.4 to 44.8	13 44.8 to 63.2	28 63.2 to 81.6	1 81.6 to 100.0	45	14.2
Success value	100.0	75.0	8.0	75.62	1 8.0 to 26.4	0 26.4 to 44.8	0 44.8 to 63.2	33 63.2 to 81.6	8 81.6 to 100.0	42	12.6

Item: 26. Variable: Percentage of women, worldwide, who have essentially free access to pre and post natal care.

Variable : pourcentage de femmes, de par le monde, qui ont un accès totalement gratuit aux soins prénataux et postnataux.

Col Title	Max	Med	Min	Avg	1st Group	2nd Group	3rd Group	4th Group	5th Group	Total Responses	Standard Deviation
Best plausible value	100.0	75.0	20.0	69.51	5 20.0 to 36.0	5 36.0 to 52.0	2 52.0 to 68.0	26 68.0 to 84.0	9 84.0 to 100.0	47	19.7
Worst plausible value	75.0	52.5	5.0	47.59	8 5.0 to 19.0	3 19.0 to 33.0	3 33.0 to 47.0	14 47.0 to 61.0	16 61.0 to 75.0	44	21.7
Success value	100.0	75.0	5.0	71.35	3 5.0 to 24.0	4 24.0 to 43.0	0 43.0 to 62.0	24 62.0 to 81.0	12 81.0 to 100.0	43	24.7

Appendix D: Complete text of reasons given by participants

Development 1: National and international regulations requiring that all policies concerning important issues be gender sensitive.

Développement : Règlementations nationales et internationales impliquant que toutes les politiques publiques relatives à des enjeux importants intègrent la question des genres.

Probability

Quantitative Answer: 80

The matter of creating texts and regulations is ongoing and doesn't seem to be the real problem. International texts are quite clear, and nationally, many texts are ratified and policy has been developed in order to reach this objective. This tendency will continue.

Quantitative Answer: 20

The governments with power do not see a financial reason to promote this agenda... until the women get together and understand that all of this is about the MONEY, we are just doing busy work.

Quantitative Answer: 20

I see these types of laws in selected, stable societies, but certainly not widespread enough to have a global impact.

Quantitative Answer: 25

Maybe in some countries but not in most countries.

Quantitative Answer: 25

In the US this is highly likely but in other countries I have my doubts.

Quantitative Answer: 25

In developed countries this may happen, in the majority of countries it will not.

Quantitative Answer: 30

La majorité des postes de décision étant encore occupés par des hommes, la question, pour une grande majorité d'entre eux, est d'un intérêt nul.

Quantitative Answer: 48

Il y a un discours qui tend à considérer comme "acquis" les revendications des femmes, et donc à rejeter les nouvelles revendications. Par contre, un mouvement fort existe qui porte les spécificités de genre.

Quantitative Answer: 50

The question is too broad. In Belgium such a law exists, still before it is really implemented....is another step.

Quantitative Answer: 50

There is no economical reason to promote this.

Quantitative Answer: 60

Many countries signed the CEDAW and other International Documents requiring gender equality/ It makes them obliged to follow their responsibilities. But there are many among them which do not have real mechanism to promote gender equality in all spheres of life. It will happen under strong consolidated demands of the national women's movement in every country.

Quantitative Answer: 60

We in Africa are still tied down by traditions that negate women in development. However I believe that by 2018 women recognition and participation in decision making processes will be 60% plus. This is due to gender awareness campaigns and empowerment of women at all levels. The UN enhanced commitment to women is also expected to contribute significantly to this end.

Quantitative Answer: 60

De plus en plus d'Etats voient la necessaite d'inclure ces politiques relative au genre comme facteur de developpement et une incitation de l'ONU permettra d'elargir au maximum ces reglementations au niveau national.

Quantitative Answer: 65

The world debate over the importance and participation of women in the growth of the global economy in the last 10 years may foster a faster advancement of gender-sensitive policies

Quantitative Answer: 50

The question is not clear - if for all countries then zero, if for one then 100%, hence, I put 50%.

Quantitative Answer: 70

This question is broad. It might be unclear to some participants because it is so general. Another way to put it would be: "2018 (or 2015) Development: International and national procedure mandates strong gender component (or consideration) to legislation, regulation, and a nation's overall public policy."

Quantitative Answer: 75

Many regulations exist, but there is a widening gap between rhetoric and practical realities. Without proper enforcement measures, progress is slow -- if at all.

Quantitative Answer: 80

The increase awareness of the role of women in changing the perspective of development and its participation in the market

Quantitative Answer: 80

Actually I believe that by that time this item won't be an issue any longer.

These kinds of laws are not constructive. People end up arguing about the law and not accomplishing anything meaningful.

Freins législatifs, quotas rigides

Impact

A law of this kind is not a meaningful way to accomplish increasing power for women.

Quantitative Answer: 3

Considering the situation in Africa, not much change is to be expected of these regulations, ratified or not. Unless women organise themselves at high level and develop strong lobby and advocacy, for application. However, the women's movement is too busy surviving, and lacks strategy and courage, to accomplish this challenge.

Quantitative Answer: 4

Une loi n'est pas suffisante. Ce processus prendra du temps, mais je pense que cela permettra que les choses bougent dans certains domaines et grâce à l'action de personnes convaincues. On peut donc estimer que cela a un certain impact.

Quantitative Answer: 5

I am reasonably sure that in the decade to come, there will be hardly any public / national disagreement that gender aspects should be included / reflected in policy - much in the same way that "everyone" agrees about the

environment today. However, I am not convinced that writing it into high-level policies will ensure any significant impact towards empowering women. As with the environment example, the devil is in the detail of what has to give!

Quantitative Answer: 5

I think governments can not neglect these issues but again it depends on the empowerment achieved by women within their countries and the fight to make it a global issue.

Quantitative Answer: 5

Impossible d'évaluer l'impact relatif global compte tenu du nombre de paramètres rentrant en ligne de compte. Des évaluations spécifiques peuvent néanmoins être envisagées au moyen de bases de données tenues par des organisations pour voir l'évolution de certains paramètres uniquement. L'impact pourra se faire probablement sentir d'abord dans les grandes entreprises qui sont au fait des préoccupations majeures dans l'environnement global ainsi qu'au niveau des entreprises publiques (comme c'est déjà parfois le cas en Belgique).

Quantitative Answer: 6

If it happened it would be a 10+, but I don't think it will happen.

Quantitative Answer: 10

Reason for Answer: We, as a group of thinking people, have to understand the economic impact of abuse.

Backfire Potential

Quantitative Answer: 3

The meaning of "backfire" should be explained to the respondents. It is not clear

Quantitative Answer: 5

Because such legislation will happen in only a few countries, the backfire potential will not be great.

Quantitative Answer: 5

It depends on the priority of other issues in which governments have to fight for example economic welfare, employment policies, narcotraffic, security aspects.

Quantitative Answer: 5

Impossible d'évaluer le "retour de flamme" global compte tenu du nombre de paramètres en jeu. Néanmoins, il semble clair que plus les actions de prévention et d'accompagnement des femmes se mettent en place au grand jour, et ce avec le soutien d'organisations nationales et internationales, moins ce retour risque d'être dangereux en intensité et profondeur.

* * *

Development 2: Most important social and economic indicators for essentially every country and the world as a whole are gender-disaggregated.

Développement: La plupart des indicateurs sociaux et économiques importants pour la plupart des pays et pour le monde en général dissocient les genres.

Probability

Quantitative Answer: 1

I think this is a great idea and goal. But in most cases the information is not available aggregated or split by gender.

Quantitative Answer: 40

Good. I'd reword it so it is clearer for a world audience. "Gender disaggregated" could mean one thing to the Germans and something different to the Japanese.

Quantitative Answer: 50

Les décisions relatives aux indicateurs macro et micro économiques nationaux sont le résultat de consensus internationaux. Qui peut évaluer le fruit des échanges bilatéraux en la matière compte tenu des cultures et des problématiques spécifiques aux pays ?

Quantitative Answer: 75

There are already some NGOs that do gender disaggregation of data and it proved to be important in designing different strategies to address poverty, health, education, and climate change adaptation. If done in all the domains and at national levels, it might be an important way to improve the status of women and children.

Quantitative Answer: 80

I think this is a must that should guide public and private policies and set priorities.

Impact

Quantitative Answer: 5

L'impact relatif global semble difficile à évaluer compte tenu de la multitudes des paramètres qui peuvent rentrer en ligne de compte. Néanmoins, on peut avancer que les changements au niveau des entreprises et de la population de manière générale ne pourront être évaluer aussi vite. Le processus "égalité de genre" est long. C'est la volonté et le courage des femmes et des hommes sur le terrain qui donneront un sens au changement...

Quantitative Answer: 7

It can have a relatively high impact, since it would show which are the sectors/areas where more work should be done and eventually new strategies be adopted.

Quantitative Answer: 8

I think this is a must and basically we have seem a sustantial effort in Mexico in this respect in order to evaluate efforts of the different programs establish for women.

Backfire Potential

Quantitative Answer: 2

Les "retours de flamme" seront probablement limités dans la mesure où les indicateurs qui dissocient les genres contribueront à valoriser l'expertise des femmes tout en encourageant les échanges co-constructifs entre femmes et hommes, et ce dans une logique win-win.

Quantitative Answer: 8

It is the best way to evaluate the effectiveness of the policies establish.

* * *

Development 3: New economic indicators are created that quantify (as monetary value) non-traditional work that promote welfare and quality of life (e.g. house work, elderly and children care, etc)

Développement: De nouveaux indicateurs économiques sont créés qui quantifient (comme valeur monétaire) le travail non traditionnel mettant en valeur le bien-être et la qualité de vie (ex. : travail à domicile, prise en charge des enfants et des personnes âgées, etc.).

Probability

Quantitative Answer: 30

I understand why this question would be asked, considering Hazel Henderson's view of a just economy. But how does it benefit a nation's economy – especially in a globalizing world - to put a value on housework? Here is another question: "Development: By 2018 (or 2015), an economic (or macroeconomic) theory of development gains worldwide acceptance. The theory proves – among other things - that gender inequality causes a nation to loose money (output/productivity declines – GDP, etc.). It slows a nation's economic growth, productivity, and inhibits gain in human capital innovation, especially in areas of science, technology, and engineering."

Quantitative Answer: 45

These indicators would be very difficult to construct: what is house work in one country is something very different in another. And how would one keep track of the time spent?

Quantitative Answer: 50

Unless some global scale indicator to replace GDP is created, it will be impossible to monetarize non-paid work. Quality of life should be also quantified and have a common understanding all over the world

Quantitative Answer: 50

I feel it is likely that such indicators will be created, in fact I would assume that there are people working on them as we speak. However, I feel that it is unlikely that they will be implemented in any serious way

Quantitative Answer: 60

In Butan, as well as now in Brazil there is already a group working the some indicators such as FIB, which measures happiness. I believe with this international crisis people are becoming aware that money is not the only way to measure our economy and will, so, start looking for new approached, which could be more holistic.

Quantitative Answer: 75

I think it's likely that these indicators will be developed, however it is entirely another thing whether or not they will be used, or whether or not they will be accurate.

Quantitative Answer: 75

There are already countries that have a similar approach and as the world will move from the obsolete GDP to more relevant indicators to assess "development" and quality of life, most probably non-paid work will be somehow included.

Quantitative Answer: 90

Women prefer to work in her house, and gives a lot of importance to quality of life

Quantitative Answer: 100

It is important to value their economic contribution rather than seen as a cost population. Many research studies have been undertaken in México to value this contribution through OIT.

Impact

Quantitative Answer: 10

To take into consideration their value in the GNP and to establish specific social policies

Backfire Potential

Quantitative Answer: 7

The whole economic system will react to this new criteria. Financial markets which are not sensitive to real population needs as (leisure, education, culture, eco-living, etc) may react negatively to this new metrics

Quantitative Answer: 7

Les effets pervers pourraient être importants entre les indicateurs sociaux et la prise en compte de la qualité de vie dans la réalité. Les besoins sous-jacents au travail non traditionnel peuvent ne pas trouver de réponse en termes de structures qui accompagneraient les changements de mentalité induits par leur diffusion. Exemples : gardes d'enfants, maisons d'accueil, réglementations salariales, etc.

Quantitative Answer: 8

It will affect the wage system, the GDP and GNP measures. I believe mainstream economists will react negatively. some development-oriented individuals may see this as 'commodification' of reproductive work

Quantitative Answer: 10

To address through specific indicators the impact of non traditional solutions to particular problems for example work at home vis a vis reduction in transportation needs, space of offices etc utilization of the elderly for improving technical assistance to new entrepreneurs, etc.

* * *

Development 4: Almost all national and international development programs are designed to avoid gender-sensitive issues.**Développement: La plupart des programmes de développement nationaux et internationaux sont construits de manière à éviter les questions sensibles des genres.****Probability**

This is a somewhat confusing... I think the way to go is to confront gender sensitive issues rather than avoid it.

Quantitative Answer: 20

Impossible in a world of more women awareness.

Quantitative Answer: 25

The State of World Population 2008 report from UNFPA, "Reaching Common Ground: Culture, Gender and Human Rights", launched in November 2008, highlights that culture is a central component of successful development of poor countries, and must be integrated into development policy and programming, and development strategies that are sensitive to cultural values can reduce harmful practices against women and promote human rights, including gender equality and women's empowerment.

Quantitative Answer: 30

I'm not sure what avoiding gender sensitive issues means. For example, it might mean simply sweeping them under the rug and ignoring them while letting gender unfairness continue. Or it might mean facing them directly and making sure that men and women were treated fairly.

Quantitative Answer: 55

Didn't understand the question

Quantitative Answer: 70

I don't understand the way the question is worded. Shouldn't it be written in this way: "Development: Almost all national and international development programs are designed to address gender-sensitive issues." (The question has the word, "avoid".)

Impact

Quantitative Answer: 10

It's like not seeing a huge percentage of the population which makes a difference in many ways especially in terms of the market.

Backfire Potential

Quantitative Answer: 10

It's like ignoring a segment of the population that today makes a difference in many fields.

* * *

Development 5: Access to investment and financing mechanisms is equal for men and women.**Développement: L'accès aux mécanismes d'investissements et de gestion financière est égal pour les hommes et pour les femmes.****Probability**

Quantitative Answer: 20

Reason for Answer: How to apply this approach / measure this value? Only from a legal point of view?

Quantitative Answer: 50

Nowadays after a long struggle and the incorporation of women in the market this is true in the urban areas not so much in the rural areas where the women continues to play a traditional role although they are consider by non traditional financial intermediaries as better subjects of credit

Quantitative Answer: 50

Good. By 2018, it might go the other way around. Imagine men being routinely barred/denied micro credit loans and opportunities because of the growing perception that women are responsible and men are irresponsible, especially in poor countries. (The reality is, men are frustrated because there are no jobs. Men in every culture strongly identify themselves as “providers,” but if they are unable to provide, they will walk away when the other option is facing “shame”. Many futurist publications have done the math already and point to the fact that over the next ten years, especially in the Asian region and Latin American region, the “youthing” of these regions will find less available jobs (tight squeeze on land and resources because of development; tighter laws on agriculture due to climate change; automation, etc., etc.), will increasingly be a problem in terms of available jobs for young men . It’s bold, but it makes sense to reframe this question to address a future male disadvantage.

Quantitative Answer: 60

Le monde de l'entreprise est proportionnellement davantage masculin que féminin. De fait, si bon nombre de structures se développent à travers le monde pour permettre aux femmes de s'émanciper et de contribuer à faire en sorte que leurs droits soient les mêmes que ceux des hommes. Néanmoins, la mentalité du monde entrepreneurial est en 2008 majoritairement "masculin". D'où la nécessité de certains programmes de développement d'insister sur l'entrepreneuriat féminin en offrant aux femmes la possibilité de se faire aider par d'autres femmes du monde de l'entreprise afin de donner une impulsion positive ? "rencontres financement".

Quantitative Answer: 80

More women will participate in the economy, more financial mechanisms will be available to them. Banks are not sexist; they want to make money and will lend to anyone as long as they can make money out of it.

Impact

Quantitative Answer: 5

Creation of more employment

Quantitative Answer: 6

The willingness of men and women will be different, therefore the wages will be also different, for looking for a counterbalance of it.

Backfire Potential

Quantitative Answer: 5

It will have a multiplier effect in the economy

* * *

Development 6: Access to natural resources (land and water) is equal to men and women. (Please list specific inequalities which you think may exist by 2015, their importance, and the organization(s) that should address them in the "Reasons" section)

Développement: L'accès aux ressources naturelles (terre et eau) est égal pour les hommes et pour les femmes. (Merci de lister, dans la section "Raisons", les inégalités spécifiques dont vous pensez qu'elles existeront en 2015, leur importance et les organismes qui devraient aborder ces enjeux).

Probability

Quantitative Answer: 30

Reason for Answer: One of the key determinant of a woman’s access to natural resources is title. Tribes/rural communities in both poor and rich countries have a totally different take on title in contrast to a country’s public policy and courts.

Quantitative Answer: 40

I think women can't access to natural resources as equal as the men because of the money they need to proceed land or water resources. The main reason for that is the inequality in how the women are paid for their work, compare to men. Another reason is the mentality that a women can't deal with the management of the natural resources. I think the proper methodes to access different education and training programs for women will improve their aknowledge about how to use the natural resources.

Quantitative Answer: 50

In 2015 there will still be regions that will not allow women access to land, etc. in order to keep them as second class or "under control". But due to access to information and general world social movements and pressure, these will become increasingly insular and eventually at some point, as consciousness will evolve in those regions, equality will prevail.

Quantitative Answer: 50

The history shows that women were not allowed to the property of land and this memory is not easy to erase

Quantitative Answer: 50

In Mexico at least for water and land in the urban the problem is not a gender problem, men and women have access to water and when they don't have its related to problems of lack of infrastructure and the same for land. In this last aspect the problem is related to economic power and of course there are inequalities between both sexes but if women have economic power their access is guaranteed. In the rural areas there are differences must titles and rights for land and water are predominantly male.

Quantitative Answer: 50

Land, especially in Chinese rural areas

Quantitative Answer: 70

By 2015 I envisage little change to today's situation regarding women's land ownership. In some countries women earn enough to buy land, in others women are entitled to inherit, whilst in others land ownership is strictly the province of men. Access to land is a different question. I envisage some headway will be made for women in some countries to have access to land and water to grow food and keep animals. Regarding access to drinking water this is a challenge for all nations and needs an organised global response for which the United Nations is currently best equipped - provided it resolves its internal issues and implements reforms.

Quantitative Answer: 80

The ownership of land does not belong to the women only to the men, it will remain for a few decades in some places. The ownership of water is not different today, but perhaps it will be.

Impact

Quantitative Answer: 2

I don't believe this issue will change in 2015

Backfire Potential

Quantitative Answer: 2

I don't see a problem of inequalities. Again the issue is more linked to economic power, therefore the issue specially in terms of land should be address by social organizations within particular regions in order to get a better distribution of resources.

* * *

Development 7: Women's right to health information and family planning, to decide on pregnancy, and access to safe, effective and affordable health care services is guaranteed in all countries. (Please list the countries/regions which you think may lag in the "Reasons" section)

Développement: Les droits des femmes aux informations de santé et de planning familial, à la décision concernant la grossesse, ainsi que l'accès à des soins de santé fiables, efficaces et accessibles sont garantis dans tous les pays. (Merci de lister, dans la section "Raisons", les pays ou régions dont vous pensez qu'ils sont à la traîne).

Probability

I agree with the group below

Quantitative Answer: 10

Les pays de religion musulmane où le niveau de pauvreté de la population est élevé

Quantitative Answer: 30

The countries that lag will be in Africa, the Middle East, and some parts of Asia or South East Asia (e.g. India, Indonesia, Burma, etc.)

Quantitative Answer: 30

The religious issue in the most of the countries can difficult the advance in this matter.

Date: 2008-12-01

Quantitative Answer: 50

Progress in most other countries has been slow, and maternal mortality and morbidity remain tragically high in several regions, including in most of sub-Saharan Africa and the poorer parts of South Asia. While some gains in combating maternal death and illness are expected in the next 10 years, current interventions will need to be scaled up and more resources directed towards them if significant inroads are to be made to protect women's lives and health.

Quantitative Answer: 50

Some countries in Africa, south Asia, where women are under the traditional pressure of men's rights.

Quantitative Answer: 50

Africa countries.

Quantitative Answer: 60

African countries, Latinamerican Countries. Countries with certain religions like Islam and others that think that women are not as valuable as men

Quantitative Answer: 60

Not in all countries is guaranteed. In Mexico there is information and certain states have laws where abortion for example is permitted within a period where women are not at risk if they decide not to go on with their pregnancy, but in many countries this is not the case and changes are difficult to undertake in conservative countries.

Quantitative Answer: 60

For example, China, France, and so on

Quantitative Answer: 85

Pays en difficulté grave par rapport à la santé : - Les pays en développement, en état de guerre ou de famine, où les femmes n'ont pas la possibilité matérielle d'accéder aux soins de santé; - les pays où la religion ou le régime politique cloisonnent les femmes et les empêchent d'accéder aux soins de santé.

Quantitative Answer: 95

Overpopulation and its terrible consequences (ecological crisis, hunger, misery, violence etc.) force powers to give this right to women.

Quantitative Answer: 90

Might want to separate this question into two questions. You tied abortion ("family planning") together with "access to good health care planning." For those participants with a pro-life stance (no matter what country they are from), they might interpret the "family planning" phrase as acceptance of abortion (especially in the U.S.). It might be a little difficult for the participant to forecast objectively given the moral issue bounded into this question.

Impact

Quantitative Answer: 10
Many lives could be safe.

Backfire Potential

Quantitative Answer: 10
There are many strong beliefs that limit rational thinking and the process of change is slow.

* * *

Development 8: Equal access to education is guaranteed by law in all countries. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)

Développement: L'accès égal à l'éducation est garanti par la loi dans tous les pays. (Merci de lister, dans la section "Raisons", les pays ou régions dont vous pensez qu'ils ne sont pas adaptés).

Probability

About 77 million kids don't attend school (boys and girls). A better question to ask is whether all nations will make it free and mandatory for all children – boys and girls – to attend primary and secondary schools, and, whether there will be enforceable means to pull girls out of rural areas and into schools. This is a serious and primary focus of most every nation. I'd break this question up into regions.

Quantitative Answer: 50
Muslin countries

Quantitative Answer: 50
For example, some countries in Africa

Quantitative Answer: 60
I suspect this could be achieved in 10 years; however I also believe that in countries where male domination is the norm, they will find a way round the law if it suits them. More important to these issues is the education of men in many countries, developed and undeveloped.

Quantitative Answer: 70
Les pays dont les populations sont victimes de régimes politiques ou religieux absolutistes et rétrogrades (cfr talibans) ne permettent pas aux femmes de s'éduquer, de faire des études ou d'exercer un métier.

Quantitative Answer: 75
The MDG on education is probably the most successful one. Now the next problem will be what kind of education will be given? Not so much of content, but ideology point of view.

Quantitative Answer: 78
Education is one of the gender issues that have been more developed.

Quantitative Answer: 80
The girls are easier deisciplined and they developed in earlier age than the boys, so they are better pupils, so many teachers prefer to teach them than the boys. On the other side is, that in many countries the men are accepted as more important than women. So the differences are not so large as in other connections.

Quantitative Answer: 100
This is the case of Mexico. I do not know which countries have discriminated against girls not been educated perhaps the most underdeveloped.

Impact

Quantitative Answer: 10

Education is the first platform to open opportunities to grow.

Backfire Potential

Quantitative Answer: 5

More women in the workplace (as preferred by their highest level of education) may cause reactions from the masculine workforce

Quantitative Answer: 10

It should become something to struggle for. We should stimulate global policies in strategic segments of the population.

* * *

Development 9: Women have equal access to training and skills-development programs to ensure their full participation in the economic and social life, worldwide. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)

Développement: Les femmes bénéficient d'un accès égal aux formations et aux programmes de développement des capacités permettant d'assurer leur pleine participation à la vie économique et sociale, partout dans le monde. (Merci de lister, dans la section "Raisons", les pays ou régions pour lesquels vous pensez que ce n'est pas le cas).

Probability

Would these questions be better for participants to handle if they were broken down into regions?

I agree with comments below - the differences between regions are too great for this type of question to be answered with any accuracy. There are also other class and social divides within countries and regions that work against this. It's a much longer term issue - perhaps one that will take the rest of the century to resolve due to the slow rate of social change. At this point I'd say no nation has this level of equality.

Quantitative Answer: 20

Muslim, Asia and Latin America countries.

Quantitative Answer: 50

Middle-East countries - some of them (e.g. Syria, Irak), Saharian Africa , Asia (Polynesian islands).

Quantitative Answer: 50

Muslin countries

Quantitative Answer: 50

For example, some countries in Africa

Quantitative Answer: 60

In some countries in development (especially in Latin America) it will be unlikely to happen

Quantitative Answer: 80

I do not know of other countries to back my comment, but in Mexico in the northern states contrary to what might happened in other parts of the world they privilege in maquiladoras training programs for women.

Quantitative Answer: 85

In the underdeveloped world (Africa and some countries of Asia) this will not be possible in the next 40-50 years

Impact

Quantitative Answer: 5

It depends on the empowerment of women in different regions, as long as there is a lack of educational infrastructure and values related to the role of women the possibilities of this is negligible

Backfire Potential

Quantitative Answer: 5

Reason for Answer: It is intimately related to the empowerment of women. Unfortunately where there are programs they are limited to traditional sectors of the economy.

* * *

Development 10: The “digital divide” between women and men is closed worldwide. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)

Développement: La "fracture numérique" entre les femmes et les hommes est comblée partout dans le monde. (Merci de lister, dans la section "Raisons", les pays ou régions pour lesquels vous pensez que ce n'est pas le cas).

Probability

On a question like this, a regional breakout might result in a more accurate forecast. On a global level, how do you answer this question? In Japan, ICT access is easier since it is a small country with highly populated areas. In China, the past two years has seen an incredibly marked increase in ICT usage, but on the overall, only 10% of the population has access to computers because of infrastructure problems and high cost of online services. Add to that, the cultural restrictions on women's mobility and pressures to stay home and care for the children. Women stay at home. Men leave the home to access the community computer. For many regions of the world, access it isn't so much a gender equality question as much as it is an infrastructure/cost availability/cultural question.

Quantitative Answer: 40

Pour combler la fracture numérique, il importe que les femmes sachent lire et écrire (éducation), qu'elles aient appris à utiliser un ordinateur (formation continue), qu'elles aient accès à des outils numériques (lutte pour la démocratie et contre la pauvreté) et que la connectivité soit établie dans leur région (développement).

Quantitative Answer: 50

This is related to educational programs and there is not only a difference between women and men, but within rural and urban sectors and within age groups. In México the use of computers is basically concentrated in the urban areas and in the rural areas it is a small segment but increasing.

Potential

Quantitative Answer: 5

Traditional societies are afraid of the empowerment of women, information through efficient means of technology could be dreadful.

* * *

Development 11: Equal access to ICT is guaranteed by law worldwide. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)

Développement: L'accès égal aux TIC est garanti par la loi partout dans le monde. (Merci de lister, dans la section "Raisons", les pays ou régions pour lesquels vous pensez que ce n'est pas le cas).

Probability

This question seems to be redundant (the same) as the previous question (digital divide) Could be eliminated

Impact

Quantitative Answer: 3

Its not a possibility. There are things which can't be put into laws.

Backfire Potential

Quantitative Answer: 3

Reason for Answer: Same answer as previous ones.

* * *

Development 12: Gender perspective is considered in ongoing (and future) research that might have an important impact on humanity (e.g. biotechnology)

Développement: La perspective des genres est prise en considération dans la recherche, en cours (et à venir), dont l'impact pourrait être important pour l'humanité (ex. : biotechnologie).

Probability

Do you mean gender perspective or gender participation? The stats don't quite match the question.

Quantitative Answer: 40

The question is not clearly formulated, we want more women in scientific research ? Women and men unfortunately are not seeking their interests and passions they are looking for areas where they can have higher returns in relation to what they invest in education or we want research focus more in relation to women.

Quantitative Answer: 50

2 generations will be required to make this change happen. Still we have centuries of male-oriented scientific approaches in scientific development.

Quantitative Answer: 80

It is not entirely clear to me what this question means. Is there a woman's view as distinct from a man's view apart from the social and cultural roles and settings that may differentiate men and women?

* * *

Development 13: Areas in which women are disproportionately vulnerable (e.g. climate change effects) are recognized and strategies are gender-sensitive.

Développement : Les domaines dans lesquels les femmes sont disproportionnellement vulnérables (ex. : effets des changements climatiques) sont avérés et les stratégies concernées prennent en compte les questions de genres.

Probability

Quantitative Answer: 20

Women and men are vulnerable equally to climatic changes. Pregnant women are more vulnerable. It will be interesting to find out how many women participate in different types of organizations to protect the environment and how many consume organic foods.

Quantitative Answer: 40

Still economic interests will prevail and those interests are not quite female-oriented, like collaboration, caring, sharing, preserving

Quantitative Answer: 50

(One way to make this a little more clear): "Development: Affirmative strategies recognize and mitigate women's vulnerability to certain global trends (e.g. climate change). These strategies become more universal."

Impact

Quantitative Answer: 2

If there would be a compromise both of men and women to introduce the social responsibility of professionals in relation to adverse effects of climate in their designs and their consumption it will have an important effect but there are still many people that don't believe in climate change despite the data information.

* * *

Development 14: Special rules are adopted for the protection of women and children in conflict and post-conflict situations.

Développement : Des règlements spéciaux sont adoptés pour la protection des femmes et des enfants dans les situations de conflits et d'après-conflits.

Probability

Data sources report "that 94 per cent of displaced households surveyed in Sierra Leone had experienced sexual assaults, including rape, torture and sexual slavery and that at least 250,000 – perhaps as many as 500,000 – women were raped during the 1994 genocide in Rwanda". http://www.unifem.org/filesconfirmed/149/213_chapter01.pdf

Quantitative Answer: 100

UN Security Council adopted in June 2008 Resolution 1820 which reaffirms “its commitment to the continuing and full implementation of resolution 1325 (2000), 1612 (2005) and 1674 (2006)”, stressing the importance of giving women equal participation and full involvement in peace and security matters and the need to increase their role in decision-making, and recognizes rape and other forms of sexual violence as “war crime, a crime against humanity, or a constitutive act with respect to genocide,” which should therefore be punished accordingly. Nevertheless, international community's reaction was very weak when in fall 2008 in Somalia, a 13-year-old girl who had been raped was convicted of "adultery" and stoned to death by 50 men under the watch of over 1,000 people, and no action was taken against the rapists, nor open condemnation of the practice.

<http://www.un.org/apps/news/story.asp?NewsID=28809&Cr=somali&Cr1=>

Quantitative Answer: 50

It depends on the degree of women awareness and commitment of the governments to respect the rights of women. In México women rights are protected by law but that doesn't impede that violence to women exists.

Quantitative Answer: 90

Another way to put it: “Development: By 2018 (or 2015), international law trumps all other law in conflict and post-conflict areas when it comes to women and children. Women and children are considered a vital resource (like fresh water), so rape, torture, and slavery of women and children are crimes against humanity and prosecuted severely.

*This is a little long – could be shortened.)

Impact

Quantitative Answer: 3

Cultural aspects, values make it very difficult for rapid changes.

Quantitative Answer: 10

Under-Secretary-General for Peacekeeping Operations Alain Le Roy noted that resolution 1325 had galvanized women in post-conflict countries to demand greater accountability from peacekeeping operations to respond to gender issues, and cited the examples of the Democratic Republic of the Congo (DRC), Côte d'Ivoire and Kosovo, where women's groups have established regular channels of communications with mission leadership. Peacekeeping operations have supported the participation of women in elections in a number of countries. However, he told the Security Council, it is not enough to have women voting or being elected to office; the real challenge is for women to stay in office and implement gender-sensitive policies.

<http://www.un.org/apps/news/story.asp?NewsID=28758&Cr=women&Cr1=peacekeeping>

* * *

Development 15: Media stops perpetuating gender stereotypes.

Développement: Les médias arrêtent de perpétuer des stéréotypes de genres.

Probability

Quantitative Answer: 0

Media speculates whatever they can to get the public attention and make money. They are "slaves" of the "big bucks" (companies) and will not change policy as long as the systems of values do not change.

Quantitative Answer: 50

Ha! That will never happen. What makes a good story? Good verses evil and venus verses mars.

Quantitative Answer: 50

Obviously stereotypes of women exist but are changing gradually specially through soap operas specially in young women in México.

Quantitative Answer: 60

Still little has been made by the women movements in this aspect.

Impact

Quantitative Answer: 4

I misundenstood trhe question

Quantitative Answer: 5

Little depending in the market conditions.

Quantitative Answer: 10

Les stéréotypes de genre perpétrés par les médias portent préjudice aux femmes à tous niveaux (famille, emploi, développement). Les femmes sont souvent présentées comme des objets (exploitation sexuelle, sociale), bêtes et soumises à l'auorité des hommes (enfants, maris, collègues). Cette image dépréciative perturbe la bonne éducation et la vie en société. Les hommes (jeunes enfants, garçons, adolescents autant qu'adultes) moins bien éduqués sont ainsi amenés à penser qu'ils dominent les femmes et qu'elles sont à leur service. Les médias devraient comprendre ce problème et appliquer les règles de savoir vivre dans leur gestion afin de ne pénaliser aucune catégorie sociale dans leurs messages publicitaires (femmes/hommes, provenance géographique, appartenance politique ou religieuse, ...). L'éducation est primordiale à tous niveaux.

Backfire Potential

Quantitative Answer: 5

Little because they are subject to market conditions. What sells more a liberated woman or a traditional woman, object or subject.

Quantitative Answer: 8

Industries will try to react to this non-stereotyped portraits, due to selling reasons

* * *

Development 16: At least 33% women ratio in government bodies is mandatory worldwide. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)

Développement : Un quota minimum de 33 % de femmes est requis dans les institutions gouvernementales partout dans le monde. (Merci de lister les pays/ régions dont vous pensez que ce ne sera pas le cas dans la section "Raisons").

Probability

In some cultures women lead governance yet are not admitted to official government bodies. I think it's possible to introduce such a mandate but considerably harder to enforce it; requires a phased in approach and transition strategies.

Quantitative Answer: 5

In parliament? Local governments? You mean ALL government bodies?

Quantitative Answer: 20

For example, some countries in Africa

Quantitative Answer: 25

As Under-Secretary-General for Peacekeeping Operations Alain Le Roy told the Security Council in October 2008, it is not enough to have women voting or being elected to office; the real challenge is for women to stay in office and implement gender-sensitive policies.

Quantitative Answer: 30

This will not be effective in underdeveloped countries with cultural restraints in relation to the role of women in politics.

Quantitative Answer: 30

Power of male in authoritarian states.

Quantitative Answer: 35

The undeveloped countries in Middle-East, South America and Central America, South Asia, and Africa.

Quantitative Answer: 75

Les pays d'Europe peinent bien souvent à appliquer ces quotas. Il serait d'ailleurs plus constructif de faire en sorte que les femmes et les hommes soient mandatés pour leurs qualités, tout simplement, en évitant de créer des barrières ou des plafonds de verre pour les femmes.

Quantitative Answer: 80

Il faut aussi éduquer les femmes.

Quantitative Answer: 100

Muslin countries.

Impact

Quantitative Answer: 3

For the reasons mentioned in Probability

Quantitative Answer: 7

Decision making in policies made by women will impact deeply in the state of the world.

Quantitative Answer: 10

The impact would be enormous, since women are inclined to promote "soft policy" rather than the aggressive male policies.

Backfire Potential

Quantitative Answer: 3

See answer Probability

Quantitative Answer: 4

I misunderstood

* * *

Development 16: At least 33% women ratio in government bodies is mandatory worldwide.(Please list the countries/regions for which you think this will not be the case in the "Reasons" section)

Développement : Un quota minimum de 33 % de femmes est requis dans les institutions gouvernementales partout dans le monde. (Merci de lister les pays/ régions dont vous pensez que ce ne sera pas le cas dans la section "Raisons").

Backfire Potential

Quantitative Answer: 8

Male-oriented systems will react negatively to deep changes caused by women as police makers

Quantitative Answer: 10

People are chosen based too much only on the fact that they are women. Case in point: Sarah Palin.

* * *

Development 17: Economic penalties are introduced for countries that fail to meet global gender equity standards.

Développement : Des pénalités économiques sont mises en oeuvre contre les pays qui n'appliquent pas les normes mondiales d'équité entre les genres.

Probability

Great question!

Quantitative Answer: 5

Such economic penalties may be introduced by a few countries.

Quantitative Answer: 10

This will not be possible in the next 10 years since it is not politically correct to address culturally sensitive issues, the "important" politicians are male, and women inequality is not addressed as a basic human rights issue. Oppressing women is not equal to an "oppressing regime" (e.g. genital mutilation and stoning of women are still tolerated as common practices in some regions of the world without any penalty against those regimes). When apartheid was condemned and economic sanctions were introduced, it was abolished. Why can't women issues get the same importance?

Quantitative Answer: 30

I think human rights for women should be protected but as much as we want to inequalities between countries are not diminishing therefore the possibilities that a drastic change in this respect takes place is very difficult.

Impact

Quantitative Answer: 3

Little according to what was exposed in question no.1.

Quantitative Answer: 10

Although with low probability to happen, sanctions for gender inequality might be efficient in stopping incidents as the one that happened in fall 2008 in Somalia, when the 13-year-old girl who had been raped was convicted of "adultery" and stoned to death by 50 men under the watch of over 1,000 people. The international community's reaction was very weak--to say the least. <http://news.bbc.co.uk/2/hi/africa/7708169.stm>

Backfire Potential

Quantitative Answer: 3

See answer no. 1

* * *

Development 18: Incentives are offered to organizations that implement and exceed gender-equity norms.

Développement: Des encouragements sont adressés aux organisations qui favorisent et augmentent la mise en oeuvre des normes d'équité entre les genres.

Probability

Quantitative Answer: 20

There are already ratings of companies that include gender equality issues, but few pay attention to them.

Quantitative Answer: 40

Who provides those incentives? If it's the government, it depends who runs the government and if it's the private sector it would be accused of creating inequalities. It's very tricky. I think NGO should encourage programs to empower women, which is a different story.

Quantitative Answer: 80

This is already happening. Are we talking worldwide acceptance?

Impact

Quantitative Answer: 4

See answer No 1

Backfire Potential

Quantitative Answer: 4

See answer No 1

* * *

Development 19: Periodic assessments are conducted worldwide on gender-equity status and the results are generally available.

Développement: Des évaluations périodiques sont conduites partout dans le monde concernant la réalité de l'équité des genres et les résultats en sont généralement disponibles.

Probability

But this is already happening on a national and global scale. (World Economic Forum's annual gender gap reports, UNESCO, UNDP, etc.)

Quantitative Answer: 40

This is a must and at least in Latin America there are institutions within the university and in the government dedicated to analyze the situation of women in different segments of the population and by economic sectors.

Quantitative Answer: 75

There are such assessments, but the impact is more at the level of rising awareness, while getting to policy-change is a completely other story.

Impact

Quantitative Answer: 4

The impact could be important but unfortunately within restraints of resources there are other priorities.

Backfire Potential

Quantitative Answer: 4

See answer no. 2

* * *

Development 20: All the multilateral banks and lending institutions, the World Trade Organization and the UN agencies require compliance with gender-equity standards as a prerequisite for loans or participation in any of their activities.

Développement: Toutes les banques multilatérales et les institutions de prêt, l'Organisation mondiale du Commerce et les agences des Nations Unies exigent l'application des normes d'équité entre les genres comme prérequis pour les emprunts ou la participation à chacune de leurs activités.

Probability

Governments will have to create "watchdog" groups to certify compliance with gender equity standards.

Quantitative Answer: 40

It is a good idea but very difficult to implement specially because it will imply that there is an abundance of projects which is not the case and it will add a high bureaucracy with little impact on women.

Quantitative Answer: 50

No chance. These institutions don't care of women rights, equity, or any ethics-related issues.

Impact

Quantitative Answer: 4

See answer 1

Backfire Potential

Quantitative Answer: 4

See answer no 1

* * *

Development 21: Gender based infanticide is considered genocide and a crime against humanity.

Développement: L'infanticide basé sur le genre est considéré comme un génocide et comme un crime contre l'humanité.

Estimates find that 60 million girls are "missing" in Asia, based on total births.

Probability

Quantitative Answer: 90

I think this is a question that all governments should address regardless of their cultural background it should be considered in all countries a crime with concrete penalties.

Impact

Quantitative Answer: 9

These are things that should not be questioned but penalized.

Backfire Potential

Quantitative Answer: 9

See answer no 2.

* * *

Variable 22: Percentage of women in all the world's parliaments.

Variable: Pourcentage des parlementaires du monde entier qui sont des femmes.

% of women in parliaments (single or lower chamber)

GLOBAL: 11% (1995); 16% (2006)

Rwanda: 17% (1995); 49% (2006)

Brazil: 7% (1995); 9% (2006)

France: 6% (1995); 12% (2006)

Probability

Quantitative Answer: 20

This should be better worded for grammar. How about: "Percentage of all the world's parliaments with more than 10% female representation."

* * *

Variable 23: Ratio of average employed women's income to men's.

Variable: Rapport entre les revenus moyens des femmes salariées par rapport à celui des hommes.

US ratio annual wages:

76.9% (2006)

76.5% (2004)

71.6% (1990)

60.2% (1980)

Probability

Quantitative Answer: 75

For that--as for most of the other changes-- male mind-set should change. Low chances...

Quantitative Answer: 90

I did not read with patiente the question. Very tyiring to answer all this questions

* * *

Variable 24: Percentage of the world's ambassadors that is women.

Variable: *Pourcentage de femmes ambassadrices pour le monde entier.*

Example: 2004: 8 women ambassadors to the UN.

2002: 11 women ambassadors to the UN.

Probability

Do you mean only ambassadors to the UN or all countries' ambassadors to all other countries?

Quantitative Answer: 10

As long as high ranked politicians (mostly heads of state and governments) are male, low chances to have more women ambassadors.

Quantitative Answer: 20

This question is too general. The stats refer to the UN, but are you also referring to nation-to-nation ambassadors? (There are all kinds of ambassadors – goodwill, etc.)

* * *

Variable 26: Percentage of women, worldwide, who have essentially free access to pre and post natal care.

Variable : *pourcentage de femmes, de par le monde, qui ont un accès totalement gratuit aux soins prénataux et postnataux.*

Probability

Although harder to answer on a global level verses regional level.

Quantitative Answer: 20

General access to free health care is decreasing rather than increasing; hence, why would maternity-related health care be different?

Quantitative Answer: 52

Progress in most poor countries has been slow, and maternal mortality and morbidity remain tragically high in several regions, including in most of sub-Saharan Africa and the poorer parts of South Asia. While some gains in combating maternal death and illness are expected in the next 10 years, current interventions will need to be scaled up and more resources directed towards them if significant inroads are to be made to protect women's lives and health.

Appendix E: Comments and suggestions proposed by Millennia 2015 Steering Committee

The following members of the Steering Committee provided comments for improving the report and suggestions for next steps:

Rosa Alegria, Brazil
Cornelia Daheim, Germany
Marie-Anne Delahaut, Belgium (Wallonia)
Augustina Eniayeju, Nigeria
Elizabeth Florescu, Canada
Theodore J. Gordon, USA
Agnès Hubert, Belgium
Geci Karuri-Sebina, South Africa
Anne-Marie Lizin, Belgium
Eleonora Masini, Italy
Françoise Massit-Folléa, France
Ivana Milojević, Australia (and Iugoslavia)
Sawsan Sadek, Lebanon

The comments are listed in chronological order. For reasons of anonymity, only the comments are given, without the name of the participant.

The comments were:

I missed the "what next" methodological explanation. How many rounds will the study have? What is each round about, that is, what would be the outcomes of each round and the interconnectedness among them?

* * *

The whole purpose of the Real-Time Delphi is to be roundless. However, if the Millennia 2015 Steering Committee will consider necessary to run another Delphi, we can think what would be the purpose of that one.

The scope of this study was simply to identify some policies that could help improve the status of women around the world, and collect judgements about those policies, in order to help bridge the gap between rhetoric and action. I think that the outcomes -- although not surprising-- are good and reflect an interesting spectrum of opinions and alternatives and should be useful to support policymaking in this area.

The next step would be to make these findings useful to decisionmakers -- e.g. the commission that works on the "reform"/restructuring of the organizations that are focusing on women issues. But we will certainly need an opening to get to such forums. The analysis should also be

interesting to the organizations that work on different aspects related to the status of women (see the Appendix on the annotated bibliography in the State of the Future); hence, we should think about mailing the final out to them.

Any suggestions are welcome!

* * *

I think that a second round could be addressed to the construction of Millennia 2015 Scenarios. I've never seen nothing like that, I mean, global scenarios for women development, except the wonderful report "The futures of women", a collection of scenarios edited by Nancy Ramsey and Pamela McCorduck from GBN group. This study was published in 1996 <http://www.amazon.com/Futures-Women-Scenarios-21st-Century/dp/0446673374> at the opportunity of the outcomes and recommendations of the 1995 Beijing Conference, one of the most remarkable moments of the feminist movement. However, it is really outdated. New times require new readings of gender issues and I think that it could be a great opportunity for the MP develop a global report on Millennia 2015 scenarios and make it an editorial success.

* * *

Congratulations, team, on really interesting and well-presented results on the Millennia RTD!

I think [previous participant's] question and suggestion is a good one. I already begin to wonder what kinds of scenarios could result, and whether we would necessarily see vastly different futures / timelines for different regions / nations of the world. I have found the gender-related commentary on the recent financial crisis quite intriguing, and it's left me wondering what assumptions (positive and negative) about the upliftment and leadership of women in global politics and economics. Some of these perspectives start being raised in the qualitative responses received.

Here's another suggestion for your consideration:

Step 1) Based on this report, develop a process to develop a set (10-12?) of "proto scenarios" (basically slightly expanded versions of the developments, but not necessary developed up into full-blown, comprehensive scenarios) on the status of women 2015; if possible, this could be done regionally and even by partner institutions around the world (e.g. based upon a 1-pg template and set of instructions for a local / regional study).

Step 2) A central team analyses these to review / select / refine / synthesize final set of developments, and establish corresponding key drivers / assumptions, then use this to specify a list of indicators to be examined

Step 3) Re-run the RTD using these "new & improved" variables & developments.

I think we can discuss whether this would be useful or not, but what I imagine is that it could present a logical expansion from this round into a more focused and specific investigation?

* * *

Is it interesting to remember to all my proposal of a millennium workshop on “honour crimes” and forced marriages in this summary report? I let this to your appreciation.

* * *

I finally took the time to look at this very unusual and interesting report. However, while I would have found it totally adequate over six months ago, the financial and economic crisis has changed a large number of the parameters. Promoting gender equality and women's lives are going to be much more difficult worldwide but there is also a great window of opportunity to introduce reproductive issues into the real economy rather than remaining a burden on women in the informal, unpaid sector. I will go into more details if necessary about what I see as opportunities, but as far as the MP report is concerned, how can we introduce this new context to forecast 2018 when the effect of the crisis may have changed our way of thinking about these issues. I like the idea of drawing up scenarios but shouldn't we need an update of the study at some stage?

* * *

Very interesting comment and proposal.

Indeed, first Millennia 2015 RTD was prepared in spring 2008 and the answers were collected until December. The results present the situation at that moment and we already have in mind a second RTD including Millennia 2015 specific topics to analyze the evolution within the economic crisis.

It might be very relevant to include your more detailed view about those issues and opportunities!

* * *

Dear [previous participant], you are right. I am coming back from my meeting in Alexandria and we were sharing the same analysis with the American and Egyptian responsible leaders. Egypt for example has decided to take in hand the natality policy in a stronger way what is essential for their success (survival...).

* * *

Sure it is difficult to mix foresight and pragmatic actions!

However in order to prepare the next step for Millennia, with the help of your very useful contributions, could I suggest several tracks:

- updating a certain number of parameters, as suggested by [previous participant]*
- articulating local and regional issues with worldwide ones (as [previous participant] noticed) - example: this approach is more and more on the table for such initiatives like the UN Internet Governance Forum (though we can be skeptical about the output, the process of multiplayers' dialogue is useful for co-learning & capacity-building)*

- re-questioning and mapping precisely the different existing institutions (cf annex of the report *State of the Future*), available legal instruments and public policies concurring to the possible achievement of Millenia goals
- defining eventually some "orphan" problems (not covered by previous list) and, to make things scalable and workable,
- considering and focussing on the most prominent issues of the fertile current Millenia Study.

* * *

The discourse so far has been interesting. With the world economic downturn, we may have to consider issues raised in relation to regions. This is because the economic crunch will definitely be more felt by developing nations. Thus, affecting or reorienting our previous thinking.

* * *

Sorry for being a bit late with my feedback, but I finally looked through the report and found it great work. I hope this still helps.

In terms of how to publicize outcomes and maybe use this as a "teaser" for getting funding, I'd suggest to think a bit more about what the outcomes are or could be in a second round. To me, though interesting, I'd be afraid some people would say it's quite general. Maybe it would make sense to think about topic foci (such as how to improve education equality - which is probably a bad example, because so much has been done on this) in a next step (I think someone has already suggested regional foci)

(Where I spotted a typo while reading, I highlighted, and commented in one or two cases where I'd suggest to change wording or so - have a look and see what to do with that)

Best regards, and thanks to the core team for all your great work.

* * *

I am sorry not to have sent before my comments on the Millennia2015 very stimulating report. I read all of it as well as the comments.

I understand very well the suggestions of updating development and connected questions given the magnitude of the recent and present world crises and hence very rapid changes. Indeed the change is worldwide and deep, at the same time all foresight work needs constant updating and that is why when building scenarios you have alternatives taking into account the various possibilities, scenarios, for example, have to be dynamic themselves. At the same time as I think the report is also directed to decision makers, as was underlined, some updating should be done specially in relation to socio-economic developments (think of the one on employment-unemployment ratio women –men).

I understand the methodological issue of which developments to update and why, but maybe an effort has to be done towards this choice. For sure an update is needed before starting scenarios, even if they are alternative, as the changes we are living are very great.

I hope this is useful to the discussion.

* * *

First please accept my apologies for not being able to contribute to the discussion up until now. Second let me join in our appreciation of editors of Millennia 2015 RTD study and report. I can see how much time and effort went into this so thank you for providing us with this important document.

Given how much effort already went here and given my late response I feel apprehensive in making further suggestions, so if too difficult/too late please leave these comments for some later stage perhaps. Maybe it'd be best to leave this report as it is (or improve slightly as per already given suggestions) and then develop another one which will expand into scenarios, preferred visions and strategies to get there. In more concrete terms:

I would like to second [previous participant's] comment about changes in the environment since the report was initially conceived and conducted. I understand it would be impossible to address all those changes (and there will be more coming I am sure) so maybe there could be a paragraph somewhere on 'emerging issues' that may impact on these findings (or have already impacted them, such as current global economic crisis). I would also like to second [previous participants] recommendation about scenarios. In addition to "The futures of women", a collection of scenarios edited by Nancy Ramsey and Pamela McCorduck, I am aware of some other texts and would be happy to contribute here more concretely if we went along with the process.

I do hope (and pray :)) that 'the world is moving toward a more gender-equitable society' as the report states. However, perhaps some data here would make the argument stronger. For the future, of course, this is but one scenario, hopefully the most likely one, still there are places in the world where this has not been the case. For example, Serbia (where I teach one month each year at the Center for Gender Studies) as well as comparative countries within that region have seen some significant deterioration in regard to gender issues (due to increase in nationalism, religious fervour, structural adjustment policies pushed for movement from socialist to capitalist society etc.).

Acknowledging regional differences, as [previous participants] mention is thus really important. Honour crimes and forced marriages are not much of an issue here in Australia, however, they are really pertinent where my in-laws are based, i.e. in Pakistan. Once again, this branching out into regional issues may be better left for another document (but maybe a sentence or two recognising this in the current one would suffice for now).

As well, it may be useful to put some sort of a time line on this statement (world is moving toward a more gender-society) as this has been a general trend for a number of decades of the

last 20th C but then situation has worsen globally for women since Sept 11 and global war against terror responses. Global ecological destruction has also impacted negatively and disproportionately on women's lives, in some places more than in others. I've just received an article by a colleague which makes this link in very concrete terms, i.e. the discrepancy between 'the development' and many negative consequences for women ("forced displacement, environmental degradation, disruption of subsistence agriculture and traditional livelihoods, prostitution, human trafficking and sexually transmitted diseases in their communities" see the whole article on <http://allafrica.com/stories/200904060680.html>

My last comment is regarding the area of 'preferable futures', visions (where my own research and interests predominantly lie) and this is something currently implicit in the report. Perhaps making it a bit more explicit would be beneficial as well.

In a nutshell, what I am proposing here is adding a couple of paragraphs to the existing report, acknowledging emerging issues, regional differences and some contradictory trends currently operating at the global level. And then, if possible, developing a second document where we will go more into scenarios, preferred visions and strategies needed to get there.

Once again, thanks to all who contributed to the report and the Millennia process so far.

* * *

Sorry to be late with my comments; thank you for this work! Could I make some conclusions about the upcoming work:

- Dynamic scenarios on women future; these scenarios could be about education, professional promotion, gender equality, economic independence of women, political participation, etc., I apologize if I misunderstand the idea and for my english, but this is how I imagine to run these scenarios: launch the idea in some universities or schools as projects and match the type of scenario to the country. Scenarios in Europe couldn't be the same of ones in Middle East... The run of this type of projects could be well prepared if we have official letters from the MP, and we could imagine to run a 'competition' "in 2010 for the best scenario and the winner could be present at Millennia 2011.
- A second RTD will be run: I suggest to make it short, simple and with a free space to make 2 or 3 suggestions in order to ameliorate women status. The simplicity of the questionnaire will enable us to diffuse it widely and then the answers would be more significant and relevant in consideration to the number of answers (there were 2 answers on the first one from the Middle East!!)
- Communicate the results to decision makers: this is very important to concretise the project and go to actions. But how could we interest our policy makers in the project's results?

For presenting results in graphic form, it's a good idea, i think it was made in the contribution to ICT Conference in Lyon 2008.

Appendix F: The questionnaire (adapted to text format)

Millennia 2015 Developments to Improve the Status of Women

Introduction

Gender equality and advancement of women is addressed by the Commission on the Status of Women of ECOSOC, and dozens of other governmental and non-governmental organizations. Nevertheless, disparities continue worldwide, from the glass-ceiling in the nations claiming equality principles, to more stringent issues as unequal access to education, health care and decisionmaking positions in many cultures and world regions. This Real Time Delphi aims to identify long term gender-sensitive issues that are not yet sufficiently addressed or resolved, those that are emerging or might grow in importance in the next two decades, as well as policies, strategies, challenges and barriers to improving the status of women worldwide and in specific regions or cultures, and the organizations that exist or should be established to address them. The results will contribute to building a foresight diagnosis about that question. They will be presented and discussed within the research process of Millennia 2015 international conference about "Women actors of development for the global challenges" (www.millennia2015.org). They should also provide policy makers at international and national levels as well as of the private sector and NGOs with an array of policy suggestions and strategies of global and local significance for improving gender equity.

This study is designed to collect judgments about the answers to a list of questions. You may omit any questions you wish and you do not have to complete this list of questions in one visit. When you return to the questionnaire you will see your previous answers and may add to them or change them if you wish. You are encouraged to return to this list of questions often, but please plan to complete your input before 2008-12-15.

Focus

The issues we review in this questionnaire are global, plausible, and important to the future of women and society as a whole.

Your answers will remain anonymous although your name will be listed as a participant. Please answer only those questions about which you feel comfortable. Leaving sections blank is acceptable.

The List of Questions

In the questionnaire below, you will find a list of developments that might affect the status of women in the future and some variables that might be used to measure the status of women in society. Please respond to those questions you feel comfortable with, for each addressing their probability and consequences. You may leave any of the questions unanswered, if you wish. In all cases the time horizon is the next 10 years and the geographic scope is global. When the case, please provide reasons behind your numeric answers or any comments on the item. Please also feel free to submit additional text, developments, or variables.

Questionnaire

	Developments	What is the probability of this development by 2018? (100= certain)	What is the relative impact of this development by 2018 (10= huge; 1=none)	What is the backfire potential? (10= huge; 1= none)
1	National and international regulations requiring that all policies concerning important issues be gender sensitive.			
2	Most important social and economic indicators for essentially every country and the world as a whole are gender-disaggregated. Développement: La plupart des indicateurs sociaux et économiques importants pour la plupart des pays et pour le monde en général dissocient les genres.			
3	New economic indicators are created that quantify (as monetary value) non-traditional work that promote welfare and quality of life (e.g. house work, elderly and children care, etc)			
4	Almost all national and international development programs are designed to avoid gender-sensitive issues.			
5	Access to investment and financing mechanisms is equal for men and women.			
6	Access to natural resources (land and water) is equal to men and women. (Please list specific inequalities which you think may exist by 2015, their importance, and the organization(s) that should address them in the "Reasons" section)			
7	Women's right to health information and family planning, to decide on pregnancy, and access to safe, effective and affordable health care services is guaranteed in all countries. (Please list the countries/regions which you think may lag in the "Reasons" section)			
8	Equal access to education is guaranteed by law in all countries. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)			
9	Women have equal access to training and skills-development programs to ensure their full participation in the economic and social life,			

	worldwide. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)			
10	The “digital divide” between women and men is closed worldwide.(Please list the countries/regions for which you think this will not be the case in the "Reasons" section)			
11	Equal access to ICT is guaranteed by law worldwide. (Please list the countries/regions for which you think this will not be the case in the "Reasons" section)			
12	Gender perspective is considered in ongoing (and future) research that might have an important impact on humanity (e.g. biotechnology)			
13	Areas in which women are disproportionately vulnerable (e.g. climate change effects) are recognized and strategies are gender-sensitive.			
14	Special rules are adopted for the protection of women and children in conflict and post-conflict situations.			
15	Media stops perpetuating gender stereotypes.			
16	Development: At least 33% women ratio in government bodies is mandatory worldwide.(Please list the countries/regions for which you think this will not be the case in the "Reasons" section)			
17	Economic penalties are introduced for countries that fail to meet global gender equity standards.			
18	Incentives are offered to organizations that implement and exceed gender-equity norms.			
19	Periodic assessments are conducted worldwide on gender-equity status and the results are generally available.			
20	All the multilateral banks and lending institutions, the World Trade Organization and the UN agencies require compliance with gender-equity standards as a prerequisite for loans or participation in any of their activities.			
21	Gender based infanticide is considered genocide and a crime against humanity.			

	Variables	What is the best plausible value by 2018?	What is the worst plausible value by 2018?	What value by 2018 would be deemed a success?
22	Percentage of all the world's parliaments that are women--% of women in parliaments (single or lower chamber) GLOBAL: 11% (1995); 16% (2006) Rwanda: 17% (1995); 49% (2006) Brazil: 7% (1995); 9% (2006) France: 6% (1995); 12% (2006)			
23	Ratio of average employed women's income to men's. US ratio annual wages: 76.9% (2006) 76.5% (2004) 71.6% (1990) 60.2% (1980)			
24	Percentage of the world's ambassadors that is women. 2004: 8 women ambassadors to the UN. 2002: 11 women ambassadors to the UN.			
25	Life expectancy of women. 2006: female: 70 years 2000: female: 69,years 2006: male: 66 years 2000: male: 65 years			
26	Percentage of women, worldwide, who have essentially free access to pre and post natal care. 65% Births attended by skilled health staff (% of total); World Development Indicators, 2006			

Thank you very much for your contribution.

Millennia 2015 Team

Theodore J. Gordon and Elizabeth Florescu, The Millennium Project (millennium-project@igc.org)
Marie-Anne Delahaut, Millennia 2015, The Destree Institute (delahaut.marie-anne@institut-destree.eu)