



MARCH 2009

Gender Equality in Practice

A Manual for Sida

Cover photo: Nine-year-old Kshama Tomar was found to be one of the only two girls attending class along with nearly twenty boys at Kolua, India, Jan. 29, 2008. Although India is changing dramatically, the obsession for a male child has seen the gender gap widening by the day with only 927 girls being born for every 1000 males nationwide according to the 2001 census, from 962 girls to a 1000 boys in 1981. Photo: Saurabh Das/Scanpix

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Gender Equality in Practice: Introduction

▼ The present manual has been developed in accordance with the policy *Promoting Gender Equality in Development Cooperation* that was adopted in 2005¹ and the 2008 Government Bill that promotes gender equality as one of three thematic priorities. The purpose of this manual is to provide Sida desk officers with the instruments and know-how required to mainstream a gender perspective in the cooperation process.

How to use this manual

Gender Equality in Practice includes three chapters that are intended as a guide in “how to do it”.

■ Mainstreaming for Gender Equality

– presents Sida’s model for gender mainstreaming.

■ Gender Equality in Key Sida Processes

– guides you on how to work with gender in the poverty analysis, in the development cooperation strategy process and when planning for budget support.

■ Practical Tools

– includes checklists and tools related to the above.

1. Most of the material has been developed from an electronic version of Sida’s Guidelines for Gender Mainstreaming from 2006, unless otherwise stated.

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Abbreviations and acronyms

CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
EC	European Commission
FHH	Female Headed Households
GAD	Gender and Development
GBS	General Budget Support
GDI	Gender Development Index
GEM	Gender Empowerment Measure
GNP	Gross National Product
HDI	Human Development Index
IEA	Integrated Economic Analysis (a Sida tool)
LGBT	Lesbian, Gay, Bisexual, Transgender/Transsexual
MDG	Millennium Development Goals
MFA	Ministry for Foreign Affairs
NGO	Non-Governmental Organisation
PAF	Performance Assessment Framework
PGD	Policy for Global Development
PRS(P)	Poverty Reduction Strategy (Paper)
ToR	Terms of Reference
UN	United Nations
WID	Women in Development

1 Mainstreaming for Gender Equality



RUTH FREEMAN/BILDERFÜR ALLE

▼ This chapter introduces the model for gender mainstreaming used by Sida. The first chapter, 2.1, presents the theoretical model for mainstreaming at Sida. The second chapter, 2.2, provides an overview of mandatory gender analysis. The third chapter, 2.3, helps you to define the strategy and presents the three approaches: Integration of Gender Equality, Targeted Gender Activities and Gender-aware Dialogue.

■■■ DEFINITION: GENDER AND SEX

Sex refers to the biological characteristics used to define and differentiate humans as male or female.

Gender refers to what it means to be a woman or a man, a girl or a boy, in a given context. Gender is socially constructed and changes and varies over time, culture and geographical location. Gender consequently impacts on the identity, the role ascribed, the possibilities and limitations for what it is possible to be or do as a woman or a man, a girl or a boy. Gender is cross-cut by other social variables such as ethnicity, age, class, disability, and religion.

1.1 Sida's Model for Gender Mainstreaming

■■■ DEFINITION: GENDER MAINSTREAMING

Gender mainstreaming means that gender equality is analysed and understood before any decisions are made and before any plans are outlined in order to influence and affect Sida's interventions and work.

Sida's Gender Equality Policy, pp7

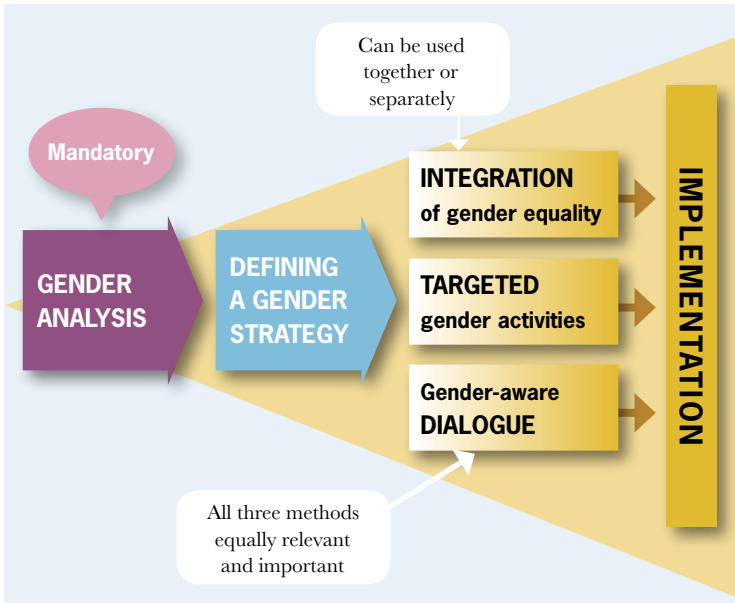
Sida's model for gender mainstreaming includes three steps.

- A. Gender analysis:** Any cooperation process must always begin by analysing the gender equality situation in the given context.
- B. Definition of a gender strategy:** Based on the gender analysis, Sida must identify relevant areas for collaboration, the approach to use and how to do it.
- C. Three main approaches:** These may be implemented separately or in combination:
 - *Integration* of gender equality in interventions in general
 - *Targeting* specific groups or issues through special interventions

- *Dialogue* with partners on gender sensitive issues and aspects

The three main approaches are all equally relevant and important to Sida's mainstreaming strategy and can be used together or separately.

■■■ ILLUSTRATION: SIDA'S MODEL



The model is applicable at country, sector and programme level.

Key aspects of gender mainstreaming

Responsibility of all. Gender mainstreaming is the responsibility of all actors involved in Sida funded cooperation. Sida's management has overall responsibility for the result.

Both women and men. Gender mainstreaming ensures the perspectives of women and men, girls and boys, and the relationship between and among them, are considered and acted upon throughout the cooperation process. It is not only a women's issue.

Context specific. Different contexts require different actions and enable different means. A single standard mainstreaming requirement for all interventions will not suffice. The shape and form of mainstreaming is very much up to surrounding society, as well as to you and your manager.

International approach. Mainstreaming a gender perspective was globally established as a strategy for promoting gender equality through the adoption of the Platform for Action at the UN Fourth World Conference on Women held in Beijing in 1995.

Political/technical. This is a method and technical approach to ensure a process of change. The political commitment must go hand in hand with technical expertise. The responsibility of the Sida officer is to ensure that gender is mainstreamed, and to make use of trained gender experts when it comes to doing the work (gender analysis, developing action plans, training, etc).

Expertise. Gender equality is an area that demands expertise, just like the economy and the environment. To mainstream gender does not mean that everyone could or even should become experts. Sida should provide for this requirement by ensuring that an advisor with the right expertise is centrally placed in the organisation.

There are many approaches to, and definitions of, gender mainstreaming, and its efficiency has been evaluated since the concept was first adopted in 1995.² Sida conducted an evaluation of its own gender mainstreaming experiences in 2002, which served as the basis for the development of the present gender equality policy.³

2. Sida, UNDP, EU, IDB, OECD among others.

3. Britha Mikkelsen et al, *Mainstreaming Gender Equality, Sida's support for the promotion of gender equality in partner countries*, 2002.

1.2 Always Gender Analysis

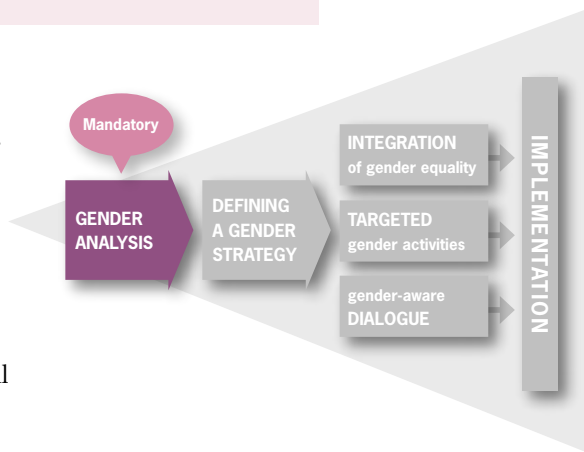
■■■ DEFINITION: GENDER ANALYSIS

A gender analysis highlights the differences between and among women, men, girls and boys in terms of their relative distribution of resources, opportunities, constraints and power in a given context.

A gender analysis must be conducted **prior to any intervention**, regardless of sector or area of intervention.

Sida's target group includes men, women, boys and girls, which raises aspects of gender norms and roles as well as relationships among and between men and women, boys and girls. Performing a gender analysis will help us identify and remedy inequalities that are experienced by different groups of women and men, boys and girls. By considering key elements, the analysis will reveal where men and women, boys and girls are differently placed, affected and involved in a certain situation along with the reasons for these discrepancies. Performing a gender analysis allows us to develop responses that are better suited to remedy gender-based inequalities and meet the needs of different population groups.

When performing a gender analysis it is central to examine the relationship between men and women, as they may have diverging experiences and needs and may be affected differently by our interventions. However, we also need to pay attention to how gender norms lead to discrepancies among women as well as among men.



► TOOLS

3.1.2 Checklist: Elements to consider in gender analysis • p 49

Key aspects of gender analysis

Includes Information on women, men, girls and boys in terms of their division of labour, roles and responsibilities, productive and reproductive work, access to, and control over, resources, and their relative condition and position in society. It also involves looking at other norms for how gender may be expressed, including norms relating to sexuality and identity.



DIETER TELEMANS/BLOEDRYN SILVER

Other social variables. A gender analysis should include social variables such as ethnicity, culture, age, social class. It may also include sexual orientation.

Quantitative/Qualitative data. A gender analysis should include both quantitative (statistics) and qualitative data (analytical and relative).

Vulnerability/Empowerment. A gender analysis highlights specific vulnerabilities of women and men, girls and boys. It always has an empowerment perspective, highlighting the agency and potential for change for each group.

Scope and methods vary. The scope of a gender analysis can vary and be done in different ways.

Baseline. A gender analysis, in itself, serves as a baseline for an intervention, but is also a point of departure for the choice of the strategy to apply. Sida gets a better understanding of the complexities of a society/specific situation/sector, and gender analysis is therefore an initial and necessary part of any intervention.

Integrated versus separate gender analysis

Sida's gender equality policy states that a gender analysis should preferably be mainstreamed into the overall mandatory poverty analysis. This is thus the normal procedure. The poverty analysis may include various thematic assessments such as:⁴

- Environmental Impact Assessment
- Peace and Conflict Impact Assessment
- Power Analysis
- Integrated Economic Analysis
- Social Analysis
- Human Rights and Democracy
- HIV and AIDS

All these assessments that contribute to the overall poverty analysis should integrate the perspectives of women and men, and girls and boys.

A separate gender analysis is required when:

- 1) *There is not enough information:* Despite the huge amount of gender studies in most parts of the world, there are places, communities, and sectors that for various reasons have been neglected in this respect. In these instances, it is correct and necessary to initiate a separate analysis of gender dimensions to produce data, statistics and other relevant information.
- 2) *There are specific themes or new perspectives that need additional data.* With issues that are regarded as 'new' for the surrounding society (ex. issues linked to HIV and AIDS or the rights of LGBT people). Or when Sida develops new ways of collaborating with countries and societies, such as budget support.

► TOOLS

3.1.1 Principles to remember when planning and outlining a gender analysis • p 47

4. Sida (2005) *Sida at Work – A manual on contribution management*, p 27



JOHAN WINGBORG/BLI DHUSET SCANPIX

Men in International Development Cooperation⁵

In the shift from the focus on Women in Development (WID) to Gender and Development (GAD), the focus on women's economic, social and political empowerment has remained. Gender is often assumed to mean only "women." However, since gender concerns the relationship between men and women more often than not, women's well-being cannot improve without including men. Failing to understand the social structures that govern the way men and women interact can undermine actions directed at women or render them ineffective. It is also important to understand that gender equality also benefits men and boys as well as women and girls.

Men's issues in human and social development

It is key to consider and address men's issues in human and social development as part of a gender and development agenda. There is a growing realization that gender inequality and related development issues such as Sexual and Reproductive Health Rights (SRHR), including HIV and AIDS and gender-based violence, cannot effectively be addressed if men are not involved. The fact that gender is relational, that men often serve as gatekeepers of

5. Source: World Bank (2006) *The Other Half of Gender. Men's Issues in Development*. Edited by Ian Bannon and Maria C. Correia. Quoted in Gender Equality Toolbox developed by the Ministry of Foreign Affairs of Denmark, Danida.

change relating to gender equality and that men also have specific needs, has become increasingly acknowledged. In addition, there are differences between men. As a result, during the past decade a growing number of innovative projects within the area of HIV and AIDS and gender-based violence have engaged men and boys to challenge traditional gender norms. In addition, the need to increase men's involvement as fathers and caregivers has been placed on the agenda in several countries. Examples of work on these issues still remain scarce and there is an important unmet need for designing, implementing and evaluating interventions that promote gender equality and which reach boys and men effectively.

The development community needs to adopt a broader view of gender issues and include men. Like women, men are also affected by strict gender norms. An approach is recommended that takes explicit account of how men and women contribute to, participate in, and perpetuate gender relations. The following suggested actions are essential:

1. Foster additional data collection and disaggregation.
2. Sponsor research and fund initiatives in areas potentially relevant to male issues. These include masculinity, gender-based violence (including violence against LGBT, sexual and domestic violence), health issues, family planning, parenting, substance abuse and peace and security issues (such as demobilization of soldiers).
3. Continue to incorporate men into gender-planning initiatives.
4. Modify existing programmes to reduce negative and amplify positive effects for men.
5. Support “alliance politics” through joint interventions.

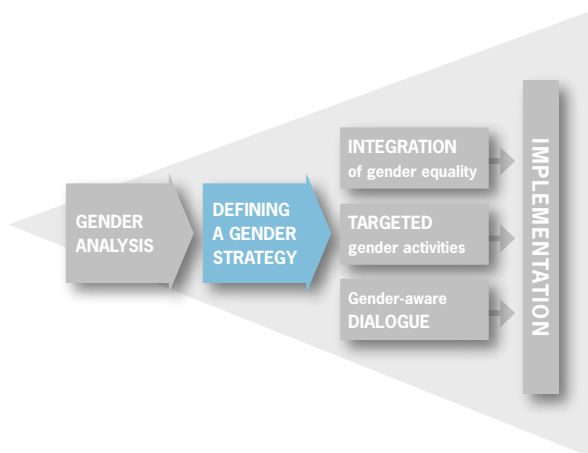
■ ■ ■ EXAMPLE: WORKING WITH ATTITUDES AND BEHAVIOUR

Young Men as Equal Partners (YMEP) is a pilot programme in Kenya, Tanzania, Uganda and Zambia organised through the non-governmental Swedish Association for Sexual Education (RFSU). The programme is implemented through the International Planned Parenthood Association's (IPPF) member organisation in each country. The project focuses on attitude and behaviour modification among young men towards gender equitable and caring relationships, non-violence and responsibility for sexual and reproductive health. Activities include working through schools, health centres and community based peer educators. Baseline and follow-up studies have shown self-reported positive attitude and behaviour change among the participants.

Source: RFSU

1.3 Defining a Gender Strategy: Three Approaches

Key principles for defining the gender strategy



Gender analysis The gender analysis is the basis for determining the issues a mainstreaming strategy can and should address and selecting the gender strategy Sida should use in a given context.

Long-term objectives The gender strategy must be strategic to the country's, sector's and programme's long-term objectives even though Sida's involvement may be focused and more short-term.

The country's needs/demands The choice of approach should agree with the considerations made in the analysis of needs, demands, opportunities and constraints of the country and its women, men, girls and boys.

Comparative advantages What are Sida's and Sweden's comparative advantages and requirements regarding the results of the gender analysis?

Context specific A gender-aware strategy must be based on a broad understanding of the context in which the activity is to be implemented.

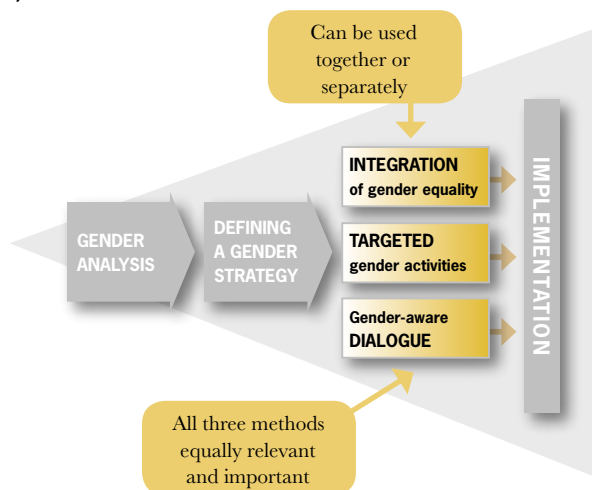
Clear goal A gender-aware strategy must have a clear goal towards gender equality.

► TOOLS

3.3.1 Checklist:
Questions for the gender analysis when outlining the strategy • p 60

Action oriented A gender-aware strategy must be clear in its intentions and in how to achieve them. It should also make clear the actors responsible and the follow-up procedures.

Sida combines three approaches when mainstreaming gender equality:



One or more The gender strategy can have one or a combination of the approaches to mainstreaming gender equality. It can include direct support supplemented with political dialogue on a certain issue or area, or any other combination of the three approaches.

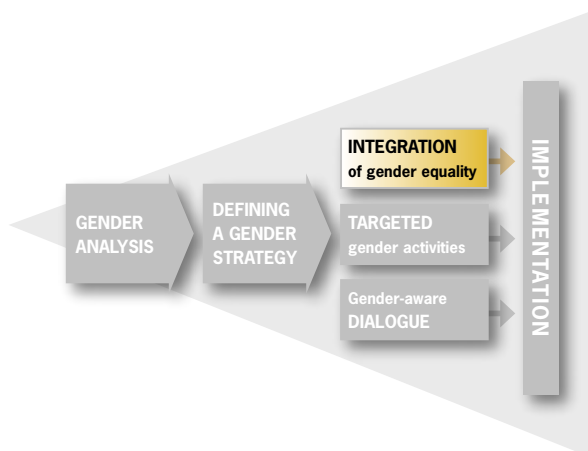
Dialogue The dialogue is often used to supplement the other approaches as an instrument for highlighting gender equality in a strategic and constructive way.

No right or wrong There is no right or wrong regarding which approach to take and how to combine the methods. Sometimes the integrationist and targeting approaches seem to overlap.

“Here and now” Try to judge each situation from a “Here-and-now” perspective. Even though Sida may have had a certain strategy, circumstances may have changed (in the country, among partners, co-donors, etc) and there is need for a new mainstreaming strategy.

Focus It is better to focus and narrow down the scope than try to cover it all. Be realistic.

1.4 Integrating gender equality



The approach applies a gender perspective throughout the intervention and takes this into consideration in whatever context or framework is at hand. This approach is often mistaken for being *the* mainstreaming approach and not simply one of the approaches.

Key aspects

A formulated objective Gender equality is a clearly formulated goal of the programme or intervention, with activities and resources (financial and human) linked to it.

Visibility throughout the intervention The gender perspective and gender equality is visible throughout the intervention in all, or most, of its components and activities.

Link and impact on the overall intervention The gender equality components (or the specific activities) that are included are clearly related and have an impact on the rest of the intervention and should generate a process and results.

► TOOLS

3.3.2. Examples of activities that could be part of an integrationist approach • p 62

Women and men, girls and boys The gender dimension refers to women **and** men (and/or girls **and** boys) and their roles and relationships, and **not only** to women or to men.

CASE STUDY 1

Integrating gender equality in the institutional support to the Nicaraguan Police

Swedish cooperation with the Nicaraguan Police Service began in 1995 with the support of Human Rights courses at the Police Academy. Since then, the cooperation has expanded to comprise institutional development with gender equality integrated at all levels.

From the outset the Swedish Police Service has served in an advisory capacity, and since 2006 has also included direct support for the development of the local *Comisarias*. These special units provide support to abused women. The Swedish assistance has also included a substantial amount of support to civil society to combat gender-based violence. This had a direct impact on the establishment of the first *Comisaria* in 1993.

The Nicaraguan Police Service today serves as a role model for other institutions in Nicaragua with respect to its gender equality work. An internal policy establishes the institutional priorities on gender equality and the police service must ensure a gender perspective in all its activities and work, internally and externally. In 1996 the police service created a Gender Equality Council, which was the first in the Nicaraguan state and the first among all the world's police authorities. Gender equality was thereby established as a key principle in the "police doctrine" (*la doctrina policial*). Following this, efforts began to develop training programmes, criteria for recruitment, models for placements and career opportunities based on a gender perspective. As early as 1993 a special service was established to give support to abused women, the "*Comisarias*", the direct result of the close collaboration with civil society, the national ministry for gender equality and the police service. Today there are 34 *Comisarias* in the country. Since 2004 the *Comisarias* comprise their own unit, which gives them a higher status within the organisation.

Today the Nicaraguan Police Service is composed of 30 per cent women, the highest percentage in Latin America (and higher than in Sweden). At management level the proportion is the same. Since 2007, the authority has had a woman Police Commander, who, as well as being a role model, has also made considerable efforts to promote women to leadership positions. The management's efforts to emphasise gender equality and abolish discrimination has been crucial, along with the innovative work within the Police Academy. Gender equality has been integrated in all

"Today the Nicaraguan Police Service is composed of 30 per cent women, the highest percentage in Latin America"



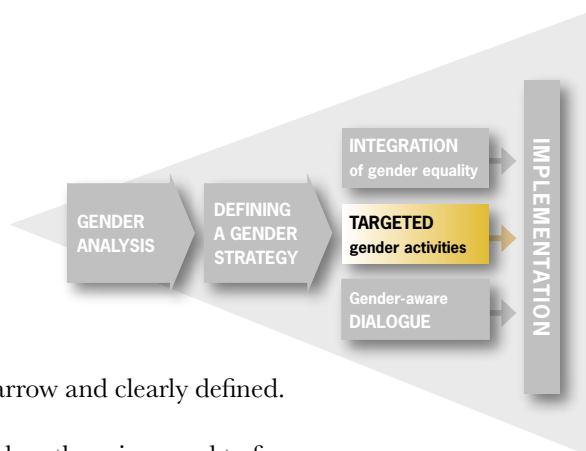
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training, from basic to senior level. Special courses have been combined with mainstreaming efforts. There is continuous work with the attitudes of the entire staff. In 2007, 15 per cent of all staff received training on gender-based violence as part of general capacity development. A special programme has been established for identifying and rehabilitating police officers who themselves have abused their family members. Structural changes, such as the construction of special dormitories for women at the Police Academy, have been introduced.

The Swedish institutional support to the Nicaraguan Police Service is a good practical example of the integrationist approach to gender mainstreaming with excellent results.

1.5 Targeted gender activities

By targeting certain issues and groups, Sida can focus on a particular area of concern as a method for contributing to a long-term goal of gender equality. Targeted activities will be even more efficient and have a greater impact if combined with political dialogue on the issues targeted.



Key aspects

Narrow The scope of intervention is narrow and clearly defined.

Specific group Targeting can be used when there is a need to focus on a specific group. For example, a special group could consist of women only or men only. It may target only girls or only boys. The group could also consist of both men and women, but be specific in other aspects (such as targeting people of a certain ethnicity, sexual orientation, gender identity and gender expression, or people living in a neighbourhood, village, institution or other). Common reasons for targeting a group include: the group is discriminated against, there are risks in involving the population as a whole, the group has special needs which cannot be addressed otherwise.

Specific issues Targeting is used commonly for addressing a specific issue such as sexual and reproductive rights, HIV and AIDS and gender-based violence. Targeted programmes for women's entrepreneurship/productive labour or political participation are also common and efficient. Common situations include: The issue needs to be highlighted and addressed, the issue is new, the issue is sensitive.

Efficient Targeting an issue or a group should be done when the gender analysis concludes that this would be the most efficient approach. Targeting takes place by supporting projects or programmes dealing directly with these issues or by supporting a group of stakeholders central to these issues.

► TOOLS

3.3.3 Strategic circumstances for targeted interventions • p 63



SOFIA DOHMEN

Gender mainstreaming workshop with local authorities, Honduras.

CASE STUDY 2

Targeting an institution: INAM Honduras mainstreaming gender in the decentralisation process

With the objective of mainstreaming gender in the ongoing decentralisation process in Honduras, the Honduras Institute for Women's Affairs (INAM) initiated a process of gender mainstreaming in the Ministry of Governance and Justice and local governments using all three approaches of Sida's gender mainstreaming model simultaneously.

INAM started out with a gender analysis showing the low participation of women at local level and a total lack of a gender perspective in the Local Development Plans, where the needs of the women and men living in the municipalities were identified.

At the beginning of the process INAM met a lot of resistance and it was not until the Minister of Women dialogued with the Minister of Justice and Governance that an opportunity opened up and political will was created that enabled the technical staff to enter and start to cooperate with the Ministry of Governance

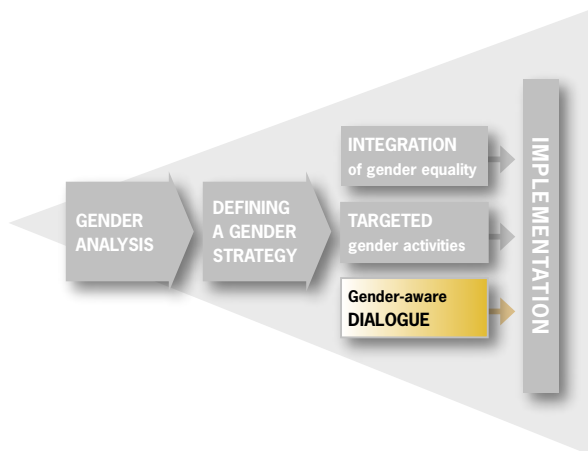
and Justice. INAM analysed key legislation, policies, plans and programmes and developed a gender training proposal for the staff responsible for the ongoing decentralisation process. Although important in order to raise awareness, gender training and the development of gender-sensitive tools and instruments cannot simply rely on inputs and promises but must be coupled with practical actions.

Parallel to its gender mainstreaming activities in the Ministry of Justice and Governance, INAM supported initiatives that created and strengthened mechanisms to enhance and amplify the voice of women at the local level demanding just and equitable development through the Women's Municipal Office (*Oficina Municipal de la Mujer-OMM*). INAM conducted a training programme on Decentralisation and Gender for local women's leaders associated with the Women's Municipal Office that enabled the women to make strategic alliances with local authorities and the media. Through their collective action using the OMM as a platform, the women in the municipalities succeeded in transforming the mainstream local development agenda by incorporating a gender perspective in projects of the Local Development Plans.

The case study illustrates a targeted intervention in terms of Swedish institutional support to the National Institute for Women's Affairs, and shows that the three approaches to gender mainstreaming are complementary and mutually reinforcing. In a context of deep-rooted resistance to gender equality, the dialogue carried out by the Minister of Women was necessary to open up and create space for gender mainstreaming activities. Integrating a gender perspective in the Ministry of Justice was crucial to making officials aware of the need to include a gender perspective in their work, even though it was difficult to achieve concrete results. Finally, the case study highlights that in a context such as Honduras, with a major change of government staff at the start of a new administration, a targeted intervention for the benefit of women's groups at local level was an effective means of achieving sustainability and making real changes in the daily lives of women.

"Through their collective action using the OMM as a platform, the women in the municipalities succeeded in transforming the local development agenda"

1.6 Conducting a gender-aware dialogue



Sida has a general role as a dialogue partner.⁶ Typical situations and roles that can be identified for Sida and Sida's work include

- 1) *Advancing* important Swedish positions;
- 2) *Participation* in an on-going dialogue with partners; and
- 3) *Strengthening* the capacity of the partners.

In these three roles, Sida can emphasise both gender equality and gender-specific issues. The dialogue is also a strategic and a natural complement to financing an integrated or targeted programme. Dialogue can also be chosen as a standalone mainstreaming approach if considered strategic.

1) Advancing important Swedish positions and 2) participation in multi-partner dialogue

Advancing Swedish positions is extremely important to gender equality, including women's rights, particularly since Sweden often has views and positions that are considered by many to be too progressive and controversial.

Issues where Sweden has clearly formulated opinions and positions that often contradict other actors include

- access to free and safe abortion,
- access to all forms of sexual and reproductive rights,

For these areas, the role of Sweden and Sida as a dialogue partner is crucial and may often be very effective in raising issues of rights and gender equality with key partners.

3) Strengthening the capacity of the partners

In its third role as a dialogue partner, Sida needs to build strong collaboration with its partners in the area of gender equality, including women's rights.

- This especially involves Sida's collaboration with civil societies in Sweden's partner countries. Women's rights movements, gender equality organisations, and other types of human rights entities are often the most important partners in a dialogue, mostly because it is often their issues that Sida is endeavouring to advance.

► TOOLS

3.1.1 Principles when planning and outlining a gender analysis • p 47

3.3.4 What to say and do? How to conduct a dialogue on gender-based violence • p 64

6. See *Sida at Work* (2005) for a presentation of the Sida framework on the agency's role in the dialogue.

- To strengthen this role, Sida's function is often to figure as both:

A donor with resources Through the financial core support to civil society organisations, to specific events, participation in international events, special campaigns etc.

A "door-opener" In the role of a door-opener, Sida could invite representatives from civil society to forums that these groups could not otherwise access, or could access only with great difficulty. Sida could also strengthen these groups so that their dialogue is stronger and more focused than before.

CASE STUDY 3

Gender in the dialogue: a success story from Zimbabwe

Sida in Zimbabwe has identified the need to promote and take part in dialogue efforts as many human rights are limited or denied in that country. The basic assumption is that the dialogue will contribute to positive change and an environment more conducive for development.

“Policy dialogue has a central function in Sweden’s development cooperation. This is even more so when it comes to “difficult” issues that are sensitive in nature such as gender-based violence.”

Bo Göransson, former Swedish Ambassador to Kenya

In 2007, Sida completed a strategy to guide its work: “Sweden’s dialogue and support to dialogue in Zimbabwe – A strategy and a plan of action for the Embassy of Sweden/Sida in Harare”. The strategy is a joint venture with the MFA, and thereby incorporates dialogue on behalf of Sida as well as the rest of the Embassy. This approach provides a basis for Sweden in Zimbabwe to speak with one voice in line with the Policy for Global Development, as well as to maximise its impact in regard to the overarching goal of poverty reduction.

The strategy uses a range of tools: (i) direct support to dialogue between various actors, (ii) Swedish active participation in dialogue, and (iii) dialogue as a part of the ongoing development cooperation programmes. Five focus areas were chosen of which gender is one. Reference is further made to a gender strategy for Zimbabwe. The strategy has been operationalised into an action plan with the implementation of the Domestic Violence Act mainly through the Women’s Coalition of Zimbabwe. There has been no bilateral support in Zimbabwe since 2001.

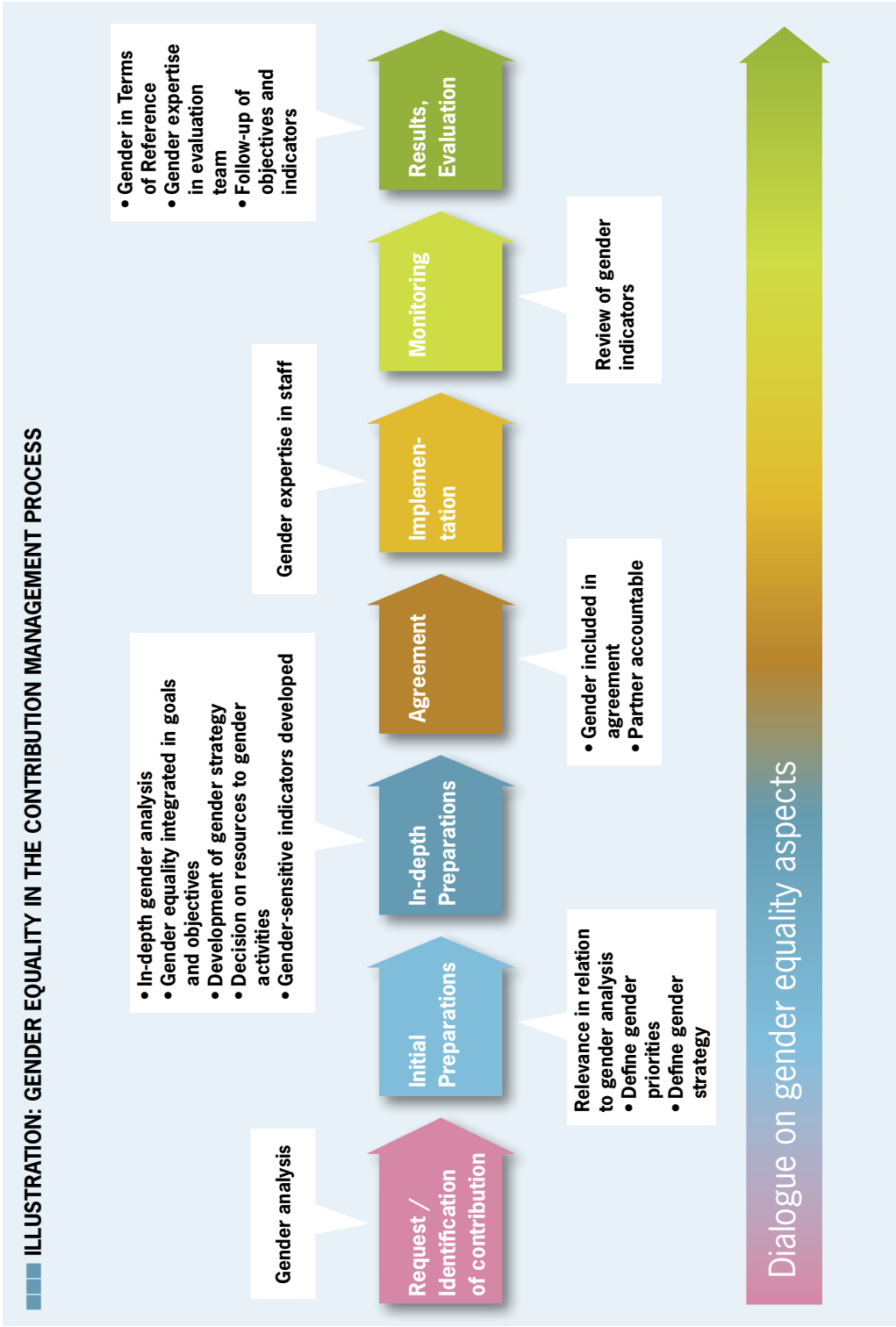
Some specific activities:

- **Support to advocacy** and lobbying women’s groups as a sector since 2000, culminating in the passing of the Domestic Violence Act in December 2006.
- **Gender mainstreaming throughout project portfolio**, such as in the culture sector where workshops with potential beneficiaries will be held
- **Launch of a three-year Zero Tolerance Campaign against gender-based violence** by Musasa Project, 2007-2009. This will include studies being commissioned in collaboration with UNFPA and other key actors
- **Sida’s support to the Women’s Trust** towards the ‘Women can do it!’ election campaign. This massive media campaign aimed at increasing grassroots women’s participation (from all political parties) in the 2008 electoral process as candi-

dates and voters as a way of promoting gender equality. The direct impact was significant, with 685 women trained at provincial level, 110 succeeded in their primaries. The Campaign is jointly supported by Norwegian Peoples' Aid, the Norwegian Embassy, the EC and the African Women's Development Fund, among others.

- **Support to the Zimbabwe Women Lawyer's Association** to monitor legal aspects of the Domestic Violence Law's implementation through a variety of strategies
- **An organisational assessment** has been carried out of the capacity of the Women's Coalition, to become a fund manager of a 'Gender-based violence' fund in 2008. A proposal on implementation of the Domestic Violence Act is due from the Coalition for submission in April/May 2008. The proposal will hopefully include LGBT issues (2008-2010).
- **Commemoration of International Women's Day**, 8 March 2007 and 2008. Ambassador Rylander gave speeches that received publicity in newspapers and the electronic media. Promotional materials such as posters, t-shirts, and flyers were also included
- **Launch of Peace Media Campaign with public personalities.** This included a guest appearance on March 8, 2008 by world-acclaimed Zimbabwean musician Oliver Mtukudzi who sang several anti-violence popular songs. According to feedback from some women, this was the first public space ever to 'have fun' and forget about abuse in their private lives. This peace media campaign, supported by Sida, will continue throughout the post-election period.
- **Signing of a peace petition spearheaded by Women in Politics Support Network (WIPSU)** against intra-party violence and excessive violence by law enforcement officials on March 8, 2008.

2 Gender Equality in Key Sida Processes



▼ This chapter provides you with general guidelines for mainstreaming gender in the key processes of Sida cooperation. The first section, 2.1, gives an overview of the strategic entry points for gender mainstreaming in the contribution management process. The second section, 2.2, gives you an overview of what gender analysis is and how you can ensure gender is mainstreamed in Sida's various assessments of poverty. The third section, 2.3, gives you tips on ensuring a gender perspective when developing a co-operation strategy. The fourth section, 2.4, gives you a definition of what gender is in general budget- and/or sector programme support and tips on how to ensure a gender perspective in preparing and/or implementing general budget support.

Each section includes reference to tools and checklists that you can find in Chapter 3

2.1 Strategic entry points in the contribution management process

The contribution management process is thoroughly described in *Sida at Work*. The figure (p. 30) illustrates the key phases of the process and presents some key entry points for gender mainstreaming.

Obviously each process is different, and the gender mainstreaming entry points will therefore vary as to where they are most strategic. However, the illustration may give you some ideas on where and how gender issues may be included in the process.

The dialogue is a key instrument, present throughout the process.

2.2 Mainstreaming a gender perspective in poverty analysis

■ ■ ■ DEFINITION: A GENDER-MAINSTREAMED POVERTY ANALYSIS

A gender-mainstreamed poverty analysis is an analysis of poverty that understands poverty as a multidimensional phenomenon and that highlights the differences between and among women, men, girls and boys in terms of the relative distribution of resources, opportunities, constraints and power. It further highlights how poverty impacts differently on women, men, girls and boys due to their different roles and responsibilities in society as well as in relation to social variables such as ethnicity, sexual orientation, disability and class. Strategies for combating poverty will therefore differ depending on the sex, sexuality, ethnicity, and class of a person or group of people.

It is mandatory to conduct a gender analysis prior to any intervention.

Preferably, the gender analysis should be mainstreamed into the overall poverty analysis.

The poverty analysis may include various thematic assessments such as:⁷

- Environmental Impact Assessment
- Peace and Conflict Impact Assessment
- Power Analysis
- Integrated Economic Analysis
- Social Analysis
- Human Rights and Democracy
- HIV and AIDS

Remember that development is always about human beings. There are gender aspects to each of these assessments. The following guidelines may be applied to each of the assessments.

How to mainstream a gender perspective in the poverty analysis

- A Utilise a broad spectra of gender expertise** during the process of elaborating the analysis
- B Integrate** a gender perspective in the final document
- C Ensure** impact, using gender indicators by sector.

7. Sida (2005) *Sida at Work – A manual on contribution management*, p 27



CARLOS VILLALON/BILDBYRÅN SILVER

■ A. Gender expertise during the process of elaborating the poverty analysis

Include gender equality in ToR for the poverty analysis. Be clear in the wording and avoid “women must also be considered”. Let the Gender Focal Point and/or the Gender Advisors at Sida, or the gender helpdesks available, review the ToR.

Include a gender expert on the team responsible for the analysis. If this is not available from within Sida, an external consultant should be included. Your civil society partners should also be considered as partners and potential resources that could and should be used. There are gender experts in almost all countries.

Check that the documents to be analysed include gender aspects and specifically that an analysis of gender equality is included. Most countries have extensive material, including CEDAW reports, annual CSW⁸ reports and other. Lack of documentation is often not the problem. It is rather a question of will and interest. If there is an information gap, bridge it with a special study.

8. Committee on the Status of Women, a yearly report to the UN by country members.

If a sector is to be prioritised, check that there is material available on gender differences. If not, conduct a special study.

Gender issues should be included at the moment of presentation to decision-making bodies. Too often gender aspects are left out at the moment of presentation, based on the contention that presentations must be short and concise. This makes gender issues “evaporate”. Throughout, differences in gender roles and responsibilities should be spelled out. If there are no great gender differences, that fact should also be mentioned.

■ **B. Integrate a gender perspective in the final document⁹**

Present and analyse poverty as a multidimensional phenomenon.

Even though this is Sida policy, it still happens that the non-economic aspects, such as power, choice, and other resources, are not given the same space and analysis as the economic indicators. Issues of power, choice and non-economic resources tend to evidence very strong gender differences.

Integrate gender issues throughout the document. Too often gender issues are vaguely mentioned in a separate section. As a result gender equality becomes marginalized from the main development priorities, and separated from the actual activities and implementation. A gender perspective should be applied throughout all sectors and at all levels. It is therefore crucial to be as specific as possible – what problem are you focusing on? A problem for whom? What results do you expect to achieve? How will you achieve these? Do not refer to gender equality only as a separate objective. Be specific!

Nuance the categories of vulnerable groups. Far too often vulnerable groups are automatically “women and children”. Even though *some* women and *some* girls and *some* boys may be very vulnerable, the whole female population of a country is surely not more vulnerable than all men. Be specific. Look for and highlight those groups where gender cross-cuts with, for instance, ethnicity (minorities), sexuality, age (young and elderly) or other parameters.

Portray women, girls and boys as agents and not as victims. Women, girls and boys are strong actors in the development process. Too commonly they are presented as vulnerable victims with no possibility of affecting their lives. By presenting them as agents, and using an empowering rights-based approach, the analysis influences the planning of the programmes.

9. Adapted and elaborated from data in the Nordic Plus Gender Equality Network Working Paper No. 1, 2007

Poverty data should reflect intra-household differences between women, men, girls and boys, including consumption and production.

Often there is a lack of data on intra-household differences. A first step is to highlight such a lack, and promote special studies in order to develop this information. Although these may not cover all aspects, it will give far more information than no studies at all. Qualitative data such as laws, norms, customs and attitudes, may say a lot on intra-household relations, in general.

■ C. Ensure impact, using gender indicators by sector

Indicators should be gender-aware, and gender equality indicators must be broader than the education and reproductive health of girls.

Areas such as agricultural development, transportation, energy, industry, urban development, conflict, political participation, sexual rights and governance strategies must also be presented from both the male and female perspective, together with an analysis of the differences. In the same way, gender-based violence should be analysed and presented as an issue relevant to both women and men, and not only as a women's issue since there is a need to involve men in gender-based violence interventions and it is not only women that are exposed to gender based violence. There are few internationally adopted indicators on gender equality. However, Sida recommends the following five:

- **Gender related Development Index (GDI).** UNDP–Human Development
- **Gender Empowerment Measure (GEM).** UNDP–Empowerment
- **Gender Equity Index (GEI).** Social Watch–Socioeconomic Opportunities
- **Gender Gap Index.** World Economic Forum–Multidimensional
- **Social Institutions and Gender Index (SIGI).** Social Institutions



JOSEPH RODRIGUEZ/BILDBRYAN SILVER

2.3 Mainstreaming a gender perspective into Sida cooperation strategies

■ ■ ■ DEFINITION: A SIDA COOPERATION STRATEGY WITH A GENDER PERSPECTIVE

A Sida gender-mainstreamed country, regional or organisation strategy integrates throughout the analysis and prioritises differences regarding women and men, and girls and boys, and highlights gender equality aspects, specifically.

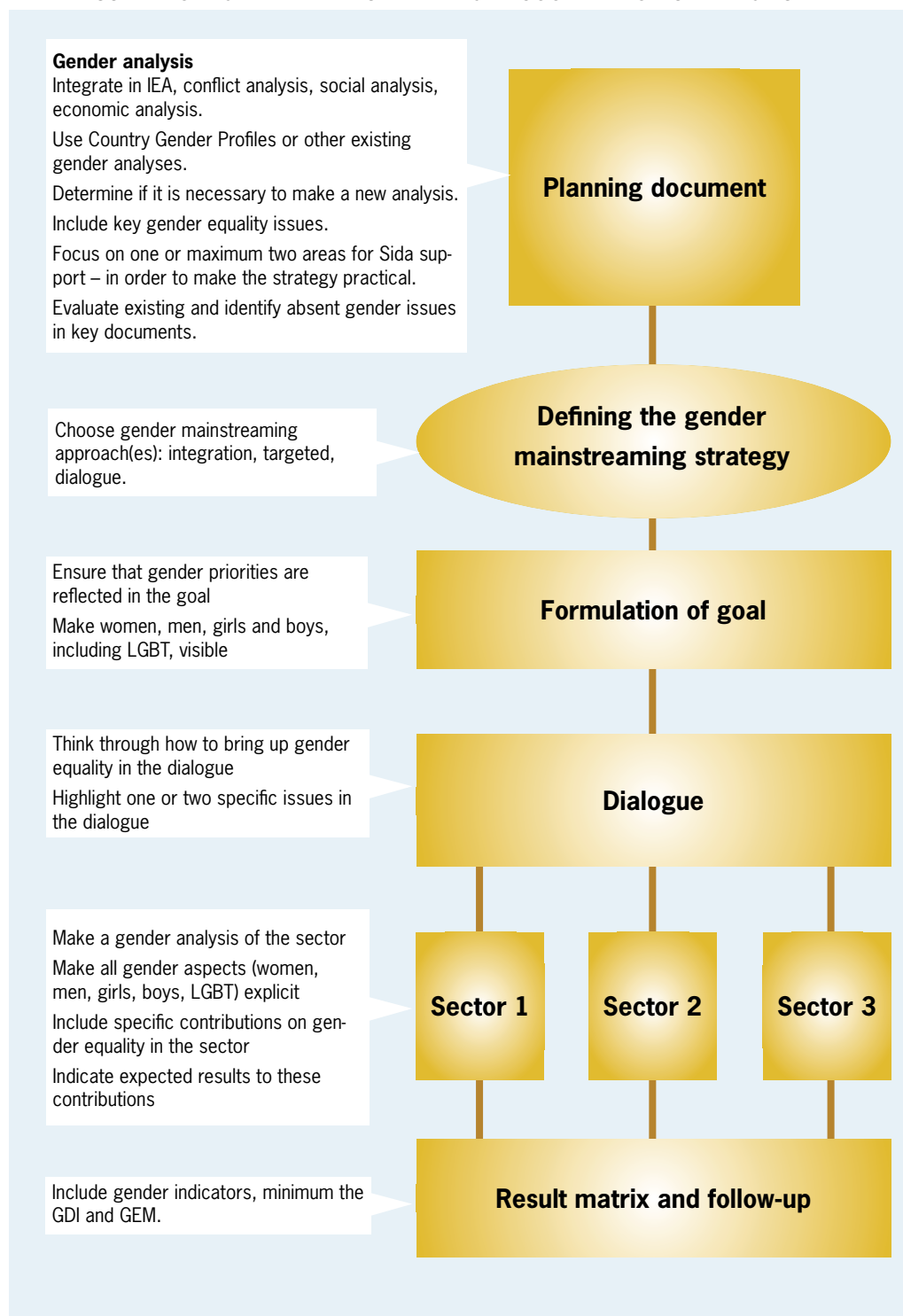
Cooperation strategies are the most important instruments governing Sweden's development cooperation with countries and regions. It is therefore fundamental that gender equality be a central part of the analysis as well as integrated throughout the sectors. Furthermore, gender equality needs to have an impact on decisions and priorities at this level.

In some cases there is a need for developing a Country Gender Profile.

► TOOLS

3.2.3 Checklist:
Developing a Country
Gender Profile • p 57

ILLUSTRATION: GENDER MAINSTREAMING IN COOPERATION STRATEGIES



How to integrate a gender perspective in cooperation strategies

- A. Gender expertise during the process of elaborating the strategy
- B. A gender perspective in the cooperation strategy document
- C. Mainstreaming gender equality in the country plan
- D. Follow-up of gender equality objectives and indicators
- E. Allocation of financial and human resources for activities and results for increasing gender equality.

■ A. Gender expertise during the process of elaborating the strategy

Include country specific gender equality analyses in the background reports and analysis. Most countries have extensive material, including CEDAW reports, and annual reports to the Committee on the Status of Women (CSW). Include data on men and boys. All aspects of human life have gender aspects, whether they relate to environment, economy, conflict, or HIV and AIDS.

Evaluate existing and identify absent gender issues in key documents – such as the Country PRS, EC Country Strategies and Peace-building frameworks.

If a sector is to be prioritised, check that there is material available on gender differences. If this is not the case, a special study should be conducted.

Include the voices of women, men, girls and boys in the consultation processes. Civil society does not automatically raise gender equality issues. Therefore gender-focused NGOs including sexual rights based organisations should be invited. In addition, most partner country governments have gender units or women's agencies, which should be invited. Consult researchers and think tanks, as well. A key challenge may in fact be to include gender issues related to men. Also, the Swedish partners must have gender experience and raise such issues. Remember that not all Swedish actors are sensitive to gender issues and some may be reluctant to work with sensitive issues such as sexuality.

Use knowledge and resources from the civil society and your partners. There are very knowledgeable organisations and governmental institutions in all countries. These possess local knowledge

► TOOLS

3.2.1 Gender entry points to the Swedish MFA Guidelines to Cooperation Strategies • p 54

3.2.2 Checklist:
Table of Contents for a Swedish Cooperation Strategy Paper • p 55

on gender issues. Access their experience and knowledge through stakeholders' meetings, and through their publications. Use them as reference sources.

■ **B. A gender perspective in the cooperation strategy document**

Disaggregate poverty analysis. The cooperation strategy analysis must sex-disaggregate the information provided and make a gender analysis of differences between the situation of women and men in the highlighted sectors of the country involved.

Indicators. Use international indicators including the UNDP GDI and GEM, as well as the Social Watch Gender Equity Index, the world Economic Forum Gender Gap Index and the Social Institutions and Gender Index.

Be specific in the formulation of goals and objectives. Sida will focus on a maximum of three sectors. One of these may well be gender equality. If not, gender aspects should be considered, and considered well, for at least one of the sectors chosen. Be specific and realistic.

National priorities must be considered. Most countries have national action plans and policies on gender equality. These must be viewed as guiding the choice of strategy and priorities when formulating goals and objectives.

Spell out women, men, girls, boys. Avoid using the term “population” “vulnerable groups”, etc as this tends to make groups invisible. Clearly define the categories referred to, as this simple measure makes the various groups visible.

Avoid using brackets around (women's issues). Words or text in brackets seems less important than the non-bracketed text. Avoiding brackets around issues particularly related to women such as gender-based violence, or sexual and reproductive health, gives these issues the importance they deserve.

Do not limit gender equality to a human rights issue. Gender equality is an area that relates to all spheres of human life and development. Refer to gender equality in relation to whatever sector prioritised in development cooperation.

■ C. Gender mainstreaming in the country plan

Make the gender strategy operational. Clarify the gender strategy including the goal, sector-specific objectives, indicators chosen, actors and stakeholders, specific activities, allocated resources and follow-up measures.

Use gender expertise if needed. Make use of a gender expert when making the strategy operational. This is *an area of expertise in itself*.

■ D. Follow-up of gender aspects

Gender indicators in the results matrix. The expected results should detail how these benefit women, men, girls and boys, respectively.

Include at least two gender indicators in the follow-up matrix.

Remember gender in supplementary agreements. If a cooperation strategy is supplemented by an agreement on development cooperation, this document should explicitly mention relevant gender aspects as well.

Approved minutes. High-level consultations should include gender aspects, and reflected in the approved minutes.

Ensure that gender is present in reviews. Ensure that the specific gender issues highlighted in the cooperation strategy are followed up when reviews are conducted.

■ E. Allocation of resources

Allocate financial and human resources for gender-related activities

Allocate human and financial resources to gender-specific activities such as: developing a gender strategy, gender training, and seminars on gender-related issues for in-house staff and/or partners (gender budgeting, violence, etc.), developing gender-specific projects, producing a report or book on an important topic.

2.4 Mainstreaming a gender perspective in budget and sector support

Mainstreaming gender in general budget support (GBS) and programme sector support means that gender issues are:

- 1) considered in the poverty analysis and serve as a basis for the decision to provide general budget support as well as for the specific sector,
- 2) that gender differences and gender equality issues are highlighted in the dialogue,
- 3) included in the indicators of progress and
- 5) included in the follow-up.

DEFINITION: GENDER RESPONSIVE BUDGETING

Gender-responsive budgeting specifies the proportions of the national budget that are used to benefit women and men, respectively. This may therefore cover expenditures and/or revenues, and focus on either selected sectors or on all sectors. Essentially, it involves the incorporation of gender analysis into a national budget analysis.

Gender analysis reviews revenue raising and expenditures of three types:

Mainstream budget expenditures. Typically 90 per cent of national budgets expenditures, which make goods and services available to the whole community, and therefore appear to be gender-neutral. However, gender budget analysis reveals that in some situations, men and boys tend to benefit from government funds, as they are the prime users of transport and communications systems, or training programmes, etc.

Specially targeted expenditure. May be to groups of women/men to meet prioritised needs

Expenditures to promote *equal opportunities*.¹⁰

10. Adapted from *Toolkit on mainstreaming gender equality in EC development cooperation*, EC 2004. pp 63.

How to mainstream a gender perspective in general budget support and sector programme support

Sida's mandatory poverty analysis and its specific assessments must have a thorough gender perspective. The Sida management team is responsible for this.

Make a gender analysis of the Poverty Reduction Strategy (PRS) and the sector programme policy: Do the stated policy objectives of the PRS and/or programme sector take into account gender differences and the national gender equality goal? Have both women's and men's views, needs and experiences been taken into account when formulating the PRS and/or sector policy? Are targets and indicators for the sector disaggregated by sex? Does the strategy for achieving the PRS and/or programme sector objectives and targets include gender equality objectives and targets, and is it coherent and affordable?¹¹

Take an active role in the dialogue. Encourage and/or fund a gender budget analysis when the country is preparing the budget. At national level a seminar can be held when the government presents the budget to parliament, or it can be presented at a seminar preceding the decision on budget or sector support. Discuss how women and men, and girls and boys are considered in the sector, or overall budget.

Donor coordination. Make use of donor coordination on gender, or other gender networks to analyse the general budget support from a gender perspective. What do the other donors prioritise and support? What is the comparative advantage of Sweden and Swedish support?

The Memorandum of Understanding and the Codes of Conduct for the dialogue should specify that gender equality and the gender perspective will be important issues together with partner country policy and priorities, Swedish policy and international commitments. Gender aspects including the rights of LGBT people should not be part of human rights aspects, for instance, but explicitly phrased as priorities, or integrated in the sector chosen.

Sex disaggregated and gender equality indicators. Ensure that the indicators selected are disaggregated by sex and that specific gender equality indicators are evaluated. All sectors should and can have gender-disaggregated indicators as long as the sector programme relates to human beings and human development.

11. Ibid.



Include gender expertise. If there are sector programme-specific working groups, ensure through dialogue that there is gender expertise in each of the groups. Coordinate with like-minded actors so that gender experts are included throughout.

■ ■ ■ EXAMPLE: GENDER REVIEW OF SECTOR PROGRAMME SUPPORT

A desk review of Sector Programme Support for five African countries at Sida found that gender issues were indeed highlighted in the PRSP and in national documentation.¹² But the further the process developed and the closer it came to reaching the decision-making committee at Sida headquarters, the more the gender perspective was found to have disappeared. It was also found that there was a tendency to focus on women as a vulnerable group as well as to integrate gender only in “soft” sectors, such as education and health, whereas agriculture and industry sectors never included gender as a variable.

It was concluded that although gender aspects may well be a priority in the partner country, they “evaporate in the Sida bureaucracy”.

Recommendation: Make use of national documents and expertise when mainstreaming gender in sector programme support. Place gender equality high on the agenda.

► TOOLS

3.3.5 Donor action in the context of general budget support • p 68

12. Kvinnoforum (2006) A Gender reading of General Budget Sector Support documentation for five African countries.

3 Practical Tools



PETER PARKS/SCANPIX

▼ This chapter provides you with practical tools and checklists for managing key processes. The first section provides tools for gender analysis. The second section provides tools to be used when developing the cooperation strategy paper and the third section provides tips for practical interventions.

3.1. Tools for Gender Analysis

Below are two instruments that will be helpful when preparing a gender analysis:

3.1.1 Principles when planning and outlining a gender analysis

– will help you to plan and outline a Terms of Reference for any gender analysis

3.1.2 Checklist: Elements to consider in any gender analysis

– gives you a list of the various recommended elements to include in any gender analysis.

3.1.1 Principles when planning and outlining a gender analysis

Sida staff seldom carry out the gender analysis themselves. However, when planning for a gender analysis, and when preparing a ToR for it, the following principles will serve useful.

Be as specific as possible.

Covering everything may be difficult, and even impossible given time and financial limitations. The more concise and focused the answers are, the more useful they will be.

Research what has been done before.

In most countries, there is a wide variety of analyses by independent researchers, other donors and multilaterals, governments and NGOs. These should be referenced, used and considered.

Always outline the analysis based on relevance and usefulness.

The analysis and its report must be used if it is to have meaning and usefulness. The ToR for the analysis must specify the purpose of the analysis and how its results will be used.

Go through the questions asked and the method applied to collect data.

The way the questions are formulated will define what answers are given. For instance, asking, “What do people work with?” will

give a different answer than “What do women work with? What do men work with? Do the girls work? The boys? What do they do respectively?” Obviously the methods chosen will also give different information; for instance, a desk review will give one sort of data, different from that based on interviews and participatory approaches.

Ask for an inception report.

The analysis is dependent on who makes it and what assumption s/he makes. Does the consultant have gender expertise? Gender experts may use different approaches. Let the consultant present an inception report in order to have an idea of how the consultant understands the ToR.

Include the perspectives of women and men, girls and boys, along with the relationships between them. Also include the perspectives of a diverse selection of women and men, girls and boys.

A common misunderstanding is that only the perspectives of women and girls need to be described. It is in illustrating the differences between women and men, girls and boys, that gender analysis becomes an informative tool. It is important to have a diverse group of women and men, girls and boys based on factors such as ethnicity, class, functionality sexual orientation etc. because there will be a great variety of perspectives within the gender groups.

Ask for sex-disaggregated data but ask for gender analysis.

Statistics can be sex-disaggregated (i.e. % of women participating in labour market, % of men participating in labour market). The term “gender” is used in the analysis (i.e. “the difference in labour market participation indicates a clear gender discrepancy, which is partly explained by a discriminatory law, etc.”).

Use the terms “women” and “men”, “girls” and “boys” as much as possible.

Even though it may feel tiresome at times, it is a method in itself to make different groups visible. It is well known through research that by referring to “people” or “target group”, women, girls and boys are made invisible.

You should always understand the questions yourself.

Avoid wording such as “gender should be considered” — no one, not even you, will know what is required or prescribed by this recommendation. Be specific.

Combine quantitative data and qualitative data

Disaggregated statistics is a must in gender analysis, however it is not enough. Gender inequalities are also expressed in legal systems, norms and attitudes. Thus a gender analysis should include a combination of statistics, descriptions, facts and analysis. Likewise, it is always interesting to combine macro information with information from the micro perspective.

3.1.2 Checklist: Elements to consider in gender analysis

A gender analysis can be made at all levels, from a country profile to an analysis of a specified context related to a project. A gender analysis in the development context can make use of diagnostic elements to illustrate gender differences. These elements can be used together or separately. In some contexts some elements are more useful than others.

■ 1. Sex and gender

Sex is used to distinguish biological differences between women and men regardless of age, ethnicity or other variables. Statistics should be sex disaggregated to show quantitative differences. Sex disaggregated statistics are a key element in any gender analysis.

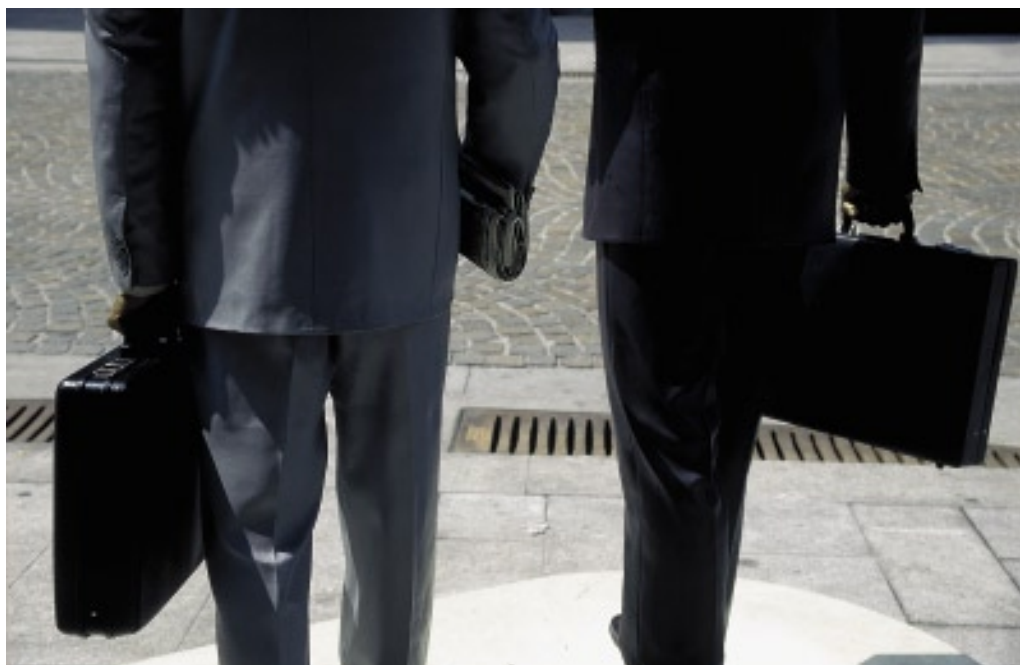
Gender. Refers to social differences between different categories of human beings (women, men, girls, boys), in age, ethnic background, social class, sexual preference, disability, etc. Gender should be used when analysing the relationship between men and women, girls and boys, in regard to their different access to power, life opportunities, vulnerabilities and different strategies for change. The term “gender” is used to show qualitative differences between different groups of women, men, boys and girls.

■ 2. Gender division of labour

Gender division of labour refers to the socially determined ideas and practices that define the roles and activities that are deemed appropriate for women and men. However, roles typically designated as female are almost invariably less valued than those designated as male.

Women are generally expected to fulfil the reproductive role of bearing and raising children, caring for other family members, managing the household in general as well as home-based production. Men tend to be more associated with productive roles, particularly paid work and market production.

However, what women and men do and can do in a certain



BENGT AF GEIJERSTAM/BLDHUST SCANPIX

culture and context varies. For instance, in Peru construction workers are men, and valued as masculine. In Vietnam or India it is quite common to see women of a certain class or cast involved in construction work. The gender division of labour in a given context is a key element in gender analysis. It informs on who does what and can indicate entry points for change.

■ 3. Gender roles and responsibilities

Gender defines the roles and responsibilities that women and men, girls and boys have in a given context and culture. It defines the role in the home/household, in the school, in the workplace, in the community, in the political organisation, in the government, etc., as gender defines the roles in any social setting.

Yet, as gender varies, such roles and responsibilities are different in different contexts. In many contexts, women are expected to have the role of caregiver and be responsible for the children. Yet, in some cultures, men take more and more responsibility for the children, and even take leave from work to care for the children – something that is unthinkable in other parts of the world. On the other hand, women in many contexts have important roles and responsibilities regarding the income of the family, whether through own work or the division of responsibility in the family. In some contexts they have no say whatsoever. In agricul-

tural work, women may be responsible for the rice production, whereas men are responsible for fishing. A gender analysis must highlight the differences in roles and responsibilities, to understand how men and women, girls and boys interact, what they do, can do and are expected to do.

■ 4. Productive and reproductive work

Women and men have several roles related to their work:

Productive work relates to any work that generates an income.

Men's productive work commonly takes place outside the sphere of the household and more commonly generates monetary income. Women's productive work commonly occurs within the household sphere and is generally less valued, and often not even taken into account.

Reproductive work relates to work in the household, raising children, cooking and cleaning. It is commonly assumed to be the responsibility of women, yet men also often perform reproductive work: for instance, taking care of machines or washing the car. Reproductive work generally does not generate any income yet has an impact on family (and societal) economy. As it is associated with the women's sphere, it is less valued than productive work and often not considered. Girls often have to take on the reproductive tasks if the mothers are to engage in productive work.

Community work relates to work and time devoted to political, religious or social work in organisations, community work or other work that both women and men engage in. Commonly, men's engagement in community work is more valued than women's engagement, and therefore considered in planning.

■ 5. Access to and control over resources

Resources are means and goods, including:

- economic (household income)
- productive (land, equipment, tools, work, credit)
- political (capability for leadership, information and organisation)
- time.

Access to resources implies that women and men are able to use and benefit from specific resources (material, financial, human, social, political etc.).

Control over resources implies that both men and women can obtain access to a resource and also make decisions about the use of

that resource. For example, control over land means that women can access land (use it), own land (can be the legal title-holders) and make decisions about whether to sell or rent the land.

“Benefits” refers to economic, social, political, and psychological benefits derived from the utilisation of resources, including the satisfaction of both practical needs (food, housing) and strategic interests (education and training, political power).

■ 6. Practical and strategic gender needs

Practical gender needs refer to such needs that women and men have, in terms of making everyday life easier: access to water, better transportation, child-care facilities, etc. Addressing these will not directly challenge gender power relations, but may remove important obstacles to women’s economic empowerment.

Strategic gender needs refer to need for shifts in society in terms of gender roles and relations, such as the need for a law condemning gender-based violence, equal access to credits, equality in terms of inheritance and others. Addressing these should impact gender power relations.

Yet, sometimes the practical and strategic needs coincide, e.g. the practical need to have a place to leave the children coincides with the strategic need to get a job outside the home.

■ 7. Intersectionality

Gender is a social variable, which crosscuts with other social variables such as age, ethnicity, class, religion, disability, sexual orientation and others. Intersectionality refers to the fact that these social variables interact, and that the individual is at the crossroads of these. For instance a woman is never merely a woman but always has a certain ethnicity, age, sexual orientation etc.

An intersectional approach examines the ways in which diverse socially and culturally constructed categories interact at different levels to produce different forms of inequalities. Different forms of oppression, which may be based on issues such as ethnicity, gender, class, disability or sexual orientation do not act independently but interact and shape one another. Thus, it is necessary to be very specific about which group of women or men that is referred to as the specificities vary a great deal.



THOMAS MUKOYA/SCANPIX

An unprecedented number of women ran for Kenya's December 2007 election, when Kenyans cast their votes for a new president and parliament.

3.2 Tools for a Swedish Development Cooperation Strategy

The following describes tools that may serve useful when preparing a country development cooperation strategy with a gender perspective.

4.2.1 Gender Entry points to the Swedish Ministry for Foreign Affairs (MFA) guidelines to cooperation strategies. This list has been developed from the MFA guidelines on how to prepare a country development cooperation strategy, and includes entry points for gender equality with regard to these principles (to be used when preparing the document).

4.2.2 Checklist: Table of contents for a Swedish development cooperation strategy. The table has been developed from the table of contents for a country cooperation strategy, as instructed by the MFA. The table gives hands-on tips for how to mainstream gender in each of the chapters of a country strategy paper (to be used when writing the document).

4.2.3 Checklist: Developing a country gender profile. There may be occasions when there is a need for a specific gender profile for the country. This checklist may serve useful in such situations.

3.2.1 Gender entry points to the Swedish MFA Guidelines to development cooperation strategies¹³

This list has been developed from the MFA guidelines on how to prepare a development cooperation strategy, and includes entry points for gender equality with regard to these principles (to be used when preparing the document).

MFA COOPERATION STRATEGY PRINCIPLES	GENDER MAINSTREAMING
The priorities of the cooperation country form the basis	• Look for gender priorities in the governments priorities • If there is nothing in the PRSP or EC Country Strategy, look at other international commitments that the country has made (i.e. vis-à-vis the CEDAW).
Coordination with other donors in the strategy process	• Join forces with like-minded donors. Many of them also prioritise gender equality.
Concentration of the cooperation to a number of defined sectors and areas	• Regardless which sectors are chosen, there are gender aspects to consider. • Make a gender analysis of all sectors.
Swedish comparative advantage is an important aspect in the decision on focus	• Sweden has a comparative advantage regarding gender equality: • Sweden has developed eminent work on gender equality, which is well known in the world • Sweden has promoted gender equality in development cooperation since the 1960s. • Sweden has national implementers and experts on gender equality.
Policy coherence for development. Make clear possible synergies and/or conflicts of interest or goals between other areas of politics and the cooperation, with the aim of strengthening the common goal for the PGD.	• Gender equality is one of three priorities in the Government Bill from 2008. Thus, from a Swedish point of view, it is not controversial to highlight gender equality.

13. Adapted from the guidelines provided by the MFA, PM 2007-09-13

3.2.2 Checklist: Table of Contents for a Swedish development cooperation strategy¹⁴

The table has been developed from the table of contents for a development cooperation strategy as instructed by the MFA. The table gives practical tips on how to mainstream gender in each of the chapters of the document (to be used when writing the development cooperation strategy).

TABLE OF CONTENTS	GENDER MAINSTREAMING
Summary (of part 1 and most important conclusions from part 2)	• Gender equality aspects must be included in the summary. • Indicate the target group in terms of women, men, girls and boys, instead of “people” or “population”.
Part 1. Objectives and direction of cooperation	
1. Objectives and priorities (Overall objectives, process objectives and objectives for the dialogue and cooperation areas. Relationship to PRS, EC PoA).	• Gender equality aspects must be reflected in the objectives and priorities, as well as for the objective for the dialogue and the cooperation areas. • This section should also indicate that the target group includes women, men, girls and boys.
2. Direction and scope (cooperation areas, forms of cooperation, dialogue issues, scope/volume).	• The perspective of women, men, boys and girls should be included in the formulation for each cooperation area/sector that is chosen. • Based on the gender analysis, choose gender mainstreaming strategy (integration, targeted, dialogue) • Include strategic gender equality aspects in the dialogue.
3. Implementation (cooperation with other donors, incl. multilateral actors, alignment, harmonisation and coordination)	• Which implementing actors are strategic for achieving the gender equality goals (ministries, civil society, multilaterals, business sector)? • Specify how gender equality will be coordinated with other donors (e.g. co-financing, gender networks)

14. Ibid.

TABLE OF CONTENTS	GENDER MAINSTREAMING
► 4. Follow-up	• Include follow-up of gender equality objectives.
Part 2. Background	
1. Summary country analysis.	• The perspectives of women, men, boys and girls must be included throughout the analysis of the country's various sectors. Link the gender issue to the Strategy's goals for gender equality, • Gender equality, as such, deserves a separate section focusing on the situation at hand and what needs improving.
2. Summary results assessments.	• Have the results had a different impact on women, men, girls and boys? Highlight the most important differences. • Include a section on results analysis on gender equality as such. If nothing has been done, mention this too.
3. Summary of other donors' actions, and role in the country, including multilateral actors and the EC.	• Include a section on interventions that other donors have made regarding gender equality.
4. Summary analysis of Sweden's role in the country (conclusions of Sweden and EU political decisions and processes of relevance for the cooperation, policy coherence for development, other Swedish relationships, Sweden's comparative advantages, conclusions about Sweden's role).	• Has Sweden made a difference regarding gender equality, or in highlighting differences between women, men, girls and boys? • Has Sweden had a comparative advantage regarding gender equality? What can be learned from this?
5. Considerations concerning objectives and the direction of future cooperation.	• Consider how gender equality and gender aspects should be supported strategically in the country.

3.2.3 Checklist: Developing a Country Gender Profile

There may be occasions when there is a need for a specific gender profile for the country. This list may serve useful for such situations.

Since the 1990s, Sida has prepared country gender profiles that have provided a short, concise summary of the gender equality situation in the partner countries. Due to changing contexts, it is at times necessary to update and revise existing profiles. In some cases there is a need to produce new ones.

Other donors also regularly develop country gender profiles (the WB for instance). Coordinate with them.

The country gender profiles are excellent tools for the process of developing a country strategy paper. They provide input and knowledge for analysing the gender dimension at the country level, and solid information on women and men, girls and boys.

■ The following areas could be included and analysed further in the profile:

International and national frameworks and priorities. Almost all countries have adhered to the commitment from The Beijing Platform for Action – which should be considered. Furthermore, national as well as shadow reports to CEDAW must be analysed

National framework and policy – related to gender equality in general, but also ensuring that key policies for the country are described from the perspective of both men and women (poverty policies, employment, human rights and political participation, democracy, social policy, etc.)

Overall economic situation – highlighting the differences in women and men's participation in production, employment, unemployment, official and unofficial sector, etc., as well as how the economic development impacts differently.

Socio-economic situation – Impact of socio-economic development on women, men, boys and girls. To include an overview of initiatives and programmes and key results. Education, health, social policy and gender-based violence are some topics to include here.

Socio-cultural situation – socio-cultural characteristics that are of importance in the construction of gender roles and responsibilities of women, men, girls and boys. Norms, traditions, attitudes and cultural institutions.

Legal situation and human rights including sexual rights – Differences between women and men, girls and boys, women's human

rights, sexual rights, children's rights — distinguishing between girls and boys.

Political situation – Political participation of women and men at national and local levels. Initiatives taken and results.

Media and IT – Participation and visibility of women and men in media and IT.

Conflict – In countries in conflict or post-conflict, an analysis of the perspective of both women and men should be included, for instance, the impact of the conflict and participation in peace processes as described in UN Security Council Resolutions 1325 and 1820. Resolution 1325 was adopted by the UN Security Council in 2000 and resolution 1820 in 2008. They represent a significant achievement for all women and women's groups who work to prioritise gender and women's rights in the context of conflict prevention and resolution, peace building and reconstruction.

Children – girls and boys. A special section concerning girls and boys is recommended, as this is a group that tends to be forgotten in gender analyses. Key areas are education, violence, health, labour, sexual and human rights

Key problems and opportunities. Each country has particular challenges to deal with regarding gender equality. These should be highlighted here.

Resources and further reading – include a list for further reading!

Remember: Include the perspective of both women and men. Just including women is only describing half the population and is basically a women's profile.

■ Methodology

The profiles should be prepared as desk-studies by consultants. No new research is involved in the development of the profiles. They should build entirely on existing material and interviews with key actors (i.e. ministries, NGOs, think tanks, researchers). The profile could recommend further research in strategic areas.

The profiles should be no longer than 40 pages. Additional information can be provided in annexes. Particular attention should be given to sex-disaggregated statistics in all areas covered. If such statistics are not available, point this out.



3.3. Tools for interventions

This section provides tools to facilitate gender mainstreaming when preparing or providing an intervention at operational level:

3.3.1 Questions to respond to when deciding on a gender strategy

This battery of questions may be used in the gender analysis whether integrated in the poverty analysis or when conducting a separate gender analysis. Answering the questions will facilitate the assessment of which approach to use in the gender mainstreaming process.

3.3.2 Examples of activities that could be part of an integrationist approach. An integrationist approach can and should include many types of activities to ensure efficiency. This list provides those proven to be successful.

3.3.3 Strategic circumstances for targeted interventions. There are special circumstances when a targeted intervention is specifically strategic. The following is a list of such circumstances.

3.3.4 Donor action in the context of general budget support. General budget support and programme sector support is often considered as an area in which it is not possible to mainstream gender or promote gender equality. However, here is a list of how general budget support, and programme sector support, is useful in promoting gender equality.

3.3.1 Checklist: Questions for the gender analysis, when outlining the gender strategy

The following battery of questions may be used in the gender analysis, whether integrated in the poverty analysis or when conducting a separate gender analysis. Answering the questions will facilitate the assessment of which approach to use in gender mainstreaming.

1. **What are the national priorities on gender equality?** See Country CEDAW. Is there a national gender strategy or action plan? Does the PRS highlight particular gender issues?
2. **What are the major problem areas** for women and men respectively, girls and boys respectively, in the country/sector/society?
3. **What opportunities are there for reducing poverty** for respective groups in the country/sector/society?
4. **What opportunities are there to consider gender equality** in general in the country/sector/society?
5. **What processes** towards gender equality are ongoing in the country/sector/society?
6. **What are other donors funding and prioritising?** How can Sida complement and align with other cooperations?
7. **Are there any key issues highlighted by the government** regarding gender equality (e.g. livelihood issues, violence, health, education)? Does it focus on all categories, or only on women?
8. **In what area(s) does the analysis recommend** work with gender equality?
9. **What entry points are there** on strengthening gender equality or women's/girl's rights? Are certain areas more accessible than others?
10. **Which major stakeholders should be considered** when raising the issue of gender equality (national, international, local)?
11. **What potential partners** (NGOs, networks, researchers, departments, private sector, etc.) are willing to collaborate in the work towards gender equality?
12. **What experience has Sida had** in the areas identified in the analysis?
13. **Have previous collaborations been successful** and made any impact? If so, what results were reached?
14. **What partners does Sida have from previous work** and collaboration who are willing to collaborate with and support Sida in the present situation?

After carrying out a gender analysis, consider available resources, networks, contacts, earlier experiences and comparative advantages in order to guide a decision on gender interventions. Below is a sample of guiding questions when selecting a gender mainstreaming approach according to Sida's model.

Integrationist approach.

- Will gender equality be a recurrent and visible factor that should be included in many or all of the components of the intervention?
- Were women and men, girls and boys included in the target group?
- Could a gender perspective be applied throughout the programme?

Targeted approach

- Is there a specific issue or group that the intervention should aim at and support?
- Is there a specific need to address (women, girls, men or boys)?
- Should there be a specific intervention on gender equality as such?

Gender-aware dialogue

- What are the possibilities, needs, opportunities, and spaces to focus on gender equality or gender-related issues in Sida's dialogue with partners (at any level)?
- How can this be developed further?

3.3.2 Examples of activities that could be part of an integrationist approach

An integrationist approach can and should include many types of activities, to ensure efficiency. This list provides those proven to be successful.

- Inclusion of a gender equality advisor or expert on the team.
- Strategic work with the management to ensure they that assume responsibility and the will to change.
- Developing a gender strategy throughout the intervention, with a goal, responsibility and accountability specified.
- Financing training and capacity building to raise awareness within the intervention and among its stakeholders.
- Producing and using sex-disaggregated statistics (numbers) and gender-sensitive indicators (showing differences between and among women and men).
- Increasing visibility of gender issues through seminars on analysis, methods, results and impact.
- Ensuring that all products, in terms of outputs, reports, analyses, manuals, trainings, seminars, etc., consider the perspective of women, men, girls and boys.
- Ensuring that the staff in the implementing organisation employs women and men, and has gender sensitive policies and does not discriminate against LGBT people. This can be done through capacity building in collaboration with Sida.
- That participatory exercises include a broad spectra of both women and men. There is always a risk when conducting consultative meetings that men talk more. Gender segregated groups may provide new information.

3.3.3 Strategic circumstances for targeted interventions

There are occasions when a targeted intervention is especially strategic; below is a list of such occasions.

■ **It may be important for Sida's work to target a politically sensitive issue or area.**

These could be issues such as the right to abortion, female genital mutilation (FGM), changes in the role of men and masculinity, gender-based violence.

■ **A step-by-step approach may be the most effective one.** It may be needed to focus on specific issues, strategic for moving towards a long-term objective. A long-term objective is to increase the number of women in decision-making positions within society. To achieve this objective will require more women having access to and means of getting an education. This, in turn, will demand the creation of new opportunities for women and girls in the education system, which could lead to Sida targeting this specific entry point through scholarships for girls, support for affirmative action, developing special transport or housing for girls, etc. Experience from previous work shows that combining targeted support with an active political dialogue is efficient and has a stronger impact on the ground. Several examples also show that the partners from civil society – often partners in targeted activities – should also be seen as direct support in the political dialogue.

■ **It may be more strategic to target one specific group.**

In given circumstances it may be sensitive and challenging to address both women and men in a population. For instance, when addressing gender-based violence, it may serve useful to only target women for protective measures, or to only target men regarding certain preventive measures. Targeted activities can be aimed at women and men, girls and boys.

3.3.4 Checklist: What to say and do? How to conduct a dialogue on gender-based violence¹⁵

■■■ DEFINITION: DIALOGUE

Sida's definition of dialogue

"A continuous exchange of view points, a process of negotiation and a quest for a common platform of thought and actions...Sida should not refrain from raising difficult issues in dialogue. Long term collaboration, leading to confidence and trust, has allowed Sida to successfully champion objectives such as gender equality...".

The Sida policy paper "Perspectives on Poverty"

Policy dialogue has a central function in Sweden's development cooperation, even more so when it comes to "difficult" issues that are sensitive in nature such as gender-based violence (GBV). In many countries GBV is surrounded by silence and considered to be a private issue. The purpose of this information checklist is, in accordance with the Action Plan for Sida's work to combat Gender-Based Violence (2008-2010), to provide support on how to conduct a dialogue on GBV. It is hoped that such a dialogue will raise awareness and commitment and contribute to a reduction of gender-based violence in Sida's partner countries, as well as in Sida's humanitarian assistance.

How to conduct a dialogue?

- **Entry points for discussion of gender-based violence** should be based on the existing principles/commitments of the partner country, such as the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), SCR 1325 and 1820, national policies and action plans on gender equality and/or to combating GBV. It is recommended that the dialogue be frank and "call a spade a spade". Practice of Female Genital Mutilation (FGM) is not 'culture' – it is a violation of Human Rights.
- **Knowledge about the local context.** Link up with national debates and national circumstances related to GBV. What is the current formal legal framework covering GBV and what are traditional practices? Knowledge is the be all and end all of meaningful dialogue. Participate as a concerned partner, not as an outsider.
- **Timing and windows of opportunity.** Provide technical support

15. The checklist is to a great extent based upon Bo Göransson's (former Director General at Sida and former Swedish Ambassador to Kenya) presentation at the Sida conference: "Successful strategies to end gender-based violence in post-conflict societies" on September 12, 2008.



JØRGEN ULVSGÅRD

Panzi Hospital in the Democratic Republic of the Congo. Nowhere in the world are women as systematically subjected to cruel acts of sexual violence as in DR Congo. The Panzi hospital, run by Dr Dennis Mukwege (in white clothing), is an oasis and a way back to life. The women have pieces of cardboard under them to protect against leaking urine and faeces.

and initiate dialogue around GBV particularly in times of change, such as post-conflict situations or after the election of a new government.

- **Utilise and try to create political momentum.** Issues of GBV are not always automatically taken up, and investment in the



TRINIDAD CARRILLO/BILDHUSET SCANPIX

form of time and resources may be needed to put gender equality and GBV on the political agenda. Use the entire spectrum of choices available to add voices, provide platforms or arenas, formalise contacts within ministries, link up with NGOs and multilateral organizations (UN, World Bank and regional institutions), raise GBV in local media, create links with GBV to other sectors in meetings, support studies, reports and publications that aim to increase awareness around GBV and support contributions aimed at combating GBV.

- **Link words to action.** Dialogue on GBV is strengthened if resources are also allocated to combat GBV; either integrated in an intervention or as targeted support.
- **Comparisons with other situations may be useful, but make these with neighbouring countries, not Sweden.** GBV is a global problem. Use Sweden to illustrate similarities – not differences. Gender-based violence is a societal problem in Sweden too and in 2007 the Swedish government presented a national action plan to combat violence against women and oppression in the name of honour, as well as violence in same-sex relationships.

- **Balance between local specific issues and policy issues.** Dialogue and intervention need to balance local specific issues that include experience and knowledge provided by GBV victims, local communities and women's organizations as much as national policy issues related to GBV. Both perspectives are necessary in order to achieve impact.
- **Rights-based approach.** Treat people affected by GBV as powerful actors and strong individuals, not as mere victims of violence.
- **Efficiency approach.** GBV has devastating consequences, not only on individuals, but on a society as a whole. The impact of GBV is often underestimated and includes increased health service, police and judicial sector costs. GBV also causes socio-economic costs in terms of loss of earnings and lost productivity. If possible, use context-specific facts and figures!
- **Support dialogue between actors.** Ensure that policy initiatives around GBV are driven both by those within government and by civil society advocates in country. In order to combat GBV, a multi-sectoral approach is needed that links prevention with legal reforms, services and care. Greater cooperation is also needed between local organizations, national governments and international institutions.
- **Engage men.** Support the development of prevention strategies that challenge the social values that promote GBV. Work with the perpetrators, but also with those who promote rejection of violence.
- **Be persistent and stick with the combating GBV theme for many years.** Reducing gender-based violence is a lengthy process that requires changes in attitudes and practices. Relevant activities take time to plan, unfold and yield results.

3.3.5 Donor action in the context of general budget support

When donors provide general budget support and/or programme sector support, it is often assumed that mainstreaming gender or promoting gender equality is not possible unless it is part of the poverty reduction strategy paper in the country or the programme sector policy. However, here is a list on how to mainstream gender equality into general budget support and/or programme sector support.

There are plenty of ways that donors can promote gender equality:

- **Make gender equality explicit.** Donor-specific Development Cooperation Strategies or similar documents need to highlight and specify the ways gender equality issues will be promoted in the general budget support dialogue, and establish accountability systems to track compliance with commitment to gender equality.
- **Promote the use of gender expertise.** Gender issues are often part of the portfolio of generalist staff in embassies. In order to be successful gender advocates they require capacity building on gender and macro-economic analysis. There might also be a need to recruit specific social development advisers and gender experts to work at the country or regional level. Joint Assistance Strategy processes could be used for mapping the existing human resources and to determine the most effective and collaborative way of ensuring adequate gender expertise among donor embassies. Use civil society and your partners in the country.
- **Promote Gender Responsive Budgeting** ‘Gender-sensitive budgets’ or ‘gender budgets’ refer to a variety of processes and tools aimed at assessing gendered impacts of government budgets. It is important to recognise that ‘gender-sensitive budgets’ are not separate budgets for women, or for men. They are attempts to break down, or disaggregate, the government’s mainstream budget according to its impact on women and men, and different groups of women and men. The use of Gender Responsive Budgeting as a tool for promoting accountability can be actively promoted as a way of ensuring that increased volumes of aid will benefit women equally to men. This requires investment in the capacity of Ministries of Finance and Planning to utilise gender respon-



VANESSA VICK/BILBYRAN SILVER

sive budgeting tools and methodologies through technical assistance.

- **Build up strategic alliances.** General Budget Support is a funding mechanism for an approved policy strategy, not a mechanism for enforcing policy changes. There is compelling evidence that policy conditionality has been largely ineffective, and that domestic political considerations are the main determinant of the direction and pace of reforms in the partner countries. This means that in order to ensure that gender equality issues are prioritised in the national political agenda, it is crucial to have links to national organisations that can promote change from below. Networks and alliances with like-minded partners, donors and civil society organisations are important in pursuit of gender equality.
- **Asserting the underlying principles of General Budget Support.** The Paris Declaration underscores the importance of national ownership over development priorities. It is the partner country that should be in the driver's seat in formulating its own development agendas. However, donors should be

active partners in this process and can assert the underlying principles of the budget support in the case of violation of women's rights, sexual rights or human rights in general.

- **Pay attention to power analysis and participation.** Allocation of public resources to different institutions and purposes is essentially a political rather than purely technical process. In addition, allocations do not automatically translate into spending. Who actually spends money – and on what items – is often determined during the process of budget execution, which is unlikely to automatically reflect a pro-poor, gender equitable orientation. Analysis of the patterns of public expenditure may also sometimes be misleading, in the sense that budgets may tell us relatively little about the constraints that poor women, men, girls and boys face in trying to access services and make claims on public provisions. Therefore, qualitative investigations of the use and non-use of services are important. Donors should provide adequate complementary funding for these types of monitoring exercises.
- **Ensure the inclusion of different types of expertise/experts in the dialogue.** There is a tendency to see general budget support as a mainly economic instrument, which dominantly involves economists. However, general budget support dialogue embraces a wide range of political, social, economic and institutional issues. It is therefore important to utilise a range of sectoral and crosscutting expertise, and open up the participation of PAF-reviews for different experts.
- **Use technical assistance.** Technical cooperation is an important form of aid that can complement general budget support. Technical support can play an important catalytic role in integrating crosscutting issues such as gender into the PRS as well as in the GBS reviews.

4 Human Resources Support

▼ This chapter provides information on where to get support in gender expertise. It includes the following:

- 4.1 Internal Sida support** – with a presentation of what Sida’s gender advisors do
- 4.2 Gender Help Desks** – how you can use the Gender Help Desks at Stockholm and Gothenburg universities.
- 4.3 Other** gender resources

4.1 Internal Sida Support

Consult and invite Sida’s gender advisors to key processes – such as the country development cooperation strategy process, the Country Poverty analysis or as needed; either as a member in the strategy group or as dialogue partners throughout the process (not only in the end stages when finalising the strategy. The advisors need to have participated from the very beginning to be able to support you in mainstreaming gender equality throughout the strategy and its focus areas).

Consult existing material on gender equality. Useful resource bases and country profiles are listed at the publication database at www.sida.se/publications.

4.2 Gender Helpdesks

Sida has agreements with gender desks at the University of Gothenburg as well as the University of Stockholm. They can offer support in mainstreaming gender in the poverty analysis, strategies, descriptions of work, ToRs and analysing other documents (such as the PRSP).

More information is available on the Sida intranet (INSIDE, Supporting Functions, Method & Support, Gender Helpdesk)

Assignment template when using the helpdesk – Basic assignment

The following applies to basic assignments:	
• time used: _____ max 3 days (24 hours) • a summary of 6-7 lines should always be enclosed with the report	
Dep/Div:	
Client:	
Date of order:	
Mark the helpdesk you intend to use:	
Göteborg University: Global Gender Studies Coordinators: Gunilla Blomqvist, Lisen Dellenborg genderhelpdesk@globalstudies.gu.se, Tel +46 (0)31 786 43 19, 786 44 62	☐
Stockholm University: Centre for Gender Studies Coordinator: Lenita Freidenvall genderhelpdesk@kvinfo.su.se Tel +46 (0)8 16 26 57	☐
Assignment ready at the latest by:	
Short assignment description incl. specially requested knowledge (max 7 lines) and indicate the purpose for the gender review:	
Brief feedback to be given to the helpdesk at the latest by:	

Assignment template when using the helpdesk – Extended assignment

The following applies to extended assignments: • time used: _____ max 6 days (48 hours) • a summary of max two paragraphs should always be enclosedw
Dep/Div:
Client:
Date of order:
Mark the helpdesk you intend to use: Göteborg University: Global Gender Studies ☐ Coordinators: Gunilla Blomqvist, Lisen Dellenborg genderhelpdesk@globalstudies.gu.se, Tel +46 (0)31 786 43 19, 786 44 62 Stockholm University: Centre for Gender Studies ☐ Coordinator: Lenita Freidenvall genderhelpdesk@kvinfo.su.se Tel +46 (0)8 16 26 57
Assignment ready at the latest by:
Short assignment description incl. specially requested knowledge (max 7 lines) and indicate the purpose for the gender review:
Brief feedback to be given to the helpdesk at the latest by:

4.3 Other Gender Resources (websites)

BRIDGE • www.bridge.ids.ac.uk

Information site that bridges the gap between theory/policy and practice.

ELDIS • www.eldis.org/go/topics

A resource base and community on development. Has sections on gender, gender budgets, GBV and gender mainstreaming.

GENDER AND TRADE • www.genderandtrade.org

A platform interlinking research, advocacy and action with the objective of facilitating and promoting gender sensitive trade policies.

HUMANITARIAN INFO • www.humanitarianinfo.org/iasc

This site provides you with a handbook and guidelines on gender in humanitarian action and gender-based violence in conflict.

HUMAN RIGHTS FIRST • www.humanrightsfirst.org/discrimination

Reports on violence and discrimination against LGBT persons.

THE INTERNATIONAL CRISISGROUP • www.crisisgroup.org

→thematic issues → **Gender and conflict**. Focus on this section is on the impact of conflict and unrest on the lives of women

MEN'S RESOURCES • www.mensresourcesinternational.org

This website focuses on involving and engaging men as partners in supporting women and ending violence.

OECD • www.oecd.org/dac/gender

Up-to-date information on OECD/DAC and gender.

PEACE WOMEN • www.peacewomen.org/un

Provides information on resolution 1325 and the efforts to incorporate resolution 1325 into the work of the UN Security Council.

YOGYAKARTA PRINCIPLES • <http://yogyakartaprinciples.org>

The application of International Human Rights Law in relation to Sexual Orientation and Gender Identity.

UN SITES ON GENDER

www.un-instraw.org

Reports and links to manuals on mainstreaming.

www.un.org/womenwatch

Up-to-date information on CEDAW and on UN gender work.

www.unfpa.org/gender

Case studies, statistics, videos, reports and other publications about a variety of gender issues.

www.unifem.org

Facts, resources and links on women and development.

WHO • www.who.int/topics

Provides studies, handbooks, reports and tools regarding health issues such as FGM, gender-based violence, family planning etc.

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- Sida (2006) Sida's Guidelines for Gender Mainstreaming
- Sida (2002) Britha Mikkelsen et al, *Mainstreaming gender equality, Sida's support for the promotion of gender equality in partner countries*
- Sida (2005) Sida at work – A manual on contribution management
- Sida (2005) Policy: Promoting Gender Equality in Development Cooperation
- European Council (2004) Toolkit on mainstreaming gender equality in EC development cooperation.
- Kvinnoforum (2006) A Gender reading of General Budget Sector Support documentation for five African countries.
- World Bank (2006) *The Other Half of Gender*. Bannon, Ian and Correia, Maria C., eds.
- Nordic Plus Gender Equality Network Working Paper No. 1, 2007

Further reading

- Sida (2008) Sexuality – A Missing Dimension in Development
- Sida (2008) Gender-based violence
- Sida (2008) Successful strategies to end gender-based violence in post-conflict societies. Conference report.
- Sida (2008) Action Plan for Sida's work against gender-based violence 2008-2010
- Sida (2007) Mainstreaming at Sida. A Synthesis Report 2007:05
- Sida (2007) Sexual Orientation and Gender Identity – An inventory of Swedish Development Cooperation
- Sida (2007) Sida's work on Lesbian, Gay, Bisexual and Transgender issues in international development cooperation. Action Plan for Sida's work on sexual orientation and gender identity in international development cooperation 2007-2009.
- Sida (2006) Gender and Armed Conflict

Sweden's key policy documents on gender equality in development cooperation

- A. The Government Bills 2008 and 2009
- B. Från politik till bistånd – Instrument och kanaler för de tematiska prioriteringarnas genomslag i biståndet (UD 080123)
- C. Swedish policy on SRHR 2006
- D. Sida's Policy for Gender Equality "Promoting Gender Equality in Development Cooperation" (2005)
- E. Perspectives on Poverty 2004
- F. Policy for Global Development 2003

Sida's programmes for gender equality

Since the 1960s, Sida has attached particular importance to the work of promoting gender equality. Strategies and methods have been developed along with the continual acquisition of knowledge and experience.

1983 – Plan of action for **women-oriented development assistance** is adopted.

1996 – Gender equality becomes one of the **overall goals** of Sweden's development cooperation.

1997 – **Women and Men. Sida's Action Programme for Gender Equality** is adopted. The programme introduces gender mainstreaming as a strategy in development cooperation. Special initiatives to promote gender equality are seen as an important complement to the main strategy.

2003 – The Swedish Parliament adopts a **Policy for Global Development**. Sida meanwhile draws up its **Perspectives on Poverty**, a policy document that addresses disparities between women's and men's experience of poverty and the opportunities available to women and men, respectively, to improve their lives.

2005 – Sida's revised policy – **Promoting Gender Equality in Development Cooperation** – is presented.

2008 – The Swedish Government identifies gender equality as **one of three thematic priorities** for development assistance in the Budget Bill for 2008, along with human rights and democracy, and environment and climate.
The priority of *gender equality and women's role in development* focuses on 1) women's participation in politics, 2) women as economic actors, 3) sexual and reproductive health and rights, including HIV and AIDS, and 4) women and security and gender-based violence.

Gender Equality in Practice – A Manual for Sida provides Sida's desk officers with the instruments and know-how required to mainstream a gender perspective in the development cooperation process. The manual includes three chapters that are intended as a guide in "how to do it":

- 1) Mainstreaming for Gender Equality
 - presents Sida's model for gender mainstreaming,
- 2) Gender Equality in Key Sida Processes
 - guides you on how to work with gender issues in the poverty analysis, in the development cooperation strategy process and when planning for budget support, and
- 3) Practical Tools
 - includes checklists and tools for gender mainstreaming in development cooperation.