



# What to say and do?

## Practical examples on how to address gender equality when elaborating the dialogue plan

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Most Development Cooperation Strategies identify gender equality as a dialogue issue. Consequently, gender equality is likely to be one out of a few dialogue issues to address when the Embassy/Country team elaborates the dialogue plan within the framework of the Cooperation Strategy. This tool provides practical examples on how to address gender in that process. It is a complement to and follows the same logic as the dialogue process established in "Sida at Work". It is directed towards the gender focal point within each team and managers responsible for the elaboration of the dialogue plan.

To elaborate the components on gender equality within a dialogue plan, the following actions are recommended:

### 1. Elaborate a one-page background paper for workshop

*When in the Sida at work process:* "Analyse dialogue issues as expressed in the Cooperation strategy"

*Purpose:* Gather relevant background information in order to facilitate the workshop.

*Content:*

- Dialogue objectives in cooperation strategy related to gender equality.
- Partner country's own priorities and problems related to gender equality relevant to the cooperation strategy. Use existing information from National Gender Policy or Action Plan or Country Gender Profiles. What are the key issues and problems? Consult with civil society including women's movement to identify their priorities related to gender equality.
- List of relevant and strategic actors working to promote gender equality and women's rights, in order to identify potential allies for the dialogue.
- Brief reference to relevant Swedish policies and priorities (e.g. Policy on Gender Equality) in order to ensure a logic connection between dialogue issue and Swedish policies.

### 2. Conduct a workshop to define a dialogue issue related to gender equality

*When in the Sida at work process:* "Analyse dialogue issues as expressed in cooperation strategies"

*Purpose:* Identify a dialogue issue related to gender equality. The process leading up to the workshop should be as participative as possible, including the Embassy staff and the Ambassador as well as key actors working on gender equality from the civil society and the donor community.

*Resource persons:* Gender practitioner or researcher or gender equality activist.

#### Strategic actors (allies)

Multilateral organizations and likeminded donors

Regional organizations

Government: National women's machineries or specific departments with a strong gender equality focus

National and local women's rights organizations, men's networks, NGOs, research institutes, religious organizations in country or neighbouring countries

#### Relevant Swedish policies and steering documents

Gender Equality Policy: On Equal footing 2010-15 and other relevant policies

Swedish Action Plan on UNSCR 1325

Key Sida documents related to gender-based violence and women's economic empowerment

#### Example of dialogue issues

- Pregnant teenagers right to education (Team Tanzania)
- Women's participation, protection and long-term prevention of sexual and gender-based violence (Team DRC)
- Implementation of laws on violence against women and improved donor coordination (Guatemala)
- Adoption of law on domestic violence and Cost of gender-based violence (Zimbabwe)

### Examples of dialogue activities related to gender equality

- Elaboration & launch of Country Gender Profile (e.g. DRC and Afghanistan)
- Articles in local media (e.g. Mozambique, Tanzania, DRC)
- Lead in gender equality donor groups (e.g. Colombia, DRC, Tanzania)
- High level participation in strategic conferences (e.g. Guatemala)
- Joint or public statement on gender equality (Afghanistan, Zimbabwe)

### Example: dialogue on Gender-based violence prevention and response in Zimbabwe

Sweden has taken an active role in dialogue on gender-based violence prevention and response. A specific focus has been on creating platforms for dialogue and supporting dialogue between actors. This has among other things resulted in a strong and coherent position from civil society in the adoption of the Domestic Violence Act. To reach strategic actors within government, Sweden has also produced a leaflet looking at the cost of gender-based violence in Zimbabwe.

### Example from dialogue on UNSCR 1325 in DRC: Logbook

Team DRC has established an easy-to-use reporting system on its dialogue related to UNSCR 1325 and 1820 on Women, Peace and Security. Using an Excel sheet, colleagues report briefly on what was raised and with whom, date and specific actions to be taken, either by interlocutor or SE. This logbook does not take many minutes to fill in, but will assist you to in completing the Operational Planning and Strategy report.

### *Proposed Agenda for workshop (Brainstorming)*

1. Embassy's previous experience of working on gender equality and its competence on gender equality.
2. Embassy's/Team's portfolio related to gender equality and identification of entry points for gender equality.
3. Partner country's or region's priorities and needs (regional bodies, government, civil society) in the area of gender equality. Identify key problems related to gender equality and their root causes relevant for the cooperation strategy.
4. Identification of strategic actors with whom Sweden can collaborate.
5. Identification of ongoing and future processes in the country or the region relevant to the cooperation strategy (e.g. election, law reforms, ongoing debates in media, specific court case, relevant processes in neighbouring countries etc).
6. Choose an overarching dialogue issue and, if relevant, specify dialogue issues at sector level; elaborate a dialogue objective and goals to achieve in x years.

There should be a clear logic between the issues discussed above (point 1–5) and the dialogue issue chosen. The issue should be formulated on *what* has to be changed, *who* shall be influenced and *how* much as well *when* the change will happen.

### 3. Elaborate a dialogue plan that includes the results from the workshop

*When in the Sida at work process:* “Elaborate a dialogue plan”

*Purpose:* Ensure that the results from the workshop are included in the dialogue plan elaborated on basis of the cooperation strategy, as provided in Sida at work. For that purpose, the person responsible for gender equality should participate in the project group responsible for elaborating the dialogue strategy.

### 4. Ensure that the Embassy/ Country team has adequate competence in the area of gender equality

*When in the Sida at work process:* “Provide with technical support”

*Purpose:* Secure that the Embassy /Country team has adequate competence in gender equality and the specific dialogue issue chosen for the strategy (e.g. gender-based violence, women's economic empowerment, women, peace and security or sexual reproductive health and rights).

*Resource persons:* If more competence is needed, consult with and use Sida HQ gender advisers, relevant network, consultants or organisations with gender equality competence.

### 5. Include gender equality issues in Sida's planning and monitoring systems related to dialogue

*When in the Sida at work process:* “Yearly follow up of the dialogue plan and matrices”

*Purpose:* Dialogue objectives, expected results, target groups and indicators should be included in the Embassy's/Country team's operational planning. It is recommended to use the yearly dialogue matrices as provided in “Sida at work”.

Every action and possible result should be continuously followed up and documented by the Embassy/Country team to facilitate the Operational Planning, for example by using a logbook – an Excel sheet accessible for everyone in the team/embassy (see example from team DRC). Dialogue activities should be reported and evaluated at least once a year in connection with Strategy Reporting.

*Resource persons:* Gender equality advisers, relevant network.