



Gender equality is achieved when women and men, girls and boys, have equal rights, life prospects and opportunities, and the power to shape their own lives and contribute to society.

The Gender Tool Box gathers knowledge material and method support on gender equality in the form of Tools, Briefs and Thematic Overviews.

# [ TOOL ] Gender Mainstreaming

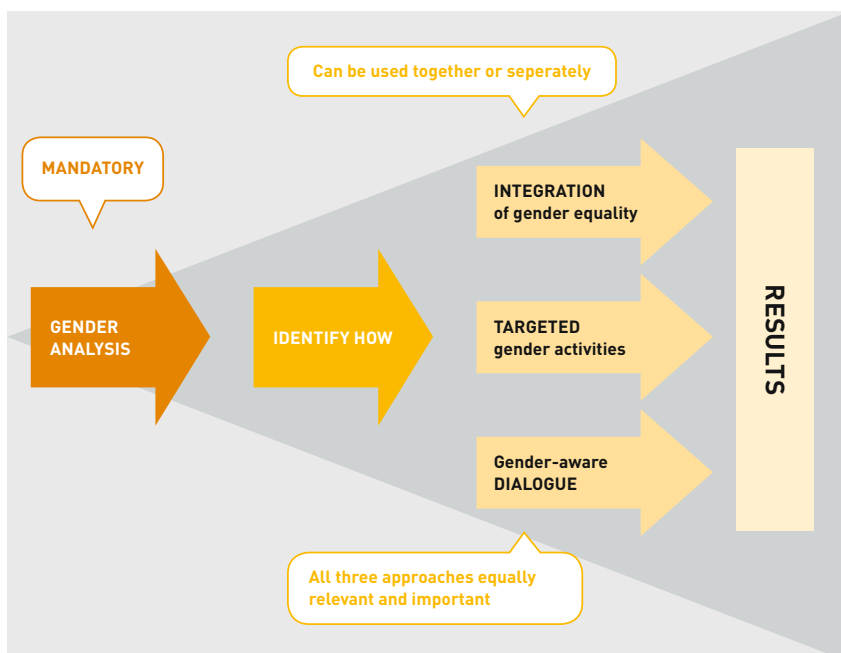
Sida’s model for gender mainstreaming includes three steps.

- 1) **Gender analysis:** Any cooperation process must always begin by analysing the gender equality situation in the given context and identify the expected results in terms of strengthened gender equality.
- 2) **Identify how:** Based on the gender analysis, Sida must identify relevant areas for collaboration, the approach to use and how to reach the expected results.
- 3) **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.

## Gender Mainstreaming

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, policy or programme, in all areas and at all levels before any decisions are made and throughout the whole process. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes so that both women and men benefit and inequality is not perpetuated. Gender mainstreaming is not a goal in itself but an approach for promoting gender equality.



## 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 that 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 has to be adjusted to the context and the surrounding society.

### 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

Gender mainstreaming 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.

## ALWAYS GENDER ANALYSIS

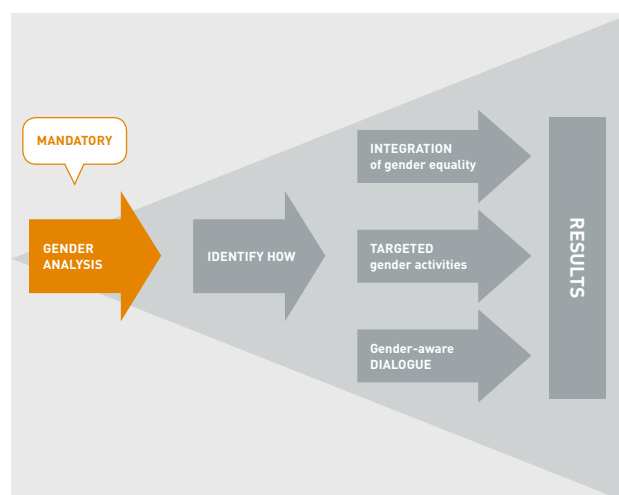
A gender analysis must be **conducted prior to any intervention**, regardless of sector or area of intervention. Sida's target group includes men, women, boys and girls, which raises aspects of gender norms and roles as well as relationships among and between men and women, boys and girls. Performing a gender analysis will help us to 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.

### Definition of 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.



For more on Gender Analysis – see separate Tool on Gender Analysis – Principles & Elements.

## KEY ASPECTS OF GENDER ANALYSIS

### Norms for gender

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.

### Other social variables

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

**Quantitative and qualitative data**

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

**Vulnerability and 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 in each group.

**Scope and methods vary**

The scope of a gender analysis can vary and the analysis be done in different ways depending on the context.

**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.

**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 LGBTI people). Or when Sida develops new ways of collaborating with countries and societies.

**MEN IN INTERNATIONAL DEVELOPMENT COOPERATION**

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.

Therefore the development community needs to adopt a broad view of gender issues and include men. Like women, men are also affected by strict gender norms and with a long-term perspective not only women and girls but also men and boys benefit from gender equality.

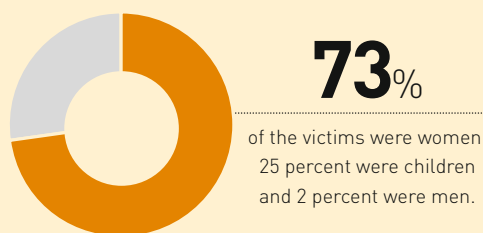
**Gender Analysis – An example from the Democratic Republic of Congo**



In 2014 the Swedish government adopted a new results strategy for development cooperation in the DRC. The strategy identified women as the primary target group for Swedish development cooperation. In order to understand the complexity of gender inequalities and the different layers of discrimination against women and girls in the DRC, the Embassy of Sweden commissioned a Gender Country Profile which were to provide concrete recommendations on how to operationalise the new results strategy in a gender sensitive way. The insights from the report were also intended to be used in assessments, programming and political dialogue in the DRC. Besides being presented

to the Embassy, the conclusions from the Gender Country Profile were disseminated to the government of DRC, UN agencies and civil society. Among other things, the gender report found that different actors use “gender” differently and although popular in headquarters, “gender” has frequently lost its meaning by the time it gets to implementation. Counting women participants is classified as “gender” without considering whether policies or programmes have changed women’s living conditions or enjoyment of their rights. Furthermore, a striking aspect of “gender” work in DRC that the report highlights is how little men’s agency is addressed in policies and programmes. Women are expected to gain skills and take up new occupations, claim their rights, work all day and raise their family while men are totally absent from the discourse.

**From January 2010 to December 2013, The United Nations Joint Human Rights Office registered 3635 victims of sexual violence throughout the DRC committed by State agents and armed groups.**

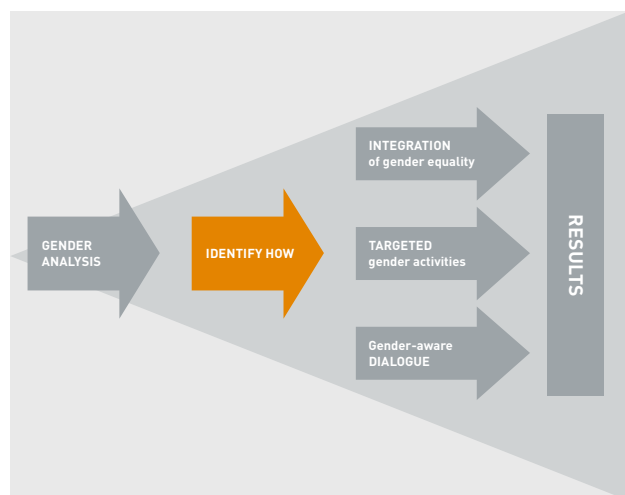


An approach is recommended that takes explicit account of how men and women contribute to, participate in, and perpetuate gender relations.

The following suggested actions are essential:

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

### KEY PRINCIPLES FOR IDENTIFYING HOW



#### Gender analysis

The gender analysis is the basis for determining the issues a mainstreaming strategy can and should address and for identifying how the expected results are to be reached.

#### 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

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

#### Context specific

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

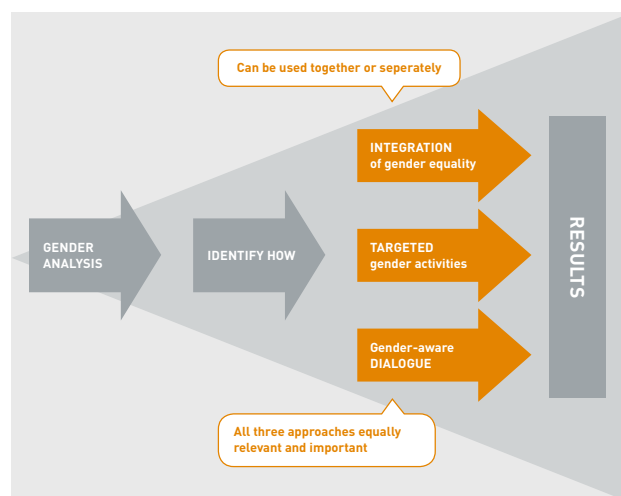
#### Clear goal

A gender strategy must have a clear goal towards gender equality.

#### Action oriented

A gender 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 integration, targeted activities, and dialogue:



#### 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.

#### No right or wrong

There is no right or wrong regarding which approach to take and how to combine the methods. Sometimes the integration of gender equality and the targeted gender activities overlap.

**“Here and now”**

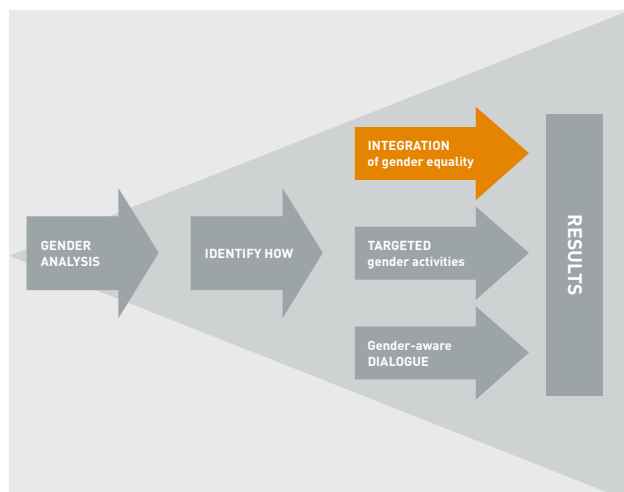
Try to judge each situation from a “Here-and-now” perspective. Even though Sida may have had a certain strategy, circumstances may have changed (in the country, among partners, co-donors, etc) and there is need for a new mainstreaming strategy.

**Focus**

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

**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 only mainstreaming approach and not simply one of the approaches.

**Key aspects****A formulated objective**

Gender equality is a clearly formulated as a 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.

**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.

**Integrating Gender – Case from Ethiopia**

Sida is supporting the livelihood and food security programme HARVEST, that works with enhancing chronically food insecure and vulnerable communities' own productive potential. By teaching farmers to use already developed irrigation and watershed resources, the project hopes to enhance smallholder farmers' yields and create potential for higher revenues from crop production, thereby reducing the households' vulnerability.

Gender inequality was in the initial stage of the project identified as one of the major limiting factors of agricultural performance in the targeted communities. Although women represent nearly 50% of the agriculture labour force and produce more than half of the agricultural production in Ethiopia, female farmers have limited access to extension services, land, credit and farm implements. When training farmers in efficient and effective utilisation of irrigation water, HARVEST implements a couple-based (husband and wife) training approach, while having a special focus on female-headed households. Married women's control over resources generated from better irrigated agriculture, is enhanced by undertaking “**Household Gender Analysis for Gender Transformation**”, a participatory conversation-based tool for measuring the contribution of men and women to the survival and well-being of the household. The method values work equally – whether productive or reproductive – and usually shows that men do not necessarily make the largest contribution to household well-being while they often enjoy greater privileges and benefit more from the household's resources than women do. The experience of facilitators is that household members typically come to realise that there is tremendous difference between the amount of work women put into productive and household tasks and the benefits they receive, which is a transformative experience for men and women alike.

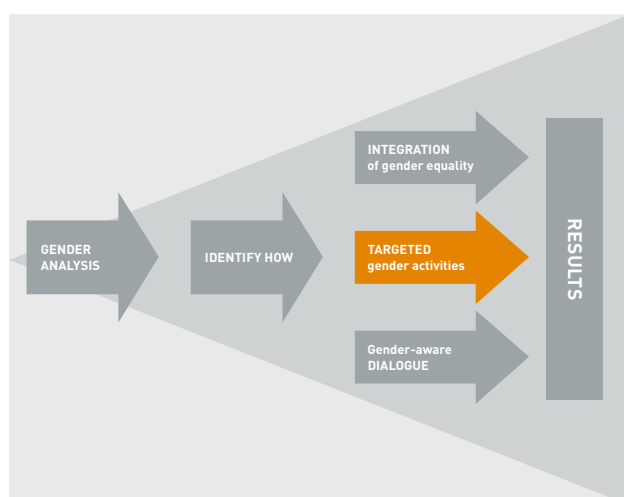
*“We thought women were doing light work. I left the farm early in the morning. When I came back and things weren't organised we quarrelled. I didn't know she was doing so many things.”*

*“Before, when I had an assignment outside the village my work did not continue. Now my wife can do these activities. Before, when she was working in the kitchen or doing something else we had to wait. Now, we don't need to wait because we do things together. We finish together and go to bed at the same time.”*

Comments from men participating in “Household Gender Analysis for Gender Transformation” conversations.

### 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/girls only or men/boys only. 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 that 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 that the issue needs to be highlighted and addressed, that it is new or that it is a sensitive issue.

#### 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.

#### Targeting the Women's Movement – An example from Iraq

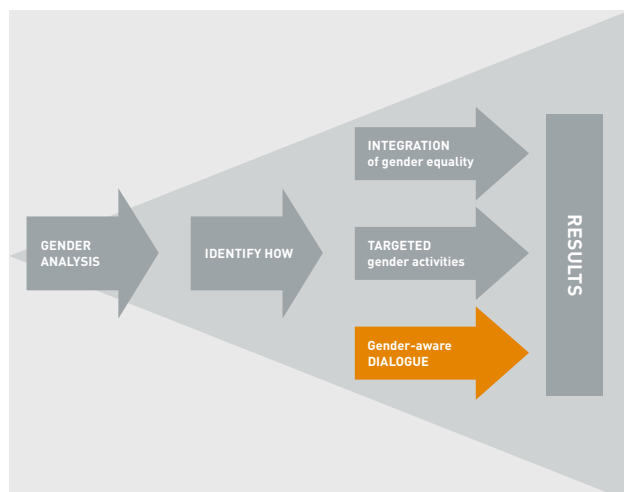
The respect for human rights is weak in Iraq and the ongoing crisis erodes the situation further. Sida has long championed women as central to the stabilisation and development process and has since 2011 supported the Kvinna till Kvinna driven project **"Building Iraqi Women's Movements"**. The Iraqi women's movement is fragmented and oftentimes takes on the role of a service provider due to lack of government initiative. By helping to build local organisations' own capacity, fund smaller projects and establish networks, the project goal is to contribute to a strengthened and mobilised women's movement in Iraq. The local partner organisations work in various ways to empower women, by training police officers and lawyers on the new Law Against Domestic Violence in Iraqi Kurdistan, by supporting and protecting female victims of violence, by running self-sufficiency projects for women, and by highlighting women's rights issues in the media. The women's organisations also work a lot to help internally displaced persons, the majority of whom are single women, children and elderly.



### CONDUCTING A GENDER-AWARE DIALOGUE

Sida has a general role as a dialogue partner. 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.

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.

#### Gender Dialogue for Results

The Swedish Embassy in Bogotá has combined diplomatic dialogue with development cooperation to support women's participation in the peace process. In addition to financial support to the UN (UN Women and UNDP) and women's rights organisations, the Embassy conducts a high level policy dialog on women as agents for peace in the ongoing peace negotiations between the government and the guerrilla (FARC). The message on women as peace agents has been highlighted by the Embassy on strategic occasions related to peacebuilding, political participation, reconciliation and victims' rights and has been widely disseminated through social media and TV. The government delegation for the peace negotiations was previously male-only, but does now include two women. Furthermore, Swedish support enabled the realisation of a "Peace Meeting for Women" in October 2013, where 450 representatives from women's organisations agreed on specific recommendations to the peace negotiations.

## QUICK MAINSTREAMING CHECKLIST

### What do we mean by gender mainstreaming?

- Gender is not only about women – it is about the relations between women and men with different roles and unequal exercise of power.
- Gender mainstreaming is an analytical tool for programme officers. It is a means to achieve results, not a goal in itself.
- It involves considering women's, girls', boys' and men's needs and situations in the design, implementation, monitoring and evaluation. Gender mainstreaming is an approach whereby the situation, conditions and opportunities of women and girls are highlighted and taken into consideration. Effective mainstreaming is achieved through a limited number of strategic and prioritised interventions within the supported sector/ programme/project.

### Issues to be considered when assessing the design of projects/programmes, proposals, reports, M&E or other relevant documents as well as in dialogue with stakeholders:

Are there differences between women and men, girls and boys, regarding:

- Roles and power within decision making. Consider that a change of gender roles can lead to changes of power with both positive and negative consequences. (Do No Harm- Do Good perspective).
- Division of labour, formal and informal (e.g. within the household, community, workplace).
- Rights – formal legislation as well as realisation of rights.
- Access to and control over resources, services and opportunities (e.g. land, property, education, health, communication services etc.).
- Participation/consultation and representation, as actors and beneficiaries, as well as within politics and governance. (UNSCR 1325).
- Values and norms that affect the behaviour and opportunities within the sector.
- Environment and climate change conditions and factors.
- Different sexual reproductive roles and needs.
- Security for women and men, including gender-based violence.

→ Identify differences in needs.

### To think about

- Objectives and expected results include gender mainstreaming issues and have efficient financial and human resources.
- Gender sensitive process and result indicators – quantitative as well as qualitative.
- Gender sensitive language i.e. words like people, population, beneficiaries, vulnerable people often hide the fact that women's and men's needs are different.
- Sex and age disaggregated data is crucial to address gender inequalities. Look for this both in the analyses and baseline as well as in the result frame work.
- Partners' capacity on gender issues (staff, organisational structure and guidelines/manuals).
- Follow up gender issues in narrative and financial reporting and agreement conditions.
- Include gender issues in ToR for reviews, procurements, consultancy teams etc.
- Local women's organisations may possess crucial information on gender relations, cultural values and social norms which could influence the programme.