



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]

How Sida Works with Gender Equality

A CONSISTENT GENDER PERSPECTIVE

Gender equality and women's rights and empowerment are a priority in the Swedish development cooperation and the humanitarian assistance. Women and girls in poverty are highlighted as a priority target group, but efficient gender equality work must include work with men and boys as well. Gender equality is achieved when women and men, girls and boys, have equal rights, conditions, opportunities and power to shape their own lives and affect society.

Swedish aid should strengthen:

- Women's political participation and influence
- Women's economic empowerment and working conditions
- Sexual and reproductive health and rights (SRHR)
- Women's and girls' education
- Women's security including gender-based violence (GBV) and trafficking in human beings

Sida's work is governed by geographic and thematic result strategies at global, regional and country level, decided by the Swedish government. The results strategies define thematic results areas which vary according to context. In most strategies, gender related results are included and women are a target group. (Please visit www.government.se for approved results strategies.) Gender equality is furthermore one of four thematic priorities at Sida, along with environment and climate change, human rights and democracy and sexual and reproductive health and rights.

MAINSTREAMING GENDER

Gender equality and the rights and empowerment of women and girls, is a thematic area to be mainstreamed throughout all Sida funded development cooperation. Gender mainstreaming is the strategy used for achieving results as specified in the Swedish government's results strategies. It is an area of relevance in all contexts in which Sida engages and in the cooperation with all types of partners.

Government assignment on full mainstreaming

In December 2013 the Swedish Government assigned Sida to report on how the agency could further improve its work on gender mainstreaming. Sida reported that much work is being done, and that Sida has a strong gender equality portfolio within the sectors of health, education, human rights and democracy. Sida's Director General reported by April 2014 the need to define a clear target for the gender equality work, and areas for improvements were identified as follows:

Consistent steering and leadership:

From government and within Sida.

Focus on results and follow-up:

Use existing steering processes or internal management and strengthen focus on follow-up with a clear focus on gender equality results.

Capacity and competence:

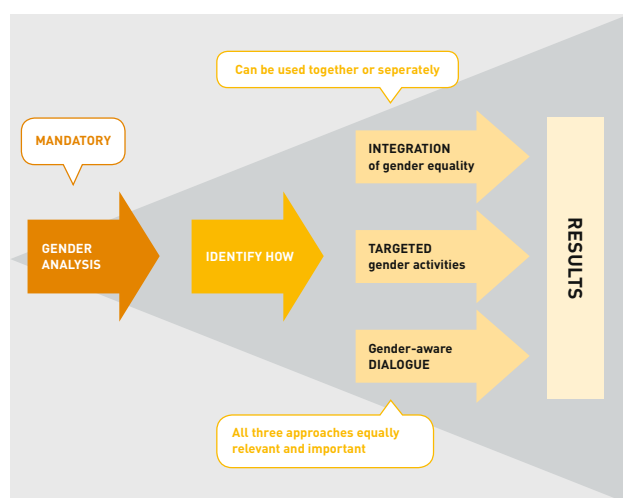
Systematize the competence development and internal capacity including to define the role and function of the gender focal point.

Strategic areas for improvements:

Non-social sectors, multilateral cooperation, new forms for development funding.

Sida's model for gender mainstreaming includes a mandatory gender analysis. The gender analysis is followed by three approaches which can be used separately or combined according to context:

- Targeted interventions in order to strengthen specific groups or issues.
- Integration of gender equality into programmes and projects.
- Dialogue on gender equality and women's rights and roles in development.



THE GENDER EQUALITY NETWORK

Sida's management is responsible for the implementation of the Government's instructions. A network of gender advisors at Sida's different departments, and gender focal points in Stockholm and at the Embassies, are working together to strengthen the gender equality results within Sweden's development cooperation according to the instructions of the government. Knowledge management is a key area of work for the network.

KNOWLEDGE MANAGEMENT

Sida's knowledge management on gender equality includes gender training through targeted workshops and seminars, as well as the integration of gender equality issues in the knowledge management in other thematic areas or topics. It also includes a continuous analysis of relevant processes at local, regional and global level resulting in topical publications in terms of thematic overviews, briefs and tools within Sida's "Gender Tool Box". Global trends of general interest are published as Development Trends reports. Sida shares gender related information internally through a quarterly Gender News dispatch.

GENDER EQUALITY IN CONTRIBUTION MANAGEMENT

Sida has an electronic management system (TRAC) designed to support Programme Officers, Controllers, Programme Administrators and Directors in their work with contribution management – from planning, appraising, monitoring, to completing a contribution. Gender equality is integrated with mandatory questions that must be addressed in the relevance and risk assessments of contributions. Gender aspects are also assessed in the quality assurance committees which discuss and recommend the management to decide on contributions.

For technical assistance the gender advisors at each department gives continual support. Sida also has a framework agreement on gender equality which can be used for support and advice to Sida staff and partners.

Sida uses OECDs policy markers to grade and track thematic priorities in all contributions. Out of the total disbursements in 2013 made by Sida:

- 15 per cent of contributions were marked as having gender equality as the principal objective, meaning that it is the main reason for the supported intervention.
- 70 per cent were marked as having gender equality as a significant objective, meaning that a gender equality perspective contributes to the broader objective of the intervention.
- Gender equality was marked as not relevant or not applicable in 15 per cent of the contributions.

Additionally, Sida uses the internationally agreed Gender Marker for assessing gender commitments within the humanitarian support.

Gender equality in Swedish development cooperation means:

- That we follow international agreements on women's and girl's rights.
- That the development cooperation includes men, women, girls and boys.
- That poverty is reduced.

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