



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

Sweden has a longstanding commitment to gender equality and women's and girls' rights in development cooperation and humanitarian assistance. With the launch of the Feminist Foreign Policy this has been strengthened. The strong message for gender equality in the Agenda 2030 – as a stand alone goal and integrated in all aspects of the agenda – is also important in Sida's work.

Sida's support to gender equality and women's rights focus mainly on five aspects of the gender equality agenda:

- Women's political participation and influence
- Women's economic empowerment and working conditions
- Sexual and reproductive health and rights
- Girl's and women's education
- Women's security, including combating all forms of gender-based violence

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 and girls are the main target groups. (Please visit [www.government.se](http://www.government.se) for approved results strategies.) Gender equality is a top priority perspective for Sida, along with a poor peoples perspective on development, a rights perspective, conflict prevention and environment and climate.

### MAINSTREAMING GENDER

Gender equality and the rights and empowerment of women and are priorities throughout all Sida funded development cooperation. Gender mainstreaming is of relevance in all contexts in which Sida engages and in the cooperation with all types of partners. Gender mainstreaming is the strategy used for achieving results as specified in the Swedish government's results strategies.

### Plan for Gender Equality 2016–2018

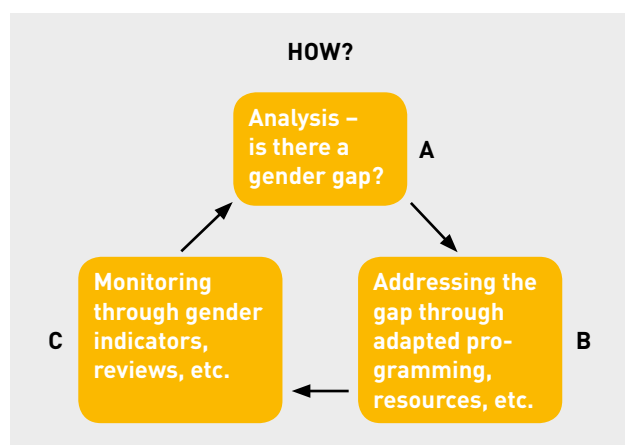
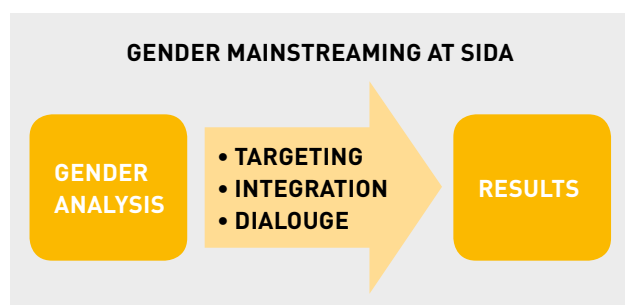
Along with 59 other Swedish agencies Sidas has been asked by the government to raise the ambitions with regards to gender mainstreaming. In 2015 Sida presented a three year plan.

#### The plan has three goals:

1. Increased support to interventions where gender equality is a principal objective. This goal covers all sectors, and in particular the productive sectors, in environment and climate, in the humanitarian support and through new forms of financing;
2. Enhanced quality of gender mainstreaming. This will be achieved through increased focus on follow-up and monitoring, strengthened gender analysis in strategy processes and in interventions management including evaluation, and knowledge development, and gender equality as a priority in the dialogue with partners;
3. Strengthened gender equality work at Sida as an organisation and employer.

Sida's model for gender mainstreaming includes a mandatory gender analysis. The gender analysis should lead to 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.



### THE GENDER EQUALITY NETWORK

Sida's management is responsible for the implementation of the Government's instructions and the realization of the strengthened ambitions for gender equality. A network of gender specialists and 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

Sida's knowledge management on gender equality includes gender training through targeted workshops and seminars, as well as the integration of gender equality 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", <http://www.sida.se/gendertoolbox>.

### GENDER EQUALITY IN CONTRIBUTION MANAGEMENT

Sida has a 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 in the assessments of contributions.

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

Sida's support to gender equality is measured through the OECD DAC Gender Equality Policy Marker, which shows commitment to gender equality. Interventions which has gender equality as the main objective is marked as principal, and if gender equality is an important and deliberate but not the main objective it is marked as significant. In 2016 20% of Sida's portfolio was marked as principal, 67% as significant and 13% as not targeting gender equality.

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

### Gender equality in Swedish development cooperation means:

- That we follow international agreements on women's and girl's rights.
- That the development cooperation and humanitarian assistance contributes to equality between women and men, girls and boys.
- That poverty is reduced.