



SHAPING NEW REALITIES

GUIDE TO GENDER MAINSTREAMING

WHAT IS GENDER MAINSTREAMING?

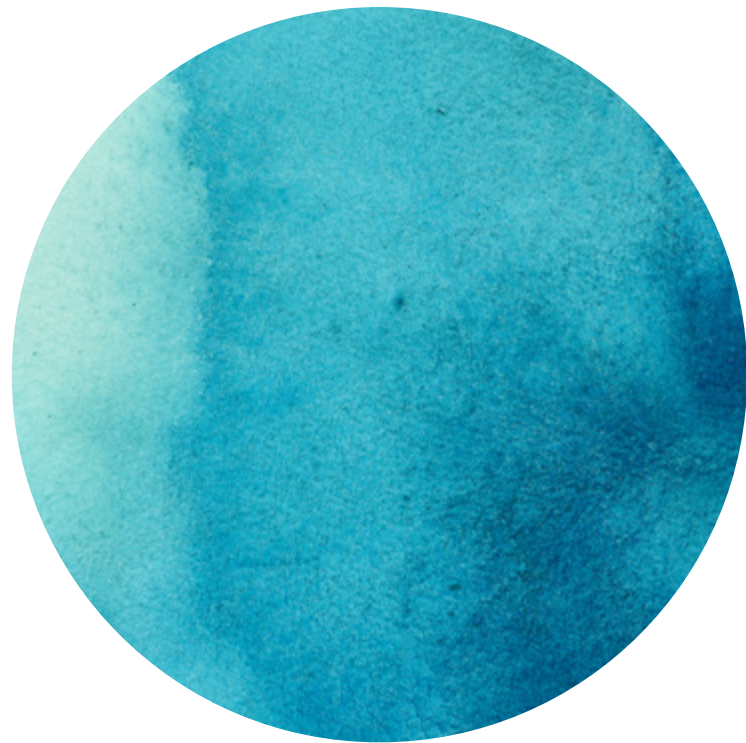
- Gender mainstreaming is a strategy for promoting gender equality in organisations.
- It involves ensuring that a gender perspective is included in all activities in an organisation, such as policy development, research, advocacy, legislation, resource allocation, planning, implementation and monitoring.
- Central to gender mainstreaming is sex-disaggregated statistics and gender equality analyses.
- Gender mainstreaming aims to generate an organisational change process of which management is in the lead.

WHY SWEDEN?

- While faced with remaining challenges, Sweden is generally regarded as a country that has come a long way in making society gender equal.
- Gender mainstreaming became the official strategy for the government in 1994.
- In 2015 the Swedish government commissioned a project where the Swedish association of local authorities and regions (SALAR) collected some of the best cases from Swedish municipalities. This document is an adaptation of SALAR's guide.

ABOUT THE GUIDE

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- This guide has been developed in order to contribute to the implementation of gender mainstreaming in organisations outside Sweden.
- The aim is to be a practical introduction that can also serve as a development tool for organisations already working with gender mainstreaming.
- The guide consists of
 - Checklist for assessment of gender mainstreaming
 - Introductions to each step of the checklist
 - Key recommendations for sustainable gender mainstreaming
 - Examples of gender mainstreaming in practice

THE CHECKLIST

- The checklist for assessment of gender mainstreaming can be used to assess an organisation's current situation.
- Through the checklist an organisation can get an idea of how far it has come in its efforts. It will also help to clarify areas that need improvement.
- The results from the checklist can be used to develop an action plan.

THANK YOU!



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