

# POLICY ON GENDER EQUALITY

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This policy provides the basis for the Palme Center's gender equality work and applies to all operations, both national and international. The gender equality policy is supplemented by other internal documents such as the code of conduct and staff policy. Gender equality is integrated in the Palme Center's system for follow-up of operations and there is a methodological document which provides guidance for work on gender mainstreaming. The implementation work is specified in the operational plan and other documents.

## THE PALME CENTER'S APPROACH TO GENDER EQUALITY

The Palme Center defines gender equality as the equal distribution of influence, conditions, and power between the sexes. This means that all people, irrespective of gender identity, shall have the same rights and obligations in all parts of society.

The Palme Center is a feminist organisation and the feminist perspective is to permeate and be integrated in all operations. This means two things– it means that we are aware of, and make visible, the fact that society is characterised by a power order that gives women a structurally subordinate position and that men as a group in general have more power in society than women as a group, and it means that we actively work to change these unequal structures. The Palme Center takes an intersectional approach, where we are aware that different grounds of discrimination interact and reproduce different types of oppression in different contexts.

We consider gender equality to be a prerequisite for democracy, peace, poverty alleviation and fair and sustainable development. For the ideal of democracy to be realised, all people need to have the same opportunity to shape society and their own lives, regardless of gender or gender identity and expression, ethnicity, belief, functional variation, sexual orientation, age or other identity/discrimination categories.

In order to achieve gender equality, changes to the structural imbalance in the power relations between women and men are required. This includes political and economic as well as social and cultural power relationships. The Palme Center believes that is important that gender equality is not reduced to a matter for women alone, it is something that concerns us all. Both men and women are limited in their life choices by stereotypical gender roles and behavioural patterns.

## WORKING METHODS

Gender equality is a priority issue for the Palme Center. This means, in part, that we shall actively work with and support our partner organisations' gender equality promoting operations and, in part, that we shall integrate gender equality as a perspective that

permeates all our operations. Gender equality interacts with other priority issues for the Palme Center, such as the environment and climate, peace and conflict resolution and anti-corruption. The Palme Center shall take into account and work to make visible these connections.

All operations that take place in connection with the Palme Center are to be gender mainstreamed. This means that we shall design, conduct, and follow up our operations in a way that promotes gender equality. Gender mainstreaming means that the gender equality perspective shall be incorporated in decision making at all levels in the organisation and in all stages of the process: concept and planning, budgeting, implementation, and evaluation. Work on gender mainstreaming includes systematic monitoring, analysis and highlighting the consequences different proposals and types of operations have for women and men. Work on gender mainstreaming requires that capacity, knowledge, resources, and systems for gender mainstreaming are in place.

The Palme Center works to raise awareness and understanding of how different power structures, discriminatory societal structures, norms, and attitudes affect all people, irrespective of their gender identity. We shall be an opinion-forming voice for international work permeated by a feminist perspective. We shall conduct external monitoring on gender equality and participate in networks relevant to us. In our advocacy work, gender equality and its positive impact on peace, democracy and human rights shall be highlighted and made visible.

The Palme Center secretariat includes an employee in the methodology team responsible for gender equality, who follows up and coordinates work in close dialogue with all involved parties.

## **OWNERSHIP AND FOLLOW-UP**

The content of this policy is reviewed and adopted annually by the Board of the Palme Center. The Secretary General is responsible for ensuring that the policy and related documents are known and complied with in operations and that follow-up of compliance with the policy is conducted annually.