

The Palme Center is a feminist organisation. Gender equality is a fundamental condition for democracy, peace, sustainable development and the fight against poverty.

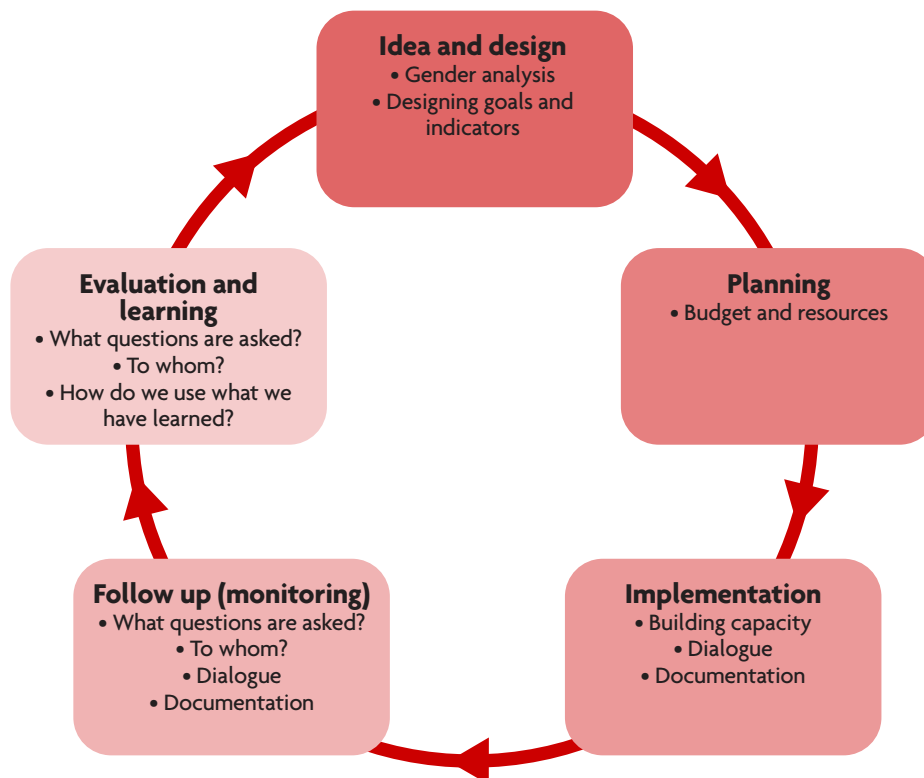
The Palme Center has therefore decided that all our activities will promote gender equality. Sometimes this is done in a direct way, through targeted efforts, that is to say activities which are intended to contribute directly to greater gender equality. But it is also important that efforts which do not directly focus on gender equality are designed in such a way that they promote gender equality.

*Gender equality integration* (gender mainstreaming) is a strategy designed to ensure that our activities contribute to gender equality. All collaborations

that involve the Palme Center will apply gender equality integration.

Gender equality integration means ensuring that the gender equality perspective is present in each step of the activities. In real terms, this means that we will design, implement and follow up our activities in a way that promotes gender equality and counteracts gender inequality.

Gender equality integration means that the gender equality perspective is present at every stage of an effort, as the model below illustrates:



Gender equality integration means systematically making visible and analysing the consequences different proposals, decisions and activities have for women and men respectively, and then ensuring that the knowledge gained through the analysis forms the basis of the planning, implementation and follow up of the effort.

The cornerstone of gender equality integration is *analysis*. In order to exercise gender equality integration, we need to understand how situations affect women and men differently. This requires us to take a critical approach. Power structures, resource distribution, and norms, are examples of factors that are important to take into consideration in the analysis. You can read more about this and find suggestions for how to perform the analysis in the Palme Center's guide to *gender equality analysis*.

You do not have to be an expert on gender equality to exercise gender equality integration. But you do need a basic understanding of what gender equality is and what gender equality integration means. To help with this, the Palme Center regularly arranges training courses on gender equality, for example in conjunction with project leadership courses for our member organisations. The methods handbook "*Equality benefits all*" (Everyone gains from gender equality) also provides a good introduction to the subject. The Palme Center's programme managers can give support with the practical implementation. The Palme Center also has a gender equality methods adviser who is available for support and guidance.

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