



Gender equality

All projects run with funds from the Olof Palme International Center must promote gender equality. Occasionally, this is done directly, i.e. through activities intended to contribute directly to increased gender equality and reduced discrimination. However, those projects and operations that do not focus directly on gender equality should, as far as possible, also be designed in such a way as to promote gender equality and combat discrimination. All projects/operations must be **gender mainstreamed**.

In practice, this means that the operation must be founded on a thoroughly tried and tested **gender and power analysis** that is included in the planning, implementation and follow-up of the operation.

When performing an analysis of this kind, it is useful to think of how different power orders and discrimination bases affect and occasionally amplify one another – an individual power order cannot be understood independently of others. This is usually referred to as **intersectionality**.

The section below presents some auxiliary questions you can use in the planning of the operation to increase gender equality and reduce discrimination:

- What is the current status with regard to gender equality and discrimination in the area where the operation is to be run? What is the status of the power balance between women and men? Which groups are subject to discrimination, and how do the different bases for discrimination interact?
- Think about *who* identified the problem the operation is designed to work with.
- What knowledge exists regarding work to promote gender equality and combat discrimination in your organisation/party?
- Does the operation target any group or groups that is/are discriminated against? Which ones and why?

- How can you ensure that men and women, minorities and any other discriminated groups can participate to an equal extent in the design of the operation?
- How can you ensure that men and women can participate to an equal extent in the implementation of the operation? What obstacles are there to women's participation today, and how can these be overcome?
- How can we ensure that the discriminated group participates in the design of the project?
- Has an analysis been carried out of any resistance to the participation and/or influence of women/discriminated groups in the operation?
- Is anything specific being done to facilitate the participation of women/discriminated groups in different decisions?
- Does the operation contribute to enhancing the power of discriminated groups (this could, for example, be power in the organisation/party or in the local community)?
- What challenges have you identified to achieving gender equality and non-discrimination in your party or organisation?
- Describe how the project will contribute to increasing the participation and influence of women and discriminated groups in the party/organisation, and how you will work with the issues of gender equality and non-discrimination in the project.

In many cases, the objective of the operation has to do in part with the partner organisation itself becoming more equal. For example, the partner organisation may adopt a gender equality policy, a non-discrimination policy and subsequent action plans stating that more executive positions are to be accorded to women and discriminated groups, and that the organisation is to recruit more female members.

Tools for conducting a **gender equality analysis** and for helping you to work with **equality mainstreaming** are available on our website under [Method material](#).