**THE PALME CENTER’ S PO TRAINING ON GENDER EQUALITY INTEGRATION: MANUSCRIPT (English)**

In green= what the trainer does

In pink = questions and exercises

Slide = click for new slide in the PPT presentation

Click = click for new feature in the PPT presentation

Agenda

* Introduction - 15 min
* Part 1: Why do we work with GE integration - 15 min
* Part 2: What is GE integration? – 20 min
* Break – 10 min
* Parte 3: How to do GE integration? – 20 min
* Group discussions - 30 min
* Wrap up - 10 min

Slide 49-54 can be omitted if time runs short

**Prepare beforehand:**

* Make sure all participants have received information about when and where (link) the traing will be held and the agenda.
* List of participants
* Good connection
* If a larger group, ask if possible someone to co-host the training with you and help out with the technical stuff.
* Prepare slides in Mentimeter (you can copy the ones from the pilot GE integration PO training on the 24th of November)
* A programme were you can work together in groups, e.g. Jamboard.

## Introduction: (With your video camera on)

* Hello everybody, and welcome to the Palme Center’s training on Gender equality integration.
* My name is xxx, and I will be guiding you through this training today.
* I work at the Palme Center as xxx.
* I am really pleased to be here today, with you, and get this opportunity to meet some of our partners around the world and talk a bit about this very important issue, I am especially eager to hear a bit about your thoughts and experiences on how to work with gender equality integration on your countries.

Om zoom etc

* Please make sure to put your microphone on mute, when you are not talking.
* It is difficult for me to see the chat when doing the presentation, so if you put questions in the chat there is a great risk that I will not see them. I will open up for questions in relation to each part of the training, after the presentation, so please take a note of your question and you will get the opportunity to ask it a bit later on.
* You are of course free to use the chat to share reflections or experiences with the other participants.
* You can change between different modes of view. There is the option to view all participants, or to view the person talking, or to view the presentation.
* The presentation will be shared with you afterwards. (if that is the case)
* It might be good to have a pen and paper next to you, so you can take note of questions and reflections that come to mind during the presentation.

Start sharing the PPT presentation on your screen

SLIDE 1

* Welcome to the Olof Palme International Center’s training on gender equality integration.

SLIDE 2

* We will start by looking a little at the background and why we at the Palme Center thinks that gender equality integration is important.
* Then, we will talk about what gender equality integration is.
* And lastly, we will look a bit on how to do it. And specifically at gender equality analysis.
* We will also have some group discussions, so that you get an opportunity to talk to each other and maybe exchange some experiences with each other.
* Before starting the presentation, I would like to know you how much you know about gender equality integration? Or rather, how much you think you know. I will follow up on that question at the end of the training, to see if you think that the training has led to you increasing your knowledge.
* For this we will use Mentimeter.

SLIDE 3

Mentimeter exercise 1:

* This is the link to mentimeter. We will put it in the chat as well, so you can easily click your way to mentimeter. Then please answer the quastion about how you value your knowledge in relation to gender equality integration. Choose the option that best suits you.

Stop sharing the PPT presentation and start sharing Mentimeter.

Read the results.

Stop sharing Mentimeter and start sharing PPT presentation

SLIDE 4

## PART 1: why do OPC require ge integration? **15 min**

* The Palme Center has decided that all initiatives we support, or carry out, must be gender-integrated.
* In this part of the training, we will talk a little bit about what lies behind this decision.
* There are many reasons why we have chosen to make this demand and we don’t have time to go into all of them today. Because there are so many reasons to work for gender equality and to go into them all would require an in-depth discussion about what gender equality is and why it is good, and unfortunately we do not have time for that today. So today you’ll have to make do short review of some factors that we have to keep in mind.

SLIDE 5

The Palme Center is a feminist organisation.

• Gender equality is a prioritised issue for the Palme Center.

• Our strategy for 2020-25 states the following: The Olof Palme International Center will work for increased gender equality and advancement of women's rights ”.

That means that we must work for increased equality and to strengthen women's rights.

SLIDE 6

* GE is one of the Global Goals in the Agenda 2030 for sustainable development, adopted by all UN member states in 2015.

SLIDE 7

Everyone benefits from gender equality.

• Research shows that there is a connection between gender equality and democracy as well as between gender equality and peace.

• Gender equality and diversity in decision-making bodies tend to lead to better decisions and it has been shown that workplaces that are equal generate better results than workplaces with a large predominance of only one of the genders.

• It is also the case that some norms linked to notions of gender have a negative effect on people, for example, there is a connection between certain notions of masculinity and the practice of violence. Another example is how perceptions of gender roles in relation to parenthood affect women's opportunities in the labour market.

SLIDE 8

Not everyone thinks that gender equality is something positive that should be promoted. Not even in Sweden.

• But at the Palme Center we are convinced that everyone benefits from gender equality.

• Our opinion is that gender equality is a fundamental prerequisite for progressive development, democracy, peace and the fight against poverty.

• Gender equality is both a rights issue and a democracy issue.

SLIDE 9

Sweden is often called one of the world's most gender equal countries. In surveys that look at various factors such as work, money, knowledge, power or health, Sweden usually ends up among the most gender equal countries in the world.

• But just because the gap between women and men is smaller compared to most other countries, does not mean that we are a gender equal country. There are still several unexplained and unjustified differences between women's and men's wages, labour market conditions, access to health care and etcetera.

• Gender equality has been a separate policy area in Sweden since 1972, it was introduced under the leadership of Olof Palme.

• Since 1994, Swedish gender equality policy has had a clear (feminist) power perspective.

• Our current gender equality policy objectives were adopted by the government in 2006. It went almost unnoticed in Sweden because there was an agreement across party lines.

•Hence, equality between women and men is a constitutional norm and a clear political goal in Sweden (as in many other countries in the world)

SLIDE 10

* These are the objectives formulated to guide the GE politics in Sweden.

Read the objectives on slide 9

SLIDE 11

* So we have a gender equality mission. We cannot decide to not work for GE.
* We ourselves have defined is as a priority political goal in our strategy, because, as I mentioned before, we see it as a prerequisite for progressive development, democracy, peace and the fight against poverty.
* But we also have it as an assignment that we are tasked with. That is to say, it is a requirement that we have on top of us. And our gender equality work is followed up on. So, it is something we have to report on, for example to Sida and other donors.

SLIDE 12

* At the end of the day, this is the reason we do it. So that our kids can grow up to live in a just world, where girls and boys, and women and men, have equal opportunities, and equal access to knowledge, economic independence, possibility to influence in society and their own lives, and to feel safe, and to grow close bonds to their children.

SLIDE 13

* The Palme Center's gender equality work rests on three “pilars”.
* It forms an important part of the dialogue we have with our partners, and the support for democratic organisational development.
* It is a often also an specific objective in the program and project activities. We call that targeted effeorts.
* Our third strategy for promoting gender equality is gender equality integration, which is what we are going to talk about today. Actually, it should not be seen really as an separate pilar, but rather as an overall strategy that also includes the other two. All initiatives that the Palme Center conducts or supports must be gender equality integrated. What I mean by that, we'll go into more now.
* But first, are there any questions regarding what we’ve been talking about so far?

SLIDE 14

PART 2: GE integration 20 min

So, what is GE integration? We will talk about that during this section of the training but first I would like to know what you think.

SLIDE 15

**Mentimeter exercise 2: What is gender equality integration?**

Before I start talking about what the Palme Center’s view on GE integration is, I would like to ask you what you think about of when you hear the concept "gender equality integration"? Think about it for a minute and then go into the mentimeter again and write your answer.

Stop sharing the PPT presentation and start sharing Mentimeter.

Read (some of) the answers in Mentimeter .

Stop sharing Mentimeter and start sharing PPT presentation

SLIDE 16

Gender equality integration is a strategy to ensure that what we do contributes to gender equality.

It is also often, or perhaps more commonly, called gender mainstreaming.

At the Palme Center we have decided to say “gender equality integration” as we think that it better reflects what we actually do.

SLIDE 17

* There is a lot of excellent gender equality work being done. But it often takes place in addition to, or rather, in separation from, the regular activities, in the form of specific gender equality projects.

click

* It can be said that the gender equality work has been referred to a shed in the garden. Where is has been conducted in separate projects without affecting other activities to any great extent.

click

* Gender equality integration is about moving the gender equality work into the big house.

click

* Only then can it really have an impact on a more comprehensive level.
* So, gender equality integration is about introducing gender equality work into the regular work.

SLIDE 18

* What is then the difference between gender equality integration and other forms of gender equality work?
* For example, if we have a project that directly aims to contribute to increased gender equality, e.g. by educating board members in how to make a gender equality plan for their organisation, have you then made gender equality integration? No, there is a difference between operational gender equality work and gender equality integration.
* Gender equality integration means analysing of how the project / activity affects men and women differently, what their conditions for participating in the project look like, whether the project entails any risks for women and men, respectively, etc. and then design the project based on that knowledge.
* But the line between operational gender equality work and gender equality integration can often be a bit fluid, especially since gender equality integration often results in operational measures.

SLIDE 19:

Gender equality is created, and it maintained, click when we make decisions, click when we assign resources, and click when we create norms.

Therefore, it is not enough that we have separate gender equality projects. It is in the ordinary decision making, in the ordinary activities, that we must combat inequality.

Now that is what we call gender equality integration.

Meaning that we must make visible how the decisions that we make affect women and men in different ways, in all the levels of decision-making.

click

From the general objective level to the actual activities.

SLIDE 20

Gender equality integration is about systematically making visible and analyzing the consequences that different proposals, decisions and activities have for women and men, respectively, and ensuring that this knowledge then forms the basis for the planning, design, implementation and follow-up of the project.

SLIDE 21

It is about ensuring that women and men have the same conditions to be able to participate in the project, or activities, on the same terms.

SLIDE 22

* It is about:
* The gender equality perspective being included in all stages of the project.
* We must design, implement and follow up our activities in a way that promotes gender equality and counteracts inequality.

SLIDE 23

Read from the slide

Are there any questions about what we’ve been talking about so far?

SLIDE 24

Part 3: HOW TO DO GE INTEGRATION?

* So, how can we do to gender equality integrate?

SLIDE 25

Read from the slide

SLIDE 26

Simply put, we can say that it is about us putting on "gender equality glasses" when we plan, organize, implement and follow up on our efforts.

Gender equality integration implies moving from gender blindness to gender awareness.

SLIDE 27

* Gender equality integration is based on analysis, so called gender equality analysis, or simply gender analysis.
* You can say that analysis is the cornerstone on which gender equality integration is based.
* Gender equality analysis is, without a doubt, the most important tool for being able to integrate gender equality into the operations.

SLIDE 28

* We will talk more about gender equality analysis.
* But first, let´s have a look at what we are talking about when we are talking about our operations, or our activities.
* When we at the Palme center talk about operations, or activities, we are usually talking about, either:
* Activities linked to the organisation, or to organisations. For example, we see organisational development as an important part of what we do.
* Ou, we are talking specifically about programme related activities, or projects, which usually, in turn form part of programmes.
* The line between these two different parts of our operations, is not always clear cut, and they can overlap each other, as components related to organisation, such as activities aiming to develop organsational capacity often are included in the projects and programmes.
* So, this can be a bit confusing at times.

SLIDE 29

When analysing the organisational part of our operation it can be useful talk about four parts of the organisation, and of organisational development.

Framework: Policies, strategies, codes of conduct, etc.

Capacity: Budget, staff (expertise), tools and materials.

Knowledge: general level of knowledge among staff / members.

Systems: Routines, methods, checklists, etc.

GE needs to be taken into account in all these parts.

SLIDE 30

When we talk about gender equality integration in relation to projects and programmes, we need to consider it at all steps of the project or programme cycle.

A programme or project cycle usually looks something like this.

So GE must be considered in … read from the slide

SLIDE 31

As I said earlier, the most important tool we have for gender equality integration is gender equality analysis, often called gender analysis.

To be able to make conscious decisions about what measures are needed for the project, or the activities, to promote gender equality, we need to have knowledge of how women and men are affected by, and in, the situations and activities we are planning, or implementing.

Gender equality analysis is about looking at different gender equality aspects so that we, based on that, can plan and implement our activities in a way that contributes to gender equality.

SLIDE 32

* The basis for making informed decisions is knowledge.
* Gender equality analysis is our main tool for acquiring the knowledge we need to be able to make decisions that promote gender equality.

SLIDE 33

Gender equality analysis must be carried out in dialogue with the ones directly involved. They are the ones that have the best knowledge of what the situation for women and men looks like where the project or activity is to be implemented.

It is also important to keep in mind that you often get different answers depending on who you ask.

SLIDE 34

* Gender equality is a complex thing.
* There are many aspects that need to be considered.
* Often, things are not as they may seem at first glance.
* It takes a critical approach and a certain amount of detective work to create an understanding of what aspects need to be considered to be able to design and implement the project, or the activities, In a way that contributes to increased gender equality.

We’ll talk a bit about some of these aspects, but first…

SLIDE 35

But first, I want to say something about the gathering of information.

• When conducting a gender equality analysis, both quantitative and qualitative data are needed.

• Quantitative data focuses on numbers and proportions (often expressed in percentages). An important source is statistics. This may consist, for example, in analyzing the distribution between men and women in relation to participation in project activities, who is invited to conferences or how the distribution between women and men is in the project team.

• Qualitative data focuses on, for example, opportunities for women and men to actively participate and influence. For example, by analyzing the effects or consequences that different activities may have for women and men respectively, and see what obstacles may exist for women and men to actively participate in the project on the same terms.

SLIDE 36

* Intersectionality is about different aspects interacting with each other. Gender, or sex, is one of several grounds of discrimination and interacts with other grounds of discrimination such as ethnicity, socioeconomic status, age, sexuality, religion and functionality.
* This means that not all women and men, respectively, are affected in the same way by a specific measure and that the needs differ between different groups and different individuals. When we do a gender equality analysis, we need to use an intersectional perspective.

SLIDE 37

• As we saw, different grounds of discrimination interact with each other, and this is called intersectionality.

• But there are also other aspects that interact with each other that should be taken into account when doing a gender equality analysis.

• This can be, for example, other political issues such as environment & climate, peace and conflict, and anti-corruption.

This is sometimes also called intersectionality.

I mention these specific areas now, as they are also prioritized areas for the Palme Center, the same way as GE is.

SLIDE 38

"Women and men must have the same power to shape society and their own lives".

This is the overall goal of gender equality policy in Sweden.

The key word here is power, because, gender equality is about power.

Power analysis is therefore a very important part of the gender equality analysis.

SLIDE 39

• Another aspect that is important to consider has to do with who has access to and control over resources.

• Having control over resources means having power.

• Access to, or control over, resources often differs between women and men.

SLIDE 40:

• Resources can be of different kinds. Some examples of different types of resources are:

• Financial resources, such as income.

• Material resources, such as property, housing, car.

• Productive resources, such as land and labor.

• Political resources, such as leadership capacity, access to decision-making bodies.

• Social resources, such as family networks, financial status, etc.

• Knowledge, for example access to information and education.

• Time.

SLIDE 41

* Norms and perceptions (stereotypes) linked to gender affect women's and men's possibilities to act.
* Norms can be used to limit a gender's opportunities to act, or to legitimize oppression and unfair distribution of resources.
* Norms thus tend to maintain and reinforce power structures.
* An important part of the gender equality analysis is therefore to make norms and ideas about gender visible, and to think about how these might affect the project.
* We need to know how roles and responsibilities are defined in relation to gender in order to be able to design gender aware initiatives.

SLIDE 42

* In fact, gender equality is so much about power and norms that it is precisely these aspects that efforts to promote gender equality usually focus on.
* Norms are used to justify unequal power structures and by challenging norms, by applying a norm critical approach, the arguments used to “explain” unfair differences can be challenged.
* Access to resources is also linked to power and norms, and when women (or men) gain access to resources, both power relations and norms are often challenged.

SLIDE 43

• Another aspect that needs to be looked at more closely when doing gender equality analysis is need.

• The needs of women and men, respectively, often differ and require different measures to be met.

• To facilitate the analysis, it can be useful to distinguish between practical needs and strategic needs, even if these are interconnected and sometimes coincide.

• Practical needs are such needs that women and men have in their everyday lives, such as access to water, food, housing, income, childcare, transport, and so on.

• Strategic needs are those that deal with change at the societal level, such as legislation, equal pay, political representation, social insurance

SLIDE 44

When a gender equality analysis is done, we need to consider the possible risks.

• This should be done from two perspectives;

• Firstly, looking at what possible consequences the measures taken might bring. Questioning power structures can be dangerous. Is there a risk of conflict? Revenge? Opposite effect in the form of reduced space for participation?

• And secondly, what risks related to gender and gender equality exist for the implementation of the cooperation, for example, obstacles making it difficult for men and women to participate in the project on equal term.

SLIDE 45

* Gender equality is not a women's issue.
* Men are also negatively affected.
* One area that is gaining increased focus is linked to masculinity.
* It is important to problematise the male role and question how stereotypical notions of how men should be contribute to inequality, violence, etc.

SLIDE 46

* A variety of methods can be used when doing a gender equality analysis.
* What is relevant to investigate and what information needs to be collected varies depending on the context, type of intervention and who is affected by the intervention in question.
* A frequently used method is the 4R method.
* 4R stands for:
* Representation (the distribution between women and men),
* Resources (how resources are distributed between women and men),
* Realia (understanding of how gender patterns affect the organization / context and what effects they have) and,
* Realize (action plan).
* SWOT can also be a useful tool.
* We will not go into these methods here and now, but there is a lot of material and information about them online, so you can google it.

SLIDE 47

* Like all other activities, the work with gender equality integration also needs to be followed up on.
* But it can be difficult to know how to do it.
* How do you analyse and show results linked to gender equality integration?
* At the Palme Center, we had difficulty answering questions about how we followed up gender equality integration, so we hired a consultant to look at our work.
* It turned out that we do follow up on gender equality quite systematically, but are not as good at taking advantage of the lessons learned.
* In relation to monitoring and follow up, the boundary between operational gender equality work and gender equality integration becomes even more blurred. Especially, since the measures that are implemented as a result of gender equality integration become operational when they are implemented.

SLIDE 48

**GROUP WORK**

Write down 3-4 points on each question.

Please, decide on one person in the group that can report your answers in the whole group afterwards.

Give instructions on how to go about depending on what programme for group work you are using. If you are not using a group work programme, ask the groups to decide on one person that takes notes.

SLIDE 49

There is a lot that you need to be prepared for, and aware of, when integrating gender equality into the operations. Here are some of the challenges you can face.

If you have time, read some of the points in the rings

SLIDE 50

There are also many things that can help us succeed with gender equality integration. Here we have listed some of the things we think are important for success.

If you have time, read some of the points in the rings

SLIDE 51

Before ending I would like to say a few words about the tools we use at the Palme Center in relation to gender equality.

SLIDE 52

Read from slide

SLIDE 53

Read from slide

SLIDE 54

In summary, it can be said that gender equality integration is about analysing the operations from an actors perspective, with the gender equality glasses on, and based on that adapt the implementation of the project so that it benefits gender equality as much as possible.

SLIDE 55

**Mentimeter exercise 3 : How much do you know now anout GE integration?**

So how much do you know about gender equality integration now? Please enter into Mentimeter again and answer that question.

Stop sharing the PPT presentation and start sharing Mentimeter.

Read the results.

**Mentimeter exercise 4: Reflections**

So we will move to the next slide in Mentimeter and ask you to please write your reflections about the training today.

Read from word cloud Mentimeter

Stop sharing Mentimeter and start sharing PPT presentation

SLIDE 56

Thanks!

ve a transformative approach (purpose to lead to change).

Includes both men and women (all have gender and gender).