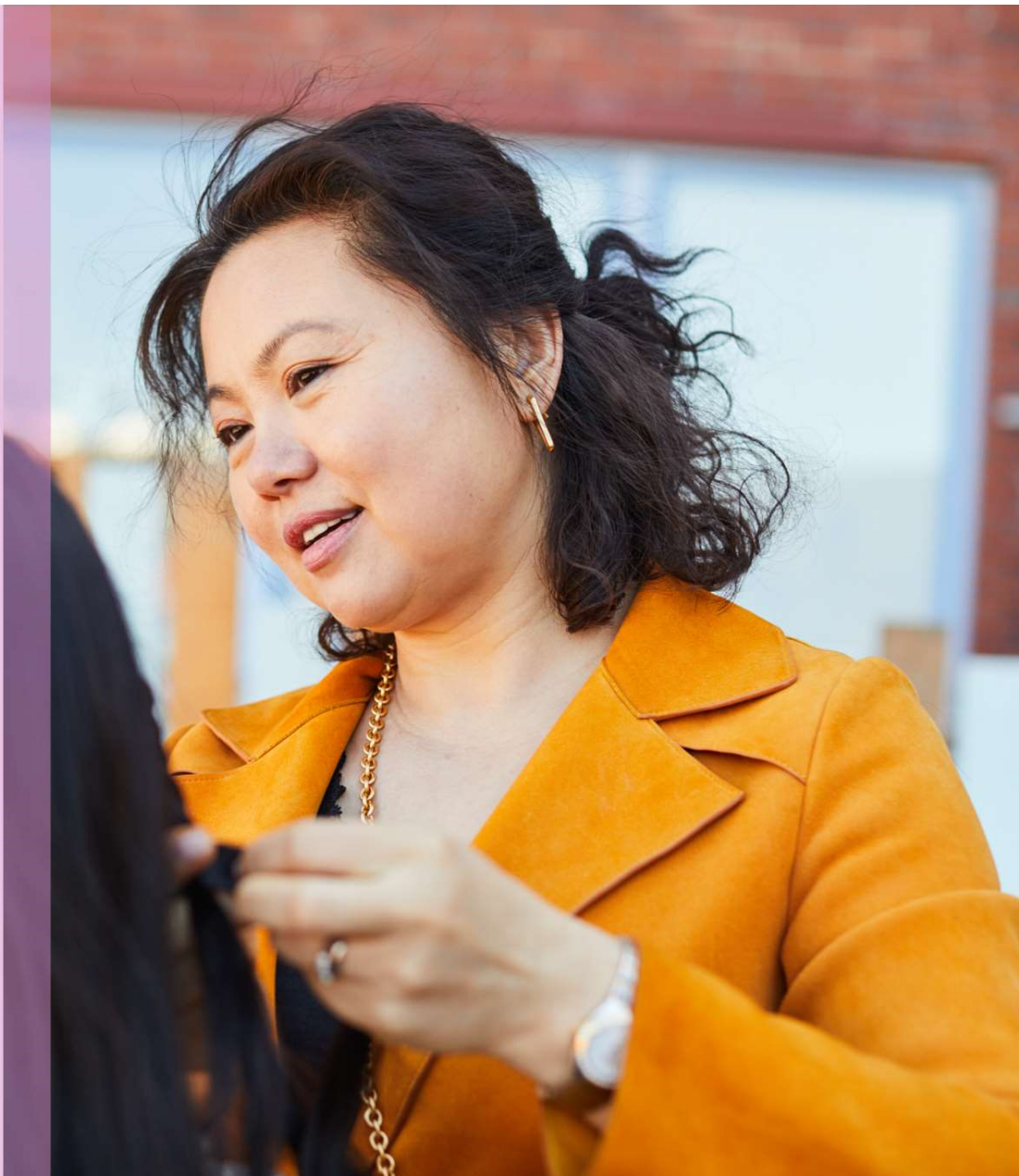




A guide to Gender Mainstreaming

The City of Malmö

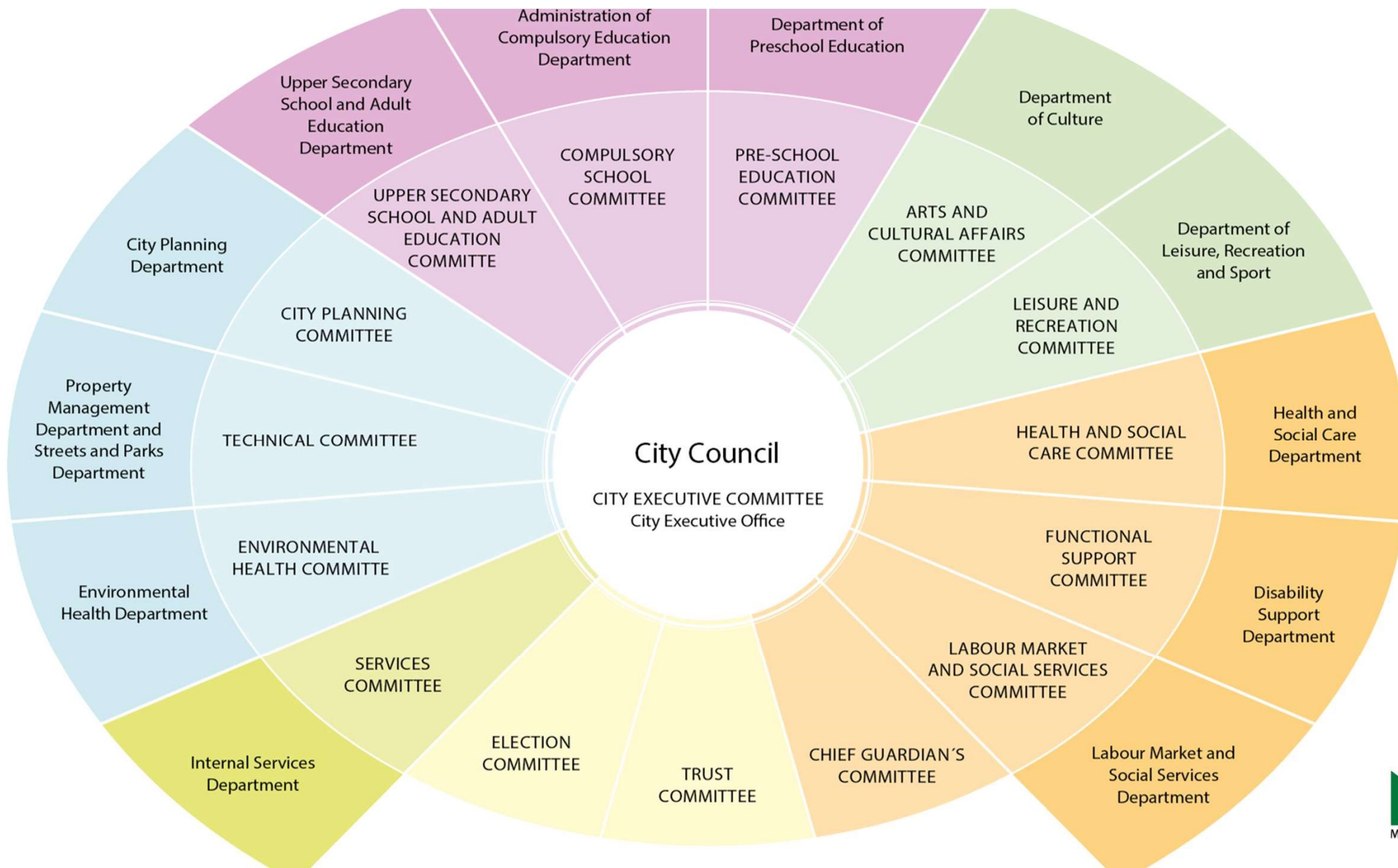


Malmö stad

Malmö ...

- 333 633 inhabitants (December 2017)
- 49% are under 35 years old
- 31% of the city's inhabitants are foreign born
- Large number of international companies
- Malmö University







Examples from a local level:

1. **Equal division of power and influence.**
Urban planning
2. **Economic equality.**
Economic support/welfare
3. **Equal education.**
Gender pedagogues
4. **Equal distribution of unpaid housework and provision of care.**
Elderly care
5. **Equal health.**
Survey on young peoples health
6. **Men's violence against women must stop.**
Actionplan for women's integrity and against mens violence

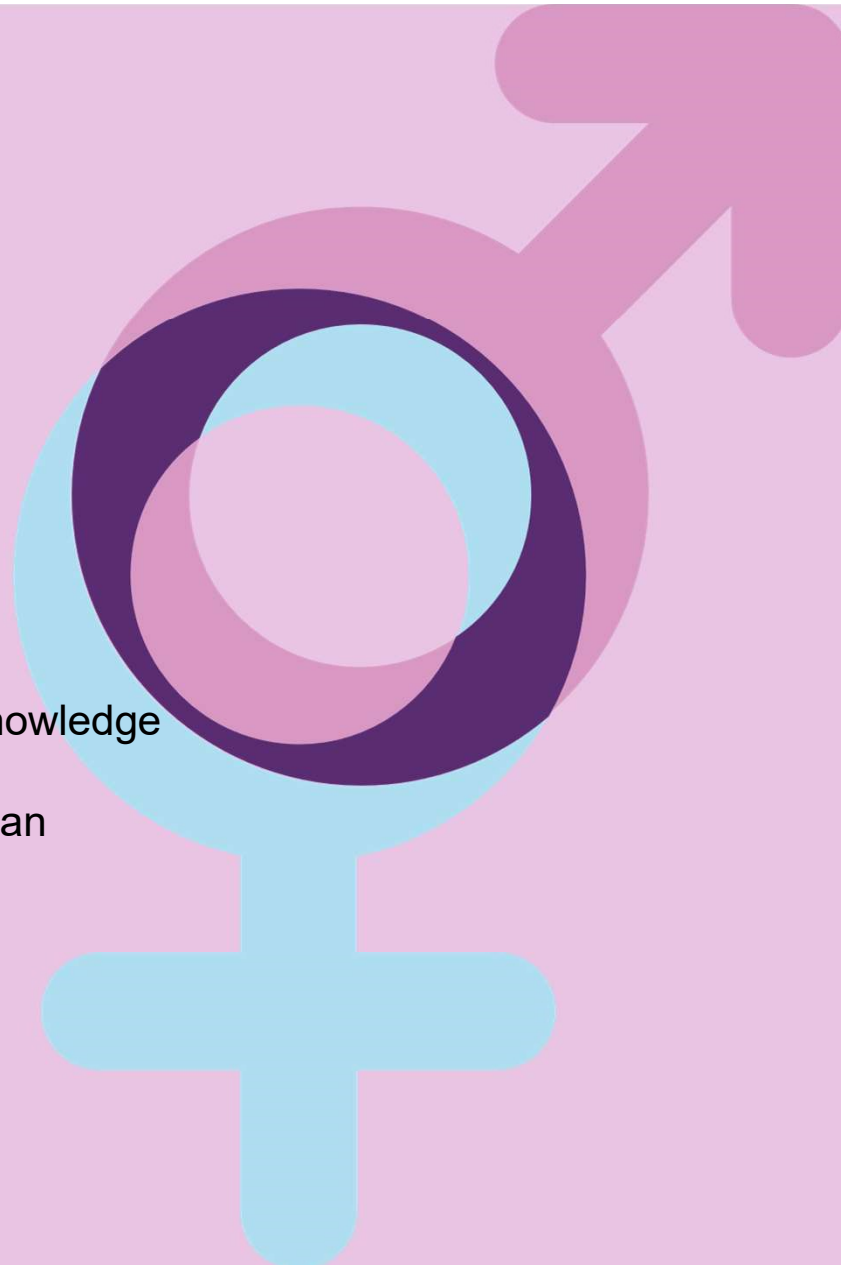


Difficulties:

- Norms and values
- Dissemination
- The gender perspective
- Everyday life

What works:

- Gender equality – a question about knowledge
- Political support
- Budgetary goals and development plan
- Dissemination
- Political climate
- Making things happen in practice



Checklist – gender mainstreaming

Organisation: _____ Date: _____	1	2	3	Comments
1. The elected council makes a decision mandating gender mainstreaming.				
2. The elected council requests feedback regarding gender mainstreaming efforts.				
3. Top management ensures that the elected council's gender mainstreaming decisions are implemented throughout all functions and activities.				
4. The competence and ability to apply effective gender mainstreaming approach is well ensured in the organisation.				
5. The gender equality perspective is evident in goals, budgets and other governing documents.				
6. All individual-based statistics are reported, analyzed and presented by sex				
7. A gender impact assessment is included in all draft council proposals				
8. Outcome and results of functions and activities for women and men, girls and boys, are clearly evident in regular operational and budgetary monitoring.				
9. Gender mainstreaming has generated concrete and sustainable improvements in the organisation's areas of operation				
10. The approach and methods used for gender mainstreaming can be systematized and applied to other functions and activities, as well				

[Gender Mainstreaming Checklist](#)

Thank you!

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