

5 IGUALDAD
DE GÉNERO



5 JÄMSTÄLLDHET



Welcome to the Gender Equality Network Workshop

**in Umeå (16-18 September)
in Åre (19 September)**

ICLD team:

Liene Ledaine – *Programme Officer,
International Training Programmes*

Alice Hansson – *Programme Officer,
Municipal Partnership Programmes*

Ida Edvinsson – *Programme Officer,
Municipal Partnership Programmes*

Emma Herlitz – *Administrator
All practical and administrative
matters.*

Sofia Silva Garcia – *Intern at ICLD,
Communication*



Monday, September 16th

- 09:00 **Welcome Remarks**, Charlotta Westerlund, Representative from the Gender Equality Committee, Umeå Municipality.
- 09:30 **Introductions**, ICLD
- 10:00 **Safety & Security and practical information**, Annika Dalén, Umeå Municipality
- 10:15 **Expectations and ground rules**, Lizbeth Guerrero Cuan, Mentor, Colombia
- 10:45 Break
- 11:15 **Team Presentations: Strengthening Organizational Readiness in Your Municipality - Presenting the Focus Areas You Have Selected**
- 12:00 Lunch
- 13:30 **Showcasing Success Stories** -Swedish municipal examples on gender equality in practice (Jönköping, Örnsköldsvik and Härnösand municipalities (inclusive break at 14.30)
- 16:00 **Session on Gendered Landscape**, Umeå Municipality
- 18:00 **Dinner** at the restaurant, Sjöbris.

Gender Equality Network

Municipalities in Sweden:

- Umeå
- Region Västerbotten
- Åre
- Lessebo
- Malmö City
- Upplands-Bro

Municipalities in Guatemala:

- Panajachel
- Antigua
- Ciudad de Guatemala

Municipalities in Colombia:

- Puerto Nariño
- Departamento Amazonas
- Departamento Vaupés
- Valle de Florida



The ICLD's objective is to strengthen local democracy by increasing:

- The influence of marginalized groups and young people on local decision making,
- The number of women in decision-making positions in local governments,
- The openness, transparency and accountability of local governments.



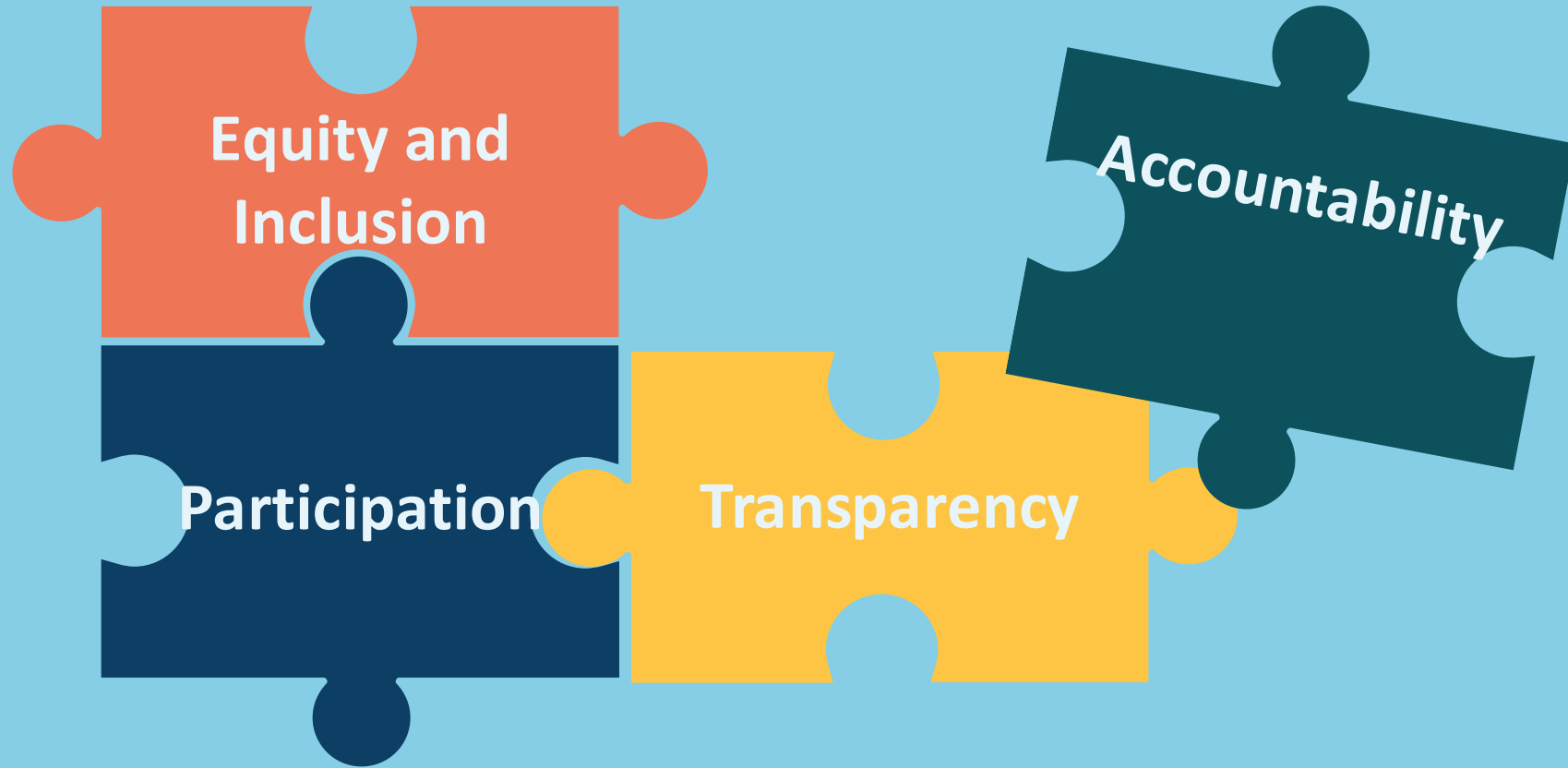
The organisation – ICLD

- Establishing, promoting, and supporting partnerships between Swedish municipalities / regions and their international counterpart including trainings and funding research and sharing knowledge on how local democracy can be enhanced
- ICLD is funded by the Swedish International Development Agency.
- Based on the island of Gotland, Steering board consists of Lunds university, Region Gotland and SALAR.



Foto: Unsplash

Strengthening municipalities with Local Democracy Core Values



Municipal Partnerships

- The partnerships collaborate in mutual, results-driven projects
- The projects are based on a similar challenge in where the partners can learn from each other – in this network the focus lies on Gender Equality
- The partnership consists of a project and steering group
- The partnership meets once or twice per year in respective municipalities



Foto: ICILD, CCBY-NC-SA

Municipal Partnership Project

- 1 - 3 Years
- Runs the project operationally and implement its activities. Project Implementation following POPP
- 3-5 Civil servants with expertise on Gender Equality including 1 project leader
- Representation from civil society organisations relevant for collaboration with the local government
- Address a mutual Gender Equality challenge where there is lack of organizational capacity
- Mutual exchange trips each year



Steering Group

- Steers and supports the project by ensuring among other things anchoring, continuity, governance, quality, sustainability etc.
- 1 - 3 Years
- Politicians from ruling and opposition party, leading public official and a coordinator
- Manage partnership, assure quality, continuity and sustainability – that results are “secured” on organizational level.
- Provide local support – required when you have a MP project

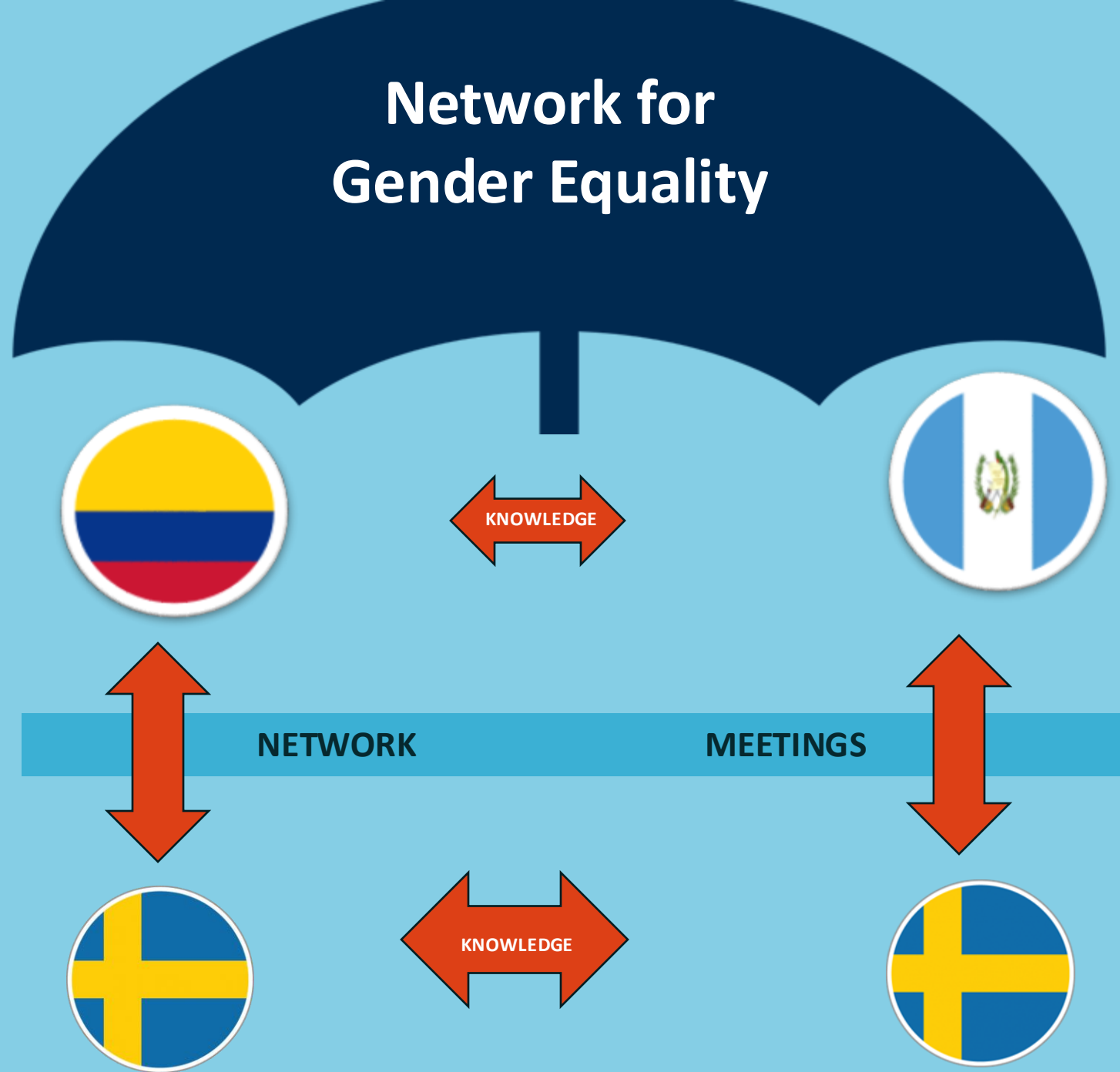


ICLD Municipal Partnerships in the Gender Equality Network



The partnership

Network for Gender Equality



Expectations for Participating Municipalities

1. Active Communication with Partner Municipalities.
2. Open communication with ICLD if changes occur, like changing participants in the list of participants.
3. Actively following information shared by ICLD, usually by email.
4. Collaborative Project Development through scheduled meetings.
5. Municipalities are responsible for their projects.
6. Mentor support available, but municipalities retain ownership.
7. ICLD Network activities offer supplementary support.



Our Mentors



Lizbeth Guerrero Cuan
(Colombia)



Ingrid Anabella Jacobs
(Guatemala)

Mentor's Role

- Act as an expert in human rights and local democratic development and have an in-depth knowledge of the local context and culture.
- Support and follow up progress in partnership projects between network meetings and that processes initiated during workshops doesn't stagnate but continues to evolve towards tangible results.
- Ensure that the ICLD core areas are clearly addressed in the projects and that sustainable change is achieved through implementation based on the ICLD theory of change.
- Identify any knowledge gaps on the core values of local democracy, in order for ICLD to provide tailored training for participants and fully equip teams for taking on development within ICLD core values.
- Serve as an extension of the Swedish municipality in the relation to the partner, to advance the progress of the change projects.
- Bridging cultural differences and facilitating cooperation and communication, to achieve change.

Network Objectives

Individual level:

- Participants can advocate for and/or carry out a change process using the gender mainstreaming method
- Participants can advocate for and conduct gender equality assessment on policies
- Participants can use concrete tools for gender mainstreaming such as gender budgeting.
- Participants have developed skills and capacities to impact their organizations towards a more participatory democracy
- Participants are able to reflect on problem complexity (from an equity perspective) and to work cross-silo, cross-sector, and with civil society and citizens to address complex problems
- Participants have capacity to collect, process, analyse, and learn from varied forms of information regarding gender equality dilemmas.
- Participants can use knowledge and tools based on the experiences of other local governments

Organisational level:

- Local governments work towards ensuring women's full and effective participation and equal opportunities for leadership
- Local governments work towards ending all forms of discriminatory policies and practices
- Local governments Promoting economic empowerment for women
- Local governments Ensure the institutionalisation of gender responsive budgeting

Societal level:

- Eliminate all forms of violence and discrimination against all women and girls in the public and private spheres.

Ground Rules

- Punctuality
- Active participation
- Being respectful
- Each person should make his/her voice heard during this week
- All participants should contribute at least with one point during the week
- Motivation
- Do not USE your cell phones during the sessions (Turn off the sound of your cell phones during the sessions)



Code of Conduct

In line with ICLD's core values -- **participation, equity, transparency** and **accountability** -- we require that all associated personnel:

- Demonstrate a commitment to open, equitable and fair treatment of all individuals they encounter
- Demonstrate transparency and mutual respect in relation to all individuals they encounter
- Are accountable for their actions
- Stands for the equal value of all human beings and act with honesty, integrity and solidarity
- Will work to forward human rights, climate- and environment concern, gender equality and women's role in development and local decision-making

Code of Conduct

This Code of Conduct applies to everyone who carries out work on behalf of ICLD.

ICLD - Swedish International Centre for Local Democracy, Code of Conduct for the ICLD and its partners

Introduction

The purpose of the Swedish International Centre for Local Democracy (ICLD) is to support local democratic development by various means through cooperative ventures in a range of countries. Activities include research and development cooperation, training, and partnership between Swedish public stakeholders (primarily municipalities), and their counterparts in partner countries.

Every year, several hundreds of people are directly involved in the ICLD's activities. For cooperation to run smoothly, all participants are required to work for solidarity, and mutual trust and respect are important to consider how our conduct in different contexts can be perceived. Participating in any of the ICLD's activities requires personal responsibility. Partners represent not only their organizations but also their country and ICLD.

This Code of Conduct applies to everyone who carries out work on behalf of ICLD: staff, experts, consultants and other people involved in different ICLD programmes, hereafter called associated personnel.

All associated personnel involved in ICLD work must be acquainted with, and adhere to, this Code of Conduct. It is provided as an annex to contracts; as a part of consultant and expert agreements.

Anyone who observes a deviation from these guidelines is encouraged to report it to the ICLD staff or the dedicated whistleblower function on the ICLD webpage. <https://www.icld.se/en/this-is-icld>. The ICLD's Board adopted this Code of Conduct on 12 July 2022. The ICLD management team, updated it on 12 July 2022.



Whistleblower Function at ICLD:

<https://icld.se/en/about-us/whistleblowing/>

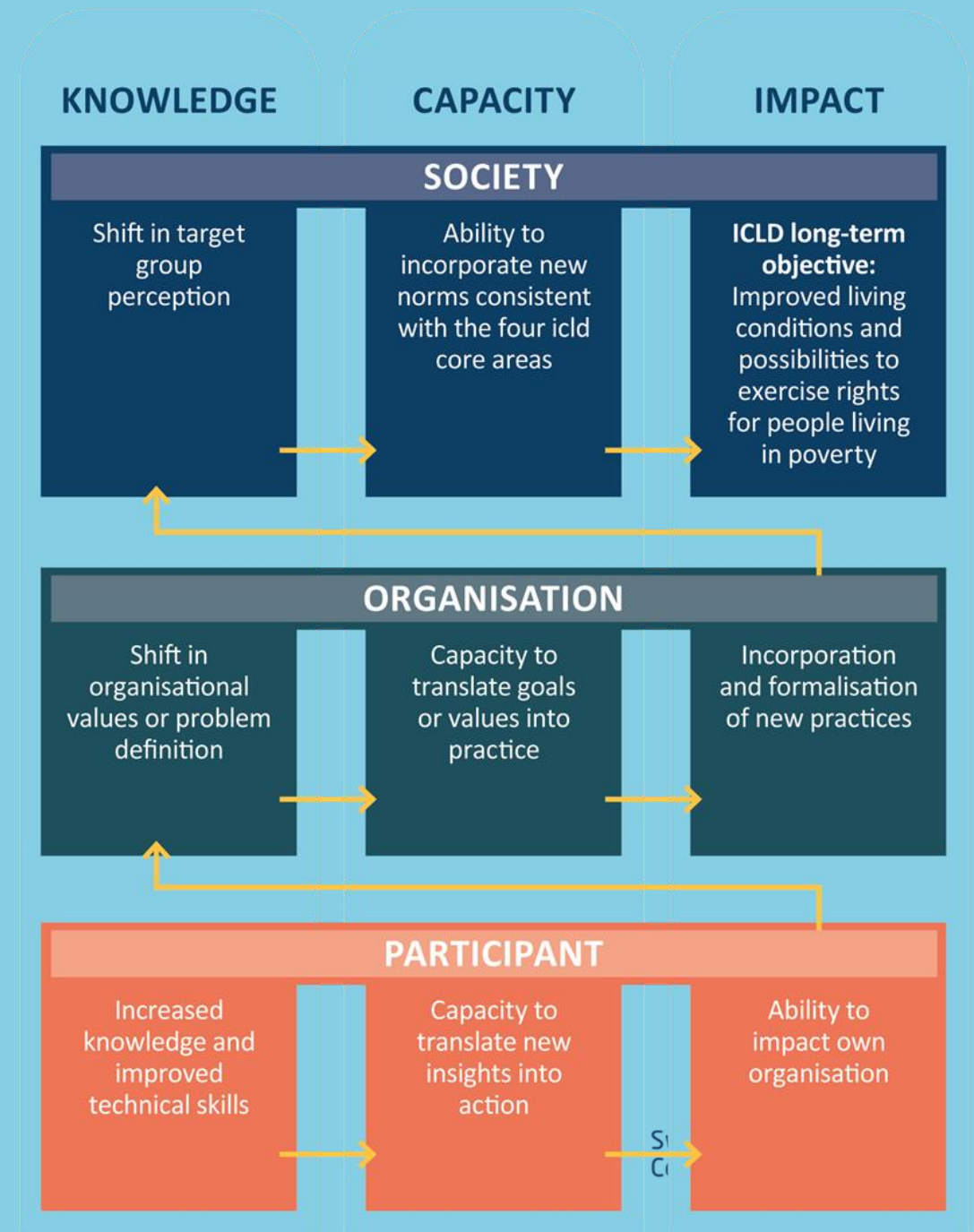
Coffee/tea break

Team Presentations: Organizational Readiness in Your Municipality

**Presenting the focus areas you
have selected to strengthen**

ICLD Theory of Change

Answering how
our **desired** change is
expected to happen.



9 organisational readiness areas

- 1: Staffing and cross-boundary collaboration
- 2: Policy prioritisation
- 3: Policy planning
- 4: Policy implementation
- 5: Political commitment
- 6: Information processing
- 7: Community participation
- 8: Inclusion of minorities and underrepresented groups
- 9: Information sharing

Organisational readiness area	Level of organisational readiness Which statement best describes the current situation?	Impact How is this situation affecting the problem you have identified?	Debate Was there any disagreement amongst the team?	Comments Any Comments regarding choice and team discussion?
AREA 8 Inclusion of minorities and underrepresented groups Which of the following statements best describes how your organisation includes underrepresented and minority groups on [the issue]. <i>Tip! Go back and review your stakeholder analysis, this could help you.</i>	<input type="checkbox"/> 1. No explicit effort is being made by our LG to include underrepresented/ minority groups <input type="checkbox"/> 2. Some effort is being made by our LG to include underrepresented/minority groups <input type="checkbox"/> 3. Our LG works proactively to reach out to, and involve, underrepresented or minority groups on the issue. <input type="checkbox"/> 4. Our LG is successful in reaching out to, and involving, underrepresented or minority groups on the issue.	<input type="checkbox"/> Helping. Positive impact <input type="checkbox"/> Neutral impact Hindering. <input type="checkbox"/> Negative impact	Yes <input type="checkbox"/> No <input type="checkbox"/>	

AREA 9 Information sharing Which of the following statements best describes how your organisation shares information with the public?	<input type="checkbox"/> 1. Citizen have very little access to information about our LG's work and results for projects/policies on [The problem]. <input type="checkbox"/> 2. Citizen have access to some information about our LG's work and results for projects/policies on [The problem], but it is not easily accessible. Work has started to improve accessibility. <input type="checkbox"/> 3. Citizen can easily access information about our LG's work and results for projects/policies on [The problem]. <input type="checkbox"/> 4. Citizen have easy access to updated information about [the organisation's] work and results for projects/policies on [The problem]. There are well-known channels for the public to submit questions about the information.	<input type="checkbox"/> Helping. Positive impact <input type="checkbox"/> Neutral impact Hindering. <input type="checkbox"/> Negative impact	Yes <input type="checkbox"/> No <input type="checkbox"/>	
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- Luncheon

Showcasing Success Stories

Swedish municipal examples on
gender equality in practice

Purpose

Get Inspired by the Swedish Context: explore and get inspired by how Swedish municipalities have effectively implemented gender mainstreaming in their policies and practices: specific examples and approaches used to promote gender equality, gaining insights into strategies and methods that have proven successful.

Gain Understanding of Organizational Focus Areas and Systematic Approaches: gain an understanding of the key organizational areas that Swedish municipalities have prioritized for gender equality initiatives; how these municipalities have systematically worked to address gender disparities, including the steps, tools, and frameworks used to implement and sustain gender mainstreaming efforts within their organizational structures.

Learning objectives

After the session:

- Participants have got concrete insights into specific examples, approaches, strategies, and methods that have successfully promoted gender equality in the policies and practices in Swedish municipalities.
- Participants have gained new knowledge, ideas, and inspiration relevant to developing their project application with the specific focus on strengthening organisational capacities.

Jönköping Municipality
Municipio de Jönköping

Eleni Lago,
Sustainability Strategist
Estratega de Sostenibilidad

Örnsköldsvik Municipality Municipio de Örnsköldsvik

Ann-Sofie Mattebo – Sustainability
Strategist/Estratega de Sostenibilidad

Maja Sylvin Wallin - Public Health
Strategist/Estratega de Salud Pública

Härnösand Municipality

Municipio de Härnösand

Hanna-Maria Fälldin - Communication
Officer/Oficial de Comunicaciones

Britta Thyr - Environmental Strategist/Estratega
Ambiental

Gendered Landscape

Umeå Municipality

... aims to visualize and address gender inequalities in the urban environment by mapping how men and women experience and use public spaces differently. It involves gathering data on gender-specific behaviors and preferences to create a more inclusive city that meets the needs of all residents.

 Swedish International
Centre for Local Democracy