

Gender mainstreaming in Jönköping municipality

Hej!

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Integración de la perspectiva de género en el municipio de Jönköping

¡Hola!

Policies, plans and programs

How has Jönköping municipality worked with and integrated gender equality?

- ▶ **CEMR 2006: First Swedish municipality to adopt CEMR Charter**

A tool to integrate gender equality into all municipal activities

- ▶ **Commitment to Gender Equality:**

Covers all operations, including politics, employer issues, and services

- ▶ **Model Municipality for Gender Equality (2016-2018)**

- ▶ **Sustainability Program 2022-2030:**

Based on Agenda 2030

Active gender equality work across all operations

Strategy: Gender Mainstreaming

Strategic level

Gender mainstreaming

- ▶ **Clear demand from the political sphere**
- ▶ **Equality analysis of the municipal council** – analysis focused on issues of equality (such as gender, race, or social equity) within the municipal council.
- ▶ **Mission/assignment related to gender budgeting**
- ▶ **Sustainability report**
- ▶ **Sustainability unit with sustainability strategists** – more perspectives on more occasions

Gender Equality Network

- ▶ **Why?** We want to motivate managers and employees to normalize responses to gender inequality through engagement and knowledge, aiming for a more gender-equal municipality.

Pilot project at Operations Services - *Duration: 2023-2024*

- ▶ **2-day training for all managers**
- ▶ **Lecture for all employees:** definition of terms, who is affected, why we discuss it at work, what the employer can do, where help is available
- ▶ **Employee discussions:** attachment with questions about violence (all 350 employees received the questions). The questions were developed in a workshop with all managers.
- ▶ **Pocket brochures with support numbers have been distributed to all employees + posters in staff rooms and on toilets with the same information**
- ▶ **Support for managers:** checklists when aware of violence (HR) + discussions and collaboration with the municipality's Reception for Victims of Violence – defining boundaries and roles
- ▶ **Gender Equality Agency's online course for managers**
- ▶ The project will be evaluated during the first quarter of 2025

Municipal Partnership

Stellenbosch/Jönköping

Summary of the project's purpose

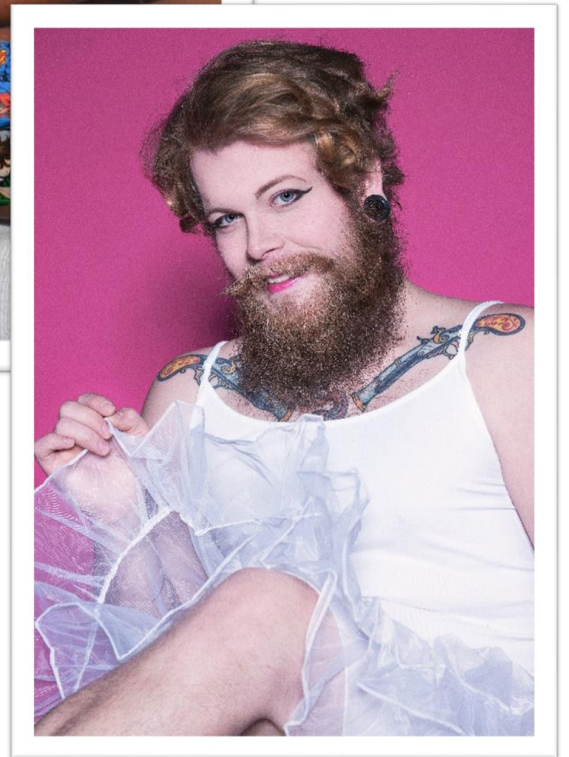
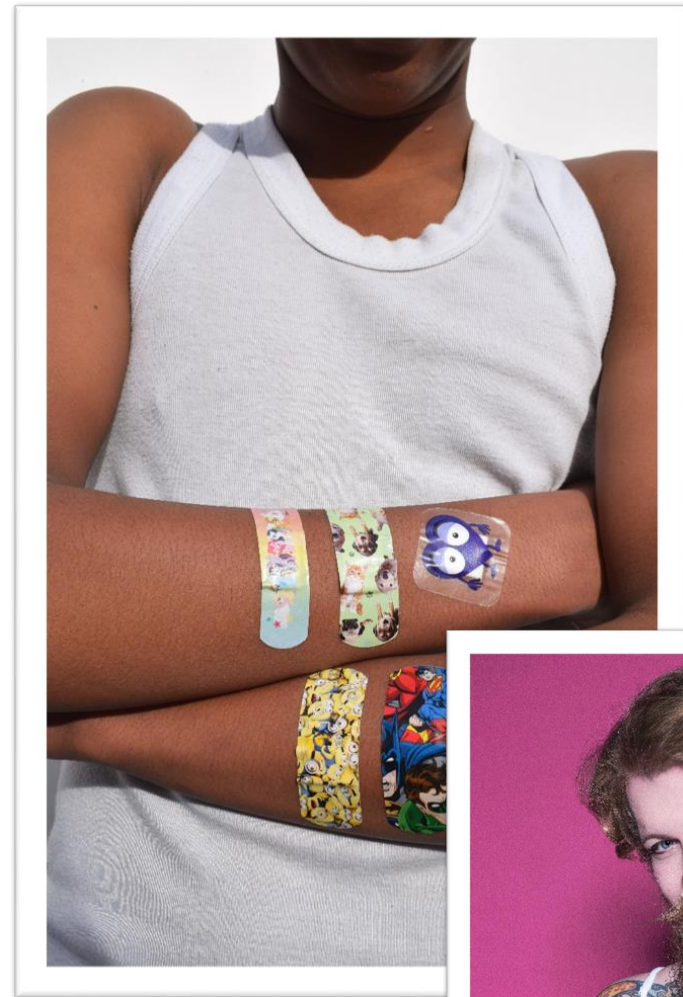
- ▶ Increase the awareness of men's violence against women's psychological and physical impact on girls/boys and women/men.
- ▶ Achieve a common understanding of how organizational/municipal initiatives and priorities can contribute to broader participation by citizens and civil society organizations.
- ▶ Protect human rights.



Exchange of experience

What the project aims to improve

- ▶ Men's violence against women affects equality, public health (both physical and mental), and participation in society.
- ▶ Increase safety in public spaces; it influences participation in and access to democratic processes.
- ▶ Develop methods and tools through partnerships to counter violence from an equality perspective
- ▶ **NORMSTORM**
a tool used to work on the school's core values in a proactive way.



Exchange of experience

Municipal partnership

- ▶ Selected three pilot schools in the municipality to work with the Normstorm project
- ▶ A very conservative community
- ▶ Women feel very unsafe



Sammenhengt arbeid
Sammenhengt arbeid er viktig for å sikre at alle får samme kvalitet på tjenestene. Dette er en del av kommunens arbeid med å sikre at alle får samme kvalitet på tjenestene.



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STELLENBOSCH
ARBETAR MED
NORMSTORM

Denne siden er skrevet i Stellenbosch, og gir et innblikk i hvordan arbeidet med Normstorm fungerer i praksis. Normstorm er et samarbeid mellom kommunen og Stellenbosch, og er en del av kommunens arbeid med å sikre at alle får samme kvalitet på tjenestene. Dette er en del av kommunens arbeid med å sikre at alle får samme kvalitet på tjenestene.

Lessons learned

Municipal partnership

- ▶ Their organization has systematized its approach to gender budgeting, including regular dialogue with citizens about the budget - approximately once a month and is closely linked to the budget process,
- ▶ ...whereas our process is longer and more internal.
- ▶ Regarding the perspective on gender equality, they use gender-disaggregated statistics and other data.
- ▶ There is a belief that we are already quite equal and gender-equal...
- ▶ The self-image

THANK YOU!

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