

POLICY

GENDER EQUALITY





PMU's Policy for Gender Equality

Approved by PMU's management team 20180328

Introduction

This policy describes PMU's view on gender equality and provides the guiding principles for our equality work, with the overall goals of restored relationships between people and an equal society based on trust, peace and justice.

Gender equality means that women and men have the same opportunities to shape society and their own lives. Stereotypical gender roles restrict women, men, girls and boys in different ways and hinder our common development. In all places where PMU works, we see different forms of gender based discrimination, stereotypical gender roles, unequal distribution of power and resources, as well as gender based violence. PMU states that these patterns are based on power structures in which the power of men over women is dominant, and that patriarchal¹ values govern culture, religion and traditions. Both men and women play a role in maintaining these unequal structures. The structures exist globally, but change over time and manifest themselves differently in different places. In all these contexts, we need to challenge stereotypical beliefs about what it means to be male and female, girl and boy, and strengthen women's and girls' agency and mobilization so that all people, regardless of sex, are free to shape their own lives and contribute to social development. It is especially important to challenge destructive beliefs about manhood and masculinity. To identify these structures is a first step towards actively working for a change. It is also important to make a broader analysis, which takes into account how different types of discrimination interact.

The UN Universal Declaration of Human Rights, the CEDAW Convention and Agenda 2030 provide us with a global framework for the work to meet all people's equal rights, regardless of sex. Through the UN's resolution 1325, we also have a concrete tool for strengthening women's agency and participation in peace processes. PMU wants to actively work for gender equality at the individual level, in civil society and at the institutional level, and wishes to reach both rights holders and duty bearers through its work.

Guiding principles

This policy applies to all PMU staff at headquarters and regional offices, as well as in all PMU-supported interventions and programs. The policy is to guide how organizational structures and systems are designed and how priorities are made in projects, both in Sweden and globally. In PMU's work for an equal society, the principles below are governing.

¹ Patriarchy (from Greek: *patriarchēs*, "dominion of fathers") is a societal system where men have the primary power and hold most leading positions in political, financial, religious and social institutions.

Overall goals:

PMU believes that all people, regardless of gender, should have equal opportunities, rights and obligations. People should not be judged or valued differently based on gender. In our organization, all people's experiences, approaches and capabilities are to be taken into account. Our work is based on the rights perspective, where participation, non-discrimination, transparency and accountability are key words.

PMU's own organization:

- PMU's goal is to have an equal distribution of women and men in the management group and in other functions.*
- Unjustified differences in salary between women and men are unacceptable.*
- PMU should be a workplace where everyone feels safe and respected. Sexism and other discriminatory expressions and sexual harassment are unacceptable.*
- PMU should be a workplace with flexible working hours, which enables both female and male staff to obtain a balance between work and family.*
- PMU strives for equal representation in external meetings and on trips and partner visits.
- In the effort to improve operations, PMU is to create space for capacity development in the area of gender equality.
- PMU is to use inclusive language in all information and communication. Based on target group and the purpose of the communication, we make conscious choices and analyses of the words and expressions we use, in relation to how they reinforce or challenge stereotype representations of women, men, girls and boys.

** These points are included in the gender equality plan, but are also mentioned here to facilitate PMU's operationalization and monitoring.*

In development and humanitarian interventions:

- Gender equality is one of PMU's thematic priorities, and a gender perspective is to be mainstreamed into all interventions implemented or supported by PMU, regardless of main thematic focus.
- A gender and power analysis is mandatory in all interventions supported by PMU. During the planning of a project, the situation, position and living conditions of women and girls as well as men and boys is to be analysed in relation to the project. This analysis is then to be used in the designing of the project. For an example of a gender analysis, please refer to PMU's material for gender equality.
- Whenever possible, results shall be reported in gender and age categories to facilitate analysis of outcomes from an equality perspective. Both women and men (girls and boys) should be included in the target group. Men and boys, as well as girls and women, are being restricted by stereotype gender roles. An important part of equality work is therefore to question and challenge destructive gender roles. To focus unilaterally on women is likely to lead to conflicts when women are expected to bear the responsibility to demand their rights in contexts where men may feel threatened by this.

- Interventions that strengthen women's and girls' position and agency are to be prioritized, and the perspective of women and girls must be a part of all project planning and assessment. We must work to change attitudes and behaviours of men and boys in order to increase the ability of women and girls to control their own lives.
- Our situations and opportunities in life are not only restricted by gender. Therefore, it is important to make an analysis of other grounds for discrimination, taking into account that men and women are not homogenous groups. Other things that may affect a person's opportunities are age, ethnicity, socioeconomic position, disabilities, etc.
- In the effort to improve operations, PMU wants to create space for capacity development for partners, and a continuous dialogue for learning, within the organisation as well as in projects and interventions within the area of equality.

Responsibility and monitoring

PMU's management has the overall responsibility for the gender equality work of the organization. All members of staff are required to know the policy and its content and to contribute to its operationalization through their daily work. In cases where the policy is not complied with, this is followed up primarily through conversations and dialogue with the individual or organization concerned.

All people's equal rights and opportunities is an area which can never be taken for granted, and which must continuously be conquered. Therefore, PMU aims to keep the conversation alive, internally and in partnership dialogue so that we are jointly challenged and developed. The policy is followed up according to the general routines for policies.

Central concepts in gender equality work

Biological sex consists of external genitals, internal genitals, chromosomes and hormones.

Discrimination is when an individual is disadvantaged or treated differently because of their gender, ethnicity, religion, disability, sexual orientation or age.

Gender is the cultural and social understanding of the biological differences between the sexes. This means that gender is based on *ideas* about how we *should be* as men and women. Gender roles and expectations are not static but change over time and between different places.

Gender analysis means that a situation, context or material is analysed from a gender perspective. It is a method to understand the situation of women and men, boys and girls within areas such as division of work, decision making, access to and control over resources, legal and religious systems, norms and attitudes.

Gender equality is about equality between women and men, who should have the same opportunities to shape society and their own lives. This includes issues such as power, influence, economy, education, work and physical integrity.

Gender mainstreaming is to bring gender into the core business of an organization, i.e. to consider gender in all decisions and all actions that are taken.

Gender roles refer to the social and cultural differences between women and men, for example how we are expected to behave and dress, what we are expected to be interested in and work with.

Patriarchy describes a hierarchical society in which men hold more power than women.

Power structure is a concept describing the way in which power or authority is distributed between people within a certain context.

Sexism involves prejudiced discrimination, oppression or exploitation of people due to gender, gender identity and gender expressions.

Stereotype is an over-simplified image of “the other” that reduces people to a few characteristics based on, for instance, their sex, ethnicity, colour, age, sexuality or disability.

For an extended wordlist, theological reflection, insights and concrete suggestions on how to take gender equality work further, please refer to PMU’s material for gender equality.