

Foreword

In the four years when Sweden has pursued a feminist foreign policy, the results achieved are significant. The efforts have an impact at all levels; they range from initiatives in the daily lives of millions of women and girls, to declarations in the United Nations and the World Trade Organisation. Today, our policy is well established and has inspired countries and organisations to follow suit.

A feminist foreign policy is needed. The lack of gender inequality is still acute. Around the world, women's rights, representation and resources are systematically undermined. Child marriage, violence and discrimination continue to mark the lives of women and girls.

While the overall direction and methods of Sweden's feminist foreign policy remain unchanged, in 2019 the Foreign Service will step up its work in three areas:

- *Promote women's and girls' economic and social empowerment*
This requires work with legal and normative frameworks; against child marriage and gender-based violence; and for gender equality in trade and businesses.
- *Increase efforts for sexual and reproductive health and rights*
The right of women and girls to decide freely over their own bodies is being challenged. We respond with an active policy and broad support.
- *Enhance action on the Women, Peace and Security agenda*
This involves promoting women's participation in peace processes, not least through work in the UN, the EU and the OSCE.

In 2019, a special initiative to combat trafficking in human trafficking and prostitution has been launched; an important component is the sharing of experiences gained from the Swedish Sexual Purchases Act.

Breadth is one of the strengths of our feminist foreign policy. We will continue to integrate a gender equality perspective throughout our policies – ranging from development cooperation policy to trade policy and security policy. Collaboration with civil society and other actors is key.

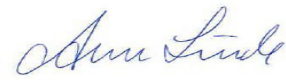
We face important times ahead. Working for gender equality requires cooperation across borders and generations. The Tunis Forum on Gender Equality, a follow-up to the Stockholm Forum, provides an important opportunity to meet, learn from each other and advance gender equality efforts.

As long as global gender inequality remains, we will continue to pursue our feminist foreign policy – with full force, throughout the world.

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Introduction

This action plan sets out the direction of the work on the feminist foreign policy for the current electoral period, focusing on 2019.

Sweden's feminist government aims to ensure that women and men have the same opportunities to shape society and their own lives. Gender equality is a goal in itself, but it is also essential for the achievement of the Government's foreign policy objectives of peace, security and sustainable development.

The feminist foreign policy will inform all Swedish Foreign Service activities with the aim to contribute to global gender equality and the full enjoyment of human rights by all women and girls. The work is organised around three Rs: Rights, Representation and Resources.

The first four years of this policy have been successful. Our work has had an impact at multilateral, regional and bilateral level, and in the EU. The Foreign Service now continues to build on results and experience. The action plan sets out the direction, objectives and measures.

The objectives require the Foreign Service to contribute to all women's and girls' **i)** full enjoyment of human rights, **ii)** freedom from physical, psychological and sexual violence, **iii)** participation in preventing and resolving conflicts, and post-conflict peacebuilding, **iv)** political participation and influence in all areas of society, **v)** economic rights and empowerment, and **vi)** sexual and reproductive health and rights (SRHR). These are broad objectives to match broad challenges, cover the global agenda and bring the whole range of foreign policy tools into play. In addition, the Foreign Service's internal work will support and manifest this policy.

The action plan not only sets out what should be done but also how, and specifies the tools and actors that should be involved. The Annex outlines approaches and foundations for this work.

The action plan is part of the Foreign Service operational and resource planning process. This facilitates implementation in all areas of foreign policy. The yearly follow-up enables us to incorporate lessons learned, benefit from ongoing consultations, and make more challenges visible.

In 2019, work on the objectives of the action plan will be deepened and further developed. All the departments in Stockholm and missions abroad will contribute to implementation. Activities will include everything from targeted initiatives to long-term transformative efforts with a bearing on the three policy areas of the Foreign Service.

This broad, deep and systematic approach will allow our feminist foreign policy to continue to develop and achieve results that will make a difference for human beings all around the world.

1. Objectives for 2019–2022 and direction of work in 2019

The objectives below set out the direction of Sweden’s feminist foreign policy. The objectives are broad to reflect the challenges. They enable us to work holistically, using coordinated foreign policy instruments, and align with Sweden’s Policy for Global Development, the 2030 Agenda and other national and international commitments. The objectives and action plan are based on consultations with the entire Swedish Foreign Service and national and international partners. The work will be guided by the four sections in the action plan and its annex, which present the measures, actors, tools, governance and foundations.

A. The Swedish Foreign Service will contribute to gender equality and to all women’s and girls’:

1. full enjoyment of human rights
2. freedom from physical, psychological and sexual violence
3. participation in preventing and resolving conflicts, and post-conflict peacebuilding
4. political participation and influence in all areas of society
5. economic rights and empowerment
6. sexual and reproductive health and rights (SRHR).

B. The Swedish Foreign Service’s internal work will support and manifest this policy

Objective 1. Gender equality and women's and girls' full enjoyment of human rights

- The Foreign Service will work to promote gender equality and all women's and girls' full enjoyment of human rights in all contexts and forums – **multilaterally, regionally, bilaterally and in the EU**. It is essential to highlight the individual as a rights holder, combat discriminatory legislation and reach the human beings who are hardest hit by gender inequality. This will be done, for example, through negotiations, dialogue, collaboration and support, including in development cooperation, the work of the Council of Europe, the UN's various human rights forums, and through support to women human rights defenders.
- The Foreign Service must work to ensure that the **EU** strengthens its gender equality work, including through the new action plan for women, peace and security, the new version of the action plan for human rights and democracy, and in the new Multiannual Financial Framework and financing instruments such as the Neighbourhood, Development and International Cooperation Instrument (NDICI) and the new Instrument for Pre-Accession (IPA III).
- The Foreign Service will develop and support **alliances, initiatives and platforms** that bring actors together for strategic exchange and cooperation for gender equality. An example of this is the Tunis Forum on Gender Equality in April 2019, which is a follow-up to the 2018 Stockholm Forum and contributes to the implementation of the Beijing Platform.
- The Foreign Service will press to ensure respect for the human rights, including SRHR, of women and girls in **humanitarian situations** and women and girl **refugees** and **migrants**, and a gender perspective in humanitarian assistance. In 2019, focus will be placed on ensuring that the rights of women and girls are taken into account in the implementation of the global compacts on migrants and refugees. This includes education for refugee children within three months of displacement.
- The Foreign Service will combat **human trafficking and prostitution**. Work will be tailored to context and situation. Factors to consider include poverty, power structures, gender inequality, perceptions of LGBTI people and the level of respect for the rule of law. Experience of Swedish legislation on the purchase of sexual services is important. Collaboration will be sought with countries with a similar model, including through a diplomatic offensive with France.
- The Foreign Service will use both bilateral and the EU's political dialogue to promote gender equality. An important tool is the production and follow-up of the Foreign Service's **reports on human rights, democracy and the rule of law**. The regional updates of these reports will continue in 2019, focusing on Europe, Asia and the Pacific region, among others.
- The Foreign Service will continue to push for countries and other actors to produce and **sex and age disaggregated data** and gender equality research.

Objective 2. Women's and girls' freedom from physical, psychological and sexual violence

- The Foreign Service will combat gender-based violence against women and girls both **normatively and operationally**, including by attacking the root causes, focusing on prevention efforts and highlighting the role and responsibility of men and boys. Work will be conducted bilaterally, regionally, in the EU and multilaterally, including in the UN General Assembly, Human Rights Council and the Universal Periodic Review. Particular attention will be dedicated to the prevention of child and forced marriage.
- The Foreign Service will draw attention to domestic violence and work to increase the number of states acceding to, and implementing, the **Istanbul Convention**. In 2019, Sweden will support both national and local initiatives to prevent violence and ensure that vulnerable women receive support and legal advice.
- The Foreign Service will collaborate with all relevant actors to combat sexual and gender-based violence in **conflict and post-conflict** situations and, in particular, support prevention efforts and promote an integrated analysis of root causes. In 2019, focus will be placed on ensuring that analysis, prevention and accountability are reflected in the new anticipated Security Council resolution.
- The Foreign Service will combat the sexual and gender-based violence of terrorist groups by pushing these issues in international counter-terrorism forums and by supporting actors, including civil society organisations, that work to address **violent extremism**, radicalisation, recruitment and destructive masculinities. In 2019, Sweden will continue to enable women's rights organisations and other civil society organisations to make their voices heard in the global fight against terrorism and violent extremism.
- The Foreign Service will stress the link between the proliferation of **arms** and gender-based violence, and work to increase the number of states acceding to, and implementing, the global Arms Trade Treaty. In 2019, focus will be placed on gender mainstreaming training modules to advance non-proliferation initiatives.
- The Foreign Service will **counteract impunity** for sexual and gender-based violence, strengthen the role of the justice sector and increase women's and girls' access to the justice system. In addition, the Foreign Service will contribute to strengthening survivors' access to justice, redress and adequate care and services. In 2019, initiatives will include strengthening institutions focusing on women's access to justice.
- The Foreign Service will work for the implementation and follow-up of the joint commitments that donors have made to prevent and combat **sexual exploitation** and **sexual abuse and harassment** in the aid sector. In 2019, Sweden will draw up an internal action plan aimed at ensuring effective and concerted action.

Objective 3. Promote women's and girls' participation in preventing and resolving conflicts, and post-conflict peacebuilding

- The Foreign Service will use global, regional, bilateral and EU contexts to push for the implementation of the **Women, Peace and Security** (WPS) agenda ahead of the 20th anniversary in 2020 of the first security resolution (1325) in this area. Sweden will, among other things, support implementation at country level, follow up its systematic work on the UN Security Council and work to ensure that the EU's new action plan in this area is concrete and ambitious, with follow-up at high political level.
- The Foreign Service will promote the **participation of women and girls as actors** in peace processes, including by encouraging parallels to the Swedish network for women mediators and supporting local women leaders and women's rights activists, and organisations and other civil society actors pushing for the WPS agenda. In line with this, in 2019 missions abroad will contribute to dialogue forums, peace clubs, capacity development and institution-building. Sweden will work to promote a strong link between the African Union's women mediation network Femwise and the Swedish and Nordic mediation networks.
- The Foreign Service will contribute to ensuring that women and girls are included, and that their experiences are harnessed, in the design of the mechanisms and early warning systems, and in conflict analyses. The gender perspective will also be included in **measures to prevent** conflict, radicalisation and violent extremism, and in the development of the link between humanitarian assistance, development and peace.
- The Foreign Service will work to ensure that the EU, the UN, NATO and the OSCE integrate a gender perspective in their **peace support operations**. In 2019, focus will also be placed on following up on the commitments that Sweden promoted in the EU civilian crisis management, including gender mainstreaming in missions, increasing the proportion of women and appointing gender advisors. Sweden will also work to ensure that gender advisors are appointed to EU military training missions and in the OSCE. As a partner country, Sweden will also contribute to NATO's implementation of its action plan for women, peace and security.
- The Foreign Service will work for a gender perspective in the area of **disarmament, non-proliferation and arms control** and for women actors to participate in negotiations and the drafting of key documents, as well as in their implementation. In 2019, focus will be placed on improved statistics, more gender-balanced representation at the Ottawa Convention Meeting of the States Parties and more gender-sensitive language in speeches, agreements and resolutions produced in UN commissions and committees, and other forums.

The Foreign Service will work with the relevant ministries, government agencies and its missions abroad to implement **Sweden's national action plan for women, peace and security** and deliver a report on this work in 2019. The Foreign Service will also encourage other countries to develop and implement corresponding action plans.

Objective 4. Women's and girls' political participation and influence in all areas of society

- The Foreign Service will promote women's and girls' **representation, participation and influence** in institutions, organisations and processes at multilateral, regional and bilateral level. In 2019, for example, several Swedish missions abroad will support and encourage women's political participation in upcoming elections. The Foreign Service will continue to promote a gender perspective as an integral part of the **election observation missions** that Sweden contributes to.
- In its **drive for democracy**, the Foreign Service will consider how Sweden can further strengthen and harness women's and girls' representation, participation and influence within the framework of fundamental democratic principles.
- The Foreign Service will make visible and support women **human rights defenders**, women's rights organisations and other actors that defend women's and girls' full enjoyment of human rights. Legislation and other measures restricting their freedom of action will be actively opposed and the particular vulnerability of women human rights defenders will be highlighted. Work will be conducted at all levels, and in 2019, will include multilateral normative work, local advocacy work and different forms of support.
- The Foreign Service will push for **freedom of expression and freedom of opinion**, including by working to strengthen security and protection for women journalists, environmentalists and cultural workers. Online threats and hate speech will be countered. Initiatives in this area, foreseen for 2019, include public diplomacy, EU collaboration, exhibitions and dialogue.
- The Foreign Service will work for the inclusion of a gender perspective and for women's representation in the **structures and external work of the UN and EU**, including with the help of UN reform efforts. In this context, Sweden will continue, for example, to actively raise gender issues within the framework of the EU's partnership with Africa. The need for increased women's participation at all levels of the EU Common Security and Defence Policy, particularly in leadership positions, will continue to be emphasised.
- The Foreign Service will push for gender equality work in the multilateral **environmental and climate funds** and in the implementation of the Paris Agreement. In 2019, it will, for example, be important to revise and adopt a strengthened gender equality policy in the Green Climate Fund (GCF). A range of other initiatives are ongoing to include a gender perspective and increase the participation of women in environment and climate efforts, including through collaborations on climate-sensitive agriculture.
- The Foreign Service will support women's and girls' access to lifelong quality **education** and the role of women in research. Development cooperation plays an important role in the endeavour to make inclusive education accessible to everyone, bilaterally, regionally and globally, including through the UN, the development banks and research institutions. Efforts are also made locally through dialogues conducted by missions abroad and the programmes they support.

Objective 5. Women's and girls' economic rights and empowerment

- The Foreign Service will promote gender mainstreaming in **trade policy** so that international trade will bring positive effects for women who are producers, entrepreneurs, employees and consumers, as it does for men. For example, it will push for the EU to include gender equality in its free trade agreements, impact assessments, sustainability assessments and in its work in the World Trade Organisation (WTO). Sweden will also promote gender equality within the framework of Aid for Trade.
- The Foreign Service will counter **legislation and regulatory provisions** that restrict women's and girls' economic empowerment and rights to land, inheritance, ownership, etc. In 2019, this will be done through bilateral dialogue and collaboration with, for example, the World Bank.
- The Foreign Service will work to strengthen women's agency and rights in the labour market, for instance, by supporting their access to **decent and productive work**, including in male-dominated occupations. Other efforts will include promoting social security systems and access to vocational education and training, and adult education. Sweden will also work to strengthen women's participation in social dialogue, including through the Global Deal partnership initiated by Sweden.
- The Foreign Service will enhance, support and raise the visibility of **women's entrepreneurship** and women's business networks. In 2019, Sweden will also contribute to the development of an international framework that will strengthen and help women-owned businesses. Missions abroad contribute in many ways, including by leading local consultations and regional collaborations.
- The Foreign Service will also use its **promotion activities** to achieve positive gender equality outcomes. In 2019, the focus will also be on developing the export strategy in the direction of economic, social and ecological sustainability. The issue is also being driven through the cultural and trade promotion activities of missions abroad and consistently in close dialogue with local partners.
- The Foreign Service will press for **sustainable entrepreneurship** by continuing the work within the framework of the ILO conventions and the Decent Work Agenda so that more and more companies contribute to gender equality and women's economic rights, and see women's participation as an important resource for sustainable business solutions.
- The Foreign Service will promote gender balance in **unpaid work in the home and care work**, including by informing about Swedish reforms, efforts and experience in the area.

Objective 6. Women's and girls' sexual and reproductive health and rights (SRHR)

- The Foreign Service will work for everyone's **access to SRHR** in all relevant forums, including the UN and its funds and programmes, and in all contexts, including humanitarian crises. 2019 is an important year when many meetings and negotiation opportunities are taking place. It is vital that advances made in SRHR are protected and to push for progress where possible. Sweden will work strategically and very actively to this end.
- The Foreign Service will further intensify its **SRHR work** by, for instance, preventing sexual harassment, defending everyone's right to decide over their own body and sexuality without discrimination, violence, and compulsion, combating forced, early and child marriage and working to increase access to comprehensive sex education, and tests and treatment of sexually transmitted infections. This year, Sweden will further enhance its approach at all levels, including by collaborating with UNESCO to ensure that comprehensive sexual education reaches more people, including in local languages.
- The Foreign Service will promote access to **reproductive health and reproductive rights**, including by working to increase access to contraceptives and advice, legal and safe abortions, appropriate health care with access to trained staff and water, sanitation and hygiene. In 2019, one focus is to promote safe and legal abortions at all levels. For example, more missions abroad will conduct dialogues on and monitor legislation and legislative proposals that restrict the right to abortion. In this context, Sweden is closely monitoring the impact of the Mexico City Policy/Protecting Life in Global Health Assistance.
- The Foreign Service will press to advance SRHR work in the **EU** by working to ensure that the EU has a strong and united voice on these issues, retains the agreed wording and strengthens funding for SRHR.
- The Foreign Service will continue developing Sweden's bilateral, regional and global **partnerships** in order to preserve and strengthen international agreements in the area and increase responsibility-sharing for financial support. As part of this work, Sweden will also continue its involvement with the SheDecides movement, which includes countries and stakeholders all around the world.
- The Foreign Service will **challenge norms** that make it difficult for women and girls and LGBTI persons to enjoy their sexual and reproductive health and their rights. This will be done by working with men, boys, women and girls, who are all key actors in influencing these norms.

B. The Swedish Foreign Service's internal work will support and manifest this policy

- The Foreign Service will continue to develop its **results-based management** to strengthen the planning, governance, resource allocation and results of the policy-related work.
- The Foreign Service will apply **gender budgeting**, gender mainstream the MFA's internal resource allocation and strengthen gender mainstreaming in official budget preparations (ramberedning).
- The Foreign Service will continue its systematic gender mainstreaming of internal documents such as **guidelines** and **templates** and review the need for new tools.
- All parts of the Foreign Service will further intensify their **communication efforts** around feminist foreign policy and its methods and results. In 2019, this will include a written communication to the Riksdag.
- The Foreign Service will continue strengthening gender mainstreaming of its **grant management**. In line with this, the Foreign Service will push for more robust gender analysis in information used in decision-making and follow-up.
- The Foreign Service will promote gender equality in **recruitment and appointments** at all levels, both in the MFA and at the missions abroad, including regarding locally employed staff, honorary consuls and trade commissioners.
- The Foreign Service will seek to achieve gender equality in **nominations** of Swedes to international posts and in general increase the exchange of experience on, and enhance the strategic coordination of, representation issues.
- The Foreign Service will continue its internal work to **prevent, investigate and respond to sexual harassment**.
- The Foreign Service will further develop and strengthen the gender perspective in all **skills development** and continue to invest in targeted gender equality training.
- The Foreign Service will continue, within its **consular activities**, to develop work in the area of family conflict, focusing on child and forced marriages. Additional resources have been provided to enhance specialisation and broaden collaboration with relevant actors. This includes preventive measures and more effective support to persons affected by an 'honour'-based system who run the risk of, or are subjected to, forced marriage, genital mutilation or domestic threats and violence when travelling abroad. In 2019, one focus is on systemising processing, and on strengthening collaboration and education initiatives in Sweden and at the missions abroad in the relevant regions.
- The Foreign Service will continue to gender mainstream its **security work** and its work on the **properties** of the organisation abroad.

2. Actors

2.1 General overview

The action plan for Sweden's feminist foreign policy will be implemented by the entire Swedish Foreign Service. The Foreign Service will promote broad partnerships and alliances in the implementation of the action plan and the global commitments for gender equality.

The Foreign Service will include men and boys in the change process to advance gender equality. This is crucial to bringing about real and sustainable change with the aim of achieving both gender equality and new power relations. Opportunities for people to achieve their full potential and contribute to positive social development are hampered by discriminatory gender norms.

2.2 Sweden

The policy and the action plan will be implemented in cooperation with the rest of the Government Offices. This work will also be carried out in collaboration with government agencies. As part of this work, the Ministry for Foreign Affairs will continue to review its agencies' policy documents (including instructions, appropriation directions, thematic/regional/bilateral strategies, and other policy documents) to ensure that governance and monitoring align with Sweden's feminist foreign policy. The Ministry will also ensure that all new policy documents are consistent with this new policy direction.

Moreover, this work will be pursued in dialogue with a wide range of other actors in Swedish society, including women's, youth and human rights organisations, faith communities, industry, trade union organisations and universities.

2.3 The EU and the Nordic countries

The EU's common foreign policy is a key instrument for the implementation of Sweden's feminist foreign policy. The Foreign Service will continuously ensure that the EU's gender equality objectives inform the EU's work across the board. This will be achieved through cooperation with EU Member States at both capital-city and national level, collaboration with EU institutions and delegations, and strategic advocacy and negotiation in Brussels. As part of this work, the Foreign Service will cooperate with the European Parliament and other parts of the EU system specifically tasked with promoting gender equality, such as the EEAS Principal Advisor on Gender and UN Security Council resolution 1325 on women, peace and security, and other relevant functions, institutions and key actors.

Cooperation between the Nordic countries also provides a platform for actively pursuing a feminist foreign policy dialogue inside and outside the EU and the UN. The Nordic Council of Ministers is one such platform.

2.4 Our neighbourhood, other groups of countries and globally

Implementation of Sweden's feminist foreign policy will involve dialogue and cooperation with countries and groups of countries in our neighbourhood, regionally and globally. In this context, Sweden will act using its own tools and through the EU.

Gender equality is a clear and consistent priority of the Swedish Presidency of the Barents Euro-Arctic Council in 2017–2019.

The Foreign Service will actively pursue gender equality issues in the EU's neighbourhood, for example, within the framework of the European Neighbourhood Policy and the Eastern Partnership, as well as in enlargement policy in relation to both current and potential candidate countries. The Council of the Baltic Sea States is another important platform.

In the rest of the world, dialogue and collaboration will take place with associations of states and regions. Among many others, these include the Association of South-East Asian Nations (ASEAN), the African Union (AU), the Organisation of American States (OAS), the Organisation of Islamic Cooperation (OIC) and the Arab League.

2.5 Multilateral and global actors

Our feminist foreign policy will be implemented through, and in cooperation with, multilateral organisations and actors of which Sweden is a member or partner, or where it acts through the EU.

These organisations and actors include the UN and its funds, programmes and agencies. The actors also include the World Bank, the regional development banks, the Organisation for Security and Cooperation in Europe (OSCE), the Council of Europe, the World Trade Organisation (WTO), the Organisation for Economic Cooperation and Development (OECD), the International Committee of the Red Cross (ICRC), the International Criminal Court (ICC), and the International Dialogue on Peacebuilding and Statebuilding.

Where possible and appropriate, the Foreign Service will also collaborate with other actors with global reach and the ability to strengthen gender equality efforts. These include private individuals as well as philanthropic organisations and international companies (including Swedish companies). They also include forums that aim to create a global culture based on dialogue, respect and universal values, such as the United Nations Alliance of Civilisations, the Union for the Mediterranean and the Anna Lindh Foundation.

2.6 Bilateral actors

Our feminist foreign policy will be implemented in cooperation and dialogue with bilateral actors at local, regional and national level. The bilateral setting encompasses a multitude of actors, including representatives of governments, political parties, trade union organisations, industry, universities, media organisations, civil society organisations, faith communities and more.

Each specific context will determine which actors are most important to interact with to achieve of our feminist foreign policy objectives. In general, however, the Foreign Service will increase contact with women's rights defenders, women elected representatives, trade unions, political movements and civil society organisations to enhance the visibility of women as political actors and support women's rights and opportunities to organise and exercise political power and influence.

The Foreign Service will also give more visibility to women and strengthen them as economic actors by increasing its interaction with women entrepreneurs and women's business networks, and with legal actors working to strengthen women's economic rights.

3. Tools and methods

3.1 General overview

Sweden's feminist foreign policy requires the Foreign Service to apply a systematic rights and gender equality perspective in

- its ongoing operations, from analysis to monitoring and new analysis
- all policy areas.

The Foreign Service will use its own existing and extensive knowledge and that of other Swedish government agencies to advance its gender equality efforts. The same applies to existing knowledge and analysis in the multilateral organisations.

3.2 Analysis and information gathering

The Foreign Service will constantly review how its operations can help to increase gender equality and enhance the full enjoyment of human rights by women and girls. This may be done through a gender analysis in relevant action plans and strategies.

To be accurate, the analysis must take account of the fact that women and girls, and men and boys, are not homogeneous groups, but rather that their identities, needs, influence and living conditions differ. The analysis must therefore consider other factors besides sex, such as age, place of residence, socioeconomic status, gender identity and gender expression, sexual orientation, ethnicity, functional variation, level of education, belief and religion.

The Foreign Service will also use gender analyses based on sex- and age-disaggregated statistics in reporting and ongoing operations. As part of this approach, the Foreign Service will seek to obtain this kind of data if it is not available from bilateral or multilateral actors or civil society organisations since a gender analysis cannot be done without it.

In addition to collecting quantitative data, the Foreign Service will also take account of and seek to obtain qualitative reporting from multilateral, bilateral and other sources (including the EU).

Research on the importance of gender equality in foreign policy-related areas is growing rapidly. It is crucial to draw on this research when implementing the plan.

The patterns that emerge in the analysis and data collection processes will be considered in relation to the feminist foreign policy objectives and used to develop gender equality work.

3.3 Accountability and influence

The Foreign Service will work actively to ensure that the EU and bilateral, multilateral and international actors and institutions:

- have legislative and policy documents based on international law and international agreements, and comply with them;
- apply an intersectional perspective to gender analyses and other work;
- produce sex- and age-disaggregated statistics;
- enhance their expertise in gender equality and the rights of women and girls;
- enhance their expertise and strengthen their prevention efforts to combat discriminatory rules, norms and stereotypes about gender, gender identity, gender expression and sexual orientation;
- pursue organisational and human resources policies that create non-discriminatory organisational structures and promote gender equality, including more women in leadership positions;
- allocate resources to promote gender equality and the rights of women, girls and LGBTI people, including human resources and expertise for action on gender equality.

As part of this work, the Foreign Service will actively collaborate with existing accountability mechanisms and work to ensure concrete progress for all women and girls.

The Foreign Service will cooperate with multilateral actors and use Sweden's board assignments, ownership, memberships, partnerships and other tools to push for normative and operational work to promote gender equality and the full enjoyment of human rights by all women and girls. Foreign Service multi-agency strategies will be used to emphasise and monitor the actors' gender equality efforts, focusing on the need for efforts to produce tangible results.

3.4 Agenda-setting, functions, delegations and visits

The Ministry for Foreign Affairs will highlight gender equality issues and agents of change for gender equality and women's and girls' enjoyment of human rights at relevant meetings, conferences and side events. Missions abroad will do the same in their respective contexts and areas of activity.

The Foreign Service will gender mainstream the activities that Sweden takes part in, organises or supports financially, both bilaterally and multilaterally. It will use this type of platform to enhance the visibility of – and thereby strengthen – women, girls and LGBTI people as actors, and ensure that available expertise is harnessed.

The Foreign Service will continuously review the composition of its visitors' programmes, delegations and negotiating teams to ensure, as far as possible, that they are gender-mainstreamed and contribute to giving visibility to women, girls and LGBTI people as actors. Clear corporate social responsibility expectations will apply to companies taking part in promotion trips abroad, and these will include the expectation that they will promote gender equality when doing business abroad.

3.5 Alliance-building, platforms, groups of friends

The Foreign Service will build alliances and platforms for implementation of the international commitments on gender equality and the rights of all women and girls. Using these alliances and platforms, it will create a broad partnership for gender equality. Global Deal is one such platform that promotes gender equality by working for better and productive employment for women.

At bilateral level, networks and alliances can take many forms (EU constellations, CSO consultations, individual informal dialogue partners, lunch gatherings that can be used as an ongoing sounding board and convened in conjunction with visits, etc.).

3.6 Dialogue for influence and information gathering

Gender equality and the full enjoyment of human rights, including sexual and reproductive rights, by all women and girls, will be continually addressed in dialogue with official representatives of states, the EU, multilateral organisations and other relevant actors. These issues will be central, integrated and mutually reinforcing elements of the dialogue, whether it be on foreign, security, development, trade or promotion policy. Dialogue with political, military, religious and economic decision-makers is crucial.

Although progress has been significant, efforts to promote the rights of women, girls and LGBTI people often meet with resistance and in certain contexts increasingly active resistance. The Foreign Service will respond to this resistance by standing up for Sweden's values and presenting strong practical arguments and sound analysis. The importance of knowledge, statistics and comparable data in forming and shaping opinion cannot be underestimated. At the same time, the feminist foreign policy agenda will contribute to dialogue and be implemented to achieve the greatest possible impact. In some situations, discussing Swedish and international experiences, challenges and solutions may be a way forward. Another might be to highlight good practices from countries and organisations. In addition to the rights perspective, yet another way could be to emphasise the efficiency and

sustainability of investing in gender equality, increasing employment rates and strengthening the human capital of entire societies.

Dialogue with international, national and local women's organisations, and with other civil society organisations, is essential to support them and make them visible. It is also essential to consider the knowledge, problem analysis and proposals of these actors with a view to creating conditions for sustainable solutions.

3.7 Promotion and skills development

The Foreign Service will use its Sweden promotion activities to advance gender equality and the rights of women and girls, both as a separate agenda and when promoting the image of Sweden abroad.

The Foreign Service and its agencies should be able to provide targeted skills development, for example to ensure that potential change agents in leadership positions receive gender equality training.

3.8 Negotiations, monitoring mechanisms and reviews

The Foreign Service will use negotiations, review conferences and monitoring mechanisms to ensure that the rights and participation of women and girls are strengthened. This applies, for instance, to the work of the Commission on the Status of Women (CSW) and the Commission on Population and Development (CPD), the implementation of the 2030 Agenda, negotiations in the Human Rights Council and the EU's enlargement policy. The EU's internal gender equality work, the EU Gender Action Plan II – Gender Equality and Women's Empowerment: Transforming Lives of Girls and Women through EU External Relations (2016–2020), and the Multiannual Financial Framework are also central.

In this context, regional agreements and reviews can play a key role in driving gender equality issues.

The Foreign Service will contribute to the adoption by the Council of the European Union of conclusions and other policy documents that strengthen the EU's gender equality work, both internally and in external policy. The EU Gender Action Plan II – Gender Equality and Women's Empowerment: Transforming Lives of Girls and Women through EU External Relations (2016–2020) guides gender equality efforts in the EU's external policy.

3.9 Procedures for grant management, meetings, reporting, etc.

The Foreign Service will ensure that its grant management procedure complies with gender mainstreaming decisions of the Government and the Government Offices. Greater weight will be given to gender mainstreaming in grant allocation decisions. Gender analyses will be included in the preparation phase and gender budgeting principles will be applied. Funds in the appropriation items in international development cooperation, international collaboration and trade and promotion available to the Ministry for Foreign Affairs, or about which it makes decisions, will be used more strategically to promote gender equality and the rights of women and girls.

The Foreign Service will continue its efforts to ensure that templates and procedures help to integrate a gender perspective into its operations.

The Foreign Service will continue to particularly highlight gender equality and women's and girls' rights, including SRHR, in its ongoing updating of the Foreign Service's reports on human rights, democracy and the rule of law. The Foreign Service will also integrate the gender perspective in other reporting.

3.10 Positions in international organisations, institutions and peace support operations

The Foreign Service and its seconding agencies will use secondment programmes as an instrument for promoting gender equality. This will be done by actively striving for gender equality in nominations to international positions and ensuring that the representatives and officials Sweden appoints and sends are equipped with gender knowledge and expertise. This will also be done by identifying strategic positions whose level or duties can help advance international gender equality work, and by nominating Swedish experts for these positions. The Foreign Service will also work to ensure that multilateral actors and international institutions pursue active organisational and human resources policies that create non-discriminatory organisational structures and promote gender equality, including more women in leadership positions.

4. Division of responsibilities, governance and support for the work of the Foreign Service

4.1 Division of responsibilities and governance

Managerial leadership and accountability are central to the continued impact of the feminist foreign policy agenda on our activities and to its implementation through this action plan. Responsibility lies with managers at both political and official level and includes everything from organising activities in accordance with the plan to creating opportunities for themselves and their staff to engage in the skills development, analysis and monitoring that are part of the work on the action plan and policy development.

This action plan is part of the Foreign Service's operational planning and resource process. Accordingly, the action plan and feminist foreign policy efforts, including budget allocations, will be integrated into the regular operational planning, governance and monitoring, and the ongoing dialogue between the Ministry for Foreign Affairs and the missions abroad. In this dialogue, the Foreign Service should consider the many good proposals from both missions abroad and departments on how to continue to move our feminist foreign policy forward in different contexts.

Monitoring and analysis are key to achieving tangible progress. The reason for an annual action plan is precisely to enable the Foreign Service to use its experiences, dialogues and fact gathering to further develop its work. The annual action plan, which is public and available both internally and externally, also enables others to follow the work being done and provides for accountability and proposals from external parties.

An internal advisory group, headed by the Gender Equality Ambassador, contributes to policy development work and includes focal points in both departments and missions abroad. The focal points in Stockholm gather on a regular basis for consultations led by the Gender Equality Ambassador. Managerial involvement and support to the focal points, and the ongoing consultations, are crucial.

4.2 Communication activities

The Foreign Service will develop communication and public diplomacy as strategic tools for feminist foreign policy action both internally and externally. The Communications Department and relevant departments produce materials to support this.

In 2019, communication activities will include a focus on the successful WikiGap campaign to further increase the representation of women on Wikipedia with the help of edit-a-thons in different places around the world. Communication activities will also highlight important initiatives and meetings, including the Tunis Forum on Gender Equality in April. Campaigns, anniversaries and special international days will also be spotlighted, such as the International Day of the Girl Child on 11 October and the initiative to combat prostitution and trafficking in human beings.

The regular stories that shine a light on politics in practice will also continue to be published on swemfa.se/feministforeignpolicy.

The feminist foreign policy theme page on the MFA Portal and the theme page on government.se are both regularly updated with relevant information and material on gender equality.

4.3 Skills supply and development

Gender equality and diversity are priorities of the Foreign Service's skills supply and development work. In view of this, work to promote gender equality in recruitment, promotions and appointments will continue. Against this background, training exercises and discussions on gender equality and all women's and girls' enjoyment of human rights are included in training programmes for managers and new staff (including the Diplomatic Training Programme), and in the annual meetings of

Swedish ambassadors, regional meetings and other forums.

The Foreign Service online training to support the implementation of Sweden's feminist foreign policy will be reviewed and relaunched. Similarly, the material on the Foreign Service and government.se theme pages will be reviewed. In addition, SRHR dialogue material ('Dialogue for change: material to support a policy dialogue on SRHR') will also be updated.

In 2019, the Foreign Service will also develop a training programme to support the work on combating trafficking in human beings and prostitution.

The Government Offices also offers central support for gender equality work in different formats, such as the online 'Gender mainstreaming in the Government Offices, eTraining course'. Other examples are the analytical tool JämKas and a range of guidance documents on conducting a gender analysis.

Annex: Approaches and foundations for feminist foreign policy work

General overview

Sweden's feminist foreign policy is based on binding commitments under international law and other agreements, some of which are listed below. It is also based on national policy objectives. The Foreign Service has also established a perspective and approach for its work.

Approach and core of our feminist foreign policy

Our feminist foreign policy is an approach that requires gender mainstreaming the work of the Foreign Service. The approach can be summarised under the following three Rs:

- **Rights:**
The Foreign Service will promote the full enjoyment of human rights by all women and girls, including by combating all forms of violence and discrimination that restrict their freedom of action.
- **Representation:**
The Foreign Service will promote women's participation and influence in decision-making at all levels and in all areas, and seek dialogue with women representatives at all levels, including in civil society.
- **Resources:**
The Foreign Service will work to ensure that resources are allocated to promote gender equality and equal opportunities for all women and girls to enjoy human rights. The Foreign Service will also promote targeted measures for different target groups.

The work the Foreign Service undertakes will always be based on people's daily lives. This is elaborated in section 4.

Gender mainstreaming at the Government Offices

The Government has decided that the Government Offices will gender mainstream all its operations in 2016–2020 (S2016/01917/JÄM, S2016/04472/JÄM). The MFA's commitments in this regard are presented in this annual action plan. Gender mainstreaming means that a gender perspective is to be incorporated into all decision-making, at all levels and at all stages of the process, and that this is to be done by the actors normally involved in decision-making. The Minister for Gender Equality is responsible for coordinating the Government's gender equality policy and the Government's gender mainstreaming efforts at the Government Offices, assisting ministries in their development work and their monitoring and evaluating of the results achieved. The Government Offices decision 'Gender mainstreaming at the Government Offices 2016–2020 (FA2016/00907/PROT)' sets out how gender mainstreaming is to be conducted at the Government Offices.

National objectives

Feminist foreign policy is part of the Government's overall gender equality agenda and as such contributes to the achievement of the overarching gender equality policy objective: "Women and men must have the same power to shape society and their own lives." Based on the overall objective of the national gender equality policy, the Government's work is guided by six underlying objectives:

- an even division of power and influence,
- economic equality between women and men,
- gender equality in education,
- an even division of unpaid work in the home and care work,
- gender equality in health,
- an end to men's violence against women.

Other national starting points are the Policy for Global Development, the national action plan for the implementation of UN Security Council resolution 1325 on women, peace and security, the national strategy to prevent and combat men's violence against women, the policy framework for Swedish development cooperation and humanitarian aid, as well as the Communication on human rights, democracy and the rule of law in Swedish foreign policy and the Government's strategy for national human rights action.

International conventions, EU treaties, etc.

- The United Nations Universal Declaration of Human Rights and conventions such as:
 - the International Covenant on Civil and Political Rights,
 - the International Covenant on Economic, Social and Cultural Rights,
 - the Convention on the Elimination of All Forms of Discrimination Against Women,
 - the Convention on the Rights of the Child,
 - the UN Convention on the Rights of Persons with Disabilities,
 - the Convention on the Elimination of All Forms of Racial Discrimination,
 - the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention against Transnational Organised Crime.
- The declarations and action plans of the UN Conference on Women in Beijing and the Population Conference in Cairo and follow-up conferences.
- UN Security Council resolution 1325 on women, peace and security, and subsequent resolutions.
- The 2030 Agenda for Sustainable Development and the agreements reached at the Financing for Development conferences.
- The European Convention for the Protection of Human Rights and Fundamental Freedoms and the Council of Europe Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention).

- The Geneva Conventions of 1949 on protection of war victims and their Additional Protocols.
- The Rome Statute of the International Criminal Court.
- The 1951 Refugee Convention and its Additional Protocol of 1967.
- The Treaty on European Union.
- The EU Gender Action Plan II – Gender Equality and Women’s Empowerment: Transforming Lives of Girls and Women through EU External Relations (2016–2020), the Comprehensive Approach to the EU Implementation of the UN Security Council resolution 1325 on women, peace and security, and relevant guidelines, Council conclusions, and other documents.

