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MAINSTREAMING GENDER EQUALITY in BİRLİKTE PROGRAMME Civil Society Development Center (STGM)

Annual FSTP Community of Practice Meeting
November, 2023
Sarajevo



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- the agenda:
- Introducing the BİRLİKTE Programme Structure
 - key aspects to ensure a sound gender analysis in the design and implementation of an FSTP Project
 - main challenges along the way
 - some gender sensitive indicators in our model



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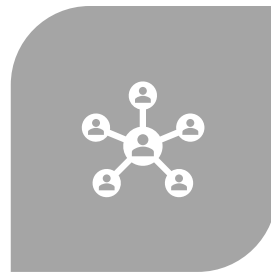


support structure of BİRLİKTE

“support rights-based organisations to become **stronger, sustainable** and **effective** agents of civil society”



GENERAL OPERATING
GRANT
(AN FSTP MECHANISM)



MENTORSHIP FOR
ORGANISATIONAL
CAPACITY
DEVELOPMENT AND
GENDER EQUALITY
MAINSTREAMING



BİRLİKTE HUB AND
COMMUNICATION
SUPPORTS



MONITORING,
EVALUATION,
LEARNING



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BİRLİKTE Organisational Development Model

Principles

- Participation
- Value creation
- Transparency
- Accountability
- Sustainability
- Equality & prevention of discrimination

1. Governance and decision making
2. Strategic planning
3. Membership
4. Employees and Volunteers
5. Resources
6. Cooperations and Networking
7. Field of Action / Intervention
8. Communication
9. Digitalisation

I. Planning and Implementation

II. Monitoring and Evaluation

10. General Approach and Capacity
11. M&E Planning, Learning from Results
12. Learning from Key Stakeholders: Target Groups & Beneficiaries
13. Learning from Key Stakeholders: Employees and Volunteers

Stakeholders

- Beneficiaries
- Employees
- Volunteers
- Society,
- Authorities,
- Contractors



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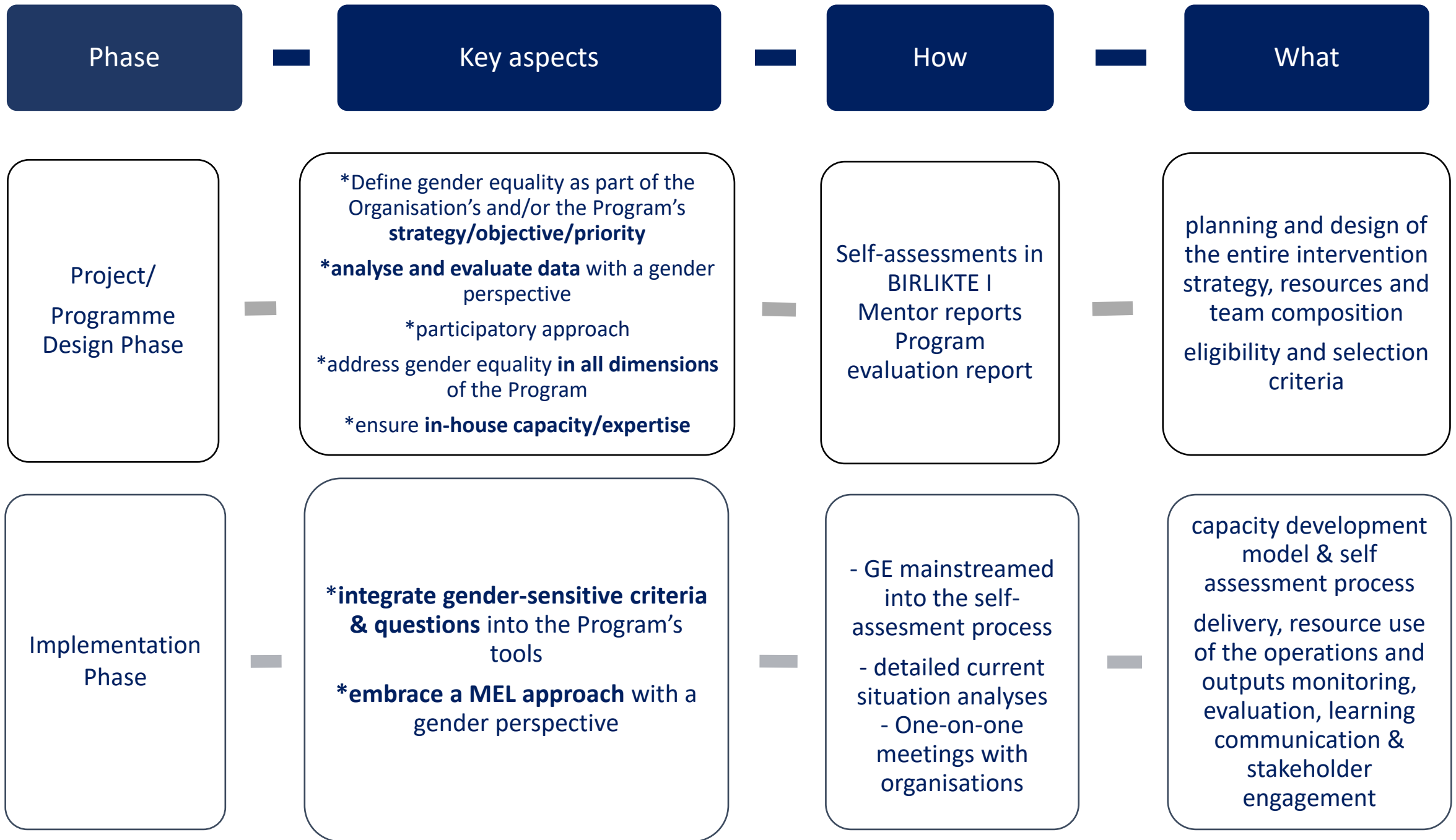
Why does this matter concern us?

the centrality of gender equality (GE) not only in terms of the society, but also within the CSOs internal administrative and operational structures and systems

GE;

- not only what we advocate for
- interrelation - what we do & how we do it

the need for mainstreaming GE into the capacity development model of BİRLİKTE Programme – a priority issue





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- main challenges -

- organisations working in different fields - different levels of baseline capacity and knowledge
- data collection in general is a challenge - insufficient or unclear information/data provided
- broadest definition of gender which is not based on binary gender regime without compromising women sensitive analysis and approaches
- intersectionality - an all-inclusive perspective aware of the interplay between discrimination based on gender, sexual identity, race, age, accessibility, poverty, cultural background, etc.
- how to conduct GEM with the organisations that are already working on GE – where intersectionality is most relevant



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- sample indicators from the CDM -



GOVERNANCE &
DECISION MAKING



STRATEGIC
PLANNING



MEMBERSHIP,
EMPLOYEES AND
VOLUNTEERS



COOPERATIONS AND
NETWORKS



RESOURCES



FIELD OF ACTION /
INTERVENTION



COMMUNICATION,
DIGITALISATION



MONITORING &
EVALUATION



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- sample indicators from the OCDDM -



- **Governance and Decision Making**

- Gender distribution in the board of directors
- Have a GE policy
- Gender distribution in meetings where the organization is represented

- **Strategic Planning**

- Have gender sensitive external and internal analysis
- GE strategy for the organization itself and its field of work in the strategic plan

- **Employees and Volunteers**

- GE policy in employment and human resources & gender distribution of employees and volunteers
- Gender distribution at managerial staff level
- Mechanism/procedure for prevention of violence and harassment



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- sample indicators from the OCDDM -



- **Cooperations and Networking**

- Number of organizations working in the field of GE that the CSO has reached out/communicate /cooperate, etc.

- **Resources**

- GE criteria for procurement processes

- **Field of Action/Interventions**

- Gender distribution of target groups/beneficiaries/participants of activities
- Availability of relevant criteria and gender sensitive checklist for event organisations

- **Communication**

- Have a GE-sensitive communication guide

- **MEL**

- Have a GE criteria and approach for monitoring and evaluation system

Thank You!

