BİRLİKTE
STGM Kurumsal Hibe Fonu
"birlikte değiştirelim"

MAINSTREAMING GENDER EQUALITY in BİRLİKTE PROGRAMME

STGM (Civil Society Development Center)
JUNE, 2023

the agenda:

- BİRLİKTE Programme Structure and its GEM Approach

- GEM during the Selection & Identification of the Programme Beneficiaries

- GEM aspects in Organisational Management Areas in BİRLİKTE Capacity Development Model
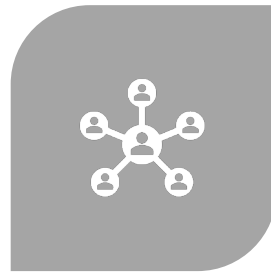
Support Structure of BİRLİKTE

"support rights-based organisations to become **stronger**, **sustainabl**e and **effective** agents of civil society"

GENERAL OPERATING
GRANT
(AN FSTP MECHANISM)

ORGANISATIONAL
CAPACITY
DEVELOPMENT AND
GENDER EQUALITY
MAINSTREAMING

BIRLIKTE HUB AND
COMMUNICATION
SUPPORTS

MONITORING,
EVALUATION,
LEARNING

BİRLİKTE
STGM Kurumsal Hibe Fonu
"birlikte değiştirelim"

Principles

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

BİRLİKTE Organisational Development Model

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

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

Stakeholders

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

I. Planning and Implementation

Why does this matter concern us?

Experience showed the centrality of the gender equality not only in terms of the society, but within the CSOs themselves

Equality is a right, and at the center of other fundamental rights. It is unthinkable for rights-based CSOs to exclude GE.

In terms of the impact of civil society, a policy or programming that does not recognize gender needs, power relations, inequality and discrimination may have only a limited impact.

a democratic structure – a democratic & participatory culture in a CSO -- precondition for the success in the promotion of rights & freedoms

Dual Mechanism for GEM in BİRLİKTE

Project/programme level
- Planning, delivery, resource use of the operations and outputs
- Monitoring, evaluation, learning
- Communication & stakeholder engagement

the Beneficiary Organisations
- Identity, mandate, strategy
- Organisational structures, systems, policies, culture, rules, procedures, relations etc.

Identification of Birlikte Beneficiaries

- Current perspectives and practices of the applicant organisations on gender equality as an evaluation criteria

- Guidelines for applicants, evaluation grids and application form revised

- 2 main stages of evaluation: on desk evaluation of application forms, face-to-face interviews with short listed applicants

- Direct questions and criteria for GE

- GE mainstreamed into several sections in the application form and F&F questionary

Example for additional selection and assessment criteria based on GE

Evaluation of the Grant Application Form Criteria - Sub-criteria	Maximum score (%)
1.Eligibility, coherence, relevance	20
1.4 Is the importance and necessity **of gender equality mainstreaming** clearly defined in relation to the applicant's field of activity and its target group?	5
3. Impact-orientation	20
3.1 Is the problem analysis holistic and consistent with respect to the field of activity? At what level does the problem analysis cover **gender relations**?	5

Example for additional selection and assessment criteria based on GE

Face-to-face Interview Stage Criteria - Sub-criteria	Maximum score (%)
4) Human Rights Based Approach & Gender Equality Perspective	30
4.a. Is there an important acquisition or goals in at least one of the components of the rights- based approaches?	10
4.b. Does the applicant define **gender inequality-based issues and needs** in terms of its own organisational structure and scope of work?	5
4.c Does the applicant have a motivation for organisational change in the area of **gender equality**?	5
4.d Does the applicant have at least one female member in the board of directors?	10

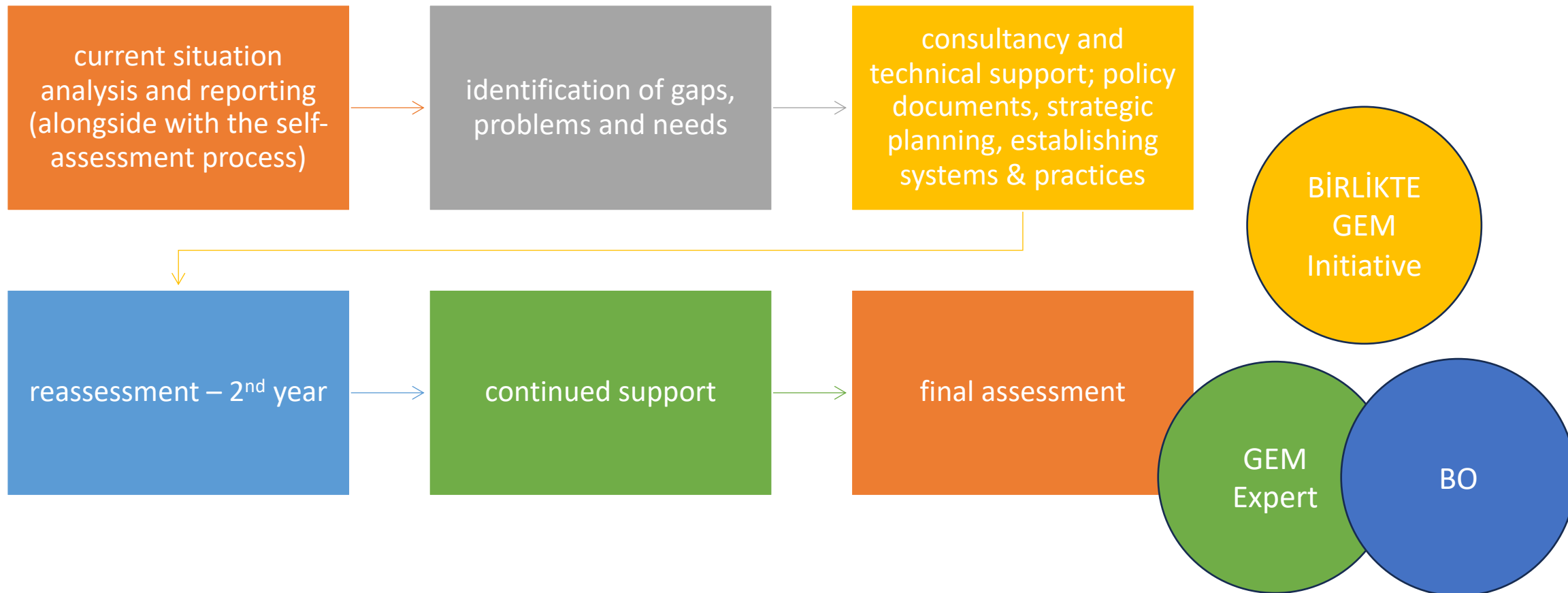# Example for mainstreaming GE in existing questions in Grant Application Form

- 3.3. What type of activities are you implementing to strengthen the status of the right holders (your target group) in line with your goals of change? (What type of support are you providing? What type of deliverables (tools, resources, new methods, services, etc.) are you providing? In your response to this question, **please also describe actions aimed at addressing gender inequities, if any.**)

Mentorship for GEM - the process

current situation analysis and reporting (alongside with the self-assessment process)

→ identification of gaps, problems and needs

→ consultancy and technical support; policy documents, strategic planning, establishing systems & practices

reassessment – 2nd year

→ continued support

→ final assessment

BİRLİKTE GEM Initiative

GEM Expert

BO
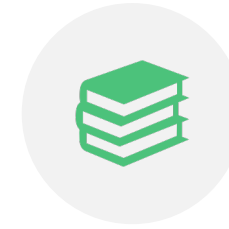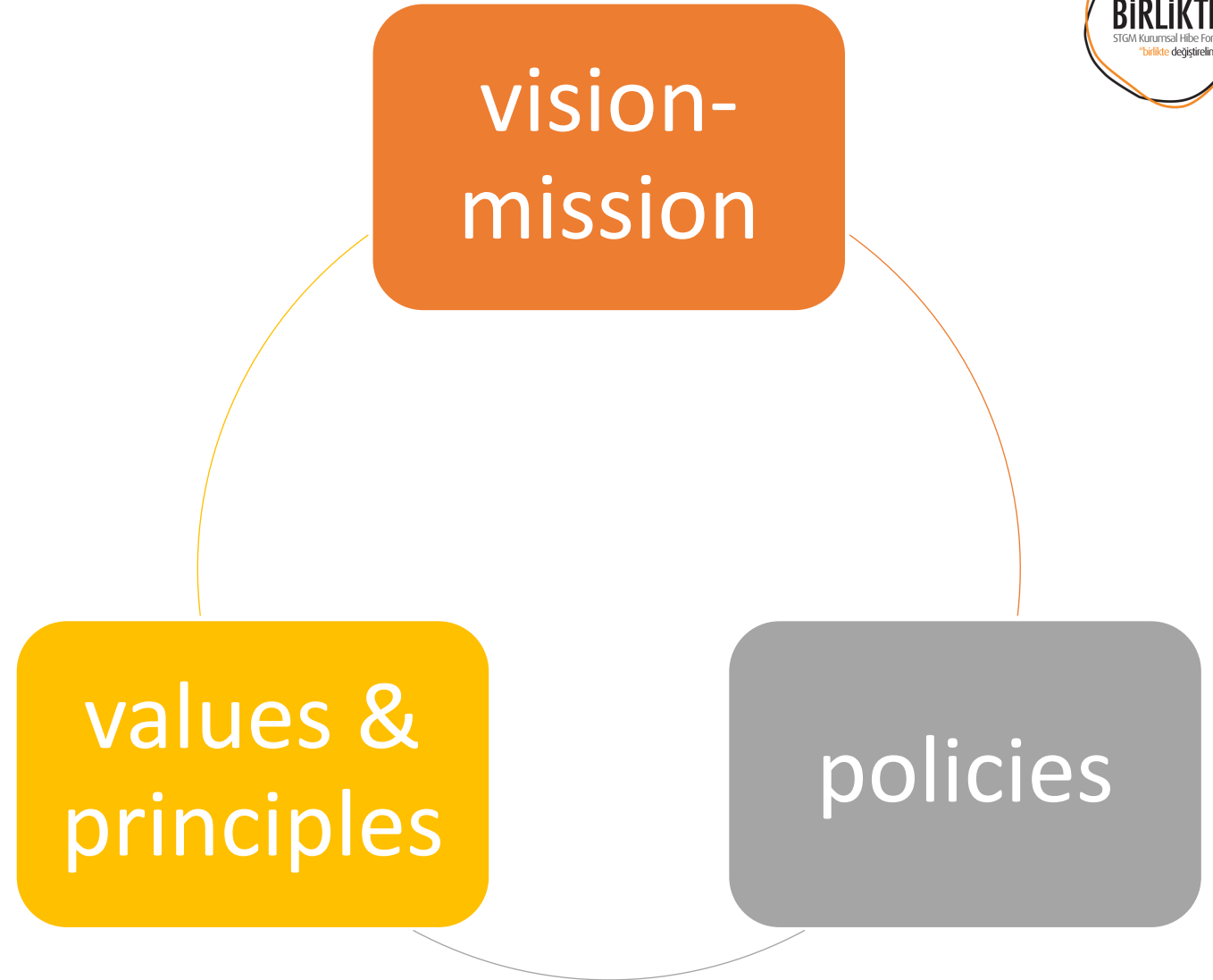
Governance and Decision Making

Who	Where	With Whom	How

When	What	Which	To Whom

Strategic Planning
involvement of GE in all stages of the process

looking into existing strategies and goals

defining new specific strategies and goals

Membership

- Profile – gender distribution, inclusiveness

- Existence of activities to strengthen members' awareness of GE

- Gender distribution of members' participation in organizational activities, facilitating practices in terms of GE to increase members' participation

- Disaggregation of member feedback by gender

Employees and Volunteers

Profile (intersectionality)

Inclusion

Divison of labour

Remunation, rights, benefits

Working conditions (physical conditions, facilities)

GEM perspective

GEM needs (facilitative, transformative)

Orientation

Visibility

Cooperation, networks

Cooperation with individuals, organizations and platforms working in the field of GE at local, national and international level

Framework of cooperation

Achievements of collaborations (policy, reflection in practice)

Analysis for cooperation

Resources

How and with whom resources are planned

How resources are distributed and used

Who is in control of resources

Whether they are used for GEM and for the empowerment of women and LGBTI+ persons

Whether gender needs and included in gender planning

Field of Action / Intervention

Gender analysis

Inclusion of gender equality in policies and practices and specific targets

Incorporating in the policy-making process the knowledge and experience of other CSOs that are working in the area of gender

Gender impact assessment

Capacity strenghtening activities

Communication

Incorporating GE into the communication strategy

- Target group
- Means and methods
- Content (written, visual, audio)
- Language
- Timing
- Location

Digitalisation

- Regular monitoring of whether there is gender inequality in access to digital tools and information on digital space in the organization

- Sex-disaggregated data in digital environment

- Protecting sensitive data on gender-related issues in the digital space

- Gender diversity in participation in trainings on digital capacity building

- Work on gender-based digital violence, risks and prevention

- Positive discrimination based on gender equality in the procurement of goods and services based

Monitoring & Evaluation

- Data disaggregation by gender

- Setting specific indicators for GE

- Analysis of results in terms of GE, reporting, dissemination

- Builging internal capacity, gender responsive data collection, analysis, reporting training

Thank You!