

The Global Standard for CSO Accountability Promoting: Gender Equality

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Rendir Cuentas / Global Standard for CSO
Accountability

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Gender Mainstreaming Training for FSTP Implementers

On-line Training Programme for CSOs in the
Western Balkans and Türkiye



The Global Standard

The Global Standard is a reference standard that civil society organisations (CSOs) can adopt and implement to strengthen their accountability practices. Using 12 accountability commitments, it tries to capture a shared understanding of accountability from CSOs from all over the world and it embodies a dynamic approach to accountability by encouraging organisations to engage in a continuous two-way dialogue with stakeholders.

The Global Standard focuses on putting people at the centre of CSOs' decision-making process. This is a starting point that will help the civil society sector become highly resilient, participative and responsive, generating trust on the ground and leveraging stakeholder contributions for greater impact. This is crucial to preserve and strengthen civic space and to build a just and sustainable world.

The Global Standard Partners



The Global Standard for CSO Accountability



THE 12 COMMITMENTS

CLUSTER A WHAT WE WANT TO ACHIEVE



CLUSTER B OUR APPROACH TO CHANGE



CLUSTER C WHAT WE DO INTERNALLY



— Gender equality

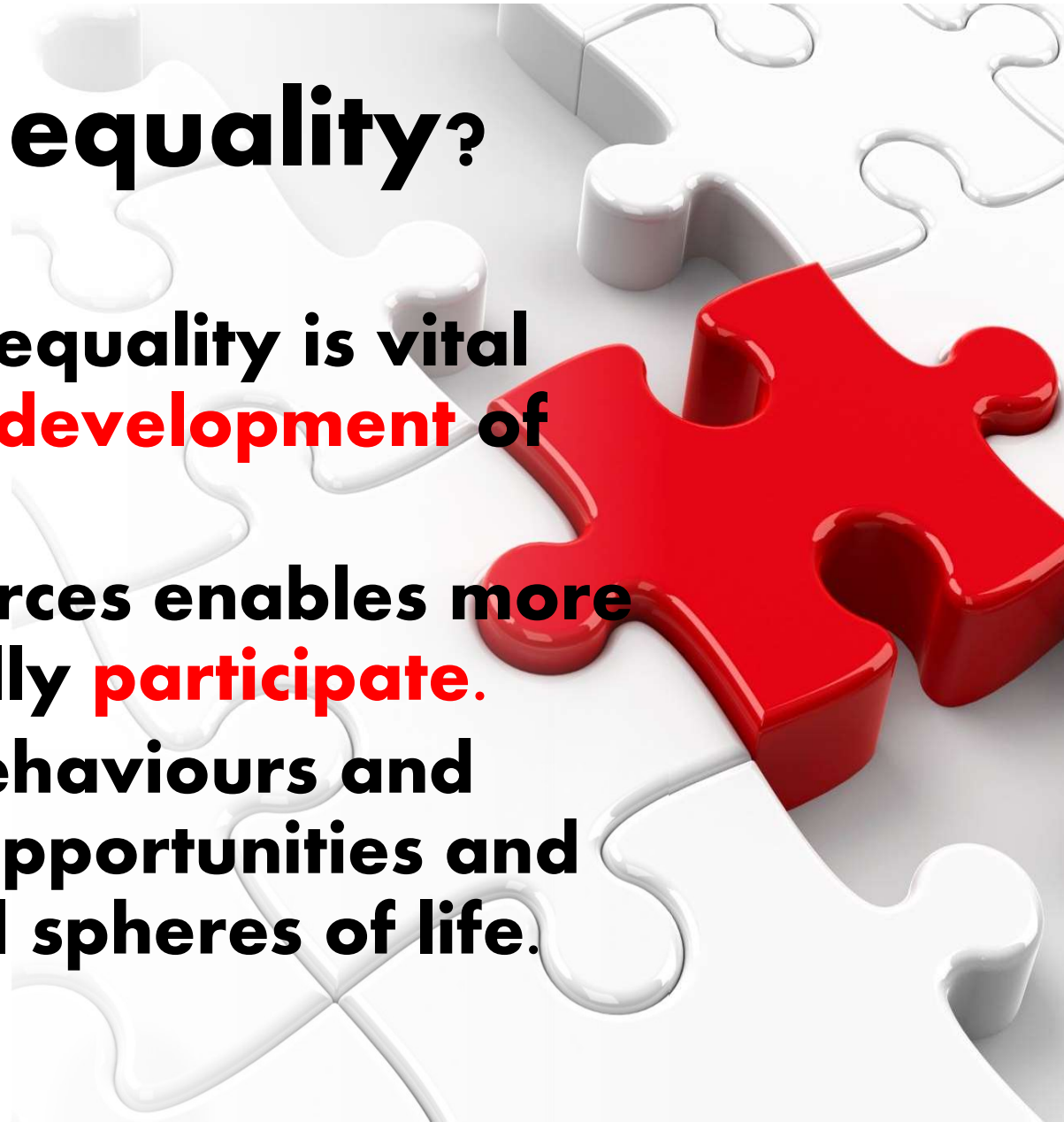
1. **Why?**

2. **How?**



— WHY Gender equality?

- Realization of gender equality is vital for the socioeconomic **development** of **peaceful** societies
- Access to crucial resources enables more women and girls to fully **participate**.
- CSOs must promote behaviours and attitudes that ensure opportunities and **rights** for women in all spheres of life.





COMMITMENT 2:
**Women's Rights and
Gender Equality**

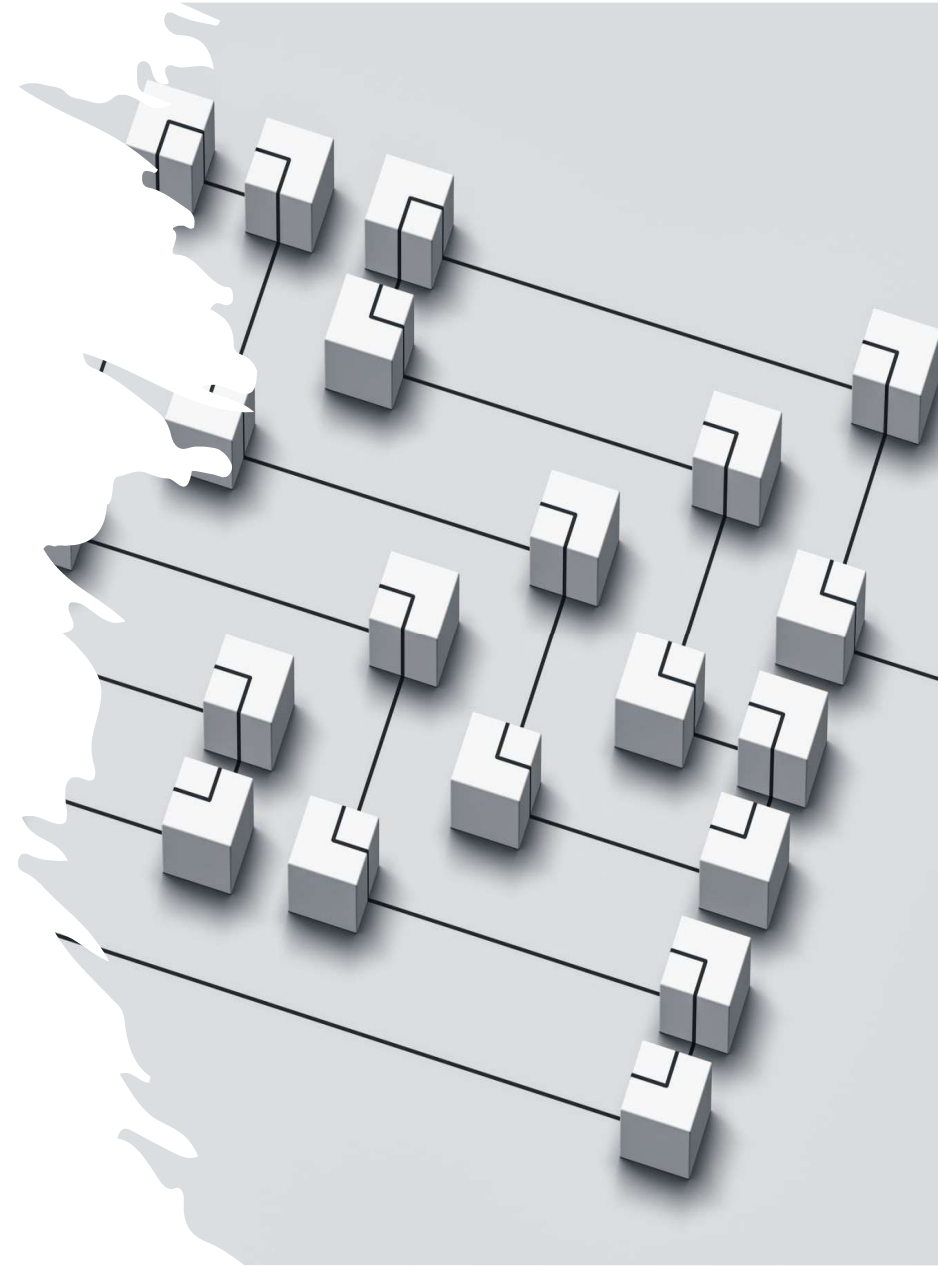
We will promote women's and girls' rights and enhance gender equality.

- 2.1** Listen to women, men, girls and boys to understand and address the root causes and effects of discrimination and gender inequality.
- 2.2** Lead by example: Address gender inequality and ensure women's rights are respected in all we do.
- 2.3** Empower women and girls to live more fulfilled lives.
- 2.4** Work closely with all parts of society, including men and boys, to drive lasting economic, political and social change towards women's and girl's rights and gender equality.

**Key
organizational
actions**

How

1. **Internal aspects**
2. **Listening and feedback**
3. **Guiding questions**



Through our 3-step process, CSOs can monitor their progress towards implementation of the Global Standard and understand how CSO accountability activities can contribute to improved practices and lasting, positive change.

1 **Processes, policies and structure:**

helps CSOs identify the internal, organisational activities that enable CSOs to fulfil the accountability commitment.

2 **Stakeholder feedback:**

helps CSOs consider possible impacts their actions have on their stakeholders and lives. Evidence can be recollected through surveys, focus groups, interviews, articles, statements or feedback and complaint mechanisms.

3 **Guiding questions:**

aims to encourage deeper reflection and dialogue within CSOs to help identify challenges faced. These questions can also trigger the development of monitoring and evaluation questions that can be later used to gather feedback.

Process and policies: your organization

...

- **Conducts** regular and participatory gender analyses
- **Promotes** and advance women's empowerment and gender equality
- **Provides** effective staff training on topics such as gender analysis and programming, gender equality and equity, gender identity
- Has **planning processes** that include consultation with those marginalised due to their gender, in particular women and girls

**Listening and
feedback:**

**Your
stakeholders
consider that...**

...**your programmes respond** to women and girls specific needs and opportunities, while acknowledging their culture.

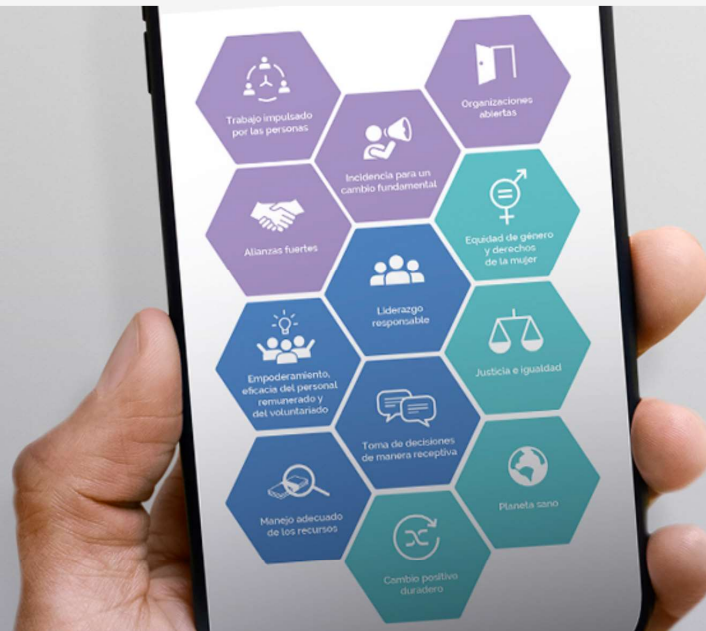
... **your organisation successfully** promotes and advances the realisation of gender

... **your organization provides equal opportunities** for women within the organization, recognize their specific needs and that they have opportunities to assert their rights.

Guiding questions

- **What are the impacts** of your work that specifically contribute to the realisation of women's rights and gender equality?
- How do you **assess your organisation's own structures, norms, attitudes and behaviours** towards women and men and how do you ensure equal opportunities for them?
- How do you **inform women and girls about their rights** and whom to claim them from, including within your own organisation? How do you support them in asserting these rights in the public and private spheres?
- How do you **engage with key stakeholders** and organisations that are able to drive change in laws and policies, socio-cultural norms, attitudes and behaviour?

RENDIR APP





1.
PRESENTATION



2.
SELF-EVALUATION



3.
DIAGNOSIS



4.
RECOMMENDATIONS



5.
IMPROVEMENT PLAN



Does the organization have a gender policy which is widely known by all its members and stakeholders?

- The organization does not have a gender policy
- There is an interest in developing a gender policy but no significant progress has been made.
- The organization has an unwritten institutional gender policy
- The organization has a written gender policy which is known by all its members



Does the Governing Body of the organization include a balanced proportion of women and men?

- All Governing Body members are of the same gender
- The majority of the Governing Body members are men
- The majority of the Governing Body members are women
- The Governing Body includes an equal number of men and women



1.
PRESENTATION



2.
SELF-EVALUATION



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IMPROVEMENT PLAN

Diagnosis:

Your score is: between 18 and 35 out of 72 possible total points.

Your organization has developed some isolated efforts in the frame of the 12 commitments of the Global Standard for CSO accountability.

We suggest that the organization strengthens the efforts made so far, in order to adopt the Global Standard in a comprehensive manner.

The final scoring results from adding the score for each question. (0-3)

[See our recommendations](#)



1. PRESENTATION

Recommendations for Women's Rights and Gender Equality



5. IMPROVEMENT PLAN

Question: Does the network have a gender equality policy which is widely known by all its members?

Your answer: The network has an unwritten institutional gender equality policy.

Recommendation:

We recommend to materialize the existing gender policy that exists in the institutional culture into a document and make it known to all levels of the network and the general public. It is moreover recommended to ensure gender-responsive allocation of human and financial resources and capacity strengthening opportunities for staff and stakeholders.

Recommended resource: CARE International's Gender Equality Policy <http://bit.ly/2uOVGMY>

If you have a good practice in place that you would like to share, please contact agna@civicus.org.

Question: Is there a balanced proportion of all genders in the Governing Body?

Your answer: The majority of the Governing Body members are men.

Recommendation:

It is recommended that the Governing Body includes a fair share of both women and men.

Recommended LTA Tool: Strengthening Accountability and Governance within CSOs in Nepal <http://bit.ly/2S6Ggf4>

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1.
PRESENTATION



2.
SELF-EVALUATION



3.
DIAGNOSIS



4.
RECOMMENDATIONS



5.
IMPROVEMENT PLAN

Improvement plan

Based on the results of the RendirApp self-assessment and the recommendations received, we suggest defining an improvement plan. The objective of the plan is to make progress in those areas identified as the weakest. To ensure the development of a realistic and feasible improvement plan, it is advisable that it be the result of a co-construction process involving members from different areas of the organization (board or commission, operational or management team, employees, volunteers, etc.).

To this end, we provide a template that aims to support the definition of this plan. There is no single model; each organization will define it according to its priorities, capabilities and resources.

[DOWNLOAD TEMPLATE FOR IMPROVEMENT PLAN](#)

The objective of an improvement plan is to make progress in those areas identified as the weakest in the self-assessment with RendirApp. To ensure the development of a realistic and feasible improvement plan, it is advisable that it be the result of a co-construction process involving members from different areas of the organization (board or commission, operational or management team, employees, volunteers, etc.). To this end, we provide a template that aims to support the definition of this plan. There is no single model; each organization will define it according to its priorities, capabilities and resources.

RECOMMENDATIONS

1. To elaborate this plan, you can convene a face-to-face or virtual meeting with representatives of the management team, the operational team and, if possible, the steering committee.
2. This exercise requires having the results of the RendirApp self-assessment at hand. Before starting, make sure to have it printed or saved on the computer.
3. Everyone present should have access to the self-assessment results and the template for the improvement plan.
4. Define and prioritize the possible improvements to be made in each engagement, taking into account the difficulty, time and resources involved.

TEMPLATE FOR ASSISTANCE IN THE ELABORATION OF AN IMPROVEMENT PLAN

COMMITMENT	QUESTION	ANSWER	OBJECTIVE TO BE ACHIEVED	CHANGES OR ACTIONS TO BE TAKEN	TIME FRAME	RESPONSIBLE PARTY(IES)	COMPLIANCE INDICATORS
Name of the commitment. <i>E.g. Commitment 1. Justice and Equality</i>	Questions where weaknesses have been identified. <i>E.g. Are justice, inclusion, non-discrimination and human rights issues contained in the organization's bylaws or specific policies?</i>	Enter the answer given. <i>E.g. These topics do not appear in bylaws or other institutional policy documents.</i>	Based on the recommendations, analyze what the central problem is and define the objective to be achieved. <i>E.g. It is necessary to recognize and uphold the values of justice, non-discrimination, inclusion and human rights in all our institutional documents.</i>	Taking into account the recommendations provided by the instrument, define one or several courses of action to achieve the desired result. If there are several courses of action, prioritize them according to their feasibility, taking into account the time and resources involved. <i>E.g. Actions to be taken: 1. Review all institutional documents (projects, programs, web information and policies) and include guidelines that</i>	Establish the time frame for the action(s). <i>E.g. Action 1: 6 months Action 2: 1 year</i>	Establish the person or sector of the organization responsible for the fulfillment of each action. <i>E.g. Executive Management and Board of</i>	Define an indicator to monitor and evaluate the compliance of each action. <i>E.g. Action 1: The review and reformulation of all institutional documents and policies. Action 2:</i>



THANK YOU!



JOIN THE MOVEMENT
FOR
DYNAMIC ACCOUNTABILITY



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