

# Gender Mainstreaming Training for FSTP Implementers

**Good practices of FSTP implementers:  
Embedding gender equality in selection criteria and adopting a gender-sensitive  
perspective during the provision of capacity development support to local, small  
and grassroots organisations**

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# Who is REACTOR and why?

**REACTOR** is an independent and not-for-profit research organisation

- **think-tank** based in Skopje, North Macedonia
- Focus areas are **Gender Equality, Youth** and **Urban Development**
- Founded in 2005
- **Vision:** gender, socially and environmentally just societies, nationally and globally, where people can live a free, dignified life and actively participate in building a fair and sustainable society

<https://reactor.org.mk/en/>

# Sub-granting

## Furthering Gender Equality through the EU Accession Process

- Four-year Action (2020-2024)
- Lead partner – Reactor , partnership with 5 organisations from Kosovo, N.Macedonia, Montenegro, Albania, Bosna & Herzegovina

**Target group: WCSOs and CSOs** working in the areas of gender equality and EU Accession in the WB, including **local and grassroots organisations** in the region; Other CSOs from WB countries operating in different sectors; Government officials and institutions EU Delegation offices, EC, EP, EU Member states and general public.

### **Activities:**

- **Networking and experience exchange** meetings and events for the regional network of WCSOs aimed at strengthening their influence on the EU Accession process
- **Capacity building and awareness-raising** for diverse CSOs on gender aspects of the EU Accession process;
- Producing **gender analyses** for different sectors at a national level, particularly where such analyses are lacking;
- Collaborating with local WCSOs for **monitoring and reporting** on the implementation of gender equality commitments by governments on local and national;
- **Monitoring and preparing reports to inform and gender mainstream EC Country Reports** and political dialogue related to EU accession;
- **Advocating** for an improved gender perspective in the EU Accession process at national and regional levels.

## Sub-granting process

- Embedding gender equality and gender-sensitive perspective criteria in selection process
- Capacity development activities
  - OACAs (Organisational and Advocacy Capacity Assessment)
  - Capacity building trainings
- Monitoring and highlighting gender equality
- Lessons learned of the sub-granting process
- Output products with gender sensitive perspective
- Networking – EQUAPRO coalition
- Impressions from previous training

# Embedding gender equality and gender-sensitive perspective criteria in selection process

## Why the need of sub-granting?

- to support local (W)CSOs in furthering their capacities in areas where they need additional development, by using a **“learning by doing approach”**
- financial support to local (W)CSOs through this sub-granting aims at:

**1. To enhance WCSO capacities** to effectively engage with governments, EU Delegations and Office (EUD/EUO), **local CSOs and other CSOs** in the region, while making these actors aware of the gender dimensions of the EU Accession process and of their importance;

2. Improving accountability of governments and EUD/EUO in implementing their commitments to gender equality and women’s rights during the EU Accession process.

- Prepared [Call for proposals](#)
- Awarded 30 grants (MKD, ALB and MNG per 6, KS 5, Serbia 3 and 4 in BiH)
- The grant recipients were selected from a total of 96 applicants, based on an established criteria

The applicants were advised to strongly consider of using some of the **indicators** in their proposals and in their logical frameworks, as per the intervention logic of the Action:

- Working in gender equality and other areas engaged in capacity development through workshops and learning by doing approach with other stakeholders
- local/grassroots (W)CSOs enhanced with skills and knowledge on national and EU related advocacy, gender analysis, monitoring of gender commitments of local -governments
- (W)CSOs, including local/grassroots engaged in EU related advocacy with governments and relevant stakeholders
- joint advocacy initiatives on national level undertaken by national (W)CSOs networks and other CSOs allies
- (W)CSOs (including local/grassroots and other CSOs) participating in the regional network advocacy actions and initiatives
- published monitoring reports and analyses by (W)CSOs (local/grassroots) on governments' gender commitments related to EU Accession
- *evidence-based reports, analyses and factsheets/guides on local and national level*
- media cover issues (including social media coverage) related to governments gender equality commitments with reference to EU Accession

# Eligibility criteria

- Administrative and financial criteria
- Technical criteria
- **Programme criteria**
  - A clear vision of the change that wants to pursue with the initiative, which will contribute to furthering gender equality through the EU accession process;
  - Seek to reach marginalised, grassroots and/or vulnerable persons (e.g., persons suffering from discrimination, particularly women, persons with different abilities, LGBTQIA+ persons, and minority ethnic groups, among others);
  - Experience in furthering **gender equality** and/or women's rights was highly encouraged and considered as an asset, but was not mandatory for the selection process;
  - Local organisations **were encouraged to get out of their comfort zone and challenge themselves with novel activities** that can further gender mainstreaming at different levels and contribute to the overall gender equality processes in each country.



# Eligible activities

- **monitoring and reporting** on gender related commitments of governments (with focus on local authorities) in reference to the EU Accession process,
  - **monitoring** of the implementation of **gender equality and women's rights legislation** and policy **at the local/community level**, as an important part of the EU Accession reforms,
  - **advocacy** towards relevant duty-bearers , based on the monitoring findings,
  - conducting **evidence-based local campaigns** and awareness raising activities regarding women's rights and furthering gender equality through the EU Accession Process at local municipal level, including **media monitoring** and **awareness raising for an improved gender mainstreaming** and overall equal inclusion of women and men in the community,
  - **evidence-based campaigns** and advocacy for empowering women and girls in all their diversity to participate in the **political dialogue**,
  - evidence-based **advocacy** for improved and **gender sensitive public services** (care sector, for ex.), etc.
- CSOs working in other areas relevant for the Actions (climate change, EU approximation, youth, etc.) willing to support gender mainstreaming processes in their respective countries by improving their knowledge and expertise on gender equality issues and human rights in general were welcomed to apply.



## Selection criteria

Selection Grid
<b>I. Technical approach</b>
<b><u>I.a.</u> Relevance of the questions and needs covered by the application</b>
I.a.1. Precise problem analysis
I.a.2. Precise definition of target groups (direct/indirect)
I.a.3. Precise description of the project management and the partners/associates
<b><u>I.b.</u> Quality of the suggested activities</b>
<b><u>I.c.</u> Result oriented activities</b>
I.c.1. Results framework
I.c.2. Timeline for activities
I.c.3 Risk assessment and management
<b><u>II.</u> Organizational capacity and results from previous working experience</b>
<b><u>II.a.</u> Administrative, finance and management capacity</b>
II.a.1. Structure of the <u>organization</u>
II.a.2. The main focus area(s), the main target group(s) and the geographical area(s) of activities
<b><u>II.b.</u> Relevant previous experiences and results in similar projects</b>
<b>III. Budget</b>
III.a. Cost efficiency
III.b. Adequate financial management
<b>TOTAL</b>

# Capacity development activities

- Tailored support was provided to all grant recipients towards achieving the overall objectives and results
- Each selected grant applicant went through an Organisational and Advocacy Capacity Assessment (OACA)
  - One day assessment for identifying organizational strengths and opportunities for furthering their capacities before implementation of the activities
  - Developing Capacity Development Plan (CDP)
    - ❖ Part I – Organizational Capacity Development
    - ❖ Part II – Advocacy Capacity Development
  - Advocacy Capacity Assessment Report (ACA)
  - Organisational Capacity Assessment Report (OCA)
  - Follow –up OACA by the end of their projects

# Capacity building workshops

- **Financial Management and Reporting workshop**
  - **Gender Mainstreaming in EU Accession Process (per each partner country)**
  - **Gender Analysis and Research Methodologies**
  - **Advocacy / Stakeholder Analysis (evidence-based advocacy)**
  - **Communications and Visibility**
  - **Gender Responsive Budgeting**
- one of the sub-grantees from North Macedonia, Helsinki Committee for Human Rights (HCHR), as part of their project, organized and conducted a 2-day workshop on the topic of **“Furthering the capacities of local CSOs in writing and preparing project proposals with focus on calls published by the EU”** - The workshop was aimed at other, smaller local grassroots CSOs, who were not part of the sub-granting scheme, so additional 7 CSOs got involved in this training and with this we stretched our reach even further.

# Monitoring and highlighting gender equality

## Sub-grantees monitoring activities

### Strengthen their ability to monitor:

- gender related reforms on local level,
- prepare monitoring reports,
- undertake evidence-based advocacy and
- raise awareness on the importance to deliver on the commitments by the local governments on gender equality policies.

## Project Partners Monitoring the work/activities of sub-grantees

- Learning by doing approach
- Knowledge transfer approach
- Announced on-site and/or online monitoring and guidance
- Reviews and revisions of the Narrative and Financial Report
- **Guidelines for proper Narrative and Financial Reporting**
- Frequent communication (email, zoom and physical meetings)

## Lessons learned of the sub-granting process

- Precise defining of the target group (small, grass-root CSOs, medium, experienced or without, etc.)
- Limitation of the upper financial limit for an awarded grant per organization
- Guidelines (training) for proper reporting – Financial and Narrative with archived supporting documents and what is considered as supporting document per activities
- Continuous support for monitoring/analyses of gender equality commitments on local level due to their importance in advocacy on national level

## Output products of sub-granting activities with gender sensitive perspective

### Albania

- Gender Alliance for Development Centre - GADC, prepared one **Policy brief – Gender and Environment in Albania and three monitoring reports** prepared by local CSOs and by the Environmental Feminist Local Alliances on gender and environmental issues for three municipalities
- Together for Life -TFL Association published their **Monitoring report**

### Bosna and Herzegovina

- Foundation United Women Banja Luka, **Gender Analysis of the employment policies in the cities of Banja Luka, Prijedor and Tuzla**
- CURE - **Analysis of the Implementation of the Gender Action Plan of the Municipality Centar Sarajevo for the period 2016-2018**
- Censor - **Research Analysis - Women as (co)owners of real estate in the Bosnia and Herzegovina context**

### North Macedonia

- WOS - **Research on the manner, extent and impact of harassment on victims of mobbing**
- Finance Think - **Policy brief from the monitoring of two municipalities – Gender-responsive planning in Prilep and Krushevo: Do local activities improve the lives of women from these municipalities?**
- Rural Coalition - **Gender Analysis of local programs, processes and activities that are implemented in the six Municipalities**



## Montenegro

- Queer Montenegro prepared two Analyses - **Analysis of LGBT women and TIRVS persons** in Montenegro's accession towards EU for the period 2018 – 2022 and **Analysis of media reporting on LBTQ women** for the period 2019-2022 for LGBT women in the public space of Montenegro
- Institute Alternativa prepared and published an **Analysis for the Potentials of early integration of Montenegro into the EU Gender Equality Framework**
- Association of Youth with Disabilities of Montenegro prepared a **Policy brief on Gender equality and inclusion of women with disabilities in the process of European Integration**
- The Union of blind of Montenegro prepared the publication **Women with disabilities - Equally valuable, aware and empowered to manage their own life, actions, body and make decisions regarding proceedings and birth**

## Serbia

- Foundation ARKA – prepared brief publication about the **Participation of young women on local level: European standards and national practice**
- Association for Development of Creativity – Prepared a **Gender Analysis of the Local Action plan for young people in municipality of Aleksinac 2021-2026.**

## Kosovo

- Advocacy Center for Democratic Culture, **Research Analysis - The position of women in the northern Kosovo**



# Networking – EQUAPRO coalition

The Coalition for Gender Equality in the European Union (EU) Accession Process (EQUAPRO) is an informal coalition of women’s rights organizations (WCOS) in the Western Balkans (WB), which is advocating to improve attention to gender equality in the EU Accession process and to include more women and WCOS in EU Accession-related political dialogues, policy processes, and as beneficiaries of EU external financing.

Mission: to improve the accountability of the EU, governments and institutions in implementing commitments to gender equality and women’s rights during the EU Accession process.

- Is formed as part of the Action “Furthering Gender Equality through the EU Accession Process” and is non-official
- 35 members (partner organisations and grantees)

# Impressions from previous training

- Gender Equality Policy on organizational level (to be to be further specified and expanded)
    - principles and practices for equality and diversity applied in Reactor's operations and how those results or practices bring improvement to the topic of gender equality
  - Youth Policy and Empowerment Policy on organizational Level (to be further specified and expanded)
  - Communication and visibility Strategy (existing and important)
- ❖ Well grounded criteria, target groups, monitoring and visibility & dissemination steps are the key for successfully conducted sub-granting process and capacity building inhouse and towards the third parties.

# Thank you for your attention



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