

GENDER AND RIGHTS AUDIT RESPONSE

DCA MANAGEMENT RESPONSE

DanChurchAid welcomes and supports many of the findings and recommendations of the Gender and Rights Audit. The audit identifies the advancements DanChurchAid has made in both rights-based development and gender equality while pointing to areas where further development, systematisation and simplification is needed.

DanChurchAid appreciates the recognition in the Gender and Rights Audit of DanChurchAid's **organisational and management commitment** to both rights-based development and gender equality. It values the acknowledgement that rights-based development is generally well understood in the organisation and is supported by the **existence of a Political Space Programme Type**. DanChurchAid also appreciates the acknowledgement of the considerable work that has been done in terms of providing clear guidance to programmatic staff on rights-based development and gender equality. DanChurchAid also agrees that **DanChurchAid is well-connected to gender and rights networks**, where relevant staff and management play an active role.

DanChurchAid is further encouraged by the finding that **DanChurchAid had procedures in place to ensure equal treatment of staff and that individual employment rights were respected**. DanChurchAid greatly values that the Audit Team established that the organisation was **sensitive and respectful to all employees and that staff appeared proud to work for DanChurchAid** because of the organisation's values. DanChurchAid also appreciates that the Audit Team noted the advances in the **development of complaint mechanisms for staff, partners and rights-holders and in the formulation of an anti-corruption policy**. We note that both the **Partnership Policy and the Ethical Guidelines for its business partners were considered best practice** by the Audit Team, although their practical implementation was not assessed.

DanChurchAid acknowledges that more emphasis is needed on ensuring a **strengthened integration and knowledge of gender equality and gender mainstreaming** within the organisation. DanChurchAid will therefore continue to have a focus on gender equality as an integral part of its rights-based commitment. At the same time, a continued separate focus on both rights-based development and gender equality is required.

DanChurchAid also recognises the need to **continue to ensure that the two cross-cutting commitments are deeply integrated into the organisation**, at the Mission and Vision levels, in our Vision and Plan, and in the National and Communication Departments.

We also recognise that, while the Audit revealed that **rights-based development is generally well-understood** with robust tools to guide implementation, **more clarity is needed to strengthen the understanding of discrimination in policies and programmatic work** and to make more explicit the links in some policies to human rights standards and mechanisms.

DanChurchAid will ensure that in our new Vision and Plan framework for 2011-2015 **commitments across the organisation to human rights standards and gender equality are made more explicit**. We will also ensure that **gender equality is given a more prominent and independent position**. As part of this **Vision and Plan framework, indicators and benchmarks will be developed** to facilitate improved monitoring across the organisation on progress both in rights-based development and gender equality.

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DanChurchAid will continue, as was already planned in our current 2010 Vision and Plan, to make **clearer commitment statements for each of our programmatic policies on the particular international human rights standards** that are applicable. We will work to ensure increased **guidance on working with discrimination including gender discrimination**. However, rather than extending some of our existing policies in more analytical reflections on discrimination, we propose to include better guidance on working with discrimination in our upcoming Guidelines on Beneficiary Targeting.

DanChurchAid will continue **work to simplify and/or provide better guidance on the use of our current programmatic tools**. Some of our older tools, such as the Programme Document Guidelines, will be reviewed for consistency with our more recent tools. However, DanChurchAid will work at **shifting attention from the development of new tools to the facilitation of learning and sharing sites**, as correctly identified by the Audit Team as a gap. DanChurchAid will also work to ensure that **decentralised offices play a greater role in the development of policies and tools**.

DanChurchAid also recognises the **limited work that has been done within the organisation to measure progress in promoting diversity within the organisation**, despite a progressive Diversity Policy. **The Diversity Group will be reactivated** to develop an effective system of data collection to assess this progress and determine the need for any additional measures. DanChurchAid will also document practices in existing Regional Offices in **the use of local staff spokes persons** to explore the establishment of such a system in all Regional Offices to ensure that local staff are better represented in DanChurchAid.

DanChurchAid will work to ensure that **mechanisms are in place to ensure that gender equality and rights are better integrated into fundraising strategies**. GFU guidelines will be revisited to ensure that these considerations are included in checklists and procedures. Measures will be made to ensure that Annual Programme Reports, the Global Annual Programme Report and Mid-Term Programme Reviews and Evaluations assess the **impact of fundraising strategies on the organisational cross-cutting commitments of rights-based development and gender equality**.

DanChurchAid will continue to work on **ensuring that staff, rights-holders and partners have the confidence in the complaint mechanisms**, which we recognise is a precondition for effective use. DanChurchAid will therefore continue to monitor the degree to which the mechanisms are used and consider whether other and more informal opportunities need to be made available to improve accessibility.

DanChurchAid recognises the current **lack of awareness and systems in the Communication Department to systematically integrate rights and gender**. As the Audit Team has rightly emphasised, guidance and tools for rights-based development and gender equality is currently limited to the International Department. DanChurchAid, as a first priority, will carry out a self-assessment in this department to assess the strengths and prioritised needs of this department to better integrate these elements in their work.

To ensure adequate follow-up on this Audit, an **Action Plan** will be developed with clear responsibilities and time lines. The actions proposed will be incorporated into the organisational Vision and Plan to ensure adequate monitoring of progress.