

Follow-up memo for evaluation

Title of Evaluation: Participatory Gender and Rights Audit.

Recommendation:	Responsible Unit: (RO, HQ, partner, etc.)	Comment: (e.g. if the responsible unit does not agree or suggests modifications to the recommendation)	Action to be taken:	Deadline
1 Develop a framework of commitments and an implementation plan for gender equality and rights across all the organisation in all departments and programmes.	All, Senior Managers, PDU	Within the rights based approach a more prominent and independent focus on gender equality will be ensured.	Will be discussed in all departments and indicators and benchmarks developed.	To be included in the V+P 2011-2015. Benchmark can be different for the different years. Gradual implementation over the next 5 years
2 Establish a mechanism through which DCA's work on gender and rights can be reflected in budget reporting, possibly through the new ERP financial system.	PFU, PDU		Mechanism established	Ultimo 2010
3 PPM documents should be revised to ensure that they consistently refer to DCA's commitments on rights-based approaches and gender equality.	PDU		DCA will continue work to simplify and/or provide better guidance on the use of our current programmatic tools.	Ongoing
4 PDU should focus their efforts on simplifying the tools and guidance that are available to make them more accessible and useful and on ensuring that these procedures and tools are used.	PDU	Should also include ensuring that data collection as a minimum is based on disaggregated data.	DCA will work at shifting attention from the development of tools to the facilitation of learning and sharing sites, DCA will also ensure that decentralised offices play a greater role in the development of policies	Ongoing

			and tools.	
5 Specific responsibility for gender and rights to be included in senior staff job descriptions	HR	Should also be included in all job descriptions in international department	HR to ensure this in all relevant job descriptions as a standard	Mid- 2010
6 Start disaggregated data collection regarding staff recruitment, retention and promotion.	HR , diversity committee, senior management		Decide which indicators it would be most useful to collect data on (e.g. sex and ethnicity of managers) and set out a data collection plan. This may require the Diversity Committee to meet more regularly.	Medio 2010
7 Assess the possibility of establishing staff unions for locally employed staff.	HR, RRs, CCs	DCA will work to promote a system with an elected a staff spokes person in local offices	DCA will work to promote a system with an elected a staff spokes person in local offices.	Ultimo 2010
8 Develop and conduct bespoke training session around rights and communications to assist in embedding how GRBA can be operationalised within communications work	Comms Team, PTAs	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.	Develop and conduct training session around rights and communications to assist in embedding how GRBA can be operationalised within communications work	Self assessment second quarter 2010. Training second half 2010 (to be confirmed)
9 Establish a feedback process to encourage rights-holder participation. Use best practice examples, such as the One Body campaign, to ensure that rights-holders are included in campaign materials.	Comms Team	DCA will work on how best to establish more feed back from right holders in campaign materials.	Concrete activities to be included in V +P 2011-15.	V +P 2011-15 (to be confirmed)

<p>10 Revisit the Communications Strategy and associated documents to ensure gender and rights issues are more effectively woven through the objectives, evaluation and key messages</p>	<p>Comms Team</p>	<p>Communication strategy is planned for review in 2010 and revision in 2011.</p>	<p>Include gender and right concerns in TOR for review. Include in revised version</p>	<p>Review 2010. Revised version 2011 to include a sharper focus on Rights and gender. (to be confirmed)</p>
<p>11 Develop a comprehensive stakeholder analysis at both the country and organisational level. A large part of this work may already sit with Programme teams, but needs to be brought together and viewed through a communications lens</p>	<p>Comms Team</p>	<p>This will not be prioritised</p>		
<p>12 Analyse more fully the extent to which the 2012 fundraising strategy mainstreams gender and rights commitments and suggest concrete ways to ensure gender and rights based mainstreaming of fundraising activities, whilst focusing on the priorities of specific calls for proposals.</p>	<p>GFU, PDU</p>	<p>Modified as follows: Suggest concrete ways to ensure gender and rights based mainstreaming of fundraising activities, whilst focusing on the priorities of specific calls for proposals.</p>	<p>Revise tools and procedures</p>	<p>Medio 2010</p>