

DMRU Resultatberetning 2019 Bilag 3b. Opfølgning på ligestillingsreview

Følgende oversigt viser, hvordan opfølgningen vil blive på reviewet og Louise Smeds, NCGs arbejde med ligestilling mellem kønne. Hendes anbefalinger er til venstre, og til højre har vi på sekretariatet forholdt os til, hvordan vi følger op på dem. Det hele overordnet var en meget flot konklusion om, at DMRUs medlemmer og partnere virkelig bidrager til bedre ligestilling mellem kønne med Baptistkirkens arbejde i Burundi, men også PULS' i Tanzania og KITs i Rwanda som gode eksempler. Så her er der en god historie at gå videre med, og en basis at søge ekstern finansiering på.

Der er så også nogle vigtige anbefalinger til bedre monitorering og bedre fortalervirksomhed, også i alliance med andre, og Baptistkirken er allerede på vej med at implementere nogle af disse. Men vi vil på sekretariatet søge at brede den læring videre ud til andre medlemmer og partnere.

Interessant var anbefalingen om at styrke teologisk arbejde, og gerne med Danida-støtte – inspireret af DMRU's/OAICs læringsproces om Social Ansvarlighed. Her foreslår vi at samarbejde tæt med DMR og med Diakonhøjskolen, hvor der er ressourcer at bygge på, og ellers er det endnu lidt åbent, hvordan denne anbefaling bedst kan udmøntes. Her vil det være spændende at høre bestyrelsens vinkler på hvilke muligheder DMRU har som paraply.

Slutteligt er der forslaget om at arbejde mere med føderationer af VSLAer og fortalervirksomhed den vej rundt, og her er det oplagt at se på dette sammen med andre medlemmer indenfor Dansk Forum for Mikrofinans, der også har erfaringer med dette.

Vedtaget af DMRU's bestyrelse april 2020.

Follow-up on DMCDD gender equality review 2019-20

Recommendation	DMCDD response and action steps
<p>Recommendation 1: DMCDD supports MOs and partners to establish proper data collection systems in a similar manner as they are implementing data system for VSLA. Especially projects concerning GBV and FGM need further documentation and systematic data collection and DMCDD could support this process by developing a simple base- and end line survey for inspiration.</p>	<p>Recommendation 1: DMCDD response: DMCDD recognizes the M&E challenges of the MOs and their partners as mentioned and has already given that challenge high priority (see below). Building on this and other reviews, DMCDD's quality mark is the outcomes and long-term impact which can be found regarding the specific target groups, and therefore baseline and endline survey are a good idea, also since accurate statistics e.g. regarding a broader change in a particular working areas is rather difficult to get at. Therefore:</p>

	<p>DMCDD action steps: DMCDD has finalized the set of standard indicators and a M&E-guideline, and will, in collaboration with members and partners, work on a simple baseline- and end line-survey to be ready by 1 July 2020, and furthermore an adjustment of the application templates previous to the 1 November 2020 deadline . The surveys should include age, gender, ethnicity, church membership, whether circumcision has taken place or GBV is happening, so that the change within the target group can be measured over time. Furthermore, DMCDD will follow up with 1-2 anthropological field work studies by master students in late 2020. DMCDD will look into whether it is feasible to work with research institutions for studies to apply a combination of quantitative and qualitative research design and thus advertize wider to development studies, political science etc.</p>
<p>Recommendation 2: DMCDD supports MOs and partners to enhance advocacy capacity and ally with strong advocacy organisations.</p>	<p>DMCDD response: DMCDD agrees, that members and partners are mostly efficient at the community and sometimes hill/district/county level, and that it will be relevant sometimes, and particularly in gender equality areas which are sensitive to many churches, with alliances with strong advocacy organisations. DMCDD finds however, that there is also a need to strengthen the churches’ own reflection on the matter, their advocacy efforts and potentials via their own network internal in the churches and via the church leaderships to e.g. political leaders at various levels.</p> <p>DMCDD action steps: DMCDD will finalize the SDG position paper and advocacy tool suggesting where the particular advocacy potentials and challenge for members and partners lie, in the age of the SDGs where gender equality is central. DMCDD will furthermore, through project advice and focus of the granting system, aim to strengthen advocacy efforts generally aiming to maximize the potential impact of the churches internal and external networks, and when relevant, encourage members and partners to work in alliances with strong advocacy organisations.</p>
<p>Recommendation 3: DMCDD should support partners developing a contemporary and contextually relevant theological curriculum integrating social accountability paying heed to gender equality to ensure that future priests</p>	<p>DMCDD response: DMCDD welcomes this recommendation and wishes to, in collaboration with DMC and resourceful members and partners, to push for the development of contemporary and contextually relevant theological curricula – acknowledging that most DMCDD partnerships have their own traditions (e.g. Lutheran, Moravian, Baptist, Pentecostal etc.). DMCDD and OAIC facilitate the social accountability learning initiative for Faith Leaders in East Africa, and this</p>

<p>understand their role as preachers of the Bible <i>and</i> advocates for social accountability.</p>	<p>process have been contributing to processes within Lutheran, Pentecostal and African Instituted churches already.</p> <p>DMCDD action steps: DMCDD and DMC will continuously secure a platform for faith leaders to dialogue about social accountability of the gospel in their societies today. Further opportunities to support revision and contextualization of the theological curricula will be explored in close dialogue with DMC, members and partners, this might include contact to theological institutions. In 2020-21, a study forum on the Bible and gender equality will be facilitated in collaboration with Diakonical College, Århus.</p>
<p>Recommendation 4: DMCDD supports MOs and partners' internal structures and systems in order to develop more female pastors by developing a sexual harassment policy and integrating it in a revised gender policy.</p>	<p>DMCDD response: For DMCDD, sexual harassment is a key area to fight. Currently DMCDD requires criteria for PSEAH in project owners supported by the DMCDD pooled funds. Furthermore, the churches working with interventions, should preferably, as part of the interventions, develop relevant policies regarding gender equality and anti-discrimination, and these topics should be included in a revised DMCDD gender equality policy. Furthermore, church leaders and networks should work with policy and the legal system to make sure that cases of sexual exploitation are dealt with. As for female pastors, this is a topic to keep dialoguing about amongst members and partners.</p> <p>DMCDD action steps: DMCDD has integrated organizational indicators in the standard indicators developed. Before end of 2020, the DMCDD gender policy will be revised with above mentioned adjustments. In 2020-21, DMCDD will:</p> <ul style="list-style-type: none"> - in collaboration with members (particularly BUD) and Danner, facilitate a guide how to avoid sexual harassment in churches and church-based institutions. - in collaboration with members, DMC and possibly DCA, Danmission facilitate networks and learning for female pastors, enabling them to grow in their ministry. - If possible, in collaboration with DCA, Kvinno and others, facilitate a guide with examples of women in leadership.
<p>Recommendation 5:</p>	<p>DMCDD response:</p>

DMCDD should support and challenge MOs and partners to further elaboration of advocacy through VSLAs

DMCDD acknowledges this recommendation and welcomes it. It is already a bit on the way in projects developing federations of VSLAs, some in the DMCDD pool, other with members applying for CISU support.

DMCDD action steps:

In 2020, in collaboration with Danish Forum for Microfinance, and with Baptist Union Denmark, DCA, ADRA and Organic Denmark, the issue of advocacy for gender equality will be part of the follow-up on the SAVIX learning initiative funded by FAHU Foundation.

In 2021, in collaboration with Danish Forum for Microfinance, the learning about and through federations of VSLA will be pursued.