

## Feminist Minimum Standards - There is no social justice without gender justice!

FES is an integral part of the internationalist, progressive movement. Supporting emancipatory forces in the quest of social justice lies within the core of our work. As a social democratic organization, we strive continuously to live up to our political values in our own organization, in our work and in the cooperation with our partners.

Throughout and across our thematic lines of work all over the world we have realized that our efforts to strengthen social justice will be limited as long as gender justice is not part and parcel of our engagement. To support and foster a comprehensive, intersectional approach to social justice and especially integrate and include feminist perspectives in all our programs, the Division for International Cooperation (IC) has adopted the following Feminist Minimum Standards. These underline our sincere commitment to adapt organizational routines and practices, our principles of partner cooperation as well as our quality management systems responding to the needs and aspirations of gender justice. Our Feminist Minimum Standards follow the “3 R” and are thus built around the principles of **Rights, Representation & Resources**.

### Protecting Equal Rights

1. The **safety and security** of FES staff and individuals whom FES works with must always be paramount. This is especially the case in politically sensitive contexts and where FES is working with systematically targeted individuals such as women, human rights defenders, members of the LGBTQI+ community or other discriminated groups of people.
2. Headquarters and all country offices must ensure that all staff members are aware of the internal [FES Code of Conduct against Sexual Harassment](#) and its corresponding mechanism. The public [FES Code of Conduct against Sexual Harassment](#) is referred to and linked in all cooperation agreements, memoranda of understanding and service contracts and communicated to partners, service providers and participants of any FES event.
3. **FES refrains from working with individuals** who have a running case of sexual harassment, assault or other relevant crime against them. In the event that relations with core partners are affected consequent to a case of sexual harassment, FES colleagues are requested to consult with FES HQ immediately.
4. **FES also refrains from working with individuals** who build on a homophobic, racist and/or misogynistic agenda. Being aware that while we must adhere to all laws and regulations in partner countries, FES nevertheless aims to protect and promote equal rights in a context-sensitive manner without risking our status.
5. **FES welcomes and supports efforts of the IC Departments to develop** individual, context-specific **anti-sexual harassment and gender-based violence strategies**.

### Ensuring Equal Representation

5. All FES projects, events or publications have to consider the **gender-impact dimension** as part of their concept. FES's commitment to a gender justice agenda must be reflected in all communications through the use of gender-transformative wording and imagery.
6. A **gender analysis** must be carried out during the three years approval period of the project, using the [existing guidelines in the QUIZ Wiki](#) and if necessary with support of the QUIZ Team and the GIN. The best time for a gender analysis is before (new and renewed) applications for project funds are drafted, because it helps consider the gender perspective in the objectives, indicators and interdependencies. However, a gender perspective has to be incorporated at every stage of all projects and programs.
7. All FES events should thrive for a **gender equal share of participation in all contexts**. FES shall make a special effort to ensure this. All FES projects are required to document efforts to improve

equal share of participation over time. Careful attention needs to be given to the planning of events. Demonstrated efforts shall be undertaken that FES events are accessible to women in terms of locations and times. FES will refrain from hosting or supporting panels or anthologies consisting of men or all male author teams only. All FES publications should have gender disaggregated data to reflect gender disparities. If that data is unavailable, the publication must include a note mentioning it. It is recommended that FES staff refrains from participating in all-men panels organized by other organizations.

8. Besides granting equal pay for staff members, partners and panelists on the basis of our regulations, FES commits to [covering costs of care work within existing financial regulations](#) and to negotiating on even more favorable financial regulations with AA/BMZ when it comes to child care in the future.

#### Providing **Resources**

9. Headquarters will ensure that the Feminist Minimum Standards are thoroughly implemented and monitored by all working units in the International Cooperation Division. Necessary **resources** will be provided.
10. As part of its quality control, the QUIZ team in the IQM department ensures that the gender-related standards set out in the QUIZ Wiki are adhered to and further developed. This also includes trainings so that all FES colleagues can further develop their skills in this context.
11. All new staff members in the International Cooperation Division and all Country Directors in preparation must familiarize themselves with these standards, the gender strategy of the division and anti-sexual harassment policies. The GIN team is tasked to design a mandatory online course for all new staff.
12. These guidelines are a living, dynamic document subject to changes if deemed appropriate and necessary by the IC management team. All colleagues are welcome to share their perspectives and concerns on a regular basis with their respective heads of departments.

Berlin, 11 December 2023