



**Bienvenid@s a la Red por
la Igualdad de Género**

**Welcome to the Network
for Gender Equality**

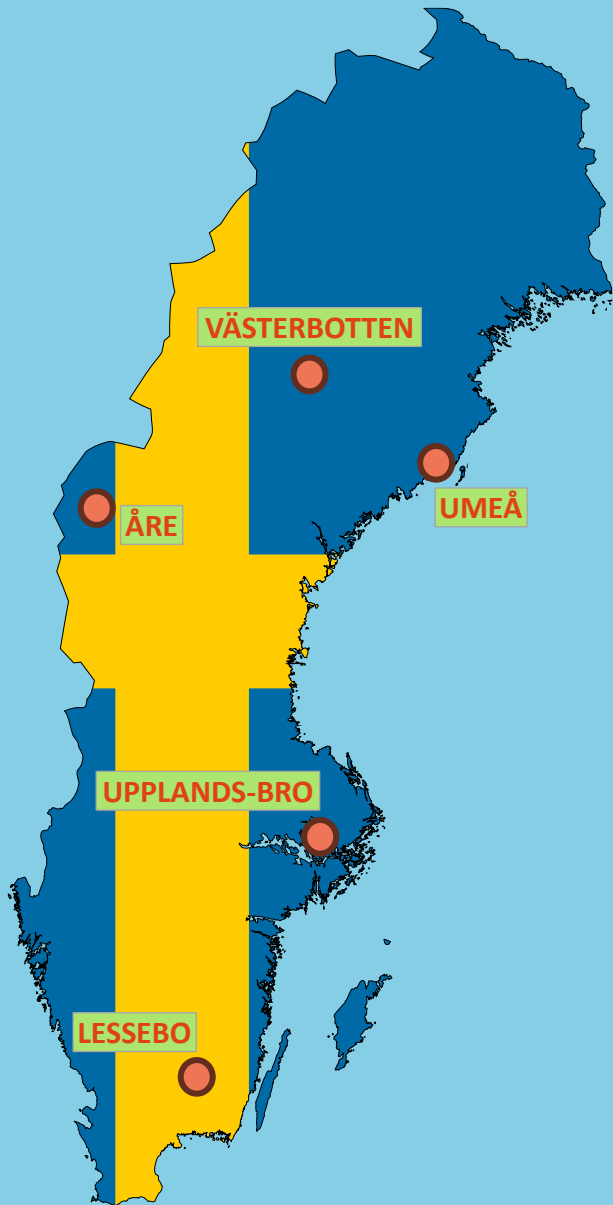
26-29 mayo 2026

Ciudad de Guatemala

IICLD Swedish International
Centre for Local Democracy

Welcome Remarks by
Carlos Soberanis,
Senior Council Trustee

Palabras de bienvenida por
Carlos Soberanis,
Síndico Primero



Team ICLD



Liene Ledaine
Programme Officer



Michal Piatkowski
Programme Officer



Johanna Wyckman
Monitoring and Evaluation Manager

Setting the stage – Introduction of the workshops goals

Preparando el escenario – Introducción a los objetivos del taller

Michal Piatkowski y Liene Ledaine
Programme Officers, ICLD/Oficiales de Programas, ICLD

Kick-off discussion

What do you consider to be the biggest challenge in achieving gender responsive governance and in ensuring that this approach becomes institutionalized within the municipality?

Discusión de apertura

¿Qué considera usted que es el mayor desafío para lograr una gobernanza con perspectiva de género y garantizar que este enfoque se institucionalice dentro de la municipalidad?



WELCOME ALL THE TEAMS!

TIMELINE:

Line up based on how quickly your municipality/region can turn gender equality and gender mainstreaming ideas into concrete action and institutional practice.

From:

*“We are still building awareness / starting discussions”
to*

“Gender mainstreaming is integrated into policies, budgets and daily decision-making”

Pónganse en fila según la rapidez con la que su municipio/región puede convertir las ideas de igualdad de género y transversalización de género en acciones concretas y en práctica institucional.

Desde:

“Todavía estamos creando conciencia / iniciando conversaciones”

hasta

“La transversalización de género está integrada en las políticas, los presupuestos y la toma de decisiones diaria”.

El Centro International Sueco Para La Democracia Local (ICLD)

Nuestra Vision

Contribuir a un mundo igualitario y sostenible mediante una democracia local fortalecida, construida sobre el conocimiento y la experiencia.

Through a strengthened local democracy, build on knowledge and experience, contribute to an equal and sustainable world.



Nuestra meta

Fortalecer la democracia local, aumentando:

-la **influencia de los grupos marginados y los jóvenes** en la toma de decisiones locales,

-el **número de mujeres en puestos de toma de decisiones** en la gobernanza local,

-la **apertura, transparencia y responsabilidad** de los gobiernos locales.

The overall objective of the workshop is to strengthen municipalities' and regions' capacity to analyse, present and scale the results of their projects, while promoting peer learning, democratic governance and long-term collaboration on inclusive and gender-responsive local development beyond the ICLD programme framework.



THE OVERALL OBJECTIVE

El objetivo general del taller es fortalecer la capacidad de los municipios y las regiones para analizar, presentar y ampliar los resultados de sus proyectos, al mismo tiempo que se promueve el aprendizaje entre pares, la gobernanza democrática y la colaboración a largo plazo en el desarrollo local inclusivo y con enfoque de género, más allá del marco del programa de ICLD.



Objetivo del Taller

**Una meta:
Fortalecer la
democracia local**

**Cuatro valores
fundamentales**



Ground rules

- **We learn together**
Everyone brings valuable knowledge and experience.
- **We grow together**
We build our expertise collectively for the best project outcomes.
- **We stay open and curious**
We assume positive intent in all discussions.
- **All questions are relevant**
- **We respect time and space**
Phones on silent, no side meetings, and active participation



Code of conduct

- Demonstrate a commitment to open, equitable and fair treatment of all individuals you encounter.
- Demonstrate transparency and mutual respect in relation to all individuals you encounter.
- Be accountable for your actions.
- Stand for the equal value of all human beings and act with honesty, integrity, and solidarity.



<https://icld.se/en/about-us/whistleblowing/>

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Key Points for the Afternoon Session/Agenda de la sesión de la tarde

1. Reporting/Informe final para ICLD
2. Group discussions/Discusiones en grupo
3. KAP-endline



Is desired change reached?

Citizen Report Cards

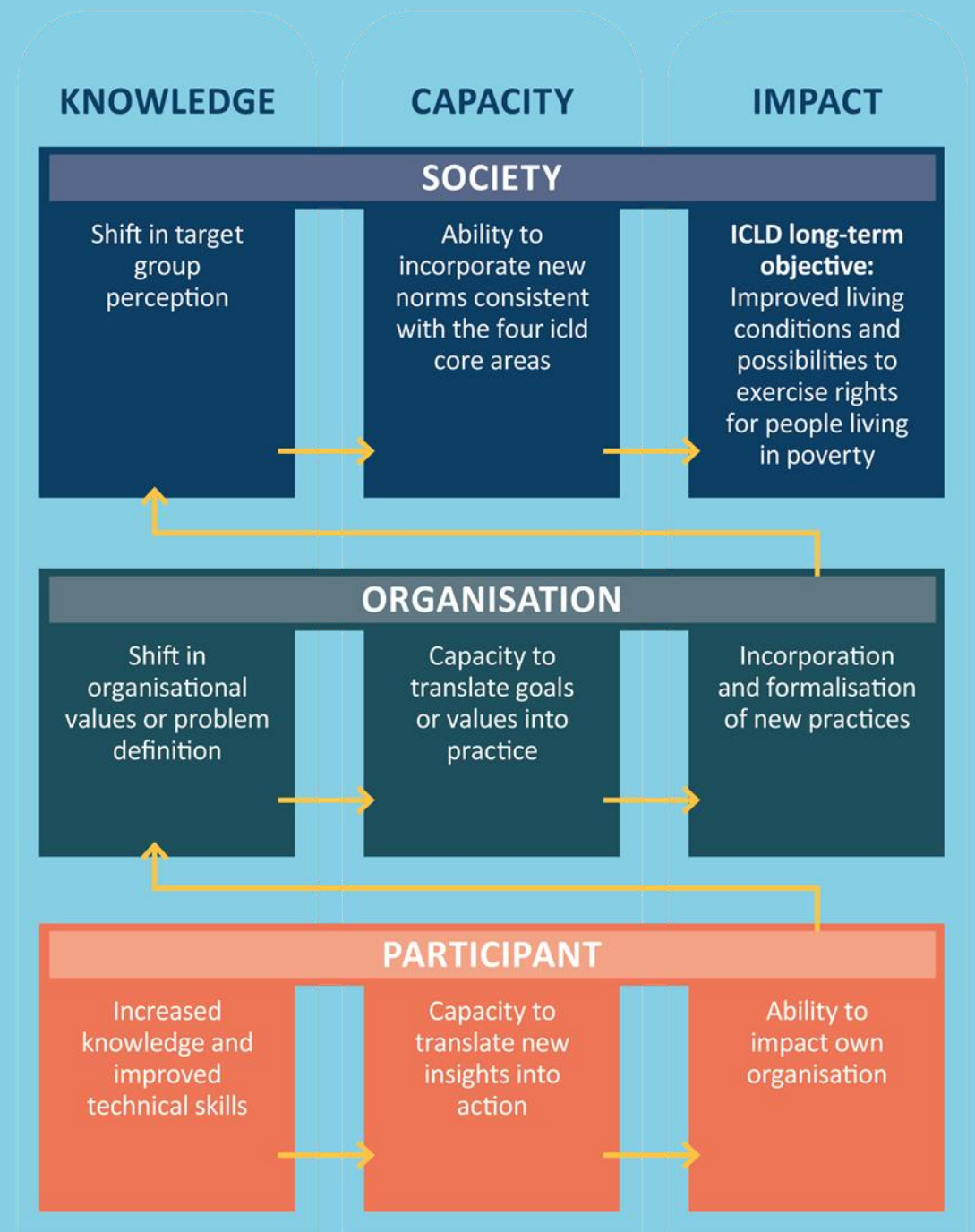
Done during project year 1 for selected partnerships

Organisational readiness

Integrated in project application for all partnerships

KAP

Survey done during first exchange trip or starting months of project in all partnerships



Related Report Question

Results on participant level

- Have the **project or steering group participants**, or other staff or politicians, acquired or applied new knowledge and skills because of the project, that contribute to strengthening local democracy?

If yes, give examples.

Organisational Readiness

Integrated in Project
planning workbook



9 organisational readiness areas

- 1: Staffing and cross-boundary collaboration
- 2: Policy prioritisation
- 3: Policy planning
- 4: Policy implementation
- 5: Political commitment
- 6: Information processing
- 7: Community participation
- 8: Inclusion of minorities and underrepresented groups
- 9: Information sharing

Organisational readiness area	Level of organisational readiness Which statement best describes the current situation?	Impact How is this situation affecting the problem you have identified?	Debate Was there any disagreement amongst the team?	Comments Any Comments regarding choice and team discussion?
AREA 8 Inclusion of minorities and underrepresented groups Which of the following statements best describes how your organisation includes underrepresented and minority groups on [the issue]. <i>Tip! Go back and review your stakeholder analysis, this could help you.</i>	<input type="checkbox"/> 1. No explicit effort is being made by our LG to include underrepresented/ minority groups <input type="checkbox"/> 2. Some effort is being made by our LG to include underrepresented/minority groups <input type="checkbox"/> 3. Our LG works proactively to reach out to, and involve, underrepresented or minority groups on the issue. <input type="checkbox"/> 4. Our LG is successful in reaching out to, and involving, underrepresented or minority groups on the issue.	<input type="checkbox"/> Helping. Positive impact <input type="checkbox"/> Neutral impact Hindering. <input type="checkbox"/> Negative impact	Yes <input type="checkbox"/> No <input type="checkbox"/>	
AREA 9 Information sharing Which of the following statements best describes how your organisation shares information with the public?	<input type="checkbox"/> 1. Citizen have very little access to information about our LG's work and results for projects/policies on [The problem]. <input type="checkbox"/> 2. Citizen have access to some information about our LG's work and results for projects/policies on [The problem], but it is not easily accessible. Work has started to improve accessibility. <input type="checkbox"/> 3. Citizen can easily access information about our LG's work and results for projects/policies on [The problem]. <input type="checkbox"/> 4. Citizen have easy access to updated information about [the organisation's] work and results for projects/policies on [The problem]. There are well-known channels for the public to submit questions about the information.	<input type="checkbox"/> Helping. Positive impact <input type="checkbox"/> Neutral impact Hindering. <input type="checkbox"/> Negative impact	Yes <input type="checkbox"/> No <input type="checkbox"/>	

2. Set your objectives

Based on your previous group discussion of impact and feasibility, select two or three priority organisational readiness areas and agree on, for each of them, which organisational readiness level you are striving to achieve over the course of the project.



At least ONE must be an inward-focused area and at least ONE must be an outward-focused area. If you choose to have three, the additional area must be outward-focused.

MILESTONE: 4

	Final selected priority areas	Inward- or outward-focused	Starting organisational readiness level: Where are you today?	Organisational readiness goal level: Where would you like to be at the end of the project?	Your specific objective: Adapt the organisational readiness goal level to an objective for your organisation.
1	AREA 1 Staffing and crossboundary collaboration	Inward <input checked="" type="checkbox"/> Outward <input type="checkbox"/>	2	3	A youth impact assessment is the responsibility of a group of repr from each department, who collaborate regularly.
2	AREA 7 Community participation	Inward <input type="checkbox"/> Outward <input checked="" type="checkbox"/>	2	4	LG has a well functioning routine for involving youth and community org in major decisions impacting them.

Related Report Questions

Results on organisational level

- Describe progress / achievement on organizational readiness objective (1, 2, 3). Include your assessment of any increased organizational readiness within the area.
- Do you assess that the project has contributed to increased organizational readiness in any other areas so far? If yes, which ones.
- If yes, Briefly describe how for each area. It can for example be a new policy or practice

Synergies with SDGs

SDG	Connection
SDG 5: Gender Equality	Women's participation & safety
SDG 10: Reduced Inequalities	Targeting marginalised groups
SDG 11: Sustainable Cities	Healthy urban planning
SDG 16: Strong Institutions	Participatory governance
SDG 17: Partnerships	Multi-stakeholder partnerships



Organisational Readiness Area

Area 7 – Community Participation

How SDG-related data can serve as evidence

Reflects how local actors and citizens are engaged in implementation

Linked SDG Targets

SDG 4.5 – Equal access and participation

Example of what to document

Number of community members (parents, religious leaders, local trainers) involved in school activities

POPP Workbook

Outward facing areas: These three categories reflect elements of the human rights based approach.

AREA 7

Community participation

Which of the following statements best describes how your LG views the participation of citizens and community organisations?

- 1. Our LG seeks feedback from citizens and community organisations, but this generally occurs after major decisions have been made by experts and internal staff.
- 2. Our LG consults with citizens and community organisations early/often, and their feedback is seriously considered, with important decisions being made by experts and internal staff.
- 3. Our LG has a real desire to allow citizens and community organisations to influence major decisions but managing and acting on participatory processes has been challenging.
- 4. Our LG views citizens and community organisations as key partners in making major decisions on [the problem], and our processes of involving them have worked well.

- Helping. Positive impact
- Neutral impact.
- Hindering. Negative impact.

Yes
No

Project Report in SBS

Project results

Please answer all questions under this heading concerning the international partner.

Results on participant level

Have the project or steering group participants, or other staff or politicians, acquired or applied new knowledge and skills because of the project, that contribute to strengthening local democracy? If yes, give examples

Enter

Results on organizational level

Revisit the organizational readiness objectives in your application, or in the report from last year where you may have updated these.

Describe progress on organizational readiness objective (1). Include your assessment of any increased organizational readiness within the area.

Enter

Reflect on your objective setting

Reflect on your objective setting. Are you satisfied with the way you have formulated your objectives? If no - revise your organizational readiness related objectives below.

Revise your organizational readiness related objective 1

Enter

Discussion: World Café

What to do?

- Three tables. Three groups of participants.
- Each table has one question to discuss together with a facilitator.
- Reflect on the questions openly and share your experiences.
- After 15 minutes we move to the next table.



1. Looking at your project results, where do you see democratic elements such as participation, transparency, accountability, or equity?

2. Discuss who could benefit from your experiences and how the results could be shared.

3. What ideas do you have for sustaining the network in the long term?

Celebration



Now it is time for the Certificate Ceremony!

Ahora es el momento de la ceremonia de entrega de certificados!