



Intellectual Output no. 3
Quality Label

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RESEARCH ON EXISTING LABELS AT NATIONAL AND EUROPEAN LEVELS

NAME OF QUALITY LABEL	CERTIFYING AUTHORITY/AGENCY	BENEFICIARIES	AREA OF ACTION
GEEIS and GEEIS- Diversity	Bureau Veritas -Arborus	Companies, Associations	Europe
EDGE Economic Dividends for Gender Equality	EDGE Certified Foundation - EDGE Strategy AG - Switzerland	Companies	Europe
LABEL EGALITÉ	AFNOR certification	Companies	France
Total e- quality	TOTAL E-QUALITY Deutschland e. V.- Germany	Company, public administrations, associations with at least 15 employees	Germany
Gender gap free	IDEM mind the gap		Italy
Bollino rosa	Winning Women Institute - Italia	Companies, Associations	Italy
Gender Equality Charter Mark	Gecm Audit	Schools, students	Europe
The ILO Participatory Gender Audit	ILO Audit	Organizations	Europe

STRUCTURE OF THE GUIDELINES FOR QUALITY LABEL

- What is the Gender quality Label?
- Who is the Quality Label for?
- When should an organisation apply for the Quality Label?
- Which is the Assessment procedure?
- Which is the added value once the Quality Label has been awarded?



What is the Gender quality Label?

DEFINITION

The gender equality label refers to the certification of actual equal participation of women and men, and generally about the gender equality's indices met by the organizations in different life domains (e.g., the economy, social life, politics, education). Generally, a quality label is composed by a specific methodological assessment, which skeleton is common in several evaluation approaches and pursues a specific labelling process, generally driven by an external audit or a standardized tool.



What is the Gender quality Label?

PURPOSE

Considering the TWOST **self-assessment**, the "**quality label**" is defined mainly for two purposes:

1. to better evaluate, on a scientific and methodological level, the effective implementation of gender policies, **within youth organisations**, acquiring feedback data that can be better analyzed also in a comparative transnational perspective, in order to better finalize the self-assessment tool in view of its definitive validation
2. To obtain greater visibility and recognition in order to guarantee a wide dissemination of the instrument and an actual impact on the gender equality in the organisations

Who is the Quality Label for?

SIZE

**SMALL
ORGANISATION**

**MEDIUM
ORGANISATION**

**BIG
ORGANISATION**

TYPE

**YOUTH
ORGANISATION**

**SPORT
ORGANISATION**

**NO FORMAL
ORGANISATION**

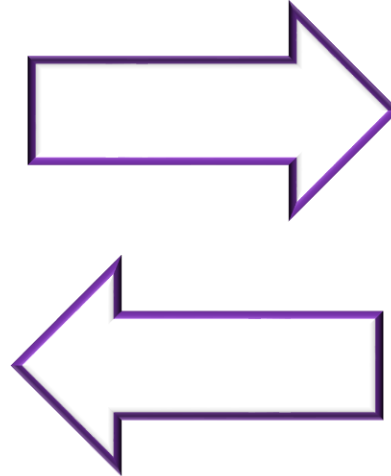
When should an organisation apply for the Quality Label?

Some hypothesis for the discussion:

- After the twost self evaluation
- After a period of implementation and application of corrective actions in order to empower the points of lack identified though the self assessment process
- Only after an upgrading of the level result obtained
- Always

Which is the Assessment procedure?

ASSESSMENT PROCEDURE OF
SELF ASSESSMENT TOOL



ASSESSMENT PROCEDURE OF
QUALITY LABEL

Which is the Assessment procedure ?



Which is the Assessment procedure ?

**TO
SPEAK**



Refers to any speech, discussion, or oral recommendation conducted in an informal way, within the organisation

**TO
WRITE**



"To Write" is linked to any official written document (policy, formal recommendations) written/ sent by a leader or senior figure of the organisation to the employees or staff members, who are required to comply with

**TO
DO**



Regarding any action formally implemented within the organisation



Which is the Assessment procedure?

ASSESSMENT PROCEDURE OF THE SELF ASSESSMENT TOOL

Question Set	No of Questions	Summary Table	
		Total value of the Question set	Total score
Organization Information	3	0	
Organisation numbers	8	<u>27</u>	10/25/50
Human Resources			
Management	5	<u>37</u>	100
Leadership	2	<u>10</u>	50
Coaching. Mentoring	5	<u>21</u>	75
Stereotypes in Communication	4	<u>16</u>	75
Gender-based Violence	3	<u>36</u>	100
Participation	4	<u>12</u>	50
		Total maximum Questionnaire Score after ricalculation: small/medium/big organization	460/475/500
		Total maximum Questionnaire Score	159



Which is the Assessment procedure?

MANDATORY SCORE REQUIREMENTS

BRONZE LEVEL

SMALL ORGANIZATION: SCORE 61-121

MEDIUM ORGANIZATION: SCORE 66-130

BIG ORGANIZATION: SCORE 71-137

SILVER LEVEL

SMALL ORGANIZATION: SCORE 122 -189

MEDIUM ORGANIZATION: SCORE 131 -198

BIG ORGANIZATION: SCORE 138 -214

GOLD LEVEL

SMALL ORGANIZATION: SCORE 190 - 250

MEDIUM ORGANIZATION: SCORE 199 - 300

BIG ORGANIZATION: SCORE 215 - 300



Which is the Assessment procedure?

MANDATORY SCORE REQUIREMENTS

BRONZE LEVEL

The Bronze level is a minimum level and states that the organization has declared to have enough policies and implements actions to guarantee gender balance

SMALL ORGANIZATION: SCORE 61-121

MEDIUM ORGANIZATION: SCORE 66-130

BIG ORGANIZATION: SCORE 71-137

Which is the Assessment procedure?

MANDATORY SCORE REQUIREMENTS

SILVER LEVEL

SMALL ORGANIZATION: SCORE 122 -189

MEDIUM ORGANIZATION: SCORE 131 -198

BIG ORGANIZATION: SCORE 138 -214

Silver level: it is a medium level and it is obtained when the organization declares that it has gender equality policies and implements various actions, in most areas. To obtain this level, organizations should have a balance between: “To speak” (TS), “To write” (TW), “To do” (TD) and encourage and promote gender equality at many levels

Which is the Assessment procedure?

MANDATORY SCORE REQUIREMENTS

GOLD LEVEL

SMALL ORGANIZATION: SCORE 190 - 250

MEDIUM ORGANIZATION: SCORE 199 - 300

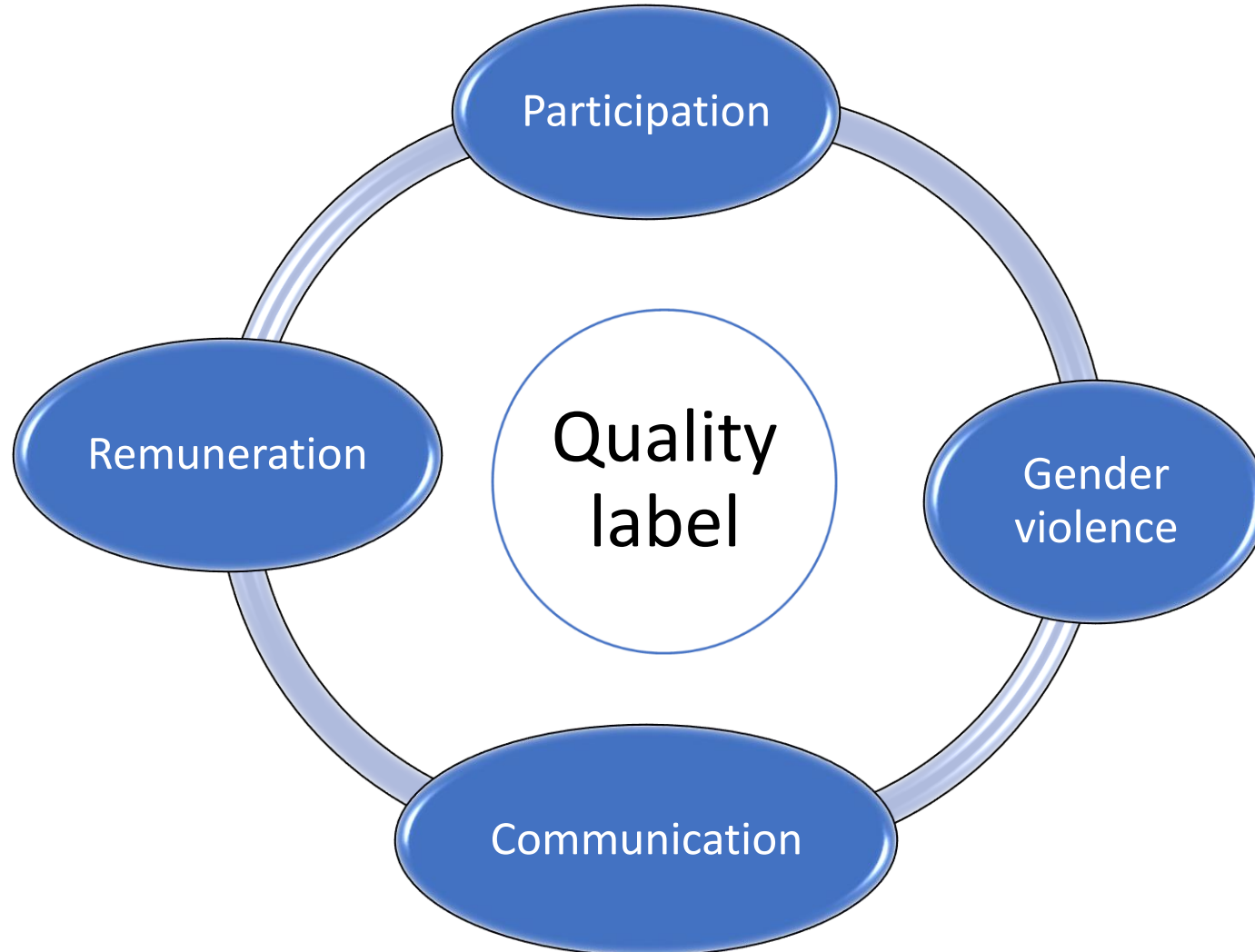
BIG ORGANIZATION: SCORE 215 - 300

Gold level, it is considered as the highest level of the self-assessment. In order to obtain this level, organizations should demonstrate to have strong experience in the promotion and safeguarding of gender equality, in every levels and areas, and it's part of its strategy and statute. Moreover, on a regular basis, the organisation provides and arranges formal discussions and training inside the organization.

The Question is ?

Should we consider some indicators, some strategic areas as crucial and essential to assess the access of the organisation to the quality label, despite the score obtained after the self assessment?

The Gender Equality Strategy 2020-2025



Which is the entry threshold to obtain the quality label ?

TO SPEAK	TO WRITE	TO DO
HUMAN RESOURCES to speak action	HUMAN RESOURCES to write action	HUMAN RESOURCES to do action
MANAGEMENT to speak action	MANAGEMENT to write action	MANAGEMENT to do action
LEADERSHIP to speak action	LEADERSHIP to speak action	LEADERSHIP to do action
COACHING to speak action	COACHING to write	COACHING to do action
STEREOTYPES IN COMMUNICATION to speak action	STEREOTYPES IN COMMUNICATION to write action	STEREOTYPES IN COMMUNICATION to do action
GENDER BASED VIOLENCE to speak action	GENDER BASED VIOLENCE to write action	GENDER BASED VIOLENCE to do action
PARTECIPATION to speak action	PARTECIPATION to write action	PARTECIPATION to do action

Which is the entry threshold to obtain the quality label ?

Type\ Size	Small organization	Medium organization	Big organization
Youth Organization	to do action in GENDER BASED VIOLENCE	to do action in GENDER BASED VIOLENCE To do action in HUMAN RESOURCES	to do action in GENDER BASED VIOLENCE To do action in HUMAN RESOURCES to do action PARTICIPATION
Sport Organization	To do action in GENDER BASED VIOLENCE	to do action GENDER BASED VIOLENCE To do action in HUMAN RESOURCES	to do action in GENDER BASED VIOLENCE To do action in HUMAN RESOURCES to do action PARTICIPATION
No Formal Youth organization	To do action in GENDER BASED VIOLENCE	to do action in GENDER BASED VIOLENCE	to do action in GENDER BASED VIOLENCE To do action in HUMAN RESOURCES to do action PARTICIPATION