# Annex D: Survey results

As part of evaluation data collection, a staff survey was conducted in November and December 2022. The purpose of the survey was to capture gender equality perspectives from MFA staff and management in Copenhagen and across the embassies who work with the development cooperation. The survey was sent to **460 email recipients**, including HQ departments and embassies. The survey had a satisfactory response rate of **34%**, with a total of **158 respondents**.

Out of this, **139** had a job function that involved **development cooperation or development policy**. This was a requirement to participate in the survey, so all the percentages and values in this presentation are out of the 139 participants unless otherwise stated.

The highest number of survey participants were female, followed by male, respondents that skipped the question, and 'other'. More than **half of respondents worked for the MFA Copenhagen** and 44% for the Danish embassy or representation.

Gender of respondents
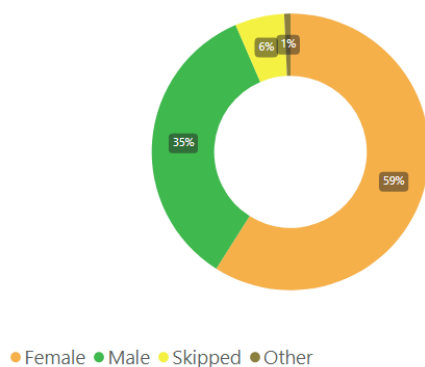

Respondents' current place of work
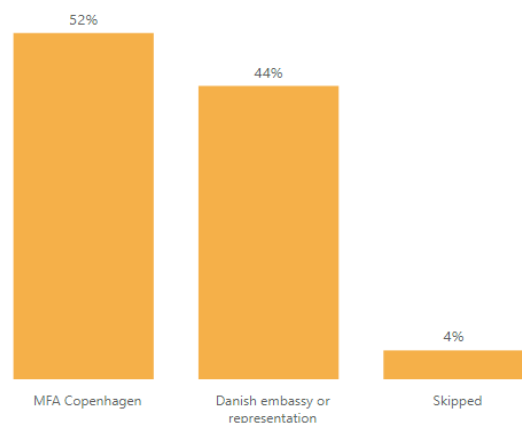
Assessment of experience and capacities

For **two thirds of respondents**, their job **did not include a supervisory function**. 20% had a supervisory role of up to five people and 12% supervised more than six.

The **majority** of respondents (63%) claimed that **gender equality is central to parts of their work but not on a daily basis**, 24% claimed that gender equality is not an element in their current role, and only 11% stated that gender equality is a daily responsibility, e.g. as a Gender Focal Point.

When asked how respondents would assess their level of **gender equality professional experience**, almost **one third** (31%) claim that they need gender experience in their current job function and feel that **they have sufficient experience**.

How central is gender equality in development cooperation in your current role?

55%	21%	14%	10%
Gender equality is central to parts of my work but not on a daily basis	Gender equality is not an element in my current role	Skipped	Gender equality is a daily responsibility (e.g as gender focal point)
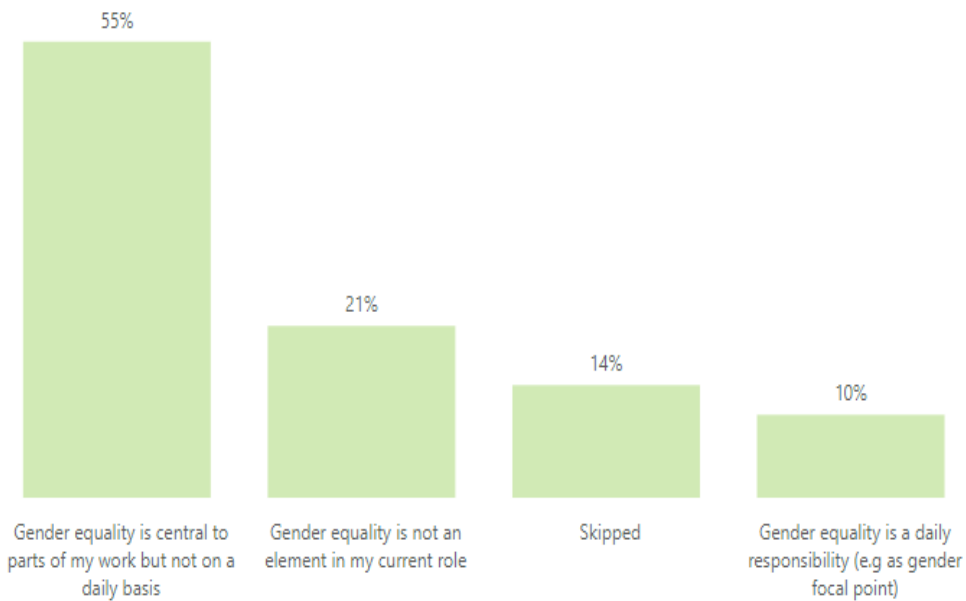
How would you assess your own level of gender equality professional experience in relation to what you need in your current job function?

|				
31%	24%	21%	14%	10%
I need gender experience and have sufficient experience for my current job	I do not need gender experience for my current job but I have relevant experience	I need gender experience but I do not have sufficient experience for my current job	Skipped	I do not need gender experience for my current job and I also do not have such experience
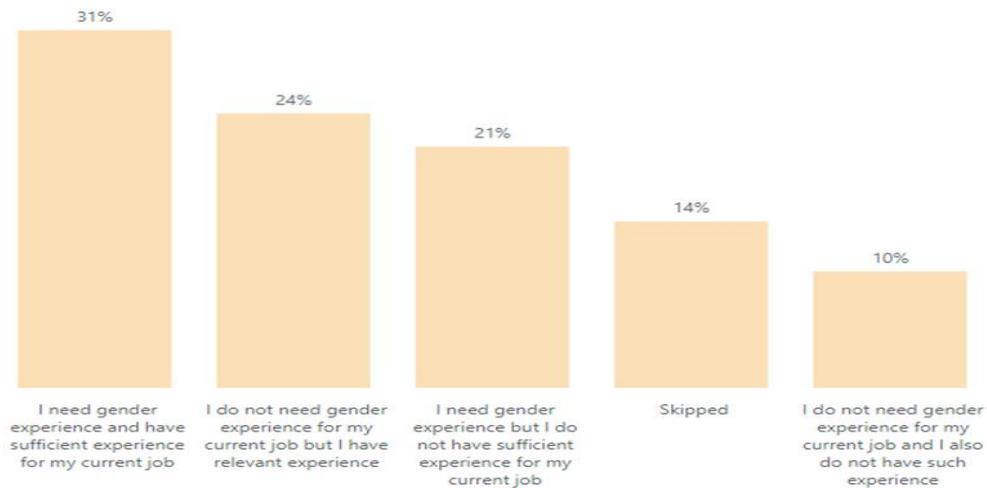
Respondents were asked if they have received **gender training as an MFA staff member**; they were presented different options and could tick all that apply to them.

Two fifths (41%) claimed that **they have not received any gender training**; just over **one quarter (26%)** said that **they have been guided by colleagues** as on-the-job gender training. Moreover, 23% of respondents stated that they received introductory gender training during MFA onboarding, and 15% of respondents said that they also attended a technical gender course or workshop.

Leadership and organisational culture

Respondents were then presented with a scale of 1 to 5 and asked **how supported they felt by their supervisors** on **gender challenges** or **opportunities in development work**, with 5 indicating the strongest support. More than **one fifth (23%)** scored a **4** and another **fifth scored 3** (23%), making these two the most common scores, with an average of 3.4.

On a scale of 1-5, how supported do you feel by your supervisors on gender challenges or opportunities in development work?

9%

10%

16%

23%

19%
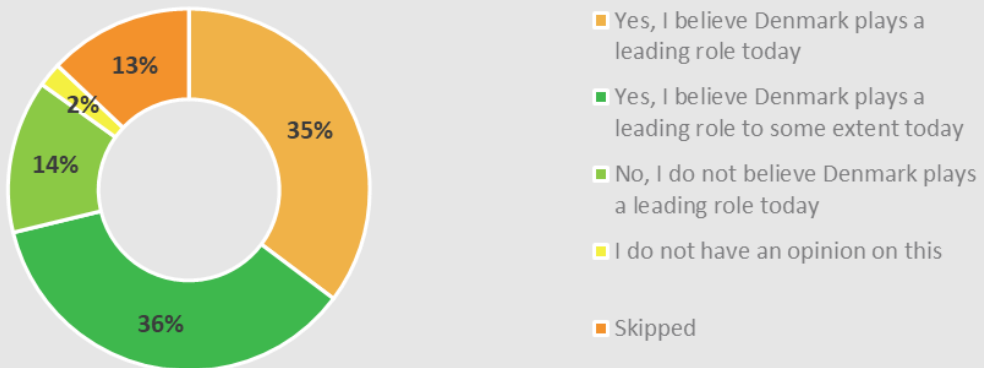
23%

■ 1 ■ 2 ■ 3 ■ 4 ■ 5 ■ Skipped
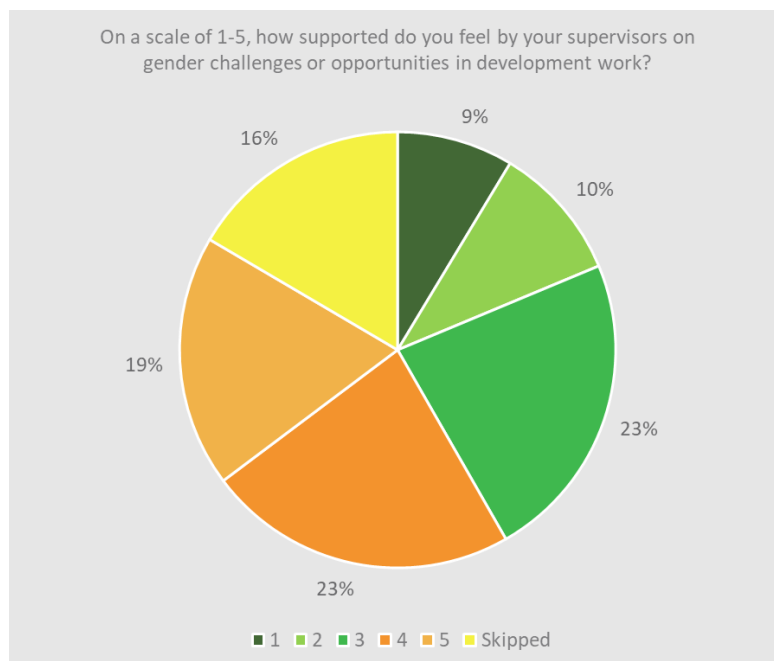
When asked if Denmark is playing a leading role in the **promotion of gender equality** in development, **35% of respondents claimed that Denmark has a leading role today**; this is stronger in the Danish embassies and representations, where 59% of respondents claimed this.

Overall, 36% of respondents believe that Denmark plays a leading role to some extent; this is even stronger at MFA Copenhagen, with 49% of its respondents saying that there was progress to a certain extent.

Respondents then answered a question on their perception on how **gender equality had evolved as a development policy priority since 2014**. More than **a quarter** of respondents (26%) said that they had the impression that **gender equality is a stronger priority now**; however, 26% also said that they had the impression that **it has the same level of importance** as in 2014.

Is Denmark playing a leading role in promoting gender equality in development cooperation?

- Yes, I believe Denmark plays a leading role today — 35%
- Yes, I believe Denmark plays a leading role to some extent today — 36%
- No, I do not believe Denmark plays a leading role today — 14%
- I do not have an opinion on this — 2%
- Skipped — 13%

How has gender equality evolved as a development policy priority since 2014?

Statement	Percentage
My impression is that gender equality is a stronger priority now than in 2014	26%
My impression is that gender equality is at the same level of importance now as in 2014	26%
My impression is that gender equality is in fact a lower priority now than in 2014	17%
I have no impression of this	19%
Skipped	12%
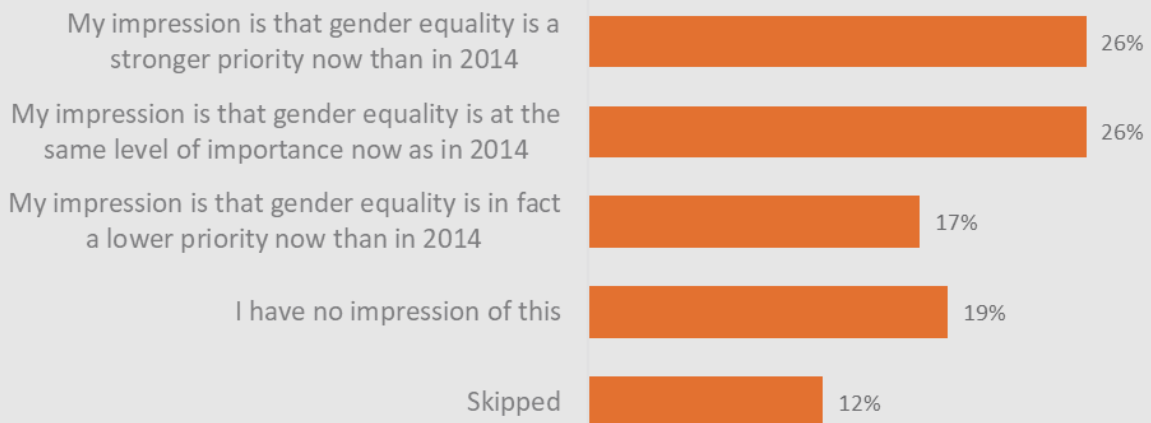
Participants were shown four statements that they could agree or disagree with, and 122 people responded to this question. Statements claimed that **gender equality is an important priority** in the overall strategy, in the dialogue with partners, with external consultants, and in developing programming.

The majority of respondents agreed or strongly agreed with all the statements, with **85% of respondents agreeing that gender equality is an important priority in the overall strategy** and 10% **disagreeing that gender equality is an important priority in developing programming**.

To what extent do you agree with the following statements?

- Gender equality is an important priority in our overall strategy
- Gender equality is an important priority in our external communication
- Gender equality is an important priority in our dialogue with partners
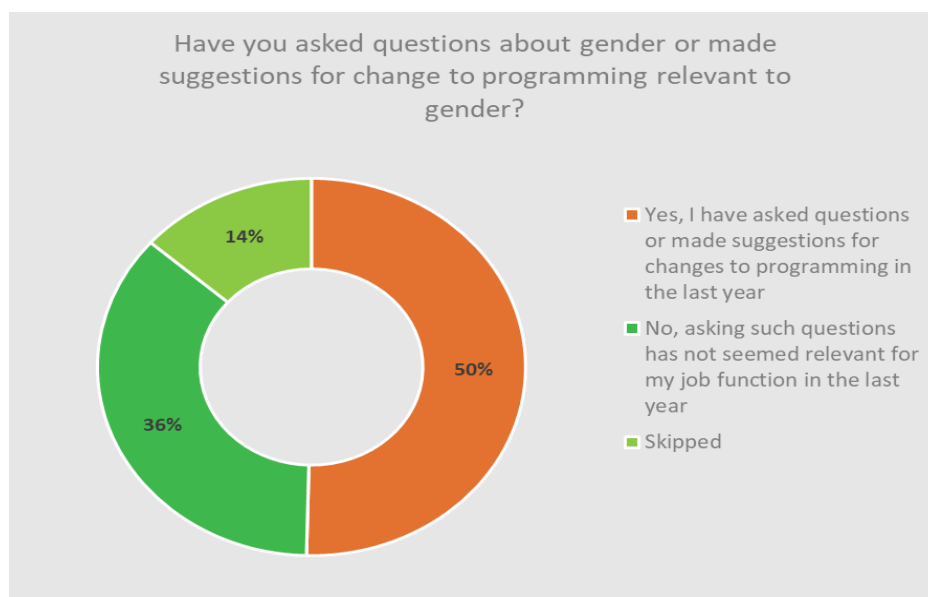- Gender equality is an important actual priority in development programming
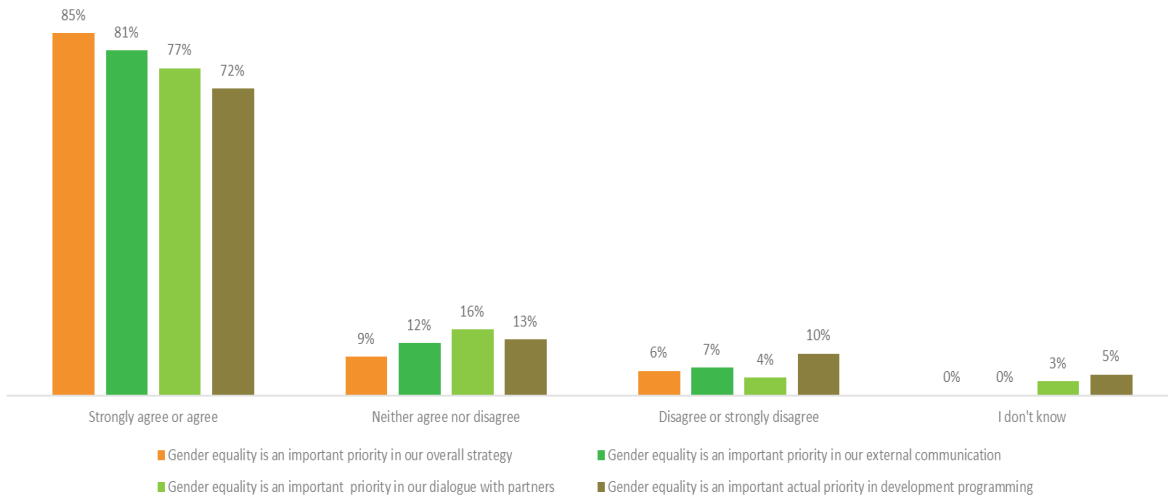
Gender equality and programming

Half of the respondents stated that they have **asked questions** about gender or **made suggestions** for changes to **programming relevant to gender** in the last year.

As a result of the suggestions made, 46% of respondents stated that **programming was affected**; however, **33% do not know** if programming was affected after their suggestions, and **21% claimed that there was no change** in programming.

Some of the respondents gave examples of how programming was affected, mentioning new indicators being developed and a stronger focus on gender analysis being incorporated in programmes.

Have you asked questions about gender or made suggestions for change to programming relevant to gender?

- Yes, I have asked questions or made suggestions for changes to programming in the last year
- No, asking such questions has not seemed relevant for my job function in the last year
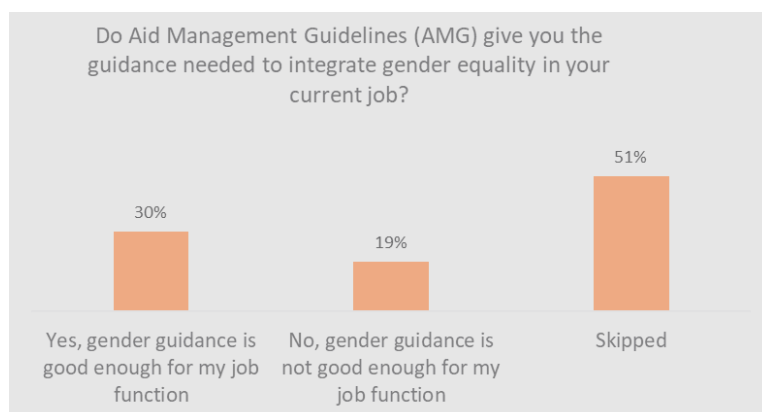- Skipped

When asked if **policies, guidelines or tools for gender equality guidance** were consulted during the past year, **32%** of respondents answered that they **did not consult any resources**, 17% of respondents skipped the question, and **52% of respondents said that they consulted resources** on gender equality in the past year.

The top three resources consulted were ***The World We Share* for gender equality priorities** (38%), the how-to-notes on **'Human rights and democracy'** or **'Social sectors'** (25%) and **gender resources outside the MFA** (25%).

Respondents were also asked if AMG gave them the guidance needed to integrate gender equality in their current job role; almost **one third of respondents said that AMG were good enough for their job function**, but 19% said that AMGs were not good enough for their role.

Some respondents gave more information and said that AMG were "good enough for their job function but not good enough for other colleagues responsible for preparation of new programmers" and also said that AMG are very generic and that there is a need to take much more tangible steps in specific fields.

Consulted policies, guidelines or tools for gender equality in the past year

Resource	Percentage
World We Share for gender equality priorities	38%
How-to-notes on 'Human rights and democracy' or 'Social sectors'	25%
Other gender resources from sources outside MFA	25%
Other MFA resources for guidance	23%
Strategic framework on Gender Equality, Rights and Diversity	15%

Do Aid Management Guidelines (AMG) give you the guidance needed to integrate gender equality in your current job?

Response	Percentage
Yes, gender guidance is good enough for my job function	30%
No, gender guidance is not good enough for my job function	19%
Skipped	51%

Almost **three quarters of respondents think that more gender training would be useful**, with 41% of respondents saying that optional and needs-based training would be the most valuable and 33% saying that it should be compulsory.
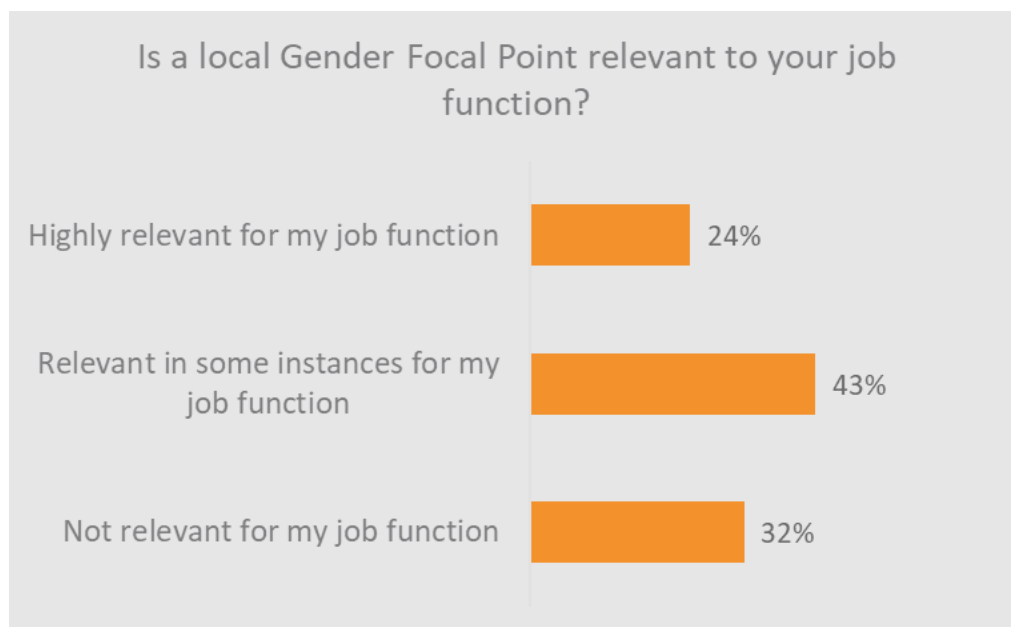
Only 6% claimed that gender training would not be useful, and 19% of respondents skipped this question.
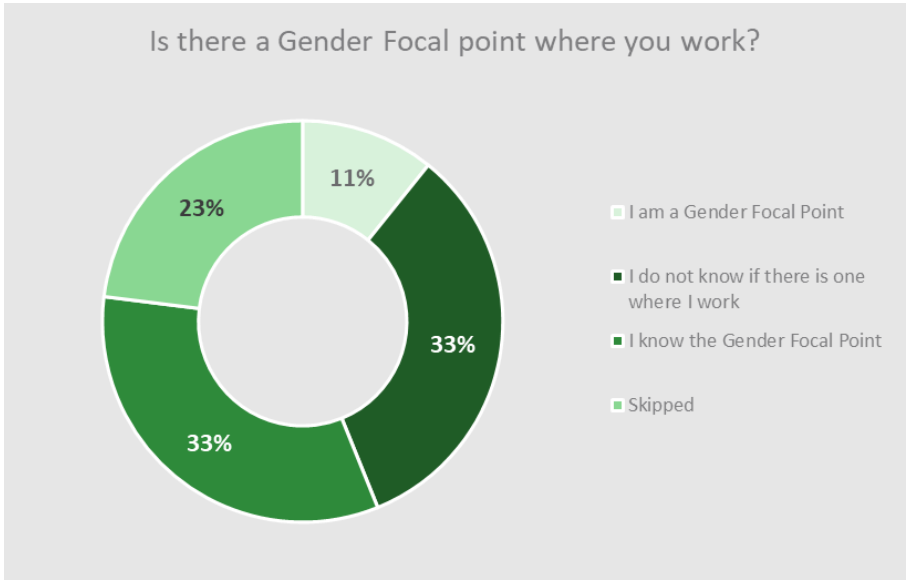
Respondents then answered a question on the relevancy of the Gender Focal Point. **43%** of people said that the **Gender Focal Point is relevant in some instances** for their job function; almost **one third** (32%) claimed that the **Gender Focal Point is not relevant** to their function.

One third of survey respondents stated that **they did not know if there was a Gender Focal Point** where they work; in particular, 54% of MFA Copenhagen respondents claimed that they did not know if there was one.

Overall, one third said that they did know the Gender Focal Point; in particular, 52% of embassy and representation respondents said that they knew their Gender Focal Point.

Another 11% of the survey respondents stated that they were the Gender Focal Point.

Is a local Gender Focal Point relevant to your job function?

Highly relevant for my job function — 24%

Relevant in some instances for my job function — 43%

Not relevant for my job function — 32%

Is there a Gender Focal point where you work?

- I am a Gender Focal Point — 11%
- I do not know if there is one where I work — 33%
- I know the Gender Focal Point — 33%
- Skipped — 23%

Half of the respondents claimed that having a stronger organisational commitment to gender equality results from senior management is very important in order to enable Denmark to play a leading role in gender equality. Two fifths also claimed that upgrading gender guidelines, tools and training for staff is quite important.

When comparing the embassies and representations' responses to the ones from MFA Copenhagen, the embassies and representations scored as quite important the upgrading of gender guidelines (embassies 44%, MFA 34%), tools and training for all staff (embassies 44%, MFA 39%) and stronger mandates for Gender Focal Points and Team Equality (embassies 46%, MFA 38%). MFA Copenhagen, on the other hand, scored as very important the priority to budget allocations for gender equality (embassies 27%, MFA 32%).
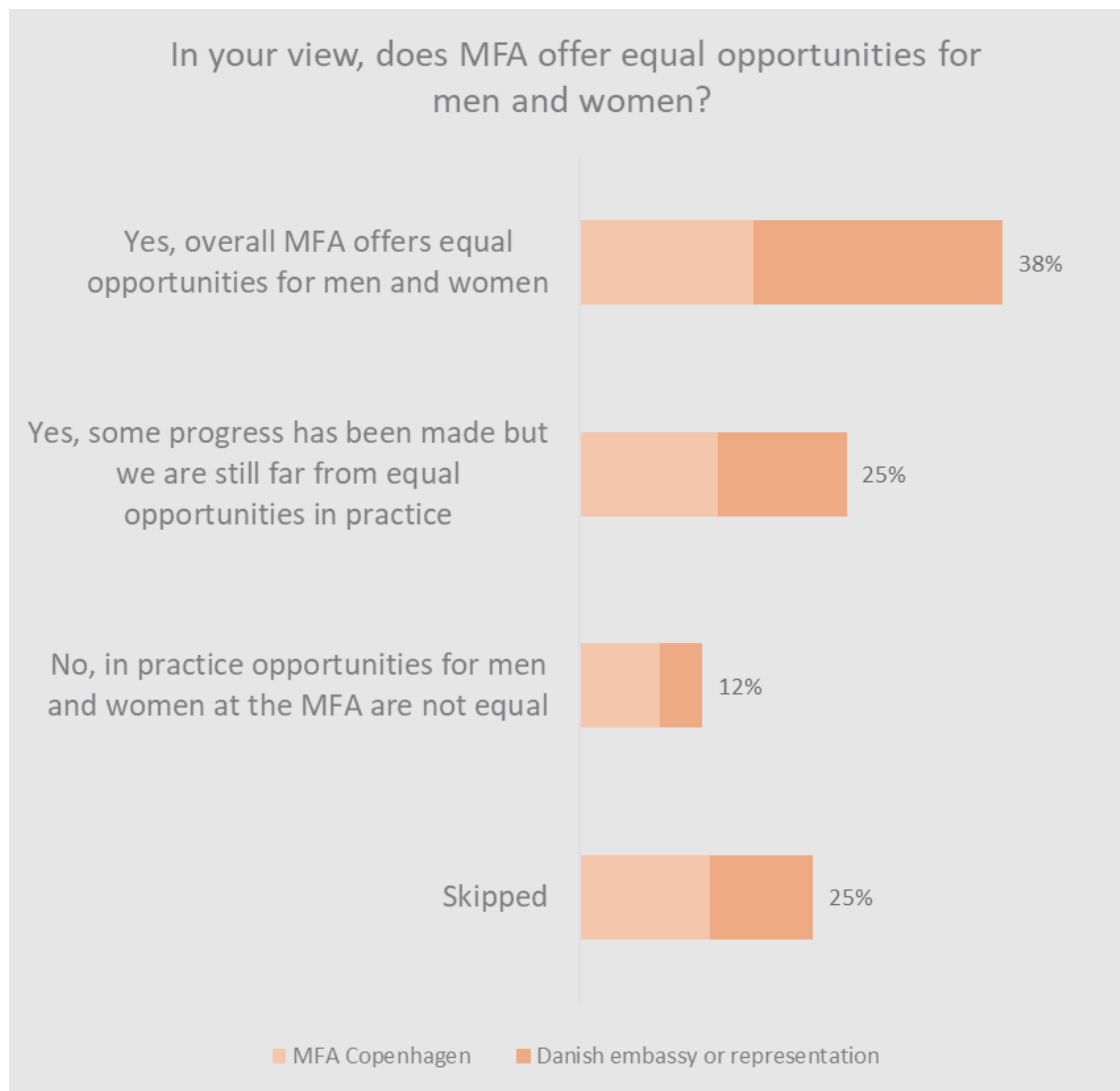
"It should be cross-cutting priority, not something one Focal Point or one team should have the mandate to work for" (survey respondent)

From your point of view, what would enable Denmark to play a leading role in gender equality?
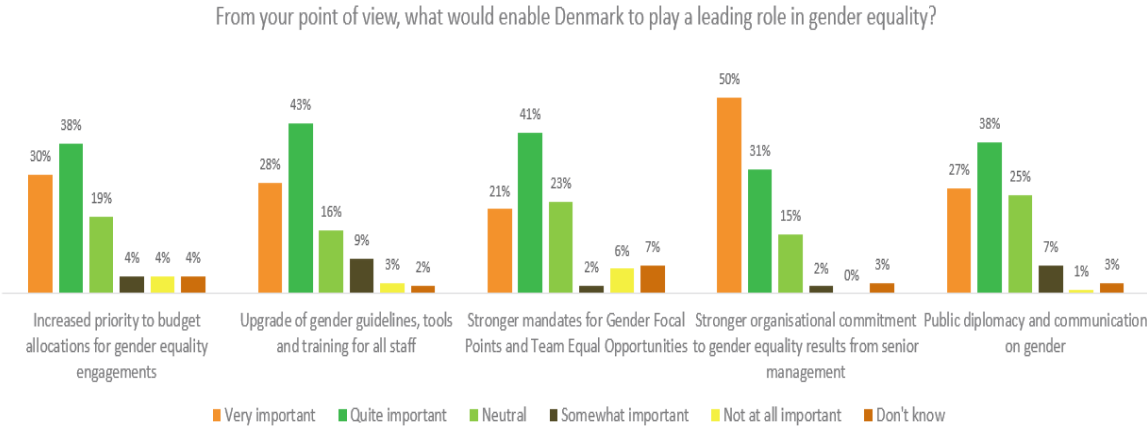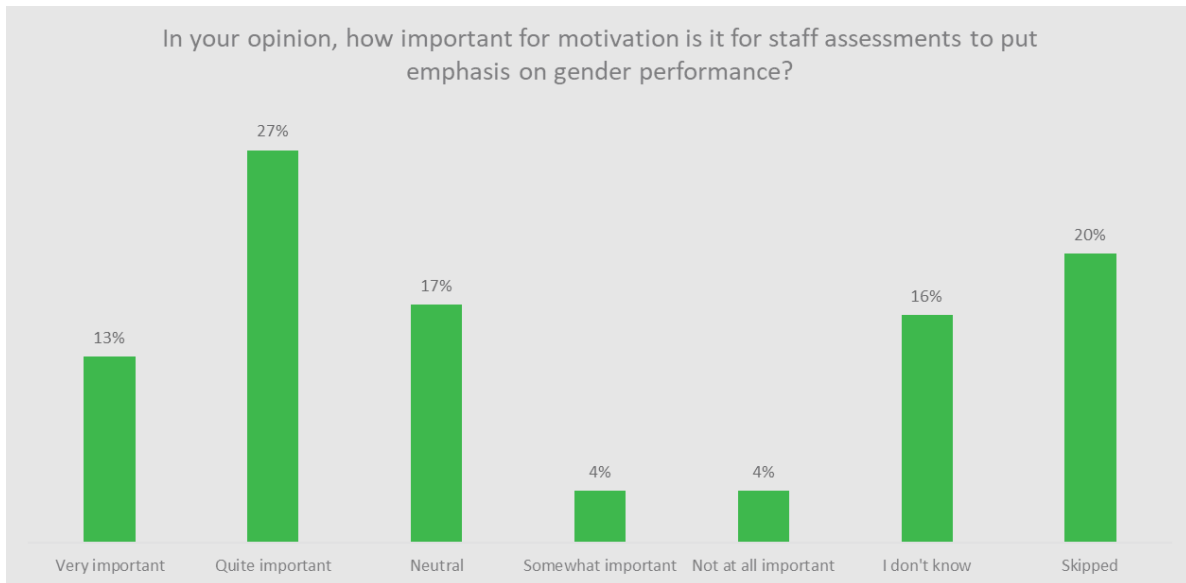
Staff performance assessment and management accountability systems

According to respondents, 38% think that the MFA offers equal opportunities for men and women. This is particularly strong at the embassy level, where 48% of respondents claimed that the MFA offers equal opportunities. Overall, 25% of respondents think that some progress has been made but that the MFA is still far from equal opportunities in practice, and 12% think that in practice opportunities at the MFA are not equal.

"I realise a lot has been done to improve opportunities, but there are two factors which affect the systematic continued inequalities in our organisation: (1) once people have kids, men get ahead of women in the organisation as we climb the organisational ladder and women are de facto punished for seeking a decent work-life balance; (2) there are still culturally strong male networks in the ministry and across ministries – some not completely excluding women, but definitely reinforcing an imbalance in the unofficial consolidation of opportunities" (survey respondent)

In your view, does MFA offer equal opportunities for men and women?

- Yes, overall MFA offers equal opportunities for men and women — 38%
- Yes, some progress has been made but we are still far from equal opportunities in practice — 25%
- No, in practice opportunities for men and women at the MFA are not equal — 12%
- Skipped — 25%

■ MFA Copenhagen   ■ Danish embassy or representation

Two fifths of respondents (40%) think that it is very important or quite important for motivation to have staff assessment with an emphasis on gender performance.

In your opinion, how important for motivation is it for staff assessments to put emphasis on gender performance?

Very important	Quite important	Neutral	Somewhat important	Not at all important	I don't know	Skipped
13%	27%	17%	4%	4%	16%	20%

Example quotes from staff survey respondents

"We do not have a feminist foreign policy, nor do we follow feminist principles in management and organisation. Masculine values dominate and are favoured over feminine. Need to make room for other backgrounds and other ways of being an employee at the MFA (of course my own experience and opinion here)" (survey respondent)

"I strongly believe that compulsory training is useful to ensure that gender is seen as an important priority (both in the strategy and in practice/programming). However, this should not preclude optional and needs-based training for colleagues in job functions where gender equality is key" (survey respondent)

"More important to 'show' than to 'tell'. Focus should be on what we do more than what we 'programme' (and yes, there is a huge difference between those two in real life at an embassy)" (survey respondent)

"In my experience gender is not mainstreamed into Denmark's development work – it has a very narrow focus on e.g. Sexual Reproductive and Health Rights and Gender-Based Violence, and rarely goes beyond economic empowerment" (survey respondent)