



END FGM EUROPEAN NETWORK MEMBERSHIP POLICY

The End FGM European Network (End FGM EU) is a European umbrella organisation of national organisations working to end female genital mutilation (FGM) in the European Union.

Our Vision

A world where women and girls are empowered and free from all forms of gender-based violence, in particular female genital mutilation, where their voices are heard, where they can enjoy their rights and make informed choices about their lives.

Our Mission

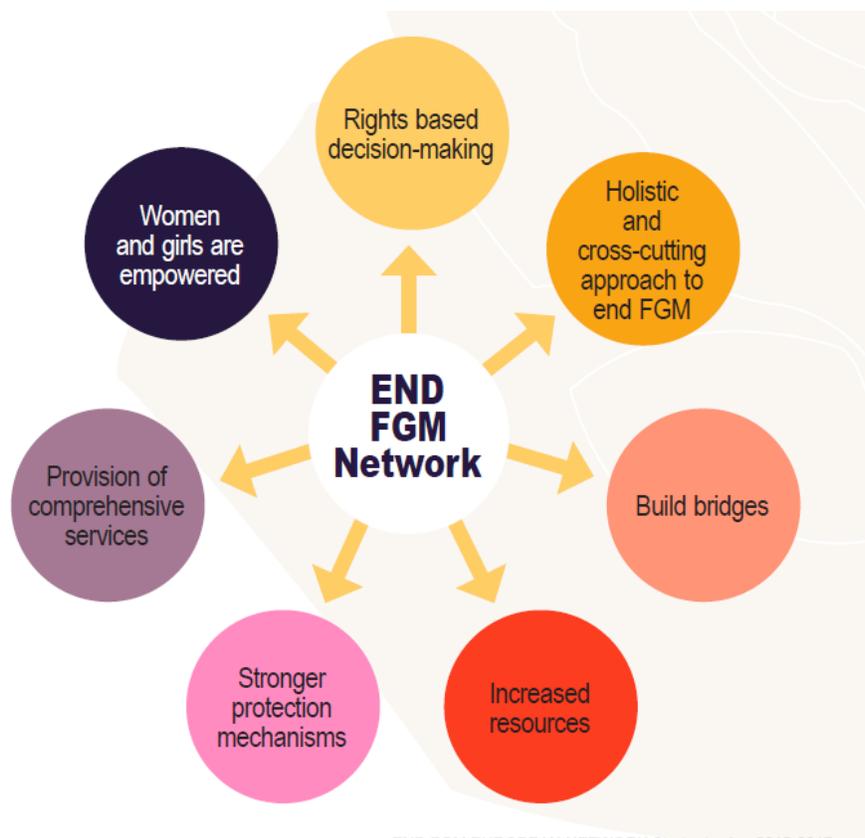
- We advocate for a holistic approach to ending FGM and other forms of violence against women and girls at European level;
- We aim to create an enabling environment for coordinated and comprehensive action by European decision-makers;
- We facilitate the synergy of diverse organisations and the active participation of rights holders. It also provides space where its member organisations can share their experience and diverse skills.

Our Values

The End FGM Network places the following principles at the core of its work:

- Respect and promotion of human rights and gender equality
- Active participation of rights holders in decision-making and activities
- Use and promotion of empowering language framed in human rights terminology
- Ownership by member organisations
- Accountability, integrity, transparency and professionalism in all its work
- Solidarity between organisations and respect for staff, members, individuals and allies

Changes we want to see



END FGM EUROPEAN NETWORK Strategic plan 2015-2017

Our Strategies to Influence



I. WHAT THE END FGM NETWORK HAS TO OFFER

Intelligence

Members have access to intelligence on the issue of FGM and other harmful practices, violence against women and girls (VAWG), women's rights, sexual and reproductive health and rights (SRHR) and migrant rights with a gender and human rights-based approach. The Network keeps members abreast of all policy and legislative developments at EU level, and of key initiatives and resources that come into play.

Capacity Building

Members have the opportunity to participate in meetings (2 annual meetings), conferences, workshops and training sessions to support their capacity building.

Communication and Resources

The End FGM EU members are offered many opportunities to exchange ideas, experiences, learning and good practices in the field of FGM. They are invited to participate in the General Assembly which provides space for networking and exchanging views, and to other regularly organised meetings on Network's priorities to share information, discuss policy developments and develop policy positions and strategies.

Moreover, the Network sends newsletters and updates members on reports, research, tools, studies that can be relevant to their work.

Bridge to the European Institutions

Thanks to the work towards institutions and collaboration with other NGOs members also have the following benefits:

- Opportunity to liaise with other stakeholders
- Facilitated access to EU and other European policy and decision-makers
- Opportunity to contribute to policy development processes at European level
- Access to a very diverse pool of expertise and international platforms through the Network's involvement in global Networks enabling the development of common transnational projects.

Visibility

The members' visibility contributes to their success and that of the Network.

The End FGM Network shares members' successes and achievements and showcases them. In order to put the members under the spotlight, we find speaking opportunities in key events, integrate members' information into the website, promote members' activities and actively disseminate resources developed by members.

Due to the unique relationship with EU and European decision makers and institutions, the Network ensures the voice and concerns of its members are heard in the EU and beyond.

II. CONDITIONS FOR MEMBERSHIP

All members must:

- Work on the issue of FGM or on other issues that are relevant to FGM: violence against women and girls (VAWG), women’s rights, gender-based violence, sexual and reproductive health and rights (SRHR), migrants’ rights
- Subscribe to the vision, mission statement and values of the Network
- Sign and respect the principles spelled out in the Charter of the Network
- Be committed to engaging in transnational work, advocacy and campaigning to end FGM in the European Union

III. MEMBERSHIP CATEGORIES

The END FGM Network has two types of membership:

1. Full
2. Associate

All members commit to:

- Advance the interests of the Network and avoid any action which might discredit or damage the Network or interfere with the achievement of its aims
- Support the Network’s objectives and activities as described in the strategic plan and annual work plans
- Adhere to their membership rights and responsibilities.

Each membership category has distinct rights and responsibilities. The fulfilment of the membership eligibility criteria and responsibilities will be monitored on an ongoing basis after the membership status is granted. This is motivated by the need to maintain the Network’s legitimacy and credibility.

Members must be legally registered in a member state of the Council of Europe.

Full Membership

Eligibility criteria	Rights	Responsibilities
<p>National CSOs that work on FGM with a human rights–based approach that fulfil the following criteria:</p> <ul style="list-style-type: none"> • They are legally constituted and recognised in their country of origin and within Europe as a non-profit association • Have a board of directors, 	<p>Voting rights (one vote per organisation)</p> <p>Right to propose candidates for election (one representative per organisation) to the Network’s Board</p> <p>Participation in all events organised by the Network</p> <p>Expenses for participation in Network’s events (travel and subsistence) paid by the Network. .</p>	<ul style="list-style-type: none"> - Invest time and actively engage in the Network work (respond to consultations; provide information and advice) -Provide updates on their activities and on developments in their country -Participate in joint actions at European level, in advocacy and communications;

<ul style="list-style-type: none"> • Statements and positions reflect the views and opinions of their memberships, and consultation procedures with the membership are in place • Implement a significant part of their annual activities on FGM in Europe where they are legally registered. 	<p>Expenses related to the participation in events of the Association (travel and living expenses) are borne by the Association, after explicit approval by the Association within the limits of the available funding and in so far, the expenses are reasonable and fair (see section below)</p> <p>Can nominate candidates to the Network's Ambassadors programme</p> <p>Right to participate to working groups</p> <p>Receive all communications and resources produced by the Network</p>	<ul style="list-style-type: none"> - Provide access to national decision-makers and intelligence on national developments; - Share tools and resources – guidance notes, existing guides, tool kits, training materials, advocacy materials - Provide access to and/or support attendance of network members' representatives to training opportunities and events; - Support with the realisation of common actions in the local context - Attend the Annual General Assembly - Attend the Network's capacity-building events - Promote the Network - Pay the annual membership fee
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Associate Membership

Eligibility criteria	Rights	Responsibilities
<ul style="list-style-type: none"> • European Union formal and informal CSOs/ research organisations/ private bodies that work on FGM • European formal and informal CSOs/ research organisations/ private bodies that work on FGM • International formal and informal CSOs/research organisations/ private bodies that work on FGM • National CSOs that work on FGM and fulfil criteria for full membership, but cannot become full members due to country quotas already achieved 	<p>Attend the General Assembly as observers</p> <p>Participation to certain events organised by the Network (at their own cost) - Expenses (travel and subsistence) paid by the Network if they play a role as speaker/facilitator</p> <p>Participation to Network's working groups</p> <p>Receive certain communications and resources from the Network</p>	<ul style="list-style-type: none"> - Invest time and actively engage in the Network work (respond to consultations; provide information and advice) - Provide updates on their activities and on developments in their country/region/global level - Participate in joint advocacy and communication actions at European and international level. - Share tools and resources – guidance notes, existing guides, tool kits, training materials, advocacy materials - Facilitate access to and/or support attendance of network members'

		representatives to training opportunities and events; - Contribute expertise during workshops, conferences, seminars, webinars and other activities initiated by the Network - Promote the Network - Pay the annual membership fee
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Individuals or organisations who want to become allies with End FGM EU and support it’s vision and mission can apply to become an official “Friend of End FGM EU”. Please find the rights and responsibilities below.

Friends of End FGM EU

Eligibility criteria	Rights	Responsibilities
<p>- Be a civil society organization with a human rights approach, and legally registered in a European country that:</p> <ul style="list-style-type: none"> • does not conduct any work on FGM • works on other relevant areas such as violence against women and girls, women’s rights, gender-based violence, sexual and reproductive health and rights, migrant rights (non-exhaustive list) <p>- Be an individual who resides within the Europe, whose expertise is considered valuable to the Association</p> <p>- Be any organisation or individual approved by the Board, concerned with furthering the objectives of End FGM EU.</p>	<p>- Benefit from the wealth of expertise of the Association and their members</p> <p>- Gain access to a network of contacts within the field of FGM</p> <p>- Receive certain communication, resources and information from the Association</p> <p>- Participate in certain events organised by the Association (at their own expense), apart from the formal Annual General Meeting which is only for members</p> <p>- Share their own expertise and participate to knowledge exchange moments</p>	<p>- Share the Association’s tools, campaigns and information, explanatory notes, guides, toolkits;</p> <p>- Pay the annual fee.</p>

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Membership fees

The maximum amount for membership fees are decided by the General Assembly and set out in this membership policy. The Annual membership fees are decided by the Board of End FGM EU, within the limits decided upon by the General Assembly:

Payment of the fee is a confirmation of the membership to the End FGM European Network as well as support for the Network and its activities. It furthermore gives to the members the opportunity to participate in the General Assembly meetings and receive invitations for activities organised by the Network.

As decided by the General Assembly, Fees are of maximum 500 Euros for Full members and 200 Euros for Associate members.

The current annual membership fees, as set by the Board, are:

	Full	Associate
Equal or more than 20 staff (EFT equivalent)	350€	175€
Equal or more than 10 staff (EFT equivalent)	250€	125€
Less than 10 staff (EFT equivalent)	150€	75€

Annual fees for Friends of End FGM EU

The annual fee of Friends of End FGM EU is set by the Board of End FGM EU. Payment of the fee is a confirmation of the association to End FGM European Network as well as support for the Network and its activities.

	Organisations	Individuals
Equal or more than 20 staff (EFT equivalent)	175€	50€
Equal or more than 10 staff (EFT equivalent)	125€	
Less than 10 staff (EFT equivalent)	75€	

Participation in events

End FGM European Network will always strive to guarantee to cover the expenses of travel and substance for one delegate per Full member organisation to all of its events. The Secretariat of End FGM EU, in accordance with the Treasurer, will organise this within the budget available of the organisation and will follow the Policy on Travel & Subsistence of End FGM European Network.

IV. HOW TO APPLY

Interested organisations are kindly requested to address their membership application to the president of the Board and sent it to the Secretariat of the Network at info@endfgm.eu.

The application submission shall consist of:

- Application form
- A copy of the organisation's Statutes in English (* the Statutes can be provided in the original language if either the Secretariat or the Board know that specific language)
- Adhesion to the mission, values and principles of the Network through signature of the Network Charter
- The most recent annual activities report in English
- The CV of the organisations' representative to the Network.

For any question or further clarification please contact us at info@endfgm.eu

V. APPLICATIONS REVIEW PROCEDURE & SELECTION CRITERIA

- The Secretariat will check the application submission is complete and will transmit to the Board
- The Board will review and decide on recommendations to the Annual General Assembly
- Applicants will be invited as observers to the General Assembly where they will be asked to present their organisation and application
- The General Assembly will decide on whether accepting or rejecting the application.

Selection criteria Full Members

1. Geographical priorities and quota

The End FGM Network will give priority to applicants from countries not already represented in the Network.

The other geographical criterion is the applicant geographical reach at country level: national, regional or local – preference will be given to organisations operating at national and regional level.

A maximum of 3 organisations per country can become full members; however, the Network will apply a proportional system:

- 1 member in countries with low FGM prevalence and/or population from countries of origin
- 2 members in countries with medium FGM prevalence and/or population from countries of origin
- 3 members in countries with high FGM prevalence and/or population from countries of origin.

2. Community-base: Applicants need to demonstrate a significant level of grass-root work at community level as well as impact on communities affected by FGM in the EU country where they are legally registered (strong links with and impact on communities in countries of origin will be considered as an additional asset).

3. Expertise: In order for End FGM Network to serve as a pool of expertise on FGM, it is essential that member organisations and their representatives bring relevant proven experience into the membership. Bringing new expertise that can complement current Network's expertise will be considered an asset.

- **Expertise of the organisation in relation to FGM:** Proven experience of working on FGM within the last three years will be given priority. However, space will be given to organisations which convincingly argue for the wish and need for capacity building in relation to further develop work on FGM.
- **Expertise of the applicant representative in relation to FGM:** Proven knowledge, be it theoretical or practical, of the topic of FGM will be prioritised. If the representative does not have such FGM specific knowledge, the representative will need to demonstrate proven expertise in one or more of the following: violence against women and girls, gender discrimination, asylum, health, law (international law, criminal law, civil law, child protection), research and data collection or any other relevant fields which will advance End FGM's vision and mission.

4. **Networking:** In order for the End FGM Network to function as a networking platform, it is important that the networking capabilities of both the applicant organisation and its representative are strong. However, space will also be given to organisations which convincingly argue for the wish and need for increasing their networking capacity in relation to the field of work of the Network.

The networking capability of the organisation and of its representative will be evaluated according to the following two aspects: a) membership of other relevant networks and b) ability to provide links to activities/actors dealing with FGM or with topics relevant to it.

5. **Commitment and Capacity to contribute to the Network**

- **Expected contribution of the organisation:** The expected contribution of the organisation will be evaluated according to the following four aspects:
 - willingness to give priority to representative's participation in all meetings
 - willingness to provide support to representative's participation in the Network's activities and to reporting back to the organisation
 - readiness to provide support to the Network's activities (such as the organisation of national meetings, share information about the Network nationally)
 - capacity to share information.
- **Expected contribution of the organisation's representative:** The expected contribution of the organisation's representative will be evaluated according to the following three aspects:
 - ability to attend all the meetings (an average of 2 per year)
 - capacity to share information to and from the Network – also in between meetings
 - ability to actively participate in the Network's activities (such as advocacy missions, commenting on reports, providing input to reports etc.)

6. **Young people:** Involvement of young people in the applicant organisation work

7. **Gender:** Involvement of men in the applicant organisation work.

8. **Knowledge of the End FGM European Network language:** As communication between members is the basic criteria for developing the work of the Network, the applicant representative's ability to work efficiently in English is important and will be weighted accordingly.

Selection criteria Associate Members

For EU/European/International organisations :

1. **Expertise:** In order for End FGM European Network to serve as a pool of expertise on FGM, it is essential that member organisations and their representatives bring relevant proven experience into the membership.

- **Expertise of the organisation in relation to FGM:** Proven experience of working on FGM within the last three years will be given priority.
- **Expertise of the applicant representative in relation to FGM:** Proven knowledge, be it theoretical or practical, of the topic of FGM will be prioritised. If the representative does not have such FGM specific knowledge, the representative will need to demonstrate proven expertise in one or more of the following: violence against women and girls, gender discrimination, asylum, health, law (international law, criminal law, civil law, child protection), research and data collection or any other relevant fields which will advance End FGM EU's vision and mission.

2. **Networking:** In order for the End FGM European Network to function as a networking platform, it is important that the networking capabilities of both the applicant organisation and its representative are strong.

The networking capability of the organisation and of its representative will be evaluated according to the following two aspects: a) existing linkages with other relevant actors/organisations/institutions and b) ability to provide links to activities/actors dealing with FGM or with topics relevant to it.

3. **Commitment and Capacity to contribute to the Network**

- **Expected contribution of the organisation:** The expected contribution of the organisation will be evaluated according to the following aspects:
 - willingness to provide support to some of the Network's activities
 - readiness to share information, tools, resources.
- **Expected contribution of the organisation's representative:** The expected contribution of the organisation's representative will be evaluated according to the following aspects:
 - ability to attend certain meetings/events
 - capacity to share information to and from the Network
 - ability to actively participate to some Network's activities.
- **Knowledge of the End FGM European Network language:** As communication between members is the basic criteria for developing the work of the Network, the applicant representative's ability to work efficiently in English is important and will be weighted accordingly.

For National CSOs:

Same criteria as for full members apart from the geographical ones.