



GIZ Gender Strategy

Implementation in 2013
with highlights from 2014

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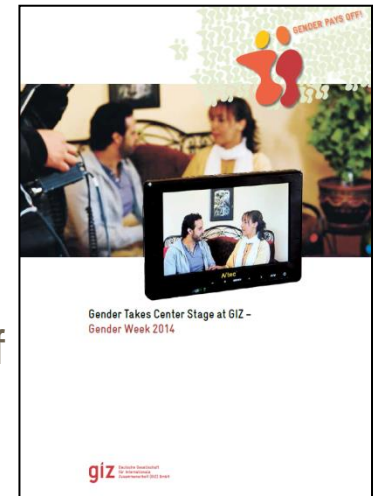
GIZ Gender focal point



„Gender takes center stage at GIZ“

“Gender equality is a human right, a key to sustainable development and a quality feature of our work. And we are determined to uphold these principles”





Objective: GIZ strengthens gender equality both in the services we deliver and within GIZ itself

- **Gender Competition 2014:** 73 contributions from 48 countries
- **Equal representation of men and women:** new directors general
- **1.GIZ Gender Network Meeting:** > 100 participants from 52 countries
- Numerous events, new publications and training offers
- **Global Campus 21:** Gender Network
- **Policy on Sexual Harassment**
- **Strategic Evaluation of the GIZ Gender Strategy (2015)**



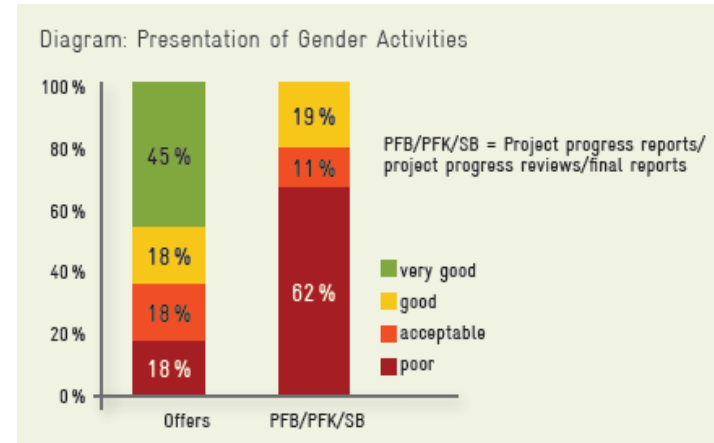
Indicator 1 – Contract and cooperation design

Gender-relevant objectives laid out in our commissions are achieved

Schröder-Breitschuh report, 2013
„retrospective evaluation“

Audit requirement of the ojf:

- A wealth of good project/programme-specific documentation, good practices
- Cross-cutting evaluation education sector = complies with international standards
- There is, however, no systematic integration of the gender-specific dimension and the intended results and objectives within the results-based projects/programme monitoring system and thus no basis for systematic, ongoing reporting of results
- Gender is not captured in the results-based monitoring system of more than 70% of the projects that have applied to the gender competition 2014.



Schröder-Breitschuh (8/2013): Monitoring der Qualität der Angebots- und Berichterstattung im B1-3



Indicator 2 – Gender equality within the company:

The human resources policy objectives laid out in GIZ's gender equality plan are achieved.

The company is currently acting on the basis of the GIZ employer/central staff council agreement dated August 2012 on the equality of men and women

Main objectives:

- to encourage women to take up specialist and managerial posts
- to help all staff achieve a balance between professional and family commitments

Highlights:

- GIZ's recertification as a family-friendly company (2013)
- Equal representation of men and women: executive managers corporate units
- Adoption of the policy on sexual harassment

Salary band/ Remuneration group	Percentage of women 31 December 2012	Percentage of women 31 December 2013
Band 8	33,3%	35,0%
Band 7	29,1%	33,0%
Band 6	34,0%	35,6%
Band 5	36,6%	36,1%
Band 4	48,3%	48,2%
Band 3	64,0%	67,3%
Band 2	86,5%	86,5%
Band 1	58,4%	63,4%
EG 12-15	51,1%	53,7%
EG 01-11	82,3%	83,5%



Indicator 3 – Acquisition (business development)

Clients commission GIZ because of our recognised gender competence.

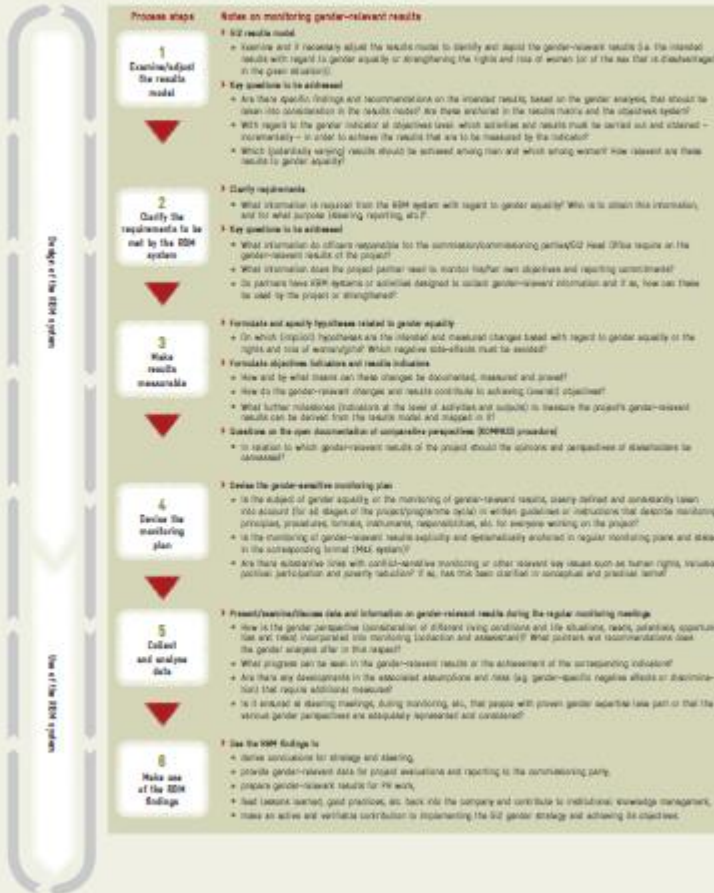
Competences in promoting gender equality and gender mainstreaming are relevant for potential co-financing partners and donors.

Gender-related combined and co-financing arrangements, 2013:

- Bangladesh 22.7 Mio. EUR
- Cambodia 2 Mio. EUR
- DR Congo 3 Mio. EUR
- Mongolia 3.6 Mio. EUR
- Lao People's DR 2.4 Mio. EUR

Abstract

Integration of gender in the six process steps for designing and using a results-based monitoring (RBM) system
Central Questions¹



¹ Detailed information can be found in the "Guidelines on designing a gender-sensitive results-based monitoring (RBM) system".

Management decision:

Guidelines on gender sensitive results based monitoring shall be fully integrated into GIZ's main "WoM" (RBM) guidelines and tools.