

## **Internal Gender Mainstreaming and implementation of GIZ's Gender Strategy in GIZ Uganda: 'Where there's a will; there's a way'**

With continued support from Management, GIZ Uganda applies a 'One-Mainstreaming' approach to address a number of issues ranging from Gender to HIV, Health and Well-being, and the latest addition: Disability Inclusion, as this affects 12.5% of the population in Uganda and therefore our staff as well.

For both internal and external Mainstreaming of these topics we work through a Mainstreaming Task Team (MTT) that advises, supports and implements external mainstreaming activities as well as internal mainstreaming through our



Each program that is implemented by GIZ Uganda has appointed a Focal Person amongst their staff who becomes a member of the MTT. These Focal Persons know their program intimately, and are therefore in a prime position to conduct all mainstreaming activities. Additionally, one Mainstreaming Focal Point sits at Country Office level in order to coordinate all activities.

### **1. Corporate culture**

**Tailor-made Policy:** In 2015, GIZ Uganda developed a Sexual Harassment Policy that suits the Ugandan context. A research conducted in Uganda in 2013 found that 90% of Ugandan women have experienced sexual harassment by male superiors at work<sup>1</sup>, making this topic particularly relevant to us. The GIZ MTT determined the following points to be crucial for a meaningful implementation:

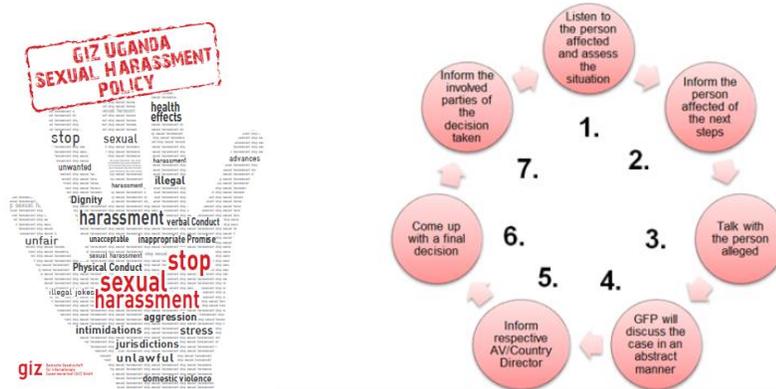
1. Defining sexual harassment at the workplace
2. Sexual harassment in the international and national context
3. Responsibilities of management and staff
4. Handling of sexual harassment incidents
5. Confidentiality
6. Procedure for dealing with an incident of sexual harassment
7. Consequences for sexual harassment

The policy was launched by the GIZ Uganda Country Director during an official event, giving it the necessary attention amongst all colleagues. To effectively implement the policy, members of the MTT received training on sexual harassment and how to handle possible cases, along with counselling skills. This policy is further discussed at brown bag lunch meetings in the various programs and projects and with partner organizations to create a zero tolerance culture towards sexual harassment.

In early 2017 the policy went into print in its current form and is now permanently displayed at the notice boards of the country and all project offices and has been distributed among all GIZ Uganda staff.

<sup>1</sup> <http://news.ugo.co.ug/90-of-ugandan-women-sexually-harrassed-at-work/>

New staff receive a copy and introduction to our policy and GIZ’s mainstreaming approach as part of their induction.



Picture 1: Title of the GIZ Uganda Sexual harassment Policy/Picture 2: Procedure for GIZ Uganda Gender Focal Persons dealing with a case of Sexual harassment

**Ongoing activities:** Gender is an annual goal in GIZ Uganda’s country planning, this year we focused on the introduction of the Safeguards & Gender Management System. Several young female GIZ staff were supported in their career development by participating in a mentorship program. Other measures that were implemented by the MTT included the printing and distribution of the 2017 GIZ Gender week logo ‘our voice against gender based violence’ as stickers and the establishment of a regular email-based newsletter in order to keep colleagues up-to-date about our ongoing and upcoming activities and the topics we deal with.

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RELAPU	rita.mwase@giz.de
Country Office	maja.oyua@oiz.de

Picture 1: Excerpt from the GIZ Uganda Workplace Programme Newsletter/Picture 2: Mentorship Programme for young women

**Caring for mothers:** A breast-feeding and resting room for pregnant and breast-feeding mothers among our GIZ colleagues has been established at the country office this year.

**The ‘key players’ meetings:** In order to effectively work and exchange best practices and ideas, but also receive support when facing challenges, the MTT meets on a regular basis. Additionally, the Gender

Focal Point participates in Management Team Meetings, in order to keep GIZ Uganda Management updated and support them with specific needs in the field of Gender. The Gender Focal Point also takes part in the Gender Development Partners Group at country level, giving her an insight into national and international developments in the Gender field and an opportunity to input in national policies.

## 2. Gender competence

GIZ Uganda has a 100% Mainstreaming Advisor position. This position is based in the country office, making access to management and updates on developments at country level easy. Nevertheless, the Mainstreaming office is a one-woman show, who could not achieve much, if she and the members of the MTT didn't support each other.

**Monthly talks:** Together the team organizes a number of activities, with one of them being particularly outstanding: The monthly



The GIZ Uganda Workplace Programme Talk on Protecting Human Rights of LGBTI in Uganda

These 'GIZ Uganda Workplace Programme Talks' were born out of the long established Health Talks that had dealt for years with HIV and health-related topics at GIZ Uganda and have been declared a 'GIZ best practice' in 2016. Of recent, Gender-related topics featured more regularly in these talks: Gender-based violence, Menopause, Relationships, Will writing (with a focus on women), Protecting Human Rights of LGBTI in Uganda and the last one in 2017 will be on land rights of women in Uganda. For these talks we invite knowledgeable and interesting speakers from outside GIZ, but also utilize our in-house competence.

**Information boards:** Further measures include our Workplace Program Boards that exist in each of the GIZ Uganda Offices and are updated on a regular basis. Here we inform on a variety of Gender-related topics.



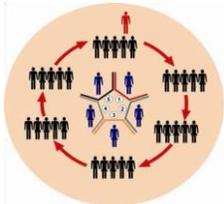
GIZ Uganda Workplace Program Information Boards: Board 1 on Breast Cancer, Board 2 on Gender-based violence

During the 16 days of activism against Gender-based violence, colleagues engaged in a quiz on Facts and Figures about Gender-based violence internationally and in Uganda, making them discuss and reflect on the topic and look up information.



The GIZ Uganda Mainstreaming Task Team during their refresher training

**Keeping up-to-date:** All members of the MTT receive trainings at least once a year to keep updated about recent developments and give them an opportunity to reflect on their work. This year’s training dealt with such topics as: Harmful Gender norms in Uganda; Our roles as Focal Persons; Gender Mainstreaming in GIZ; Gender inequalities at the work place; The Human-rights based approach with a focus on Lesbian Gay Bisexual Transgender and Intersex (LGBTI); and Introduction to the GIZ (Safeguards) and Gender Management System.



The J-IC is a mobile workshop with different thematic areas

**Gender in the J-IC:** The Join-in-Circuit (J-IC) on AIDS, Love and Sexuality is a sensitization tool developed by GIZ and the German Federal Centre for Health Education. In Uganda, this tool has not only been adapted to the local context, but has been extended to include Gender-related topics: Domestic Violence, Anger Management and Control, and Parenthood (particularly for men). J-IC is not only used to sensitize beneficiaries in our programs, but also during trainings with our own Focal Persons, colleagues and partner institutions.

### 3. Cooperation

**It is team work:** It is GIZ Uganda’s work through a Mainstreaming Task Team that brings together an array of experiences and ideas. And it is all Programs that are implemented in the country that are willing to contribute not only financially but also through staff hours to put our ideas into practice.

Additionally, we invite knowledgeable and experienced speakers from other organizations and utilize our in-house knowledge. The ‘LGBTI’ as well as the ‘women and land rights’ talks was/will be held by AVs from our own programs, therefore not only increasing colleagues’ knowledge on these topics, but also on the work that GIZ Uganda is doing in the country with other partners.

**One glitch:** One challenge that particularly affects our work is the time constraint on the members of the MTT, as they often have to commit to their main tasks within the programs and are sometimes unable to participate, often at last minute’s notice. For Focal Persons mainstreaming is an add-on responsibility. High turn-over of Focal Persons, particularly at the end of project phases, is also challenging. None the less: We believe that ‘where there’s a will; there’s a way’ and determinedly continue to create the change we want to see at GIZ Uganda.

The three **key success factors** in the work of the GIZ Uganda Mainstreaming Task Team are:

1. Working in a **team**, giving us the chance to bring together a great mix of knowledge and ideas;
2. Utilizing **internal and external expertise**. Cooperation with external and internal players creates competence, which in turn and makes Gender part of our corporate culture;
3. Utilizing a **mix of measures and tools** to reach our colleagues in fun and entertaining ways.

**Outcomes:** Increase of knowledge and sensitivity on issues affecting women and men and more sensitivity concerning special needs and non-discrimination of marginalized groups. A Knowledge, Attitude, Practices, Behaviour (KAPB) survey is currently being conducted, measuring the extent of increased sensitization and knowledge among colleagues on gender-related topics.