

Gender reloaded:
Vision needs Attitude -
Attitude meets Action



**Step it up for Gender Equality
at GIZ and around the world**

As a federally owned enterprise, GIZ supports the German Government in achieving its objectives in the field of international cooperation for sustainable development.

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Preface

As a federally owned enterprise, GIZ bases its actions on the legal and political commitments of the Federal Republic of Germany. We are further guided by international and European standards and commitments such as the 2030 Agenda, the European Consensus on Development or the EU Strategic Approach to Women, Peace and Security - just to mention a few. They entail a strong commitment to universal human rights and gender equality. A commitment we uphold and mirror in our GIZ Gender Strategy.

Gender equality is a human right, a goal in itself, a key to sustainable development and yet, 25 years after signing up behind the Beijing Declaration and Platform for Action, no country in the world has achieved true gender equality.

It's the year 2020 and we witness that female management board members in private companies must resign because of pregnancy. A level playing field would present itself differently. According to the Global Gender Gap Report 2020 of the World Economic Forum it will take another 54 years in Western Europe, 95 years in Sub-Saharan Africa and 140 years in the Middle East and Northern Africa to overcome existing gender gaps if we do not step up our actions and concerted efforts to promote gender equality and women's empowerment.

Targeted promotion of gender equality and the elimination of existing gender-based discrimination are quality features of our work, and they are key elements of GIZ's strategic direction and corporate vision: 'We work to shape a future worth living around the world.'

The 121 contributions to the GIZ's Gender Competition 2020 pay tribute to that. 100 of them relate to project and programmes implemented on behalf of the German Government or other commissioning parties. They are complemented by 21 well documented internal efforts to promote gender justice and as such equal rights and opportunities for all - regardless of one's gender, sexual orientation and gender identity, within our company and beyond.

We all, individually and collectively, need to step it up for gender equality. At GIZ we are prepared to do so. This publication offers you some insights into our work, commitments and contributions to boost gender equality. It also highlights our response to existing challenges and opportunities.

We are convinced, by joining forces, working together and contributing each individual's potential and ideas, experience and commitment we can overcome gender-specific disadvantages and discrimination and make gender equality around the world a true-life reality as part of a dignified future.



Tanja Gönner
Chair of the Management Board



Dr. Dirk Afßmann
GIZ Gender Ambassador
Director-General, Sectoral Department



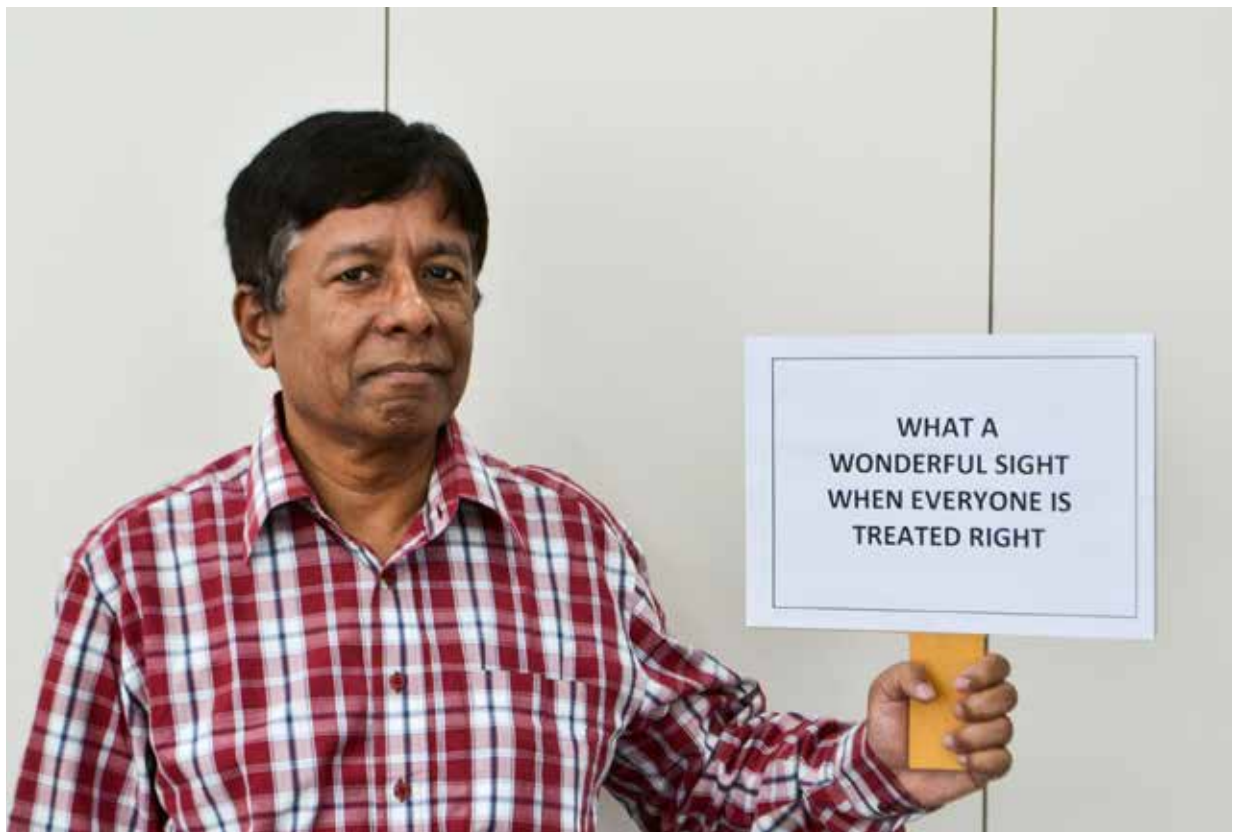
Tanja Gönner, Chair of the GIZ Management Board



The GIZ Gender Award 2020 winning teams

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Gender Takes Centre Stage at GIZ

Gender reloaded: Vision needs attitude - Attitude meets Action. This reflects the slogan and spirit of our GIZ Gender Strategy. The promotion of gender equality and the elimination of gender-based disadvantages and discrimination within GIZ and in the context of our commission management are two strategic pillars of our corporate value system, our strategic and policy orientation. The Strategy embodies those two pillars, provides guidance and communicates them inside and outside the company. Its implementation is organized around five strategic elements: political will and accountability, corporate culture, gender knowledge, process adjustment and the promotion of equal opportunities within GIZ.

To boost its implementation, the Gender Strategy is accompanied by detailed and ambitious guidelines for operationalisation targeting all GIZ departments and corporate units. A chatbot based digital tool – the Gender Pathfinder – extracts personalised profiles from these guidelines for everyone working for GIZ – whether it is a member of the management board, the Gender Ambassador, Gender Focal Points, heads of projects and programmes or any staff member without a specific function related to the promotion of gender equality.

We all know, achieving gender equality and gender justice for everyone is a joint task. In addition, we have therefore developed another digital tool - the Gender Navigator. It provides insights, orientation and clarity on what every department and corporate unit can contribute. Within six months into the implementation of GIZ's new Gender Strategy, seventeen GIZ departments and corporate units ranging from operational departments to internal service units have honed their profiles in terms of the specific contribution they make to boost gender equality within GIZ and in the context of our commission management.

The Safeguards+Gender Management System introduced in late 2016 facilitates the latter. In line with the policy requirements of the OECD DAC and the BMZ it requires a gender analysis to be conducted for each project and programme to inform its conceptualisation, implementation and consequent reporting on gender impacts.

A SharePoint-based digital gender community connects gender focal points, gender experts and at present more than 800 GIZ colleagues from around the world. It serves as a platform for exchange of information and knowledge sharing. So do the annual Gender Week and the Gender Competition. In addition, the GIZ Gender Competition sparks innovation and excellence. The 121 contributions to GIZ's Gender Competition 2020 pay tribute to that. The 100 submitted by projects and programmes are complemented by 21 well documented internal efforts promoting gender justice and as such equal rights and opportunities for all regardless of one's gender, sexual orientation and gender identity within our company and beyond.

IMPRESSIONS FROM THE 2020 GIZ GENDER AWARD CEREMONY



GIZ Gender Commissioner Dr. Angela Langenkamp



Kristina Kebeck and Verena Flues with their colleagues from the award-winning Transformative Urban Mobility Initiative.

At the Gender Award Ceremony in Bonn, the winners of the 2020 competition presented ground-breaking initiatives in the field of urban mobility and in the extractive industries sector. They also provided an insight to their transformative work with media professionals in South Africa and specific contributions on preventing and dealing with sexual harassment as well as country and portfolio-wide approaches in Tunisia, Vietnam and Brazil.

GIZ Tunisia made awareness on gender equality part of the obligatory induction training for all new colleagues, provides capacity building on the fight against sexual harassment, as well as consultancy and coaching for a better integration of the gender dimension throughout the project cycle.

The Gender Working Group of GIZ Brazil is working on sexual harassment and gender discrimination both internally and externally. They have, among others, organised annual masculinity weeks to actively promote the role of men as agents of change in favour of gender equality.

GIZ employees were not only acknowledged for their successful work by GIZ's management and colleagues, by the BMZ, EU DEVCO and the mayor of the city of Bonn. In its "Equality Works: Global Health 50/50 Report 2019" the independent Global Health 50/50 Initiative recognized GIZ as one of 14 'very high scorer' out of 198 organisations – international institutions, foundations, private companies and NGOs – examined. And on the International Women's Day 2020, GIZ employee Vaishali Nandan, who heads the

country component of the "Climate Smart Cities" project, received an award from the Indian Ministry of Housing and Urban Affairs for her outstanding commitment to gender equality and GIZ's overall contribution in the area of urban sanitation, municipal solid waste management and urban climate change.

Chiara Adamo, Head of Unit "Gender, Human Rights and Democratic Governance", DG DEVCO of the European Commission, paid tribute in her laudatory speech to the excellent contributions made by the award-winning teams of the GIZ Gender Competition 2020 and put them in relation to the priorities and objectives of European and international development policy.

The six award-winning projects and programmes are described on page 8 to 13 and the runners-up can be found on page 32 to 48 following the Step it up for Gender Equality section on page 30 to 31. The three award-winners in the GIZ internal gender mainstreaming category are presented on page 17 to 19 followed up by two runners-up heading the list of all gender mainstreaming contributions listed on page 16.

SUSTAINABLE DEVELOPMENT GOALS



Chiara Adamo, Head of Unit "Gender, Human Rights and Democratic Governance", DG DEVCO of the European Commission



Tanja Gönner and Dirk Aßmann with Gerrit Qualitz of the Award Winner Team "Digital Tools to Empower Women on Nutrition Security"



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STEP IT UP FOR GENDER EQUALITY

IN SOUTH AFRICAN MEDIA

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CONTEXT AND INITIATIVE

Gender-based violence (GBV) remains one of the biggest obstacles to development in South Africa, with rape, domestic violence and intimate-partner violence particularly prevalent: one in five women over the age of 18 has experienced physical violence at least once in her lifetime, an average of 100 rapes are recorded daily and the rate of femicide in South Africa is four times that of the global average. Media and the creative industries play a key role in portraying and shaping gender norms and stereotypes. Against this background the Partnerships for Prevention of Violence against Women and Girls in Southern Africa Programme (PFP) on behalf of the BMZ and UN Women jointly started the ‘Step it Up for Gender Equality in South African Media’ project. The project’s main aim is to facilitate behavioral change of key media organizations and practitioners.



GENDER – A QUALITY FEATURE OF OUR WORK

Research to inform activities and capacity building interventions, sector wide dialogues and a close collaboration network are key qual-

ity and success factors of the project. The project also benefitted from insights and advice of the MaLisa Foundation, which works on similar topics in the German media space.



The research ‘Gender, Diversity and GBV in South African Television’ was publicly launched at a Mail and Guardian Critical Thinking Forum in May 2019, presented and discussed at the Durban International Film Festival in June 2019, the GCIS ‘Women in Media’ dialogue, the Africa Radio Days Conference and the sector-wide “Step it up for Gender Equality in South African” Media Conference in August 2019 organized by the project. Impressions from the conference were widely broadcasted.

GENDER IMPACT

To secure ownership and sustainability an advisory group was set up to inform, shape and guide the project’s activities and interventions including the formulation and implementation of a voluntary ‘Statement of Commitment’ to be signed by media organizations and companies. The advisory group brings together key stakeholders such as the Government Departments for Communication and Information Systems (GCIS), for Sports, Arts and Culture and for Communication, NGOs such as Gender Links, Sonke Gender Justice, Soul City Institute and Sisters Working In Film and Television (SWIFT), industry bodies such as the South African National Editors Forum, the South African Guild of Actors, the Writers’ Guild of South Africa and the Kwa-Zulu Natal Film Commission, and broadcasters such as the public South African Broadcasting Corporation (SABC) and the private channels Moja Love, MultiChoice and Kaya FM.





INCUBATION AND ACCELERATION SUPPORT FOR WOMEN-LED ENTERPRISES IN INDIA

PROMOTING ECONOMIC EMPOWERMENT OF WOMEN

CONTEXT AND INITIATIVE

The Indian start-up scene is on the rise. Across the metropolitan cities incubators and accelerators are set up to provide support for aspiring entrepreneurs. Yet, of an estimated 60 million micro, small and medium enterprises in India, barely 14% are run by women. If women were to participate equally in the economy, this could increase India's GDP by 27%. The project 'Economic Empowerment of Women Entrepreneurs and Start-ups by Women (Her&Now)' aims to empower women economically by creating a level playing field for women-led enterprises and supporting the Indian Ministry of Skill Development and Entrepreneurship to design and implement gender-sensitive government support schemes. The project, which is implemented on behalf of the German Ministry for Economic Cooperation and Development (BMZ), pilots incubation and acceleration programmes for women entrepreneurs in three regions of India and draws on these experiences for its policy advice.

GENDER – A QUALITY FEATURE OF OUR WORK

Together with local incubators, the project co-designed a curriculum, which is tailored to the gender-specific needs of women entrepreneurs and is currently piloting these women-centric entrepreneurship support programmes in smaller cities where such programmes do not exist yet. Women with a business idea are supported to turn their idea into a formal business through trainings, sup-



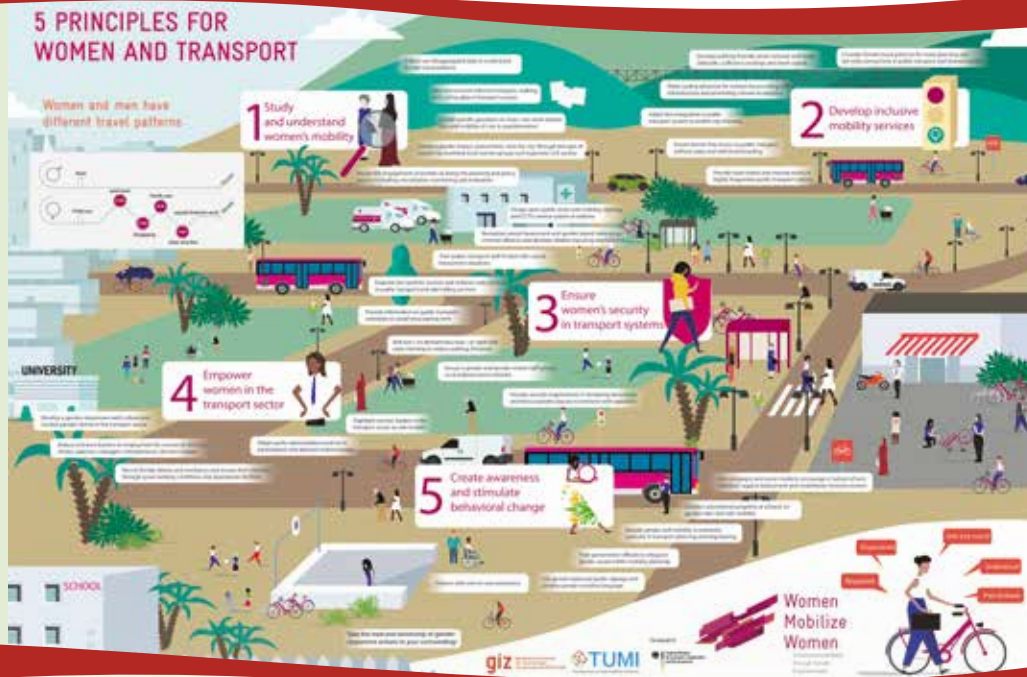
port by mentors, access to markets and funding opportunities. Women with existing enterprises are supported to scale their business through a six-month acceleration programme. The first cohort participating in the incubation and acceleration programme consists of 147 women. A film and media campaign by the name 'Her&Now' facilitates a public debate about the positive societal and economic contribution of women-led businesses. Pan-India screenings of short films on women entrepreneurship are accompanied by moderated discussions to address and overcome patriarchal gender roles and norms and steer a transformative mindset change.

IMPACT

315 idea-stage and 130 growth-stage women entrepreneurs will be supported in their entrepreneurial journey in three regions of India. The first cohort currently participating in the incubation and acceleration programme consists of 147 women. Through peer network building activities, the project is expected to support approximately 4,000 women entrepreneurs. The women entre-

preneurship ecosystem has been strengthened through various outreach events attended by 3,000 (aspiring) entrepreneurs and ecosystem players. A model for women-centric entrepreneurship support programmes is being developed, which can be replicated across India. The film and media campaign has already reached more than 30,000 users online. A success factor is the active involvement of men in the debate about gender equality and women's participation in the economy.





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TRANSFORMATIVE URBAN MOBILITY INITIATIVE'S WOMEN MOBILIZE WOMEN WE EMPOWER WOMEN IN THE TRANSPORT SECTOR

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CONTEXT AND INITIATIVE

The transport sector is not gender neutral: It is dominated by men and with this, transport planning and mobility systems are often unaware of gender specific mobility needs and challenges. Against this background, the Sector Project 'Sustainable Mobility' on behalf of the German Ministry for Economic Cooperation and Development (BMZ), organized an international conference under the umbrella of the Transformative Urban Mobility Initiative (TUMI): The conference 'Women Mobilize Women' (WMW) alongside the International Transport Forum focused on women empowerment in the transport sector and attracted more than 200 participants from over 42 countries. The conference triggered the international debate on the role of women in mobility, shaped a new narrative and initiated many follow-up activities.



"This conference gave me inspiration and fire, taught me perseverance to continue working harder at what I was doing".

GENDER – A QUALITY FEATURE OF OUR WORK (APPRECIATION AND RESPONSE)



With *Women Mobilize Women*, TUMI went beyond a conference format and initiated a debate and actions towards transforming mobility through female empowerment. With the aim of supporting decision-makers and planners to foster the integration of gender responsive decision- and planning- processes, TUMI *Women Mobilize Women* disseminate varied information and guidance material. The publication series on 'Remarkable Women in Transport' showcases female transport role models and gives women who are already transforming urban mobility more visibility. Within a year, TUMI *Women Mobilize Women* developed into a vibrant network. It has become a trademark and sought-after partner in addressing gender and women empowerment even beyond the transport sector.

GENDER IMPACT

The TUMI *Women Mobilize Women* conference was the first conference ever for women and by women in transport. It inspired the establishment of two regional networks on gender and mobility in Latin America and East Africa to encourage the inclusion of women in decision-making, planning and operation of transport. The homepage <https://womenmobilize.org/> serves as a direct and rich source of information and networking opportunities. In addition to internal partnerships within GIZ regional projects, TUMI Women Mobilize has established strategic partnerships with other organizations, such as the World Bank, the OECD and UITP. The development banks (ADB, AfDB, IsDB, CAF, KfW) are also seeking exchange and cooperation in order to incorporate gender equality aspects into their transport projects.



"When women plan transport, transport is planned for all."





DIGITAL TOOLS EMPOWERING WOMEN ON NUTRITION SECURITY

FOOD AND NUTRITION SECURITY, ENHANCED RESILIENCE PROJECT (FaNS), INDIA

CONTEXT AND INITIATIVE

One fourth of undernourished people in the world live in India. In 2016-18, 39.5% of children under five in the Indian state of Madhya Pradesh were chronically undernourished (stunting), and 19.6% acutely undernourished (wasting). Women and adolescent girls are more vulnerable to malnutrition than men due to prevailing social norms e.g. they eat last and what is left over, or men decide which foods to buy at markets.

Under the BMZ special initiative ONE WORLD – No Hunger, the Food and Nutrition Security, Enhanced Resilience Project addresses the strong correlation between gender inequality and nutrition by promoting equal involvement of women and men in nutrition-related decision making, reaching out to the rural populations and policy- and decision-makers.

GENDER – A QUALITY FEATURE OF OUR WORK

The introduction of the interactive e-learning training platform “Anganwadi Shiksha” is key to this approach, and the female frontline social workers, under the Department of Women and Child Development, play a fundamental role in it. These frontline workers are multipliers which empower women at community level through transferring nutrition knowledge and encouraging behaviour changes towards good nutrition and hygiene practices. The e-learning platform responds

to all educational levels and the local context of the workers and supervisors. The project empowers women in all its multi-level interventions through participatory nutrition trainings at village level, mass-media communication and involving men e.g. in street theatres.



In addition, the project collaborates with the GIZ ProSoil project to enhance awareness on gender, agriculture and nutrition by using the web-based open source advisory tool “Network for Information on Climate (Ex) Change”.



GENDER IMPACT

After three years of joint development, the e-learning platform was integrated into the State partner’s Management Information System to sustain the digital solution.



The platform is regularly accessed by more than 100,000 frontline workers and supervisors. A study conducted in 2020 demonstrated that they found the platform comprehensive, systematic and in accordance with roles and responsibilities in their everyday work. The Indian National Bank for Agriculture and Rural Development and other Indian states, as well as two other countries under the GIZ Global Programme “Food and Nutrition Security, Enhanced Resilience” from Africa and South Asia expressed interest to adapt and integrate the platform and participatory training approach into their contexts. In addition, the e-learning approach triggered the interest of various countries attending the Scaling Up Nutrition (SUN) Global Gathering in Nepal, among them Laos, Zimbabwe and Uganda.



THE WOMEN, PEACE & SECURITY AGENDA IN AFRICA

TOWARDS GREATER GENDER EQUALITY THROUGH-OUT THE CONFLICT CYCLE

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CONTEXT AND INITIATIVE

Globally the vast majority of actors in the peace and security sector are men. The full, equal and meaningful participation of women in all activities of the peace and security sector, ranging from mediation and preventive diplomacy to peacekeeping operations and peace building measures, remains a distant goal.

The project “Support to the African Peace and Security Architecture” (APSA) implemented on behalf of the German Ministry for Economic Cooperation and Development (BMZ) pays attention to gender aspects in all its intervention areas. It collaborates with the African Union (AU), regional organizations (RECs), AU member states, with the UN, the ICRC and the IOM and other stakeholders. It is also a member of the Network International Cooperation in Conflicts and Disasters (NICD) and a core member of the Addis Group for Peace & Security (AGPS).

GENDER – A QUALITY FEATURE OF OUR WORK

APSA works towards increased involvement of women (and youth) as actors across the entire conflict cycle and more generally in the peace and security sector at continental, regional and national levels in Africa.

(1) Conflict Prevention and Mediation: APSA supports the operationalization of the *AU FemWise-Africa* network and collaborates with civil society organizations

to build mediation skills of young women and bridge the inter-generational gap in mediation;



(2) Conflict management: Together with the AU and the UN the project develops a compliance training addressing fundamental human rights and zero tolerance for sexual abuse. It also supports gender-sensitive recruitment and secondment measures for civilians in AU-led peace support operations.

(3) Peace consolidation: Through gender-sensitive peacebuilding measures APSA supports the implementation of the Regional Stabilization Strategy (RSS) for the Lake Chad Basin Region. Recent activities included among others, a pilot training on mental health and psychosocial needs in Boko Haram affected regions; and a workshop on Sexual and Gender-Based Violence (SGBV) in collaboration with the Multi-National Joint Task Forces (MNJFT) to raise awareness on compliance regulations pertaining to SGBV in armed forces.

GENDER IMPACT AND RESULTS

Some of the results and impacts the GIZ/AU cooperation has thus far achieved are:

- the deployment of women in AU- and REC-led mediation processes has immensely increased through the support to the AU FemWise-Network;
- the link between mediation processes at different levels (regional, national, local) has been strengthened through the cooperation with civil society;
- the AU has developed a compliance framework for peace support operations, which entails a fundamental set of regulations with regard to human rights and zero tolerance for sexual abuse;
- the number of female civilian experts in the ASF Roster has increased by 49%;
- gender sensitive peacebuilding measures are an integral part of the implementation plan of the RSS in the Lake Chad Basin Region.



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WOMEN IN MINING

STRENGTHENING GENDER EQUALITY IN THE EXTRACTIVE SECTOR

CONTEXT AND INITIATIVE

Women and girls account for between a third and up to half of all 40 million workers worldwide in artisanal and small-scale mining. Yet, the mining sector suffers from a glaring lack of gender diversity spanning from entry-levels positions all the way up to the corporate and board level. Women are less likely to benefit from positive effects of the natural resource sector, such as access to well-paid jobs and suffer more from the negative consequences, such as the danger of diseases and the contamination of soil and water. They also face discrimination due to broader structural, social and even cultural barriers. For instance, superstitious beliefs around women’s presence at mines. Against this background the sector program Extractives and Development (X4D) actively promotes gender equality in the extractive sector by raising awareness of the topic and developing best practices as well as solutions and policy recommendations.



GENDER – A QUALITY FEATURE OF OUR WORK

In its approach, X4D is combining traditional techniques such as webinars on e.g. Gender-responsive EITI (Extractive Industries Transparency Initiative) implementation and Gender in Multi-Stakeholderpartnerships, with interactive methods such as “power walks”, a playful approach to sensitizing people on how gender and social identity affect different roles in the mining sector, and an interview-series on “Gender Equality in Mining”. X4D also developed guidance on Gender Safeguards for the Kimberley Process, which looks specifically into gender in diamond mining.



GENDER IMPACT

Within 18 months X4D managed to facilitate the establishment of Women’s Rights and Mining, a working group and collaborative effort of NGOs, researchers and government organizations securing commitments from key stakeholders in the mining sector to address gender concerns. Since 2017 the working group developed guidance materials such as the Encyclopedia of Gender and Mining, a guide for governments, companies and finan-

cial institutions to uphold women’s rights in the supply chains of minerals for renewable energy technologies and other resource materials, which can be accessed online. By raising the topic at almost every international mining conference, including inter alia at the OECD Forum on Responsible Mineral Supply Chains in Paris and the Mining INDABA in Cape Town, gender equality in the extractive industry is finally gaining momentum around the world. A rethinking is taking place in the male-dominated mining industry. This is demonstrated, for example, by the inclusion of mandatory gender reporting in the 2019 revised EITI Standard and the fact that gender justice plays a prominent role in the new phase of the World Bank’s Multi-Donor Trust Fund EGPS (Extractives Global Programmatic Support). Projects supported by the EGPS are to be given a “Gender tag” and examined for gender relevance and impact.



The Women's Empowerment Principles at GIZ

www.weprinciples.org

The Women's Empowerment Principles (WEPs) – Equality Means Business is a joint initiative of UN Women and the UN Global Compact, launched in 2010. The Principles outline seven steps for businesses on how to empower women in the workplace, marketplace and community. The initiative highlights the fact that empowering women to participate fully in economic life across all sectors and throughout all levels of economic activity is essential to build strong economies; establish more stable and just societies; achieve internationally agreed goals for development, sustainability and human rights; improve quality of life for women, men, families and communities; and propel businesses' operations and goals.

1. Establish high-level corporate leadership for gender equality

The GIZ Gender Strategy endorsed by the GIZ Management Board in December 2018 leaves no doubt: Gender equality is one of GIZ's key values and guiding principles. With it GIZ has committed itself to foster equal rights and opportunities for everyone, regardless of their gender, sexual orientation and gender identity. By establishing the position of a Gender Ambassador at the highest management level GIZ further underlines the importance of the topic and the attention paid to one of the five strategic pillars of the strategy: political will and accountability. By ratifying the WEPs in 2015, the Chair of the Management Board, Tanja Gönner, officially committed GIZ to the set of seven main principles furthering women's empowerment and gender equality in the workplace, marketplace and community. According to the WEPs Gender Gap Analysis "From Principles to Practice" GIZ scored as an Achiever both in 2019 and 2020.

2. Treat all women and men fairly at work – respect and support human rights and non-discrimination

As a public-benefit federal enterprise in the field of sustainable development and international education, GIZ is in the public eye worldwide. We do not make policy ourselves, but support our commissioning parties, most notably the German Government, in implementing their development goals and other international cooperation measures. This means that we have an obligation to uphold the values of the Basic Law for the Federal Republic of Germany and to respect the human rights guaranteed by international law. This is reflected in our Corporate Principles, Code of Ethics and GIZ's Orientation on Human Rights. In addition, GIZ signed the Diversity Charter in 2019 and with it underlines its commitment to creating a work environment free of prejudice, respecting all colleagues irrespective of gender, nationality, ethnic background, religion or worldview, disability, age, and sexual preference and identity.

3. Ensure the health, safety and well-being of all women and men workers

The Code of Ethics is complemented by the GIZ Policy on Banning Sexual Harassment at the Workplace and the Policy on the Safety and Security of Staff on Foreign Assignments, GIZ's Internal Plan for Equal Opportunities and its Corporate Sustainability Management. The Corporate Sustainability Handprint is a tool facilitating the sustainability management of the country offices through the systematic and regular collection of data. The latter include information gathered on a regular basis on work-life balance and health, employability and equality of opportunity



Vanessa Hochwald with Philip Jain from the award-winning Gender Group Tunisia



Felicitas Mukurarinda from the award-winning project "Support to the African Union for the Operationalisation of the African Peace and Security Architecture"



Derya Bischoff of the award-winning "Her&Now" Project

and diversity. Further contributions to the health, safety and well-being of GIZ staff are provided by our own health service, specialized security trainings, risk management units and a range of health and fitness programs on offer.

4. Promote education, training and professional development for women

Since the 1980s GIZ formulates ambitious Equal Opportunities Plans. These plans and further measures have been very successful in, among others, raising the number of women in leadership positions. Mobile work and flexible working regulations are standard for all GIZ employees and a lot of part-time arrangements are available for men and women to facilitate work-life balance and cater for the needs of women and men providing care to children, elderly or sick family members. In Germany GIZ also provides kindergarten facilities. Employment records and the WEPs Gender Gap Analysis attest to GIZ's good performance in terms of equal opportunities and pay. The most significant indicator for this is the number of women exercising managerial and leading tasks. Women holding a German employment contract account for 45% of GIZ's leadership positions in total, 51% in Germany and 40% abroad. This is almost mirrored by GIZ's national personnel in our partner countries, where 48% of the professional and managerial positions are held by women.

5. Implement enterprise development, supply chain and marketing practices that empower women

Promoting equal participation in economic development is a challenging task that requires a multitude of interventions. Many of the project samples described in this publication address women's economic participation and empowerment.

6. Promote equality through community initiatives and advocacy

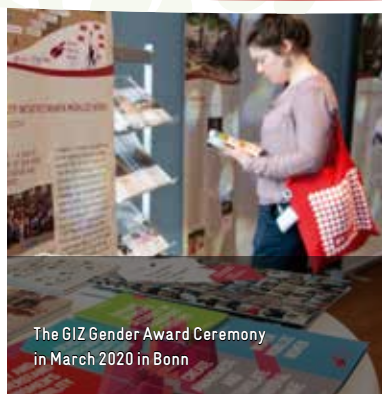
GIZ's Gender Strategy is a binding framework for all GIZ managers, employees and workforce members. They promote gender equality and help bring the strategy to life and translate it into specific action. An extensive internal network including more than 300 gender focal points in Germany and abroad is instrumental in implementing the Gender Strategy. GIZ's Gender Strategy is binding for subcontractors, too, and it is a source information and guidance for commissioning parties and partners.

7. Measure and publicly report on progress to achieve gender equality

GIZ reports on the implementation of the Gender Strategy, its Equal Opportunities Plan and Sustainability Management every year. The key results are incorporated into the Integrated Company Report. All contributions to the GIZ Gender Competition since 2014 and many events conducted during the annual GIZ Gender Week can be found online— see link list attached. Publications like this along with information on the Safeguards+Gender Management System and Gender Equality at GIZ and in our service delivery can be found on our company website.



Birgit Pickel, Deputy Director General
"Human Rights, Gender and Social Development", Federal Ministry for Economic Cooperation and Development



The GIZ Gender Award Ceremony
in March 2020 in Bonn



Maximilian Vogt and Luxolo Matomela, Award
Winners from the "Step it up for Gender Equality in
South African Media" Project with Katja Roehder,
Gender Focal Point of the Africa Department



Contributions Gender Competition 2020

Gender Mainstreaming



SDG 3 – GOOD HEALTH AND WELLBEING

Goal 3: Ensure healthy lives and promote well-being for all at all ages

Germany

Changing Norms on Menstruation – Co-creating Menstrual Health and Hygiene Actions



SDG 5 – GENDER EQUALITY

Goal 5: Achieve gender equality and empower all women and girls

Afghanistan

Gender Equality Assurance Factors

Bangladesh
Germany

Say Yes to “Harassment free World”
Gender offensive in company sports – football for all in GIZ

Germany

Out of the blind spot – Visibility to women professionals

Germany

Vision needs Attitude, Attitude meets Action

Jordan

“What are Masculinities?” [SDG 3]

Jordan &
Lebanon

Zero Tolerance for Sexual Harassment

Kenya

Contributions to Internal Gender Mainstreaming

Kyrgyzstan

Institutional changes – Self-nomination process of Country Gender Focal Point in GIZ Kyrgyzstan

Liberia

#WeAreProtected

Tunisia

Change starts with us!

Vietnam

Small Steps Forward to Gender Equality



SDG 8 – DECENT WORK AND ECONOMIC GROWTH

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Benin

Girls' Day Initiative: Integration and promotion of young women in economic policy-making [SDG 5, 16]

Bolivia

And Attitude Meets Action – Human Resources Policy Sensitive to Gender Equality at GIZ Bolivia [SDG 3, 5, 10]

Pakistan

Female Internship Program



SDG 13 – CLIMATE ACTION

Goal 13: Take urgent action to combat climate change and its impacts

Germany

Gender @ NDC Conference 2019 [SDG 5]



SDG 16 – PEACE, JUSTICE AND STRONG INSTITUTIONS

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Brazil

Small Steps, Big Changes!

Colombia

In Colombia We Talk About Gender ... on an (Inter-) National and Local Level – in a Digital and Analog Way [SDG 5, 8, 13]





CHANGE STARTS WITH US!

GENDER GROUP TUNISIA: FOR A CULTURE THAT RESPECTS DIFFERENCE

CONTEXT AND INITIATIVE

Tunisia is undergoing profound political, social and juridical changes. Since 2011 Tunisia has embarked on a democratic transition, in which the issue of women's rights has taken a prominent place. GIZ supports Tunisia's efforts in achieving SDG 5 and other gender related targets of the 2030 Agenda. The Gender Group Tunisia, composed of some thirty members – including gender focal points (GFP) from human resources, the risk management team and all thematic clusters of GIZ's country portfolio: Energy and climate, economy and employment, natural resources, governance and democracy, migration and reform partnerships – provides a unique platform for information, exchange and capacity building on gender. Governed by its vision: *"Equality between women and men is a value for all GIZ colleagues. Gender diversity is our key principle in the implementation of projects with our partners"* the Group has developed an annual action plan, which is in line with GIZ's Gender Strategy.

GENDER – A QUALITY FEATURE OF OUR WORK

The participatory approach and passionate commitment of the members are key success factors of the group. The undoubted peer appreciation and support of the management are essential elements in keeping the Group together and motivation levels high and alive. At least one of the four GFP representing and speaking for the Gender Group attend regular

management team meetings in order to address and integrate gender strategically at company as well as project level.



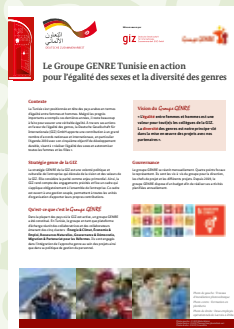
The annual budget accorded to the Gender Group has enabled it to work in the following four key areas:

- Awareness-raising and communication for all GIZ staff, partners and constituents
- Capacity building on the fight against sexual harassment, gender concepts and gender in the commission management.
- Internal gender diversity assessment of GIZ Tunisia. Based on the methodology developed by the regional programme "Gender Diversity Management of companies in the MENA Region". It provided valuable information on how to advance gender equality and diversity.

- Consultancy & coaching for a better integration of the gender dimension throughout the entire project cycle.

GENDER IMPACT

A sensitisation and awareness session on gender is part of the obligatory induction training for all new GIZ employees in Tunisia. The Group facilitates and boosts GIZ's image as a gender responsive organisation, it participates in gender related events and cooperates with the German Embassy and UN Women. In line with the BMZ Gender Action Plan, GIZ Tunisia prepared a country-wide gender analysis to serve as reference for project gender analyses and for addressing gender in the portfolio planning and development. Two dedicated GFP are tasked to secure the quality of gender analyses and advise the project teams on how best to address and promote gender equality in and through their projects and programmes.





SMALL STEPS FORWARD TO GENDER EQUALITY

BUILDING BLOCKS TO LARGE CHANGE IN GIZ VIETNAM

18



CONTEXT

The Vietnamese culture is influenced by Confucianism's interpretations, characterised by male privilege and hierarchical relationships, resulting in gender stereotypes and inequality. This is reflected in every corner of daily life, including the workplace. GIZ Vietnam has developed a comprehensive approach to the promotion of gender equality within the company and as an active contributor to gender equality and women's empowerment in Vietnam.

GENDER - A QUALITY FEATURE OF OUR WORK

Clear leadership and commitment demonstrated by the country director and management team are key to the success of Vietnam's gender circle, comprising of a full-time country gender officer and 8 project gender focal points. The country director delivers a clear message: "Promoting gender equality and women's rights is everyone's task". A dedicated budget is allocated to gender mainstreaming and capacity building activities. Gender is a cross-cutting topic in annual



country planning and monthly management team operations meetings and gender focal points are actively participating in project planning and implementation, etc.



Externally, GIZ Vietnam joined forces with UN Women, UNDP and NGOs' Climate Change Working Group to support government partners in gender mainstreaming into the Nationally Determined Contributions (NDC) review and update. GIZ piloted payments for a forest environmental services banking model with a gender perspective, conducted a gender review study on the implementation of the biodiversity law and provided scholarships for girls in technical majors, etc. GIZ also supported Vietnam's General Statistics Office (GSO) in the revision of a Set of National Statistical Indicators on Gender Development, and the development of Vietnam Sustainable Development Goals Indicators (158 indicators including 70 gender indicators). In addition, GIZ teamed up with a local NGO and two TVET institutes to organise a school tour during the 16 Days of Activism Against Gender-Based Violence Campaign.

GENDER IMPACT

A policy on anti-harassment at the workplace and a practical guideline on gender sensitive communication were introduced and three lactation rooms for nursing mothers were set up at country and project offices. Gender awareness and responsiveness of GIZ staff members have increased and GIZ's contributions to promoting gender equality in Vietnam have been recognized by the government and development partners via media (e.g. gender mainstreaming in NDC: MONRE's website or Communist Party of Vietnam online newspaper; or gender related indicators: website of GSO or Investment Newspaper, etc.).





SMALL STEPS, BIG CHANGES!

GENDER WORKING GROUP OF BRAZIL: INTERNAL AND EXTERNAL MAINSTREAMING

CONTEXT AND INITIATIVE

In Brazil, gender-based inequalities permeate the economic, educational, political, health, safety and work spheres. They are historical and structural inequalities that represent obstacles and difficulties in the daily lives of women and the LGBTI+ population. These structural inequalities impregnate the working environment, since it is inserted in the social context from which unequal relations arise. Aware of this, since 2012 the Gender Working Group of GIZ Brazil has been developing activities among staff, as well as in projects and with partners, promoting gender issues and giving advice on the agenda.

Currently, the WG consists of 20 gender focal points in the tropical forests, energy and communication sectors as well as the administrative center of GIZ Brazil. One Gender Focal Point serves as the group's contact and spokesperson.

GENDER – A QUALITY FEATURE FOR OUR WORK

The GIZ Brazil Management Team accepts advice from and supports actions of the Gender WG, which among others facilitated capacity building measures featuring e.g. the new GIZ Gender Strategy, the Safeguards+Gender Management System and the Women's Empowerment Principles. In addition, the group organized awareness-raising events such as (1) the monthly “gender cinema” addressing gender stereotypes in day-to-day life and in the media and (2) annual masculinity weeks to actively promote the role of

men as agents of change in favor of gender equality. The group also produced visual materials to increase its outreach.

Examples are (1) the folder “What is Gender?”, which provides definitions on gender identity, sexual orientation, biological sex, pointing out their differences and also guides on how to create an attitude that values respect and equity in the workplace, (2) the leaflet “Race and Gender Intersectionality” with a broad glossary containing terms like race, ethnicity, colorism and (3) a Toolkit on how to promote Gender and Human Rights in different spheres of the GIZ Brazil personnel activities (in projects, inside teams, with consultants, etc). Externally GIZ Brazil cooperate with UN Women and members of the German Brazilian Cooperation to promote Gender Equality, Inclusiveness and Non-discrimination.



GENDER IMPACT

In 2018 GIZ Brazil launched its policy against sexual harassment and gender discrimination at the workplace and established a concrete structure to deal with it, including two staff members – national and international – overseeing its implementation and evaluation, as well as counseling and receiving complaints; and one external person of trust, hired to advise and receive complaints on issues of sexual harassment and gender discrimination in the workplace. Related to this the gender group developed a manual on inclusive and non-sexist language and a specific section on the code of conduct for the Terms of Reference for hiring national external consultancies. The response from the evaluation of the first year's implementation of the policy was very positive.



In 2019 one of the six objectives set in the country planning was to promote gender mainstreaming in projects and GIZ Brazil. Since July 2019 two dedicated technical advisors are tasked and mandated to advise on and monitor the gender responsiveness at project and portfolio level.



IN COLOMBIA WE TALK ABOUT GENDER ...

ON AN (INTER-) NATIONAL AND LOCAL LEVEL – IN A DIGITAL AND ANALOG WAY

20



CONTEXT AND INITIATIVE

The peace agreement of 2016 has changed Colombia: Many people in the country want reconciliation and believe in an upswing. The oldest left-wing guerrilla movement has surrendered most of its weapons. But the post-conflict country is facing major challenges: Almost nine million of around 45 million Colombians are registered as victims of the conflict (as of March 2019) and entitled to compensation, half of them are women. For a lasting peace, economic inclusion – especially in rural areas – is important. Yet, women's access to land titles, resources and institutional support is scarce. As a result, they have a lower average income, spend more time on unpaid domestic work and are the most affected by poverty (40.5% of rural women in Colombia). GIZ Colombia in cooperation with its counterparts and partners is determined to boost gender equality, equal opportunities and sustainable development.



Consistent efforts of GIZ's gender focal points, advisors, coordinators of the programs and the country management led to increased awareness levels and gender responsiveness of joint projects and programs.

GENDER – A QUALITY FEATURE OF OUR WORK

The publication *Junt*s transformamos a Colombia* (engl: Together we transform Colombia) portrays the work done and impacts achieved. Its launch, attended by Presidential Advisor for Women's Equality, attracted more than a thousand viewers via their Facebook Page and broad media coverage in newspapers and the radio. The timing of the launch – just before the bilateral governmental consultation – was well chosen to underline the importance and appreciation of the work done by GIZ Colombia and its political partner, the Presidential Agency for International Cooperation (APC-Colombia).

Promoting gender equality starts at home: In 2017 GIZ Colombia qualified and received a certificate for being a "Safe Company – Free from Gender-based Violence". The group of gender focal points facilitates awareness campaigns through e-mailing, giveaways such as bracelets with the message: "Ni víctima, ni victimario." (Neither victim, nor aggressor), workshops for our colleagues (women & men) on the prevention of violence against women, educational videos and the active participation in annual "gender" days like the 8th of March and the 25th of November. They have their own annual work plan and budget.

GENDER IMPACT

*Junt*s transformamos Colombia* became a brand for future initiatives of GIZ's projects, i.e. the Casa de la Mujer, a center that is planned to be built for Venezuelan refugees. GIZ's gender

work is also recognized and appreciated by other development actors in the region: The Food & Agriculture Organization (FAO) for example approached GIZ to team up and join their campaign #juntoalasmujeresrurales, which draws attention to the necessities of women in the rural regions of Latin America.



Further information material:

Campaign #juntoalasmujeresrurales:
Facebook German Embassy in Colombia,
Instagram, Twitter



Videos about Gender work of different projects in Colombia:
Es hora de nosotras (German subtitles), Telling the Peace (English subtitles)



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WE ARE PROTECTED

GIZ LIBERIA STAFF PROTECT EACH OTHER AGAINST SEXUAL HARASSMENT

CONTEXT AND INITIATIVE

After a hard-hitting article on sexual abuse at a Liberian girls' school was published in US media in October 2018, Liberian women's rights activists started to mobilize under the #WeAreUnprotected banner to highlight a problem that was all too common but rarely talked about in Liberian society. By that time, GIZ Liberia staff had jointly developed and implemented a sexual harassment prevention and response system based on GIZ's global policy but tailored to local needs to ensure everyone feels protected.

An initial survey in May 2017 had revealed that more than 60% of GIZ Liberia staff did not feel sufficiently informed about GIZ's policy and reporting mechanisms. We clearly had a case for action.

GENDER – A QUALITY FEATURE FOR OUR WORK

The process of improving the system was led by the Gender Focal Persons with full support from the Country Director. All elements of the system were designed in such a way that the persons affected by sexual harassment are at the centre of decision making, enabling them to seek redress and support if they want to, while also allowing GIZ to react adequately as an institution.

We designated local contact persons to be at the core of our system to make it accessible to

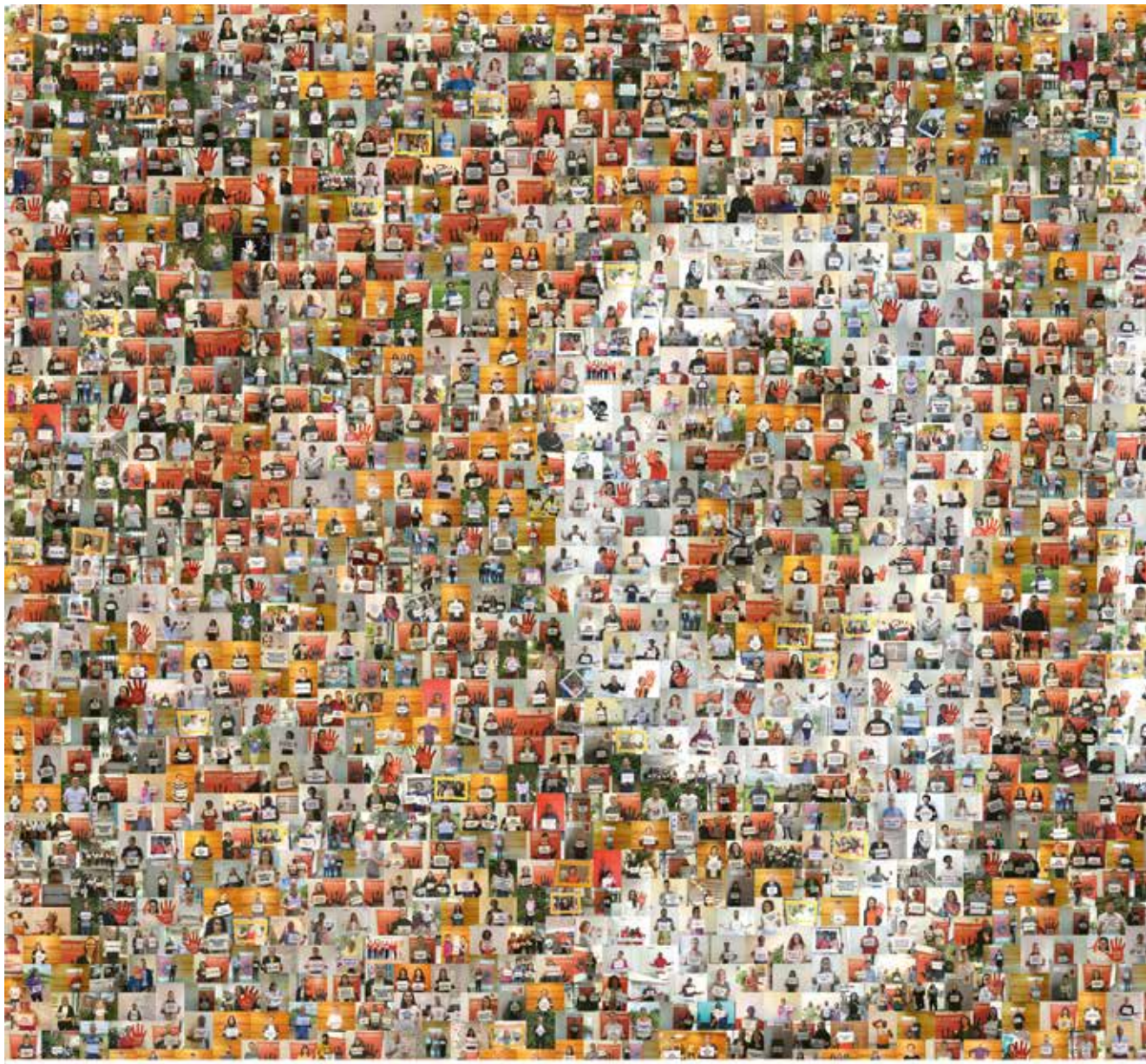
all staff. They include both women and men and both national and international staff. These contact persons but also line managers need clarity on procedures, their responsibilities (and limits) and practical tips and tools such as case recording forms. For this we carried out a short, practical training that was underpinned by a detailed guidance note. Finally, we brought all 70+ GIZ Liberia staff together in awareness. Practical examples and role plays were used to convey the key points and the policy, brochures and posters were distributed to all staff and offices.



GENDER IMPACT

Two years after the first survey, 97% of GIZ Liberia staff surveyed in November 2019 confirmed that they feel now indeed protected against sexual harassment at the workplace. 68% felt well informed about GIZ's anti-sexual harassment policy (compared to 40% in 2017) and 65% felt well informed how to report cases (compared to 38% in 2017). The sexual harassment prevention and response system was also adopted by GIZ in neighbouring Sierra Leone with 140+ staff. A tool box and lessons learnt from the process were presented at GIZ Gender Network Meetings in Bonn and Accra and shared with the IDA Community on Sexual Harassment.

On request of Liberia's Ministry of Health, one of GIZ projects provided advice on adapting the approach to the ministry's needs. The system now formally covers more than 11,000 workers employed by the Ministry in all parts of the country. What started as an effort to protect our own 70+ staff has become part of a nation-wide effort. Challenges in institutionalisation remain and attitudes and behaviour do not change overnight, but step by step we want to ensure that more and more Liberians can say: #WeAreProtected.



Zero Tolerance against Sexual Exploitation, Abuse and Harassment (SEAH)

A concerted response to Sexual Exploitation, Abuse and Harassment (SEAH)

Whether at home, on the streets or during war, violence against women and girls is a human rights violation that takes place in public and private spaces. The “Global Database on Violence against Women” reveals that more than 35 percent of women worldwide have experienced physical or sexual partner violence or non-partner sexual violence and that approximately 15 million adolescent girls (aged 15 to 19) worldwide have experienced forced sex at some point in their life.

Popular movements, such as the Campaign “16 Days of Activism against Gender-Based Violence”, inaugurated by

the Women’s Global Leadership Institute in 1991, which gained international traction in 2008 when the United Nations Secretary-General established the “UNiTE to end Violence against Women” campaign, and the #MeToo and #NiUnaMenos with their various manifestations across the world, have broken the silence on violence against women and girls (VAWG) and sexual exploitation, abuse and harassment (SEAH) in particular. Yet, progress in combating VAWG is slow and not always linear. In a video message on women and COVID-19 released on April 9th 2020, the UN Secretary General António Guterres stressed that the pandemic has led to horrifying increase in Vio-



Exploitation, Abuse and Harassment

lence against women, stating that nearly one in five women worldwide has experienced violence in the past year alone.

With the aim to protect communities and individuals from SEAH wherever development co-operation and humanitarian assistance activities are implemented, members of the OECD Development Assistance Committee (DAC) endorsed the “DAC Recommendation on Ending Sexual Exploitation, Abuse, and Harassment in Development Co-operation and Humanitarian Assistance: Key Pillars of Prevention and Response” in July 2019. In response to it many governments and development actors, just like the GIZ, are

reviewing their policies and provisions on preventing and addressing SEAH when and where it occurs. To raise awareness, spread the word and take a clear stand on SEAH, GIZ has launched the photo campaign “Zero tolerance against SEAH” during the 16 Days of Activism against Gender-Based Violence in 2019. As can be seen in the photo above, the entire GIZ Management Board and more than 1400 GIZ staff members actively took part. The following examples from Africa, Asia, Latin America and the Middle East illustrate that we do more than raising our voice to combat sexual exploitation, abuse and harassment, one of the most common and prevalent human rights violations around the world.



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"I INITIATE" – YOUTH UNITING AGAINST GBV AND LGBTI DISCRIMINATION

GENDER-BASED VIOLENCE (GBV) PREVENTION IN SOUTH AFRICAN SCHOOLS

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CONTEXT AND INITIATIVE

In Southern Africa, gender-based violence is among the most severe and widespread human rights violations.

According to Moulton et al (2014):

- Girls tend to be the victims of gender-based violence in schools, including rape, harassment and sexual assault; while boys tend to be victims of physical violence and bullying.
- Assault, rape and sexual violence are 'endemic' in South African schools, as young South African girls continue to face many obstacles that impede their path to learning as well as it adversely impacts school attendance and school completion.

A study from a national campaign targeting LGBTIQ hate crimes revealed that in 2016, 56% of South African LGBTIQ youth (≤24 years) experienced discrimination and physical and verbal violence at their schools based on their LGBTIQ status.

The GBV prevention in schools project of the 'Partnerships for Prevention of Violence against Women and Girls in Southern Africa' programme promotes schools as safe environments through a whole of community and multi-stakeholder approach combined with (1) a comprehensive media strategy, including a learner-driven Facebook page and (2) peer-to-peer trainings empowering learners to become agents of change.

CONCRETE MEASURES & ACTION TAKEN

1. GBV prevention in High Schools

Learners are capacitated on topics such as GBV including sexual exploitation, abuse and harassment (SEAH), positive masculinity, alternatives to violence and personal growth. They are taught and mentored to design and implement their own campaigns to prevent violence in their schools.

2. Creating a safe space for LGBTIQ learners

Implementation of activities to reduce discrimination of learners based on their sexual orientation, gender identity or sex characteristics by providing a supportive schooling environment. The activities do not only target learners, but also civil society organisations to strengthen their role in preventing GBV and discrimination and sexual harassment of LGBTIQ learners.

3. GBV prevention awareness building in Primary Schools

Implementation of the "Strong Together: Stopping violence in its tracks"-methodology for GBV prevention adapted from the GIZ programme: "Combating Violence against Women in Latin America", which was among the GIZ Gender Award Winners in 2018.

RESULTS AND IMPACT

Project interventions enjoy the buy-in and support of a multi-stakeholder platform, bringing together government and civil society actors such as the Department of Basic Education, Provincial Department of Education, Provincial Department of Social Development, Provincial Department of Community Safety, the Transformation Unit of the Nelson Mandela University, the AGAPE Youth Movement, Sonke Gender Justice as well as People Opposing Women Abuse (POWA).

In 2019 alone, the project has reached over 670 beneficiaries in schools, NGOs and the community through 18 peer learners (Ambassadors).



First observations from the educators in the pilot schools indicates that female learners are beginning to show an improvement in being more assertive and learning to say no to any form behaviour that can be characterized as being abusive and offensive.



DARE TO DEFY SEXUAL HARASSMENT!

EGYPT – YOUTH AGAINST SEXUAL HARASSMENT

CONTEXT AND INITIATIVE

Women & girls in Egypt are confronted with sexual harassment in public and private spaces. Their safe mobility & equal participation on the societal, political, and economic levels are thus made difficult, affecting the advancement of gender equality and economic growth in Egypt.

The Egyptian-German project “Youth against Sexual Harassment (YASH)” commissioned by the German Federal Ministry for Economic Cooperation & Development (BMZ) builds on the national interest to combat all forms of violence against women as stated in the “National Strategy to combat Violence against Women”, in the respective legal reforms as well as in the “Women Strategy 2030”. It aims to foster a critical public discourse on sexual harassment, stimulate behavioral change in the Egyptian society and mobilize youth and non-governmental civil society actors to engage themselves actively in combating sexual harassment.

CONCRETE MEASURES AND ACTION TAKEN

YASH strengthens the capacities of the Egyptian Ministry of Youth & Sports (MoYS) &



its partners from civil society in designing & implementing youth-oriented measures to combat sexual harassment in the facilities of the MoYS at national and local level.

The measures comprise of policy advice & grass-root activities with & by young members in youth centers and local communities. To stimulate public debate, national & local media campaigns & events are carried out in collaboration with celebrities.



In November 2018 a big music festival with renowned Egyptian musicians was launched under the auspices of MoYS, delivering advocacy messages against sexual harassment nationwide.

RESULTS AND IMPACT

On the policy advice level, Egypt’s 1st Anti-Sexual Harassment Policy at ministry level was endorsed in February 2018 by the MoYS. Its high-level launch was attended by more than 1500 representatives from different governmental and international institutions and covered by local and inter-national media and digital platforms. Ms. Caroline Maher, the youngest female member of the Egyptian Parliament and a world Taekwondo champion

and the 1st Egyptian, Arab, and African female player to be honored in the Taekwondo Hall of Fame, rallies for the MoYS Anti-Sexual Harassment Policy to be adopted and implemented by other Egyptian Ministries. In mid-2019 the Egyptian Parliament called for starting the mainstreaming process within the ministries of education, higher education and endowment. In parallel, the project implemented over 500 activities with male and female youth in 11 governorates. Approx. 70 young female & male trainers are qualified in gender awareness raising among male youth to combat sexual harassment and WenDo self-defense to empower girls and women.



The WenDo trainers are unique in the MENA region and their expertise is strongly sought after by other international organizations to teach specialized female self-defence techniques to locals and refugees.

In November 2019 YASH and MoYS partnered in the first multi-stakeholder digital campaign on combatting sexual harassment in public transportation. The 1-minute video produced for social media platforms attracted almost 1 million viewers.



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GENDER @ NDC CONFERENCE 2019

A HARASSMENT-FREE CONFERENCE EXPERIENCE FOR EVERYONE

26



CONTEXT AND INITIATIVE

In 2019, the two projects NDC Assist (BMZ) and the Support Project for the Implementation of the Paris Agreement (BMU) organized an international climate conference in Berlin, the Global NDC Con-

ference was included as a cross-cutting issue. Based on the thematic discussions on the linkages of gender and NDCs, a comprehensive Gender Strategy for the conference was established.

CONCRETE MEASURES & ACTION TAKEN TO ADDRESS SEAH

The Conference Gender Strategy should ensure that the topic is not only discussed in terms of content, but moreover that it is already “lived” at the conference itself. Therefore, the strategy consisted of three parts: (1) the broader gender narrative, which served as the overarching policy, (2) the concept of Gender Voices, which ensured that gender linkages were made in every session, by having one person as a “Gender Voice” in each session and (3) the anti-harassment policy.

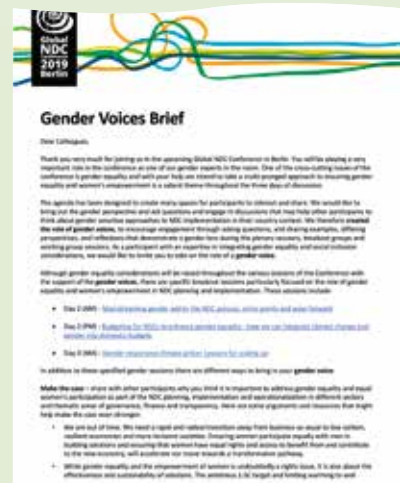


ference. The conference aimed to inspire and empower participants to achieve the goals of the Paris Agreement by accelerating the implementation of their national climate targets, the NDCs. Thus, participants had the chance to exchange views in over 40 breakout sessions on good country practices, learning experiences and new approaches in the areas of transparency, governance and financing. Aside from those three main topics, gender

The Anti-Harassment Policy was provided to every participant in the conference folder. It emphasized that the conference should be a space for productive exchange for everyone, regardless of gender, gender identity, age, religion, appearance, sexual orientation, origin, physical limitations and so on. Participants who felt uncomfortable or harassed could approach two designated contact persons, and the organizing team reserved the right to expel participants from the conference. The policy also provided information on local contact points (including the hotel, the police and a local helpline) in case one experienced harassment, wanted to report or seek help.

RESULTS AND IMPACT

In general, as a result of the Conference Gender Strategy, participants were sensitized to the topic of gender and especially Sexual Exploitation, Abuse and Harassment (SEAH). Having such a strategy and policy in place should encourage participants to raise their voice and address harassing behavior, if and when it occurs. At the Global NDC Conference, this resulted in the reporting of one case, which would not have been addressed had this policy



not been established. Thus, such a policy can contribute in the medium and long term to breaking the taboos on (sexual) harassment in the climate community and ensure a harassment-free conference experience for everyone.



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#SAY YES TO "HARASSMENT FREE WORLD"

GIZ BANGLADESH

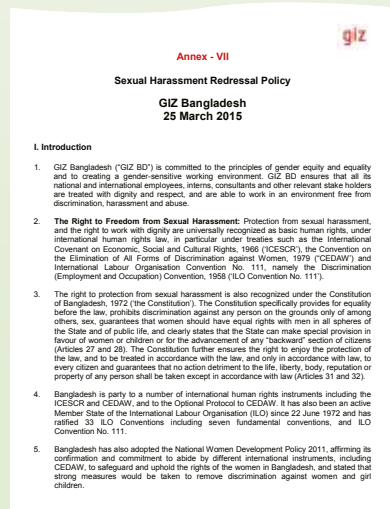
CONTEXT AND INITIATIVE

The Government of Bangladesh has ratified Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1979 and adopted the National Women Development Policy 2011.

To achieve gender equality and gender competence within GIZ Bangladesh (GIZ BD) established the Gender Working Group (GWG) task force in 2011. The GWG has been playing an active role in mainstreaming gender within the company. One key outcome of its advocacy efforts has been the enactment of the Sexual Harassment Redressal Policy (SHRP) in 2015 with the support of the national personnel Staff Representative Committee (SRC) and Human Resource (HR) Unit.

CONCRETE MEASURES & ACTION TAKEN TO ADDRESS SEAH

The SHRP was enacted in March 2015 in line with GIZ's relevant policy, codes of conduct, gender strategy, the Bangladesh High Court Ruling 2009 and labour laws regarding addressing sexual harassment at the workplace. It was followed by forming a Sexual Harassment Redressal Committee (SHRC) comprising of five members. The policy and procedures have been developed in consultation with a senior legal expert, and with extensive inputs from the GIZ BD GWG, the SRC, HR and GIZ management. This policy, available in Bangla and English, is to be reviewed every five years or based on changes in national legislations and policies.



The Sexual Harassment Redressal Committee is chaired by an external Ombudsperson, to ensure neutrality and independence of the committee. The current Ombudsperson, an expert on gender issues and legal matters, reports directly to the Country Director. Other committee members include chair and member from the GWG and head of HR.

There is an option to induct another external member, based on need of expertise. GIZ BD GWG disseminates this policy to its new employees in the monthly staff orientation as well as at the introductory course organised by HR. It is also included in the

national employee handbook for GIZ BD. The GWG has organised events for raising employee awareness on gender discrimination and against gender-based-violence issues i.e. during GIZ's Gender Week and Sixteen Days of Activism Against Gender Based Violence. The GWG has also been actively involved in advising the management on gender-based policy matters, etc.

RESULTS AND IMPACTS

Since the enactment of SHRP there have been approximately 45 monthly orientation sessions and around 8 annual introductory sessions on the policy. The employees have generally shown great interest to know about this policy and have often shared their views and suggestions, which will be incorporated in the reviewed policy. All GIZ BD employees are provided the SHRC Ombudsperson's contact number so that in case of grievances they can directly contact her.



The policy has enhanced the awareness level of the GIZ BD employees and is helping us make good progress in our way towards achieving a Harassment Free World in GIZ Bangladesh.



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ZERO TOLERANCE FOR SEXUAL HARASSMENT

DEVELOPING AN ANTI-SEXUAL HARASSMENT POLICY FOR GIZ JORDAN AND LEBANON

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CONTEXT AND INITIATIVE

In Jordan and Lebanon, sexual harassment at the workplace is widespread and constitutes an obstacle to equal employment of women and men. Yet, both the Jordanian and the Lebanese legal system are lacking a clear framework for the prosecution and redressal of sexual harassment. Against this background, GIZ Jordan and Lebanon adapted the GIZ-wide policy on banning sexual harassment at the workplace to the national context. The adapted policies provide employees with insights on the topic (knowledge and prevention), a list of contact and resource persons on the level of GIZ Jordan/Lebanon and GIZ headquarters (HQ), gives recommendations for additional support outside GIZ and advices on how to react if they are affected by or witness an incident of sexual harassment.

CONCRETE MEASURES & ACTION TAKEN TO ADDRESS SEAH

In Lebanon, the process of developing an anti-sexual-harassment policy started with a staff survey to find out if employees had already experienced sexual harassment at the workplace at GIZ or with a previous employer. It turned out that there had been a few cases, but nothing had ever been reported.

Both in Jordan and in Lebanon, draft versions of the policy were presented and discussed during a workshop with staff members following a first round of review by HQ



and GIZ Jordan/Lebanon. The workshops also served to raise awareness, share information on the legal situation in Jordan and Lebanon, on the GIZ-wide policy and on protection from sexual exploitation and abuse (PSEA).

The workshops were followed by another round of feedback and review by GIZ and by local lawyers who confirmed the compatibility with national legislation. Afterwards, both country level policies were translated to Arabic by sworn translators. In Jordan, the policy was then registered with the Ministry of Labour and attached as an annex to the National Employment Handbook. In Lebanon the policy was also attached to the National Employment Handbook. GIZ Lebanon also developed some posters that were displayed during the workshop.

RESULTS AND IMPACT

Staff members are more familiar with the underlying definitions and challenges related to sexual harassment at the workplace and in GIZ's work with partners and beneficiaries. New staff members are sensitized and informed during the mandatory on-boarding process. To keep awareness and response levels high, the policies foresee an ongoing sensitization and training of staff. For 2020 trainings on the referral mechanism at country level as well as on prevention and protection from SEAH are planned.

Both in Jordan and in Lebanon, the involved local lawyers and officials from the Ministry of Labour value GIZ's SEAH-policies as good practice and actively encourage other organisations and companies to develop such policies as well. As a result, some NGOs have started round table discussions with employers and lawyers on the topic of sexual harassment and the development of SEAH-policies.





ZERO TOLERANCE AGAINST SEXUAL HARASSMENT AT THE WORKPLACE

TRANSLATING THE POLICY INTO EXTERNAL AND INTERNAL MAINSTREAMING PRACTICE – GIZ RWANDA

CONTEXT AND INITIATIVE

There is no simple narrative on gender in Rwanda. While government efforts and progressive gender policies have contributed to greater gender equality in Rwanda, the Rwandan society and the prevailing socio-cultural norms around gender roles are characterized by a deep-rooted patriarchal structure. Linked with the fact that in Rwanda sexual harassment at the workplace, also referred to as gender-based corruption is a widespread issue mainly affecting women, it is necessary to raise awareness on this topic. A working exchange with GIZ Cameroon, where the topic has already been addressed, generated ideas for a successful campaign.

GENDER – A QUALITY FEATURE FOR OUR WORK

GIZ internal: GIZ Rwanda and GIZ Cameroon have teamed up to share experiences and good practices on addressing sexual harassment at the workplace. During the 16 Days of Activism against Gender Based Violence all GIZ Rwanda programme offices engaged in a country wide sensitization campaign. A poster with illustrations elaborating on the different forms of sexual harassment is now displayed in all GIZ offices in Cameroon and Rwanda.

This poster had been drawn by a Cameroonian artist for GIZ Cameroon in English and French and was translated to Kinyarwanda by GIZ Rwanda to render it accessible to all staff.

A follow up campaign during the Gender Week 2020 will explain on how to prevent or react to sexual harassment, i.e. the response system. A digital animated version will soon be available not only to GIZ in Rwanda and Cameroon, but to all interested GIZ offices worldwide.



Project level: There is a very relevant connection between the realization of energy projects, e.g. hydropower projects and questions around gender, diversity and inclusiveness. Therefore, the Energising Development Pro-

gramme (EnDev) implemented by GIZ on behalf of the BMZ facilitated a workshop for managers and company owners of private Hydro Power Project developers, jointly with the One Mainstreaming Team of GIZ Rwanda. The workshop addressed, among others, topics of an inclusive and diverse workplace, what sexual harassment is, and emphasized on the importance of a workplace policy banning sexual harassment taking into account the Rwandan labor law 'Protection of workers against violence and harassment'.

IMPACT AND RESULTS

Internal

- Posters on SEAH feature in all GIZ programme offices in Cameroon and Rwanda
- Employees are aware of different forms of sexual harassment
- Employees know contact persons and the response system
- The digital animated version of the poster increases interest as well as reach

External

- Sensitization workshops and booklets about inclusive and diverse workplaces stimulate the development of more comprehensive workplace policies by project partners
- Companies in the energy sector adapt the GIZ approach and concept to their situation and needs in their respective companies.

Step it up for Gender Equality

2020 marks a very special year for Gender Equality: Time to celebrate the 25th Anniversary of the Beijing Declaration and Platform for Action, the 20th Anniversary of the UN Security Council Resolution 1325 on Women, Peace and Security, to take stock of the implementation of the 2030 Agenda five years after its adoption and the additional commitments made at the ‘Global Leaders’ Meeting on Gender Equality and Women’s Empowerment: A commitment to action’ attended by 140 countries in September 2015.

In committing to the realization of the 2030 Agenda for Sustainable Development, UN Member States recognized that the dignity of the individual is fundamental, and that the Agenda’s goals and targets should be met for all nations and people and for all segments of society.

With the European Consensus on Development, the European Union and EU member states have made firm commitments towards a rights-based approach to development, to leaving no one behind (LNOB) and to gender equality. In 2019, a Commissioner has been entrusted with the stand-alone portfolio of equality for the first time and Jutta Urpilainen, the Commissioner for International Partnerships, was tasked by Ursula von der Leyen, the President of the European Commission, to ensure that gender equality and the empowerment of women and girls continue to be a top priority in EU international cooperation and development policies. In line with this, the EU is further strengthening its policy framework on gender equality by launch-

ing an ambitious European Gender Equality Strategy, a new strategic approach to Women, Peace and Security with an ad-hoc action plan, a LGBTI Equality Strategy and the third generation of the EU Gender Action Plan, which sets the policy framework for external action of the EU and its Member States such as Germany.

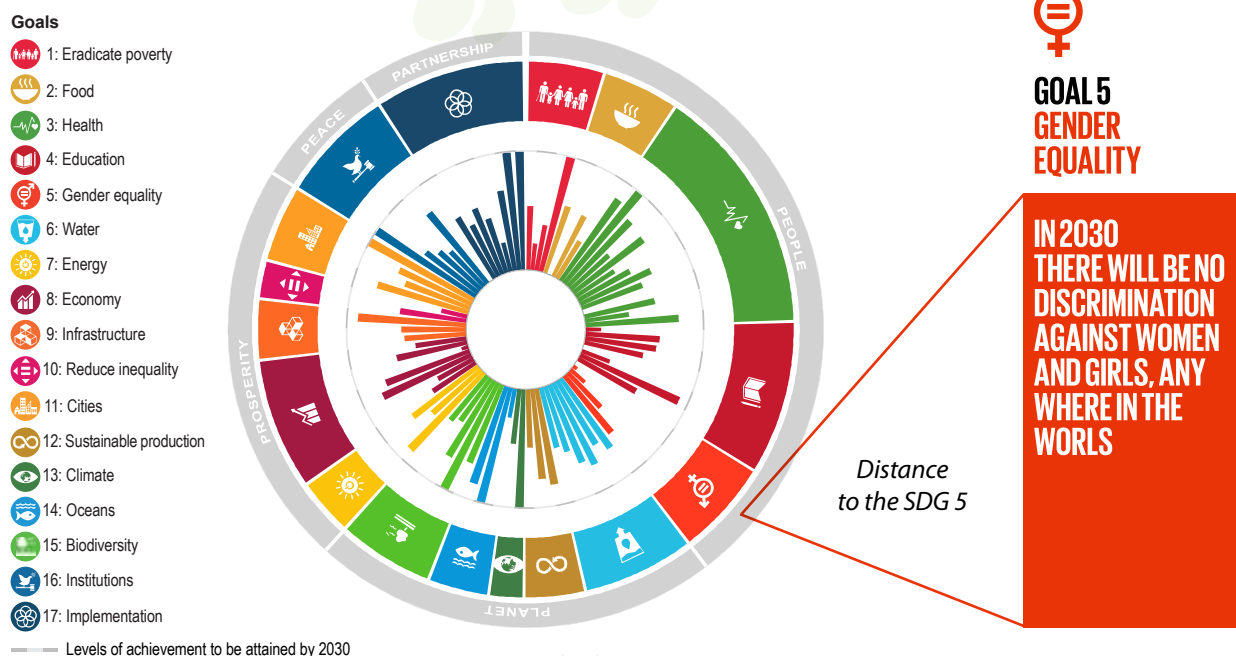
Germany - like the European Commission - gives gender equality high priority and is seeking to lead one of the Action Coalitions to be formed under the Generation Equality Forum, a global gathering for gender equality, convened by UN Women and co-chaired by France and Mexico. It is anticipated that the Forum will reaffirm the value of multi-lateralism and bring together the leadership and participation of various stakeholders - civil society, governments, business, cities, parliaments, trade unions, media and more - focusing on intergenerational and multi-stakeholder partnerships for scaled-up and urgent action to achieve gender equality.

“Where do we stand in terms of gender equality?”

25 years after Beijing, we can agree that significant progress has been made in all contexts.

However, progress is uneven and not fast enough. While 184 out of 194 countries worldwide guarantee equality between women and men in their constitutions, this is not translating into practice.

OECD countries’ average distance from achieving SDG targets



Source: OECD (2019), Measuring Distance to the SDG Targets 2019: An Assessment of Where OECD Countries Stand, OECD Publishing, Paris, <https://doi.org/10.1787/a8caf3fa-en>.

A look at the OECD Report ‘Measuring Distance to the SDG Targets 2019: An Assessment of Where OECD Countries Stand’ and the Global Gender Gap Reports 2020 reveals that we need to step it up for gender equality and women’s empowerment at home, in our own countries and in the context of our foreign, security and development policies.

Gender equality is everyone’s business and cannot be left to women, who started the fight for equal rights and opportunities. The challenge is big! We just need to look around us – men and boys in large numbers are yet to join the quest for true gender equality.

On March 3rd, 2020 Germany’s Foreign Minister Heiko Maas presented the report “Gender Justice in German Foreign Policy and the Foreign Office” and called on men to become aware of their privileges and to actively work for gender equality.

On March 7th, German magazine Spiegel Online featured a report entitled “Children? Without me” highlighting that “As modern and innovative as South Korea appears to the outside world, as conservative, patriarchal and profoundly unjust many Korean women feel for their country - and their men”. Young South Korean women join

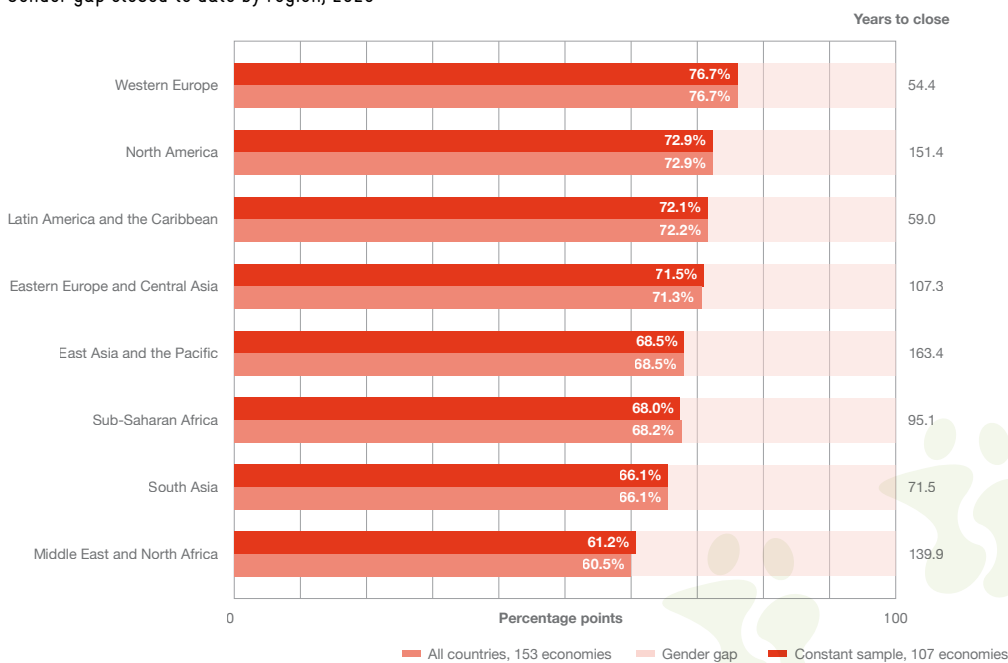
the growing “4b” movement, which says no four times - to sex, relationships, marriage and children.

While the year 2020 was to be ground-breaking for gender equality, the spread of the COVID-19 pandemic threatens the gains made in the past decades. The pandemic is deepening pre-existing inequalities, exposing power relations and vulnerabilities in social, political and economic systems. In its policy note “Gender dimensions of the COVID-19 pandemic” the World Bank emphasizes that COVID-19 is not gender-neutral, nor gender-blind - thus the response should not be either. On May 6th, the BMZ together with 59 governments and 39 ministers from around the world released a joint statement which reaffirms the need to put women and girls at the center of COVID-19 response efforts. It remains to be seen whether the data and evidence gathered will trigger and yield the much-needed targeted response and action.

Putting gender on the agenda is just not enough. We need to step up our action and resource allocations to facilitate progress and achieve tangible results.

The projects and interventions presented in this publication show how gender equality can become and feature as “a quality feature of our work” in real life, cutting across many sectors and cultures.

Gender gap closed to date by region, 2020



Sources

World Economic Forum, Global Gender Gap Index, 2020.

Notes

Population-weighted averages, including the 153 economies featured in the Global Gender Gap Index 2020 and the 107 economies featured throughout all 2006-2020 edition of the index.



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EMPOWERING CHANGE AGENTS FOR WOMEN'S RIGHTS

PROMOTION OF THE RULE OF LAW PROJECT, AFGHANISTAN

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CONTEXT AND INITIATIVE

The situation for women in Afghanistan is one of the most deteriorating in the world. Women are perceived as incubators, inferior and objects. Local traditions and customary values are highly patriarchal.

The Promotion of the Rule of Law Project commissioned by the German Ministry of Cooperation and Development (BMZ) is partly financed by the Dutch Foreign Ministry. Gender Focal Points (GFPs), female volunteers and by now role models, are providing basic legal advisory to women in rural areas. Currently 104 volunteers in almost 90 districts in Northern provinces are mediating cases either themselves or referring them to other justice actors. GFPs are trained and networked among each other with the support of the Ministry of Women's Affairs (MoWA).

The cooperation with the Ministry of Hajj and Religious Affairs (MoHRA) and the Ministry of Education (MoE) is new. A joint manual on women's rights in Islam was developed and is used to train Madrassa (religious schools) teachers. Madrassa is the most common school type and often the only source of education, especially in rural areas. At least 2.000 teachers are envisioned



to be trained, acknowledging their authority and enable them as agents of change.

GENDER – A QUALITY FEATURE FOR OUR WORK

GIZ is the first international partner to work with Islamic schools acknowledging cultural differences. It is perceived as a partner promoting gender equality while respecting religious values and not imposing European standards – an innovative and successful endeavor.

GFPs are well-known and invited as outstanding role models, e.g. by female small and medium enterprise owners, internally displaced people and female police officers. The feedback of our partners, MoHRA and MoE, trained teachers and GFPs is highly motivating. The MoWA requests to have a videoclip about the work of GFPs underlying and portraying the importance of their work.

GENDER IMPACT

The huge impact is reflected in success stories of GFPs: girls attending school, preventing forced marriage/child marriage, achieving separation or divorce, stopping domestic violence, supporting economic independence, etc. GFPs received case registration books and data about the handled cases are collected by DoWA, our provincial partner. The MoWA declares ownership and requests to extend activities to more (ideally all) provinces. Investing in the capacity of the GFPs is very sustainable because their knowledge of women's rights, networks, and activism will continue, beyond the project's lifetime.

The training results of the madrassa teachers are unknown, yet. But the decision to integrate religious authorities as powerful players significantly widens the projects reach in providing access to justice. Expectations and motivation levels are high with participants expressing their interest to learn more about gender roles in Islam and secular law.





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COMPETITIVE CASHEW INITIATIVE (COMCASHEW)

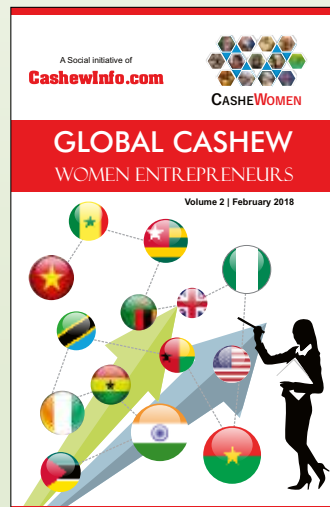
REFLECTING THE REALITY OF WOMEN'S ACTIVE ROLE IN THE CASHEW VALUE CHAIN

CONTEXT AND INITIATIVE

Women are actively engaged throughout the cashew value chain; about 80% of labor in harvesting and more than 80% of processing workforce. Yet women's ownership of farms is below 10% and female factory owners and managers are below 5%. ComCashew works to reflect the reality of women's strong participation in the cashew value chain and promotes their contributions toward its development.

GENDER – A QUALITY FEATURE FOR OUR WORK

To address the challenges women face in the cashew sector, ComCashew co-founded CashewWomen in 2017. The aim of CashewWomen is to: Facilitate mentoring, learning and information sharing; Highlight the contributions of successful women in the cashew sector; Draw attention to an overlooked group in the sector through strategic discussions; and influence more women to take up leadership roles. Activities include leadership trainings, meetings and panels during cashew conferences, annual publication of success stories of women in cashew, and a networking group. The networking group facilitates easy information sharing, especially for cashew trading. It currently has a membership of about 250 women worldwide, majority from Africa and Asia. Over 100 women's stories have been featured in the CashewWomen Leaders in Cashew publications so far.



When ComCashew started operating in 2009, hardly any value chain experts could be found in the African cashew sector, particularly female experts. Thus, in 2014, the project started to train sector actors in its Master Training Program (MTP). The training has a gender-sensitive design: 50% of trainers are female and a gender in cashew module is included in course content. To encourage female participation, childcare costs for participants with young children are covered, a 50% quota for male and female applicants is implemented and priority given to women and youth qualifying for the programme.

GENDER IMPACT

As a result of the affirmative action there has been an increase of female participation by almost double between 2014 and 2018 (26% to 48%), proving that the challenge is not the absence of women in the sector, but in making sure that women have access to available opportunities.

Women have confirmed that the training from the MTP and CashewWomen activities allow them to make informed decision, participate in and benefit from the peer-to-peer learning and mentoring in order to make their businesses viable and sustainable. There is also higher visibility for women who work in the sector.

“There is a lot of improvement in my professional skills. I can now carry out field visit. I also acquired public speaking skills and gained self-confidence. Before attending the Programme, I could not have eye contact with my audience. I used to panic when I was given assignment, but I now confidently organise my job. I feel there is an increase in my knowledge.”

Aminata Traoré, Assistante de productions Végétales et Animales au Ministère de l'Agriculture et du Développement, Côte d'Ivoire





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STRENGTHENING GENDER EQUALITY AT THE LOCAL LEVEL AND CONTRIBUTING TO SUSTAINABLE DEVELOPMENT GOALS (SDG)



CONTEXT AND INITIATIVE

The Ukraine – Local Empowerment, Accountability and Development Programme (U-LEAD with Europe) supports the Ukrainian government to implement a comprehensive decentralisation and regional policy reform aimed at empowering and strengthening municipalities throughout the whole country.

U-LEAD with Europe is a multi-donor action of the European Union and its member states Germany, Sweden, Denmark, Poland and Estonia. The Programme is implemented by GIZ and the Swedish Sida in cooperation with government and civil society actors. It works in all 24 oblasts of Ukraine, including the vulnerable regions of Luhansk and Donetsk. According to statistics, women represent only about 17% of leading positions in local self-government in Ukraine. In response to this low representation of women in decision-making positions at the local level, as well as in support of the gender equality strategy of the Ministry of Communities and Territories Development, the Programme created the TOP Initiative (TI), and the task force on “Strengthening gender equality and contributing to SDGs”. Its aims include expanding women’s participation in political decision-making at the sub-national level and raising gender responsiveness of local self-governments.

GENDER – A QUALITY FEATURE FOR OUR WORK

As part of the TI, the Programme facilitates gender mainstreaming of training curricula for local financial management and human resource management while supporting local governments in developing gender sensitive municipal services. For instance, among other approaches, this is done through introducing training participants to key principles and concepts, such as gender responsive budgeting for social services and a gender action plan for mobility. In addition, gender equality guidelines and checklists for five sectors, including social services and waste management, with relevance for municipal service provision were developed and shared with implementing partners. Women’s (political) participation at the local level was promoted by means of local subsidies and the creation of the so-called “She-LEADs Female Leadership Network in Local Government.”

IMPACT AND RESULT

Within one year, 99 gender related events took place, among them a national female leadership forum, a Facebook campaign (reaching almost 400.000 people), journalistic profiles of female role models published in social media (reaching nearly 11.000 people) and a photo competition “Breaking Stereotypes: Strong Women of My Community” attracting more than 700 submissions. Fol-

lowing training activities and the introduction of pilot measures on gender responsive services, local self-governments will be able to better address gender equality at the local level. Examples include the implementation of local gender analyses and the development of gender sensitive strategic plans as well as the establishment of targeted social services.



However, addressing and transforming cultural norms as well as stereotypes while creating social change for an increase of the participation of women can only be achieved in the long run. Experiences of the She-LEADs network have demonstrated how a rural-urban gap can effectively be addressed by creating and facilitating exchanges between female leaders of rural and urban municipalities with different personal and professional backgrounds.

Due to these positive results, the task force and main intervention areas will be continued in the second phase of the U-LEAD with Europe Programme, starting in July 2020.



THE COLOURS OF POST-CONFLICT

A MEMORY PROCESS WITH LGBTIQ VICTIMS OF THE ARMED CONFLICT

CONTEXT AND INITIATIVE

Despite the advances on LGBTIQ rights in Colombia, there is still a widespread lack of knowledge about the impact of the armed conflict on members of the LGBTIQ community. Discrimination and homophobia, which were fueled by armed actors during the armed conflict, have generated fear and distrust among this community. As a result, many people are afraid of self-identifying as gay, bisexual or transgender, afraid to speak about the physical and psychological impacts of the conflict and to seek reparation.

The project “Support for Peacebuilding in Colombia – ProPaz” implemented by GIZ on behalf of the German Ministry for Economic Cooperation and Development is promoting gender justice and a clear policy of leaving no one behind including the LGBTIQ community.

GENDER – A QUALITY FEATURE FOR OUR WORK

To facilitate and guide its work ProPaz has developed a gender strategy and conducted an intersectional analysis to analyse and be able to address the diversity within the LGBTIQ community.



In order to create awareness and stimulate a debate ProPaz together with the governor’s office of Meta and different LGBTIQ organizations organized a football tournament on the commemoration day of LGBTIQ victims of the armed conflict in April 2018. This was followed by 4 workshops in 2019, which aimed at documenting 20 cases of victimization and constructing a common narrative about the impact of the conflict on the LGBTIQ community. Choosing a facilitator from the LGBTIQ community fostered a sense of ownership and created the trust necessary for participants to speak – many of them for the first time – about their experiences during the armed conflict. This process was complemented by a strong psychosocial component.

ProPaz also worked closely with entities of the transitional justice system, including the Special Jurisdiction for Peace (JEP) and the Truth Commission (CEV).

GENDER IMPACT

Thanks to its work with the LGBTIQ community in Meta, ProPaz was able to support LGBTIQ victims in their rights to reparation while highlighting the complex situation of this community both during the conflict and in its aftermath. Participants were empowered to continue building a conflict-narrative that reflects the experiences of LGBTIQ-identifying persons.

On the other hand, Governmental and judicial entities were sensitized to the needs of this population in the transition process.

In the long run, this process is expected to contribute to the sensitization of society about the rights of sexual minorities and an improved partnership with LGBTIQ advocates.

LGBTIQ organizations, governmental and judicial entities have come to see GIZ as a trustworthy partner and important actor guaranteeing the victims’ rights and supporting an inclusive transition process.





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MAKING LIFE BETTER FOR GIRLS AND WOMEN IN NEPAL – MONTH AFTER MONTH

BREAKING THE SILENCE AND TABOOS SURROUNDING MENSTRUAL HEALTH MANAGEMENT

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CONTEXT

Many restrictions surrounding menstruation in Nepal and worldwide have arisen out of deeply entrenched cultural and religious traditions and beliefs. In Nepal, during menstruation, often girls and women are barred from visiting religious sites, entering the kitchen or even sleeping in their homes. Lack of or poor access to affordable menstrual products and sanitary facilities negatively impact a girls' and womens' health and undermine their participation in education, economic and public life and thus impacting their access to equal opportunities and rights. Research commissioned by GIZ in 2016 revealed that almost 70 per cent of girls in Nepal experienced at least one form of restriction during menstruation. Thus gender equality cannot be reached in Nepal until menstrual restrictions are eradicated.



GENDER – A QUALITY FEATURE FOR OUR WORK

The Support to the Health Sector Programme worked with a range of organisations to estab-

lish the Menstrual Health Practitioners' Alliance (MHMPA) in order to respond to these menstrual restrictions and gender inequality in Nepal. Over 50 organisations are in MHMPA, including government, NGOs, academia, UN agencies and INGOs. Together they implement over 80 initiatives. Since 2016, GIZ has worked with local NGOs, to develop Training of Trainers (ToT) for teachers and health service providers and youth empowerment programmes on MHM and rights. In the last two years, GIZ has conducted ToT training for some 525 individuals across three districts in Nepal. GIZ also targets male teachers and adolescent boys in their programme to empower them to reach out to their friends, fathers and communities.

In 2018, with the MHMPA, GIZ organised a national consultative workshop on menstrual health management (MHM). Over 500 people attended the workshop including youth, members from the LGBTI community, government and other key stakeholders. In May 2019, GIZ Nepal published a 60-page report on the MHM movement in Nepal. Moreover, to highlight GIZ Nepal's work on menstrual health and gender equality, six articles have been published on BMZ's Healthy Developments. In August 2019, GIZ worked with key partners to conduct a "stakeholder mapping" of the Alliance. The MHMPA website provides insights into activities and results, fact-sheets and further reading.

GENDER IMPACT

The key results relate to the ways in which perspectives are changing and beliefs are adapting to the change.



The Government of Nepal is developing a policy on dignified menstruation and adapting the health and science curriculum. GIZ Nepal provides technical support the government so that these policies are implemented fully. As of January 2020, the Government is distributing free compostable sanitary pads to all girls in grades 6-12 attending public schools of Nepal, thus enabling them to attend school and advance their education.

GIZ continues to work with women's collectives to assist in the local production and distribution of biodegradable sanitary pads in four municipalities, renovating school toilets and exploring new ways to produce bio-degradable pads.



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THE POWER OF STATISTICS

IMPROVING THE NATIONAL GENDER STATISTICAL SYSTEM IN VIETNAM

CONTEXT

Despite making a substantial progress on key gender equality measures, Vietnamese women are confronted with insufficient political and economic opportunities, inequality, and discrimination. Lack of reliable gender statistical data is one of major obstacles for the government and other agencies to identify gender gaps and formulate targeted solutions to close them.

Since 2017, the Macroeconomic Reforms / Green Growth Programme implemented on behalf of the German Ministry for Economic Cooperation and Development has been providing technical support to the Ministry of Planning and Investment (MPI) and the General Statistics Office (GSO) of Vietnam in the formulation and review of statistical indicators related to gender equality.



In a collaborative effort, GIZ together with GSO, other government agencies and development partners including World Bank and AusAID, Hans Seidel Foundation, UNICEF, UNDP, UNFPA, UNSD, ILO, UNAIDS and others contributed to the revised Set of

National Statistical Indicators on Gender Development (SNSIGD) and Vietnam Set of Sustainable Development Statistical Indicators (in short Vietnam SDG indicators – VSDGI).



A series of technical consultation workshops took place to get feedback and inputs from line ministries, other government agencies, Vietnam Women Union, NGOs and development partners, etc. Upon on those, GSO updated and finalized indicators before submitting them to the Minister of Planning and Investment (MPI) for approval. Recently, GIZ also supported MPI to conduct a review study of the implementation of gender related VSDGI. The latter will be used as an input for next year's national progress report on the implementation of the 2030 Agenda in Vietnam.

GENDER – A QUALITY FEATURE FOR OUR WORK

GIZ's support to Vietnam's GSO was instrumental for the development of gender indicators and ensured that both gender indicator sets (SNSIGD and VSDGI) are coherent and

do not contradict each other. The efforts were acknowledged by government partners via publication of documents, press releases and media (e.g. website of GSO and MPI or online newspaper: VietnamNet; The Voice of Vietnam; Investment Newspaper; Communist Party Newspaper; etc.).

IMPACT

The major results of this work stream are the endorsement of National Statistical Indicators on Gender Development (Circular No.10/2019/TT-BKHDT issued by MPI on July 30, 2019) and Vietnam Sustainable Development Goals Indicators with 158 indicators including 70 gender indicators (Circular No.03/2019/TT-BKHDT promulgated by MPI on 22nd January 2019).

Having those indicators in the official statistics makes it mandatory for line ministries to report on their progress. The gender data is vital for evidence-based policy making and thereby targeted policies towards gender equality.

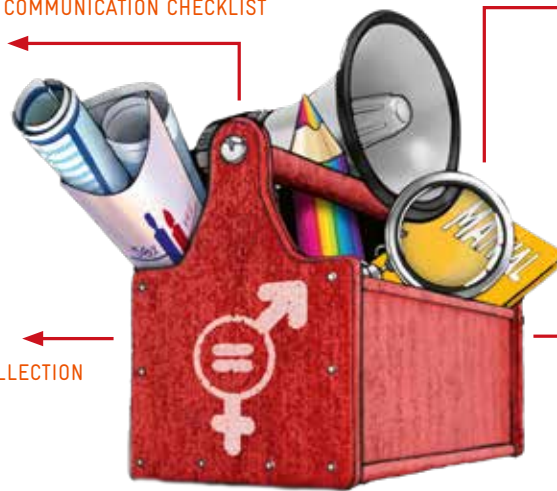


GENDER-SENSITIVE COMMUNICATION CHECKLIST FOR DOCUMENTS

CHECKLIST FOR POLICY REVIEWS

GUIDE TO GENDER SENSITIVE DATA COLLECTION

GUIDE FOR EVALUATING GENDER-FOCUSED ACTIVITIES



GUIDE TO GENDER-SENSITIVE BUDGETING

© 612

GENDER TOOLBOX FOR FEMALE INCLUSION IN MUNICIPALITIES

MOZAMBIQUE/GOOD FINANCIAL GOVERNANCE PROGRAMME

CONTEXT AND INITIATIVE

While the Mozambican constitution declares equal rights for everyone and takes an explicit stance against discrimination, women do not have the same degree of access to political decision-making processes, education and economic resources as men do. There is little to no knowledge about the concept of gender across the country. Furthermore, within Mozambican culture there are stereotypical notions of not taking a female's opinions and decisions seriously, which is the main reason why out of 53 there are only 6 female mayors.

To address this, the Good Financial Governance Programme (BGF) partnered with the National Association of Municipalities of Mozambique (ANAMM) and its Women's

Network, to capacitate them to train political leaders and municipal staff to develop gender equal policies.

GENDER - A QUALITY FEATURE FOR OUR WORK

The purpose of the training with ANAMM was twofold: sharing and increasing knowledge on gender and jointly creating a practical set of tools that can be used by the association as well as the municipalities.



The discussions during the training showed the importance of integrating social, economic and cultural needs into communication, research and municipal policies. The vision was to reinforce female visibility and gender inclusion, which can ultimately change general behaviour and opportunities for women in the work and public sphere.

Key product of the training was a toolbox which makes sure that a gender perspective can be easily integrated into already existing workflows, strategies and activities. To this effect the following tools were developed:

- Gender-sensitive communication checklist for documents;

- Checklist for policy reviews;
- Guide to gender-sensitive data collection;
- Guide to gender-sensitive budgeting;
- Guide for evaluating gender-focused activities.

Each tool empowers staff to include gender into their daily work, be it for meetings, publications or documents. It gives concrete guidelines that can be easily applied in a variety of settings. The simplicity of this approach permits everyone in ANAMM to offer trainings to the municipalities. A follow-up matrix permits ANAMM to monitor the success and sustainability.

GENDER IMPACT - REPLICATION OF THE APPROACH

The training and toolbox resulted in the inclusion of gender mainstreaming into ANAMM's Strategic Action Plan, Statutes and the creation of a Gender Commission. For a dissemination that goes beyond the municipalities, ANAMM developed various measures, involving civil society, cooperation partners and private sector. One example is the presentation of a five-year Action Plan for ANAMM as a best practice at the United Cities and Local Governments International Congress in South Africa.



"The toolbox can be used by everyone anywhere!"





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EMPOWERING WOMEN THROUGH ACCESS TO LAND

OPEN REGIONAL FUND FOR SOUTH EAST EUROPE – LEGAL REFORM

CONTEXT AND INITIATIVE

Although it is widely recognized that equality in land ownership rights has a positive impact on countries' development, the reality is that these rights are often unequally shared between men and women and are routinely violated and insufficiently enforced. In South East Europe, the reasons why women are unable to exercise these rights are complex and diverse. They range from inadequate legal standards and implementation, to custom and religion, as well as unprofessional behavior of public officials such as notaries and registration officers.

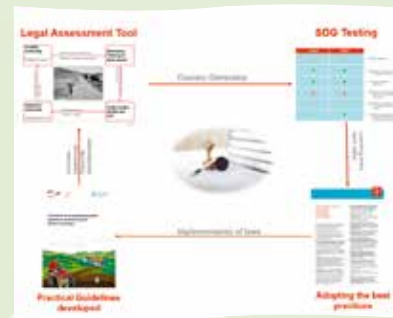
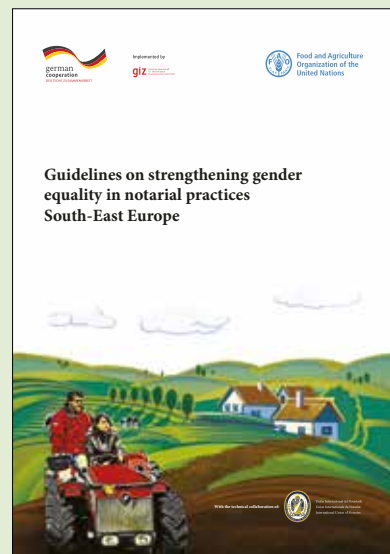


Women in the Western Balkan especially in rural areas where the average number of female landowner or co-owner in 2014 was as low as 3% compared to 48% in big cities regularly risk losing their ownership entitlements in the case of inheritance, divorce, widowhood or their husband's migration. In order to improve women's access to ownership and control over land as set out in SDG 5 the project "Gender and Land Rights" implemented under the Open Regional Fund for South East Europe applied the FAO *Legal Assessment Tool* to understand and consequently address existing biases and gaps in the legislative framework.

GENDER – A QUALITY FEATURE FOR OUR WORK

To qualify and transform legal professionals dealing with land to become "guardians" of women's rights, a guideline for notaries was developed. The guideline is an instruction manual for all law practitioners on how they should address gender equality on land tenure in every legal transaction. It offers quick and easy steps and checklists to help notaries exercise due diligence in the services they provide by identifying and protecting the rights of women with legal interest in the service. The International Union of Notaries endorsed the guidelines and recommended it to all their

members worldwide. "Guidelines on strengthening gender equality in registration practices – SEE" for officers in registration offices (cadastres) has been drafted and will be published in 2020. Regional exchange and expert forums attended by lawyers, notaries and registration officers dealing with land transactions every day facilitated peer learning and led to a "positive competition" among the institutions in the Western Balkan.



GENDER IMPACT

As a result, national institutions of North Macedonia, Serbia, Montenegro, Albania and the Republica Srpska (Bosnia and Herzegovina) have carried out several reforms with a big impact on women's land rights. Because of the cooperation with the project in the Western Balkans, FAO, as the custodian agency of indicator 5a2, was able to raise the status of the indicator from Tier III to Tier II.





ADVANCING GENDER EQUALITY TOWARDS UNIVERSAL HEALTH COVERAGE

SOCIAL HEALTH INSURANCE FOR VULNERABLE FAMILIES IN INDIA

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CONTEXT AND INITIATIVE

In India, out of pocket payments for health care impoverish millions of persons every year. Furthermore, India's patriarchal society heavily disadvantages women and girls in terms of decision-making about their health care needs and access to resources, resulting in poorer health outcomes.

In order to improve this situation, the Indian Government has implemented the national health insurance scheme Rashtriya Swasthya Bima Yojana (RSBY) from 2008 to 2018. An important step was taken in 2018 with the launch of new national health insurance scheme called Pradhan Mantri Jan Arogya Yojana (PM-JAY). Now, more than 500 million poor and vulnerable persons can access free healthcare services in hospitals with an annual insurance coverage of EUR 6,300 (INR 500,000) per family. This makes PM-JAY the world's largest, completely government funded health insurance and India's most important initiative towards achieving Universal Health Coverage (UHC).

GENDER – A QUALITY FEATURE FOR OUR WORK

As Indo-German Social Security Programme (IGSSP), we advise our partners, the *Indian Ministry of Health and Family Welfare, the National Health Authority and State Health Agencies*, in applying a gender lens in the design and implementation of PM-JAY. Reflecting on issues of autonomy

and asymmetries in decision-making within family structures is an important aspect of gender-mainstreaming in programme design. Our advice is based on evidence from an evaluation which we have carried out on behalf of the government. Removing size limits for eligible household units, spreading entitlements and the means of access to resources or services more evenly across all household members, and actively including female headed households as eligible can counteract male-bias, foster female agency, and contribute to gender equality and Universal Health Coverage.



IGSSP trains officials from the centre and state governments on the design and implementation of PM-JAY. The training includes session on gender sensitisation and equality and were carried out in collaboration with the Administrative Staff College of India (ASCI).

GENDER IMPACT

In the past, when families had a single card, wives needed their husbands' approval before they could seek healthcare. With PM-JAY, this is no longer required. This means that girls and women can independently decide to access health services.



The design of benefit packages under PM-JAY increasingly reflects the specific healthcare needs of girls and women. Accordingly, in the first year of its implementation, 48% of services covered by PM-JAY were utilised by women and maternal health services rank at fourth place out of a total of 1390 medical packages.

The digitalized fraud management is made gender sensitive to provide sex disaggregated data so that no malpractices or discrimination to any gender takes place in the name of medical insurance.



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GENDER MAINSTREAMING INTO NATIONALLY DETERMINED CONTRIBUTION (NDC)

PROMOTING GENDER EQUALITY IN CLIMATE ACTION IN VIETNAM

CONTEXT

In Vietnam, like in many other countries, women are more vulnerable to adverse environmental impacts and have less access to and control over resources and a limited voice in decision-making processes. At the same time, studies have shown that climate change mitigation and adaptation efforts are more effective and sustainable if they take gender and social aspects into account. With the adoption of the Paris Rulebook at COP24, new requirements were stipulated to form “[...] public participation and engagement with local communities and indigenous people, in a gender-responsive manner”.

GENDER – A QUALITY FEATURE FOR OUR WORK

The Support to Vietnam for the Implementation of the Paris Agreement (SIPA) Project funded by the German Ministry for the Environment, Nature Conservation and Nuclear

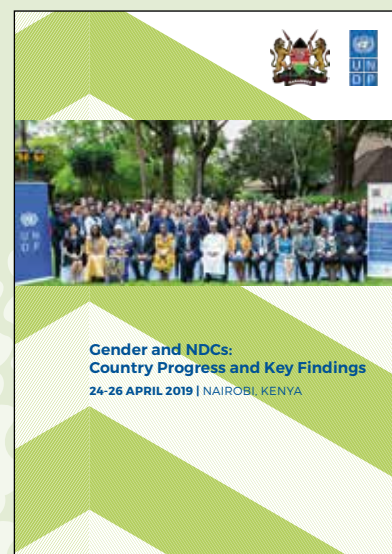
Safety (BMU) through IKI teamed up with UN Women, UNDP, and NGOs Climate Change Working Group (CCWG) to provide technical support for the government partner in mainstreaming and advancing gender equality into climate actions of the ongoing review and update of Vietnam’s Nationally Determined Contributions (NDC).

This newly formed Climate Change and Gender Working Group developed a strategy to sensitize members of the NDC review and update task force about the importance of gender mainstreaming in the NDC through (i) sharing international experience and national good practices; (ii) identifying gender gaps in current NDC; (iii) building capacity for key stakeholders including Vietnam Women’s Union; (iv) developing a policy paper & entry points for gender integration.

The process was documented by cooperation partners for public information and shared by the Vietnamese government representatives at UN Women’s workshop on gender integration in NDC in the Philippines in November 2019), by GIZ staff at UN Women’s meeting in Bangkok in January 2020. Besides, key activities of supporting the gender mainstreaming in NDC revision were also highlighted in the local media (e.g. Ministry of Natural Resources and Environment (MONRE)’s website or Communist Party of Vietnam online newspaper).

IMPACT

The increased awareness of government officials and NDC Review and Update Task Force has led to the readiness to integrate key gender recommendations in the NDC revision process. The Climate Change and Gender Working Group has agreed a 2020 gender action plan which specifies joint activities of cooperating with government partners in the development and implementation of NDC and the National Adaptation Plan. At regional level, gender and social aspects are included in the process of the ASEAN statement development at COP26.



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SMART TRAININGS MADE IN UGANDA

TAKING ACTION TO CHANGE GENDER ATTITUDES IN SMALLHOLDER FARMING HOUSEHOLDS

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CONTEXT AND INITIATIVE

Agriculture is a key engine in local and regional economic development in East Africa and a critical source of income for most households in Uganda. Women constitute more than half of the country's population and 76% of the agricultural work force. Across Ugandan farming households, substantial gender-based inequalities in access to and control of productive and financial resources prevail: it is usually the male heads of household alone that make decisions on how resources are allocated and spent.



This has a detrimental effect on agricultural productivity and overall negative effects on important human development outcomes including food security, education and women's well-being within the home. The development Strategic Alliance (STA) "Farmers as Entrepreneurs" has developed the participatory training approach "Smart Farming: Think of Farming as a Business". As of March 2020, about 20,000 farmers were trained.

GENDER – A QUALITY FEATURE FOR OUR WORK

"Smart Farming" has put gender equality and joint family decision-making at the heart of its approach. Using comics, the training materials tell the story of a "model household", featuring a farmer and his wife. Tailored to two value chains and routine household chores the trainees follow the lives of Judith and Henry, who are a happy couple producing banana, and Musoke and Rose, a successful coffee-farming couple. A variety of topics on good agricultural practices and financial management are covered throughout the training, showing the couples having to decide on different issues concerning their farming enterprise. The couples are presented as a unit, making decisions jointly, as equals. In agronomy, emphasis is put on the importance of sharing the labor in the field and the household and joint decision-making when it comes to the planning of farm investment and utilization of proceeds after harvest. In financial management, the key message is that the family should be viewed as a unit, in need of financial resources and decisions about allocation should be made in a consensual way.



GENDER IMPACT

Focus group discussions with coffee farmers revealed that fostering gender equality is perceived as one of the key strengths of "Smart Farming". The very positive reception of the "Smart Farming" training approach by implementing partners and farmers alike has inspired the adaptation of the story of Musoke and Rose, the coffee farming couple, for Ugandan local radio. Developed and implemented jointly with Farm Radio International, an NGO, private sector partners and foundations, 24 radio shows were aired to complement the trainings and to expand to wider audiences. Smart Farming has fundamentally strengthened the trust of the community in women as coffee farmers and increased the confidence of women as farmers and equal partners in decision making. Many farming households reported positive change and economic improvements. Private sector partners have picked up the approach and are continuing the trainings on the ground within and beyond the structures that have been established and used over the project's lifetime.



FROM ZERO TO GENDER

GLOBAL PROGRAMME EXPERTS: A JOURNEY TOWARDS GENDER EQUALITY IN BUSINESS

CONTEXT AND INITIATIVE

According to the latest predictions of the World Economic Forum it will take another 108 years to close the existing economic gender gap on a world-wide average. The German development cooperation in collaboration with partners from the private sector is contributing to closing this gap. Following a thorough gender assessment in 2017, which revealed that only 15% of the German Chambers of Commerce Abroad (AHKs) worldwide were attending to specific gender needs and challenges the ExperTS Programme identified entry points to boost women's economic participation. In 2019, 30 integrated experts (ExperTS) were working at and advising AHKs on amongst other subjects addressing and reaching out to women entrepreneurs and the business environment they live and operate in.

GENDER – A QUALITY FEATURE FOR OUR WORK

Since 2018, promoting gender equality and women's economic participation and leadership is an integral part of the ToR and performance assessment of ExperTS. They sensitize their clients and partners, forge partnerships with business associations and private sector representatives, match local producers with markets abroad, organize training and mentoring programmes and facilitate peer learning and exchange. As a result, by the end of 2019 almost 50% of all AHK offered specific services to boost women's economic perspectives and performance.



GENDER IMPACT

In Tanzania, the activities of the ExperTS led to the establishment of the Tanzania German Family Business Initiative, which aims to export the organically certified superfoods Moringa and Baobab produced by female headed small and medium scale enterprises to Europe. To broaden the impact the 12 female entrepreneurs, who had the chance to benefit from ExperTS, actively participate in and share their experience with other members of the Tanzanian Chamber of Women Entrepreneurs through a mentoring programme.

In Laos, the European Chamber of Commerce and Industry in Lao PDL (ECCIL) with the support of ExperTS and together with the Lao Women's Business Association (LWBA), DFAD and the Australian Chamber of Commerce offered female leadership and career development seminars for female students and professionals. Due to the high response – 180 participants in 2018 and 300 in 2019 – ECCIL established the Lao

Female Mentoring Programme for women between the ages of 18 and 35. The latter has attracted the chairmanship of European Ambassadors and secured firm cooperation of the Lao Women's Business Union, the LWBA and the Banque Franco Lao, which has established a special credit scheme for participants.

In order to close the digital gender gap and match skills with the ever-growing digital labor market demand, the AHKs in Sao Paulo and Maputo together with SAP, Siemens and GFT (a medium sized IT Company) established the project "Women going digital". The project started off in February 2020 with 100 female participants.



All gender projects established under the ExperTS Programme are designed in such a way that they are financially self-sustaining and can be offered as a service by the AHKs in the long term.





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LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND INTERSEX (LGBTI) FRIENDLY COMPANIES

PROMOTING GENDER EQUALITY IN BOLIVIA

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CONTEXT AND INITIATIVE

The Bolivian Constitution of 2009, grants equality to Bolivian women and men, prohibits and punishes all forms of discrimination on the basis of sex, colour, age, sexual orientation and gender identity, among others. Law 045 against Racism and All Forms of Discrimination in public institutions and companies of October 2010, introduced the category of discriminatory conduct as misconduct against the public service to be treated by administrative or disciplinary means (Art. 14). Law 807 on Gender Identity of 21 May 2016 established a procedure for changing the sex, image and identity of transsexual and transgender persons, within the framework of the self-perception of their gender identity. However, despite the advances made by the Bolivian State in terms of legislation, constitution, ratification and accession to international instruments that recognise the rights of sexual diversity, lesbian, gay, bisexual, transgender, and intersex people continue to be discriminated against and excluded, especially in the area of sexual and labour rights.

Against this background the Vice Presidency of the Plurinational State of Bolivia together

with the GIZ and the non-governmental organisation (NGO) Capacitación y Derechos Ciudadanos (CDC) jointly embarked on the implementation of the project “LGBTI-friendly companies”.

GENDER – A QUALITY FEATURE FOR OUR WORK

Between November 2018 and May 2019, a representative survey yielded relevant information for a well targeted awareness and training processes on the labour and social rights of the LGBTI population, Law 045 against racism and all forms of discrimination, and Law 807 on gender identity. In addition, two standards for accrediting or recognizing companies as LGBTI-friendly spaces: one applicable to the factual reality of the companies and the other with a higher level of eligibility, related to the regulatory norms where there is specific content prohibiting discrimination based on gender identity and sexual orientation and the adjacent benefits for the families and partners of LGBTI people. In a first round of evaluations seven companies have been recognized and publicly awarded for being LGBTI-friendly.

GENDER IMPACT

During the implementation of the project, there was empowerment of the actors themselves, in this case the LGTBI population that gave legitimacy to the whole process. Likewise, there was a positive attitude and concrete actions from the organizations of private entrepreneurs and the companies themselves, by incorporating activities of this project in their work plans and new companies asking for their internal regulations to be revised in order to introduce non-discrimination standards. It is also worth mentioning that the Ministry of Labour expressed its interest in implementing employment policies favourable to the LGTBI population, specifically through the “Youth Employment” project that is currently in force supported by the International Cooperation. The greatest desire, however, is that the information and results generated and handed over to the Ministries of Justice and Labour will lead to the generation of inclusive regulations under the Bolivian Labour Law.



PATHWAYS TO EQUITY AND PEACE IN COLOMBIA

BUILDING CAPACITIES FOR PEACE – FORPAZ

CONTEXT AND INITIATIVE

The Colombian armed conflict has had a devastating impact on society and has caused innumerable victims. The consequences have been particularly severe for women, reinforcing the conditions of vulnerability they have historically suffered. As of 2019, 8.910.526 victims of the armed conflict have been reported, of which 47.89% are women and people with diverse sexual orientation. They have been victims of forced displacement, femicide, threats, forced disappearance, loss of property, terrorist acts, attacks, fighting, harassment and sexual violence. However, women also played an active role as combatants during the conflict. Thus, of the 74,860 demobilized combatants of illegal armed groups between 2001 and 2019, 11.098 were women.

Given the gendered impacts of the armed conflict, the project FORPAZ, which is EU co-financed and part of GIZ's Peacebuilding Support Programme ProPaz, has applied a gender perspective to strengthening local and regional peacebuilding capacities and women's voices and agency as active members of the peace and reconstruction process.

GENDER – A QUALITY FEATURE FOR OUR WORK

The project supports the National Network of Development and Peace Programmes – REDPRODEPAZ in its efforts to promote peace in the 7 regions (45 municipalities) prioritized in the post-conflict framework due to high occurrences of violence. To reflect the diversity of these 7 regions, the project uses intersectional analyses and applies a gender and ethnic approach to its work with Afro-descendant, indigenous and rural communities.

Key elements to ensuring the integration of a gender perspective are listening to community members and women in particular, multi-stakeholder dialogues, joint planning, monitoring and evaluation. Hence, 4 out of 9 project indicators include a gender dimension and are evaluated periodically both quantitatively and qualitatively. The project's steering committee provides a space for the EU, government counterparts, REDPRODEPAZ and other partners to provide strategic guidance on how best to apply the

gender approach. In addition, FORPAZ has created a common space with partner organizations at regional and local level, to identify lessons learnt, track results and adjust and further improve the gender approach taken.

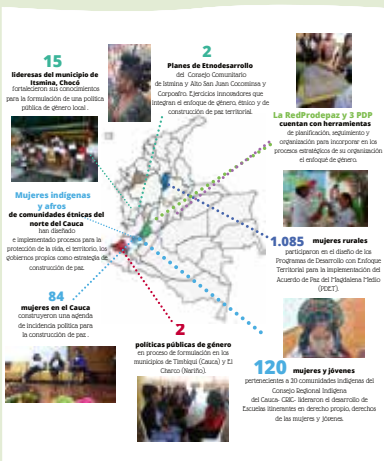
GENDER IMPACT

Through capacity building 1.085 rural women were empowered to participate in designing rural development programmes (PDET) and implementation of the peace agreement in the department of Magdalena Medio.

“For us, peace means a way of life, in a world without violence and without discrimination. This means moving freely and safely through the territories we inhabit; starting with our bodies.”
Peace Agenda for the Women of Cauca

FORPAZ enabled 120 indigenous women of the Indigenous Regional Council of Cauca (CRIC) to develop mobile schools and self-protection plans and agendas for their communities, amongst other things.

Finally, the ProPaz gender group promotes gender issues, helps to identify good practices and provides room for exchange and peer learning within the organization. ProPaz is developing a guide for measuring the impact of its gender activities, including the work of FORPAZ, and documentation of best practices.





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BRIDGING THE GENDER GAP IN HUMANITARIAN DEVELOPMENT PEACE NEXUS COMMUNITY CENTRES AND LOCAL INITIATIVES PROJECT (CLIP) IN TURKEY

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CONTEXT AND INITIATIVE

Turkey is one of the signatory countries of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). Refugee and migrant women and children accounting to 70% of the almost 4 million Syrian refugees hosted by Turkey face unique challenges and risk of discrimination. In a first-of-its-kind cooperation between EU Humanitarian Aid and BMZ Transitional Development Assistance, GIZ implements in 2019 and 2020 a multi-donor action aiming at “improving the access to and provision of services for particularly vulnerable and at-risk persons through localised assistance interventions”.

GENDER – A QUALITY FEATURE FOR OUR WORK



CLIP organises capacity building on gender and protection and guarantees that all implementing partners have a sound understanding

of gender equality. One of them, the Human Resource Development Foundation, has compiled and published the Women’s Solidarity Program Manual. CLIP ensures that community centres (CC) and local initiatives receiving technical and financial support from the project are open to anybody – regardless of gender, sexual orientation or gender identity, origin, religion or age. For quality assurance CLIP’s gender approach is structured around five pillars:

- (1) Analysis: The selection criteria of implementing partners include checking their capacity and approach to gender equality, the gender equality measures they implement and their target beneficiary groups;
- (2) Equal access to and benefits from the centre’s services, based on the gender-differentiated needs assessment;
- (3) Equal leadership and participation in decision making, including in design, implementation and evaluation of CC activities;
- (4) Humanitarian-development peace nexus approach: CCs respond to gender-based protection concerns, especially sexual and gender-based violence, early marriage and exploitation as well as to promote transformative discussions on gender roles.
- (5) Localization: CLIP implementing partners conduct awareness raising and information sessions with mukhtars, community leaders and religious officers. Since the local actors can reach out to commu-

nities which the Community Centres might not be able to reach, their involvement can create a multiplier effect on the promotion of the gender equality.

GENDER IMPACT



Between October 2017 and November 2019, the supported CCs reached more than 160.000 beneficiaries including almost 18.000 vulnerable and at-risk groups such as LGBTI, single mothers, victims of human trafficking, etc. According to latest surveys, the most commonly cited services/activities that contributed to gender equality and empowerment of women were through psychological support (62.5%), gender-specific programming (56.3%), vocational and skill training (50%), registration and legal support (43.8%), and employment support (18.8%). The same report showed that slightly over 90% of women rated the quality of services as very good or somewhat good and more than 87% of women participants of the survey mentioned that the services, they benefit from are very useful or somewhat useful.



1ST WOMEN DIGITAL EMPOWERMENT PORTAL IN PAKISTAN

WOMEN ENGAGE IN INFORMED POLICY MAKING IN KHYBER PAKHTUNKHWA

CONTEXT AND INITIATIVE

The Government of Khyber Pakhtunkhwa has taken visible steps through legislation, policy guidelines and plans of action for promoting gender equality at all levels. Yet the strengthening of women's inclusion at different tiers of the society remains incomplete.

Against this background, the German Federal Ministry for Economic Cooperation and Development (BMZ) and Swiss Agency for Development and Cooperation (SDC), the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in cooperation with the Government of Khyber Pakhtunkhwa (KP) have agreed to support the digital empowerment of women in KP and fulfilling its International commitments under SDGs and national and provincial policy frameworks. The State Citizen Dialogue component of GIZ Support to Local Governance (GIZ-LoGo) Programme is introducing IT based dialogue and feedback mechanism – the Women Digital Empowerment

Portal – informing and directly engaging women in Khyber Pakhtunkhwa.

The women digital empowerment project is designed and implemented through the Institute of Management Sciences in close coordination with the Women Wing of the Social Welfare Department Khyber Pakhtunkhwa. As women empowerment is a cross-cutting area, joint efforts of multiple departments and interest groups including Khyber Pakhtunkhwa Women Parliamentary Caucus is also taken on board to ensure ownership, participation, and sustainability of the intervention.

GENDER – A QUALITY FEATURE FOR OUR WORK

The Women Digital Empowerment Portal provides women with access to information on their rights, to a comprehensive data base of public and development sector interventions, services and employment opportunities and skills development for women. It also enables them to provide feedback to government on policies, laws, etc. through participating in digital discussion forums on the portal and providing recommendations for pro-women legislations, policies and plans.

The project has established Satellite offices which act as multipliers in the process and orients various women groups about the usage and benefits of the portal in women universities and colleges across KP. The trans-

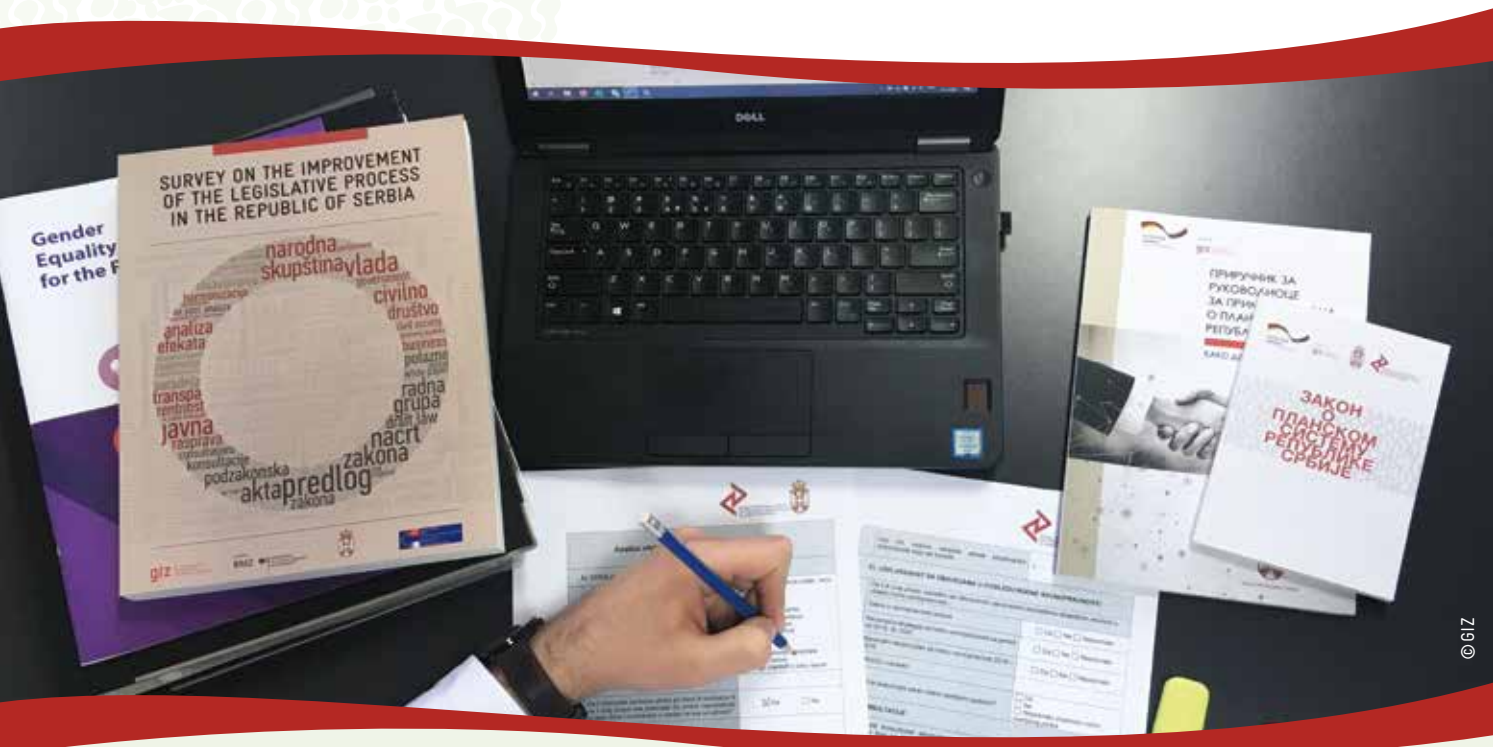
lation and transformation of key content (laws, policies, and associated development initiatives) into multiple formats like summaries, Urdu translations, PowerPoint presentations with voice over in local languages, and animated informative videos has helped increase access and reach.

GENDER IMPACT

Within the pilot phase approx. 1600 women and men have been reached directly through awareness seminars in 10 major districts of the province and many more through a massive social media outreach. A 22 members Technical Advisory Group consisting of Women Parliamentarian's, Heads of Academic Institutions, Female CEO & Entrepreneurs from Business Community, and Civil Society members has proven to be influential and provides feedback to the entire project team on content, sustainability and promotion of portal. Local NGOs and eminent women leaders give women the opportunity to connect and expand their networks. Direct access to Khyber Pakhtunkhwa Ombudsman enables women to address and seek advice on issues of sexual harassment in KP.

'Initiatives such as Women Digital Empowerment Portal have given me a ray of hope for resolving more cases of harassment from the province which were earlier sent to Peshawar High Court' – Rakshanda Naz KP Women Ombudsman





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INTRODUCING THE REGULATORY GENDER TEST IN SERBIA

LOOKING AT PUBLIC POLICY THROUGH A GENDER LENS

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CONTEXT AND INITIATIVE

In 2016, Serbia's Statistical Office introduced the EU Index of Gender Equality as the first country outside of the EU to collect these data. The gender equality index for Serbia is 40.6, compared to a 52.9 average for EU member states. Notwithstanding significant improvements in the area of power and decision making, traditional gender roles still shape the Serbian social, cultural, economic and political life. Many families maintain stereotypical gender roles, with an unequal distribution of labor between men and women, with the latter often shouldering a dual burden of balancing professional duties with family and childcare.

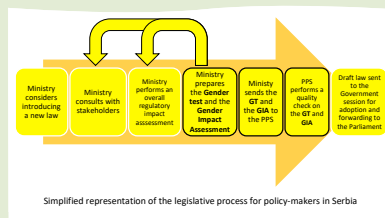


Based on the understanding that without equal rights and benefits of growth to all members of society there cannot be a sustainable development in Serbia in any field – political, social, economic or environmental –

the National Public Policy Secretariat (NPPS) requested the project 'Support to Public Administration Reform in Serbia' to facilitate the development of an impact assessment tool, which captures possible impacts, positive or negative, a new law or regulation may have on the Serbian society – the Gender Test.

GENDER – A QUALITY FEATURE FOR OUR WORK

The projects intervention (framed black) brings the consideration of gender equality to the policy-making process. It influences also how other stages, such as public consultations and impact assessment process, are performed (arrows).



In the first step of the Gender Test, policy-makers are required to assess whether the draft law has any direct or indirect impact on the men and women – individuals and/or businesses. If the answer to any of these questions is YES, they are required to complete a detailed Gender Impact Assessment (GIA). Within the GIA policy-makers are required to: 1) assess and explain possible impact of

the law, 2) list all sources of information they have used in making their assessments (including sources of gender-segregated data), 3) confirm their compliance with the legal and policy framework on gender equality in Serbia, 4) confirm if they have actively involved experts and organizations in the area of the gender equality.

GENDER IMPACT

In addition to the long-term societal impact typical for public policy tools, the Gender Test contributes to improvements in short and medium term. It increases the role of Gender Focal Points in the Serbian public administration, by ensuring their participation in the impact assessment process. In the medium-term the application of the Gender Test, which is closely monitored by the NPPS, will provide insights into competencies and gender equality prioritization among policy makers. By exposing certain patterns or lack of capacities it will serve as an early alarm system calling for targeted interventions.

Government and civil society partners are valuing the introduction of the Gender Test as a big move towards mainstreaming gender equality into the policy process in Serbia. In the long-run, we hope to make gender-equality a core priority whenever policymakers embark on new legislation and national policy documents (e.g. strategies, action plans) which can affect the state of gender equality in Serbia.

GIZ Gender Competition 2020: Background information, videos and websites

GIZ Gender Website

<https://gender-works.giz.de/>

here you will find detailed information on all contributions to the GIZ Gender Competition and insights of GIZ's annual Gender Week

ComCashew "Cashewomen" – Women Leaders in the Cashew Chain E Book

http://cashewomen.com/Women_EBook_English.pdf

Link: ExperTS – Economy, Transfer, Sustainability

http://www.bmz.de/de/themen/privatwirtschaft/kammern_verbaende/experts/

Video: Gender Equality in Mining

<https://www.youtube.com/watch?v=UbB2SlQxcKk>

Video: Together we transform Colombia

https://www.youtube.com/watch?v=ePD_A9Dry64

https://www.youtube.com/watch?v=bIqQM6C_opo

Video: Women for the Energy Sector, Benin

<https://www.youtube.com/watch?v=K56FErJvR-Q>

Videos: ProPFR, Benin

https://www.youtube.com/watch?v=PJYlyZcGq_c

<https://www.youtube.com/watch?v=esT5GEoSAYE>

<https://www.youtube.com/watch?v=Cnm-Om3tyjk>

<https://www.youtube.com/watch?v=iSIZIdgDIM>

Video: Women in Renewable Energies, Liberia

<https://www.youtube.com/watch?v=MUjMXnoEIQ0&feature=youtu.be>

GIZ Encyclopedia "Gender and Mining", Extractives for Development – X4D

http://www.bmz.de/ruelen/releases/publications_new/topics/gender/Encyclopedia_of_Gender_and_Mining.pdf

"Junt*s transformamos Colombia" GIZ Colombia E-Publication

https://www.giz.de/en/downloads_els/JuntsTransformamosColombia_WEB.pdf

MenstruAction "My health, my rights, my future" Nepal

<https://www.myhealthrightsfuture.com/>

Website Transformative Urban Mobility Initiative "Women mobilize Women"

<https://womenmobilize.org/>

Video on the Effects of Covid-19 on Gender-based Violence, PfP Southern Africa

<https://www.youtube.com/watch?v=lthLW71k6Ck&feature=youtu.be>

Video "Women's Café", GIZ Bangladesh

<https://www.youtube.com/watch?v=Mz7PcdKTA4A>

Video on the GIZ "LEAD" Programme in the Middle East

<https://www.youtube.com/watch?v=V-n-dPleKe4>

Website "Women's Rights and Mining"

<https://womenandmining.org/>

GIZ Gender Competition 2020: All 100 project-based contributions by main SDG



SDG 1 – NO POVERTY

Goal 1: End poverty in all its forms everywhere

1.2: By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.

1.4: By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.

1.b: Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies,

Colombia Securing women's access to land restitution following the armed conflict [SDG 5]



SDG 2 – ZERO HUNGER

Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

2.2: By 2030, end all forms of malnutrition, including achieving, by 2025, the internationally agreed targets on stunting and wasting in children under 5 years of age, and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons.

2.3: By 2030, double the agricultural productivity and incomes of smallscale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

Burkina Faso, Ghana, Tanzania, Nigeria Business-driven women working in rice value chains in Burkina Faso, Ghana, Nigeria and Tanzania [SDG 1, 4, 5, 8, 13, 17]
Cambodia Nutrition knowledge for better health choices in the family
India Community Nutrition Gardens: Empowering women in rural India
India Digital tools to empower women on nutrition security
India Targeted Public Distribution System
Uganda Smart trainings made in Uganda [SDG 1]



SDG 3 – GOOD HEALTH AND WELLBEING

Goal 3: Ensure healthy lives and promote well-being for all at all ages

3.1: By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births.

3.7: By 2030, ensure universal access to sexual and reproductive healthcare services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.

India Advancing gender equality towards Universal Health Coverage
Nepal Making Life Better For Girls And Women In Nepal – Month After Month [SDG 4, 5, 6]



SDG 4 – QUALITY EDUCATION

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

4.1: By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

4.2: By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education.

4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

4.5: By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

4.6: By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.

4.7: By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and nonviolence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

4.a: Build and upgrade education facilities that are child, disability and gender-sensitive and provide safe,

Afghanistan Building Impact – Enabling education for girls & women
Ethiopia The Female Innovator Support Group (FIS) – The original creation at Hawassa University & its expansion to further Ethiopian Universities [SDG 1, 8, 9]
Guatemala Democracy in our school [SDG 5, 10]
Mexico Girls' Day México: Gender in Dual Vocational Training
Yemen Towards Gender Equality



SDG 5 – GENDER EQUALITY

Goal 5: Achieve gender equality and empower all women and girls

- 5.1:** End all forms of discrimination against all women and girls everywhere
- 5.2:** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
- 5.3:** Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- 5.4:** Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
- 5.5:** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- 5.6:** Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences
- 5.a:** Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
- 5.b:** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- 5.c:** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

Benin	Results of the ProPFR Project in terms of gender approach in the Phase 2016-2019
Bolivia	Communities of Practice (COP) in Gender and Energy in La Paz and Cochabamba [SDG 7]
Bolivia	Hand to Hand for the Prevention of Violence against Women [SDG 4, 16]
Cameroon	A strong voice for equal opportunities [SDG 1, 8, 15]
Chad	GIZ Gender Competition 2020
Côte d'Ivoire	Agroforestry Project COMOE Dabakala
Namibia	GIZ Gender Strategy
Pakistan	1st Women Digital Empowerment Portal in Pakistan
Pakistan	Gender Realization and Gender Mainstreaming in the Local Councils Association of Khyber Pakhtunkhwa
Pakistan	Small steps towards social deconstruction of gender
South Africa	"I Initiate" – Youth Uniting Against GBV and LGBTI Discrimination in Schools [SDG 4, 17]
South Africa	Step It Up for Gender Equality in South African Media [SDG 17]
South Caucasus (Armenia, Azerbaijan, Georgia)	Empower People – Empower Structures: Joined forces for Gender Equality [SDG 16]



SDG 6 – CLEAN WATER AND SANITATION

Goal 6: Ensure availability and sustainable management of water and sanitation for all

6.2: By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations.

Benin	Youth and solidarity within GIZ
DRC	Strengthening and Efficiency of Water Services in the Democratic Republic of Congo Project
Pakistan	Sanitation for Millions



SDG 7 – AFFORDABLE AND CLEAN ENERGY

Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all

Benin	Women for Energy sector & Energy sector for Women [SDG 4, 5]
Bolivia	Energy and light for a new phase in the lives of Tarijanian women – Bolivia [SDG 5]
Chile	More Power for Women in Chiles Energy Sector [SDG 3, 4, 5, 8, 10, 11]
Ethiopia	Energising Development (EnDev) Ethiopia contributions towards Gender Mainstreaming [SDG 5]
Liberia	Empowering women in Renewable Energies
Rwanda	Tackling Gender Inequalities and Multiple Discrimination through promoting the Concept of a diverse and inclusive Workplace to owners and managers of companies in the Rwandan Energy Sector
Senegal	How to Promote Women's Entrepreneurship in the Renewable Energy Sector



SDG 8 – DECENT WORK AND ECONOMIC GROWTH

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Afghanistan	Women for Women Peer Exchange and Learning Workshop (W-PEXL)
Albania	Talents and Ideas for Albania's Future – Women can make it [SDG 5]
Algeria	First women's cooperatives demonstrate good environmental governance and economic development
Bangladesh	Empowering women in the garments industry – Business-driven approaches to gender mainstreaming [SDG 5]
Bangladesh	Energizing entrepreneurship: The journey of Josna Ara [SDG 5, 7]

Benin, Burkina Faso, Cote d'Ivoire, Ghana, Mozambique, Sierra Leone	Competitive Cashew Initiative (ComCashew) – Reflecting the Reality of Women's Active Role in the Cashew Value Chain [SDG 2, 5]
Bolivia	LGBTI-friendly Companies [SDG 5, 10]
East African Community (Burundi, Kenya, Rwanda, Tanzania, Uganda and South Sudan)	"Transforming Women in Business into Economic Contributors in the East African Community" [SDG 1, 5]
Ethiopia	Gender within the African Continental Free Trade Area
Ethiopia, South Sudan	Proposal for the GIZ Gender Competition 2020
Georgia	A Gently Fermenting Revolution – Women in the Georgian Wine Business [SDG 5, 17]
Ghana	Gender, an asset in the agricultural value chain
India	Incubation and Acceleration Support for Women-Led Enterprises In India (Her&Now) [SDG 5, 10]
India	Promoting Gender Equality in the Value Chain Development – Green Innovation Centers (GIC)
Indonesia	"Inclusive, Gender Equal Labour Market in the Making"
Laos	Gender Equality in Micro Finance
Libya	Women Development and Training Centers
Pakistan	Gender Disparities in Local labour Market
Pakistan	Inspiring Change – Women in Action in the Textile & Garment Industry of Punjab
Pakistan	Mera Hunar Mera Fakhar – My Skill My Pride! [SDG 4]
Pakistan	DAFI Plus – Refugee Management Support Programme [SDG 4, 5, 10]
South Africa	"Woman in Plumbing", – or why pipes don't care who installed them [SDG 1, 5, 10, 13]
Tajikistan	Gender Approach within TRIGGER II: "Woman in Agriculture" [SDG 5, 6]
Togo	Gender stereotypes in the professional learning system [SDG 4]



SDG 9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE

Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Bolivia, Chile, Colombia, Ecuador, Peru	Gender equality in the sustainable management of mining resources in the Andean countries [SDG 5, 8, 12]
Colombia	Bicycle promotion for women
Costa Rica	Gender and Transport in Costa Rica
Germany	Transformative Urban Mobility Initiative's Women Mobilize Women [SDG 11]
Guatemala	A Step Towards Gender-Sensitive Mobility
Pakistan	Creating agents of change in Pakistan
Pakistan	Gender Realization and Gender Mainstreaming in the Local Councils Association of Khyber Pakhtunkhwa
Pakistan	Vision needs Attitude – Attitude meets Action



SDG 10 – REDUCED INEQUALITIES

Goal 10: Reduce inequality within and among countries

10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

Burkina Faso	Budgeting for Gender and Children's Rights [SDG 5, 16]
Germany	"Migration, Gender and Human Rights" [SDG 5, 8, 16 (?)]
Germany, Ghana	Addressing the vulnerabilities of woman in the context of irregular migration and unemployment– Opportunities in Ghana [SDG 5, 8]
Madagascar	The Full-Fledged Citizen
Pakistan	Economy Wins When Women Work – "E4W" [SDG 5, 8]



SDG 11 – SUSTAINABLE CITIES AND COMMUNITIES

Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable

11.2: By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.

11.7: By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.

Algeria	Development of a gender-sensitive public space in Oran
Jordan	Women reclaiming public space in a small town [SDG 8]
Mongolia	Towards Gender-Responsive and Inclusive Ulaanbaatar City [SDG 5, 10]
Mozambique	Gender Toolbox for Female Inclusion in Municipalities [SDG 5]
Peru	Gender mainstreaming in Peruvian urban transport sector [SDG 17]
Turkey	Bridging the Gender Gap in Humanitarian Development Peace Nexus

SUSTAINABLE DEVELOPMENT



SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Goal 12: Ensure sustainable consumption and production patterns

Germany

Women in Mining – Strengthening Gender Equality in the Extractive Industry [SDG 1, 7, 8, 13, 16, 17]

Mali

The contribution of women in the agricultural family business in the Office du Niger Zone



SDG 13 – CLIMATE ACTION

Goal 13: Take urgent action to combat climate change and its impacts

13.b: Promote mechanisms for raising capacity for effective climate change related planning and management in least developed countries and small island developing states, including focusing on women, youth and local and marginalized communities.

Burundi

Gender, one of the pillars for the project: “climate change Adaptation for the protection of water and soil resources, ACCES”
“Migration, Gender and Human Rights”

Germany

Providing Gender-responsive Climate and Disaster Risk Finance and Insurance

Laos

Promotion of Gender Equality through the engagement with the Green Climate Fund

Vietnam

Gender Mainstreaming into Nationally Determined Contribution (NDC)



SDG 15 – LIFE ON LAND

Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

El Salvador

Working Network of Indigenous Women in Mesoamerica within the Framework of REDD+

Madagascar

Women Empowerment for a Greener Future in the South-West of Madagascar (Atsimo-Andrefana) [SDG 1, 5, 8, 10, 13]



SDG 16 – PEACE, JUSTICE AND STRONG INSTITUTIONS

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

16.1: Significantly reduce all forms of violence and related death rates everywhere

16.3: Promote the rule of law at the national and international levels and ensure equal access to justice for all

16.7: Ensure responsive, inclusive, participatory and representative decision making at all levels

16.9: By 2030, provide legal identity for all, including birth registration

16.b: Promote and enforce non-discriminatory laws and policies for sustainable development

Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia, Serbia

Empowering Women through Access to Land [SDG 5, 8]

Afghanistan

Empowering Change Agents for Women’s Rights – The Promotion of the Rule of Law in Afghanistan [SDG 5, 10]

Colombia

Pathways to Peace with Equality in Colombia

Colombia

Sewing quilts – women in Colombia work to prevent gender-based violence

Colombia

The Colours of Post-Conflict

Ethiopia

The Women, Peace & Security Agenda in Africa

Germany

Global Leadership Academy – Unveil the Hidden Presence: Trafficking in Women and Children

Kyrgyzstan

Combining digitalization and gender topics in legislative procedures of Kyrgyzstan

Serbia

Introducing the Regulatory Gender Test in Serbia

Ukraine

Strengthening Gender Equality at the Local Level and contributing to SDGs



SDG 17 – PARTNERSHIPS FOR THE GOALS

Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

17.18: By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts.

Germany

International meetings of women living in drug crop cultivation areas [SDG 5]

Germany

From Zero to Gender. Global Programme ExperTS: A journey towards gender equality in business [SDG 4, 5, 7, 8, 9, 12]

Vietnam

The Power of Statistics

Useful Links

African Development Bank

<http://www.afdb.org/en/topics-and-sectors/sectors/gender>

Asian Development Bank

<http://www.adb.org/themes/gender/main>

Association of Southeast Asian Nations (ASEAN)

https://asean.org/wp-content/uploads/2017/11/7.-ADOPTION_ASEAN-Declaration-on-the-GR-Implementation_CLEAN_Sept.8-2017_for-31st-Summit_CLEAN.pdf

BMZ Gender Equality - A basic principle of German Development Policy

http://www.bmz.de/en/issues/frauenrechte/deutsche_politik/index.html

European Bank for Reconstruction and Development and Gender Equality

<http://www.ebrd.com/ebd-and-gender-equality-overview.html>

European Commission

https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/promoting-gender-equality-womens-rights-beyond-eu_en

https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality_en

European Union Gender Equality Strategy

https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en#gender-equality-strategy-2020-2025

Gender at GIZ

<https://gender-works.giz.de/>

<https://www.giz.de/en/aboutgiz/82775.html>

Gender - Equal Rights and Justice

<http://www.genderaction.org/>

Gender in the Agenda 2030

<https://gender-works.giz.de/wp-content/uploads/2020/07/Gender-Agenda-2030.pdf>

Gender Knowledge Platform

<http://www.gender-in-german-development.net>

German Federal Foreign Office

<https://www.auswaertiges-amt.de/en/aussepolitik/themen/menschenrechte/05-frauen>

<https://www.auswaertiges-amt.de/en/aussepolitik/themen/menschenrechte/05-frauen/frauen-konfliktpraevention-node>

Inter-American Development Bank – Gender and Diversity

<https://www.iadb.org/en/gender-and-diversity/gender-and-diversity>

OECD – Gender Equality and Development

<http://www.oecd.org/dac/gender-development/about-gendernet.htm>

OECD Social Institutions and Gender Index (SIGI)

<https://www.wikigender.org/?s=SIGI>

UN DISPATCH – Women

<http://www.undispatch.com/category/women>

UNRISD – Gender and Development

[http://www.unrisd.org/80256B3C005BB128/\(httpProgrammeAreas\)/6DA4DF9FA8158D3280257F1B005A8527?](http://www.unrisd.org/80256B3C005BB128/(httpProgrammeAreas)/6DA4DF9FA8158D3280257F1B005A8527?)

UN Sustainable Development Knowledge Platform and SDGs

<https://sustainabledevelopment.un.org/sdg5>

UN Women

<http://www.unwomen.org/en>

Wikigender

<http://www.wikigender.org>

Women's Empowerment Principles

<http://weprinciples.org>

Women Organizing for Change in Agriculture & Natural Resource Management

<http://www.wocan.org>

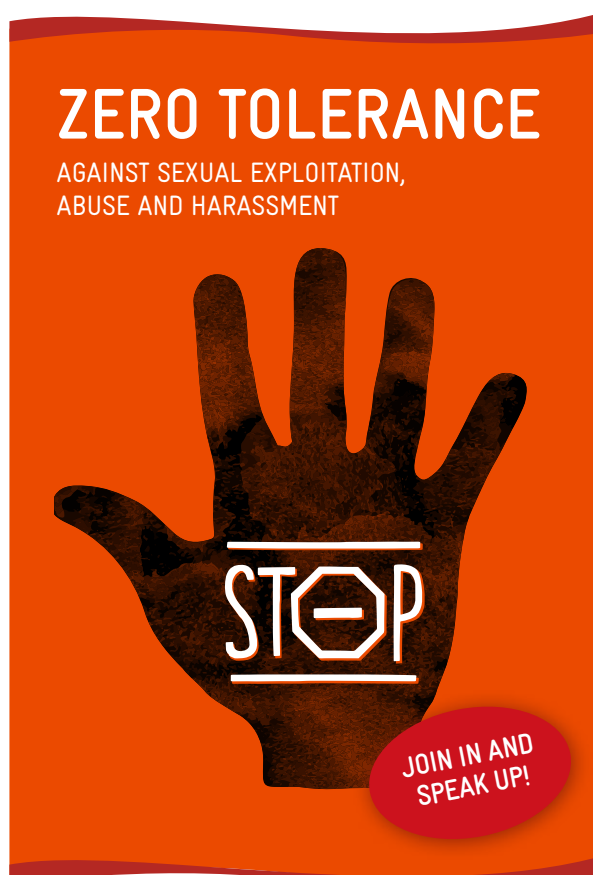
World Bank Gender Platform

<http://www.worldbank.org/en/topic/gender>

World Economic Forum

<https://www.weforum.org/agenda/archive/gender-parity/>

<https://www.weforum.org/reports/gender-gap-2020-report-100-years-pay-equality>



Gender reloaded: Vision needs Attitude – Attitude meets Action



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