

**“Gender Mainstreaming starts with us!”**

-GIZ Gender Day at GIZ Uzbekistan 2015

Based on the *Millennium Development Goals* (MDG) to **(Goal 3) Promote Gender Equality and Empower Women**, agreed to by all the world's leading countries and all the world's leading development institutions in 2000, worldwide efforts are being made on various levels to reach this goal. Gender Equality is an essential precondition and key to health and well-being as well as economically, socially and ecologically sustainable development in the modern society. Every country has unique social and cultural characteristics to be considered when analysing the gender situation on local, regional and national level, as well as planning of activities for the promotion of gender equality. Through gender sensitive approaches in project activities *German Development Corporation* (GIZ) and the *German Federal Ministry for Economic Cooperation and Development* (BMZ) are increasingly focussing on the promotion of gender equality and the empowerment of women. During one week every year the GIZ headquarters in Germany are celebrating Gender with events and workshops and encourage all GIZ country offices to organize similar activities for their staff and/or partners.

### **Gender Day Uzbekistan**

Inspired by the GIZ Gender Week 2015 the national Gender Focal Person for Uzbekistan Nigora Muratova organized an informational as well as participatory "Gender Day" for all staff, including national and international staff, drivers and auxiliary personnel, at GIZ Uzbekistan. The agenda for the day was divided in two parts, where the theoretical first part included general presentations about gender and gender equality, how the GIZ approaches gender equality, how other organisations address gender, and the practical second part included group work and discussions related to gender.

The programme for the *Gender Day* started with an overview of the GIZ Guiding Principles for Gender equality, followed by a thorough introduction to the term "Gender" and how it differs from the term "sex", provided by Dr. Gunnar Strote, team leader of the Medical Technology Programme in Uzbekistan. The theoretical introduction was supported by real-life examples from different sectors and parts of the world.

In the next session 3 women from different GIZ programmes gave an overview of how they work with Gender in their projects. Ms. Yuliya Evdokimova representing the Regional Health Programme, being the only programme with a Gender Marker 2 in GIZ Uzbekistan, shared how men and women are involved equally in trainings, workshops and other activities. The programme especially promotes men involvement in the issues of family planning, contraception use and birth preparedness. Ms. Yuliya Shammassova from the Programme for German Minorities in Uzbekistan shared how she was not aware of the gender approach that can be implemented in projects and activities. When Ms. Muratova approached all projects regarding their gender related activities and approaches Ms. Shammassova began to analyse the programmes participants and beneficiaries as well as activities more carefully. She realized that her programme had great potential for gender focussed approaches, and immediately started to plan activities accordingly.

However, not all activities are equally suited for achieving gender balance. An example from the programme is the support of the elderly, where the number of women exceeds the number of men due to a difference in life expectancy. The third presentation was a short overview of the elaboration of a *Gender Analysis* for the Economic Development Programme, supported by Ms. Kathrin Grundmann, consultant for the programme at the time of the analysis. The *Gender Study* was based on surveys implemented by different international donor organisations in Uzbekistan, showing the general situation of men and women in the country as well as a detailed description of sector specific disparities.

### Gender Survey

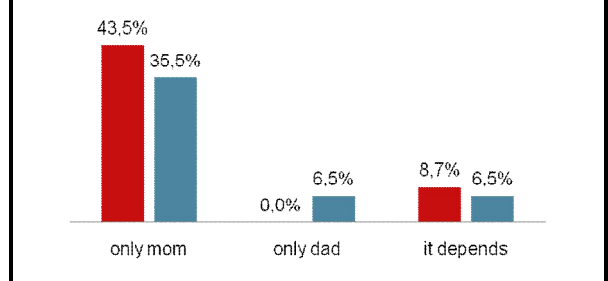
Prior to the *Gender Day* Ms. Muratova developed a questionnaire for the staff at GIZ Uzbekistan in order to **1)** examine the level of awareness on Gender and need for training, **2)** understanding of the importance of gender analyses for programmes, projects and sectors, **3)** reveal the impact of gender stereotypes. The questionnaire included questions related to the educational and job situation, social circumstances, and questions related to general gender stereotypes as well as stereotypes common for Uzbekistan. 55 out of 93 national and international employees at GIZ Uzbekistan responded to the questionnaire, and the results were analyzed by Ms. Muratova in SPSS (Statistical Package for the Social Sciences). The results were analysed according to sex, as well as in some cases the educational level. The questionnaire revealed that stereotype opinions are not always dependent on the sex, but to a high degree also on the educational level. However, not all stereotype behaviours can be found among the respondents.

Based on the questionnaire Ms. Muratova concluded that in relation to gender a number of activities have to be carried out.

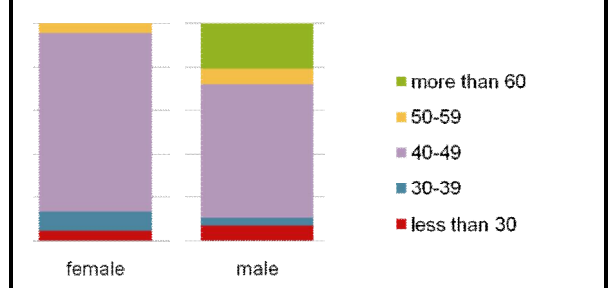
*Below diagrams show some of the results from the questionnaire among staff in Uzbekistan before the Gender Week 2015*

### Stereotype opinions based on educational level and practices

Who will take sick leave when the children are ill?

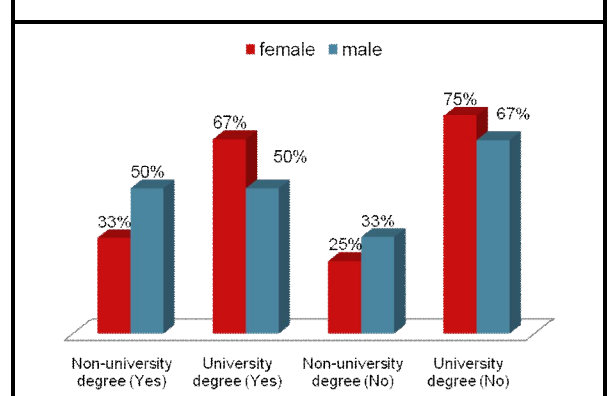


On average, how many hours do you work per week?

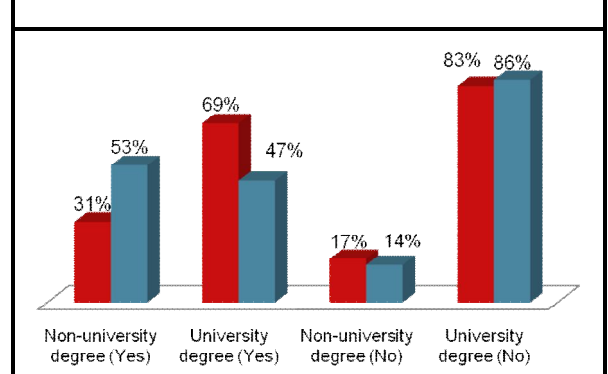


### Stereotype opinions based on educational level and practices

Only the man is responsible for the income in the



Son/boy needs to study, it is necessary to pay him a



It is generally advised to raise awareness on gender among the staff of GIZ. In order to improve the gender equality in programme activities and publications, it is suggested to define a gender focal person in each programme. Furthermore a resting room for special needs of drivers, pregnant or breastfeeding women, and other employees with needs should be arranged, and a review of the national policy with regard to gender is advised.

### Input From Outside

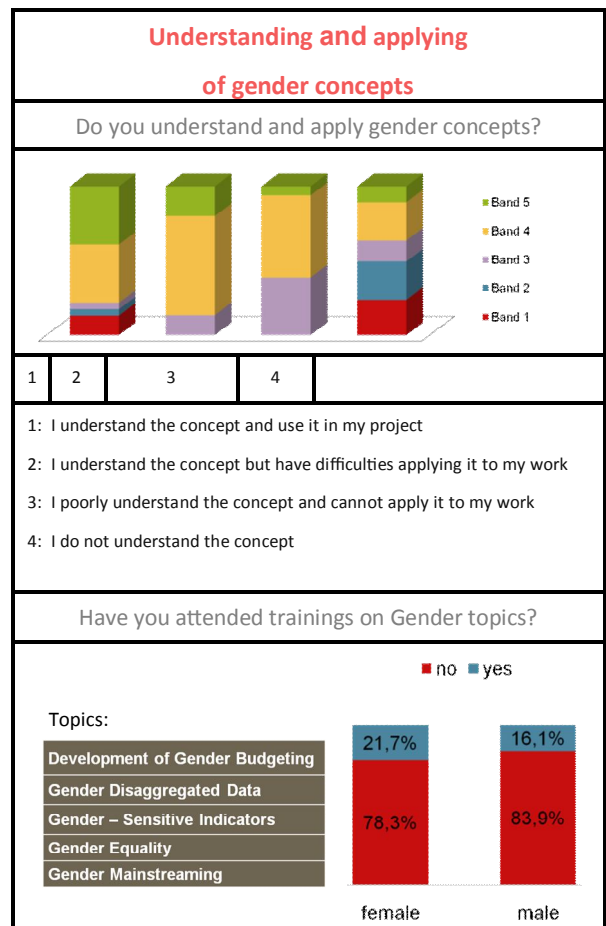
The presentations of internal approaches and results was followed by presentations of three international donor organisations, ADB, WHO and GFA (German Consulting Group), represented by Ms. Nodira Azizova, Mr. Asmus Hammerich and Ms. Malika Inakova respectively. The visitor shared about their activities and approaches related to gender equality in their organisations and in Uzbekistan. Main focus was put on defining the term gender and the incorporation of gender balanced activities in all sectors and levels of intervention.

In the second part of the Gender Day, the Gender Focal Person for GIZ in Eschborn, Ms. Angela Langenkamp, offered to do a Webinar with the participants of the Gender Day in Tashkent. Together with her colleague, Ms. Lisa Schmidt, she provided a comprehensive presentation on “How to Implement the GIZ Gender Strategy”, and was very open to questions on the spot but also for the future.

### Group Work

After the large amount of theoretical input, the last part of the *Gender Day* included participative group work. The participants were separated into three groups. The first group consisted of all non-project staff as well as project drivers. The session for the group was organised in a *classroom* way, where the ADB Gender consultant Ms. Nodira Azizova gave a more extensive lecture on gender and discussed the term from a (traditional) Uzbek point of view. In addition the class was asked to prepare a short role play, highlighting typical gender roles.

The other two groups were asked to develop a small project in the agriculture and education sector, bearing in mind what they had learned about gender during the day when defining their indicators and activities. The projects were presented to all participants at the end of the Gender Day.



## Future Activities

In the future even more focus should be given to gender equality in programmes and activities. This can only be done by including project as well as office staff. It is recommended that future activities related to the promotion of gender include:

- ◆ Appoint gender focal person in every programme and conduct training on gender;
- ◆ Increase gender awareness of all GIZ staff through informational events and material;
- ◆ Monitor baseline results from the gender survey of 2015;
- ◆ Review programme offers, activities and (future) publications related to gender, and promote the development of gender component in all programmes;
- ◆ Include activities and *Gender Budgeting* in Gender Action Plans;
- ◆ Mainstream gender sensitive planning, monitoring and evaluation in all GIZ programmes;
- ◆ Develop a gender oriented network of partners including representatives of state, NGOs, and private sectors organization.

**Published by**

Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH

Registered offices  
Bonn and Eschborn, Germany

GIZ Office Tashkent  
Torsten Brezina, Country Director  
7a, Chimkentskaya str.  
100029, Tashkent, Uzbekistan  
T +998 71 280 67 51  
F + 998 71 280 67 52  
E [giz-usbekistan@giz.de](mailto:giz-usbekistan@giz.de)  
I [www.giz.de](http://www.giz.de)



**Photo credits**

© GIZ Uzbekistan

**Text**

Nigora Muratova, [Nigora.muratova@giz.de](mailto:Nigora.muratova@giz.de)  
Kathrin Grundmann

April 2015