



## Gender and Intersectionality

A Call to Action

Angela Langenkamp, GIZ Gender Commissioner



We started this year's GIZ Gender Week on International Women's Day – a day to celebrate progress made on women's rights, gender equality and gender justice. But also, a day to take stock and reflect on where progress is lagging behind expectations or is under threat, especially when it comes to the rights and acceptance of all women and girls, men and boys in all their diversity and intersex persons.

Neither CEDAW nor the Beijing Declaration and Platform for Action were fought for, negotiated by and agreed upon by ciswomen, women's rights activists and feminists from the north alone. They are the result of joint efforts and agreements. The same applies to the 2030 Agenda with its strong commitment to leave no one behind, to gender equality and human rights.

The COVID-19 pandemic has revealed the magnitude of existing gender related and gender specific inequalities and as such the need to address and promote gender justice for all regardless of a person's gender, sexual orientation and gender identity.

Women do not form a homogeneous group – neither do men for that matter. They form very diverse groups, with a diverse background, history and belonging: people of colour, persons with disabilities, singles or couples being married or living together with their partner, ...

Yet despite Article 2 of the Universal Declaration of Human Rights:

## Universal Declaration of Human Rights

**Article**  
**02**

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Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

The law and legal provisions in most countries do not treat women and men equally. It starts with differences manifested in the law between married and unmarried women

### WBG - Women, Business and the Law, 2019

[Marriage, Citizenship, Equality](#)

Economy	Can a woman obtain a national identity card in the same way as a married man?	Can a married woman legally confer citizenship to her children in the same way as a married man?	Can an unmarried woman legally confer citizenship to her children in the same way as a married man?	Can a married woman legally confer her citizenship to a non-national spouse in the same way as a married man?	Do married couples jointly share legal responsibility for financially maintaining the family's expenses?	Does a woman's testimony carry the same evidentiary weight in court as a man's in all types of cases?
Comoros	Yes	Yes	Yes	No	No	Yes
Djibouti	Yes	Yes	Yes	Yes	No	Yes
Mali	Yes	Yes	Yes	Yes	No	Yes
Mauritania	Yes	No	No	No	No	No
Sudan	Yes	No	No	No	No	No
Tanzania	Yes	Yes	Yes	No	No	Yes

## WBG - Women, Business and the Law, 2020

### Obedience, Head of Household, Domestic Violence, Divorce

EconomyName	Is there no legal provision that requires a married woman to obey her	Can a woman be "head of household" or "head of family" in the same way?	Is there legislation specifically addressing domestic violence?	Can a woman obtain a judgment of divorce in the same way as a man?
Djibouti	No	No	Yes	No
Gabon	No	No	No	Yes
Equatorial Guinea	No	Yes	No	No
Mali	No	No	No	Yes
Mauritania	No	No	No	No
Sudan	No	No	No	No

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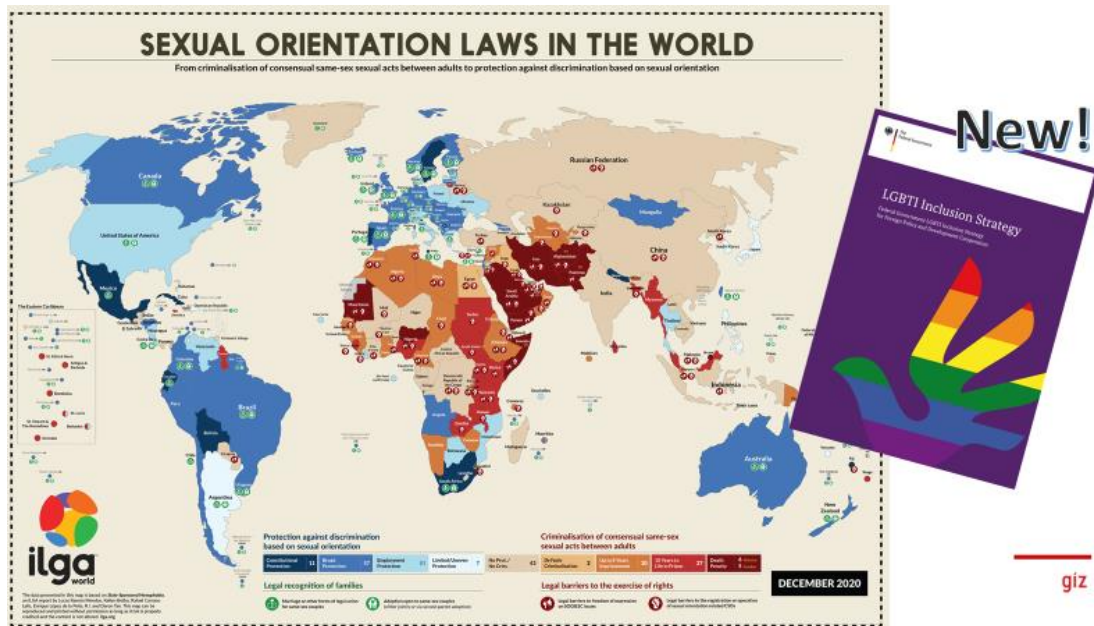
## WBG - Women, Business and the Law, 2020

### The Rights of Women with Disabilities

Economy	Does the constitution guarantee equal rights for persons with disabilities?	If yes, does it recognize and protect the rights of women with disabilities?	Is there a law, other than the constitution, which addresses the rights of persons with disabilities?	If yes, does it recognize and protect the rights of women with disabilities?
Angola	Yes	No	Yes	No
Benin	Yes	No	Yes	No
Burundi	Yes	No	Yes	Yes
Cabo Verde	Yes	No	Yes	No
Cameroon	Yes	No	Yes	No
Central African Republic	Yes	No	No	N/A
Congo, Rep.	Yes	No	Yes	No
Côte d'Ivoire	Yes	No	Yes	No
Eswatini	Yes	No	Yes	No
Gabon	Yes	No	Yes	No
Gambia, The	Yes	No	No	Yes
Ghana	Yes	No	Yes	No
Kenya	Yes	No	Yes	No
Malawi	Yes	No	Yes	No
Mozambique	Yes	No	No	N/A
Niger	Yes	No	Yes	No
Rwanda	Yes	No	Yes	No
Senegal	Yes	No	Yes	No
Seychelles	Yes	No	No	N/A
Sierra Leone	Yes	No	Yes	No
Somalia	Yes	No	No	N/A
South Africa	Yes	No	No	N/A
South Sudan	Yes	No	No	N/A
Togo	Yes	No	Yes	Yes
Uganda	Yes	No	Yes	No
Zimbabwe	Yes	No	No	N/A

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... and between male and female persons living with disabilities



... and between heterosexual women and men and members of the LGBTIQ community. (new LGBTI Inclusion Strategy)

With its Gender Strategy, GIZ has clearly committed itself to the promotion of equal rights and opportunities for all people regardless of a person's gender, sexual orientation and gender identity.

**GIZ Gender Strategy**  
Vision needs Attitude – Attitude meets Action

**Gender reloaded**  
Vision needs Attitude – Attitude meets Action

**5 GENDER EQUALITY**

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By signing the Charta of Diversity in 2019, GIZ underlined and strengthened its commitment to universal human rights and as such also to gender justice and equal rights and opportunities for all people, women and girls, men and boys in all their diversity.

## GIZ's Commitment to Diversity

The implementation of the Diversity Charter in our organisation aims at creating a work environment free of prejudice. **We deeply respect all colleagues irrespective of gender, nationality, ethnic background, religion or worldview, disability, age, and sexual preference and identity.**

In the framework of this Charter we are committed to

1. fostering a corporate culture characterised by mutual respect and appreciation of every single individual. We seek to create conditions such that everyone (superiors and co-workers) respects, practices and acknowledges these values. This will require explicit support from leaders and superiors.
2. ...
3. recognising the diversity of society inside and outside our organisation, appreciating the intrinsic potential residing in it, and endeavouring to utilise it profitably for our business or organisation.

*Signed by GIZ in July 2019*

The same applies to the new EU Gender Action Plan 2021-2025, which has been endorsed and backed up by the Germany EU Council Presidency.

## German and European Commitment to Gender and Intersectionality

Brussels, 16 December 2020  
(OR\_en)

13947/20

DEVGEN 185  
GENDER 150  
ACP 158  
RELEX 999  
SUSTDEV 180  
SOC 895  
ONU 83  
COHOM 113  
CONAFA 74  
FIN 946

**NOTE**

From: Presidency  
On: 16 December 2020  
To: Delegations  
Subject: Presidency conclusions on the Gender Action Plan (GAP) III 2021-2025 – An ambitious agenda for gender equality and women's empowerment in EU external action

"We welcome and endorse the EU GAP III and its accompanying staff working document.

**The post COVID-19 recovery must be an opportunity to address structural inequalities and build more inclusive and gender equal societies.**

**Achievements made on gender equality and women and girls' full enjoyment of all human rights and their empowerment must be safeguarded against any deterioration and backlash.**

THE MEMBER STATES, THE HIGH REPRESENTATIVE AND THE COMMISSION ARE INVITED, WITHIN THEIR RESPECTIVE SPHERES OF COMPETENCE,

7. To mainstream and accelerate progress on gender equality in the response to the pandemic and when recovering better and greener. ... A gender transformative approach needs to be taken throughout the humanitarian-development-peace nexus whilst respecting international humanitarian law;

**8. To affirm their commitment to leave no one behind and contribute to a gender equal world for everyone, regardless of one's ethnicity, gender, age, disability, religion or belief, sexual orientation and gender identity, migration status or other factors.**

.....

Thus, there is a strong call to action directed to all of us, individually and collectively, as a person and an institution!