

Gender Group Egypt



Promoting gender equality and contributing to the elimination of gender-based discrimination is a priority of GIZ Egypt. GIZ Egypt's Gender Group (GG) was established as a community of practice for the Gender Focal Points (GFP) of all GIZ Egypt's projects in 2014.

Its objectives are to strengthen Gender Mainstreaming in GIZ projects within GIZ Egypt's country portfolio and to provide mutual support and advice. The GG is operating through three different subworking groups and since 2021 it was extended by a fourth subworking group on *Inclusion of People with Disabilities*. For 2022 a fifth subworking group on Anti-Sexual Harassment work is foreseen.

GROUP STRUCTURE & WORK MODE 2021

The GIZ Egypt GG consists of the GFPs on project and country level (currently 16 GFP) and is also open to all interested colleagues. Each of GIZ Egypt's projects has at least one GFP. GIZ Egypt also appointed two GFPs on portfolio level. Gender balance and balance between AMA/NP are selection criteria for the role of GFP on country level. They are supporting project GFPs, country director (CD), portfolio management (PFM) and head of projects (AVs) through consultation and knowledge management, mainstreaming Gender in commission management and coordinating GIZ Egypt's GG.

GG meetings take place on a regular basis (currently monthly) to ensure exchange with regard to the topic of gender mainstreaming between the different projects and clusters. Since beginning of 2021 a newer Subgroup on *Inclusion of People with Disabilities* (currently 21 members) was added to the GG. This subgroup has its own meeting rhythm and is also open to all GIZ Egypt colleagues.

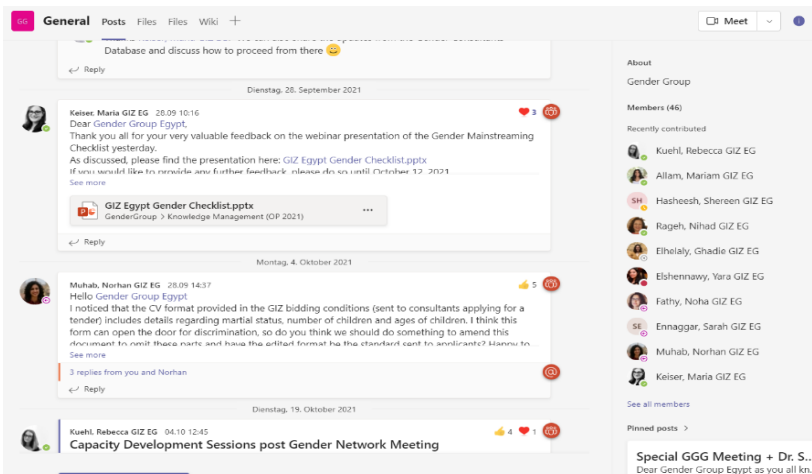
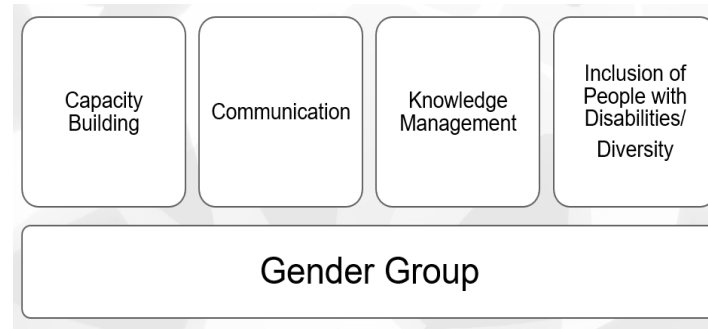


Since several years, GIZ Egypt formulates and implements one **Annual Gender Goal** and a respective **Operational plan** through the GG members. Through the ongoing support of CD and PFM the annual **GG budget** is usually split between all projects after approval of the AVs and management. The GFP on country level can attend Management Team Meetings regularly to address Gender and Inclusion related topics and share updates of the GG's work.

GROUP STRUCTURE & WORK MODE 2021

The recent focus of the group is on gender related knowledge management, fostering capacity building, communication and the inclusion of people with disabilities. Therefore, the GG operates through four sub-working groups:

- **Capacity Building:** planning and facilitating trainings for staff members of all bands (and if seen necessary externals)
- **Communication:** creating and distributing communication material, overview Gender news (country wide), PR
- **Knowledge Management:** creating knowledge products, keeping Gender Checklist and Gender consultant data base up-to-date
- **Inclusion of People with Disabilities:** Mainstreaming inclusion across GIZ Egypt's projects and in the projects' service delivery to partners



A main challenge faced - due to the COVID-19 pandemic – was that many of the newer colleagues have never physically met (including the 02/21 newly elected GFP on country level) and a new digital work mode for the GG had to be established.

The solution is the active use of the new GG MS Teams space which **completely transferred the workflow into the digital work sphere**. The onboarding for new GFP and active colleagues as well as the monthly meetings were shifted into digital formats.

This way the GG was able to still jointly create an operational plan for 2021 and achieve results on country level (see coming pages) without meeting physically.

GENDER IMPACT 2021

Beginning of 2021, and following an internal interview process, a new **Anti-Sexual Harassment Focal Point on country level** was digitally elected by the CD in support of the GFP on country level. A challenge faced in the previous years was the question of smartly interlinking the work of the GG and of the ASH-FP, therefore the call for application to this open role was published in the GG and members of the group were especially encouraged to apply. The newly elected ASH-FP now is also part of the GG which makes steering and synergy creation easily possible. Until now exchanges with other GIZ GFP (such as Sri Lanka) have been facilitated through the GG to disseminate Egypt's practice and experience on the subject. Currently the ASH-FP is working on the graphic design of the ASH policy through the GG communication subgroup. In October 2021 a *Brown Bag Lunch* on country level was held by the ASH-FP on the subject. Further activities are planned on country level for 2022 (developing an SOP for reporting mechanism, contextualized psychosocial support, awareness activities).

GENDER IMPACT 2021

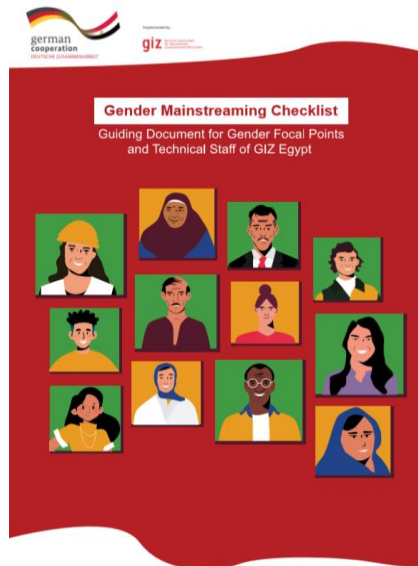
In 2021 the GFP on country level were included by the country management into **GIZ Egypt's current digital onboarding planning process**. A module in the new digital onboarding will therefore be dedicated to sensitization, awareness raising and capacity building on gender (mainstreaming), Anti-Sexual-Harassment and Inclusion for all new GIZ employees. This step will provide a solution to new colleagues entering the GIZ (Egypt) world with different knowledge backgrounds with regard to these important subjects by bringing them all to the same level and further enabling them to navigate processes, know GIZ tools and actively contribute to our goals.

Through ongoing support by CD and PFM, the GG was further able to present during **GIZ Egypt's End Of Year Event 2021**. The presentation slot was used to showcase 2021 activities and especially advocate for the use of the Gender Mainstreaming Checklist by all colleagues.

During GIZ's **2021 Gender Week** Egypt's GG actively participated and created a **session on Women in digital transformation: Bridging the digital gender divide**. Joining participants learned about challenges and opportunities of bridging the digital gender divide and the scope was further broadened by input of an external Egyptian expert on digital divide at the intersection of gender and disability.

In 2019 a **country-wide gender analysis** to serve as reference for project gender analyses and the country's portfolio planning was prepared according to the new format. In 2020 a **data base for Gender consultants** and a **Gender Mainstreaming Checklist** was created by the GG for the first time – both formats have been refined and tested by the GG during 2021 before the official launch on GIZ Egypt level end of 2021.

The **Gender Mainstreaming Checklist** was distributed across GIZ Egypt in 2021, also through Webinars developed and facilitated by the GG. The Checklist is a hands-on tool created to enable all staff to integrate Gender mainstreaming into their daily work and into every step of the project cycle no matter the projects GG-marker. The checklist helps to ensure that the interests and concerns of our beneficiaries and target groups of all genders are equally accounted for in design, planning, implementation, monitoring and evaluation of every project in all sectors. All GIZ Egypt colleagues are encouraged to use this practical and user-friendly guide to reflect on how to best integrate gender mainstreaming in their work.



GIZ Gender Competition 2022

Project Offer: Safeguards + Gender			
Is the Gender Focal Point on the country level included in all email to the Safeguards + Gender Desk?			
Is the preliminary Safeguards+ Gender Checklist filled out and handed in together with preliminary Gender Analyses to the Safeguards+ Gender Desk 10 working days before the appraisal mission starts (in case of BMZ commissioned projects)? ⁴			
Has the Gender Focal Point on the country level commented and signed the preliminary Safeguards +Gender Checklist before it is sent out to the Safeguards and Gender Desk?			
Is the in-depth Gender Analysis (if required) handed in 15 working days prior to the ZAK at the Safeguards+ Gender Desk (if there is no ZAK 15 working days before the offer is handed in to the commissioning party)? ⁵			
Has the Gender Focal Point on the country level been provided with enough time to comment on the final version of the gender analysis before it is handed in to the Safeguards+ Gender Desk?			

4 Concerning all projects with other commissioning parties: Is the preliminary safeguards and gender checklist filled out and handed in together with preliminary gender analyses to the safeguards and gender desk 10 working days before the project outline is handed in to the commissioning party?

5 In the case of BMU and AA commissioned projects: Can the projects designed without a gender analyses being drafted and instead with a gender score being conducted and handed in to the safeguards and gender desk?

6

Chapter 2: Planning

In the planning phase of projects, gender mainstreaming is crucial. It lays the ground for gender-sensitive project implementation, and streamlines the findings of the gender analysis, guaranteeing a solid gender dimension that the project partner would sign on to. This section of the Checklist offers guidance on how to seamlessly mainstream gender during operational and annual planning, stakeholder mapping and planning activities with partners. It also relates to gender-sensitive budgeting and planning gender-sensitive Human Resources Management of a new or follow-up project.



Tips

- The project's activities should reflect gender equality enabling opportunities and underline mitigation schemes to the gender equality obstacles pre-identified in the gender analysis.
- Ensure that the project team is capacitated with gender knowledge, tools and expertise.
- Allocate budget for gender mainstreaming activities.
- Test planned activities against the feedback of different (vulnerable) groups (e.g. different groups of girls and women etc.), collected during the design phase (Gender Analysis).



Planning Phase: Gender Mainstreaming Checklist	Yes	No	Recommendations
(Operational) Planning			
Is gender treated as a cross cutting topic in operational planning workshops?			

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GENDER GROUP (DIGITAL) ACTIVITIES 2021

Following the Need Assessment conducted in all projects in 2020 the lack of training in some subjects by GIZ Egypt colleagues were addressed by offering the **Gender Sensitive Budgeting Webinar Series** in 3 parts with an external expert (02/21) and further a **Basic Gender Awareness Raising Training for GIZ Egypt support staff and drivers** by an external local expert (11/21). A **Gender Analysis Webinar** (internal and session for selected external local consultants) by FMB colleagues is in the pipeline for January 2022.

To tackle the challenge of different information status quo and knowledge among GIZ Egypt staff an interactive **Brown Bag Lunch on Gender in GIZ Egypt** was held by GFP Country level (06/21) and a **Brown Bag Lunch on Anti-Sexual Harassment (Policy)** by ASH-FP (10/21) was open to all colleagues.

The implementation of the Gender Mainstreaming checklist is made accessible by providing colleagues with the opportunity to join webinars on **GIZ Egypt Gender Mainstreaming Checklist: An Introduction** by the Knowledge Management subworking group of the GG in January/February 2022.



GIZ Gender Competition 2022

Gender Mainstreaming in GIZ Egypt

5 Strategic elements of GIZ's Gender Strategy

- 1 Political will and accountability**
Clear commitment to realizing gender equality and promote and follow up implementation of the gender strategy in their area of responsibility.
- 2 Corporate culture**
Represent and make visible inside and outside GIZ those patterns of behavior, codes of conduct and processes within the company that promote and enhance gender equality.
- 3 Gender competence**
Skills and gender knowledge of the workforce.
- 4 Process adjustment**
Gender-sensitive and gender-differentiated design of all procedures and instruments.
- 5 Equal opportunities within the company**
Promotion of potentials, equal rights and opportunities for all employees and members of the workforce, irrespective of their gender, sexual orientation and gender identity.

Quantitative Gender Equality Achievements of GIZ Egypt in 2019

- 4,682 women came into employment.
- 5,965 women benefited from improved working conditions.
- 740,248 women were reached by improved municipal services.
- 4,142 women and girls learned about human rights and gender equality.
- 95,600 women used healthcare and medical services in 2019 that were supported by GIZ Egypt.

Qualitative Gender Equality Achievements of GIZ Egypt's Clusters

- Environment and Climate Change**
"As the coordinator of the Women Initiative to promoting new water saving practices in agriculture production, I was amazed to see how positive the rural women responded to and learned about the hydromechanics/aquaculture and farming systems which save water, protect the environment and further create an income for these women and their families."
- Governance and Democracy**
"I see it as my role to stand against all forms of violence against women- so I am following the national social media campaign on how to combat sexual harassment and gender based violence against women and girls in public transportation and spaces with enthusiasm!"
- Urban Development**
"As the Gender Focal Person for the Participatory Infrastructure Project it was such an achievement to develop guidelines for GIZ's infrastructure projects. These help urban designers to consider the needs and interests of both female and male citizens"
- Technical Education and Labour Market**
"The training modules offered by GIZ's Employment Promotion Project coached us and gave us the entrepreneurial skills on how to run an enterprise. Today we have a tutoring center for school children in our neighbourhood complementing the public education system"
- Private Sector Development**
"The Girls' Day, female mentoring and internships organised by GIZ's Employment of young women through applied Gender Diversity Management in the MENA region project were my highlights in this school year. I know now that I want and can become a manager and engineer in a private sector company"

Gender Focal Points (GFP)
Each of GIZ Egypt's projects has at least one Gender Focal Point. The role of GFP is to advise and support their managers and colleagues in Mainstreaming Gender throughout the different project phases. GIZ Egypt also appointed two GFP on portfolio level. They coordinate the Gender Group, support project GFP and head of projects, country director and portfolio management through consultation and knowledge management, in addition to mainstreaming gender in commission management.

Gender Group
GIZ Egypt's Gender Group was established in 2014 as a community of practice. It consists of all the GFP from all projects. Its objectives are to strengthen Gender Mainstreaming in GIZ projects and to provide mutual support and advice.

Gender Mainstreaming through Projects
Each year GIZ Egypt and partner institutions are achieving striking qualitative and quantitative results concerning gender equality, the reduction and prevention of violence and discrimination of women and girls. This is not only possible through gender equality focused projects, but also through all other projects engaging in achieving gender equality through certain activities or some of their indicators.

Gender Mainstreaming through GIZ Egypt's Head Office

- Granting a paternity leave to every new father.
- Holiday allowance for mothers of children less than 5 years old.
- Actively implemented Anti-Sexual Harassment policy introduced in 2016.
- "Focal Point" "Anti-Sexual Harassment" at the workplace is approachable for all GIZ Egypt staff.
- Implementation of one annual gender goal and a respective operational plan through the Gender Group members.
- *2019 a new Gender Analysis was developed for GIZ Egypt's portfolio and in 2020 a Gender Mainstreaming Checklist was created through the Gender Group.

Contact GIZ Egypt's Gender Focal Points on Portfolio level for further info: khaled.fahmy@giz.de, rebecca.kuehl@giz.de

COMMUNICATION PRODUCTIONS 2020/21

The GG noticed a gap of communication material (for internal and external use) and addressed it by creating a **poster** (print version is distributed in all GIZ Egypt offices 2021), **flyer** and **videos** (long and short version in English with Arabic subtitles; Arabic audio version will be available in 2022) on *Gender Mainstreaming in GIZ Egypt*. The material has been distributed to all colleagues via multiple channels (and is accessible here: <https://dms.giz.de/dms/lisapi.dll/app/nodes/315750285>).

Further – through integrating ASH topics into the GG – the GG realized that not all GIZ Egypt colleagues are aware of (internal processes with regard to) the ASH policy. To enhance accessibility and give incentive to internalise the policy, a „fresh“ **designed ASH policy** and information posters in the same style as other GG communication products are currently being designed.