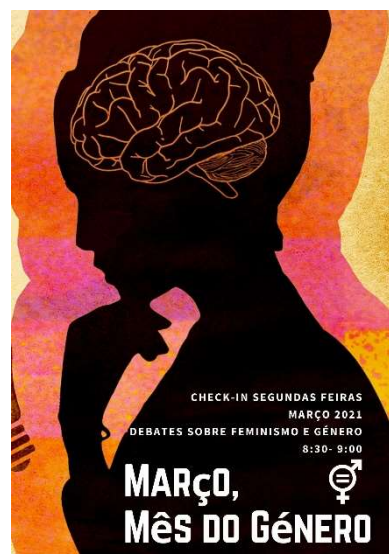


## FROM GLOBAL TO LOCAL, an entire month dedicated to gender equality

Desde o Dia Internacional da Mulher, 8 de Março, até o Dia da Mulher Moçambicana, 7 de Abril, surgem 31 dias dedicados ao “Mês de Género” no programa Boa Governação Financeira na GIZ Moçambique. Um mês dedicado a debates sobre feminismo, conversas sobre diferentes tópicos que envolvem ao género, equidade de género, feminismo, comunicação sensível ao género, entre outros, com profundidade e compromisso.

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From the International 8<sup>th</sup> of March to the Mozambican Women's Day, 7<sup>th</sup> of April, 31 days were turned into the “Gender Month” of the Good Financial Governance Programme of GIZ Mozambique. From global to local, a series of debates and events, organized by the team, were dedicated to topics around gender, gender equity, gender sensitive language and feminism, to enhance the conversation and deepen understanding.



### Introduction:

The Good Financial Governance Programme (*Boa Governação Financeira*, BGF) addresses gender issues transversally in all its areas of intervention. Significant results towards more gender equality have already been achieved with the projects’ partners in the thematic areas of citizen communication, localizing the SDGs, the Municipal Governance Barometer, strengthening the women municipal leadership network and training public servants at municipal level.

The programme BGF operates in four provinces in Mozambique: Inhambane, Sofala, Nampula and Niassa, and in the capital, Maputo. There is a Gender Focal Point in each of our offices who guarantees the implementation of gender-sensitive activities within the programme, raising the discourse and sensibility about gender equality.

Also, the programme management actively supports the debate and activities related to gender, health and wellbeing, sexual harassment policy at the workplace and more, thereby enabling an open and constructive communication by employees.

In March 2021, the month of celebrating the International Women's Day, and in April, the month of celebrating the National Women’s Day, the programme championed a series of activities, which consisted in the organization and realization of debates, self-reflections, lectures and training on gender themes.

An interactive virtual conversation kicked-off the first “Gender Month” on 8<sup>th</sup> of March, with all the GIZ Mozambique programmes involved. Two leaders of BGF shared personal experiences of challenges as women leaders and how they overcame social and professional barriers imposed on women in leadership positions with their colleagues. This successful event marked the start to the first BGF “Gender Month” – 31 days dedicated to examining the topic from different angles and perspectives, as shown below.

All events took place virtually on MS Teams so that colleagues from the different provinces the programme is based in could participate. A mix of various tools was used to facilitate the different sessions; Break-out rooms, open debates, videos, chat, quizzes, presentations, queries, exercises, etc.

## BGF Gender-Month Events:

### 1. Tedtalk: Chimamanda Ngozi Adichie – We should all be feminists

([https://www.ted.com/talks/chimamanda\\_ngozi\\_adichie\\_we\\_should\\_all\\_be\\_feminists/up-next?language=pt-br](https://www.ted.com/talks/chimamanda_ngozi_adichie_we_should_all_be_feminists/up-next?language=pt-br))

Chimamanda Adichie’s famous TED Talk “We should all be feminists” opened the debate of the Gender Month at the BGF programme level. Referring to Chimamanda’s words, the question “What does it mean to be a feminist” was discussed. Vibrant discussions took place within the team on topics inspired by the Nigerian writer such as the definition of masculinity in various cultural contexts, the notion that it is not culture that makes people, but people who make culture as well as if and how changing Mozambican culture into a more equal one for each gender is possible.

The next three sessions of the Gender Month consisted of training modules developed by BGF on gender and gender sensitive language.

### 2. Module I: Enhance knowledge about the concept of gender

In module I the difference between sex and gender was explained and discussed. Further, other factors that influence the notion of gender, such as age, education, nationality or race, brought the conversation to the concept of intersectionality. The second part of module I analysed typical gender roles in Mozambican society using videos (for example: [Série Fala Direito Comigo: o que é isso, gênero? - YouTube<sup>1</sup>](#)) and exercises.



### 3. Module II: Inequality, Equality and Equity of Gender in the Mozambican context

The second module analysed inequality between genders in Mozambique, focussing on areas like work, education, and gender-based violence, based on available statistics. Furthermore, the difference between equality and equity was discussed, followed by lively discussions that reflected Mozambican realities.

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<sup>1</sup> English translation: *Talk straight to me: gender, what is it?*

#### **4. Module III: Gender sensitive language and inclusive communication**

Gender inclusive language was the topic of the third module and why it is important to consider a gender sensitive language in our daily communication, especially in a work context. Practical exercises with the team how to use the Portuguese language can be used in a more gender inclusive way completed this training.

#### **5. Debate about intersectionality and racism**

The fifth session was an open debate about the concept of intersectionality, focussing mainly on the intersection between race and gender and racism in Mozambique and how racial differences can affect, for example, access to the labour market and education in both, Mozambican and international contexts.

#### **6. Open debate about women's representation in GIZ staff in Mozambique**

Session 6 analysed the representation of men and women in the different positions in the GIZ personnel structure in Mozambique in general and especially in the Good Financial Governance programme. Furthermore, GIZ's gender-sensitive recruitment policy was discussed and compared to actions taken by other companies.

#### **7. Introduction to GIZ's policy on combating sexual harassment**

In this session the programme's Gender focal point gave an introduction to the GIZ's policy for combating sexual harassment. The presentation considered cultural differences which play a role in a multi-cultural work environment.

#### **8. Open debate about the participation of women in Mozambican politics**

The closing discussion of the first Gender Month was about the participation of women in Mozambican politics. After presenting statistical data from both central and local levels, challenges for women in leading positions were discussed including notions of how this is influenced by the electoral system in the country.

## **Outcome**

### **Main challenges:**

- Gender-sensitive communication. Understanding, interpreting and communicating about the world in an inclusive way. Conservatism of the Portuguese grammar and language.
- Gender – perceived as a Eurocentric concept.
- Cultural factors, patriarchal family structures. Traditional division of gender roles which are constantly reinforced by society.

### **Three key success factors:**

- A multicultural team which offers broad knowledge, is open to learn and in which good habits spread quickly. A team culture based on openness and respect for each other allowing everyone to express their opinions.
- Gender has already existed as a cross-cutting topic within the programme for a while. Therefore some of the material had already been developed and tested and practical experiences of colleagues in various thematic areas could be built upon.
- The adopted methodology consisted of various short time events over a longer period of time which allowed reflection of the topic in between the sessions and created a constantly increasing learning curve.

### **Achievements:**

- Change of mindset, increased awareness of the importance of and the use of tools for better inclusive communication. The internal and external communication of the programme became more sensitive, inclusive, and neutral in speech and in writing.
- After the gender month initiative, an evaluation survey was conducted and the proposal of turning the gender area from a cross-cutting topic to a dedicated thematic area, while continuing to work across topics, was accepted.
- Inclusion of training activities on communication and gender with the programmes' counterparts in the planning for 2022.

### **Outlook for Gender Month 2022:**

- Establishing the Gender Month as an annual event, especially important due to the many new colleagues in the programme (39 new colleagues in 2021 alone)
- Inclusion of new topics / approaches:
  - Masculinities (involving a local activist).
  - Introducing further gender identities.
  - Including partners into the Gender Month activities.
  - Physical interactions for particularly sensitive topics – the Covid-19 pandemic allowing.

Contribution by the Gender Team GIZ Mozambique