



GIZ Egypt is actively contributing to putting GIZ's global Gender Strategy into practice. It is engaged in Mainstreaming Gender in diverse ways and on different levels, through its Gender Focal Points and Gender Group, on the level of its' projects, or through annual gender action plans and respective gender goals.

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.

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

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

Quantitative Gender Equality Achievements of GIZ Egypt in 2019

4,682 women came into employment.
5,965 women benefited from improved working conditions.
740,748 women were reached by improved municipal services.
6,149 women and girls learned about human rights and gender equality.
95,800 women used healthcare and medical services in 2019 that were supported by GIZ Egypt.



Qualitative Gender Equality Achievements of GIZ Egypt's Clusters



"As the coordinator of the *Women Initiatives 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 hydroponics/aquaponics/aquaculture and farming systems which save water, protect the environment and further create an income for these women and their families"

Environment and Climate Change



"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"

Governance and Democracy



"As the Gender Focal Person for the *Participatory Infrastructure Project* it was such an achievement to develop guidelines for GIZs infrastructure projects. These help urban designers to consider the needs and interests of both female and male citizens"

Urban Development



"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"

Technical Education and Labour Market

PROMOTING GENDER EQUALITY IN GIZ EGYPT

A HOLISTIC APPROACH CONTRIBUTING TO THE ELIMINATION OF GENDER-BASED DISCRIMINATION

CONTEXT AND INITIATIVE

Egypt is still dominated by an extremely patriarchal gender paradigm with corresponding norms, values and behavioral expectations. Sexualized violence poses significant barriers to women's social, political and economic participation. Promoting gender equality and contributing to the elimination of gender-based discrimination is a priority of GIZ Egypt and its strategic cooperation in support of the Egyptian Government's "Sustainable Development Strategy - Vision 2030". A country-wide gender analysis serves as a reference for project gender analyses and the country's portfolio planning.

The GIZ Egypt Gender Group (GG) established in 2014 is built around gender balance and brings together national and international colleagues and expertise. To cover the entire portfolio and different sectors GIZ operates in, the GG consists of 1-2 Gender Focal Persons (GFP) per project and two on country level. To build on achievements made and advance the gender agenda GIZ Egypt formulates an Annual Gender Goal implemented through a respective operational plan by the GG and dedicated budget approved by GIZ's management team. To facilitate the implementation of GIZ Egypt's Anti-Sexual-Harassment Policy a newly appointed Anti-Sexual Harassment Focal Point on country level joined the GG in 2021.

GENDER -

A QUALITY FEATURE FOR OUR WORK

GFPs on project level advise on gender mainstreaming and gender-transformative approaches. GFPs on country level facilitate exchange and peer learning and support the country director and portfolio management as well as heads of projects in mainstreaming gender in commission and knowledge management. The GG meets regularly and interacts with the wider GIZ gender community. Additionally, the GFPs on country level represent GIZ Egypt in the *Gender and Development working group* comprising all international organizations, key embassies and international stakeholders working on gender equality in Egypt. To build the capacities of all GIZ Egypt colleagues the GG organizes webinars and brown back lunches addressing topics such as gender-responsive budgeting, gender-sensitive procurement, anti-sexual harassment, women in digital transformation, gender and inclusion, basic gender awareness and knowledge trainings. Webinars on preparing gender analyses are in the pipeline for all relevant colleagues and external consultants.

GENDER IMPACT

To enhance gender competence, gender responsiveness and gender-transformative approaches and impacts the GG has also established a well-resourced gender library, a data base for Gender consultants and a

Gender Mainstreaming Checklist, a hands-on tool to enable all staff to address and advance gender equality in their daily work and into every step of the project cycle. It disseminates communication and sensitization materials and has established a module in the new digital onboarding dedicated to awareness raising and capacity building on Gender, Anti-Sexual-Harassment and Inclusion for all new GIZ employees in Egypt.

