



TRANSFORMING GENDER ROLES, ACHIEVING EQUALITY

GERMANY, DIVISION RURAL DEVELOPMENT AND AGRICULTURE IN DEPARTMENT SECTOR AND GLOBAL PROGRAMMES (GLOBE)

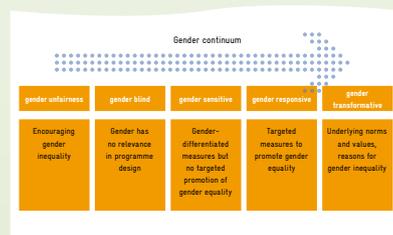
CONTEXT AND INITIATIVE

“Equality of all genders is inevitably embedded in the values and identity of GIZ and its projects.” This statement is also, and above all, backed by the staff of the company. There are already many good approaches to achieving gender equality across the board. However, these sometimes vary greatly.

Employees in development cooperation should always be aware that the approach they choose can also influence the impact of a project from the very beginning. To answer these questions and promote more empowerment of women in the projects, the division Rural Development and Agriculture developed an orientation “Transforming gender roles, achieving gender equality” and a checklist for gender-transformative approaches (GTA). They were developed in 2020 as an annual project of the Gender Group of the division, which consists of the gender focal persons of the projects.

GENDER – A QUALITY FEATURE OF OUR WORK

With the documents produced, the division contributes to representing gender equality as an action-guiding principle internally and externally and to making it visible as part of our corporate culture. The target group are all employees of the division as well as consultants and cooperation partners. The orientation briefly introduces the underlying



concepts as well as examples from the department’s portfolio. The checklist serves as a working aid in the entire cycle of contract management for different project types. This is to guarantee that gender equality is analysed and planned with a view to transformation in all thematic fields of rural development and agriculture.

GENDER IMPACT

The International Food Policy Research Institute (IFPRI) has created the Reach-Benefit- model as an important framework to classify whether women can be reached, benefit or empowered through an initiative. Although women’s empowerment is one of the major guiding objectives of German development cooperation, it is not easy to achieve in practice. One reason for this is that gender roles are culturally shaped and subject to social norms and practices. Empowerment of women therefore often requires the transformation of gender roles and the engagement with social change processes in a society.

Since the official launch of the orientation and the checklist on 1 December 2020, a lot has been achieved:

- Integration of gender-transformative approaches in the new core area strategy “A world without hunger”
- Commitment of the heads of GloBe to promote more gender transformative approaches in the projects
- Development of a project proposal with a transformative approach for the IPA 2022
- Application of gender transformative issues in new concepts and gender analyses
- Reflecting on the chosen approach to promote gender equality in five existing projects
- Co-founding of the working group on gender transformative approaches within the networks SNRD Africa and SNRD Asia and the Pacific

